



PROFESSIONALISM
VALUE
RESPONSIBILITY
ACCOUNTABILITY



COMPANY PROFILE





COMPANY FUNDAMENTALS:

Jewel Business Ventures (Pty) Ltd Trading as PAXUS
was incorporated in Botswana in 2007

Company Reg No: C02007/561
VAT No: C08371001112

Plot 14416 G/West Industrial, Office Suite No 4 , First floor
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BRIEF HISTORY

Paxus Business Operations is a fully fledged telecommunications company established in 2007 to carry on the business of telecommunication works to include copper cable works, optic fibre works, civil and radio works. The company's shareholding of 70% citizens and 30% foreign is deliberately skewed in favour of citizens in line with government policy of citizen empowerment. Our primary target market is the public sector, quasi government entities, and the private corporate world.

MISSION

We are primarily a commercial enterprise, and as such, exist for the purpose of generating sales and profits for our investors, directors, management and staff. Such profits will be generated through sales of services specified above.

VISION

It is our vision to become an icon in the telecommunications industry through well crafted and coordinated marketing, customer service, financial and human resources strategies.

VALUES

Customers – our staff will be cheerful, courteous, and focused on customer satisfaction. We listen to our customers and consciously improve our services to meet their present and future needs.

Employees – We understand that our success depends upon a high performance team. As such our human resource is offered a workplace where they can prosper and grow in a dignified and rewarding manner.



SERVICES

Paxus offers a complete range of telecommunication works which include:

COPPER CABLE WORKS

- Recovery of cable plant and associated equipment
- Pole dressing
- Earthing on pole plant and joint box structures
- Testing for presence of gas in underground plant
- Construction of air - blocks
- Changeover of e and d – side pairs
- Pressurization of cable plant
- Shrink down closures on primary cables
- Cable coding and kits lightning protection
- Jointing of primary and secondary copper cables

OPTICAL FIBRE CABLE WORKS

- Installation of Optic Fibre Cables
- Installation of sub duct in main duct
- Installation of self supporting aerial optical fibre cable
- Optical fibre cable termination
- Splicing of optical fibre cables
- Installation of directly buried fibre optic cables
- Installation of internal fibre optic cables

RADIO WORKS

- Mini links installations and commissioning - codan etc
- Installations, maintenance and commissioning of GSM, MGW, Wimax Base Station and Microwave
- Installations and maintenance of rectifiers
- Wifi communication and tracking

CIVIL WORKS

- Design and construction of joint boxes and manholes
- Trenching and laying ducts and cables
- Tower bases and container bases
- Tower Erection
- Earthing Works
- Concrete Works

ELECTRICAL

- Electrical wiring /tubing/installation
- Supply and maintenance of standby generators
- Installations of rectifiers

