PRODUCING GOLD RESPONSIBLY

Barrick is committed to producing gold in a manner that does not cause, support or benefit unlawful armed conflict or contribute to serious human rights abuses or breaches of international law. We have implemented the World Gold Council's Conflict-Free Gold Standard and report annually on our conformance with the Standard.

NGUVU MOJA SECURITY SERVICES LIMITED

P.O. BOX 105028
MOB:0754881168/0718468010/0655700006
DAR ES SALAAM
20th June 2024

NMSS/10012/ADM/VOL 1
Beatriz Balbin
Chief
Special Procedures Branch
OHCHR

Fax: +41 22 917 9008
Tel. +41229178341/+41 229179543/+41229179738
E-mail: ohchr-registry@un.org

RE: Reply to a Joint Communication from Special Procedures.

Dear; Sir/ Madam

Preamble;

We are grateful to have noted your keen concern on the important matter of compliance to Human Rights Principles.

We are ardent apostles of Human Rights Principle; Our company profile attached herein may prove our contention.

Thanks God that myself in personal had a rare – privilege of meeting [redacted] (Excellence President and C.E.O) of Barrick Gold Corporation accompanied by his (By then) Chief Operations Officer [redacted] on 24th January 2020 at Hyatt (Kilimanjaro Hotel – Dar es Salaam) and had a very constructive meeting on how to take over and manage security services at that notorious North Mara Gold Mine regarded as one of the deadliest Mines in Africa.

As a professional Military Senior Officer trained in the trade of arms, I am trained to execute my high superior commander's orders by adhering to his intentions.

That was exactly what Nguvu Moja Security Services Ltd had done through its three years of its tenure at Barrick North Mara. We followed [redacted] instructions as per his emphatic intentions of compliance to Human Rights Principles (See again the graph in our attached profile).

Definitely; our three years' tenure at North Mara Mine saw drastic reduction of security injuries between 2018 through 2023 when our tenure ended.

In our response to your letter it will be noted that Nguvu Moja success story at North Mara Mine was greatly based on Mr. President cum CEO [redacted] intentions

on emphasizing to us the rules of engagement to adhere to Human Rights Principles in adoption to Barrick and Twiga Complex Policy on Human Rights Principles.

Execution;

Reference is made to the above captioned subject and your letter dated 22nd April 2024 with reference number AL OTH 13/2024.

We are writing in reply to your letter referred herein above and email communication sent to us, to set the records straight due to the fact that, there has been reported several misinformation/guidance on the matter and allegations inclusive.

Nguvu Moja Security Services Ltd, herein after to be referred as Nguvu Moja is a Limited Liability Private Company dully incorporated in Tanzania way back in 2010 and as such it has been licensed like any other security company in Tanzania to lender security services to the local community, government agencies, private companies and religious institutions such as the Catholic church to some of its esteemed Parishes such as St Joseph Church and St Peters Church Oyster Bay in Tanzania.

Nguvu Moja has been working mostly in extractive industry having served or rendered its distinguished security services in Mererani Tanzanite Mine, Cata Mining and Buckreef Gold Ltd. In August 2020, Nguvu Moja was contracted by Barrick Gold Corporation in partnership with the Tanzanian government under the newly formed Company namely Twiga Minerals Corporation Ltd following a successfully open tender which was advertised on 23rd March 2020 and executed a five-year contract to render security services inside to its three mines namely: North Mara Gold Mine, Buzwagi Gold Mine, Bulyanhulu Gold Mine.

That, Nguvu Moja would like to draw a line from the outset as far as the definition of mercenaries are concerned, although it's true that Nguvu Moja is mostly formed by retired army officers and young Tanzanian who has received formal army training but it's not involved in being hired to serve in foreign countries but rather a normal, private Security Company which has always been working and adhering to the principals of human rights and with a proven record of preforming well in containing security issues to wherever it secures the contract to serve.

Further, our role was only limited to asset and lives protection according to the signed Security Service Agreement dated 20th August 2020 with Twiga Minerals Corporation Limited, Bulyanhulu Gold mine Limited, Buzwagi Gold Mine and North Mara Gold mine Limited, unfortunately we won't be able to provide a copy of the same due to confidentiality clauses binding us but we can attest to the fact that, the agreement contained a schedule with Voluntary Principles on Security and Human Rights & Human Rights Training which we were strictly adhering to in performing our duties and we had to train our personnel to ensure they were all aware of the same and abide by the code, we continue to hold the same as an independent private security service providers.

Nguvu moja now wishes to respond to several allegations labeled against it in your detailed letter as follows:

A. Killing and Security Related Deaths.

By virtue of the nature of operation in Mining areas, death sometimes occurs for several causes and it may be simply easy linking the same with security operations, but to the best of our knowledge, non during our entire period were deliberately caused by our security personnel's, especially in North Mara Gold Mine, it's the most dangerous area of all but we managed to secure the same by not causing grievous harm to the Mine invaders as even Barrick protocols were not allowing us to do the same even if we wanted to deter intruders by force. We insist these are all allegations with no proof linking our Company involvement and as the paragraphs on page 4 of your letter states much against the Police force which we have no authority to comment on the same.

B. Assaults, Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment:

Nguvu Moja assumed responsibility to guide the inside perimeters of the Mines according to the signed agreement on 20th August 2020 hence the incidents of 2019 are not related to the Company. Further, based on the contract to provide security services, Nguvu Moja were not allowed to possess fire arms, use tear gases or sound bombs despite facing a very hostile environment, if the Company were engaging in assaults, torture and other cruel, inhuman or degrading treatment or punishments, it would not have survived for two years and a half due to Barrick strictness in adherence to these principles. We once again confirm that, the Company served by abiding to the principles of human rights and as we speak, there is no record of an abuse of human right case pending in any Court involving Nguvu Moja.

Further, with relation to Bribery Corruption and Collusion, Nguvu Moja cannot comment on such allegation since they are related to the Police Force who can defend their own

but we can insist our number one policy on anti-bribery and state that, during our entire period of service to Barrick, we took extreme measures against any of our employee or affiliate who by any chance was alleged to be involved in corruption of any kind. At Nguvu Moja, we do not tolerate such practices and it has been our main principles even if most of the time we had to lose our tenders for upholding the same.

Lastly, with regards to allegations that since 2019 violations has been accorded to private military security personnel among others, the allegations needs to be investigated further due to the fact that, Nguvu Moja is the first ever local Security Company to secure a security contract with a Multinational owned Mining and although, as a Company we have been to several other Mining owned by different foreign individuals as well as the government of Tanzania, we have never subjected ourselves in practices that undermine the importance of human rights but rather, we have vowed to uphold the principles of human rights and abiding with national laws be it Employment laws, Environmental laws etc.

Along with this letter, find enclosed, Company profile, Company Organization Chat, Valid Business License, Security service license, Anti Bribery Policy, for your further references.

Nguvu Moja Security Services Ltd had highly upheld and respected human rights in all aspects of its operations, including security services provided to North Mara Gold Mine. Our commitment to human rights is integral to our company culture and operational practices. We work diligently to ensure that all security activities are carried out in a manner that upholds the fundamental rights and dignity of all individuals involved, in line with international standards and regulations.

We trust that, you will find the information's and explanations provided being satisfactory and should you require further clarifications, kindly do not hesitate to contact us through emails or any other means so that we can be of help to your organization. We remain open for a transparent discussion in order to clear our name with such disturbing allegations.

Thanking you for your cooperation.

For and on behalf of Nguvu Moja Security Services Limited

.....

ALBERT AIDAN BALATI
Brig Gen (Rtd)
MANAGING DIRECTOR (NMSS)

NGUVU MOJA SECURITY SERVICES LTD
P.O. Box105023
20 JUN 2024
DAR ES SALAAM
TANZANIA

NMSS COMMITMENT TO ICoC & VPSHR

NGUVU MOJA SECURITY SERVICES LIMITED

(ISO 9001:2015 Certified and ISO 18788:2015)

Commitment to Adherence of Voluntary Principles on Security and Human Rights (VPSHR)

We, **Nguvu Moja Security Services LTD**, as a private security services provider, our commitment is to uphold the principles and standards outlined in the Voluntary Principles on Security and Human Rights (VPSHR). We understand the importance of protecting and respecting human rights in all aspects of our operations.

Our commitment to upholding VPSHR includes the following:

1. Respect for Human Rights: We are dedicated to promoting and protecting human rights within our organization and in all interactions with our clients, employees, and the communities in which we operate. We will not engage in any activities that result in human rights abuses.

2. Professional Conduct: Our employees undergo rigorous training to ensure they understand and adhere to ethical standards, non-discrimination policies, and appropriate use of force and firearms. We prioritize professionalism and responsible behaviour in all circumstances.

3. Due Diligence: We conduct thorough assessments and due diligence processes to identify and mitigate potential risks to human rights during our operations. This includes evaluating the human rights records of our clients, partners, and employees.

4. Stakeholder Engagement: We actively engage with stakeholders, including local communities and relevant organizations, to foster open dialogue, transparency, and collaboration. We are committed to addressing any concerns raised by stakeholders promptly and effectively.

5. Continuous Improvement: We are dedicated to continuously enhancing our policies, procedures, and practices to align with evolving international standards, regulations, and best industry practices related to security and human rights. Regular training and ongoing monitoring are integral parts of our commitment to improvement.

By upholding the VPSHR, we aim to contribute to the promotion of security, stability, and respect for human rights in our operating environments. We are committed to fostering a safe and secure environment while upholding the dignity and well-being of all individuals affected by our operations.

.....

ALBERT AIDAN BALATI
Brig Gen (Rtd)
MANAGING DIRECTOR (NMSS)

NGUVU MOJA SECURITY SERVICES LTD
P.O. Box 105028
DAR ES SALAAM
TANZANIA

NGUVU MOJA SECURITY SERVICES LIMITED

(ISO 9001:2015 Certified and ISO 18788:2015)

Commitment to Adherence of the International Code of Conduct for Private Security Service Providers (ICoC)

We, **Nguvu Moja Security Services LTD**, fully acknowledge and embrace the principles and values stipulated in the International Code of Conduct for Private Security Service Providers (ICoC). This commitment outlines our dedication to ensuring the highest standards of behavior, ethics, and respect for human rights in all our private security service operations.

As a responsible private security service provider, we recognize that our conduct directly impacts the safety, well-being, and rights of all individuals affected by our operations. Therefore, we pledge to adhere to the following principles and standards set forth in the ICoC:

1) Respect for Human Rights: We are committed to upholding and respecting the internationally recognized human rights of all individuals, regardless of race, gender, religion, nationality, or other protected characteristics. We understand our responsibility to prevent and address any human rights abuses within our operations.

2) Use of Force and Firearms: We are committed to using force and firearms responsibly, guided by the principles of necessity, proportionality, and respect for human life. Our personnel are trained to exercise restraint and employ force only when it is unavoidable to protect lives and property.

3) Transparency and Accountability: We maintain transparency and accountability by implementing robust mechanisms to monitor and report incidents, ensuring prompt investigations, and holding individuals accountable for any misconduct or violations of the ICoC.

4) Professional Conduct: We uphold high standards of professionalism and integrity in all interactions with our clients, personnel, subcontractors, and stakeholders. We are dedicated to fostering a work environment free from discrimination, harassment, or any form of mistreatment.

5) Compliance with Laws and Regulations: We operate in full compliance with applicable local and international laws, regulations, licensing requirements, and industry standards. We actively engage with relevant authorities to ensure lawful and responsible conduct.

6) Training and Qualifications: We invest in comprehensive training programs to ensure that our personnel are well-qualified, skilled, and knowledgeable in their roles. This includes providing training on human rights, ethics, and the principles outlined in the ICoC.

7) Continuous Improvement: We commit ourselves to ongoing improvement and advancement, regularly reviewing and updating our policies and procedures to align with emerging best practices and developments in the field of private security services.

Through this signed commitment, **NMSS** pledges to implement the International Code of Conduct for Private Security Service Providers in all aspects of our operations. We are dedicated to building trust, maintaining accountability, and promoting respect for human rights as fundamental pillars of our organization.

