



COMPANY PROFILE



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SUMMARY

WHO ARE WE

OUR ORGANIZATION CHART

OUR DNA

OUR BUSINESS ENVIRONMENT

OUR ORGANIZATIONAL FOCUS

THE MAIN SERVICES OFFERED BY
KML INVESTMENT

1

WHO ARE WE

KML Investment is a commercial company under the law and 100% Congolese capital, born from the will of its Sole Shareholder and first Manager, in the Province of Haut-Katanga.

After 17 years of career and experience gained in various professional sectors such as Hospitality - Catering, Banking, Communication-Advertising-Events , Transport of Goods and People and Human Resources Management- employment of staff-Recruitment-Professional training, the founder of KML Investment has set out to make all this knowledge the starting foundation of this young company.

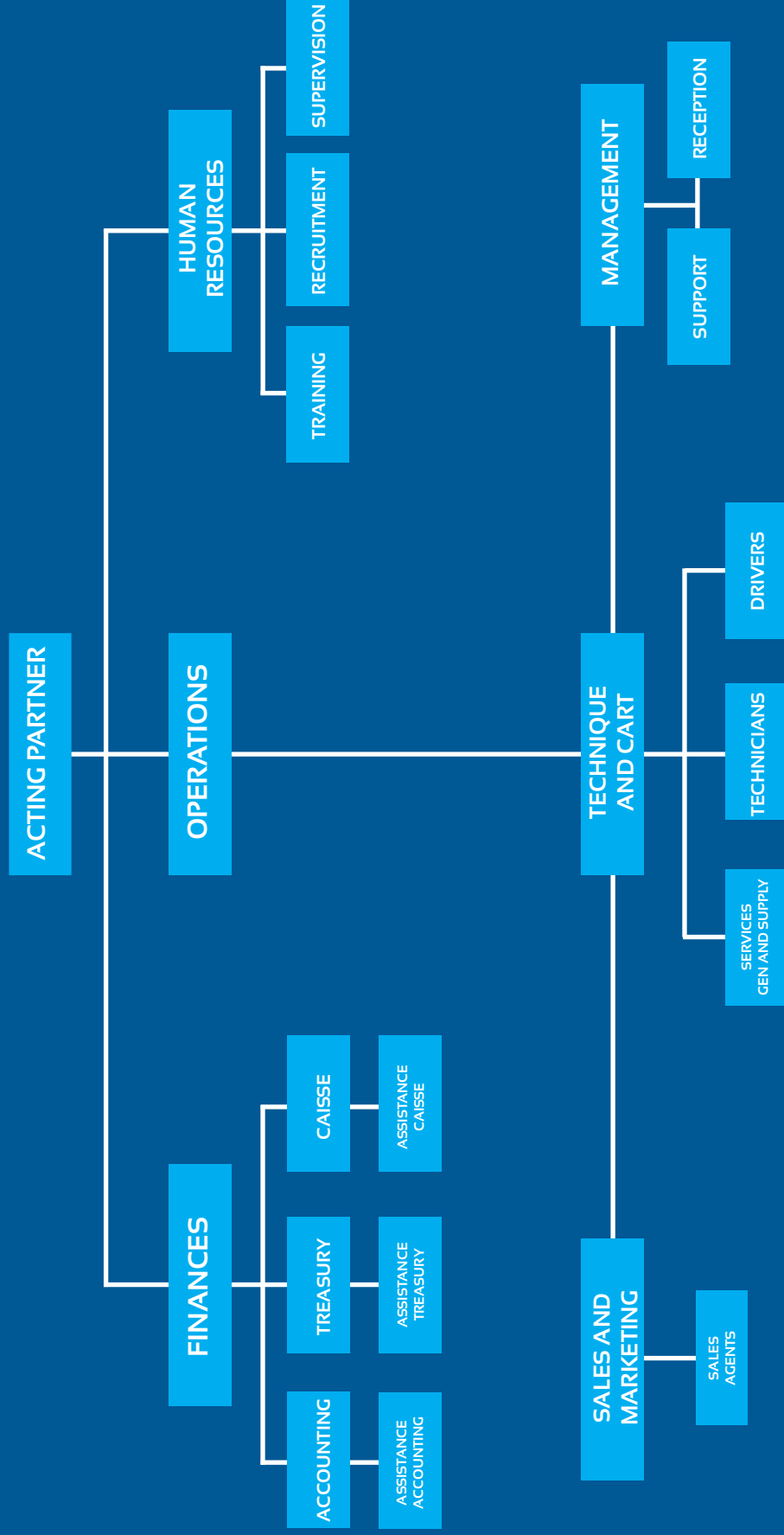
The desire to innovate, improve and do things differently are all sources that motivated the creation of this company. Base on this, the aim of its initiator is to make this company a model

of innovation, competitive both on the local and national market, firstly, and internationally for the future.

