

FORTITUDE TOTAL SECURITY

TO ENSURE COMPLETE PEACE OF MIND



2023 | COMPANY PROFILE

1. EXECUTIVE SUMMARY

The company and the people behind FTS have more than 15 years of experience in Security at all levels; One of best security operation managers, One of the best security trainers in Tanzania, one of the top physical trainers Zanzibar and mainland, security experts in all areas and a very experienced investor. FTS's management team knows Zanzibar very well, with both its Managing Director and Operations Manager both having established security protocols and managed the locations with different clients. In addition our management team have worked on large guard contracts including Fumba Town Development Project, Fumba Town, Pwani Mchangani Hotel Project Development, Jambiani Beach Hotel (New teddy on the beach current), amongst other guarding projects. FTS prides itself on leveraging off this management experience to provide innovative solutions that are well managed by well trained and vetted personnel. FTS does not just take on the existing guards force and change their uniforms. And also the management has set the company policies to guide the personnel in the workplace



1.2 Mission of FTS

We see security as a business enabler and help create environments of security that support our clients' unique business, needs and cultures. Our process, rooted in maintaining functional continuity, is proactive and integrated.

By incorporating planning and design into physical security layouts and procedures, we create improved, user-friendly security that maximizes effectiveness and upgrades standards

1.4 Company Location (Physical Address)

FTS LTD HQ is based in Zanzibar serving our clients, community and the people of Zanzibar, Tanzania mainland and East African generally.

1.6 Project Economic and Social Benefits

The direct benefits of the project to Zanzibar include employment of Tanzanian young peoples with Knowledge and a professional education from the best experts in the field of security and safety.

Other benefits to the Tanzanian/Zanzibar Government include payment of "Value added Taxes", "pay as you earn" and corporate taxes.

1.3 Vision of FTS

1. We envision a Zanzibar and Mainland in which our client, people and assets are safe and secure
2. We will be leading security company to provide security service and business solutions to clients and people surrounding us

1.5 Management and Marketing

We have a well trained professional management team and will be recruiting more if needed to manage and oversee all operational activities.

Top management positions and expertise posts will be sought through hiring expatriates whose mission will be to train locals to take over and run the center later on.

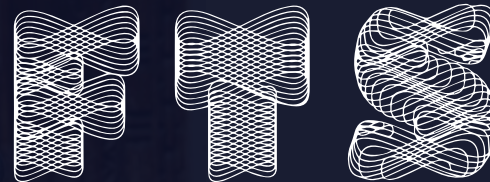
Intensive in-house training programs will be planned and executed for all staff prior to the operation of the company.

- There is a huge demand for well-trained and loyal security guards on the Island.
- Zanzibar Hospitality business is growing dramatically and other small businesses as well. The Island attracts more and more tourists from all over the world and having professional local security guards with great skills, It Is necessary!!!



1.7 Conclusions

The company is expected to positively contribute in creating a safe and secure environment for tourists, local Community, Investors and their business for the achievement of their visions by generating enough profit and creating hundreds of new positions for locals to work and make great salaries.



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COMPANY DESCRIPTION

2.1 Company Concept and Facilities

Training - All guards will have to pass 3 main training sessions beside recruitments process which includes interviews, vetting and background check;

- Theoretical security guards training - 4 weeks
- Physical Training - 4 weeks, by self-defense experts, to give them confidence when they face any kind of physical attack.
- Customer service - 2 week - it is important to understand the customer service issue when you are working in places where people are living or visiting from all over the world. Doing security doesn't mean you have to be with a tough face.

