

BYERS

COMPANY PROFILE



"Proudly Safeguarding All Industry Sectors Since 1989"





BECOMING BYERS

- Byers Security was established in 1989 in the Western Cape, successfully operating for 30 years, making us one of the oldest privately-owned companies.
- Byers Security operates within the residential, housing estate, commercial, industrial, construction, retail, government, education etc. sectors.
- Services expanded over the years to ALL Sector Guarding, Remote Monitoring, Armed Response and ALL type of Security Technology Systems.
- Established an inhouse Polygraph department for internal and external clients.
- Acquired a Maxidor franchise in order to offer our clients top quality physical security measures.
- Acquired a Security Training School, Excelsec, specialising in all PSIRA security grading.
- We have our own 24-hour Control Room and Remote Monitoring Centre at our Head Office in Goodwood.
- All our Senior Management is locally based, and Head Office is directly involved with all operations

AFFILIATIONS

- Byers Security Solutions (Pty) LTD
- Byers Security Coastal (Pty) LTD
- Byers Security Electronics (Pty) LTD
- Byers Security Risk Management
- Excel-Sec CC Training Centre
- Byers Security Safety Supplies

Our **SASA GOLD** Membership showcase our commitment and compliance to the Security Industry.

COMPLIANCE & MEMBERSHIPS

- Level 1 B-BBEE Contributor
- Business Against Crime
- SASA Gold Member
- In good standing with PSIRA, UIF, COIDA, SARS, Provident Fund



"Operating with Absolute Integrity since 1989"

www.byerssecurity.co.za



HISTORY

Byers Security Solutions is a Western Cape based company focused on building relationship with our clients, old and new, as we endeavour to make their everyday safety our priority and their pleasure.

The success of our service over the 30 years of our existence has been the fact that we choose to build a bespoke solution for each client's unique needs and circumstances as well as cultivating personal relationships with our clients and personnel – knowing everyone by name rather than by number.

The company was started in 1989 by James Byers as **Byers and Associates CC**. In 1999 Niel Rossouw joined as Marketing Manager and became a Member with 20% interest in 2005, all the while learning the trade and building relationships through the mentorship of Mr Byers. In 2009 Niel became the Sole Member.

Today Niel is the proud CEO of Byers Security and focus on client growth and client relations.

In 2007 Lynn Hanevil joined Byers Security as Financial Officer and became a Member with 26% interest in the business. The Company's named changed to **Byers Security Solutions** to embrace our expansion in our service delivery.

Aside from serving on the Byers Security Group Board of Directors, Lynn became a member of **Byers Security Coastal** with 100 % shares. Lynn is the Financial Director and oversees the Head Office's administration for the Group of Companies.

In 2012 Hennie Coetzer joined the Company and has since been at the helm of operations. His vast experience in both local and international security practices has enabled him to manage our operations for the last decade. Under his leadership and guidance managers are able to flourish and excel at their prescribed tasks. Logistical procedures and reporting structures have been made easier. Hennie has been dependable and loyal to the Byers brand and was appointed Operations Director in 2022. We are proud to have him formally part of our Senior Management.

Living out the Byers values is a way of life, values such as **integrity, passion and care** guide our Directors and Managers in their operational approach.



Lynn Hanevil



Niel Rossouw



Hennie Coetzer





OUR VALUES

Our mission statement is "**Operating with Absolute Integrity**" and this is reflected in our mutual trust, open and fair dealing with our clients and our security personnel. The Directors are hands-on involved in the everyday running of the business and lead the rest of the team in Being Byers. Our brand values direct our everyday decision making and actions and they are:

- **Established** – A company that has stood the test of time, is traditional in its approach with solidly laid foundations.
- **Dependability** – A trustworthy, honest, realistic and reliable partner for our clients and personnel and is not shy of going the extra mile. We are approachable and aim to please.
- **Care** – We have a big heart and are not ashamed of showing people how much we care. We work with people from all walks of life but share the same vision – a desire for everyday safety so that we can enjoy life with our loved ones.
- **Passion** – We have contagious energy for our work and projects and we believe it is this fun, outgoing, spontaneous and young at heart spirit that lends positive word of mouth to our growth. Part of our successful and long lasting relationships is our relational approach that complements our dedication to the security trade.
- **Boldness** – We embrace change and jump into projects with full force by getting our hands dirty and exercising courage on various levels.
- **Class** – The classy touch makes us refined and professional, approachable, transparent and humble because we have nothing to hide and we are proud to BE BYERS.





