

The background of the page is a faded photograph of a tall, lattice-structured telecommunications tower. The tower is positioned in the center-left of the frame. To the right and in the foreground, there are several large palm trees with their fronds spread out. The sky is a pale, clear blue. A thin black vertical line is positioned to the left of the year '2023', and a thin black horizontal line is positioned below it, forming an L-shape.

# 2023

Easytech Company Limited. P.O.Box 34384. Dar Es Salaam, PLOT No.  
KJM/MPA/24, Mpakani 'A' KIJITONYAMA. Tell: +255 0783 124 621, +255  
(0)764 313141 Email: [etech.tz@gmail.com](mailto:etech.tz@gmail.com), [info@easytech.co.tz](mailto:info@easytech.co.tz)

**EasyTech Company Limited. P.O.Box 34384. Dar Es Salaam, Tanzania**  
**PLOT No. KJM/MPA/24, Mpakani 'A' KIJITONYAMA Dar es Salaam ,**  
**Tell: +255(0) 783124621, 0764313141, Email: [etech.tz@gmail.com](mailto:etech.tz@gmail.com), [info@easytech.co.tz](mailto:info@easytech.co.tz)**

## **1.0. Background information**

**EasyTech Company Limited** is a private company registered in 2016 under the laws of the United Republic of Tanzania, with certificate number **131706**.

The founders of the company are Tanzania Citizen's with extensive experience in the business of Civil, Building, Telecommunication Engineering for many years.

Growing to become one of East Africa's largest and most respected project management, Engineering and Information Technology, EasyTech attribute their success to being known for reliability, flexibility and a pursuit of project excellence.

Success with delivering large infrastructure assets in developing countries rests in strong supply chain management, stringent quality control and a reliable, skilled workforce.

The motive for establishing the company can be summarized as:

- To have a platform for the Founders to share their knowledge and experience.
- To discover and develop new technology and put into practice
- To offer electricity power services and by so doing earn income
- To contribute in the government revenue through payment of taxes
- To comply with the government call of establishing local and
- Indigenous companies and economic empowerment for Tanzanians

## **2.0 Address**

### **Where to contact us:**

The company office is located at **PLOT No. KJM/MPA/24, Mpakani 'A' KIJITONYAMA Dar es Salaam.**

P.O. Box 34384 Dar-es-salaam

Mob: +255 (0) 764313141, +255 (0) 783 124 621

E-mail: [info@easytech.co.tz](mailto:info@easytech.co.tz), [etech.tz@gmail.com](mailto:etech.tz@gmail.com)

## **2.1 Experience on Tower Construction**

1. Vodacom Tower Construction in Makambako Njombe (Mtambula and Katandale), in Mbeya (Kamsamba) and Katavi (Sumbawanga) under Mer Telecom (2017-2021)

2. Halotel Tower Construction in Mwanza (Buzuruga), Mara (Kiabakari), (Masurura), (Free Park) MER Telecom (2017-2019)

3. TTCL Tower Construction (Goba Site) Subcontractor under LeadCom(2019-2021)

### 3.0 Company profile

#### 3.1 Vision

- To be a dynamic and leading construction services company locally and internationally.

#### 3.2 Mission

- To consult for, construction, supply and maintain comprehensive, premium quality, Electrical works, Building, Civil, Electronic and Telecommunication.

#### 3.3. Our Values

- Trust and Integrity
- Efficiency and accountability
- Innovation in meeting customer requirements
- Commitment to meet milestones

#### 3.4 Philosophy

- The company underlying philosophy is placing the customer/client at the center of all the activities. We exist because we have customers therefore our prime activities need to revolve around in fulfilling customer needs and requirements. Our goal is to meet Customers/clients satisfaction.