Being a commercial company, KML Investment places the expectations and needs of its partners and those of its clients at the center of all its concerns. Customer satisfaction is our company's highest priority. This is why we make it a point of honor to offer high quality goods and first-class service. The main objective of our actions in favor of our customers is to help them significantly increase the level of their production, increase their operational capacities in general, and improve their overall brand, following the beginning of his collaboration with us.



2 OUR ORGANIZATION CHART



3 OUR DNA



Our motto :

Work and succeed from our passions.

Our vision :

To become a world-leading Congolese company.

Our Mission :

To invest, in order to develop, improve and increase of the potential of our client-partners and the communities we serve.

Our values :

Commitment, Innovation, Passion and Excellence.

4 OUR BUSINESS ENVIRONMENT

1. KML Investment wants to be an active partner and recognized as a major player in the Congolese economy;
2. We strive to anticipate, react and adapt to current and future market demands;
3. We are working to increase our market share in our various business areas;
4. We aspire to develop Public/Private partnership projects in all our sectors of activity;
5. We raise awareness among our customers, partners and employees about subscribing to new technology applications, with the aim of optimizing their operational efficiency and therefore their profitability.

5 OUR ORGANIZATIONAL FOCUS

1. We manage each project as an autonomous and profitable profit center;
2. We rigorously develop and apply our company's internal procedures;
3. We anticipate and plan all our activities;
4. We encourage team creativity in order to optimize our projects. In order to achieve this primary goal of customer satisfaction, KML Investment places Human in the central piece around which all the other resources intended for the implementation and realization of this ideal will articulated. At KML Investment, investing in people implies much more than a simple slogan, it is rather a whole pro hominum philosophy animated on 5 dimensions.



**At KML Investment,
investing in people
is much more than
just a slogan; it's a
5-dimensional pro
hominum philosophy.**

There are :

1

Achieving effective and qualitative recruitment: It is a question here of initially selecting competent, suitable and corresponding profiles for the destination positions, as well as to the company's aspirations ;

2

Development of staff skills and abilities: It's about the capacity-buildings and knowledge of agents on the basis of a dedicated collective and individual professional training program;

3

The respect and consideration due to the personal : This is the basis, the very essence of the human activity of the company; the motivation that pushes agents to achieve the expectations placed on them, as well as the achievement of their objectives. Agents are valued and encouraged regardless of the level of their achievements. In this way, we are improving internal communication with staff, giving them level N decision-making power, in order to build a high level of responsibility among all staffs;

4

Maximum assurance of safety standards : We make safety at work a priority, we consider human life as the greatest capital ensuring better production. Our safety model is based on the international standard ISO 45000, which aims to improve employee safety, reduce risks in the workplace and create a better and safer working environment;

5

Finally, the guarantee of healthy and pleasant working conditions and environment : We ensure that all staff are able to work in clean premises that are as viable as possible. In addition, we organize extra-professional recreational sessions such as sports relaxation sessions, in order to ensure good physical fitness and well-being, as well as team building sessions to strengthen and consolidate professional links between agents, managers and employees. In addition, we are committed to guarantee them a fair, equitable and decent remuneration, as much as possible commensurate with their ranks, commitments and achievements.



THE MAIN SERVICES OFFERED BY KML INVESTMENT

A. Human Resources Management

1. Recruitment :

Thanks to our various communication channels, we collect CVs of varied profiles in various professional fields, both on the national and international job market. Then, thanks to state-of-the-art intelligent recruitment software, we digitally classify and store them according to categories. This gives us the possibility, by cross-checking the different criteria required by our customers, to provide the requested profiles very quickly. Finally, we are setting up a program to improve and strengthen the skills of profiles, offering them additional professional training, in order to increase their skills and compensate for their lack of experience to a certain extent. These include training such as: languages, computer science, driving, time management, leadership, secretarial work, etc...

This added value gives us the certainty of offering the best and most competitive profiles, both on the national and international market, and being able to compete with foreign labor.

2. Temporary or employment of Staff :

Here we have the possibility of being able to employ staff transferred by the client as well as staff from our database.

□The challenge of employment of staff is to provide customers with a qualified workforce or workforce management that can provide:

- **Good quality of its staff and the tasks it performs for its benefit and on behalf of their company;**
- **Increasing its operational capacities in general;**
- **The significant increase in the level of its overall production;**
- **And the improvement of its image and therefore, its notoriety.**



In order to achieve this objective, we are implementing a personnel management and organization plan based on 3 aspects, namely:

1. Proximity supervision:

This is the start, the very basis of the entire organization of management of temporary staff. Our local supervisor has the profile and skills of a human resources assistant. He constitutes the primary and direct link between our client-partner and us.

He is the first responder for the day-to-day management of the employed staff. He ensures their presence and their punctuality, their discipline and compliance with the internal regulations of the partner-client, as well as their performance in the execution of the tasks assigned to them, the quality of their work.