ALL SECTOR GUARDING



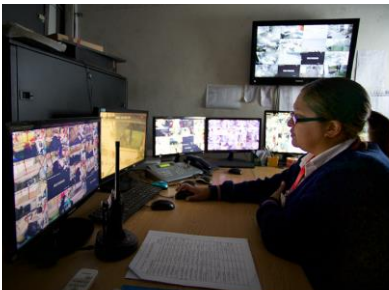
CITY IMPROVEMENT RESPONSE



ARMED RESPONSE



PUBLIC SAFETY



REMOTE MONITORING



TECHNICAL & CCTV SOLUTIONS



ELECTRIC FENCING



TRAINING



POLYGRAPH TESTING



SECURITY BARRIERS



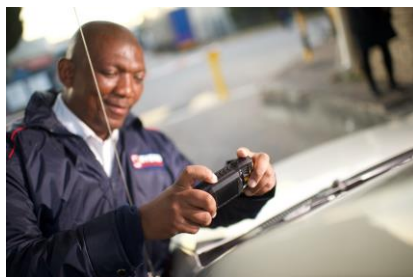
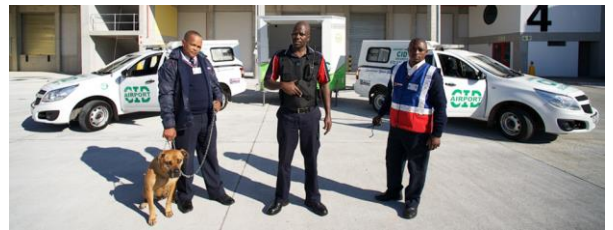
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GUARDING SECTORS

Byers Security Solutions specializes and has extensive experience in **ALL sector guarding i.e.**

- Residential Estates
- Commercial Buildings
- Distribution Centres
- Industrial Parks
- Office Parks
- Hospitality
- Construction
- Education Facilities
- Shopping Centres
- Local Government
- Healthcare Facilities
- City Improvement District
- Specialized Services including Events, Retail, Investigations, Polygraphs etc.



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OUR PRESENCE



The Byers Fleet and uniform is Sector related and Client and Role specific. We ensure our Officers look the part and represent our Brand as well as the Client's.

They are equipped with their role based equipment, i.e. handcuffs, baton, pepper spray, pocket book, patrol device, vehicle scanning, metal detector, breathalyser, thermometer radio, weapon etc.



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RECRUITMENT & RECOGNITION

Great care is taken in the recruiting and selection process by our HR Department. We aim to hire personnel with long term in mind, so proper due diligence and screening is done to ensure that we source and invest in the correct candidates.

We strive to enhance the community's potential by employing locally based personnel.

Every Department in our Head Office is represented with more than one person residing within a radius of 5 km. This includes some of our Management staff and Armed Response officers.

At Byers we do not only focus on creating jobs and developing skills but also in recognising and rewarding integrity, long-term service and excellence.



Our Minimum Criteria for Security Guards:

- Grade 10 but 12 preferable
- South African ID
- 18 years and older
- PSIRA registered
- Proof of bank account
- Contactable References
- No criminal record
- Passing of a basic aptitude test

Our Candidates are individually interviewed and subjected to the following evaluation:

- Job specific knowledge
- Criminal and financial clearance
- Pre-Employment screening
- Knowledge evaluation
- Polygraph Test if relevant
- Medical Fitness



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TRAINING

“Confidence comes from discipline and training”

Robert Kiyosaki

Byers Security personnel receives initial and ongoing training and motivation by our PSIRA accredited training centre.

