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COMPANY PROFILE

“We Reach for Your Dream...Just Dream It...and We Shall Serve You With Honour and Distinction”

Company Details

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Table of Contents

Company Overview	3
Business Strategy	5
Our Vision.....	5
Our Mission	5
Values.....	6
Business Goals & Objectives	6
Growth Strategy	7
Core Competence	7
Business Divisions/Disciplines	7
Core Business	7
Business in Partnerships or Joint Ventures	7
Products & Services	8
Specific Stone Works Services	9
What we do for you	10
General Administrative Services	10
Construction and Building Projects Sites	10
Technical Advice on Natural Stone / Extraction	10
Dry Stone Walling	11
Gabions	12
Cobbling/Paving/Flooring/Hardscaping.....	13
Other Stone Works	13
Products and Applications	14
Applications.....	14
Stone Mason Selection, Work Orientation and Training	14
Civil Works – Road Infrastructure	15
Our Management and Teams	15
Our Service Profile and Identity	15
Partnership Selections and Joint Venture Projects	16
Empowerment.....	16
Management Personnel.....	16
Completed Works/Projects	17

Company Overview

“We are more than the tools, technology we utilise, we are highly experienced, we like new ideas, we innovate and we understand” - Peter Lephoto

Driven by the great passion for architectural designs, along with the augmented realities of material siding in defining spaces, LePEX was born.

Accentuating the majestic beauty of the applications of stone, metal and wood to homes, offices, institutions, private or public, general construction and engineering; watching on with the ever evolving technology, innovative ideas and solutions, LePEX Group had very little chance of non-existence.

The name of this company was born not from denial or defiance alone, but from years of self-belief, keen observations in the ways of life and in living, life-long learning coupled with the natural education which makes up for self-esteem which were the ingredients of my entrepreneurial inspirations.

Lack of experience to get a regular job has never spelled the demise of the founder's being but it has deeply urged him to dig deeper and to try and find what he may give. As the modern people and part of a generation who lived towards the end of difficult times and somewhat become a beneficiary of the spinoffs of the creativity, sweat of the generations before them, I have not felt the entitlement but the urgency to define value by showing years of my background in concerting an effort to display my experience hence the formation and founding of LePEX which translates to “Lephoto with Polished Experience”

This cannot only be defiance when faced with challenges that demanded my depth and definition of my self-worth. When jobs are not available, it is incumbent upon one or somebody must be creative enough to bring those jobs or to make a living.

Therefore in order to get a job, it is only by giving your best, your skills, your talent, your knowledge, using information, model, define value, follow its trail, observe, act and stand up to be a giver, not so much a taker. Hence the Bible sounds right when...indeed “It is in giving that we shall be given.”

This is why I give my background in educational training, self-development, and keenness to live of ideas in partnership with what others can offer and create value and exchange it.

Moreover, a friend's influence significantly played an important role since he had a network of teammates who have been stonemasons for over 15 years. They approached me to help them with marketing for jobs in which I had more than 8 diverse projects with them since 2013. Apparently that encouraged the birth of the company. My short spell as a public servant and a stint as a consultant has given me an advantageous insight into the true meaning of leadership. It has acted as a mould

while pioneering a social group called Make a Friend Make a Change as well as a social enterprise, CorFCo - short for Corporate Farmers Coop.

Consulting to write business profiles or business plans for other companies in Gauteng has also resulted, and even enabled me to develop more interest and a passion and speciality in the building and construction industry.

For instance, I helped a welding company by building and consolidating its business systems and policies such as admin, debt management, and financial controls.

What's more, for the first time in its history, Lion Gates & Burglars collected a total revenue of half a million within a period of six months.

BIG ENOUGH TO GET ANY JOB DONE, SMALL ENOUGH TO CARE

" LePEX Group ensures seamless and exceptional teamwork between the homeowner, stone supplier, stonemason and architects"

Why LePEX? For more than 7 years, we've been involved and followed the fashioning of natural stone and the quality stone products and services. As a result, add colour, texture and timeless beauty to residential, commercial and institutional projects throughout South Africa. The existence of LePEX Group has and will always be to work in partnership with architects & specifiers, homeowners, builders & developers and self-builders.

