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Thursday, April 22 2021

Happy 61st birthday Isipani!

WYNAND SMIT
MANAGING DIRECTOR
ISIPANI CONSTRUCTION

IT'S important to reflect on a milestone such as a 61st birthday celebration, because it gives you a deeper perspective on just how far you've come, and what you have achieved as a business.

Isipani has seen tremendous growth, particularly over the past ten years. That is because we have taken the time to implement strong management structures, and have reinforced our value system within the business, making sure that everyone who works for Isipani understands them, and why living those values matters.

We believe that our conservative strategy, and the way we focus on our core business is what sets us apart, and it has paid dividends. It was this approach that made it possible for us to keep paying our staff during lockdown last year, when many business, not just in our industry, couldn't. We know who we are. We know what we are good at, and we are focused on being



even better.

We've grown organically over the years, purchasing new vehicles, equipment, and formwork when we've seen there is more than just a once-off need for it. We've grown our people up through the business too, taking them on as apprentices, or just out of college, or university, and

training, mentoring, and upskilling them, because there is no substitute for the experience and learnings gained in a working environment. When you experience that in a safe, encouraging, family-values-based environment like Isipani, you thrive, and you make a tangible contribution to the success of the business. This

is why our staff turnover is so low, and why our teams are reliable, productive, passionate and accountable for everything they do.

While we're a lot bigger than we were 61 years ago, our management team is still just as involved, applying the same ethos and attention to detail as Jan van der Sluys did when he first started the business. You will still find Isipani's directors and shareholders active on site, and involved with day-to-day operations, ensuring everything is running according to schedule, and is of the highest standard. If it's not, we are implementing solutions with our team to make sure things get back on track.

We pride ourselves on teamwork – and not just with our Isipani colleagues either. On a site, there are multiple stakeholders who all need to work together cohesively to ensure the best result is achieved for our clients. We've proven time and again, that by working together with the client, professional team and other suppliers as a team, where there is a mutual sharing of ideas and expertise, it is easier to conceptualise workable, often innovative

solutions to challenges. Teamwork really does result in everyone delivering a high-quality project at the end of the day.

We are grateful to each member of the Isipani family who has contributed to our success for so many years. Sixty-eight of you have been with us for more than five years, 21 for more than ten, 12 for more than 15 years, and an incredible 20 have been a part of the Isipani family for more than 20 years. Five employees have served Isipani for more than 30 years. You cannot buy loyalty, it has to be earned. We will keep working to grow you, and encourage you, and mentor you, because we understand the contribution you make to our business.

We are also hugely grateful to our clients. There are so many of you, who we have been privileged to work with on multiple projects over the years. Our businesses have grown together, we have learned together, and we had some fun together, and we hope to keep doing it long after we have handed over to the next generation of Isipani leaders.

The best is yet to come!

Meet Isipani's Directors

ISIPANI'S directors have a combined 123 years' worth of construction industry experience, and an average of 17.5 years each with the company — a dedication and longevity that is rarely seen in business anymore. All shareholders are full time employees of Isipani and collaborate on a daily basis.

"Isipani's success is based on a conservative way of doing business, and the result of having the right management systems put into place more than thirty years ago. We take decisions as a team, and always make decisions that are best for the company long term." — Wynand Smit, Managing Director of Isipani Construction



Wynand Smit

Managing Director of Isipani Construction and Director of Isipani Holdings

WYNAND Smit joined the company in 1995 while studying at the Cape Technikon. Wynand was promoted to contract manager in 2004, became a director of Isipani Construction in 2011, and a director of Isipani Holdings in 2015. He was promoted to managing director of Isipani Construction in 2016. Wynand has been with the company for 25 years.



Jacques Wilken

Contracts Director of Isipani Construction and Director of Isipani Holdings

JACQUES Wilken started at the company in 1988 while still a student at the Cape Technikon on a BIFSA bursary. He passed through the ranks from site foreman, to contract manager, and became a director in 1997, and Contract Director of Isipani Construction in 2004. Jacques is the longest serving ITISA Committee member, he has been with the company for 32 years.



Grant Robertson

Contracts Director of Isipani Construction and Director of Isipani Holdings

GRANT Robertson holds a BSc Building degree from the University of the Witwatersrand. He joined Isipani Construction as a foreman in 1997. Grant became a contracts manager in 2004, a director of Isipani Construction in 2011, and a director of Isipani Holdings in 2015. Grant has been with the company for 23 years.