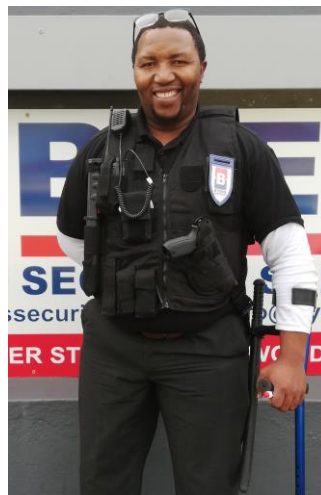
Byers has added a “Being Byers” module to our Training Programme. Living out the Byers values is a way of life and not a process that should be switched on and off. Training are supplied off and on site and in real time and practical manner.

We follow an integrated Training Matrix for all our Guards: - Starting out with Refresher PSIRA Training, Company Induction Training, Site Specific training followed by monthly updated refresher onsite training, ranging from individuals to groups.

Onsite refresher training is not limited to PSIRA Grading and our Training Manager implement several programmes to ensure our Officers can execute their daily duties with confidence.

Soft skills training includes:

- Customer service skills
- By Laws
- Industrial relations
- Searching Procedures
- Access Control
- Dress Code
- Disciplinary Standards
- Conflict management
- Patrolling systems and radio equipment
- Communication skills (including report writing)
- Basic health and safety awareness training
- Basic First Aid
- Access control and searching procedures
- Site specific job descriptions training
- Emergency procedures (bomb threats, rioting, fire, armed, snake handling, robberies etc.



Sandile Xakayi heads the Training Centre Department. Sandile is passionate about the Security industry and skills development. He has overcome personal turmoil when becoming an amputee and is using his personal journey and security expertise to inspire his students and colleagues daily.



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HEALTH & SAFETY

COVID-19

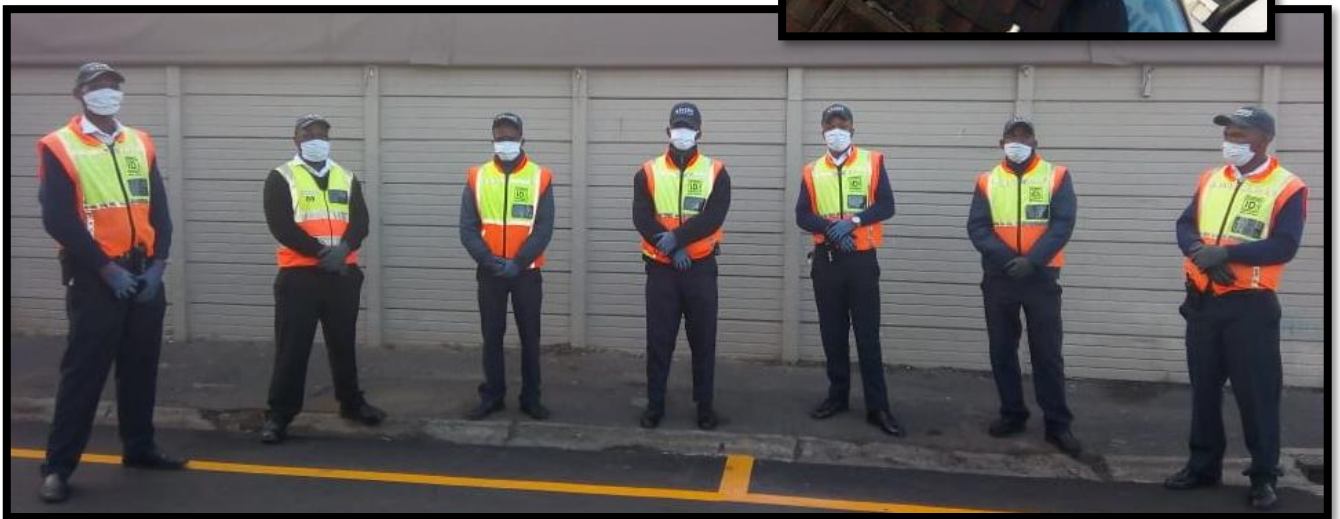
At Byers, we help protect what matters most, and nothing is more important to us than the safety of our customers and employees. As the coronavirus (COVID-19) continues to impact our communities, we are following guidance from national and local government.