Be Proud

- ❖ Make dreams come true: transform your spaces and add value to your house
- ❖ Let your surroundings speak luxury, spaciousness in absolute nature
- ❖ Top up with unparalleled aesthetic appeal whilst colour, texture to both your exterior or interior spaces will remain second to none
- ❖ Classic design with a high level of detail and traditional appeal
- ❖ Home's overall feel of rustic elegance and secure the structure to its beautiful country surroundings
- ❖ Deliver your project timeously and cost effectively

Choose Us

- Create an 8th World Wonder to your beautiful house or development property
- High-quality service and products
- Best and realistic turnaround times/timely delivery
- Cleanliness and high standard work ethic
- Value of work equals your satisfaction
- Affordability centric, we work to your budget of your dream home
- Assured of partnering with us because we are following on the inspiring designs & architectural trends here in South Africa and elsewhere around the world

Find Us

- ✓ Home to creativity, excellent workmanship
- ✓ Sensitive to your needs
- ✓ Eye-catching, award-winning work
- ✓ Inspired to make beautiful commercial or residential places look exactly as intended & required
- ✓ Friendly and talented people to work with

Business Strategy

Our Vision

Our focus and vision is to be a giant company with a bigger and dominant presence on an increasing market capitalisation over time.

The following tenets are therefore important in achieving our vision:

- Deliver excellent and superior products/services to all our customers by constantly striving to exceed customer expectations
- Continuous reinvention and innovation of new products/services to keep ahead of our competitors
- Homely environment to accommodate all our clients and a friendly staff that treat everyone like family

Our Mission

To be a sustainable turnkey innovative solutions company with highly technical teams delivering high quality products and service.

We believe that the key success factors lies in nurturing employee, partner, and client relationships and establishing a competitive, highly trained positive work environment conveying happiness for our teams and clients all throughout.

Our goal is to brand ourselves as providers of services for all kinds of clients whether big or small. Our unique talent scouting programme alongside on the job training, positions us as a one-stop company for every construction work services available

Our mission as a company is to contribute towards addressing building and construction industry needs. The aim is to alleviate poverty through gender-centric ownership, job creation, and employment through joint ventures and by developing partnerships with our clients.

Our experience acquired over the years, has equipped us with the capacity to manage the business at all levels effectively.

- Achieve technical viability: deploy equipment, technology and technical skills in our operations
- Achieve commercial viability: invest in skills development and asset acquisition in order to satisfy our customers with high-quality services as well as supply of such materials that conform to the best South African standards
- Achieve well-managed organisation: strive to achieve sustainable growth and commercial viability of the business. This includes seeking master members who will be engaged at different levels and projects, which ensures replication, expansion, sustainability and success of the company.

Values

In all our dealings, we shall demonstrate:

Quality: success is a pattern that stems from the quality and dedication in all our actions throughout the organisation - we are committed in everything we do.

Integrity: we are driven to do the right thing, not the easy thing. We are accountable for our actions and take pride in every good thing we do.

Teamwork: we build trusted partnerships attuned to create successful projects, long-term relationships and synergy. We do so by combining and unifying our experience, expertise and client's knowledge.

Responsiveness & Accountability: we react quickly and feel a sense of urgency in all we do, whilst accounting for all our actions is a 'gold' standard for performance

Timeliness: Most of the works we encounter are project-based and therefore results based and time bound.

Consistency: we will ensure that we provide the market with it needs regularly without delays or failure.

Innovation: we may use tools, ideas that bring efficiency to our work and strive to bring products/services that signify high levels of creativity

Passion for excellence and maintenance of high quality

Business Goals & Objectives

The strategic objective of LePEX Group (Pty) Ltd is to provide a number of services to our clientele within the construction and building and general freelancing entrepreneurship spectra.