Gerrit van Niekerk

Financial Director Isipani Construction and Director of Isipani Holdings

GERRIT van Niekerk was appointed as Isipani's financial manager and secretary in 2004. He is a chartered accountant, and holds a B Accounting Hons degree from Stellenbosch University, as well as a postgraduate diploma in auditing from Unisa. Prior to joining Isipani, he worked at PWC. Gerrit became Isipani Construction's Financial Director in 2011. Gerrit has been with the company for 17 years.



Gizelle Frans

Trustee of Isipani Workers Trust and Director of Isipani Construction

GIZELLE Frans joined Isipani in 2008 as an occupational health and safety officer, after working for Concor Holdings (Huguenot Tunnel). She became a trustee of the Isipani Workers Trust in 2014, and has represented the Workers Trust on Isipani Construction's board of directors since 2019. Gizelle has been with the company for 12 years.



Hannes Sliep

Director of Isipani Construction

HANNES Sliep joined the company as a quantity surveyor in 2013. He became a director of Isipani Construction in 2019. Hannes is a professional quantity surveyor (PrQS); MRICS and holds a BSc Hons (Quantity Surveying) from the University of the Free State and previously worked for the De Leeuw Group in Stellenbosch. He has been with Isipani for 8 years.



Ray-ann Sedres

Director of Isipani Construction

RAY-ANN Sedres is an independent director of Isipani Construction, and is chairperson of the Isipani Foundation. In 2014, the Foundation nominated her to represent its interests on Isipani Construction's board of directors. She holds a BCom degree from UNISA, and an MBA from Stellenbosch University, and is the Chief Transformation Officer at Sanlam. Ray-ann has been with the company for 6 years.



We Live Our Values

ISIPANI Construction has over time developed a core identity that is expressed through its value system. Our people live these values every day, and it shows in their commitment to the business, to our clients, our suppliers and to the community in which we operate. By embracing these shared values, we are a unified, and formidable team.

After we renewed our core values through a fully inclusive process which involved every worker at Isipani Construction, Riccardo Capecci of Capechino Animation was hired to develop a short film to capture Isipani Construction's core values of Innovation, Teamwork, People Growth, Integrity,

Passion and Ownership.

The video is available in both English and isiXhosa and features the company's mascot "Kaai". The name "Kaai" was chosen in honour of Kaai Maqwelana one of the company's legendary foreman who joined the company in 1987 and retired in 2008. He was head of a dedicated team who did the concrete work on almost every building site during this time.

We also have numerous posters drawn from the video around our premises so that all our staff are able to see them, easily understand the message behind them, and appreciate and live the Isipani values.

Isipani's Values

Innovation

Innovation is a key driver of growth. It is the ability to generate new ideas, to find different perspectives on problems, and to seek out new opportunities for growth. It requires a willingness to be open to another person's point of view, to be open to change, and to introduce new ideas and methods for discussion.

Teamwork

Teamwork is about working together to meet challenges and solve problems, sharing knowledge and information with others, participating in meetings, and involving all team members in decision making. Teamwork is also about providing constant feedback to improve the team's overall performance.

People Growth

People growth recognises the importance of a culture that fosters personal development. It is about recognising the potential in others, and creating opportunities for personal development and growth, and trusting that those you are helping to grow will embrace the opportunity to shine.

Integrity

Integrity is fostered through honesty and trust, by owning up to mistakes, treating others with respect and empathy, and having a willingness to address and resolve differences.

Passion

Passion and enthusiasm drives motivation, inspires others, and makes it possible to achieve goals.

Ownership

Ownership means to take responsibility for the outcome of actions; keep to time allocations for tasks and meetings; deliver faultless work; take action to resolve a problem before it is addressed

“...by embracing these shared values, we are a unified, and formidable team...”

Isipani Projects: *Shopping Centres*

Whale Coast Mall, Sandbaai, Hermanus



WHALE Coast Mall is a high-end regional shopping centre on the R43 in Sandbaai, Hermanus. At the time of its construction, the mall was Isipani's single largest contract to date. The flagship project went on to win the RDDA Spectrum Award in 2018. The mall was originally conceptualised as a large open-air complex, but after considering the variability of the Overberg's weather conditions, the designers enclosed the structure under a single roof. Despite this modification to the original design, the mall's interior retained an airy, contemporary feel. The design of the canopy at the shopping centre's main entrance was inspired by a whale's tail. Marine and nautical themes are evident throughout the building and include mosaics of turtles and dolphins, giant wire mobiles of whales, and images of

ships and marine life. The mall has four entrances with a gross lettable area of 34,000 m². The retail space accommodates two anchor tenants, Checkers and Woolworths, 80 smaller shops and restaurants, a food court and two cinemas.