ALBERT AIDAN BALATI
Brig Gen (Rtd)
MANAGING DIRECTOR (NMSS)

NGUVU MOJA SECURITY SERVICES LTD
P.O. Box 109028
DAR ES SALAAM
TANZANIA

OSHA

REDUCTION OF INJURIES

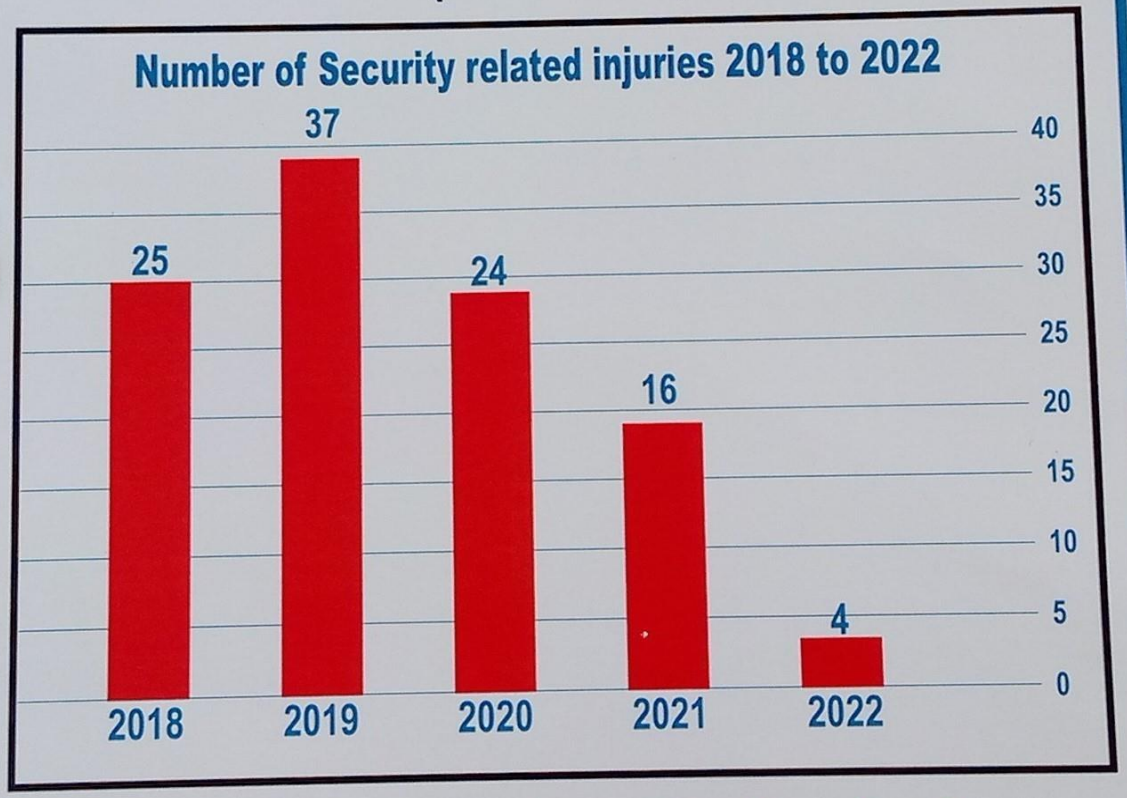
BARRICK

NORTH MARA

Security Injuries Reduction
As Per 2018 - 2022

- Introduction of Tanzania Security Company "Nguvu Moja"
- Nguvu Moja Guards are well trained Security Guards
- Reduction techniques on Use of Force

UDHIBITI WA UVAMIZI WA MGODI WA NORTH MARA (2018 - 2022)



OSHA

Exhibition 2022 Theme:" Act together to build a positive safety and healthy culture"

DODOMA - OSHA - 28 MAY 2022

Minister of State, Prime Minister's Office (Work, Youth, Employment and the Disabled) Hon. Prof. Joyce L. Ndalichako, presenting an award (AOSH) to Nguvu Moja Security Services LTD, as the best Security Services company in Tanzania during OSHA Exhibition 2023 in Morogoro region.

ISO CERTIFICATIONS

ISO 18788: 2015 AND ISO 9001:2015

CERTIFICATE OF REGISTRATION

This is to certify that

Nguvu Moja Security Services Ltd

Six Hill Oyster Bay, P.O Box 105028 Dar es salaam Tanzania

has been assessed and registered by Frenchcert as conforming to the requirements of:

ISO 18788 : 2015

(Management system for private security operations - Requirements with guidance for use)

For the following Scope

"Provision of Man Guarding Security Services"

Certificate Number :	230930025SO01
Issue Date:	30th Sep. 2023
Valid Until:	29th Sep. 2026
1st Surveillance on or before	30th Aug. 2024
2nd Surveillance on or before	30th Aug. 2025
Revision:	00

Director

FrenchCert UK Ltd.

(Earlier known as TNV Certification UK Ltd.)

Regd. Off: Armstrong House, First Avenue, Robin Hood Airport, Doncaster, South Yorkshire, England, DN9 3GA, United Kingdom

Mail: info@frenchcert.com

Certificate can be verified on www.frenchcert.com and Accreditation Board's website: www.abcab.org

Frenchcert UK Ltd. is a Conformity Assessment Body as per requirement of Frenchcert certification requirements.
In the issuance of this certificate, Frenchcert UK Ltd. assumes no liability to any party other than to the Client, and then only in accordance with the agreed upon Certification Agreement. This certificate's validity is subject to the organisation maintaining their system in accordance with Frenchcert's requirements for certification. The certificate remains the property of Frenchcert UK Ltd., to whom it must be returned upon request.

Certificate Sertifikat сертификат Chứng chỉ

CERTIFICATE OF REGISTRATION

This is to certify that the Quality Management System of

Nguvu Moja Security Services Ltd.

Six Hill Oyster Bay, P.O Box 105028 Dar es salaam Tanzania

has been assessed and registered by TNV as conforming to the requirements of:

ISO 9001 : 2015

For the following Scope

Provision of man-guarded security services

"IAF Group-35"

MANAGEMENT SYSTEM CERTIFICATE

TNV is accredited by International Accreditation Services (IAS), Status of Certificate can be verified on www.tnvgroup.org & www.iafcertsearch.org

Certificate Number :	**230227012501**
Initial Issue Date:	**27th Feb. 2023**
Current Issue Date:	**27th Feb. 2023**
Valid Until:	**26th Feb. 2026**
1st Surveillance Date:	**27th Jan. 2024**
2nd Surveillance Date:	**27th Jan. 2025**
Revision:	**00**

IAS ACCREDITED Management Systems Certification Body MSCB 134

MEMBER OF MULTILATERAL RECOGNITION ARRANGEMENT IAF

Pragyesh Singh
CEO
TNV System Certification P Ltd.
(CIN : U74999UP2017PTC093178)

Regd. Off: TNV House, 537-B/187-B, Amber Vihar, Lucknow-20 UP , Mail: info@tnvgroup.org

Terms and Conditions:

1. Validity of this certificate is subject to the organization maintaining its system in accordance with respective Management System Standards along with TNV's requirements.
2. This certificate remains the property of TNV System Certification P Ltd., to whom it must be returned upon request.
3. Use of Logo must be in accordance with the requirement of the TNV and Accreditation board (if any) failure to meet the requirement shall be held liable for action.
4. This certificate is not final evidence of certification status, status must be verified with current status as given in TNV's official website i.e. www.tnvgroup.org or write to tnvceo@gmail.com or info@tnvgroup.org

NMSS LTD POLICIES AND PROCEDURES

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NGUVU MOJA SECURITY SERVICES

HUMAN RIGHTS POLICY AND STATEMENT

Nguvu Moja Security Services Limited is committed to developing an organizational culture, which implements a policy of support for internationally recognized human rights and seeks to avoid complicity in human rights abuses. The company supports the principles contained within the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the Montreux Document on pertinent international legal obligations and good practices for States related to operations of private military and security companies during armed conflict (of 17th September 2008), and the International Code of Conduct for private security service providers (of 9th November 2010).

Nguvu Moja seeks to identify, assess and manage human rights impacts within its organisation in line with the following policy aims:

Brig Gen (Rtd) Albert Balati
Chief Executive Officer

NGUVU MOJA SECURITY SERVICES LTD
P.O. Box 105020
DAR ES SALAAM
TANZANIA

NGUVU MOJA SECURITY SERVICES

QUALITY POLICY STATEMENT

It is the policy of Nguvu Moja to provide its clients with the highest levels of service. The company aims to maintain and improve the standard of quality and service upon which our long term growth and reputation is founded. Our quality philosophy deems that all employees are responsible for quality at every level. Quality, like Health & Safety and general conduct, is enforced as a discipline within the company.

In order to fulfil this requirement senior management has established a regular review of quality objectives to ensure that all work undertaken is carried out in a manner maintaining the highest quality of service to customers. Customer contact and satisfaction is paramount to the success of the company at all stages of the contractual process.

It is the company's policy to carry out continual improvement of the quality management system. The company provides a framework to review and improve quality objectives and Nguvu Moja recognizes that the primary concern of any company or organization must be the quality of its products or services.

The development of management procedures structured against a recognized quality assurance management system, is the method

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NGUVU MOJA SECURITY SERVICES

GIFT POLICY

Accepting gifts, kickbacks, improper payments or favourable treatment from any person who is or is to become a supplier, customer or competitor of our business to either obtain or retain business undermines our credibility and is strictly prohibited. Employees/Consultants are permitted to offer and/or accept customary levels of appropriate business entertainment provided any expenditure is incurred in accordance with the relevant policies and procedures.

Should a client want to reward a member of staff for a commendable job, then it is preferred that the gift not be given in cash but as a token not exceeding $50 or TSHS 100,000 in value.

Brig Gen (Rtd) Albert Balati
Chief Executive Officer

NGUVU MOJA SECURITY SERVICES LTD
P.O. Box 105028
26 NOV
DAR ES SALAAM
TANZANIA

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NGUVU MOJA SECURITY SERVICES

ENVIRONMENTAL POLICY

Nguvu Moja is committed to leading the industry in minimizing the impact of its activities on the environment.

The key points of its strategy to achieve this are:

- Minimize waste by evaluating operations and ensuring they are as efficient as possible.
- Minimize toxic emissions through the selection and use of its fleet and the source of its power requirement.
- Actively promote recycling both internally and amongst its customers and suppliers.
- Source and promote a product range and equipment to minimize the environmental impact of both production and distribution.
- Meet or exceed all the environmental legislation that relates to the Company.

The allocation of duties for environmental matters and the particular arrangements, which we make to implement the Policy, are set out in the Environmental Manual and managed under the Nguvu Moja Quality Management System.

Brig Gen (Rtd) Albert Balati
Chief Executive Officer

NGUVU MOJA SECURITY SERVICES

SEXUAL HARASSMENT POLICY STATEMENT

Definition of Sexual Harassment

An employee is sexually harassed if they are subjected to any of the following:

- Directly or indirectly requests that employee for sexual intercourse, sexual contact or any other form of sexual activity that contains an implied or express:
  a) Promise of preferential treatment in employment;
  b) Threat of detrimental treatment in employment;
  c) Threat about the present or future employment status of the employee;
- Use language whether written or spoken of a sexual nature;
- Use visual material of a sexual nature, or
- Shows physical behavior of a sexual nature, which directly or indirectly subjects the employee to behavior that is unwelcome or offensive to that employee and that by its nature has a detrimental effect on the employment, job performance, or job satisfaction.

Every Nguvu Moja employee is entitled to employment that is free of sexual harassment and Nguvu Moja shall take steps to ensure no employee is subjected to sexual harassment. Any incidents of sexual harassment will be investigated and individuals will face such disciplinary measures deemed appropriate and in line with Nguvu Moja's disciplinary process and procedures, against any person under the employer's direction who subjects any employee to sexual harassment.

NGUVU MOJA SECURITY SERVICES

HEALTH & SAFETY POLICY STATEMENT

1. Our Policy is to provide and maintain safe and healthy working conditions, equipment and systems of work for all our employees. Our aim is to prevent accidents, cases of work-related ill health, and risks to safety arising from work activities. We achieve this aim by providing information, training and supervision required for this purpose. If performance duties affect Health & Safety in any way, they are brought to the attention of the management for immediate action. The management makes every effort to engage and consult on day-to-day Health & Safety conditions and provide advice and supervision on occupational health. We also accept our responsibility for the Health and Safety of anyone who may be affected by our activities as far as practical.

2. Everyone who works at Nguvu Moja is responsible for ensuring that the workplace conforms to this philosophy. It is essential that all personnel from directors, managers, supervisors, guards and administration staff maintain an awareness of Health and Safety practices in all their activities.

3. Health and Safety is not an adjunct to our business but an integral part of everything that we do and enforced as a discipline. We aim to achieve Health and Safety as part and parcel of our vision of Strength and Integrity.