Additional training, safety and sanitizing supplies have been distributed to our teams with instructions for increased precautions before entering your business premises.

SAFETY OPERATIONS

Reaction staff must be of superior standard. Additional training will be required in ***firefighting, vehicle breakdown assistance, snake handling, first aid, and conflict handling etc.***

We would like to suggest that such training is recognized, and it is depicted on their uniform by way of a badge.



ENVIRONMENT & COMMUNITY

Byers is a community focus driven organisation. We utilise our footprint and infrastructure to serve the bigger community as best we can.

Great care is taken in building and keeping relationships with crime fighting, social upliftment and urban management role players in all surrounding areas i.e.:

- City of Cape Town
- SAPS
- Local Neighbourhood Watches
- CPF
- Traffic Department
- Local Schools
- City Improvement Management
- Emergency Centres
- Disaster Management
- Fire Fighting Department
- Homeless Shelters
- Animal Shelters
- Business Against Crime



Recycling



Cleaning Operations



Urban Management



Community Care



Road Block Assistance



Emergency Assist



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SOCIAL COMMITMENT

Team Byers have been involved with several local Centres and Institutes in need of financial, emotional and physical support.

Our Employees are actively involved with these events and all off these occasions is a highlight on our Calendar.

Our Commitment includes:

- Creating and Managing Fundraisers
- Financial Donations
- Creating Awareness
- Personnel Visits and Gifts
- Joining in on Special Events
- Involving our Client Base to support our cause



Alta du Toit Aftercare Centre for intellectual disabled adults



Alta du Toit Aftercare Centre fundraising



Cape Epic for Alta du Toit



Filia School for intellectual disabled children during Casual Hero Day.



Byers Cycling for HOOP





Broad-Based Black Economic Empowerment Verification Certificate

Byers Security Solutions (Pty) Ltd

Certificate Number: GEN/AN02/16/11/2022
Version No: 1
Registration No: 2016/206617/07
VAT No: 4280252190
Address: 12 Spencer Street
Goodwood
Western Cape
7459

Verification Standard Applied: Codes of Good Practice (Government Gazette 36928)
Scorecard Applied: Amended Generic Scorecard
Broad Based BEE Status level: A Level 1 Contributor to B-BBEE
BEE Procurement Recognition Percentage: 135%
Discounting Principle Applied: No
Empowering Supplier: Yes
Financial Year end assessed: 28 February 2022

Exclusion Principle Applied: No
Modified Flow Through Principle Applied: No

	Flow Through	Modified Flow Through
Voting Rights of Black People:	26,00%	N/A
Voting Rights of Black Women:	26,00%	N/A
Economic Interest of Black People:	26,00%	N/A
Economic Interest of Black Women:	26,00%	N/A

Black Designated Group Ownership	26,00%
Black Youth Ownership	26,00%
Black Disabled Ownership	0,00%
Black Unemployed Ownership	0,00%
Black People Living in Rural Areas Ownership	0,00%
Black Military Veterans Ownership	0,00%
Black New Entrant Ownership	26,00%

51% Black Owned Enterprise	No
30% Black Women Owned Enterprise	No
Participated in Y.E.S Initiative	No
Achieve Y.E.S Target & 2.5% Absorption	No
Achieve 1.5 x Y.E.S Target & 5% Absorption	No
Achieve Double Y.E.S Target & 5% Absorption	No