#### 3.5 Engineering services

- **EasyTech Company Limited** provide complete maintenance and construction works through, dedicated team of professional engineers and technicians who are able to respond immediately to both routine and emergency requirement. This covers all types and sizes of **Civil, Building, Telecom and Electrical Works**



*Installations of Tower generators and power room (shelters)*





**Earthing Protection**



**Security Systems Installation**



Rebar  
installation



*Transceiver Pole*



**Formwork Installation**



**Tower Casting**







**Compaction Process**



**Tower  
Strengthening**





B



Tower Casting



6.73944S 39.16457E  
Unnamed Road  
Dar es Salaam  
Kinondoni  
Dar es Salaam  
5 Jul 2019 10:59:10

**GOBA SITE - TTCL SITES (SLIM TOWER)**

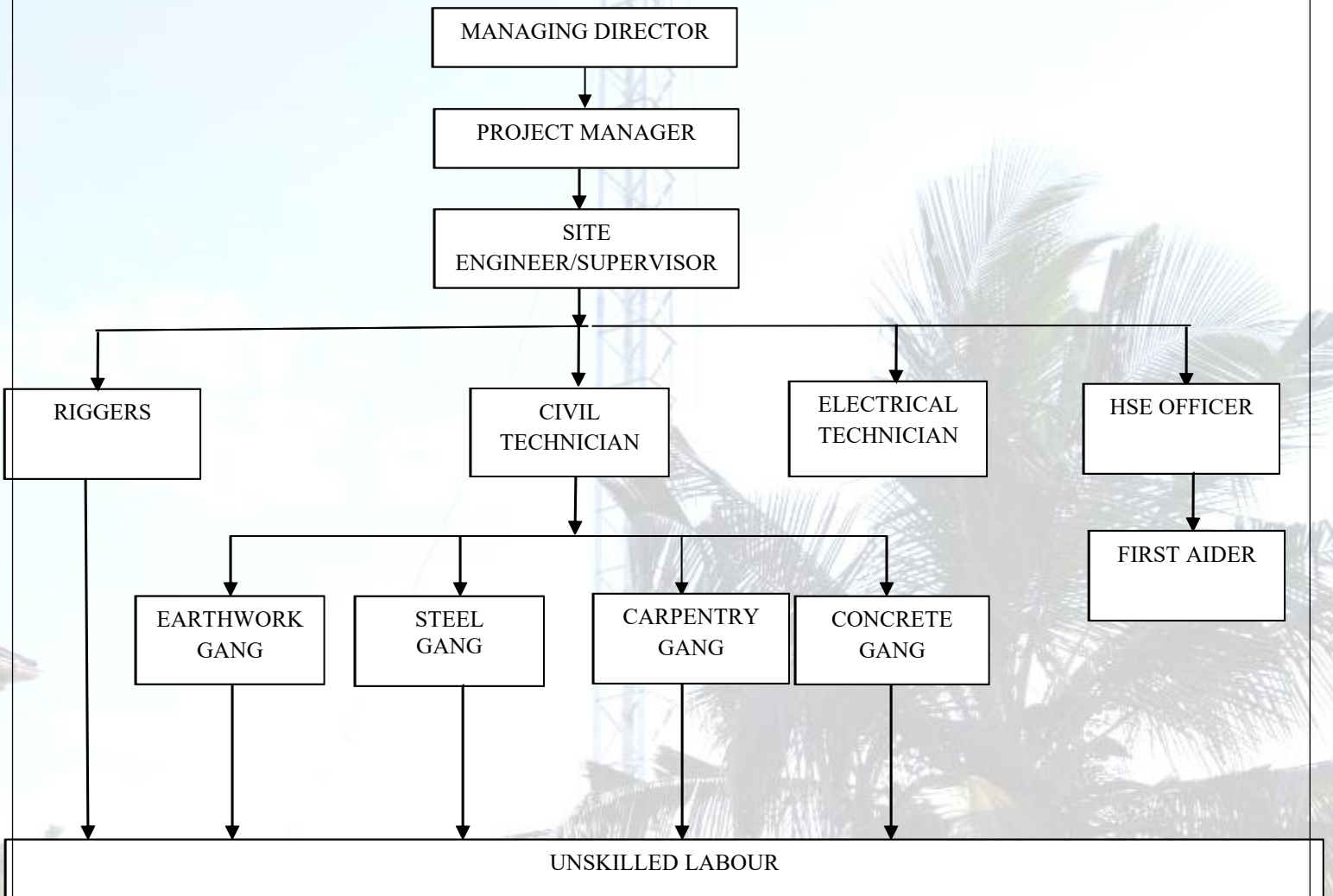


6.73917S 39.16443E  
Goba  
4 Jun 2019 15:59:27



Goba  
4 Jun 2019 11:17:41

## Organization Structure



### 3.6 Corporation and Consultancy

The company under certain circumstances forms partnerships with other companies or firms in performing some projects. The benefits are to share the experience and expertise of the company's staff and equipment and of course to achieve cost effectiveness at the end of the day.