The aim is to increase participation of all interested social groups/talented individuals with a poverty-stricken background. What's more, encourage them to utilise their skills

and talents to better their lifestyles and communities whilst contributing to the local economy.

Specific objectives:

- ❖ **Become** a force to reckon with in the local and regional market in the provision of services and supply of material and equipment within 3 years of operation
- ❖ **Provide** high quality services
- ❖ **Respect**, empathise and show compassion for each client, employee and related colleague. In short, treat others as we would want to be treated
- ❖ **Network** to ensure the highest customer care and service
- ❖ **Attain** dominance within the market, such as through satisfied customers/referrals. This is achieved by providing a sterling service and work-ethic, resulting in customer loyalty
- ❖ **Achieve** a gross-profit of between ZAR550, 000 - ZAR1, 500, 000 at the end of the financial year, 2020.

Growth Strategy

As a start-up coming from an endemic poverty-struck area we want to grow to the greatest heights. With a developmental-centric approach, LePEX Group (Pty) Ltd will offer diversified offering and growth through aggressive asset acquisition and market dominance.

Core Competence

- Project management
- 15 and above years of solid employer experiences (Sound practical experience)
- Governance
- Ability to deliver turnkey projects
- Genuine empowerment
- Versatile

- Project Management

Core Business

1. Brick Work, Plastering & Screeds
2. Paving
3. Stone Masonry (Dry Stone Walling & Gabions)

Business Divisions/Disciplines

- Housing and Building Work
- Infrastructure Development
- Construction of Roads

Business in Partnerships or Joint Ventures

- Welding Services
- Plumbing
- Carpentry (Roofing)

Products & Services

LePEX Group (Pty) Ltd provides a range of services and specific supplies:

- **Products**

We supply usable materials and provide technical assistance in mounting, operating or fitting the supplied material.

- **Services**

While our services are diverse and we specialise in residential, commercial and institutional building and civil works, we want to showcase applications in the building and road construction industries. Our range of services includes:

- **Business Competitiveness**

The keys to success are to provide the customer with a fair price and outstanding service.

Artisan skills are relatively in short supply in South Africa and LePEX Group (Pty) Ltd is endowed with talent and skills that matches the requirements of industry. The passion and dedication of its people is the number one differentiator and provides services across sectors from minor operations to top level service provision.

Our real competition will be brought about by providing a rare opportunity to our employees to grow with us by helping them acquire skills through exposure and mentorship thus we beat the poverty trap together and boost our partners' morale.

- a. Quality policies**

We adhere to all the standards and regulations that safeguard the provision of quality work and services.



Specific Stone Works Services

Created by Nature, Crafted Perfectly by LePEX Group

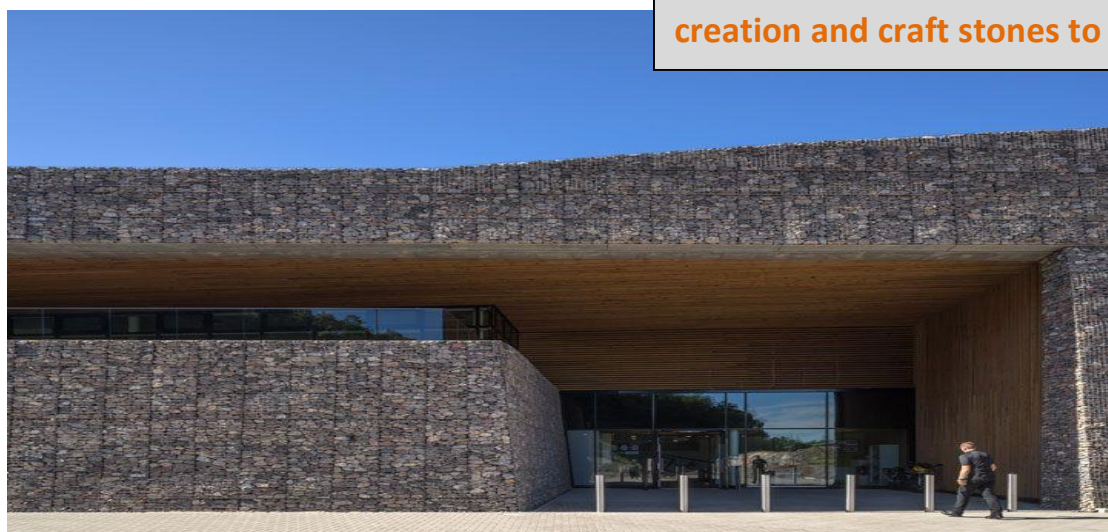
REPURPOSING WHAT NATURE HAD ALREADY CRAFTED IN PERFECT BEAUTY AND IN PERFECT HARMONY WITH ITS ENVIRONMENT