The main cinema, a 179-seater, was designed to double up as a theatre and has a stage and dressing rooms for performers. The smaller Beanbag Theatre, a cinema for children, only shows child-appropriate movies. The theatre's name is derived from the 30 large beanbags used for seating. The mall's interior construction included two lifts and two escalators, while exterior civil works included 1,460 parking

bays. The Whale Coast Mall's design also has many energy conservation features to maximise the use

of natural light, as well as light sensors and LED lights. Isipani had 75 employees on site during the construction period. The project also created work opportunities for local builders and sub-contractors, while local children had the opportunity to help to create the glass mosaics installed in the mall's abutment areas.

Value: R381.9m | Date: 2017 | Client: Whale Coast Village Mall | Architect: JLD Design | Awards: Spectrum Award (2018), Winner of the New Developments Category at the annual Retail, Design & Development Awards (RDDA); MBISA National Safety Competition (2017), Federated Employers' Mutual Shield, 3rd in Category H (R300m - R500m); MBA Regional Safety Competition (2017), Boland Floating Trophy, 1st in the category for projects larger than R20m



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Our people are our greatest assets

NOTHING encapsulates the Isipani philosophy better than the company motto: "Teamwork builds quality". We consider our people to be our greatest asset, and have a proud tradition of ongoing training and skills development; a commitment to the safety and well-being of all our workers; and an entrenched management-participation policy.

Our growth over the past few years has not only been about building a strong portfolio, but also about our investment in our people. The company's growth programme is based on the personal development of every staff member on every level, and as a result, our staff turnover is minimal. We believe it is important that all staff members know, and believe that they have the scope to grow to their fullest potential within the company.

Isipani Construction's focus on personal development means that, despite being one of the larger construction companies in the Western Cape, we deliberately take on smaller projects to give younger, less experienced staff members an opportunity to prove themselves under the guidance of our experienced contract managers.

In 2020 we were pleased to celebrate four ten-year service awards, eight 15-year service awards, a 20-year award, a 25-year award, and three 30-year service awards at Isipani. That speaks volumes about the loyalty of our team members, and is a positive reflection of the level of expertise that we hold in our company.

We believe that some of the reasons we have so many long-standing members on our team, include our willingness to grow our staff; the company's participative management scheme; and our profit sharing programme, and Workers Trust. Participative management is built on effective communication, and is central to our philosophy, as it enables our people to not only contribute to the future growth of the business, but to experience personal growth within the company as well.

Ongoing training has always been a cornerstone of our commitment to

quality, and to our people, who will ensure the continued growth and success of our company. Effective training contributes to both personal growth and quality workmanship. It helps attract like-minded employees, and keeps our quality-conscious clients returning.

Our OHS Manager conducts regular in-house training to keep employees up to date with requirements as stipulated by law. We also provide extensive in-house training to Site Agents, Project Managers, Foremen and Artisans through on-the-job training, and mentorship programmes. Employees are also encouraged to attend courses provided by the Boland College, and the Master Builders Association in Cape Town, Paarl, and Rondebosch.

Our office, and senior site-personnel regularly attend seminars, and other courses, to keep up to date with current trends. These include computer, financial, Green Building, tax, and contract law courses. We also employ Technikon students as junior supervisors, and quantity surveyors as they work towards completing their practical training.

Our workers are represented and assisted by the ITISA Committee, a workers forum within Isipani that was established to enhance teamwork, and encourage employees to communicate and share their concerns and ideas to management. The Committee is actively involved in the administration and welfare of our employees, and represents and assists them on various matters and challenges.

Isipani's employee profit sharing scheme was implemented in 1995. The scheme is open to all permanent employees who have worked for the company for more than two years, and has resulted in a loyal, motivated workforce, improved communication channels, and an increase in quality, and productivity, across every aspect of our business.

The Workers Trust represents all Isipani Construction's employees who have been with the company for five years and longer, and is managed by four trustees — two appointed by the employees and



Durbanville Football Club Corporate Soccer Day



Ferdie Bothma, Sydney Madlebe, Nico Riffles, Makhosandile Maxinyana, Bigman Jonase, Mlandeli Skeyi, Wiseman Cebiso, Kelvin Solomons, Leander Collins and Robert Mamani; (front) NickyLakota, Masixole Nyoka, Siyabonga Thintitha, Mncedisi Gcinisa and Mxolisi Jonase.

two by Isipani Construction. At the time of its inception the trust represented 80 employees consisting of a broad spectrum of professionals, technicians, and administrative staff and construction workers. The company sees the share allocation as a tangible recognition of the fact that many employees have over many years demonstrated a long-term commitment to the success of the company, and have in doing so, become valuable partners in the company's success. The fact that after five years with Isipani, employees now share in both profit share and dividends underscores the belief that a cohesive and skilled workforce with a common goal is fundamental to the success of the company.