4. Nguvu Moja is committed to the continual improvement of Health & Safety and in addition to legal obligations and local compliance, we seek to:
   - Eliminate accidents and reduce hazards in the workplace. This will involve the promotion of Health & Safety awareness throughout the Nguvu Moja community and amongst suppliers and customers.
   - Monitor our Health & Safety performance by carrying out regular reviews of policy and procedures and implementing risk assessments for all critical areas of operation.
   - Recognise and reward individuals, departments and other companies that show outstanding Health & Safety performance.

5. Detailed procedures and management responsibilities are laid out in the Nguvu Moja Health & Safety Manual.

Brig Gen (Rtd) Albert Balati
Chief Executive Officer

NGUVU MOJA SECURITY SERVICES LTD
P.O. Box 105028
DAR ES SALAAM
TANZANIA

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NGUVU MOJA SECURITY SERVICES

ETHICAL CONDUCT POLICY

Introduction

The Board of Nguvu Moja is committed to maintaining the highest standards of honesty, openness and financial accountability. The Board of Nguvu Moja takes all malpractice very seriously, whether senior managers, staff, suppliers or contractors commit it.

Bribery & Corruption

Nguvu Moja has zero tolerance for corruption. We prohibit bribes and facilitation payments of any kind and believe it is important for companies to play their part in identifying and eradicating corrupt business practices.

Training

All elements of criminality are covered extensively during the basic training of security officers, and training is conducted under our Quality Assurance procedures to ensure efficacy.

Whistle Blower Policy

Nguvu Moja maintains a Whistle Blower Policy, which encourages employees at all branches and occupations to report unlawful or negligent activity and maintain anonymity. All company policies are communicated to the work force during training and office meetings.

Brig Gen (Rtd) Albert Balati
Chief Executive Officer

NGUVU MOJA SECURITY SERVICES LTD
P.O. Box 105028
DAR ES SALAAM
TANZANIA

adopted to meet the company's needs and interests by satisfying the customer's requirements and expectations.

Nguvu Moja shall ensure that the management, technical, administrative and operational personnel are fully conversant with the company's objectives through on-going training and education at all levels within the company. The company understands the needs and expectations of interested parties, which will include clients, staff, suppliers, local authorities, local population and anyone else who may be affected by the company's operations. Furthermore, in the execution of its duties the company factors in the identification of risk, and appropriate mitigation measures.

Brig Gen (Rtd) Albert Balati
Chief Executive Officer

NGUVU MOJA SECURITY SERVICES LTD
P.O. Box 1105029
28 NOV 2021
DAR ES SALAAM
TANZANIA

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NGUVU MOJA SECURITY SERVICES

SECURITY & INTELLECTUAL PROPERTY POLICY

We aim to provide a safe working environment for all those who work with us, and we protect our assets against fraud, misuse and other illegal activities. You must take every care with the Company's property and should never disclose or misuse our intellectual property or other confidential information. The Company's physical assets, intellectual property rights and information must be handled with care to avoid loss, theft or damage. Company assets should be used for business purposes. Limited personal use is permitted provided it is not in conflict with the interests of the Company, this Code or the Company's rules and policies. Equally, you must not use or disclose the intellectual property or confidential information of others without their and our prior consent.

Brig Gen (Rtd) Albert Balati
Chief Executive Officer

Any individual with a complaint of sexual harassment may be brought to the attention of the employer through following the Nguvu Moja Grievance Procedure found within this HR Manual, or speaking to HR and gaining advice from them. Nguvu Moja will not disclose the name of a complainant or the circumstances related to the complaint to any person except where disclosure is necessary for the purposes of investigating the complaint or taking disciplinary measures.

Nguvu Moja is opposed to prostitution and related activities, which are fundamentally harmful and degrading, and ultimately can contribute to the occurrence of trafficking of persons. We will not tolerate the promoting or advocating of the legalization of the practice of prostitution or sex trafficking.

Nguvu Moja will not tolerate the harassment of our people and whilst we encourage issues to be resolved on an informal basis, we will fully support any person who, in good faith, reports unacceptable behavior to us.

Complaints regarding harassment should be made in writing to your Section Manager or HR Manager and will be fully investigated under the relevant grievance procedure. It is a disciplinary offence (for which an Employee/Consultant may be dismissed summarily) to victimize or retaliate against someone who makes or assists with the making of a harassment complaint.

All complaints regarding harassment shall be treated as confidential and the identity of the complainant will not be disclosed except where disclosure is necessary for the purpose of investigating the complaint or taking disciplinary measures in relation thereto.

Brig Gen (Rtd) Albert Balati
Chief Executive Officer

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NGUVU MOJA SECURITY SERVICES

WORKPLACE POLICY ON HIV/AIDS

Our principal stance on HIV/AIDS is the importance of transparency, by which we mean that all employees must recognize the existence of HIV/AIDS. Without transparency, the Company will not be able to assist in the management of HIV/AIDS.

Employees who declare themselves HIV positive will not be terminated from the Company. Rather it will give us the opportunity to assist in the management of the condition such that the employee can enjoy all benefits, albeit with an HIV declared liability. The onset or declaration of AIDS will also be similarly treated, except that employees may be compulsorily retired when they can no longer contribute meaningfully. Once an employee's disease starts to affect or impede his/her ability to perform his/her duties or attendance, the normal incapacity procedures will apply.

Brig Gen (Rtd) Albert Balati
Chief Executive Officer

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NGUVU MOJA SECURITY SERVICES

ALCOHOL & DRUG ABUSE POLICY

This policy applies to all employees, contractors, temporary staff and visitors to all Nguvu Moja controlled sites. The Company will concern itself with the use of alcohol or controlled drugs (not prescribed drugs) by any of its employees, and others who may prejudice the safety of anyone, or where it is seen to have a detrimental effect on work performance.

The use and/or possession of controlled drugs by individuals whilst at work or on work premises is forbidden at all times unless taken on prescription. Anyone in breach may be subject to disciplinary action (which may include suspension or termination of employment) or criminal proceedings.

The consumption of alcohol by individuals whilst at work or on work premises is strictly forbidden other than in an authorized social context such as a leaving party or formal hospitality event. During such occasions, individuals are expected to act responsibly and with moderation.

The consumption of alcohol off site during the normal working day (e.g. Lunch breaks) is forbidden. It is particularly unacceptable when undertaking duties that include but are not limited to driving; the use of machinery and electrical equipment; working at heights or in confined spaces; and handling hazardous chemicals or other dangerous substances. The company will take appropriate disciplinary action against anyone whose performance or work activities, are compromised by alcohol consumption.

Brig Gen (Rtd) Albert Balati
Chief Executive Officer

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NGUVU MOJA SECURITY SERVICES

ALCOHOL & DRUG TESTING POLICY

Employees are reminded that, by accepting the terms and conditions of employment, they have expressly agreed to the organisation exercising the right to test them for alcohol and drugs. This policy is additional to the Nguvu Moja Policy & Procedures for Alcohol & Drug Abuse.

Nguvu Moja reserves the right under this policy to exercise alcohol and drug testing of its employees. This policy applies to all employees, including management.

Brig Gen (Rtd) Albert Balati
Chief Executive Officer

NGUVU MOJA SECURITY SERVICES LTD
P.O. Box 105028
DAR ES SALAAM
TANZANIA

NGUVU MOJA SECURITY SERVICES

COMPANY PROFILE

Dar es Salaam **03 May 2024**

NGUVU MOJA SECURITY SERVICES COMPANY

OVERVIEW

Nguvu Moja Security Services Ltd is a 100% Tanzanian owned and managed security company that is primarily made of a committed band of Retired Compatriots from the TPDF Special Forces Commandos, Retired Military officers and soldiers of Tanzania People's Defense Force (TPDF); Retired Police officers, Retired members of other state security organs, National Service, Sungusungu and other para-military groups. Most leadership positions are filled by Ex-Special Force commandos who hold strong values and beliefs in integrity, intelligence and unrelenting self-drive.

VISION

To be a world class private security service provider.

MISSION

To protect the lives, assets, (property) and financial wellbeing of our clients by providing a safe, secure and amiable security environment so as to make our client's Business Prosper to highest levels of Business success.

CORE VALUES

Loyalty a sense of Human Rights and respect for others are the womb in which our core values develop. A daring spirit of the soldier, Integrity, unrelenting courage, discipline, and selfless commitment to the course we serve are the values that our security guards live by.

We treasure most the human mind above all other attributes, it is this factor which forms the basis of our operational philosophy.

God, Honor and Duty reinstate our core values to operate.

MODUS OPERANDI

We offer bespoke security services according to the envisioned intentions of our clients. We frequently appreciate the security environment we work in because threats and risks are constantly changing; Hence being flexible: we constantly shape our mode of Operation to align with our client’s needs.

Our alliance with the Tanzania Police Force and other State Security Organs makes us become ardent disciples of community policing (Polisi Jamii or Ulinzi Shirikishi).

A position which demands us to render the best quality security services to our clients.

Nguvu Moja Security Services Limited
Mikocheni;
New Hub Street, Plot No. 55
P.O. Box 105028, Dar es Salaam, Tanzania.
Mob: 0754 881168/ 0784 810567/ 0655700006
Email: mojanguvu@gmail.com, albert.bgrtd@nguvumojaulinzi.co.tz and Mussa.Mwinyimbegu@nguvumojaulinzi.co.tz

CERTIFICATION

A. ISO 18788:2015
B. ISO 9001:2015
C. TSIA
D. TANZANIA POLICE

CERTIFICATE OF REGISTRATION

This is to certify that

Nguvu Moja Security Services Ltd

Six Hill Oyster Bay, P.O Box 105028 Dar es salaam Tanzania

has been assessed and registered by Frenchcert as conforming to the requirements of:

ISO 18788 : 2015

(Management system for private security operations - Requirements with guidance for use)

For the following Scope

"Provision of Man Guarding Security Services"

Certificate Number :	230930025SO01
Issue Date:	30th Sep. 2023
Valid Until:	29th Sep. 2026
1st Surveillance on or before	30th Aug. 2024
2nd Surveillance on or before	30th Aug. 2025
Revision:	00

Director

FrenchCert UK Ltd.

(Earlier known as TNV Certification UK Ltd.)

Regd. Off: Armstrong House, First Avenue, Robin Hood Airport, Doncaster, South Yorkshire, England, DN9 3GA, United Kingdom

Mail: info@ frenchcert.com

Certificate can be verified on www.frenchcert.com and Accreditation Board's website: www.abcab.org

Frenchcert UK Ltd. is a Conformity Assessment Body as per requirement of Frenchcert certification requirements.
In the issuance of this certificate, Frenchcert UK Ltd. assumes no liability to any party other than to the Client, and then only in accordance with the agreed upon Certification Agreement. This certificate's validity is subject to the organisation maintaining their system in accordance with Frenchcert's requirements for certification. The certificate remains the property of Frenchcert UK Ltd., to whom it must be returned upon request.

Certificate Sertifikat сертификат Chứng chỉ

CERTIFICATE OF REGISTRATION

This is to certify that the Quality Management System of

Nguvu Moja Security Services Ltd.