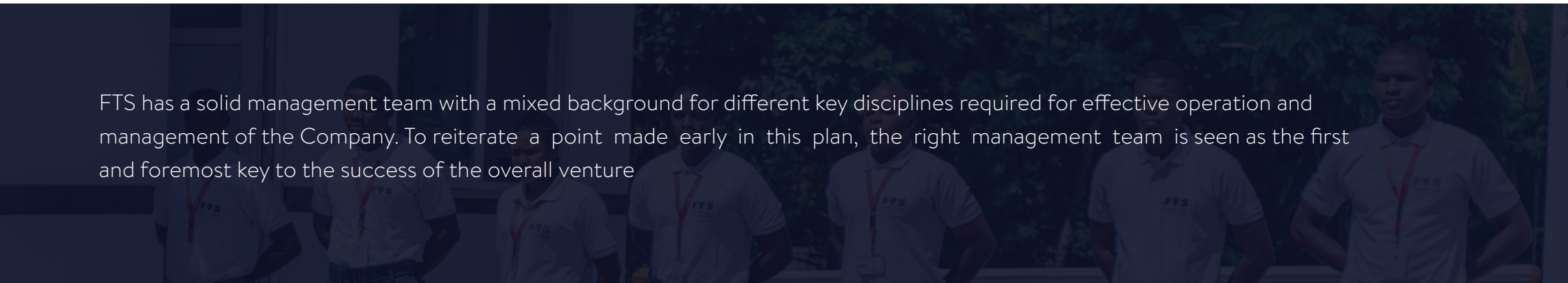




2.2 FTS Services

Security service	Training	Consultancy & Planning and Logistics	Crisis Response
Close Protection and local escorts including airport meet & greet, country risk briefings and local transport	Guard Basic Training	Security planning and implementation including Emergency Response Plans	Response to kidnap incidents
Premium Guarding on project sites and residential gate keeping	Supervision course	Risk assessments	Preventative reviews and training
Technical Security System	Hotel Security Training	Security audits	Criminal and Terrorism attacker
Emergence Unit (MRT)	SOR Training	Journey Management	Fire Fighting (class A)
Dog Handling services	Close Protection Training	Crisis Management	
Gun Man	Mobile Response Training	Investigation	
Investigations Services	First Aid Training	HSE Consultation	
	Diplomatic Mission Training	Local Procurement	
	Dog handling Training	Land Transport Management Systems	
	HSE Training		

2.3 Management Summary



FTS has a solid management team with a mixed background for different key disciplines required for effective operation and management of the Company. To reiterate a point made early in this plan, the right management team is seen as the first and foremost key to the success of the overall venture

2.4 Management team

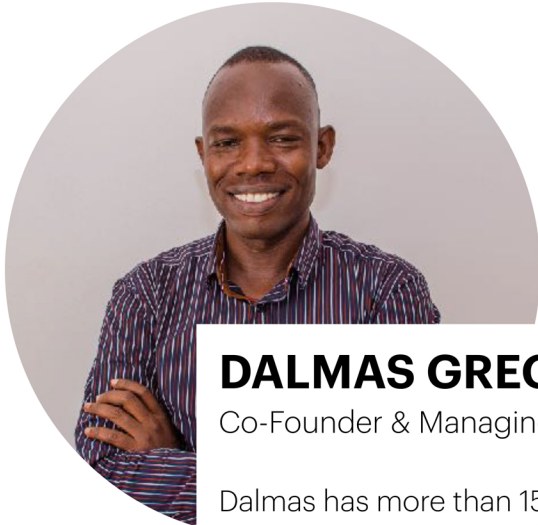
A complete management team, covering the elements of field operations, control room operation, marketing, finance and administration will be assembled. The team will bring together a wide range of skills and backgrounds to cover the key areas needed.

Salary scales and levels of authority will be simplified and based on a rational scale allowing for similar levels, though of different nature of functional work to be compensated at the same pay. The overall objective is to foster an atmosphere of cooperation and shared responsibility to the overall mission, which is to provide the customer and client with the best possible, safest, and most satisfying experience.

2.5 Training

In FTS training is the key for success. In today's security, Knowledge is power, the more you know the better you will perform!! All guards will have a few courses and after every 6 month, we will have a refresher course for everyone. Both in-house and external training will be used to facilitate sharing and transfer of new knowledge.