Clyde du Plessis, Johan Immelman, Zola Mcinjana looking at building plans



Regular staff meetings provide opportunities for senior management to share information with staff members. In the photograph Wynand Smit, MD of Isipani Construction, conducts a staff meeting at the company's office in Daljosaphat, Paarl



Danie Cronjé and Ntembeko Khwethane

At Isipani, we see our sub-contractors as an extension of our family. We are known in the market as a company that pays sub-contractors well, and as a result sub-contractors are prepared to walk the extra mile to deliver a superior product. Some of Isipani's subcontractors have worked with the company for more than twenty years, and have shown repeatedly that they can deliver quality projects. It is this

long-standing working relationships with sub-contractors that helps Isipani to offset the shortage in skilled labour during peak construction periods.

Isipani Projects: Office Buildings

Ackermans' Head Office, Kuils River

IN 2017 Isipani won the tender to build a new office block for Ackermans in Kuils River. The three-storey office block provides 10,600 m² of office space with semi-basement parking and serves as Ackermans' new head office. The office block has a strong industrial look with exterior finishes of mostly face-brick and black aluminium windows. The building's interior surfaces were given a rough finish with some of the walls left unplastered. A second phase of the project included the refurbishment and extension of the adjacent Consolite building to create addi-

tional office space and parking. One of the project's most challenging features — constructing the building's dramatic spiral staircase — provided a memorable challenge. The staircase required a specially designed concrete mix that could be exposed by concrete grinding. The soffit of the spiral staircase was also designed to mirror the top of the staircase.

Value: R107.3m | Date: 2017 | Client: Pepkor Properties | Architect: R&L Architects | Award: Ackermans Excellence Award (2017) for completing the project with outstanding workmanship.



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We are committed to our clients

JUST as we are committed to our team, our team is committed to our clients. Isipani Construction has more than 60 years' experience, and a strong portfolio of successfully completed commercial, retail, industrial, government, and large residential construction projects. We are fully committed to our clients' success and always endeavour to produce high-quality projects, on time, and within budget. Our mission is always to offer a professional and quality service, through an effective, representative, and participative team effort.

We've learned a lot over the past 60 years. Our experience across a vastly diverse array of projects has seen us fine-tune our project management, and construction processes, and build a strong, loyal team of employees, contractors, and sub-contractors that we know work to the same exacting standards that we hold ourselves to at all times.

Quality workmanship is the foundation of our success, and Isipani's commitment to providing exceptional service is evident across all facets of the business — from the quality of our people, to the building materials used, and the after-sales service we provide to our clients.

Our after-sales service is one of our key strengths, and is a tangible market differentiator. Isipani has three full-time maintenance teams, available around the clock, to attend to unforeseen construction problems at short notice. Our clients also know that should a problem occur, they can expect one of the company's directors to be on site, and in a position to make a decision.

Each member of the Isipani Construction team lives our values. We strive to be straight-forward, open,



and approachable in all relationships, and with all team members, and believe that honesty, approachability, and openness create trust. These values form the cornerstone of our business and have served us well in our efforts to build lasting relation-

ships and trust between ourselves and our clients. Our past projects have been successful because of our incredible, dedicated team, careful planning, attention to detail, and because we follow our tried-and-tested project

management and construction methods. Each project is allocated an experienced contract manager, quantity surveyor, and site managers. All team members are required to maintain good channels of communication,

and individual duties are carefully defined for maximum efficiency. For the duration of the project, formal and technical meetings are held every two weeks to discuss the project's progress, and any challenges and potential problems pertaining to the work on site.

Our commitment to improving performance through rigorous self-audits, a positive attitude, and straight-forward communication has fostered long-standing relationships with repeat clients, and with professionals in the construction industry — project managers, architects, engineers and quantity surveyors — have all contributed to the company's success, our ability to find work, and our ability to deliver projects that meet, and exceed clients' expectations. Our clients have come to trust and expect us to deliver a project with quality workmanship, within budget and on time, this is achieved through exhaustive planning and effective management. As a result, most of our work is generated through new contracts from existing, satisfied clients; referrals from former clients; or tenders invitations.

We've forged many long-standing relationships and friendships over the years, and have enjoyed building these after-hours and over weekends too during visits to the Rugby Museum at Nooitgedacht in Stellenbosch, Sevens' Rugby matches at Newlands in Cape Town, hunting expeditions to Namibia, and site visits to flagship building projects. In getting to know one another, and understanding each other's values and expectation, we form a stronger team, are more productive and in tune, and everybody wins when the project is done.