Six Hill Oyster Bay, P.O Box 105028 Dar es salaam Tanzania

has been assessed and registered by TNV as conforming to the requirements of:

ISO 9001 : 2015

For the following Scope

Provision of man-guarded security services

"IAF Group-35"

MANAGEMENT SYSTEM CERTIFICATE

TNV is accredited by International Accreditation Services (IAS), Status of Certificate can be verified on www.tnvgroup.org & www.iafcertsearch.org

Certificate Number :	**230227012501**
Initial Issue Date:	**27th Feb. 2023**
Current Issue Date:	**27th Feb. 2023**
Valid Until:	**26th Feb. 2026**
1st Surveillance Date:	**27th Jan. 2024**
2nd Surveillance Date:	**27th Jan. 2025**
Revision:	**00**

IAS ACCREDITED Management Systems Certification Body MSCB 154

MEMBER OF MULTILATERAL RECOGNITION ARRANGEMENT IAF

Pragyesh Singh
CEO
TNV System Certification P Ltd.
(CIN : U74999UP2017PTC093178)

Regd. Off: TNV House, 537-B/187-B, Amber Vihar, Lucknow-20 UP , Mail: info@tnvgroup.org

Terms and Conditions:

1. Validity of this certificate is subject to the organization maintaining its system in accordance with respective Management System Standards along with TNV's requirements.
2. This certificate remains the property of TNV System Certification P Ltd., to whom it must be returned upon request.
3. Use of Logo must be in accordance with the requirement of the TNV and Accreditation board (if any) failure to meet the requirement shall be held liable for action.
4. This certificate is not final evidence of certification status, status must be verified with current status as given in TNV's official website i.e. www.tnvgroup.org or write to tnvceo@gmail.com or info@tnvgroup.org

TANZANIA SECURITY INDUSTRY ASSOCIATION

TSIA

PEACE & SECURITY

MEMBERSHIP

CERTIFICATE

THIS IS TO CERTIFY THAT

NGUVUMOJA SECURITY SERVICES LTD

WAS ADMITTED TO THE

TANZANIA SECURITY INDUSTRY ASSOCIATION (TSIA)

AS AN ASSOCIATE MEMBER

FOR THE YEAR **2024**

SEAL

CHAIRMAN

EXECUTIVE DIRECTOR

MEMBERSHIP NO

113/2024

Valid for One Year Only

JAMHURI YA MUUNGANO WA TANZANIA
WIZARA YA MAMBO YA NDANI YA NCHI
JESHI LA POLISI TANZANIA

Anwani ya Simu: "MKUU POLISI"
Simu Nambari: 026 2323585
Fax: 026 2323586
E- mail:info.phq@tpf.go.tz

Ofisi ya Mkuu wa Jeshi la Polisi
Makao Makuu ya Polisi,
4 Mtaa wa Posta
S. L. P. 961,
40483 DODOMA.

Unapojibu tafadhali taja:

Kumb.Na: PHQ/SO.I/PS/900/C/VOL.XX/40 **13/12/2022**

Kwa yeyote anayehusika,

YAH: KUSAJILIWA KATIKA MFUMO WA PRIVATE SECURITY GOVERNANCE – PORTAL (PSG-P)

Tafadhali husika na mada tajwa hapo juu.

2. Nathibitisha kwamba, Kampuni ya Ulinzi binafsi ya **Nguvu Moja Security Services Ltd** iliyopo Kinondoni mkoani **Dar es Salaam** imesajiliwa katika mfumo wa kielektroniki wa usimamizi wa sekta binafsi ya ulinzi Tanzania unaojulikana kama Private Security Governance – Portal (PSG-P).

3. Nashukuru kwa ushirikiano wako.

.....
Ulrich O. Matei – SACP
Kny: MKUU WA JESHI LA POLISI

Kny: MKUU WA JESHI LA POLISI

OPERATIONAL EXPERIENCE

NGUVU MOJA SECURITY SERVICES COMPANY PROFILE SUMMARY

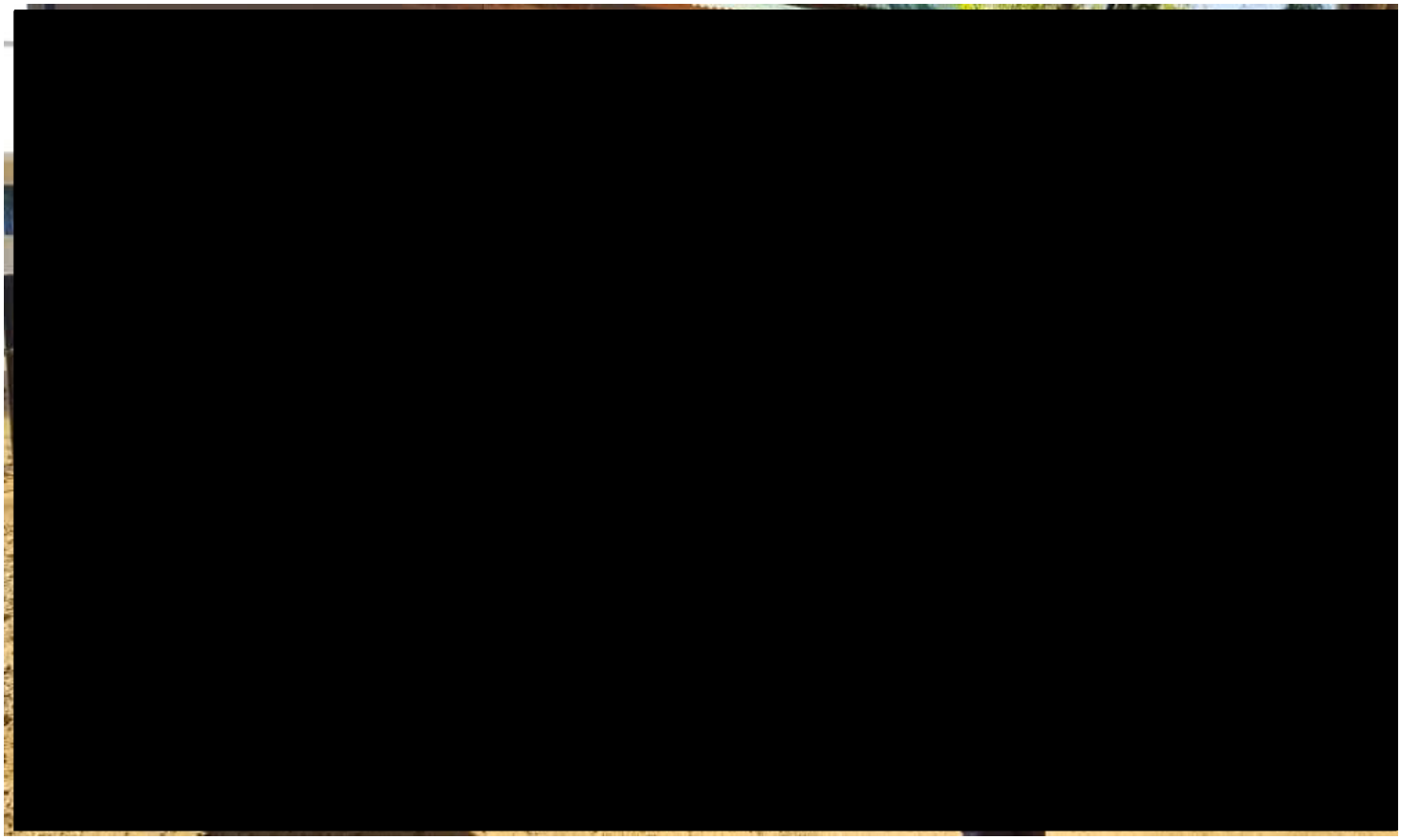
Operation experience

We have so far Held/Hold Successful Contract With: -

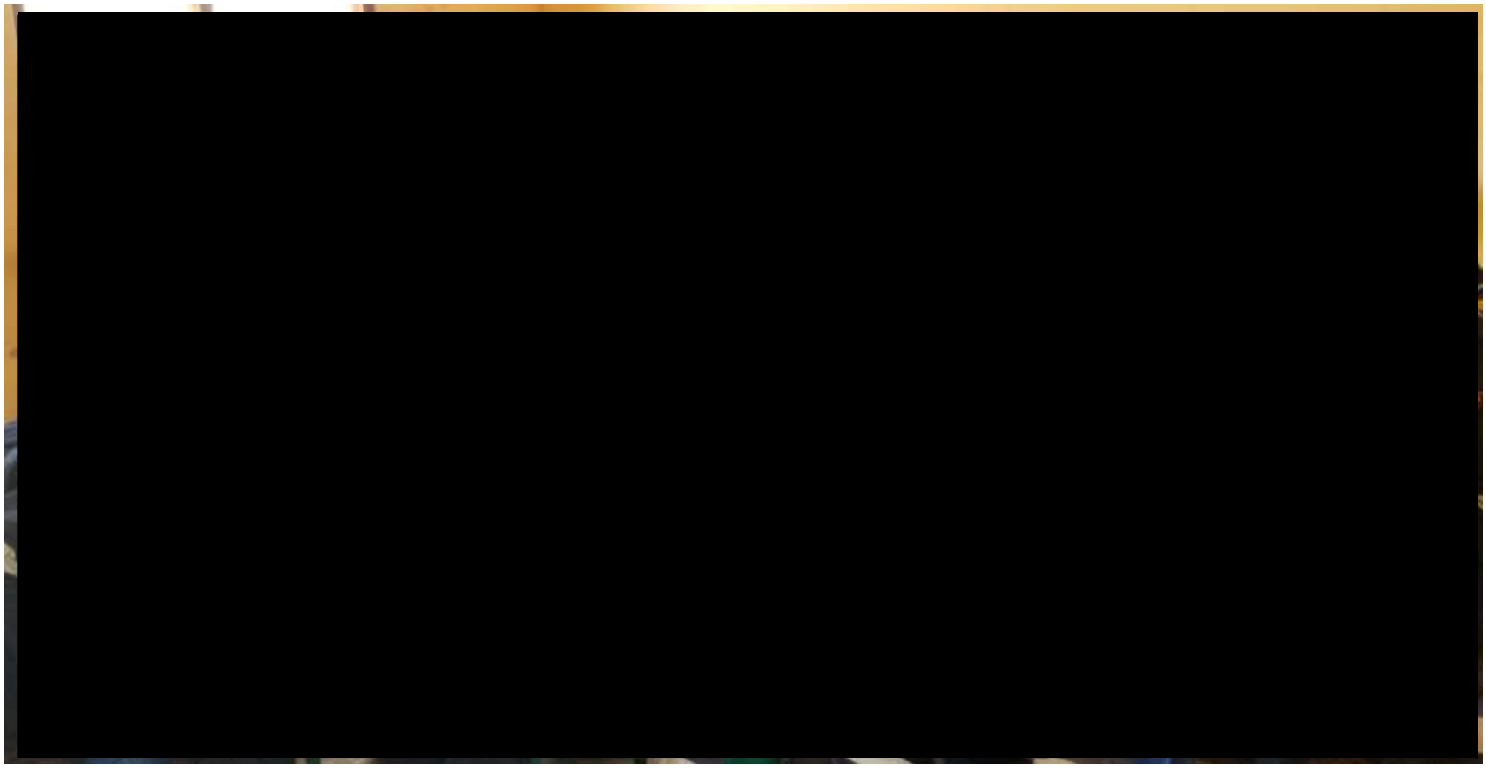
- [redacted]

Summary

Nguvu Moja security guards are called upon to work tirelessly as a committed team, to keep their spirits high and deliver commendable results through the hardest of times and most importantly they keep the Commando Motto close to their hearts "Yataka Moyo". Nguvu Moja pledges to their clients; Service Honour and Duty.



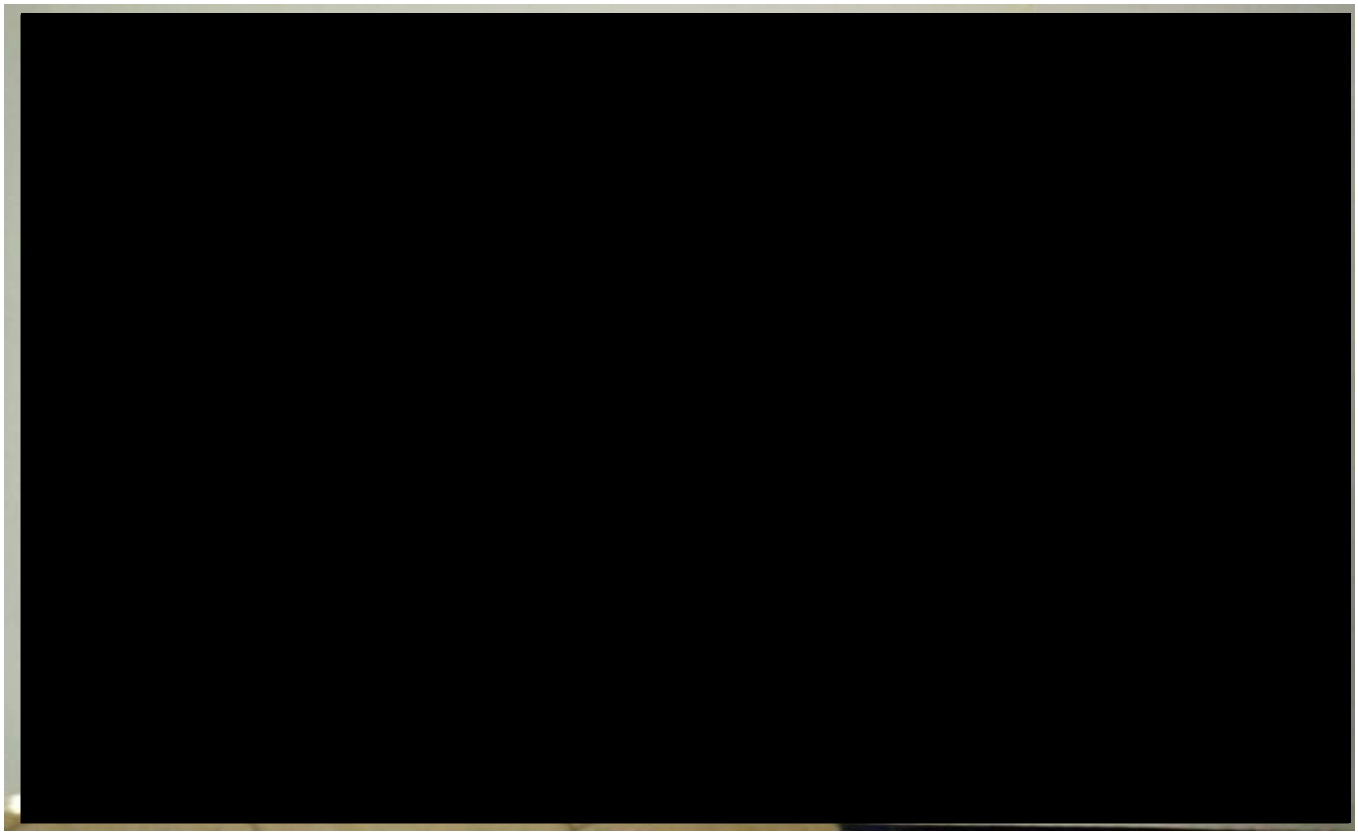
NMSS CEO and Security Officers parade during his visitation [redacted] on 01st October 2023.