OUR MANAGEMENT TEAM



DALMAS GREGORY

Co-Founder & Managing Director

Dalmas has more than 15 years experience in the security sector in East Africa. Working as security trainer, advisor, supervisor and manager in major companies he has gathered extensive qualification in all fields of residential, hospitality, corporate and personal security.



EVERLINE ACHIENG OPUK

Finance Director

Everline is a professional occupational health and safety officer and has gained vast experienced in several companies over the past years. In her career she has additionally gained qualifications in operational and financial management within the security sector.

OUR ADVISORY BOARD



TOBIAS DIETZOLD

COO CPS/ German Honorary Consul Zanzibar

Tobias grew up in Tanzania, studied economics and engineering in Germany. Over the past 15 years he has been managing a broad range of projects from hospitality, to innovative start-ups and is now together with his brother heading the leading Real Estate Development firm CPS in Tanzania with their flagship project Fumba Town.



TSACHI BAREVEN

Security Consultant

Tsachi is a security professional in all fields from VIP protection, aviation security to risk and threat analysis. He has not only served for the Israeli Government in several stations but has also been called as external security advisors all over the world. Tsachi is now living in the Netherlands with a strong bond to Tanzania.

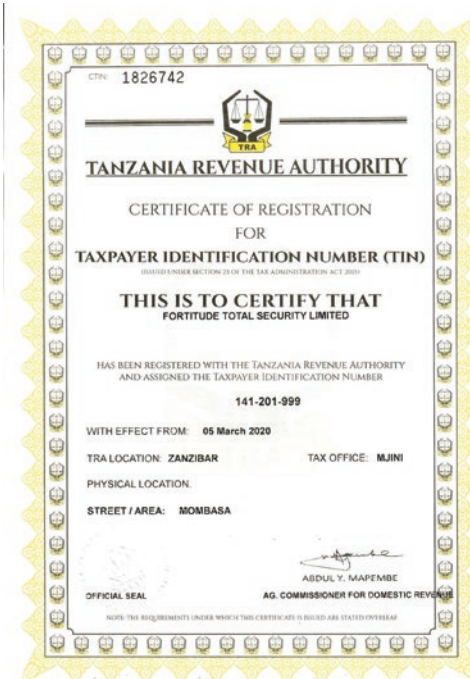
2.6 Client Security Services References (FTS as provided security services to major client as shown below in the draft

S/n	Client	Project	Services	Location
1	Fumba Town Development	Constructions	32 Guard	Fumba, Zanzibar
2	Fumba Town (CPS LIVE LTD)	Residential	35 Guard	Fumba, Zanzibar
3	Volks House LTD	Factory	5 Guards	Fumba, Zanzibar
4	PDC Company LTD	Landscaping Design	4 Guards	Fumba, Zanzibar
5	Horizon Company LTD	Civil Company	4 Guards	Fumba, Zanzibar
6	Jambiani Beach Hotel	Hotel	Security Consultations	Jambiani, Zanzibar
7	New Teddy Hotel	Hotel	Security Consultations	Jambiani, Zanzibar
8	Zanzibar Villa Hotel	Real Estate	6 Guards	Paje, Zanzibar
9	Zanzibar Serena Hotel	Hotel	15 Guards	Stonetown, Zanzibar
10	Dietzold Facility Dar	Resident	5 Guards	Dar, Tanzania
11	The one Zanzibar Hotel	Hotel	6 Guards	Makunduchi, Zanzibar
12	Reliance Spa and Resort	Hotel	23 Guards	Michamvi
13	Tamu Tamu Hotel	Hotel	4 Guards	Pwani, Mchangani
14	WOLFRAM	Hotel	2 Guards	Michamvi

2.7 Company Registration Entities



CERTIFICATE OF REGISTRATION
(CERTIFICATE OF INCORPORATION)



TRA TIN



BUSINESS LICENCE

POLICE TANZANIA LICENSE

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

Anwani ya Simu: "MKUUPOLISI"

Nambari ya Simu: (022) 2110734
Unapojibu tafadhali taja:



OFISI YA:
INSPEKTA JENERALI WA POLISI,
MAKAO MAKUU YA POLISI
4 MTAA WA POSTA,
S L P 961,
DODOMA

Kumb. Na: PHQ/SO.I/PS/99/1/VOL.II/03

25/01/2020

Mkurugenzi Mtendaji,
Fortitude Total Security Limited,
S.L.P 106223
ZANZIBAR.