Isipani Projects: *Wine Cellars*

Benguela Cove I & II

BENGUELA Cove is a wine estate situated on the Bot River Lagoon near Hermanus and is one of the largest wine producers in Walker Bay. Over the years Isipani's construction teams have come to expect tight deadlines when working on wine estates because building work invariably needs to be sandwiched in between two harvest seasons. Benguela Cove was no exception. Here the challenge was to progress with the cellar to the point where the cellar could be operational by January — in time for the grape harvest. The development included a new cellar, restaurant, tasting room, sales section, vinotek, an open-air leisure and entertainment area and an enclosed courtyard with a covered walkway. The estate's courtyard area and tasting room overlook a farm dam and the Bot River Lagoon. A mini-golf course with a pirate theme was also built for children and is situated next to the dam. The 18-hole put-put course is serviced by a small retail area, kitchen and a party room.

Value: R64.3m | Date: 2017 | Client: Benguela Cove Investments | Architect: Eben Rall & Associates



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We are focused on mitigating risk

ONE of the keys to running a successful construction company is to have the right equipment at hand for a job. This is only achieved if you carefully manage equipment inventories so that the correct resources are available, in the right quantities, when required.

Bottlenecks, and delays in supplying construction sites with necessary equipment negatively impact non-extendable deadlines and can result in penalties that affect the profitability of projects. To mitigate such risks, Isipani has, over time, purchased a fleet of vehicles and specialised equipment and formwork that allows it to take on multiple projects with ease. In addition, we have developed systems to manage the two largest cost components for most projects — labour and equipment.

Strict control is maintained over mechanical resources to co-ordinate availability so that all project schedules run smoothly and without delay. Contract managers are also able to use their mobile phones to view plant and formwork inventories at the company's builders' yard or on construction sites, thus gaining actionable insights into availability and are then able re-allocate resources as required.

Safety on any construction site, and in any builders' yard is always a concern. Our people are our priority, and their physical safety is of paramount importance, therefore it is important to regularly remind em-



ployees — and any visitors to site — that a construction site has the potential to be a dangerous environment. The company's high regard for occupational health and safety is reflected in the large number of safety awards we have received over the years.

We strive to continuously implement measures to reduce and eliminate health and safety risks, and enforce stringent safety and loss control measures across all our sites.

In addition to that, we make sure that our equipment and scaffolding is carefully inspected on a regular basis.

Our full-time Occupational Health and Safety (OHS) Manager, and our own Safety Management System, ensure that we continue to meet the Occupational Health Safety Act and all construction guidelines and regulations. Our safety officers valued input, training, and inspections, not only helps ensure a safer working

environment, but also gives peace-of-mind, and the necessary guidance to our clients and professional team.

Isipani always employs experienced people on site; people who have enough experience to identify and report any possible safety risks. All new workers undergo an induction programme to increase safety awareness that is site specific, and all employees are required to wear prescribed safety gear, and are re-

quired to undergo regular training in safety procedures.

Isipani's builders' yard in Drommedaris Street, Paarl, has won numerous national, and regional safety awards over the years. It has also routinely won the top award in MBA Boland's regional safety competitions. In the MBSA National Safety Competition the Isipani yard has ranked among the top five yards in South Africa every year since 2012.

Isipani Projects: *Dealerships*

Mercedes-Benz, Paarl

THE Mercedes Benz dealership was constructed in a mixed-development node between Paarl and Klapmuts on the Old Paarl Road that runs parallel to the N1. The building's design included a showroom floor, a workshop, a spares department and a client services area, with a mezzanine floor level for offices.

Mercedes Benz dealership's design had a characteristic Mercedes blueprint: a large glass façade and showroom for the cars. Glass façades can present many challenges

due to the high wind loads they need to be able to carry, so wind speeds in that area of Paarl had to be taken into consideration.

Construction projects can produce very memorable events. The Mercedes build produced such an incident during the early phase of the development. The construction team had just completed the building's support columns and had not started to put up the overhead structure when a truck travelling on the Suid-Agter Paarl Road towards

the N1 experienced a break failure. The truck overshot the stop sign at the bottom of the flyover and only came to a stop on the dealership's future showroom floor. At the time Isipani advised the owners of the development to build a barrier to prevent a similar incident from occurring once the glass facade was up and the showroom full of valuable vehicles.