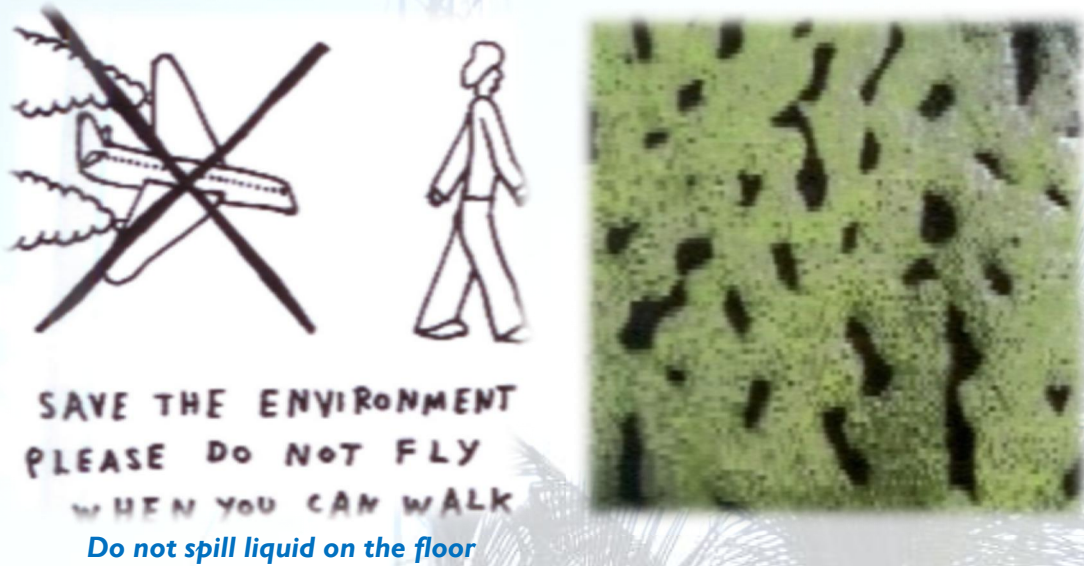
### 3.7 The Management

#### 3.8.1 Senior Staff and Technician

S/N	Name	Qualification	Position	National ID	Phone Number
1	Adiel Mushi	Bsc. In Computer Science	Managing Director	19831229-11101-00004-25	0764313141
2.	Nuru Hamisi	Bsc. In Computer Science	Business Development Director	19900224-11101-00008-14	0769402020
3	Jamila Japhar	HSE Officer	First Aider		0713583858
4	Midlaster James	Bsc. In Civil Engineering	Project Manager	19910518-14133-00061-10	0683955849
5	Joshua M. Leshu	Bsc. In Civil Engineering	Site Supervisor	19840422-14129-00001-26	0712187701
6	Justa Rugalema	Diploma in Civil Engineering	Civil Technician	Ongoing	0763367614
7	Frank Ngowi	Bsc. In Civil Engineering	Civil Technician	Ongoing	
8	Kasian Kalongelanjala	Bsc. In Electrical Engineering	Electrical Technician	19880715-11101-00005-24	0658020333
9	Kenan Lyova	Diploma in Electrical Engineering	Electrical Technician	Ongoing	0692582933
10	Majuto Rubare Mgendi	Rigger	Rigger	19891229-31201-00001-29	0767179255
11	John Lubare Mgendi	Rigger	Rigger	19920701-33419-00001-27	0752612607
12	Sungwa M Nebi	Rigger	Rigger	T-2081-2427-671-3	0656561306
13	Abdi Kambi	Rigger	Rigger	19970101-21903-00002-29	0684199076
14	Said Omar Kiula	Rigger	Rigger	19971211-23010-00005-25	0612720867
15	Solomon Moses Kingu	Rigger	Rigger	19800818-23301-00004-23	0756448634
16	Sudi Omary Matambo	Rigger	Rigger	T-1003-4173-449-5	

### 3.7 Environment Management System.

The company recognizes the general requirement and responsibility for the care of environment when working on sites, staffs are therefore strongly instructed not to pollute the surrounding environment with unwanted liquid, emission, noise or flying when one can walk as these might cause accidents to the working personnel and equipment. See illustrations below:



To achieve this EasyTech Company limited is committed to managing environment as an integral part of our business, we will do so by adhere to following principles.