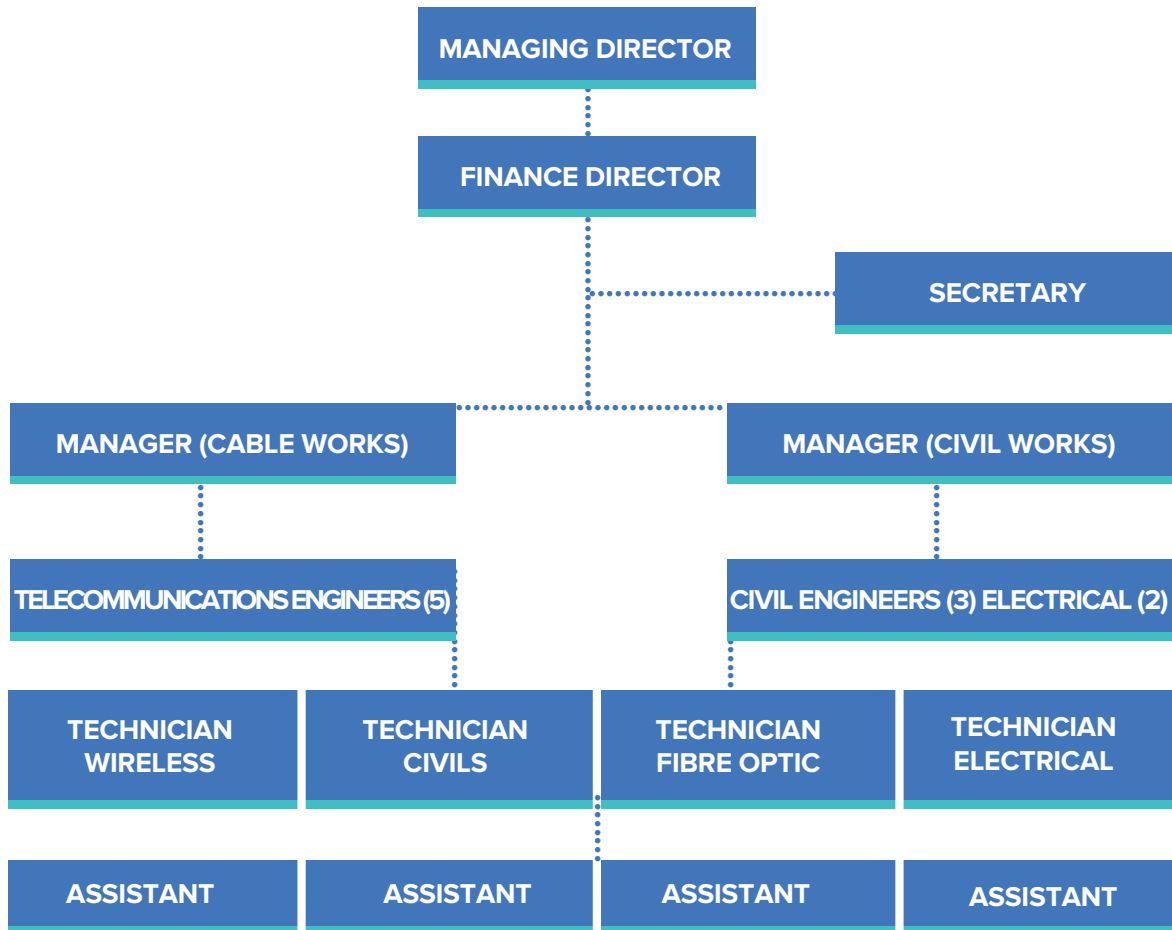
STRUCTURED CABLING

- Supply and installation of networking points and equipment
- Design of networking outlay



ORGANISATION CHART

The organogram below reflects the strategic distribution of our human resources to ensure optimum value creation for clients and other stakeholders.



WHY US PAXUS

Paxus Business Operations came into the telecommunications industry in 2007 as a player of notable salience. Over the years, we have seen encouraging exponential growth in all key fundamentals including market share, capital, and financial and human resources bases.

We have demonstrated quality works and integrity in our engagements with telecommunications companies like Huawei, and Orange.

Against the above background, we put forth ourselves to you as a willing, committed and competent enterprise.

It is our considered view that the structures, programmes and the people we have put in place are an ideal fit to hand you quality and memorable service experience that maximizes returns on your investment.

All the projects we undertake are carried out by certified, ethical personnel using technologically advanced machinery and equipment and as such our works are quality assured.

STAFF

TRAINING & DEVELOPMENT

We fully understand that our employees are a key asset for success and thus they should be always in their best form physically, mentally and emotionally. We have adopted the following code of practice to maintain their work fitness.

We believe that a complete employee is one with well balanced technical, cognitive and social skills. It is against this belief that we indeed value staff training and development and accordingly adopt the following:

In Service Training

We will always identify the training needs of each employee and provide the necessary training for best productivity. Thus where an employee is required to undertake a course in a specialist area, arrangements are made with fees and related expenses wholly met by the company. Such an employee is deemed to be on duty and entitled to their normal package and reimbursement of any monies they may have spent with the approval of management.

