



# Select **PPE™** **Botswana**

*Protecting People Everyday*



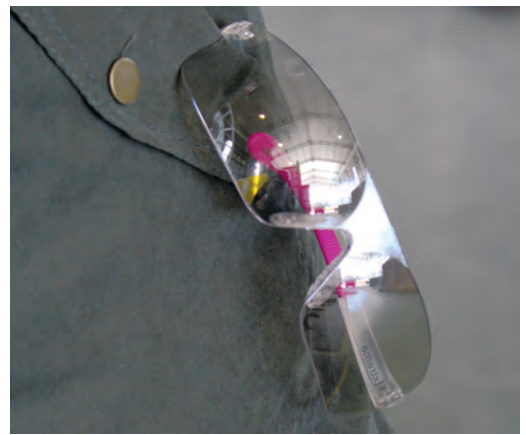
## Company Profile



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 **Select PPE™**  
**Botswana**  
*Protecting People Everyday*

**Select PPE Botswana is your African partner of choice  
for personal protection in the workplace.**





## Mission

Protecting People Everyday.

## Vision

To be Africa's Primary Safety Partner;  
Adding value to our customers' decision making;  
Offering unique products and services.

## Values

Our Values are interdependent of each other.



# Our Company Values



**COMMUNITY**

As part of our social responsibility we believe in giving opportunities for the community to become a self sustaining society.



**CUSTOMER SERVICE**

We value our customers & they deserve our timely service - we are responsive & proactive in meeting their needs, striving to delight them.



**CHANGE**

We embrace innovation & drive change with an open mindset to improve our offering.



**TEAMWORK**

We respect each other's opinions whilst working together & benefitting all.



**SAFETY**

We believe in a safe working environment for our stakeholders.



**PERSONAL DEVELOPMENT & MOTIVATION**

We value growth through learning, feedback, coaching & mentoring, empowering & motivating each other to lead & make decisions.



**TRUST**

Our success is dependent on the continuous building of trust with all stakeholders. decisions.



**HONESTY & COMMUNICATION**

We build open & honest relationships through communication & trust in all our dealings; maintaining the highest levels of integrity at all times.



**COMMITMENT**

Working with urgency, accuracy & commitment to be successful on all fronts.



**INTEGRITY**

We are committed to operating to the same high standard of integrity in all aspects of our business.



**RECOGNITION**

We recognize & reward each other's contributions to achieve beyond our horizons.



## Company Overview

Select PPE is a multi-brand distribution and service provider of personal protective equipment (PPE) and PPE related services, which was founded in 1998. Select PPE Botswana provides customers, with partnership-based management solutions for the procurement and record keeping of PPE.

We are the leaders in the procurement and distribution of quality and application specific products that protect the people that we serve and we have evolved into an organisation which serves many industries including mining; manufacturing; agriculture; construction, petroleum; hospitality; medical; corporate and security.

### Our Primary activities

- Sourcing and distributing Personal Protective Equipment to customers and their employees across the African continent.
- Monitoring the individual usage of PPE per employee based on specific job requirements and maintaining documented proof of legislative compliance.
- Solving customers PPE challenges by offering tailor made and customer specific solutions with our wide range of service offerings and with software which provides realtime information on all PPE issued and PPE usage.

We are the leaders in the distribution and management of PPE within Africa. We have:

- Long standing relationships with large blue chip customers.
- Strong brand name in the market.
- Extensive physical infrastructure at customer sites and at strategic locations.

- ppe365.net developed PPE monitoring and auditing system.
- Experienced, committed and Customer focused management team.
- Management’s focus is on understanding and delivering customer requirements, which is achieved in partnership with our customers.
- Leader in Women’s PPE.
- Increasing product lines to offer greater selections to new and existing customers and industries.
- Acquisition plans, both vertical and horizontal to ensure value chain efficiencies.
- All our products and services are supported with professional procurement, inventory management and seamless distribution. This enables us to offer value-adding management processes that apply specific expertise and leverage an extensive logistics infrastructure to procure, disburse, control and track customer specific solutions.