A Level 1 Contributor to B-BBEE

Description	Score
Ownership	25,00
Management Control	15,79
Skills Development	15,52
Enterprise & Supplier Development	43,34
Socio-Economic Development	4,81
Additional Y.E.S Points	0,00
Overall Score	104,46


Technical Signatory: Anelda Naudé

Issue Date: 16-Nov-22
Expiry Date: 15-Nov-23
Period of validity: 12 Months

This Certificate and the verification report are based on information provided to MSCT BEE Services (Pty) Ltd and represent an independent opinion based on the verification and analysis completed by MSCT BEE Services (Pty) Ltd. The calculation of the scores have been determined in accordance with the Department of Trade, Industry & Competition's Amended Codes of Good Practice on Broad Based Black Economic Empowerment, as amended, Gazetted on 31 May 2019, Gazette No. 42496. Digitally signed certificates are signed using an Advanced Electronic Signature in accordance with the regulations and compliant with the Electronic Communications and Transactions Act, 2002

MSCT BEE Services (Pty) Ltd, Reg. 2011/109066/07
Directors: R Clark, S Grau



BVA 189



employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA



2022032140

CALL CENTER NO: 0860 105 350

REG NO : 990000238742
FAX NO :
ISSUE DATE : 2023-05-04
CERTIFICATE NO : 2022032140

BYERS & ASSOCIATES SECURITY SERVICES CC
PO BOX 88
CAPE TOWN

LETTER OF GOOD STANDING

COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT 130 of 1993 (AS AMENDED).

With reference to sections 80, 82, 86 and 89 of Compensation for Occupational Injuries and Diseases Act 130 of 1993 (As amended), I hereby certify that:

BYERS & ASSOCIATES SECURITY SERVICES CC

has complied with the requirement of the above Act and is at present in good standing with the Compensation Fund.

Nature of business :SECURITY SERVICES

Expiry date :2024-04-30

IMPORTANT NOTICE:

Any fraudulently obtained Letter of Good Standing shall constitute a criminal offence.

The Compensation Commissioner shall institute criminal proceedings against any perpetrators who unlawfully alter or deface this letter with intend to defraud or misrepresent facts contained therein.

PLEASE, use the Below link (Website Address) to check if the Letter of Good Standing is valid:

<https://cfonline.labour.gov.za/VerifyLOGS>

Yours faithfully

COMPENSATION COMMISSIONER



PSiRA
Private Security Industry Regulatory Authority

Certification of Registration

Security Service Provider

This certificate certifies that

BYERS SECURITY SOLUTIONS (PTY)LTD

Trading As:

BYERS SECURITY SOLUTIONS (PTY)LTD

PSiRA Reg Number : **1731140**

Date of Registration : **15 Apr 2009**

Is duly registered as a Security Service Provider as Contemplated in
terms of Section 21 of the Private Security Industry Regulation Act 2001
(Act no 56 of 2001).

Date of Issue : **20 Jul 2022**

Valid Untill : **19 Jul 2023**

Certificate No : **18024413**



This digital certificate remains the property of the Private Security Industry Regulatory Authority and must
be authenticated at all times by verifying its validity using the QR Code or visiting <https://www.psira.co.za>



This is to certify that

**Byers Security
Solutions (Pty) Ltd**

is a
**GOLD CLASS
MEMBER**

of the
**SECURITY ASSOCIATION
OF SOUTH AFRICA**

and has proven their supremacy by adhering to the
association's strict code of conduct.

As a Gold Member this company has also proven
its compliance with the following organisational
requirements, all of which have been independently
verified.

PSIRA • SARS • COID • BEE
Department of Labour Sectoral Determination 6
Statutory Industry Provident Fund
Employment Equity • Workplace Skills

FRANZ VERHUFEN

President of the Security Association of South Africa

MEMBER NUMBER

EXPIRY DATE

99020

29 Feb 2024



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info@byerssecurity.co.za

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Langebaan

West Coast Office

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Vredenburg

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