Value: R31.0m | Date: 2015 | Client: RPP Developments | Architect: DBM Architects



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Acting responsibly in our environment

CONSTRUCTION work can by its very nature be disruptive to the environment due to the removal of topsoil, excavation work, and the introduction of heavy equipment to the site. Isipani has over the years worked with many environmental consultants, and clients that have specific environmental specifications and we have consistently met, and often exceeded their expectations. The company was certified ISO 14001 Environmental Management System in 2020 and 2021.

Preserving our ecology

When Isipani worked on the Sun Valley Mall in Noordhoek, which was completed in 2015, we had to take great care and comply with detailed environmental specifications due to the new mall's proximity to a wetland that is one of the few remaining breeding ponds of the highly endangered Western Cape Leopard Toad. In Milnerton, Isipani was involved in two development projects in the Royal Ascot precinct which

bordered the Table Bay Reserve. Isipani Construction received three environmental awards for work done at Royal Ascot, and was the only company on site during the development of Ascot Terraces not to incur environmental fines. Our work at Century City and Sable Square Mall was also carefully carried out due its proximity to an ecologically sensitive wetland area and bird sanctuary.

The drought of 2017/2018

Isipani was able to assist the City of Cape Town's Fire Department, Civil Works Division and non-profit organisations during the Western Cape's drought in 2017/2018. The company was fortunate to be working on the Woodstock Quarter site where excavation work had opened a strong fresh-water spring, which produced enough non-potable water to supply all of Isipani's construction sites, the City of Cape Town's fire department and civil works division, and a non-profit organisations distributing water to areas that had run out of water.

In August 2018 the company

worked on a project to supply 78 schools in Cape Town with water tanks in anticipation of "Day Zero". Schools fell into three categories: reticulation schools, connection schools, and tanks-only schools. At reticulation schools the target was to achieve a 50% independence from municipal water sources by installing pressure pumps, boreholes and pumps, tanks, and reticulation lines to toilets. Connection schools were supplied with new water tanks and lines so that the tanks could be supplied from boreholes. Tanks-only schools were supplied with water tanks for non-potable water that could be filled by water trucks. Fencing was also erected to secure all the new water infrastructure. The project had a total estimated value of close to R16m.

Striving to exceed regulations

While Isipani is committed to complying with the letter, and the intent of all applicable environmental laws and regulations, our objectives are

to meet and exceed the relevant regulations, and integrate environmental concerns with all planning and decision making processes by implementing effective environmental management systems.

At Isipani we communicate proactively with employees, to encourage awareness of the environmental issues that impact on our business, and to foster a sense of responsibility for our natural resources and the community. We are working hard to minimise the effect of noise, dust and disturbance on the company's construction sites, and to minimise emissions through the selective acquisition of new, environmentally efficient equipment and, where possible, to implement emission reduction technology. We are promoting resource sustainability by encouraging the recycling and re-use of goods, to implement energy efficient practices, and to reduce waste through the optimal operation of our processes. In addition, we encourage improvement in the environmental performance of our suppliers, through the

development of environmental criteria in the awarding of contracts.

We are dedicated to helping to inform and inspire peer companies, suppliers and clients as we continue to collaborate, to advance environmental transformation, while improving sustainability within the construction industry.

“...Isipani has over the years worked with many environmental consultants, and clients that have specific environmental specifications...”

Isipani Projects: Residential Developments

Woodstock Quarter, Woodstock

WOODSTOCK Quarter is a large mixed-use development in Victoria Street, Woodstock and one of Isipani Construction's largest projects to date. At the peak of the construction phase, there were between 750 and 800 people working on the site. The flagship development involved the construction of 386 apartments, four levels of basement parking and a retail footprint of 7,300 m2 for 171 storerooms — a total floor area of 55,000 m2. A complex water reticulation system and a reverse-osmosis purification plant was added to make Woodstock Quarter entirely self-sufficient in terms of its water supply. The 6,800 m2 Woodstock Quarter property is a consolidation of 13 erven. The site was handed over to Isipani in May 2017 once the initial excavation and lateral support work had been completed. Excavation work, done to a depth of 15 metres to accommodate four levels of basement parking, had exposed an underground spring capable of delivering up to 350,000 litres of water per day. As a result, managing the ground water remained a constant challenge during the first

few months of the project until work finally reached platform level in December 2017. Woodstock's narrow streets created many logistical challenges. People had to be appointed to manage crane time and drop-off points as the cranes were operating 12 hours a day demanding cement, sand and bricks, with two trucks negotiating very narrow streets to deliver the building material.

