COMPANY
PROFILE

blockchain
A F R I C A

About **Blockchain Africa Limited**

Blockchain Africa Limited is an engineering construction company with in-depth experience in provision of clean energy, solar installation, planning, survey, design and installation in Fiber Optic network, electrical installations, Tower installations and Radio Frequency Works, Security and Surveillance systems, structured cabling, business development as well as sale of related equipment and tools. Our focus is to enable our customers and clients save finances in energy resources and access to reliable and efficient power for their needs.

Moreover, we are also a supplier of Base Station Antennas and accessories that create the world's most advanced networks. We have partnered with VPC approved CommScope in the African market to offer solutions that are redefining connectivity.

Blockchain Africa Limited prides itself with the latest technology and human resource to deliver efficiently and to the satisfaction of its clients.

Blockchain **Vision & Mission Statements**

Vision

A World Class institution on matters green energy, engineering, technology, innovation and business development.

Mission

To provide unmatched customer service to our clients in green energy, engineering, technology and innovation sectors through strong relationships that encourage a sense of partnership

Core Values

- ✔ Professionalism
- ✔ Efficiency
- ✔ Integrity
- ✔ Transparency
- ✔ Excellence
- ✔ Compliance to statutory and industry laws & regulations
- ✔ Communication and timely feedback

Statutory **Compliance**

Blockchain Africa Limited was incorporated on 14th March 2018 under the Companies Act 2015. It is 100% Kenyan and women owned. We are located in Nairobi Westlands along Muthithi Road, Vision Tower building. The Company is registered with relevant authorities as well as professional bodies.
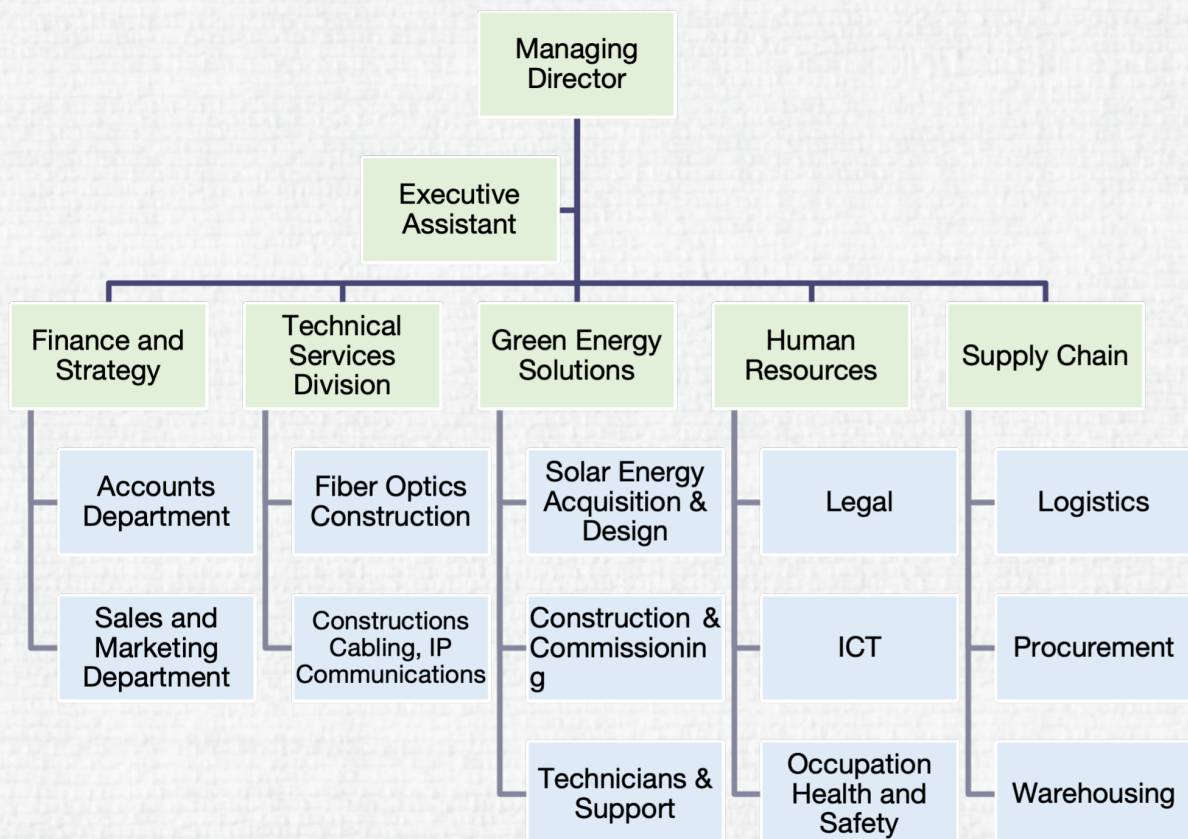
Our **Team/Organization Structure**

Blockchain Africa Limited is driven by a team of dedicated professionals. Our dedicated power team works across the different core sectors of green energy solutions, that is provision of solar energy including feasibility studies, design and eventual construction and commissioning.