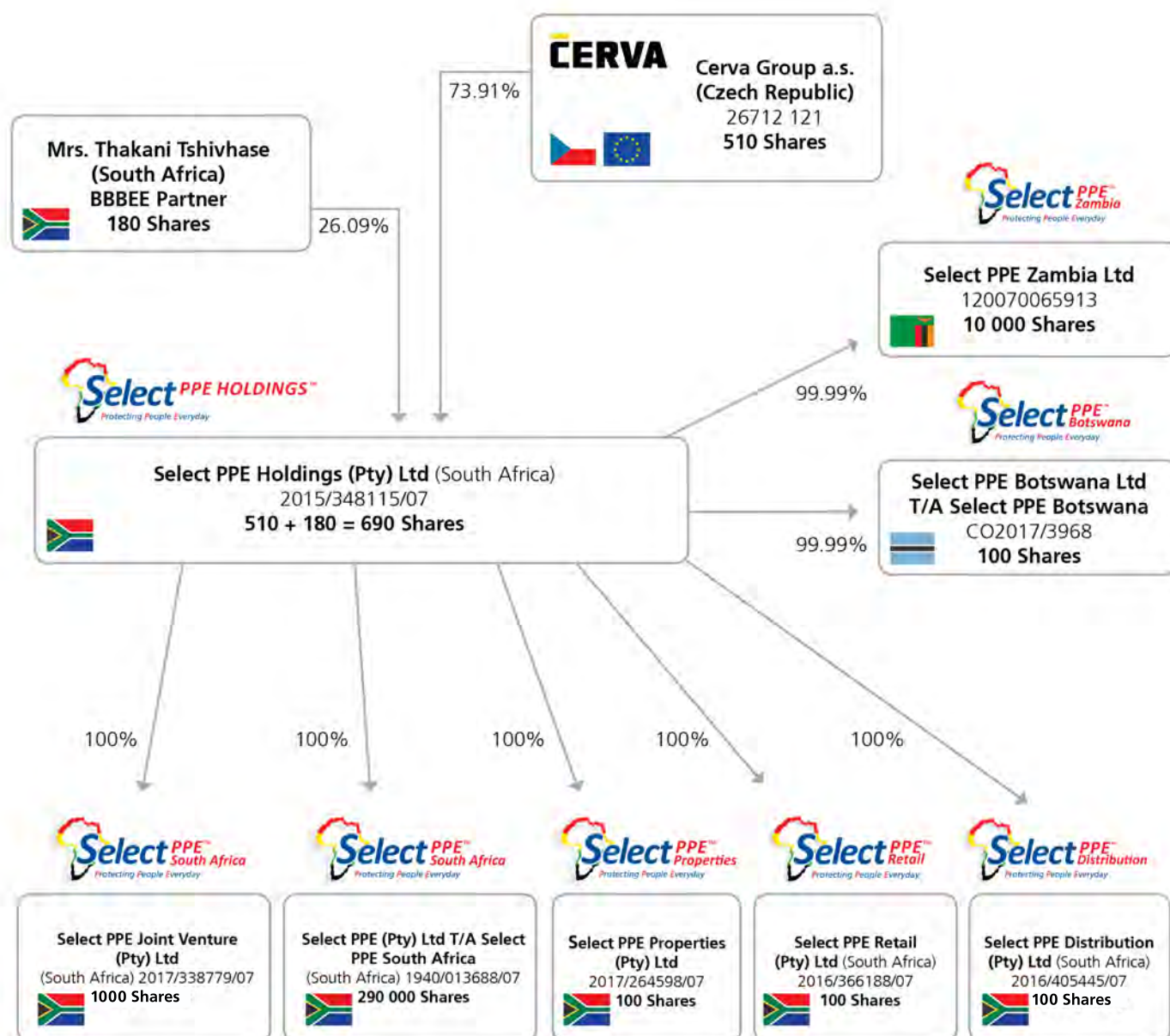
Select PPE Botswana employs an experienced team in its operations providing On-site stores solutions, direct sales and our Warehouse which is strategically located in Gaborone and we plan to open retail outlets in Palapye and Francistown soon. Through our organisational structure, we are a fully owned subsidiary of the Vostok Service Group of Companies, who manufacture and distribute PPE worldwide. The Vostok Service Group of Companies has extensive experience and networks in the global workwear, footwear and PPE industry and this provides excellent synergies and growth potential for Select PPE Holdings.