NMSS Officers during NMSS CEO'S Meeting during his site visitation [redacted] in 01st October 2023.

Mission Accomplished; Mirerani Apr 2015 Engineer Douglas bids farewell to the Guards

Training at kigosi (Bukombe Dist) Mine site (2010)



Kamanda Mkuu wa Chuo cha Polisi Moshi akitunuku vyeti kwa wahitimu (2020)

Course of Infrastructure and Mining Security Training 2020

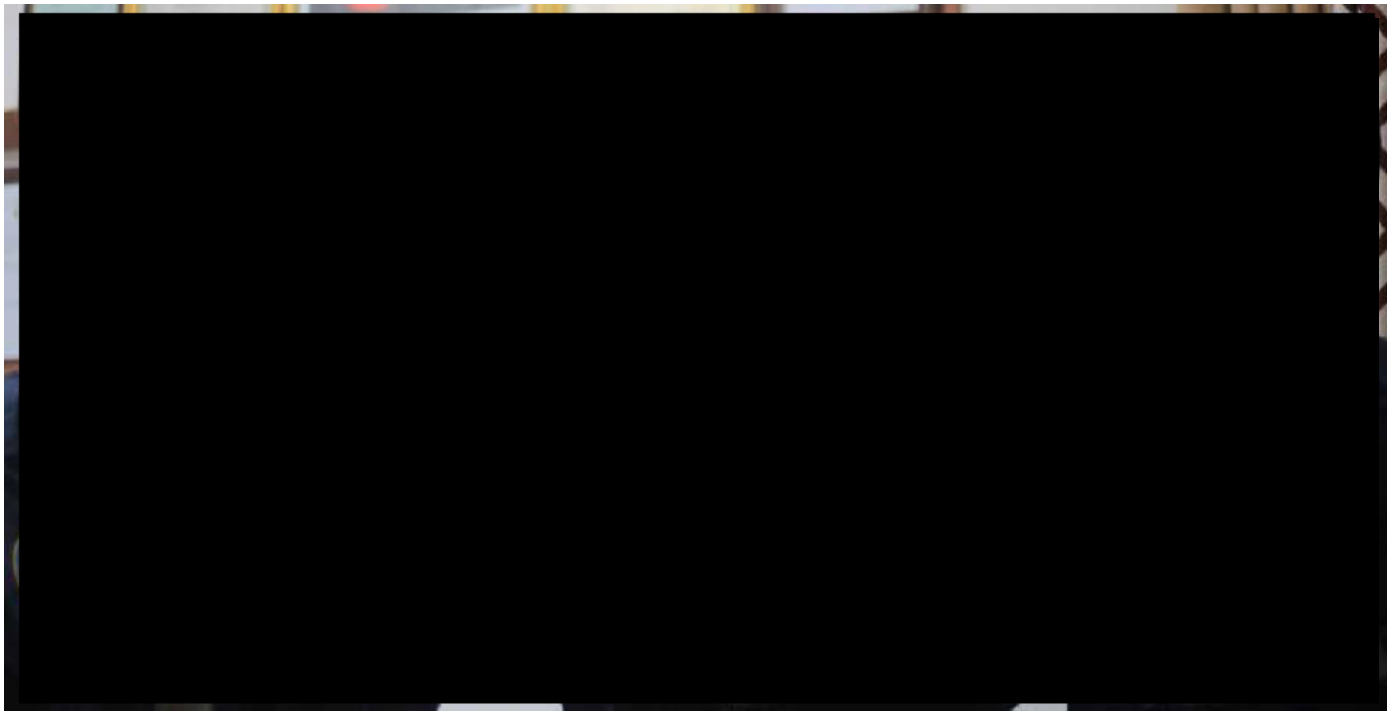
Nguvu Moja Security officers at work (Check Point)

(North Mara Gold Mine)

Nguvu Moja Security guards pared at a Mounting Guard

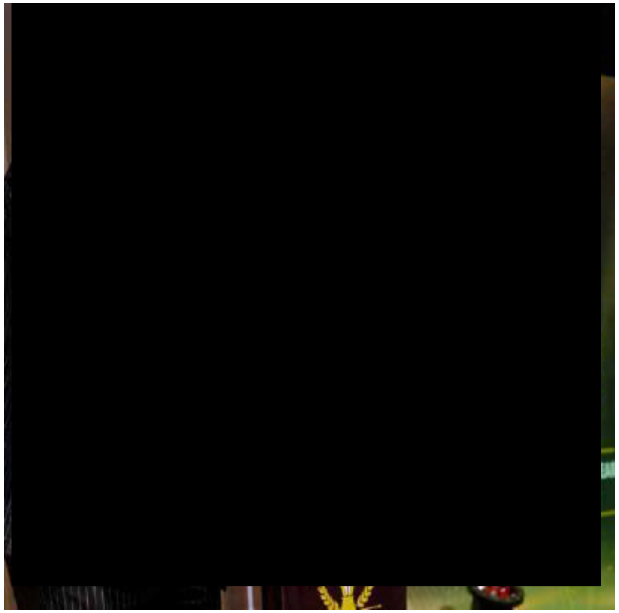
(North Mara)

Minister of State, Prime Minister's Office (Work, Youth, Employment and the Disabled) Hon. Prof. Joyce L. Ndalichako, presenting an award (AOSH) to Nguvu Moja Security Services LTD, as the best Security Services company in Tanzania during OSHA Exhibition 2023 in Morogoro region.



Nguvu Moja security Services Officers in a group photo after receiving The Africa Company of the Year Award 2023, an overall continental Award as the best Security Company on security, safety and rescue for medium size in africa. seen from left to Right are [redacted] (Security Officer), [redacted] (Security Coordinator and DSM Zonal Head) and [redacted] (Security Officer)

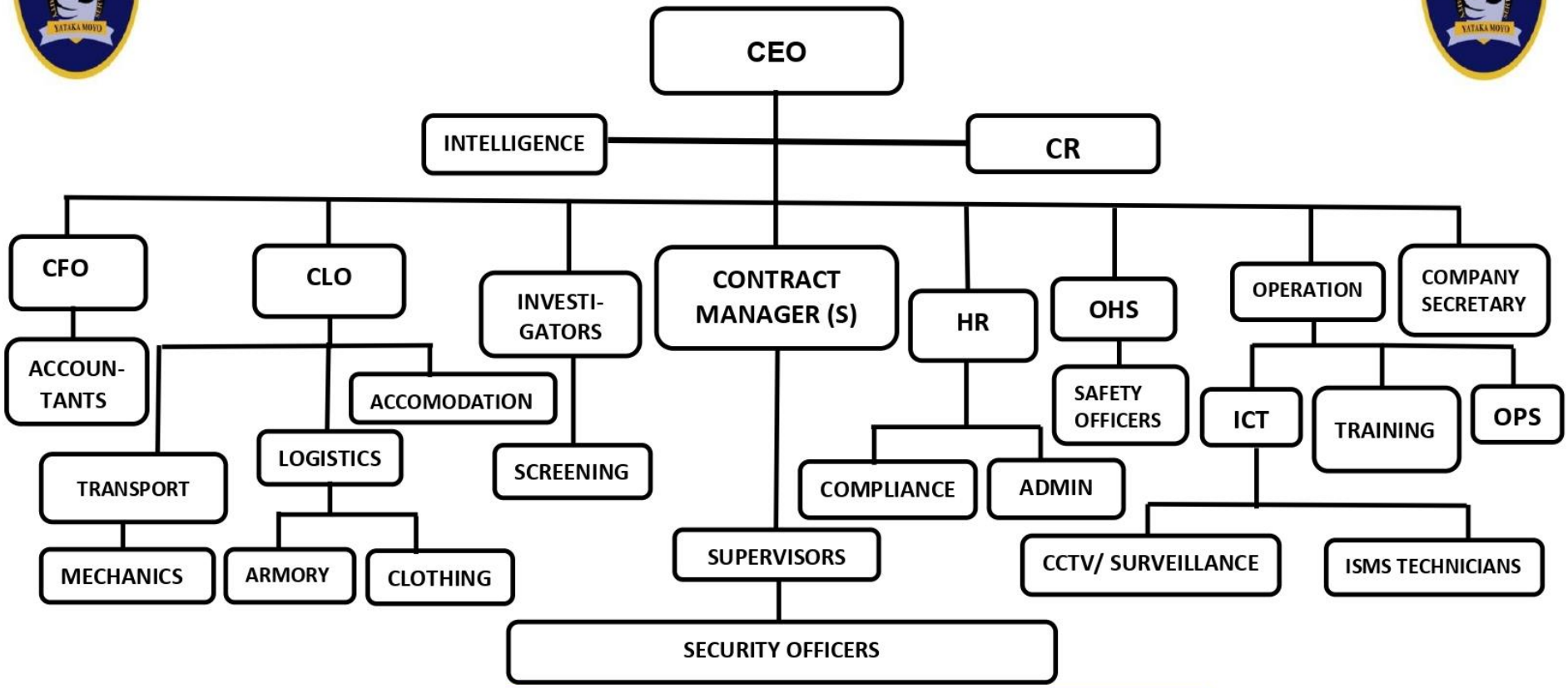
Some of the participants of the event appreciating their trophy.



[redacted]

ORGANIGRAM

NGUVU MOJA SECURITY SERVICES - COMPANY ORGANIGRAM



KEY

CEO - *Chief Executive Officer*
CFO - *Chief Financial Officer*
CLO - Chief *Logistics Officer*
OPS - Operations
OHS - Occupational *Health and Safety*
HR - Human *Resource*
TECH - Technical
ICT - *Information and communication*
ISMS – *Integrated Security Management System*
CR – *Central Registry*

(Note: Under Contract Manager there are 16 sections as listed below)

1. *Quality and Assurance team*
2. *Plant Supervisor*
3. *Control Room Supervisor*
4. *Compliance Supervisor*
5. *Security Administrators*
6. *Logistics*
7. *Surveillance Operator*
8. *ISMS Technicians*
9. *Investigators*
10. *Ass. ISMS Technicians*
11. *Senior Guard (Plant)*
12. *Surveillance Operator (Plant)*
13. *Health and Safety Officers*
14. *Screening and Barging*
15. *Security Operation Manager*
16. *Security Operation Coordinator*
17. *Rapid Response Unit (RRU)*
18. *RRU Commanders*
19. *RRU Drivers*
20. *Security Officers*

APPROVAL FOR LOCAL CONTENT

THE UNITED REPUBLIC OF TANZANIA
MINISTRY OF MINERALS
THE MINING COMMISSION

In reply, please quote:
Ref. No. CA 231/250/01J/218

20th October, 2023

Managing Director,
Nguvu Moja Security Services,
P.O. Box 105028,
DAR ES SALAAM.