The team is composed of experts in engineering, technology, fiber installation, marketing, research and finance experts as illustrated below.

Blockchain Africa **Organogram**

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                              Managing
                              Director
                                 |
                            Executive
                            Assistant
                                 |
  ┌──────────┬──────────┬──────────┬──────────┬──────────┐
Finance    Technical   Green Energy  Human      Supply Chain
and        Services    Solutions     Resources
Strategy   Division
  │          │            │            │            │
Accounts   Fiber Optics  Solar Energy  Legal      Logistics
Department  Construction  Acquisition &
                          Design
  │          │            │            │            │
Sales and  Constructions Construction  ICT        Procurement
Marketing  Cabling, IP   & Commissioning
Department  Communications
                          │            │            │
                        Technicians &  Occupation  Warehousing
                        Support        Health and
                                       Safety
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Finance and Strategy	Technical Services Division	Green Energy Solutions	Human Resources	Supply Chain
Accounts Department	Fiber Optics Construction	Solar Energy Acquisition & Design	Legal	Logistics
Sales and Marketing Department	Constructions Cabling, IP Communications	Construction & Commissioning	ICT	Procurement
		Technicians & Support	Occupation Health and Safety	Warehousing

This team undergoes continuous professional development and training to be abreast with the ever-changing technology environment while meeting the needs of customers in a timely manner.

Our **Products and Services**

Blockchain Africa Limited has specialized in providing the following products and services:

Services

a) Green energy solution - solar installations
b) Fiber Optic works
c) BTS site construction and RF works
d) Structure cabling and ISP works

Products

We supply a range of CommScope products including:

- Base Station Antennas
- RF Accessories:- Antenna Monitoring Systems, RET cables, Feeder Cables, TMAs, Filters (Triplexers, Diplexers, Combiners)
- Point-to-point Microwave Antennas
- Elliptical Waveguides
- Connectors
- Inbuilding Solutions:- DAS, Passive Devices, Repeater Solutions

Green Energy Solution **- Solar Installations**

Blockchain Africa limited provides households, companies and businesses in Kenya with sustainable renewable energy solutions and quality solar energy products. Our focus is to enable our customers and clients save finances in energy resources and access reliable and efficient power for their needs.

This is why we have put together a dedicated team to help our clients:

a) Identify the best solar energy product to suit their needs;
b) Access the most reliable energy products at affordable rates

c) Have access to round the clock maintenance of installed solar services.

We offer Turnkey solutions in Solar projects as outlined below;

- ✔ Feasibility studies, acquisition and solar energy designs
- ✔ Solar energy installation, quality control, testing and commissioning
- ✔ Monitoring and maintenance of completed works
- ✔ Procurement and Distribution of solar energy equipment
- ✔ Consultancy services in Energy Audits and recommendations for Renewable Energy.

Our services include installation of:

✔ Solar Mini grids, Home lighting, street lighting, water heating, water pumps, accessories

✔ Electrical installations and maintenance

✔ Centralized single phase and Three Phase UPS for offices and data centers

Single Phase

Three Phase

✔ Solar installation to sites

Our **Customers**

✔ Axell Wireless & Services - BTS installations and Power upgrades

✔ Allan Dick E.A Limited - Power Upgrades, Optimisation, Civils, Solar Installation

✔ CobhamWireless Limited - Genset Fueling, BTS Power modernisation & Site Conversions

✔ Oregon Communications Limited - BTS Maintenance, RF works and Power Upgrades

✔ Telenor Services Limited - RF Works, Optimisation , Power Groundings and site hardening

✔ Kondona Company Limited - IBS Works , Repeates, Site Optimisation, Offgrid Solar & RF works

✔ Bethany Centre, Olchoro - 5Kw Grid-tie Solar System and Energy Power Audits

Reliable Energy Solutions Provider

Our **Customers** (cont'd)