## Select PPE Group Structure





## Select PPE Botswana Logo

Welcome to the new Select PPE Botswana logo. We have a bold new look, strategically developed to move us into the future and reflect our vision of becoming the primary safety partner of choice in Africa. Our new logo reflects the multicultural, multi industry landscape in which we operate. It positions us as a protector of people with a modern outlook and a human, people-centric approach. Select PPE Botswana has evolved into an organization which serves many industries in many regions - not simply mining - and this new corporate identity is designed to communicate our focus to our customers and employees.

The capital 'S' is intertwined with the Africa icon, symbolising that we are inextricably dedicated to our roots.

Stylised silhouette of the African continent denotes our primary region of business and expansion ambitions.

Multi-coloured Africa symbolises the diverse landscape in which we operate, both in culture and the various industries we

Irregular, "human" typeface purposely executed in lowercase and italics for a friendly, modern feel.

Use of red in the product descriptor evokes a sense of urgency and excitement.

Use of blue in the logotype evokes trust and stability of the brand as an established supplier.

Our pay-off-line is our brand promise and is an integral part of our logo.







## Economy Range

### Select PPE Brand: Force Protective Gear

Force Protective Gear, the new economy house brand from Select PPE has been strategically developed as a high quality economy range of Personal Protective Equipment and Workwear for Africa. The new brand offers entry level PPE without compromising the safety of the wearer. Force Protective Gear brand strikes an attractive balance between affordability, strength and safety in any industry where personal protection is a requirement.





# Intermediate Range

## Select PPE Brand: Pride Protective Gear

Welcome to the new intermediate house brand from Select PPE: Pride Protective Gear. This bold new brand has been strategically developed as a value offering in the Personal Protective Equipment and Workwear market in Africa. The new brand will offer quality PPE products and workwear that promise superior value for money without compromising the safety of the wearer. It is our intention that the Pride Protective Gear brand becomes synonymous with value, strength, safety and comfort in any industry where personal protection is a requirement.

The brand name "Pride" has a double meaning as the collective name for lions, Africa's king of animals; as well as the emotion "pride" – we proudly offer a quality product and the wearer can proudly use the product in the workplace.

Bold, uncomplicated typeface reflects the brand's no-nonsense, value oriented personality.

Stylised silhouette of a male lion symbolises superiority, strength and integrity.

The lion icon in it's bold black circle forms a striking contrast which is instantly recognisable when printed on any product or marketing material.

Use of one colour black cites our bold, straightforward approach and is easy to replicate on any

Brand descriptor clearly states the product offering.



**PRIDE<sup>TM</sup>**  
**PROTECTIVE GEAR**

***The strenght to protect***







## Premium Range

### Select PPE Brand: Storm Protective Gear

Introducing the premium house brand from Select PPE: Storm Protective Gear. The Storm brand has been strategically developed as a premium offering in the Personal Protective Equipment and Workwear market in Africa. It offers premium quality PPE products and workwear that promise highest levels of safety and comfort manufactured from the best materials.



*Engineered to last*





## Primary Activities

- Sourcing and distributing PPE to customers and their employees.
- Monitoring the individual usage of PPE per employee based on specific job requirements issuing protocol (IP) by making use of our ppe365.net system.
- Maintaining documented proof of legislative compliance.
- Driving cost saving initiatives.
- Creating the need for innovation and change within the PPE market – Women in Industry PPE.
- Focused to offering real time data to clients.
- Offering clients, the best possible solution to fulfill their PPE needs, whether it be – on-site store, container, consignment store or direct sales.