Our services include: supplying, dressing, re-facing, installing, fixing, removing, demolitions and maintenance of stones

“Pieces of History Mastering Perfection; Created by Nature, Crafted by Man for the Ultimate, Perfect Beauty”



“Beauty and resilience straight from the quarries – we find beauty in chaotic environments, we become as excited with creation and craft stones to perfection”





“Master Stone Masons have already built more than 20,000 cubes of gabions, over 10,000 metre squares of drystone walling and many other stone works. All the team combined have over 30 years of experience in stone construction in and around South Africa”

What we do for you:

General Administrative Services

- Choice of materials
- Assist with selection of colours and samples
- Analysis of surface finishes
- Examination of climatic or environmental conditions
- Verification of physical and mechanical characteristics
- Preliminary assessment and design
 - Interpreting and understanding detailed drawings
 - May procure engineer to study & calculate mechanical anchors
 - Rendering with actual materials used

Construction and Building Projects Sites

- ✓ Executive site surveys
- ✓ Management of orders and complex projects
- ✓ Planning and monitoring of material procurement, production and execution stage lead times
- ✓ Works management and assistance
- ✓ Supervision
- ✓ Installation
- ✓ Testing
- ✓ Application of surface finishes
- ✓ Quality control

Technical Advice on Natural Stone / Extraction

- a) Search for and verification of resources
- b) Procurement of material samples directly from the quarry
- c) Preparation and execution of tests and a building sample in accordance with normative requirements
- d) Comparison of technical properties of materials
- e) Verification of compliance with normative requirements

- **Dry Stone Walling**



Diverse spaces and features are perfectly defined by dry stacking of different types of stones found in and around the Western Cape, Gauteng and elsewhere in South

Africa. We have expressed beauty of stone on columns, chimneys or fireplaces, walls (interior & exterior), etc

Nothing surpasses the natural beauty and timeless durability of granite. Natural stone is advantageous over other building materials. Indeed it is genuine, versatile, easier to maintain, unique, durable and sustainable as is clearly seen above. Choosing natural stone is a natural choice.

- **Gabions**

Protective

- Walling - Retaining walls, feature walls, garden walls and boundary walls
- Landscaping (Garden partitioning or home gardens, terracing)
- Architectural complementarity (building)
- Soil erosion prevention and erosion control
- Sea defence

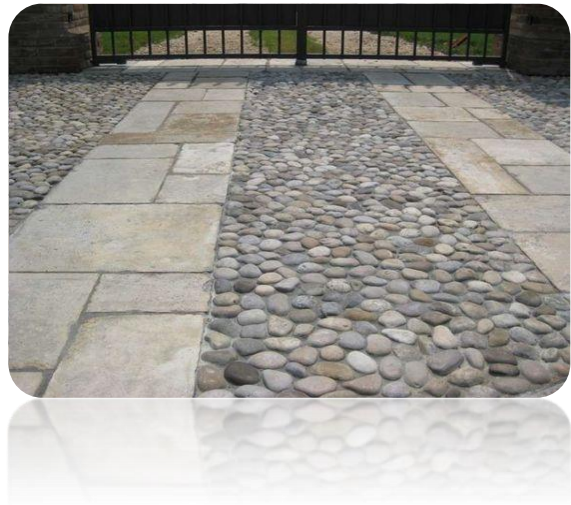
Decorative

- Exterior table stands
- Pillars
- Building columns
- Walls
- Garden wall
- Garden design
- Gabion retaining wall
- Garden landscaping
- Gabion baskets
- Garden retaining wall