**YAH: KIBALI CHA KUFUNGUA KAMPUNI BINAFSI YA ULINZI
KITWAWO FORTITUDE TOTAL SECURITY LIMITED.**

Rejea barua yako ya tarehe 02/12/2019 inayohusu mada tajwa hapo juu.

Kibali kimetolewa kwa Kampuni binafsi ya ulinzi ya **Fortitude Total Security Limited**,
iliyopo Dimani **Unguja** kuendesha shughuli za ulinzi binafsi.

Unatakiwa kukamilisha mambo muhimu yafuatayo kabla ya kuanza kazi ya ulinzi:-

1. Baada ya kupewa kibali hiki hakikisha unaisajili kampuni yako kwa wakala wa usajili biashara na mali (BPR) mara moja na kutuletea nakala moja ya usajili wake katika kipindi cha siku 60 kabla haujaanza kufanya shughuli za ulinzi.
2. 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 (kitengo cha utambulisho, Kamisheni ya Forensic) ili kuhakikisha kwamba hawana rekodi zozote za uhalifu. Gharama ya huduma hii kwa mtanzania ni TShs.2000/- na kwa raia wa kigeni ni dola za kimarekani 25. Nakala za kodi hizo pia zitumwe hapa kwa ajili ya kumbukumbu.
3. Hakikisha kwamba walinzi /askari wako wanavaa sare ya kitambaa cha aina ya takron ya rangi zifuatazo: **Dark buena /au nyeusi** (suruali, shati na kofia), pamoja na shati rangi **nyeupe**.

4. Askari/walinzi wako wanatakiwa kuwa na filimbi na silaha ambazo sio za kijeshi. Silaha hizo ziwe zimesajiliwa na Mamlaka inayohusika kwa utaratibu wa kis'eria.
5. Endapo kampuni yako itatumia silaha za moto basi hakikisha unatumia silaha aina ya SHORTGUN tu.
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 watakoajiriwa wawe na umri wa miaka kati ya 18 – 45 na siyo wazee.
8. Walinzi/Askari hao walipwe mishahara stabiki.
9. Hakikisha kwamba unawasajili walinzi wako wote katika mifuko ya hifadhi ya jamii na kutuletea nakala za hati zao.
10. Hakikisha silaha zinatunzwa katika ghalu lililo imara na salama lililokaguliwa na kupasishwa na Mkuu wa Polisi wa eneo husika.
11. Walinzi wanapaswa wapate mafunzo ya Polisi Jamii kupitia Kamanda wa Polisi wa Mkoa, wakuu wa polisi wilaya na wengineo.
12. Askari wakaguliwe wanapoingia kazini na wanapokuwa kwenye malindo yao.
13. Uhalali wa kibali hiki utadumu kwa muda wa miaka mitatu (3) kuanzia tarehe ya kutolewa. Baada ya hapo itakupasa uombe kibali kingine cha kuendelea kuendesha shughuli za ulinzi.
14. Kibali chako kitakoma uhalali wake endapo utakiuka masharti yake.
15. Wamiliki, wakurugenzi, walinzi na watumishi mbalimbali wa kampuni kumbukumbu zao zinapaswa kuingizwa katika kanzi data inayoendelea kuandaliwa.