Coaching and Counseling

in our daily business engagements, our employees are subjected to constructive coaching as well as counseling and confrontation if need be. Our aim is to correct performance ills as close as possible to their point of identification. This is done through feedback briefs with individual employees or a group of employees.

Employee Management

We respect their dignity and recognize their merit. In addition they must have a sense of security in their jobs. We provide competent management whose actions must be just and ethical. We manage to build suitable personalities for the company not to destroy/crush employee morale and talent.

Health and Safety Policy

The company is committed to managing workplace health, and safety plus the preservation of the environment within which we operate. We have an obligation to ensure the workplace health and safety of every employee. Such responsibility extends to other people who may be customers, visitors, or suppliers making sure they are not exposed to health and safety risks arising from our activities.

We also recognize the importance of a healthy and safe working environment and its impact on employee productivity and as a principle of business sustainability.





CUSTOMERS

GUIDING PRINCIPLES & PRACTICES

Leadership Commitment

Our customer focus begins at the top of the organization. Management must stay close to the customers and be accessible. No manager is too busy or too senior to meet or serve customers. Our commitment to superior customer responsiveness involves attitudinal changes throughout the enterprise.

Employee Attitudes

In achieving a superior customer focus we require that all employees see the customer as the focus of their activities. All employees are trained to focus on the customer whether their primary function is administrative or technical. Their attitudes and habits must be aligned to good customer service practices so we can improve the quality of customers' experiences with the company. We also employ reward and punishment mechanisms in trying to achieve this.

Customer Complaints Procedure

Customer complaints are signals of service breakdowns in our service delivery and as such are taken seriously, quickly acknowledged and corrected. Complaints are not a nuisance to the organization but instead vital feedback we can use to better our service.

All complaints received must be resolved or at least attended to within a period not exceeding 24 hours. Whenever an employee is faced with a situation he or she cannot resolve, it should be referred to senior management without delay.

Feedback

It is our practice that for every work done for clients, we request ruthlessly honest feedback. We believe that through such feedback, we will be able to consciously respond to client needs.

Employee Knowledge

All employees are as a matter of obligation required to be fully conversant with company systems, products and services. The aim is to enable them to serve customers rightfully and with utmost confidence. We must never leave our customers with a sense of doubt over our mission and competencies.

Ethical Conduct

We will get our business based on merit. No employee of this company shall promise or make available personal gains to a client in order to secure business. All rewards if any shall benefit the organization (not individual) and formally declared. Equally true, no employee shall base the quality of service rendered on the client's race, tribe, social status, education, gender or any other discriminatory criteria. All our clients are equally valuable.

It is our considered view that by offering above average service, we significantly minimize customer turnover. It is a core aspect of our service charter to be responsive to customer needs and maximize the incidence of customer loyalty and repeat business.



CLIENTS

PROJECTS UNDERTAKEN

Bofinet : Supply and installation of civils and optic fibre cable from Mohembo east to Gudigwa 160KM

Phase 2 FTTX Fibre installation in Gaborone

Huawei : Installation of FTTX Fiber in Gaborone ,F/Town , Kasane and Maun (over 550 Customers installed)

Installation of Civil works and Copper Cable works to relieve Cab 4 & 21 Boseja Ward Maun

Orange Botswana : Installation of Civil works and Fibre Optic Cable from Gaborone RLU 9 to Oodi RLU

BTC : Provision of Civil Works,Copper Cable Works and Fibre Optic Cable Works for Relocation of BTCL Plant Between Tonota and Shashe

Installation of Fibre Optic Cable from Francistown to Ramokgwebana Boarder

Provision of Civil & D/Side Cable to Matshwane & New Industrial Plots

BTC GSM Construction of Towers and installation of radio equipment



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