RE: **APPROVAL OF THE LOCAL CONTENT PLAN FOR NGUVU MOJA SECURITY SERVICES**

Kindly refer to the above-captioned subject.

2. The Mining Commission is pleased to inform you that your Local Content Plan submitted to the Mining Commission for Mineral right holders has been **approved** by the 22nd meeting of the Local Content Committee held on 10th October, 2023. The approval has been granted as per Regulation 11(5) of the Mining (Local Content) Regulations, 2018.

3. Please be informed that the approved Local Content Plan is operative only for the period of one year from the date of this approval. In this regard you will be required to submit another annual Local Content Plan not later than 10th October, 2024. During this period, you will also be required to submit to the Mining Commission quarterly reports in respect to the performance of the local content plan.

4. Furthermore, in accordance to Regulation 37 of the Mining (Local Content) Regulations, 2018, you are required within sixty (60) days of the beginning of each year to submit to the Mining Commission an annual Local Content Performance Report covering the period from when your Local Content Plan was approved.

5. It is our hope that you will implement the plan effectively while taking into consideration all other requirements of Section 102 of the Mining Act Cap 123 and its Mining (Local Content) Regulations, 2018. This includes a requirement for a non-indigenous Tanzanian Company which intends to provide goods and services to incorporate a joint venture company with an indigenous Tanzanian Company and afford that company an equity participation of at least twenty percent (20%) as per Regulation 8 (6) of the Mining (Local Content) Regulations, 2018.

6. You are also reminded that non-compliance to Local Content Regulations will subject you to penalties as stipulated under these Regulations.

7. Thank you for your continued cooperation.

Andrew F. Mgaya
For: **EXECUTIVE SECRETARY**

THE UNITED REPUBLIC OF TANZANIA
MINISTRY OF MINERALS
THE MINING COMMISSION

In reply, please quote:
Ref. No. CA 231/250/01F/168

27th June, 2022

Managing Director,
Nguvu Moja Security Services Limited,
House 1& 2 Yasser Arafat Road, Oysterbay,
BOX 105028,
DAR ES SALAAM.

RE: **APPROVAL OF THE LOCAL CONTENT PLAN FOR NGUVU MOJA SECURITY SERVICES LIMITED**

Kindly refer to the above-captioned subject.

2. The Mining Commission is pleased to inform you that your Local Content Plan submitted to the Mining Commission for **Contractor Services** to the Mineral right holders has been **approved** by the 17th meeting of the Local Content Committee held on 24th June, 2022. The approval has been granted as per Regulation 11(5) of the Mining (Local Content) Regulations, 2018.

3. Please be informed that the approved Local Content Plan is operative only for the period of one year from the date of this approval. In this regard you will be required to submit another annual Local Content Plan not later than 24th June, 2023. During this period, you will also be required to submit to the Mining Commission quarterly reports in respect to the performance of the local content plan.

4. Furthermore, in accordance to Regulation 37 of the Mining (Local Content) Regulations, 2018, you are required within forty-five (45) days of the beginning of each year to submit to the Mining Commission an annual Local Content Performance Report covering the period from when your Local Content Plan was approved.

5. It is our hope that you will implement the plan effectively while taking into consideration all other requirements of Section 102 of the Mining Act Cap 123 and its Mining (Local Content) Regulations, 2018. This includes a requirement for a non-indigenous Tanzanian Company which intends to provide goods and services to incorporate a joint venture company with an indigenous Tanzanian Company and afford that company an equity participation of at least twenty percent (20%) as per Regulation 8 (6) of the Mining (Local Content) Regulations, 2018.

6. You are also reminded that non-compliance to Local Content Regulations will subject you to penalties as stipulated under these Regulations.

7. Thank you for your continued cooperation.

CPA. Venance A. Kasiki
For: **EXECUTIVE SECRETARY**

POLICE APPROVAL FOR PRIVATE SECURITY SERVICES COMPANY

JAMHURI YA MUUNGANO WA TANZANIA
WIZARA YA MAMBO YA NDANI YA NCHI
JESHI LA POLISI TANZANIA

Anwani ya Simu: "MKUU POLISI"
Simu Nambari: 026 2323585
Fax: 026 2323586
E- mail:info.phq@tpf.go.tz

Ofisi ya Mkuu wa Jeshi la Polisi
Makao Makuu ya Polisi,
4 Mtaa wa Posta
S. L. P. 961,
40483 DODOMA.

Unapojibu tafadhali taja:

Kumb.Na: PHQ/SO.I/PS/900/C/VOL.XX/40 **13/12/2022**

Kwa yeyote anayehusika,

YAH: KUSAJILIWA KATIKA MFUMO WA PRIVATE SECURITY GOVERNANCE – PORTAL (PSG-P)

Tafadhali husika na mada tajwa hapo juu.

2. Nathibitisha kwamba, Kampuni ya Ulinzi binafsi ya **Nguvu Moja Security Services Ltd** iliyopo Kinondoni mkoani **Dar es Salaam** imesajiliwa katika mfumo wa kielektroniki wa usimamizi wa sekta binafsi ya ulinzi Tanzania unaojulikana kama Private Security Governance – Portal (PSG-P).

3. Nashukuru kwa ushirikiano wako.

.....
Ulrich O. Matei – SACP
Kny: MKUU WA JESHI LA POLISI

Kny: MKUU WA JESHI LA POLISI

JAMHURI YA MUUNGANO WA TANZANIA
WIZARA YA MAMBO YA NDANI YA NCHI
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Makao Makuu ya Polisi,
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S. L. P. 961,
40483 DODOMA.

Unapojibu tafadhali taja:

Kumb.Na: PHQ/SO. I/PS/900/C/VOL.XX/41 **13/12/2022**

Mkurugenzi Mtendaji,
Nguvu Moja Security Services Limited,
S.L.P 105028,
DAR ES SALAAM.

YAH: KIBALI CHA KUENDESHA KAMPUNI BINAFSI YA ULINZI YA NGUVU MOJA SECURITY SERVICES LIMITED

Rejea barua ya tarehe **13/12/2022** kuhusiana na mada tajwa hapo juu.

Kibali chenye masharti mapya kimetolewa kwa Kampuni binafsi ya ulinzi ya **Nguvu Moja Security Services Limited**, iliyopo **Oysterbay**, wilaya ya **Kinindoni**, Mkoa wa **Dar Es Salaam.**

Kibali cha awali chenye **Kumb.Na: PHQ/SO. I/PS/VOL.XIII/100** cha tarehe **31/08/2017** kimefutwa rasmi leo.

Unatakiwa kukamilisha na kutekeleza mambo muhimu yafuatayo katika kuendesha kampuni yako ya ulinzi:

1. Hakikisha kwamba askari/walinzi utakaowaajiri wawe ni watanzania ambao hawana rekodi zozote za uhalifu.Kwa maana hiyo itakubidi kwanza kabla ya kuajiriwa kwao wachukuliwe alama zao za vidole na kutumwa Makao Makuu ya Jeshi la Polisi Kamisheni ya Uchunguzi wa Kisayansi, Makao Makuu ili kuhakikisha kwamba hawana rekodi zozote za uhalifu. Nakala za rekodi hizo pia zitumwe hapa kwa ajili ya kumbukumbu

2. Kampuni inapaswa iwe na ofisi katika mahali panapojulikana na kufikika. Bango la jina na anwani ya kampuni liwe mahali pa wazi na kuonekana.

3. Walinzi/Askari wanatakiwa kuvaa sare aina ya "combat" rangi ya **dark blue au nyeusi** (suruali, shati na kofia). Aidha shati jepesi la rangi nyeupe pia linaweza kuvaliwa katika maeneo na nyakati za kufaa. Kofia ya "baret" pia inaweza kuvaliwa. Logo ya kampuni itawekwa mbele kwenye kofia, kifuani upande wa kushoto na begani upande wa kushoto.

4. Askari/walinzi wako wanapaswa kuwa na filimbi wakati wote.

5. Endapo kampuni yako itatumia silaha za moto basi zisiwe za kijeshi,na hakikisha unatumia silaha aina ya SHORTGUN. Silaha hizo zitambulike na ziwe zimesajiliwa na mamlaka inayohusika.

6. Andaa na dumisha utaratibu utakaojulikana kwa Jeshi la Polisi kuhusiana na maeneo watakayofanyia kazi walinzi/askari wako. Uwe na uhusiano na mawasiliano ya mara kwa mara na Jeshi la Polisi.

7. Walinzi watakaoajiriwa wawe na umri wa miaka kati ya 18 – 55, wenye afya njema, na siyo wazee.

8. Walinzi/Askari hao walipwe mishahara stahiki kulingana na sheria na maelekezo mbalimbali ya mamlaka za kazi na ajira.

9. Kwa kampuni inayoajiri watumishi (siyo walinzi) ambao siyo raia wa Tanzania, pamoja na kufuata taratibu na sheria za ajira na uhamiaji, watapaswa kuchukuliwa alama za vidole kuonesha historia ya uhalifu.

10. Hakikisha kwamba unawasajili walinzi na watumishi wengine wote katika mifuko ya hifadhi ya jamii na kutuletea nakala za hati zao.

11. Hakikisha walinzi wako wamepitia mafunzo ya JKT au Mgambo.

12. Walinzi wanapaswa wapate mafunzo ya awali ya weledi wa kazi na yale ya Polisi Jamii kupitia Kamanda wa Polisi wa Mkoa, wakuu wa polisi wilaya na wengineo.

13. Askari wakaguliwe wanapoingia kazini, wanapokuwa kwenye malindo, na wanapotoka kazini.

14. Kampuni inapaswa kuwa na akaunti ya benki.

15. Wamiliki, wakurugenzi, walinzi na watumishi mbalimbali wa kampuni kumbukumbu zao zinapaswa kuingizwa katika mfumo wa kielekitroniki wa usimamizi wa sekta ya ulinzi binafsi Private Security Governance Portal.

16. Kibali hiki kitaisha muda wake wa kutumika baada ya miaka mitatu tangu Tarehe ya kutolewa kwake.

17. Kibali hiki kitakoma uhalali wake endapo utakiuka masharti yake.

Jeshi la Polisi linakutakia kazi njema katika kudumisha ulinzi na usalama wa taifa letu.

.....

Ulrich O. Matei– SACP

Kny: MKUU WA JESHI LA POLISI

Kny: MKUU WA JESHI LA POLISI

Nakala kwa: -

Kamanda wa Polisi
Mkoa wa Kinondoni
S. L. P 9140
DAR ES SALAAM . - Kwa taarifa

CERTIFICATION EXPOUNDED

A. ISO 18788:2015 & ISO 9001:2015
B. INCORPORATION
C. TSIA
D. TIN
E. NSSF
F. WCF
G. TAX CLEARANCE
H. EWURA APPROVAL - LSSP
I. BUSINESS LICENCE
J. PPRA CERTIFICATE
K. FIRE SAFETY CERTIFICATE
L. OSHA CERIFICATE (HQ)
M. OSHA CERTIFICATE NORTH MARA
N. OSHA CERTIFICATE BULYANHULU
O. OSHA CERTIFICATE PANGEA

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Revision:	00

Director

FrenchCert UK Ltd.

(Earlier known as TNV Certification UK Ltd.)

Regd. Off: Armstrong House, First Avenue, Robin Hood Airport, Doncaster, South Yorkshire, England, DN9 3GA, United Kingdom

Mail: info@frenchcert.com

Certificate can be verified on www.frenchcert.com and Accreditation Board's website: www.abcab.org

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In the issuance of this certificate, Frenchcert UK Ltd. assumes no liability to any party other than to the Client, and then only in accordance with the agreed upon Certification Agreement. This certificate's validity is subject to the organisation maintaining their system in accordance with Frenchcert's requirements for certification. The certificate remains the property of Frenchcert UK Ltd., to whom it must be returned upon request.