- **Cobbling/Paving/Flooring/Hardscaping**
 - Walkways, patios and driveways



- Other Stone Works

- Installing of tiles, flagstones, defining landscapes & gardens, etc



Products and Applications

“Natural stone often has the ability to complement its surrounding environment – tying a structure to the ground”

“We use design aesthetics of the building to fit with surrounding architecture”

We are more than strength and finish. We have worked on traditional designs and have perfected the modern architectural designs

Applications

Civil Engineering

Landscapes

Residences

Commercial & Industrial

Our speciality is in building for the home owner, on projects such as:

- New homes
- Large and small home alterations
- Extensions
- Residential estates
- Townhouse
- Complexes
- Commercial properties and other buildings.

While times change and trends come and go, natural stone remains a popular choice of building material for both residential and commercial design.

It's rare and unusual that I do not use natural stone. In addition to the beauty, durability and broad range of available sizes and shapes, natural stone limits introduction of toxins into the designed environment.

“Our master masons ensure optimum excellence, attention to detail and quality that exude class and luxury...bringing today the timeless beauty of natural stone into your home”

Stone Mason Selection, Work Orientation and Training

The nature of work in the building and construction industries is not as continuous as in other industries. They are project based, which means they are time-bound, hence they do not provide a long-term employment and engagement.

Our skills as a company are retained in a number of ways. Our Master Personnel maintains the quality by training semi-skilled and unskilled labour as part of our outreach training programme.

Civil Works - Road Infrastructure



Road Infrastructure

Building and laying of:

- Gabion
- Manhole
- Kerb-inlet
- Kerb-laying/capstone
- Outlet and inlet
- V-drain
- Field-inlet
- Paving
- Pothole repairs
- Asphalt.

Our Management and Teams

Our teams and the management are not only highly experienced but they know how to deliver under pressure with big workloads.

- ❖ To kick-start, grow a start-up and to break into other markets, initial capital is required. As a result, I saved some money from my monthly income to afford the equipment needed.
- ❖ Most of the equipment can be used across many technical industries but mostly the bias was for the following:
 - a) Welding Equipment
 - b) Masons Equipment and Tools
 - c) Air Conditioning and Refrigeration Equipment.

Team Supervisors/Site Managers

Supervision and site management will always be the main responsibility of selected technical team members who shall be trained and be aligned to the principles and vision of this company while also expected to demonstrate our abilities on the project site(s)

Our Service Profile and Identity

We are easily identifiable and synonymous with the highest quality workmanship, highly dedicated teams with good communication between relevant stakeholders, with a team of 4 or 6 individuals for medium to large sized project sites

Our turnaround strategies and delivery on completion of projects is systematically done with careful planning, strong supervision and regular executive oversights with quick corrections whenever there are mistakes

We minimise risks by observing and maintaining occupational health and safety at all times and keeping minimal number of masons onsite at all times

Partnership Selections and Joint Venture Projects

We represent companies that offer exclusive services and products to the market. These companies have high-quality and high-value line of professional services in the different works that we complete and in managing all the technical aspects or all phases of work.

This diversified existence and situations of our companies boast a high level of cross pollination of ideas and vertical integration, filling the different sections of the market: welding services, stones and blocks masonry, road infrastructure

Empowerment

LePEX has and will continue to strike joint ventures with small companies that have similar vision and are determined to grow technically and otherwise.

Partnerships of this nature are strictly grounded on bold and decisive visionaries and solid entrepreneurial foundation as well as spirit of growth in our market.