## Competitive Advantages

- The leader in the distribution and management of PPE within South Africa.
- Long standing relationships with large blue chip clients.
- Strong brand name in the market.
- Extensive physical infrastructure at client sites.
- ppe365.net developed PPE monitoring IT system.
- Experienced management team.
- Pioneer in Women's PPE.
- Leader in the procurement, distribution and management of quality and application specific products that protect people's health and safety.
- Customers include various large companies within the global OGP, Manufacturing, Agricultural and Mining sectors.
- We maintain a strong relationship with our customers as the majority of our business is contract based.
- Select PPE is not merely a distribution company – but a full solution offering, selling a service of managing the safety of their customers' employees.
- Select PPE has a strong reputation and customer network, we attribute our success to high quality of service and ability to deliver a tailored PPE management system to customers that documents and store proof of compliance to legislative requirements.
- The ppe365.net online system implemented has historical information that tracks a customers' employees individually and reflects the usage information about each item of PPE. The software is able to give various reports that track and monitor certain factors such as over or under usage and expected time lines of when PPE should be replaced. This intelligence is vital to customer management when tracking performance and building forecasts.
- Continuously evaluating the market trends and new product innovations.
- Flexible, fast and innovative with regards to changes required to meet customer needs and accomplish goals/KPI's.





# Select PPE Botswana Management Team

Management’s focus is on understanding and delivering customer requirements, which is achieved in partnership with our customers.



**Petrus Pieterse**  
Chief Executive Officer



**Erika Stols**  
Finance Director



**Reuben Seoke**  
Operations Director



## Service Offerings and Value Added Services

Select PPE Botswana created innovative service offerings to solve customers' PPE requirements by offering tailor made and customer specific solutions.

- On-site store solutions
- ppe365.net solutions
- Consignment store solutions
- Vending machine solutions
- Mobile store solutions
- Retail stores solutions
- Containers
- E-Commerce
- Safe@Work offers various products and design layout options to fit all DIY outlet store needs
- Direct Sales with Sales Executives/ Representatives to address all your PPE needs
- SHEQ and Product Specialist at your service
- Laundry, Tools, Stationery & Checklist Control as an additional service at On-site Store solutions
- Embroidery Services at our main Centres
- Waste Management services
- Social and Enterprise Development projects
- Training through SEM assistance