Certificate Sertifikat сертификат Chứng chỉ

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Provision of man-guarded security services

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MANAGEMENT SYSTEM CERTIFICATE

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Certificate Number :	**230227012501**
Initial Issue Date:	**27th Feb. 2023**
Current Issue Date:	**27th Feb. 2023**
Valid Until:	**26th Feb. 2026**
1st Surveillance Date:	**27th Jan. 2024**
2nd Surveillance Date:	**27th Jan. 2025**
Revision:	**00**

IAS ACCREDITED Management Systems Certification Body MSCB 154

MEMBER OF MULTILATERAL RECOGNITION ARRANGEMENT IAF

Pragyesh Singh
CEO
TNV System Certification P Ltd.
(CIN : U74999UP2017PTC093178)

Regd. Off: TNV House: 537-B/187-B, Amber Vihar, Lucknow-20 UP , Mail: info@tnvgroup.org

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TANZANIA

Certificate of Incorporation

Section 15

No [redacted]

I HEREBY CERTIFY THAT

NGUVU MOJA SECURITY SERVICES LIMITED

==========

is this day incorporated under the Companies Act, 2002 and that the Company is Limited

Given under my hand at Dar es salaam

this **14TH** day of **DECEMBER**

TWO THOUSAND AND TEN

Certified True Copy of the Original
PIUS ALPHONCE MUSIBA,
Advocate,Notary Public &
Commissioner For Oaths
Sign:..... Date: 9/2/2021

Asst. Registrar of Companies

/GK

TANZANIA SECURITY INDUSTRY ASSOCIATION

TSIA

PEACE & SECURITY

MEMBERSHIP

CERTIFICATE

THIS IS TO CERTIFY THAT

NGUVUMOJA SECURITY SERVICES LTD

WAS ADMITTED TO THE

TANZANIA SECURITY INDUSTRY ASSOCIATION (TSIA)

AS AN ASSOCIATE MEMBER

FOR THE YEAR **2024**

SEAL

CHAIRMAN

EXECUTIVE DIRECTOR

MEMBERSHIP NO

113/2024

Valid for One Year Only

From: [redacted]
Sent: Saturday, 7 October 2023 23:32
To: [redacted]
Subject:

Hello NGUVU MOJA SECURITY SERVICES LIMITED,

Thank you for submitting company registration request. Your registration has been approved.
Company LSSP number [redacted]

Serial No: I(2) 2023 - 08561

Customer Number: 3010 - 5100279

THE UNITED REPUBLIC OF TANZANIA

MINISTRY OF HOME AFFAIRS

FIRE AND RESCUE FORCE

JESHI LA ZIMAMOTO NA UOKOAJI TANZANIA KUOKOA MAISHA NA MALI

FIRE SAFETY CERTIFICATE

(Made under section 32 (g) (iii) of the Fire And Rescue Force Act, No. 14 of 2007)

This is to Certify that

M/S NGUVU MOJA SECURITY SERVICES LIMITED -OFFICE, MIKOCHENI

is substantially in compliance with the terms and provisions of the Fire Safety Regulations made under section 32 (g) (iii) of Act No. 14 of 2007. after the said building or occupancy has been duly inspected for fire safety.

This Certificate is valid from 28-February-2024 to 27-February-2025

Control No: 994790325246 Amount Paid: TShs. 100,000/=

Given under my hand this 21st day of March, 2024

Y.Y. Sontana - SACF
Commissioner for Fire Safety

Signature

Ag.

For: COMMISSIONER GENERAL FOR FIRE AND RESCUE FORCE

THE UNITED REPUBLIC OF TANZANIA

00003518

OSHA 1B

OSHA

OCCUPATIONAL SAFETY AND HEALTH AUTHORITY

CERTIFICATE OF REGISTRATION OF A FACTORY/WORKPLACE

I hereby certify that the workplace named below has been dully registered in pursuant of section 17 of The occupational Health and Safety Act Number 5 of 2003 with workplace registration number

[redacted]

Name of the Occupier / Owner

NGUVU MOJA SECURITY SERVICES LIMITED - ETHIOPIA EMBASSY

With Effect from **September 14, 2021**

Address and Location: **Plot 06, Block OYSTERBAY, Regent Estate. Kinondoni Municipal Dar es Salaam**

Region : **Dar es Salaam**

District: **Kinondoni**

Ward : **MIKOCHENI**

Street / Village: **Regent Estate**

Nature of Work : **SECURITY SERVICES**

Industrial Classification : **Private security activities**

SORT CODE

Khadija H. Mwenda
CHIEF INSPECTOR

Note THE REQUIREMENTS UNDER THIS CERTIFICATE ISSUED ARE STATED OVERLEAF

OSHA

REDUCTION OF INJURIES

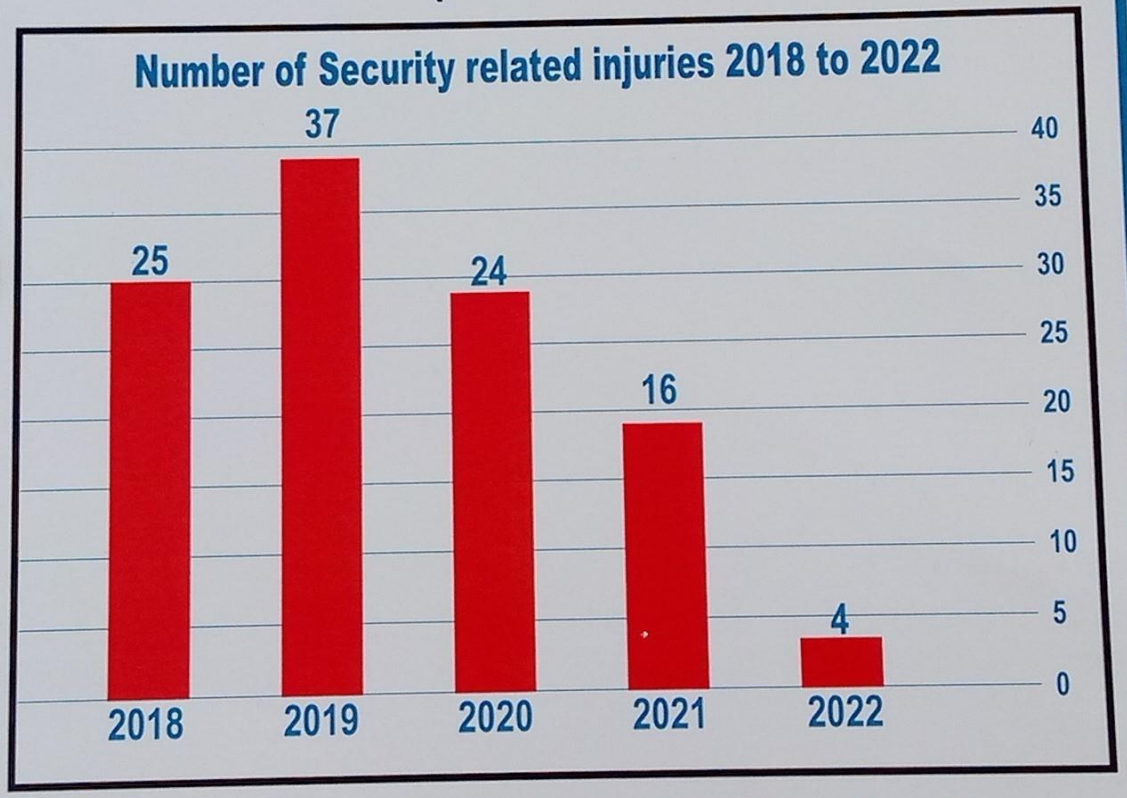
BARRICK

NORTH MARA

Security Injuries Reduction
As Per 2018 - 2022

- Introduction of Tanzania Security Company "Nguvu Moja"
- Nguvu Moja Guards are well trained Security Guards
- Reduction techniques on Use of Force

UDHIBITI WA UVAMIZI WA MGODI WA NORTH MARA (2018 - 2022)



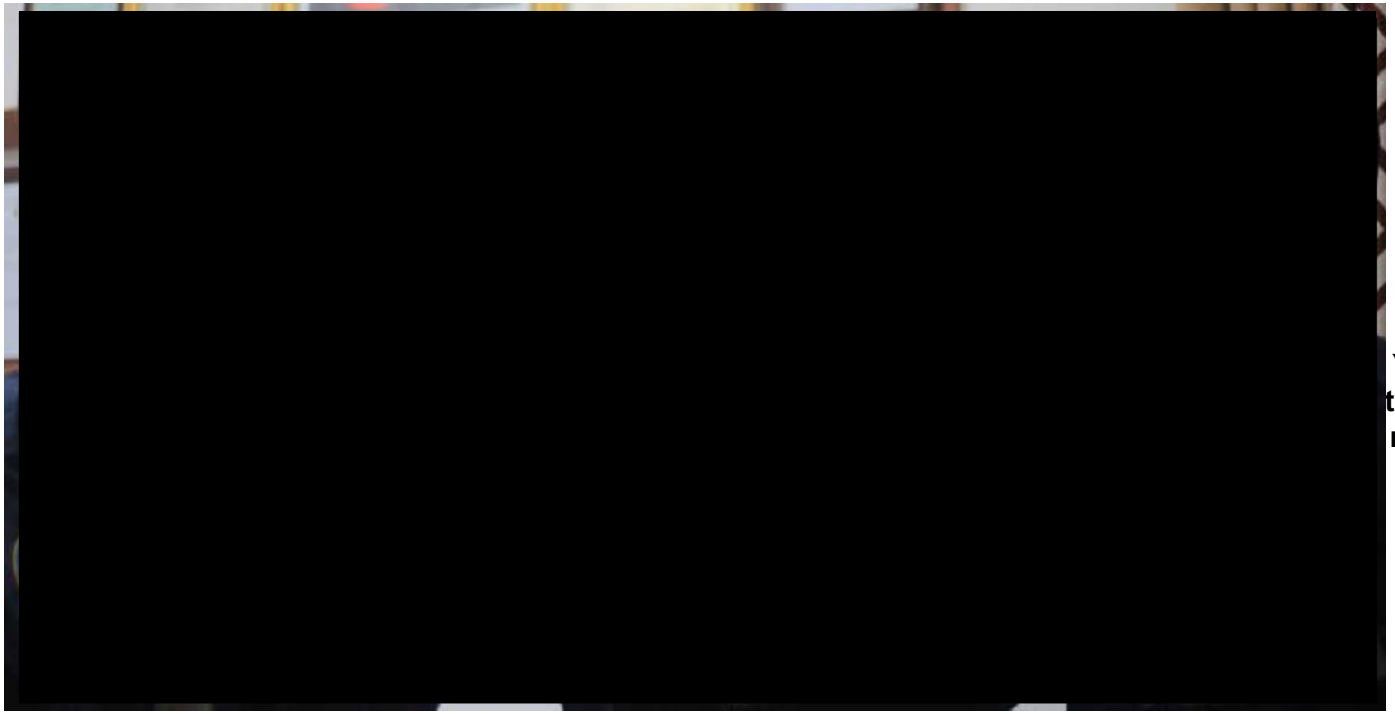
OSHA

Exhibition 2022 Theme:" Act together to build a positive safety and healthy culture"

DODOMA - OSHA - 28 MAY 2022

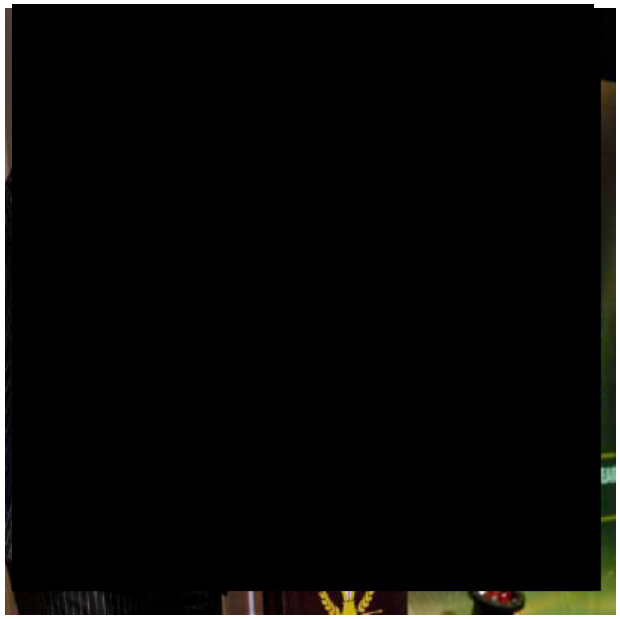
AWARDS


AFRICA COMPANY OF THE YEAR
AWARDS 2023
NGUVUMOJA SECURITY
SERVICE LIMITED
SECURITY COMPANY OF THE YEAR
MEDIUM



Nguvu Moja security Services Officers in a group photo after receiving The Africa Company of the Year Award 2023, an overall continental Award as the best Security Company on security, safety and rescue for medium size in africa. seen from left to Right are [redacted] (Security Officer), [redacted] (Security Coordinator and DSM Zonal Head) and [redacted] (Security Officer)

Some of the participants of the event appreciating their trophy.