Space was also a problem, especially during the early phases of the development, until the last slab was cast and site offices could be brought on site. Over time personnel came to know people living in the area, especially the children who often played cricket in the street near the construction site. The children initially caused problems on the site, but were eventually taught to stay behind the barriers. As a compromise and to satisfy their curiosity site managers would periodically give the children supervised tours to show them some of the equipment on site.

Value: R356.1m | Date: 2019 | Client: Swish Property and Tuupo Holdings JV | Architect: Design Lab



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Uplifting our communities

WE can only be successful as a business, if we operate in an ethical manner, supporting and uplifting the communities in which we operate, live, and play. Unemployment in the Western Cape sits at 18.7 percent, and key areas that need funding and assistance particularly within the Drakenstein municipality, include education, capacity building and skills development, job creation, health-care promotion, HIV and AIDS programmes, and social and community development.

Most of our permanent and waged staff come from the surrounding communities, so it is vital to us that we support and uplift those communities as much as we can. Isipani Construction has a strong corporate culture of supporting charities, and non-profit organisations. This strong sense of social responsibility is expressed on an individual and formally on a corporate level, through the initiatives of the Isipani Foundation.

Isipani has at a corporate level supported many organisations, schools and institutions over the past 60 years — especially in Paarl, and surrounding areas. We also deliberately get involved in the areas where we have won new contracts to uplift those communities as well.

Long-term relationships have also been developed over the years with some organisations such as Huis Andrew Murray (HAM), where Isipani organises an annual golf day to raise funds for the centre. Many of Paarl's schools, sport clubs, homes for the aged, cultural societies, care centres, orphanages, feeding schemes, museums, and charities have benefited from the company's hands-on approach to community involvement.

The Isipani Foundation

Our social responsibility initiatives are mostly implemented through the Isipani Foundation, a non-profit company which was incorporated in 2014, which has an effective 15 percent shareholding in Isipani Construction. The Foundation has a mandate to initiate, and support infrastructure development in disadvantage areas, with a focus on improving education, and healthcare services, particularly in the areas where Isipani Construction has active construction sites.

Over the years, the Founda-



tion has focused on a number of social responsibility projects in the Boland, and greater Cape Town area. These have included assisting local schools with infrastructure development; initiating and supporting skills development training to help unemployed workers to find jobs in the construction sector, supporting enterprise development and entrepreneurship — which is particularly important as there is a large informal sector in the Western Cape, and initiating infrastructure projects to provide healthcare services in under-served communities. We have also provided funds, assets, services and other resources by way of a donation to a public benefit organisation, or body carrying non-public benefit activities.

Some of our initiatives over the past ten years have included the installation of wheelchair-friendly bathroom facilities for the disabled, painting of a school in Tulbach and supplying learners with stationery and shoes, external paving for community centres, and public recreational facilities for children.

Staff Volunteerism

The ITISA committee has three

organisations that it supports on a monthly basis with donations received from both salaried staff members, and wage earners. These donations are also matched by the company. These organisations include Little Fighters, a non-profit organisation in Paarl that supports children diagnosed with cancer; the Rusthof home for the aged in Paarl East; and HAM, a child and youth care centre in Wellington. In addition, the ITISA Committee sometimes requests ad hoc donations to fund pressing needs in the community. Staff members may also from time to time be asked to pay an "entrance fee" at staff functions or meetings as a way of collecting soft toys, non-perishable food or blankets for people living on the street, or dog food for the local SPCA.

Staff members also volunteer over weekends to take part in community projects or do small maintenance projects for organisations like HAM. In 2017, while working on the Whale Coast Mall in Hermanus, members of the mall's construction team volunteered to help Hermanus Rotary to plant trees at the Hermanus High School, and joined a community effort to restore and equip a small rural school build-



ing in the Hemel-en-Aarde Valley. A team from Isipani also regularly takes part in the WAWWA (We Are Who We Are) Foundation's annual mountain bike race between Sutherland and Merweville to raise funds for under-resourced community organisations in the region, and a boarding school in Merweville in particular.

Education-related initiatives

Education is critical to South Africa's future and being a family-oriented business, it's an area we are particularly passionate about supporting through our CSI initiatives. Some of the Foundation's past projects included building a new classroom at the Groenheuvel Primary School, installing a paved play area at Prestwich Street Primary School in Sea Point, building a new reception area at New Orleans Secondary School in Paarl, and installing paving at Koinonia Community Centre.

Construction projects in under-served areas often highlight particular needs in rural communities. In 2016 when Isipani was building the Lingomso Primary School in Tulbagh, the ITISA Committee decided to present all the school's learners with stationery and

school shoes on their first day in the new school. While working on the Robertson Circle Retail Centre in 2019, a conversation with the town's mayor highlighted the plight of a local crèche that had no electricity. As a result one of the sub-contractors on the construction site was asked to install electricity for the crèche.