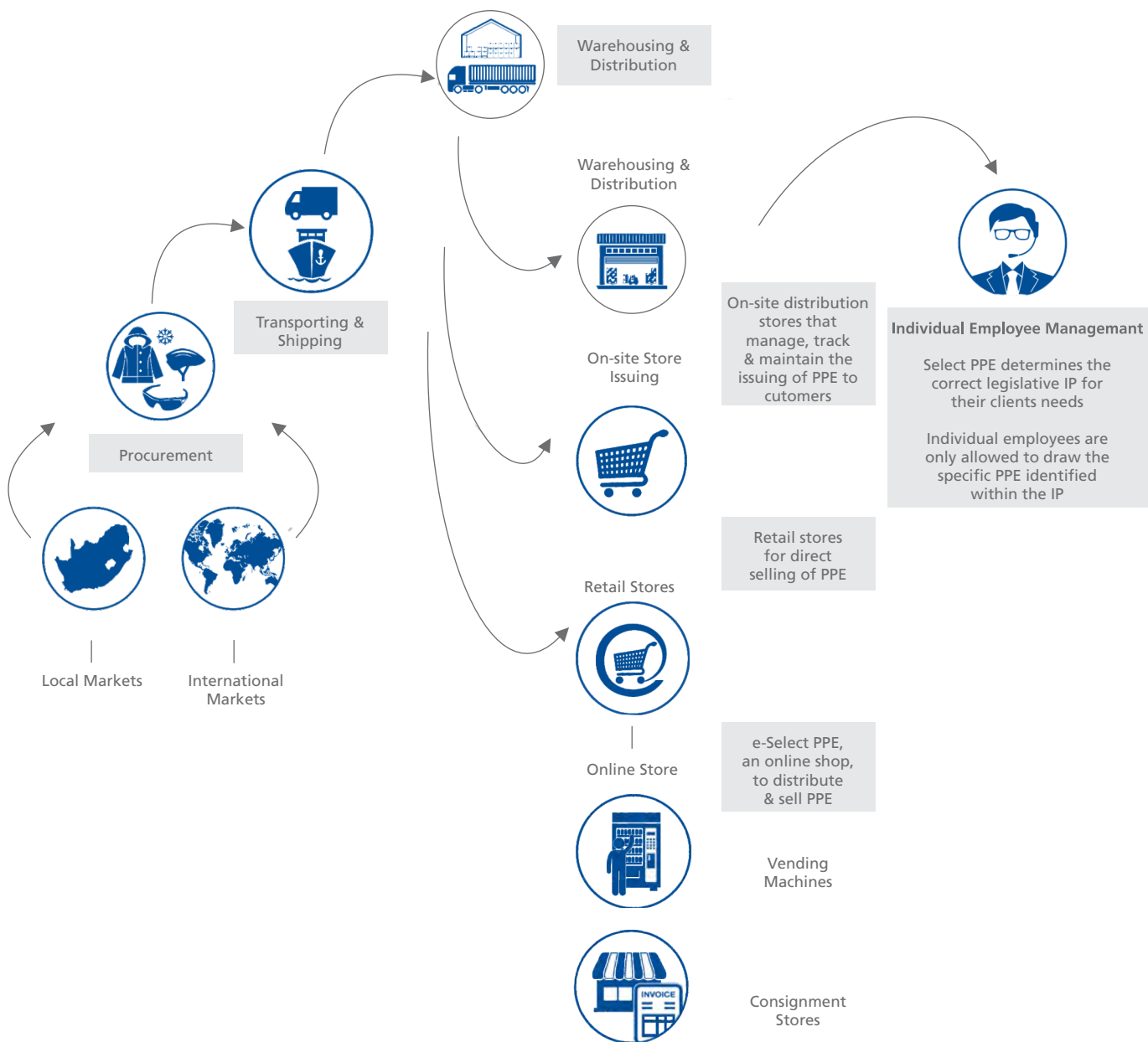






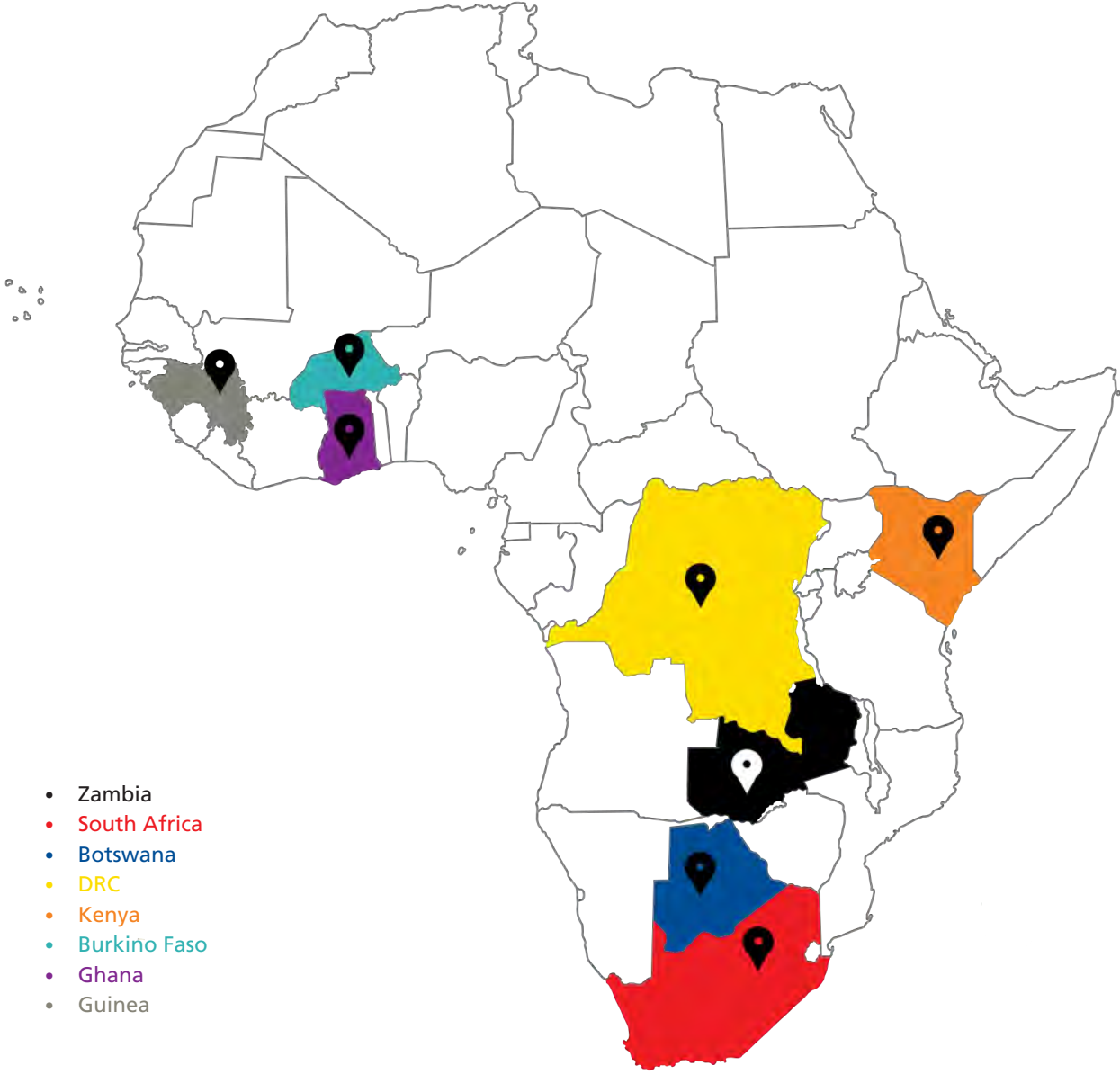
# Our Distribution Network

All our products and services are supported with professional procurement, inventory management and seamless distribution. This enables us to offer value-adding management processes that apply specific expertise and leverage an extensive logistics infrastructure to procure, disburse, control and track customer specific solutions.