[redacted].

THE UNITED REPUBLIC OF TANZANIA

PRIME MINISTER'S OFFICE LABOUR, YOUTH, EMPLOYMENT AND PERSONS WITH DISABILITY

OSHA

Occupational Safety and Health Authority

Certificate of Award

This certificate is awarded to

NGUVU MOJA SECURITY SERVICES LTD

for being the winner (AOSH in Security Services 2022) in the World Day for Safety and Health at Work held at Jakaya Kikwete Convention Centre Dodoma Region

on this 28th day of April 2022

.....

Khadija Mwenda

CHIEF EXECUTIVE

.....

Hon. Prof. Joyce Ndalichako (MP)

MINISTER OF STATE IN THE PRIME MINISTER'S OFFICE, LABOUR, YOUTH, EMPLOYMENT & PERSONS WITH DISABILITY

THE UNITED REPUBLIC OF TANZANIA

PRIME MINISTER'S OFFICE LABOUR, YOUTH, EMPLOYMENT AND PERSONS WITH DISABILITY

OSHA

Occupational Safety and Health Authority

Certificate of Award

This certificate is awarded to

NGUVU MOJA SECURITY SERVICES

for being the winner(AOSH Award 2023)in Security Services in the World Day for Safety and Health at work held at Morogoro Region on this 28th day of April 2023

.....

Ms Khadija H. Mwenda

CHIEF EXECUTIVE

.....

Hon. Prof. Joyce Ndalichako (MP)

MINISTER OF STATE IN THE PRIME MINISTER'S OFFICE, LABOUR, YOUTH, EMPLOYMENT & PERSONS WITH DISABILITY


Maonesho ya sita ya
Teknolojia ya Madini
Tuzo ya heshima imetolewa kwa
NGUVU MOJA SECURITY
Mshindi wa Tatu
Huduma za Teknolojia ya
Ulinzi na Usalama
2023


OSHA
AOSH
Award
2022
Winner in
Security
Services


OSHA
OCCUPATIONAL SAFETY AND
HEALTH AUTHORITY
AOSH 2023
WINNER IN
SECURITY SERVICES

CLIENTS RECOMMENDATIONS

RECOGNITIONS AND APPRECIATIONS

RECORGNITION FROM BUSINESS EXCELLENCE AFRICA MAGAZINE - MINING EDITION U.K

Twiga Minerals Corporation: Setting A Gold Standard in Africa

In 2020, the Tanzanian Government and Barrick Gold Corporation launched a joint venture – Twiga Minerals Corporation – intending to revitalize two gold mines at North Mara and Bulyanhulu and make the 50:50 enterprises amodel for similar operations in other regions. Excellence

The country's primary gold mines are located around Lake Victoria, including the North Mara and Bulyanhulu mines, which are now referred to as the Twiga Complex following the joint venture. Twiga Minerals operates as a managementcompany overseeing the management of Barrick's local operations and the company's future gold mining operations inthe country.

The Twiga Complex now produces gold at a Tier One level, with at least 500,000 ounces of gold extracted annually, rising to 547,000 ounces in 2022. The mines and Barrick's combined contribution to the Tanzanian economy since 2020now equates to about $3 billion.

CEO, Mr. Mark Bristow said "We settled the dispute and established Twiga as a 50:50 economic benefits sharing partnership, which also vested a 16% shareholding in each mine with the government. We reinvented the mines whichnow, as a combined complex, produce gold at a Tier One level, in other words one which can produce at least 500,000ounces of gold annually for more than 10 years at the lower half of the industry cost curve....."

Partners and suppliers

Twiga Minerals Corporation fully encompasses Barrick's procurement practices in which local companies are prioritized. One example is Nguvu Moja Security Services (NgMSS), a local security company which won the prestigious Annual
Company of the Year (ACOYA) award.

NgMSS, a 100% local Tanzanian company, deals with security, safety, and rescue operations. It is fully engaged at theNorth Mara Gold Mine. Another important partner to it operation is Sandvik, a reliable partner to Barrick across its operations globally.

Other important partners to the project are Rock Solutions, AKO Catering, Kascco Limited, CSI Energy, Orica Tanzania,
Petrolube, Mantrac, Byrnecut Offshore and many others. Twiga Minerals strongly desires to continue developing alocally strong network of suppliers and partners.

Future outlook
Twiga Minerals Corporation is highly committed to expanding its mines' operations, while Barrick is keen to upscale itsgold mining operations in Tanzania. Barrick is currently consolidating essential prospecting licenses in the country witha view to expanding its existing reserves and resources and discovering new world-class gold deposits. With production at North Mara and Bulyanhulu continuing to see output rise - 547,000 ounces in 2022 as a benchmark

For reference you can visit via www.bus-ex.com/index.php/article/twiga-minerals-corporation-setting-gold-standard-africa

RECOGNITION FROM STAMICO A/MD TO NGUVU MOJA (SS)
(For successfully reclaim 9 x Captured shafts of Tanzanite One occupied by Notorious illegal miners for 15 years)

SHIRIKA LA MADINI LA TAIFA

(STAMICO)

TAARIFA KWA UMMA

KUHUSU KAMPUNI YA SKY ASSOCIATES GROUP LIMITED KUIRITHI RICHLAND RESOURCES LIMITED KAMA KAMPUNI MAMA YA TANZANITEONE MINING LIMITED INAYOZALISHA TANZANITE MIRERANI KWA UBIA NA STAMICO

Ndugu Watanzania, ninayo furaha kuwataarifu kuwa tarehe 30 Januari, 2015 Waziri wa Nishati na Madini Mheshimiwa George M. Simbachawene alitoa ridhaa ya kuiwezesha kampuni ya *Sky Associates Group Limited* kuwa Kampuni Mama ya *Tanzanite One Mining Limited (TML)* ambayo ni mmiliki mwenza na STAMICO wa leseni ya uchimbaji Na. ML 490/2013 katika mgodi wa tanzanite, ulioko Mirerani. Tarehe 5 Disemba 2013 STAMICO na TanzaniteOne Mining Limited (TML) tulisainiana mkataba wa ubia wa asilimia 50 kwa 50 katika umiliki wa leseni hiyo namba ML 490/2013 inayohusisha eneo la Kitalu C la Mirerani……

Napenda kuwahakikishia Watanzania kuwa STAMICO itasimamia kwa uangalifu mkubwa hatua ya uboreshaji masharti ya mkataba na Kampuni hiyo ya *Sky Associate,* kama yalivyoainishwa hapo juu ili kuleta mabadiliko ambayo yataleta matokeo chanya katika udhibiti na uendelezaji wa mgodi na biashara nzima ya Tanzanite kwa manufaa ya Taifa…….

Ndugu wananchi, ……..
Shirika la Madini la Taifa litaendelea kusimamia kwa karibu maslahi yake katika ubia wa umiliki wa leseni na Kampuni ya TML……

Kwa niaba yangu binafsi, Bodi ya Wakurugenzi wa STAMICO, Menejimenti na Wafanyakazi, nachukua fursa hii kuwashukuru kwa dhati Ofisi za Madini za Kanda ya Kaskazini, Polisi, kampuni ya ulinzi ya Nguvu Moja na wawakilishi wa STAMICO na TML kwa kufanikisha operesheni ya kudhibiti wachimbaji holela waliokuwa wakivamia katika kitalu C cha uzalishaji wa Tanzanite. Operesheni hiyo ambayo ni endelevu kufikia tarehe 31 Disemba 2014, imewezesha kukombolewa kwa asilimia 95% ya maeneo ya mashimo ya uchimbaji ya *Investor*, *CT* na *Delta shafts* yaliyokuwa yamevamiwa na wachimbaji wadogo….

Kazi kubwa iliyobaki mbele yetu, ni kuimarisha ulinzi katika maeneo yaliyokombolewa ili kuzuia uvamizi kujirudia, na kuyakomboa maeneo yaliyobakia chini ya himaya ya wavamizi. Shirika pia litahakikisha linadhibiti aina yoyote ya mianya ya wizi ya ndani inayoweza kufanywa na wafanyakazi……

Imetolewa na:

Mhandisi Edwin Ngonyani, Kaimu Mkurugenzi
Mtendaji, STAMICO,
S.L.P 4958,
DAR ES SALAAM.
Simu: +255 22 215 0029,
Barua Pepe: info@stamico.co.tz , Tovuti: www.stamico.co.tz

NB: Nine out of 10 Tanzanite One Mine shafts were captured, occupied and controlled by Notorious illegal miners (APOLO) for 15 years. No security Group in Tanzania including Police special unit dared to flush out the intruding bandits. Support was to come from South Africa security teams. Nguvu Moja (SS) was invited to the saga as a last card of Tanzania attempt to reclaim the captured and occupied shafts. It paid off. Mission was Accomplished in a span of three months of intensive physical confrontation with two additional months of mop up operations. It was a success operation.

CONCLUDING REMARKS
ON
RECOGNITION FROM BUSINESS EXCELLENCE AFRICA MAGAZINE

Mining Edition U.K; OCT 2023- Special Edition on Twiga Minerals Corporation.

Nguvu Moja (SS): Elevating Security Standards through Expert Operations

In the realm of security solutions, Nguvu Moja (SS) stands out as a paradigm of excellence, redefining industry standards with its sophisticated operations and unwavering commitment to client satisfaction.

Nguvu Moja (SS) operates at the forefront of security, boasting a team of highly trained professionals who bring a wealth of experience to the table. From corporate environments to high-profile events, the company's operations are characterized by precision, vigilance, and a proactive approach. The seamless integration of human expertise and cutting-edge technology positions Nguvu Moja (SS) as a leader in safeguarding diverse environments.

Central to Nguvu Moja (SS)'s success is its versatile clientele, representing a spectrum of industries and security needs. The company has proven its adaptability by tailoring its services to meet the unique requirements of each client. From renowned businesses to major events, Nguvu Moja (SS) has garnered trust through its ability to provide customized security solutions that transcend expectations.

At the core of Nguvu Moja (SS)'s operations is a commitment to advanced technology. The company continually invests in state-of-the-art security tools, ensuring it remains ahead of emerging threats. This commitment to innovation not only enhances the effectiveness of its operations but also underscores Nguvu Moja (SS)'s dedication to staying at the forefront of the security services landscape. Nguvu Moja (SS) prides itself on being more than a service provider; it is a strategic partner in safeguarding the interests of its clients. The company's client-centric approach involves open communication and collaboration to understand and address specific security concerns. This commitment to personalized service has fostered enduring partnerships and solidified Nguvu Moja (SS) as a trusted ally in security.

In conclusion, Nguvu Moja (SS) is setting new benchmarks in security operations. Through a harmonious blend of expertise, technology, and client-focused strategies, the company not only secures its clients but also contributes to the elevation of security standards across diverse sectors. Nguvu Moja (SS) is not just a security solution; it is a proactive force shaping the future of security services.

THE UNITED REPUBLIC OF TANZANIA

MINISTRY OF HOME AFFAIRS

TANZANIA POLICE FORCE

Certificate of Appreciation

Presented to

Nguvu Moja Security Service Ltd.

In appreciation of your generous support to the Police performance in Kindondoni Police Region, for the year 2021/2022.

We value for what you have done and hope you will continue supporting us

Thank you.

KAMANDA WA POLISI
MKOA WA KINONDONI
DAR ES SALAAM

M.N. Kitinkwi - ACP
Commander of Police
KINONDONI REGION - DAR ES SALAAM

08TH JULY 2022

CERTIFICATE

OF APPRECIATION

PROUDLY PRESENTED TO

Nguvumoja Security Service Ltd

With appreciation respect and gratitude for your support and for becoming our sponsor

Chairman

15/03/2023

Date

JAMHURI YA MUUNGANO WA TANZANIA
OFISI YA RAIS TAWALA ZA MIKOA NA SERIKALI ZA MITAA

HATI YA SHUKRANI

Hati hii imetolewa na Kamati ya maandalizi kwa:

NGUVU MOJA SECURITY COMPANY LIMITED

Kwa kuwezesha na kufanikisha Maonesho ya Sita ya Kitaifa ya Teknolojia ya Madini yaliyofanyika tarehe 20/09/2023 hadi 30/09/2023 katika Viwanja vya EPZA Bombambili Halmashauri ya Mji Geita

Mchango wako ni wa thamani kubwa

"ASANTE SANA"

MHE. MARTINE R. SHIGELA
MKUU WA MKOA - GEITA