He collects the various needs and requests of the employed staff, such as equipment needs, cases of illness, requests for leave, salary advances and bank loans. He validates the staff's clocking on a monthly basis with the customer partner's authorized department before invoicing.

Finally, he regularly discusses and exchanges with the two organizations on the difficulties encountered, the needs and makes suggestions in order to improve the organization and management of staff.

2. Professional training :

It is one of the main keys to the success and efficiency of employment of staff. At KML Investment we place staff skills development and capacity building at the center of our strategy to achieve success. In order to help our customers reach their objectives, we guarantee the provision of qualified and competent staff. The professional training that we offer appears in this context to be the key to the success of this quest.

Thus, we guarantee our customers two training courses annually for subcontracted staff. These training courses are linked to and included in the employment contract signed with the client and therefore do not involve any additional invoicing for the services. The choice of subjects and themes for its training is made either on the

initiative of our client, or on our suggestion to him. Its training is preferably organized in the form of an extendable program, in order to fill personal deficits and increase overall skills and abilities in a progressive manner.

3. Periodic evaluation :

In order to be able to objectively assess the performance and achievements of the staff, as well as the trend in the evolution of our contribution to the partner-client's activities with regard to their expectations, we organize periodical evaluations which deadline and periodicity are mutually agreed with the client.

To the extent that it is deemed useful, the recommendations emanating from this evaluation may lead to the replacement of certain employment of staff.

These periodical evaluations are considered at KML Investment as an opportunity to grow, improve our service, further integrate the vision of our client partners and bring us closer to their expectations.



4. Strategic Workforce Planning :

By introducing Strategic Workforce Planning into the range of products made available to our customers, using job tracking and the skills matrix, we are offering them the opportunity to enter a new dimension of personnel management. Because the changes and instability that the business world is experienced in our era, as well as the uncertainty of the future, require our companies to adopt a management model based on anticipation and forecasting.

And this is true not only for the economic and financial sector, but also for the Human Resources sector. Thus, by supporting our client-partners in this process, we enable them to arm themselves strategically and organizationally to face these perpetual changes by anticipating issues related in particular to the difficulty and competitiveness of recruiting talent, to the problem of the population pyramid or overstaffing, the skills promotion and talents retention, skills adaptation to new employability, etc.



5. The Visa Service:

Working actively in the recruitment and employment of expatriates, we have been able to develop effectively the support chain for the installation process of expatriate staff, from the visa application to the presentation of the staff at their work place.

We take care of all logistics, and this including booking of plane tickets and hotel rooms or renting accommodation, protocol service at the airport or borders, transport to the place of accommodation, as well as escorting the staff to his workplace on the first day.



B. Procurement of material & Transportation of personnel and materials

We strive to offer our customers quality materials, substances and equipment that meet their expectations, in various sectors of activity, such as: Personal Protective Equipment for staff, construction equipment and materials, safety and energy equipment, plant reagents, transportation and heavy-duty handling equipment.

Our offer takes into account a wide range of equipment adapted to all budgets and all needs, in order to satisfy the demands of all types of our customers.

We also provide to our customers and partners with adequate transport for their staff and goods,

or in a more specific sector such as construction and mining, we provide them with heavy-duty machineries for the respective transport of mining materials and products.

We have buses and shuttles of different capacities, combining comfort, cleanliness and safety for the staff, as well as modern and efficient machines of different types, for carrying out various works: Excavators, Loaders, Bulldozers, Graders, Road Rollers, Crane, etc.



C. Sanitation, cleaning and maintenance of buildings



We guarantee our partners sanitation based on modern and innovative approach for their working environment, whether mining sites, warehouses and hall.

Through our disinfection, pest control and disinfestation services, we ensure our customers to work in a healthy environment, free of bacteria and several types of parasites.

In order to achieve this goal, we use suitable equipment for several types of work, whether cleaning and treatment of hazardous products and substances such as sulfur and lime, for which we use the vacuum cleaning technique, or the acid for which we use drainage technique, in order to avoid dispersal in the air, toxicity, contamination or pollution of the environment.



D. Construction and engineering

In this service, we mainly carry out earthworks, civil construction, mining engineering and consultancy work.

This is accompanied by a series of sub - services such as design, planning, and project management. It is part of the objective of meeting the specific needs of each project, ensuring that they are delivered on time and meet the expectations of our customer- partners.

Our fundamentals in this service are:

- Build quality taking into account international standards, while ensuring timely customer satisfaction.
- Our mission is to contribute to social development with responsible staff.
- Promote group excellence in a work well done. These fundamentals are essential to guide our development and the sustainability of our core business.



A broad and long
and hard vision

A commitment to
superior quality and
results

We build your vision
with you and help you
achieve it

Thanks to you we listen
better, plan better and
build better: we grow

Thank you for
testing us.

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