#### ➤ Compliance

EasyTech Company limited will use environment management system (EMS) in compliance with all applicable. Laws and Regulations as stipulated in National Environment policy (NEP) and its instruments, legal and enforcement enumerate by Contractor Registration Board (CRB) in its code of ethics.

#### ➤ Implementation.

In furtherance of the principles defined above , EasyTech Company limited has restated its policies and procedures on safety in order to comply with all applicable environment and safety laws and regulation by reinforcing company with accountability and promoting personal responsibility for environmental and safety standards and workplace conditions.

The environment Engineer in collaboration with other designated persons especially site Agent, foremen and supervisors will revisit the project requirements and the method statements to identify the processes, their input and output in order to undertaken or the ongoing.

All the major work items processes will be analyzed to see if their inputs, processes or output have environmental affect will be kept.

All these management plans will be build in the job process design after going through different alternatives to identify then safer technology and processes to execute the work items.

#### **Key environmental aspects for Compliance.**

Our company has committed to making sure that all affects of environment surrounding our job sites are minimized where possible.

In this we are committed to minimize the environment problems associated with uses of technology when dealing with any chemicals.

Air pollution when doing all works associated with clearing the site, demolition, and other activity which related.

West water management, all the west water generated in our jobsite must properly managed into public sewerage system or by establishing first the sewerage system in our sites before any construction starting as part of the sites establishment.

Solid waste management, construction sites generated a lot of solids wastes resulting from sewage, drilling, excavation and other. During job process planning method statement, technologies will be applied for treatment sites.

➤ **Objectives**

We have served the environment and our business well over the years and provide the foundation for the following company policy objective.

Provide as safe and healthful workplace and ensure that personnel are properly trained and have appropriate safety gear and emergency equipment.

Be an environmentally responsible neighbor in the communities where we operate and act promptly and responsibly to correct environment. Report them to authorities promptly and inform affected parties as appropriate.

Use development and manufacturing processes that do not adversely affect the environment. Including development and improving operations and technologies to minimize waste, prevent prevent air, waste, and other pollution, minimize health and safety risks, and dispose of waste-safely and responsibly.

Ensure that responsible use of energy throughout our business, including conserving energy, improving energy efficiency, and giving preference to renewable over non-renewable energy sources when feasible.

Participate in efforts to improve environmental protection and understanding around the world and share appropriate pollution prevention technology. Knowledge and methods.

Meet or exceed all applicable government requirements and voluntary requirements. Set and adhere to stringent requirements of our own no matter where in the region the company does business,

Every employee and every sub-contractor on EasyTech Company Limited works in expected to follow this policy and to report any environmental, health or concern to EasyTech Company management. Managers are expected to take prompt action.

➤ **Health and Safety.**

EasyTech Company Limited is forefront in implementing the requirements of health and safety in all work places through seminars and conferences as a way to protect workers from occupationally acquired infections.

**ANTI CORRUPTION COMPLIANCE**

As stipulation in regulation 119-(6) of the procurement of Goods and works.

Regulation, 2001 under the public procurement Act,2001 (sixth schedule of the GN No.138 published on July 2001) no employee may directly of the or grant improper advantages either in money or in kind of other individuals in connected with business dealings .Employees must avoid even the appearance of bad faith or giving anything of value to a government official.

**EASYTECH COMPANY LIMITED –BRIBERY POLICY.**

**Policy.**

It is the policy EASYTECH COMPANY LIMITED each of its affiliated companies to prohibit the offering or giving, either directly, of indirectly, of money or anything else of value to a government official in order to influence official action or obtain an improper advantage. It is also the policy of the company to keep books and records that accurately and fairly all transaction

➤ **Scope**

This policy applies global to all of the company's directions, officers and employees.

Its general principles and prohibitions also apply to company. Neither the company nor any company personnel may circumvent the requirements of this policy through the use of such agents, consulting or other third parties.