This diversity also assist us to face new competitive challenges and ever changing market needs with the display of wealth of experience and expertise gained in years of hard work across the industry.

“Matla Ke Kopano” Joint Venture

The beacon of hope as we shall work to empower and complement one another’s effort in making the project a success. We have agreed to pool our capabilities subject to using our knowledge to empower Asimato whilst Asimato helps us to work with the Hout Bay community in harmony and to deal with the community dynamics. We have teamed up for efficiency and to be a professional and competitive body that delivers on the projects’ outcomes timeously. LePEX Group does not only have the requisite experience but the founder and managing director is a passionate well experienced leader.

Management Personnel

Job Experience (Over 10 Years)



After close to a decade of leading and managing small businesses, Peter will anchor the general management and leadership of the business and ensure business expansion and sustainability.

Peter Lephoto is the C.E.O and founder of LePEX Group (Pty) Ltd, one of the up and coming powerful and fast growing construction companies in Khayelitsha.

Coming from a less developed populous location in Western Cape, he has witnessed first-hand the transition of small location into one of South Africa’s most populous location with both working class and unemployed people struck by poverty to one where people are defying the odds and are not only trying to survive but to better their conditions.

The demand for upscale mega-constructions and luxury residential developments in the Western Cape and South Africa in general had skyrocketed in the past, Peter had wished to establish a company but noticed he needed to learn first. After he established a company that could not only meet those needs, but one that would excel

beyond the highest levels of professionalism and integrity in the industry, Peter shall offer a glimmer of hope to his fellow people who are hard hit by unemployment and poverty. Peter graduated with an undergraduate Bachelor's degree in Economics with Statistics, worked in public service as a Junior Economist with responsibilities in project management, monitoring an evaluation of World Bank financed school building infrastructure such as schools, additional classrooms, colleges and technical workshops and that's where he developed keen interest in construction.

Before starting his own company he worked on a few construction projects Gauteng and Western Cape where he gained experience in Project Coordination, Estimating, and Drafting and Design. Utilizing the skills and experiences he acquired both in school and in his professional career, he established LePEX Group in 2016. Since then, the company has continued to grow and evolve into one of the fast growing general contracting companies and a platform for others to showcase their skills and talents across specialised construction areas.

A critical thinker and analyst, passionate about enterprising, Peter has sharpened social: community research skills that enable him to handle broad subjects in research.

With great understanding of organisational processes and strategies, he is further well experienced in programme development and management, including:

- Leading and managing for results
- Project planning and management
- Implementation, monitoring & evaluation

In business he has been exposed to a number of exciting opportunities, sharpened and deepened his understanding and experiences in:

- Entrepreneurship (bootstrapping, business management)
- Business ideation, planning, strategy and implementation
- Marketing (*traditional & online*)

Through mentoring and training different companies' personnel, during his tenure as a consultant and a researcher, he has helped more than four companies grow in size within a span of a year. His approach is driven by motivation and improving the capacity and relationships, which as a result improve business efficiency, promote conducive employer-employee environment, common goal, objective and mission-sharing.

Completed Works/Projects

Activity	Description	Contractor	Contact Person	Contact Number
Gabions:	Soil Erosion Prevention Mdantsane	Maqalika Construction	Sisanda Bikitsha (Project Manager)	078 046 4901
Dry stone wall:	Private House Rooms Constantia	Van Staden Construction	Neo Seli (Project Manager)	071 099 0308
Random dry stack stone wall:	Clara Anna Fontein Estate	Stone Age Construction	Asiphe Piedt	084 484 5696
Dry stone walling:	Luxury Estate, Camps Bay	Stone Age Construction	Asiphe Piedt	084 484 5696
Gabions:	Retaining Wall Knysna 1500 m ³	Mapitsi Civil Works	Alina Kalavadakken (Project Manager)	079 532 1216
Gabions:	Construction of Erosion Protection Structure	Motheo Construction	Timothy Roberts (Site Manager)	083 345 9410