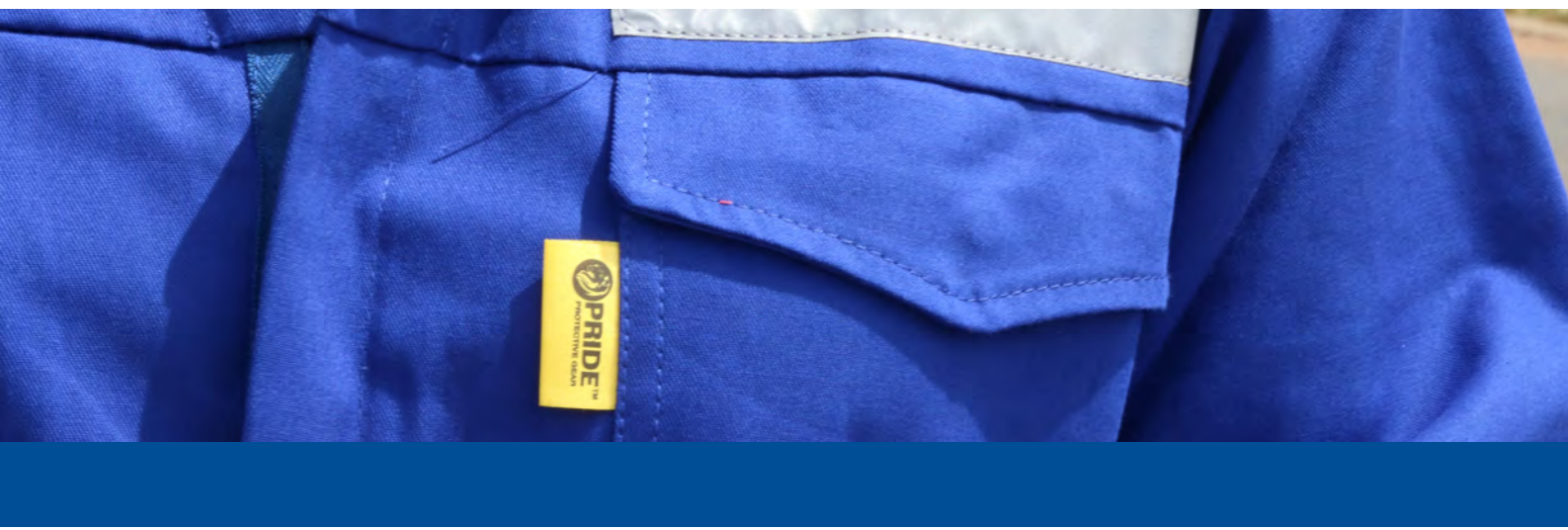




# Our Footprint in Africa







## Our Quality Control

The Quality Department has specifications of the original samples of products as received by the supplier. A system of maintaining standards in manufactured products by testing a sample of the output against the specification and original sample.