- Kitale - 3KW Solar Home lighting and Booster Pump
- Kiambu - Supply of Intergrated Solar Street Lights for Kiambu County
- CPF Buidling - Supply and maintenance of 52KW Solar Grid tie System
- General Grade Audit for Freedom Heights and Metro park
- Nakuru - Solar water heating system-1000 lts
- Gitue Water, Karinde - Energy Audit service
- Ruaka - 5kw system solar lighting and electrical appliances
- Kwetu Homes - Energy and power quality audit
- Salama - 5kw Borehole equipping and solarization
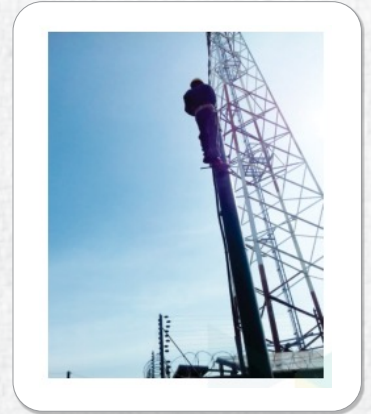
Fiber **Optics**

We have undertaken demonstratable fiber installation works both OSP and ISP for several clients in the last 3years.

Structured cabling Design, **Implementation and Maintenance**

We have a dedicated team for structure cabling, IP communications & ISP works which have handled several installations for institutions.
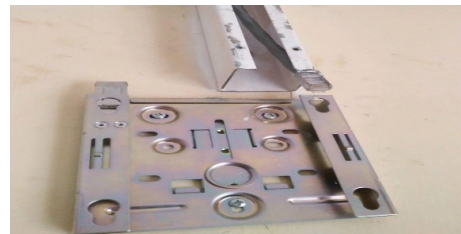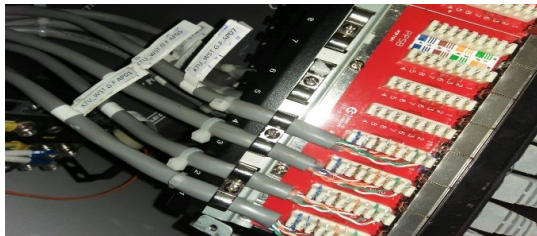
Resources and **Financial Information**

At Blockchain Africa Limited, we have a sound and predictable project finance management that helps maintain smooth workflow.

To achieve this, we maintain communication with client at the onset and issuance of every deliverable (LPO) and set out goals and measurable milestones with client.

In terms of asset base, Blockchain Africa Limited boasts of the following:

- ✔ **Staff:** Seventy (70) company staff in and number steadily increasing.

- ✔ **Vehicles:** Six (6) company owned trucks with partnerships to hire upon project necessity.

- ✔ **Machinery:**
  - o Solar installation machinery
  - o Solar equipment and products
  - o Cable blowing machines
  - o Splicing machines, OTDRs and power meters
  - o Telecom construction equipment

- ✔ **Storage:** One (1) Warehouses to facilitate storage of equipment

Policies

Blockchain Africa has developed relevant policies to ensure compliance with the legal and regulatory environment. The Policies are as follows:

1. **Human Resources Policy**

The Human Resources Policy provides a framework for the recruitment, appraisal and performance of the staff element of Blockchain Africa Limited. Our Human resources policy further provides frameworks within which consistent management decisions are made and promote equity in the way in which all staff of our organization are treated. See Annex A for Human Resources Policy.

2. **Business Continuity Plan**

The purpose of this plan is to define the recovery process developed to restore Blockchain Africa's critical business functions. The plan components detail Blockchain Africa's procedures for responding to an emergency situation, which affects the Company's ability to deliver core services to our customers or our ability to meet strategic, legal or regulatory requirements. See Annex B for Business Continuity Plan.

3. **Waste Management Policy**

In the Constitution of Kenya, Article 42 on the Environment provides that- —Every person has the right to a clean and healthy environment, which includes the right (a) to have the environment protected for the benefit of present and future generations through legislative and other measures, particularly those contemplated in Article 69. Blockchain Africa's Waste Management Policy aims at ensuring compliance with Kenya's environmental legal and regulatory framework including but not limited to:

- ✔ Environmental Management and Coordination Act (EMCA), 1999
- ✔ Environmental Management and Coordination (Waste Management) Regulations of 2006
- ✔ The Occupational Safety and Health Act, 2007

- The Public Health Act, 2012
- The County Governments Act, 2012

See Annex C for Waste Management Policy.

4. Safety and Health Management Policy

The Health, safety, security, wellbeing and welfare of our employees is our highest priority. We know it is a legal requirement, our moral obligation and economically feasible to work in a clean safe and secure environment. Therefore, our workplace and services strictly adhere to the relevant national and international Occupational Safety and Health guidelines and legislations. This is achieved by commitment and involvement by both management, employees and sub-contractors. See Annex D for Safety and Health Management Policy.