### ➤ **Background**

Most of the western countries and nearly all African countries have adapted laws prohibiting the bribery of government officials. Not all bribery takes the form of cash payments or commissions. For example, providing gift, travelling tickets or entertainment may be unlawful of such agents, consulting or other third parties.

Violation of the Anti-Bribery law can lead to costly against the company and the individuals involved reputation damage to the company and its employees and criminal penalties against both the company and the individuals involved. Person found guilty of bribery face possible imprisonment as well fines

It is not possible to formulate a set of guidelines that applies to every possible situation that may raise questions under the anti-bribery law of countries around the world. Each company person must use common sense in identifying activity that may violate this policy or be subject to scrutiny by law enforcement officials. It is the responsibility of each company person to consult his/her seniors if he/she have any question about his or action could potentially violate anti-bribery laws.

As necessary the company will issue additional Anti-Corruption guidance consistent with this general policy to address, among other things, the specific requirement of the local law.

### ➤ **Practices.**

General practice: No company person may give, offer, promise, or authorize the giving of anything of value to government official or any other ( as defined below ), directly or through intermediary , such as an agent or consultant ,in order to influence official action or obtain an improper advantage. This prohibited bars the giving ,offering , promising ,or authorizing the transfer of not only cash but anything else of value including ,for example Gifts or gratitude of any kind ,inappropriate travel ,meals or entertainment. .

Contributions to charity (even a legitimate one) specified by or that would personally benefit a government official or offers of employment to family members of a government official.

In order to influence official action or obtain an improper advantage. The term means to attempt to induce a government official to act or refrain from acting in any way in the performance of official duties.

An improper advantage is any advantage gained by EASYTECH COMPANY LIMITED not on the merits but because the government official violated the public trust for EasyTech benefit such an improper advantage could include a new business award a tax reduction regulatory approval or any other gift or promise of a gift made to any government official action that is unwarranted.

### ➤ **Gifts and Contributions**

Small gifts of nominal value i.e. tokens made or promised to a government official are unacceptable if they are not designed to influence official action or to obtain an improper advantage. Depending on local custom and other circumstances and subject to local law such permissible small gifts could include a fruit basket/flowers/a book or comparable items. For avoidable of doubts any other gift or promise of a gift made to any government official is prohibited.

### ➤ **Travel/Meals and Entertainment**

Providing travel meals or entertainment to a government official is never permitted in order to influence official action or obtain improper advantages. Meals entertainment and local transportation that is incident to business-related events, reasonable in value given in good faith and permitted under the laws and customs .Providing travel, meals or entertainment to a guest (including spouse ) of a government official is not permitted.

### ➤ **Agents, Consultants and Other Third Parties**

A company person may not give money or anything of value to any person if the circumstances indicate that it is probable that all or part of the money or other thing of value will be passed on to a government official to protect the company against the risk of bribes given indirectly, it is imperative that the company and each company person ensure that its agents, consultant and other third parties who will have contact on behalf of the company's anti-bribery policy. It is also imperative that the company investigate the qualifications and reputation of such third parties.

➤ **Books and records**

The company's books records and accounts must be kept with reasonable details and accuracy such that they fairly reflect all transaction and disposition of assets.

Company person must follow all internal controls, practices and procedures, as well as applicable standards and practices for accounting and financial reporting, false misleading or other artificial entries could include the mischaracterization of an improper payment as commission payments, customer development charges, processing fee or rebate.

➤ **Question.**

Any question concerning this policy or the applicable of the ant-bribery laws specific satiation or practices should be directed to your senior.

➤ **Reporting.**

If you suspect that any company person, or any other person acting for or on behalf of the company, may have angereed in conduit inconsistent with the company's policies with respect to ant- corruption contact at [etech.tz@gmail.com](mailto:etech.tz@gmail.com) No one will be penalized for responding suspected misconduct.

This company has an Ant-Bribery Policy/Code of conduct and a compliance program which includes all reasonable steps necessary to ensure that the No-bribery commitment given in this statement will be complied with by its managers and employees, as by all thirds parties working with this company on the public sector projects, or contract including agents, consultants, consortium partners, sub-contractor and supplies. Copies of our Ant bribery policy /Code of conduct and compliance program are attached