The QCS is designed to assist with the identification, interaction, control, monitoring, analysis and improvement of personal protective equipment products.

Below reflects the 3 basic phases within our QCS System:

### A) Preventative Action

- Original product sample (Golden sample) at Quality Department
- Specifications of original sample at Quality Department – product picture, approval, test report and technical data sheet
- Continuously monitor and measure product quality
- Random samples to be picked from DC and checked on a weekly basis against original sample and product specification

### B) Non Conformity

- As a result of product failure or product complaint;
- Any non-conformities will be Reviewed to develop corrective actions that eliminate cause and prevent recurrence
- Determining the cause of non-conformities
- Evaluating the need for action to prevent re-occurrence
- Determining and Implementing action needed
- Recording results of action taken
- Feedback of final result to customer

### C) Customer Satisfaction

- Select PPE's customer satisfaction target rate is currently 80%
- However, if this satisfaction rate is not met, it will result in further investigation by involving the specific Supplier to find a suitable solution that the customer agrees on

### Quality Department

- Specifications of original sample at Quality Department – product picture, approval, test report, technical data sheet
- Continuously monitoring and measuring products
- Random samples to be picked from our Distribution Centres and checked on a weekly basis against original sample and product specification



Powered by [ppe.365.net](http://ppe.365.net)



## Our Major Service Offerings



### Onsite Stores

Select PPE Botswana formulated a 'PPE Solution' to help employers comply with industry and regulatory requirements. This solution consists of an On-site store at the customers' premises. Together with its customers, Select PPE Botswana determines an Issuing Protocol (IP) which stipulates the rules under which PPE will be supplied. The IP allows the customer to determine the specific PPE requirements for each employee in line with their specific job function.



### ppe365.net Solutions

Select PPE Botswana formulated an online 'PPE Solution' assisting employers to comply with industry and regulatory requirements, keeping record of PPE issues, control PPE costs, report on historic and plan future PPE usage in realtime. Together with its customers, Select PPE Botswana determines a Code of Practice (COP) which stipulates the rules under which PPE will be supplied. The COP allows the customer to determine the specific PPE requirements for each employee in line with their specific job function, accessible from anywhere with a reliable internet connection.



### Consignment Stores

Consignment store stock is stock legally owned by Select PPE Botswana, but held by the customer at their location/ store. The customer has access to the goods in the consignment warehouse at any time. They are only invoiced for the goods that have been removed from the agreed storage area.



### Vending Machines

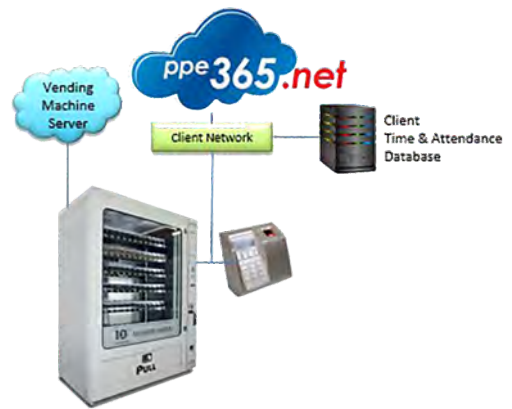
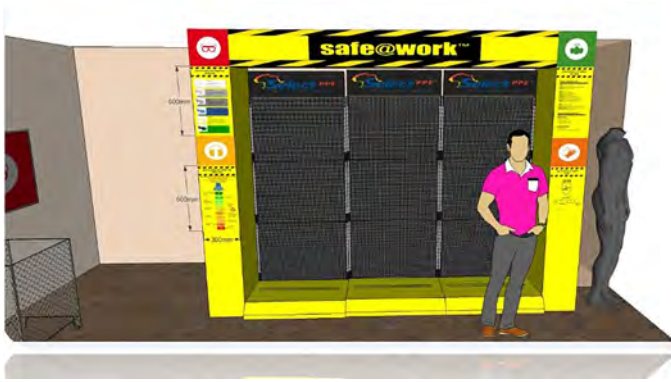
Select PPE Botswana provides a Vending Solution option to customers that require a less labour intensive supply of PPE to their employees. Easy access to PPE, 24/7 - 365 days.