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

N. C. MISSAMA – SACP

Kny: INSPEKTA JENERALI WA POLISI

**Kny INSPEKTA JENERALI WA POLISI
TANZANIA**



The Revolutionary Government of Zanzibar

Certificate of Incorporation

Business Entities Registration Act No. 12 of 2012

Registration Number: Z0000054635

The Registrar of Companies hereby certify that

Fortitude Total Security Limited

is on 21st day of January 2020 incorporated under the Companies Act, No. 15 of 2013 and that the company is Private company Limited by shares

Assistant Registrar of Companies



TCRAMVHFRSSF/0030/2022

THE UNITED REPUBLIC OF TANZANIA TANZANIA COMMUNICATIONS REGULATORY AUTHORITY ISO 9001:2015 CERTIFIED



LICENCE FOR VHF-UHF RADIO STATION WITH SINGLE FREQUENCY

I HEREBY CERTIFY THAT : FORTITUDE TOTAL SECURITY

of Postal Address P.o Box 2262
Zanzibar

is licensed by the Tanzania Communications Regulatory Authority to install and use Radio Equipment for radio communication station in the United Republic of Tanzania for a period of THREE (3) year(s) with effect from 13TH DECEMBER, 2022 in accordance with Section 4 of the Electronic and Postal Communications Act, Cap. 306 of the Laws of Tanzania and Section 6 of the Tanzania Communications Regulatory Authority Act, Cap. 172 of the Laws of Tanzania. The Licensee shall operate using Radio Frequency Assigned and technical parameters as given in the table below::

Type of radio	FIXED	PORTABLE	MOBILE	REPEATER
	0	20	0	0
Frequency Assigned	155.1625MHz			
Area of Operation	Magharibi			
Class of Emission	J3E			
Frequency Tolerance	-0.5 - +0.5 (ppm)			
Transmitter Output Power (W)	0.5 ERP			
Equipment Make	Motorola Solution. UK			
Channel spacing				
Antenna Gain				

Issued at Dar es Salaam this 13th day of DECEMBER, 2022.

Dr. Jabiri K. Bakari
Director General





THE REVOLUTIONARY GOVERNMENT OF ZANZIBAR
PRESIDENT'S OFFICE LABOUR, ECONOMIC AFFAIRS AND INVESTMENT
LABOUR COMMISSION
DIRECTORATE OF OCCUPATIONAL SAFETY AND HEALTH
THE OCCUPATIONAL SAFETY AND HEALTH ACT NO. 8, 2005
{UNDER SECTION 22(1)}

CERTIFICATE OF REGISTRATION OF WORKPLACE
CERTIFICATE OF REGISTRATION OF WORKPLACE

Certificate No. OSH/0884 Registration No. OSH/UW/0884

Date of issue: 25-08-2022 Date of Expiry: 24-08-2024

I hereby certify that the premises named below has been duly registered in
pursuance of section 22(1) of the Occupational Safety and Health act No.8, 2005.

Name of occupier: Fortitude Total Security Limited
Name of the Workplace: Fortitude Total Security Limited
Location of the Workplace: Mombasa -Zanzibar
Postal address: P.O Box 2262, Zanzibar
Nature of work: Security Services


Suleiman A. Haji Date: 25-08-2022
/Director,
Directorate of Occupational Safety and Health
Zanzibar.



West "B" Municipal Council

Document No:ACR-LPA-9-21/WBC23

This is to certify that

BUSINESS LICENSE

(under ACT 14,2017)

for ULINZI

Is issued to:

FORTITUDE TOTAL SECURITY,

(Mjini Magharibi-Unguja, West 'B' FUMBA TOWN.)

License Fee Amount: 300000

Business

to operate under

License No: WBC00- FPKM5041

Given under my hand at Zanzibar this date 16-01-2023
from 16-01-2023 to 16-01-2024

Khadija Said Simai
Director
West "B" Municipal Council



Office Location

Head office is located in Zanzibar.
Fumba Town, Commercial Buidling
Telephone: - +255 682 703 554 and +255 626 653 973
Email: - info@fts.co.tz
dalmas@fts.co.tz