Through corporate sponsorship Isipani also supports two of Paarl's major school events — the annual inter-schools competition between Paarl Gimnasium and Paarl Boys' High School, and the annual derby between New Orleans and Klein Nederburg.

The Foundation has also responded to the needs of under-resourced schools by donating computers to the Parkview Primary School in Atlantis.

Uplifting Mbekweni

Isipani has supported the Mbekweni Crèche outside Paarl since 2005 with donations of food parcels, school supplies, annual Christmas parties, and lawn and trees for the playground. In a project to upgrade the crèche's facilities, Isipani teamed up with Cargo of Dreams, a charity based in the United States. Cargo of Dreams took decommissioned ship containers and refurbished them as classrooms, while Isipani prepared the site, collected the containers, provided some additional building work, and finalised all the plumbing and electrical connections.

Empowering communities

Isipani Construction is committed to empowerment, skills transfer and training. Over and above on-the-job training, allowances are made on each project for courses such as bricklaying, carpentry training, financial life skills training, and occupational Health and Safety training to be supplied by accredited service providers, as a means to uplift the local communities in which we have projects.



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Isipani Projects: Hospitals and Medical Facilities

Mediclinic, Vergelegen, Somerset West

CONSTRUCTION work at Vergelegen Mediclinic in Somerset West included storm-water drainage and civil works, as well as alterations and additions to the existing hospital. As the hospital had experienced severe flooding during the late spring of 2013, priority was given to the construction of an underground concrete storm-water canal, 163 metre in length, with a secondary brick canal on top of it to carry away normal rain water. Speed bumps were also placed strategically around the hospital to divert water during sudden downpours. The flood had also caused much damage

to the hospital's cardiac, obstetric and paediatric units west of the administration and reception block. The building that housed these units was consequently demolished and replaced by a new three storey building that could accommodate an expanded emergency centre, obstetric and paediatric units, neonatal critical-care unit, cardiac unit and hybrid theatre, newradiology department and additional consulting rooms. The next phase of the development was to upgrade the hospital's reception area, restaurant, and orthopaedic, surgical and general critical-care units, as well as the

pharmacy and medical unit. All existing facilities were also refurbished. The contract also included features related to water and energy conservation, and solar-water heating. Value: R136.6m | Date: 2016, 2015, 2014 | Client: Mediclinic | TV3 Architects & Town Planners | Awards: Mediclinic Service Provider of the Year Certificate (2016), received from Mediclinic Southern Africa; MBSA National Safety Competition (2015), 6th in Category F (Projects R75m - R150m); MBA Boland Regional Safety Competition (2015), 2nd in the category for Projects over R20m



Isipani Projects: Industrial Buildings

Massmart, Brackenfell

THE Isipani Construction team completed a new centralised distribution centre for Massmart in December 2020. The project included a large warehouse, a CDS office and two pilot offices for a total covered area of 67,000 m2. The Massmart development is in the Brackengate 2 Business Park on the corner of Bottelary Road and Cecil Morgan Drive in Brackenfell, a prime 160 ha industrial precinct with easy access to the N1, N2, the Stellenbosch Arterial Road and the R102. The massive warehouse structure is the most striking feature of this development. It has an under-roof space of 52,000 m2, which is equivalent to seven rugby fields. The structure required 80,000 m2

of roof sheeting and 1,140 t of steel. The warehouse's continuous roof sheeting system was designed to minimise weaknesses in the roof area and prevent leaks that could damage the goods stored inside the warehouse. It is one of the largest single-roof surfaces in Cape Town and the largest under-roof warehouse undertaken by Isipani Construction. At its centre, the vaulted roof has a maximum height of 15.5m. The structure consists mostly of steel elements, not traditional brick and mortar. Rheinzink cladding, a material made of a titanium zinc alloy, was used to give the building a modern finish. The warehouse does not have a conventional concrete floor, but

a floor of reinforced steel fibre to create a surface with fewer joints to decrease maintenance and a smoother surface for forklift operators. The distribution centre has a number of green design elements. The building itself is orientated to minimise temperature fluctuations and improve overall thermal comfort. Water-saving designs include air-cooled air conditioning with inverter-type technology to save 25% on electricity. Energy-efficient LED light fittings and motion sensors were also installed throughout the building. Value: R239.2m | Date: 2020 | Client: Redefine Properties & Van der Merwe Venter 11 | Architect: Francois du Toit Architects



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