### Mobile Stores

Easy, Convenient and On-time delivery to your door. Orders are made via the client ordering system and notifies the PPE warehouse of the requirements. Select PPE Botswana will preload, pick and pack the orders on the mobile store with a build in issuing system. The mobile store drives to various sites and delivers stock to predefined designated areas.





### Retail Stores

Select PPE Botswana (Pty) Ltd currently have retail stores operating in Gaborone. Select PPE Botswana plans to expand this part of the business in the future to the rest of Botswana such as Palapye and Francistown retail that is opening soon. The various retail stores offer a wide variety of personal protective clothing and equipment including range of outdoor and leisure clothing.



### Containers

Don't have space for an onsite store...this option will solve the problem. Sized to your needs a container will be placed on-site and equipped as an on-site store, where easy access can be gained to your PPE needs.



### E-Commerce

For your convenience, you may now shop online. The Select PPE Online store includes compulsory items that vary from GOOD, BETTER or BEST alternatives for our clients to choose from. Items available include safety spectacles, hard hats, earplugs, dust masks, overalls, gloves and safety boots.



### Safe@Work

This store-in-store concept works on a consignment store basis, including branding and PPE that will fit within the customer's requirements.



### Direct Sales (Commercial)

Select PPE Botswana also caters for clients who do not have the capacity to host an on-site store or have a retail store closely situated to their premises but require the fundamentals of the Select PPE Botswana service.



## Products



Arc Wear



Eye Protection



Hearing Protection



Catering Uniforms



Fall Protection



Respiratory Protection



Cleaning Products



Foot Protection



Road Safety Equipment



Corporate Clothing



Hand Protection



Security Clothing



Workwear - Overalls

## Value Added Services

Select PPE Botswana services are not limited to the above mentioned offerings but also include additional services:



Risk Assessments – Occupational Hygienist



Product Specialist Service to address your PPE requirements



Local Community projects where Select PPE is visible

Additional services at Onsite Stores solutions:



SHEQ and Product Specialist at your service



Laundry



Embroidery Services at our main Centres



Tools



Waste Management of Personal Protective Equipment and services at Onsite Stores solutions



Stationery



Checklist Control





## Woman in Industry

- Historically a “one-size fits all” approach was applied to male and female PPE. This caused extreme discomfort for females in OGP, Manufacturing, Agriculture and Mining, whose body shapes did not match with a standard male.
- Select PPE Botswana thus offer PPE especially developed and manufactured to fit the female body shape.
- Select PPE South Africa has been instrumental in promoting women’s rights in the PPE industry and has been a key player in researching, producing and sourcing female fitted PPE due to the discomforts experienced by female users of male designed PPE. This innovation has been filtered to all Select PPE companies.
- Select PPE South Africa partnered with various researchers to design innovative solutions and create awareness about the need for female fitted PPE.
- This is creating various benefits to Select PPE Botswana, such as brand awareness in the industry as customers need to provide PPE that is specific to each employee, including gender.
- Products on offer to females include hard hats, reflective vests, overalls, thermal wear, spectacles and footwear.



## Notes

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**Head Quarters**

11 Bussing Street,  
Aureus, Randfontein,  
South Africa, 1760,  
+27 (0)11 296 3724  
+27 (0)11 296 3600

**Botswana Retail**

Plot 176,  
International Commerce Park,  
Gaborone  
+267 (0)395 6905

**Botswana Sales**

**Gaborone**  
+267 (0)730 11717

**Commercial Centre**

11 Bussing Street,  
Aureus, Randfontein,  
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**Zambia Retail**

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**Ndola**

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**Zambia Office & Warehouse  
Logistics Kitwe****Heavy Industrial Area**

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Kitwe, Zambia  
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**Zambia Sales**

Copperbelt, North Western,  
Luapula, Muchinga Provinces  
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