5. Environmental Management Policy

Blockchain Africa Ltd is committed to providing quality service in a manner that is environmentally sound, economically viable and socially acceptable. We strive to ensure a safe, healthy and secure workplace for our employees whereas ensuring minimal negative environmental impacts. We operate in compliance with all relevant environmental legislations and we strive to use pollution prevention methods and international environmental best practices in all we do. See Annex E for Environmental Management Policy

6. Quality Management Policy

Blockchain Africa Ltd is committed to providing at all times, quality goods and services that meets or exceeds to its customers' expectations. See Annex F for Quality Management Policy

7. Code of Ethics Policy

Blockchain Africa Ltd is committed to the highest possible standards of openness, transparency and accountability in all its affairs. Blockchain Africa Ltd maintains certain policies to guide its employees with respect to standards of conduct expected in areas where improper activities could damage the organisation's reputation and otherwise result in serious adverse consequences to the organisation and to employees involved.

The purpose of the code of ethics and conduct policy is to affirm, in a comprehensive statement, required standards of conduct and practices with respect to staff and service providers' confidentiality and professionalism with regards to Blockchain Africa Ltd activities.

See Annex G for Code of Ethics Policy.

8. Conflict of Interest Policy

Blockchain Africa Ltd relationships and transactions with individuals outside the organisation and with other business concerns must be conducted in a professional and ethical manner. Actions and decisions taken at all levels need to be informed, objective and fair. A conflict of interest may affect the way a person acts, decisions they make, or the way they vote in group decisions. Conflicts of interest need to be identified and action taken to ensure that personal or individual interests do not affect the organisation's services, activities or decisions. See Annex H for Conflict-of-Interest Policy

9. Gender Workplace Policy

Blockchain Africa Ltd observes equal employment opportunity and is committed to providing a discrimination free work environment for all Blockchain Africa Ltd staff.

Blockchain Africa Ltd seeks to promote a culture of respect and dignity irrespective of employee sex (including gender identity and gender expression, perceived gender non-conformity or pregnancy), sexual orientation, race, colour, religion, national origin, age, disability, political affiliation or marital status. The purpose of this gender policy is to provide:

- Clear definition of gender terminology used in this policy document;
- Definitive statement to staff forbidding any type of employee harassment based on their gender;
- Summary of the complaints reporting procedure.

See Annex I for Gender Work Place Policy

10. Terminal Disease and Disability Policy

This policy applies to all staff. It covers in addition to HIV/AIDS, other major terminal or chronic illnesses, and conditions that may predispose an individual to any form of stigma at the workplace. It is advisable that a committee be established at the Blockchain Africa Ltd secretariat to address emerging issues on HIV/AIDS, disability and terminal illness amongst staff.

The purpose of this policy is to provide clarity on Blockchain Africa Ltd 's views and commitments with regard to HIV/AIDS, disability and other terminal illnesses and the comprehensive management of HIV positive employees and employees living with AIDS, disabled or terminally ill. The policy is also aimed at focusing on aspects of HIV/AIDS which, if not carefully addressed may impact negatively on Blockchain Africa Ltd 's business and/or the well-being of its employees. Blockchain Africa Ltd recognizes the seriousness and implications of HIV/AIDS and other major terminal/chronic illnesses for the individual employee, as well as co-workers of affected individuals. See Annex J Terminal Diseases and Disability Policy

11. Information, Communication and Technology Policy

BLOCKCHAIN ICT policy and procedure provides the guidelines for selection and use of IT within the organisation as well as Data Protection and recovery. BLOCKCHAIN will keep all IT policies current and relevant. From time to time, it will be necessary to modify and amend some sections of the policies and procedures, to serve the best interests of the organisation as it grows.

See Annex K for ICT Policy.

ANNEXES-POLICIES

AnnexA .H uman ResourcesP olicy.doc

AnnexB .B usiness ContinuityP lan-Blockc

AnnexC . BLOCKCHAIN AFRICA

AnnexD . BLOCKCHAIN LTDS AF

AnnexE . ENVIRONMENTALM A

AnnexF .Q UALITY MANAGEMENT POLIC

Annex G. Blockchain Africa -Code of Ethics

AnnexH .C onflicto f Interest Policy-Blockch

AnnexI .G ENDER WORK PLACEP OLICY-

AnnexJ .H IV AIDS TERMINAL DISEASES A

AnnexK .I CT Policy-BLOCKCHAIN.d

Reliable Energy Solutions Provider

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