

COMPANY PROFILE



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The **Peaceforce Security Group** is one of South Africa's most efficient security companies through our **commitment to service excellence**. Since the company's inception in 1974, we have produced innovative and effective security related solutions for our many clients throughout South Africa.

The **Peaceforce Security Group** operates **nationally** with branches in Gauteng, Western Cape, Northern Cape and Kwazulu Natal. Our reputation as one of South Africa's most efficient security providers has been obtained through the continuous fulfilment of providing '**PEACE OF MIND**' through our superior service and customized security implementations for our clients.



ABOUT US

The Peaceforce Security Group is a **PSIRA accredited, South African, women owned and Black empowered** company which has transformed into one of South Africa's most efficient security companies through **commitment** and **service excellence**.

The Peaceforce Security Group is a true reflection of the new South African ideal where diverse personnel combine their skills to provide **maximum value** for our clients. The fact that every employee has a committed interest in contributing to the success, growth and prosperity of the company enables us to continuously **deliver on our promises** and **surpass Client expectations**.

OUR GOALS

Peaceforce Security is strongly committed, not only to caring for our clients, but also to looking after our staff's well being, in order to have a stable and committed workforce. Peaceforce Security places great emphasis on customer service and we have achieved this through centralised administration services and decentralised operations. This gives our operational staff the opportunity to concentrate all their time as productively as possible servicing our clients.

Peaceforce Security Group strives to identify and satisfy all our clients' needs, and to supply a cost effective and professional security service. Peaceforce Security strives to lift the level of professionalism within our organisation and the security industry by carefully selecting the best staff, irrespective of race, creed and sex.

Peaceforce Security actively promotes the development of employment opportunities within local communities wherever possible. Peaceforce Security strives to ensure that each individual is enabled to reach their full potential through training, personal development and internal promotion policies. Peaceforce Security promotes "long service" as being a rule rather than an expectation which has resulted in a stable work force.

Peaceforce Security will strive to provide all their clients with: **PEACE OF MIND**



OUR VISION, MISSION, AND VALUES

OUR VISION

To be recognised and respected as the **security service provider of choice** – for both customers and employees.

OUR MISSION

The Peaceforce Security Group mission statement is to deliver **superior service** in all aspects of our business in order to become **indispensable** to our customers, shareholders and employees through the implementation of the **latest technology** and guarding available in order to **safeguard** people, premises and possessions.

OUR VALUES

At the Peaceforce Security Group, we are committed to the highest standards of **ethics** and **integrity**.

We are responsible to our customers, to our employees and their families. Our employees are the most valued assets of our company, essential participants with a shared responsibility in fulfilling our mission.

We recognize that the **quality, motivation** and **performance** of our employees are the **key factors** in achieving our success. Accordingly, our Human Resources policies and practices are built on:

- **Dedication** to assisting every employee in reaching his or her full potential in both performance and reward.
- **Commitment** to diversity, equal opportunity and fair treatment.
- **Promotion** based on merit and from within whenever possible.
- We want our organisational structure and culture to promote **employee involvement, open communication, teamwork** and **cooperation**.



Rodger Ward (MD)
Geoff Capstickdale (CEO)



SCOPE OF SERVICES

Over the last 40 years security has faced many new challenges created by the criminal element. The **Peaceforce Security Group** has adapted its range of services to meet the new challenges posed by the criminal elements along with the ever-changing needs of our clients. We aim to provide a holistic solution to our clients' individual security needs.

'Guarding services have been the backbone of Peaceforce Security Group's success and Peaceforce offers the following services.'

Some of the services offered by us include:

Manpower:

- Armed and unarmed security officers
- Mining Security
- Dog Handlers
- Guard on call – emergency casual guards available and posted within a few hours
- Investigations

Technical Services:

- Access Control
- CCTV Installations
- Intercom Systems
- 24 hour off site CCTV monitoring / 24 hour on site CCTV monitoring
- Perimeter Protection

Specialised Services:

- Criminal Checks (AFISwitch)
- Polygraph Testing and Profiling
- Voice Stress Analysis
- Loss Control Management
- Risk assessments and Risk Management
- Investigations and undercover agents



OPTIONAL SERVICES INCLUDE BUT NOT LIMITED TO:

Criminal Checks (AFISwitch)



We are a **Certified Agent** to utilize the **IDECO AFISwitch** Criminal Enquiry Service that is linked to the SAPS Automated Fingerprint Identification System. This mobile service can confirm whether or not a person has a criminal record or not **within 48 hours** compared to weeks or months with other services. The AFISwitch transmits captured fingerprint templates directly to the SAPS AFIS for identification purposes. In turn, AFISwitch delivers an illicit activity status report to the client. AFISwitch provides unrivalled accuracy and speed over conventional paper-based services,

Polygraph Testing



Polygraph testing is the quickest, most cost effective, accurate and reliable way to verify whether a person is being truthful or not. Polygraph testing is used for pre-employment screening, as a determination of management and staff integrity as well as a specific aid to investigations. Polygraph testing measures 3 bodily activities (breathing, heart rate & sweat activity) where other methods only use one (for example, vocal cords) making it easier to determine deception.

Layered Voice Analysis



Layered Voice Analysis (VLA) is technology that records psycho physiological stress responses in a human voice. A person suffers psychological stress when under pressure, i.e. when being asked a question that instils fear of exposure. The consequences of lying and being exposed triggers a 'high stress' voice signature which the **layered voice analyzer** then records. Many intelligence agencies as well as private forensic psycho physiologists worldwide utilise **layered voice analysis** in preference to polygraph technology.

Pre-employment Screening



To avoid lawsuits and costly hiring mistakes through applying the wrong hiring practices, let us assist in conducting Pre-Employment Screening of applicants. We offer a Pre-Employment Screening package that includes the following services:

- Criminal checks (I.D verification; fingerprint profiling)
- ITC and Background checks
- Polygraph test
- Pre employment verification of last two (2) employers
- Integrity testing



OPTIONAL SERVICES CONTINUED:

Metal Detectors



- Handheld Metal detectors
 - Walk through Metal detectors
 - Security mirrors for searching under vehicles and objects

Equestrian Services



This service is subcontracted by **Southern Riding Centre** who has previously done work for **City Power** by reducing cable theft, and doing patrols.

- Cable theft control
- Crowd control at stadiums for sports events and concerts
- Parking security at major functions and shopping centers'
- Perimeter patrols around housing estates and building complexes

Non Lethal Weapons



- Pepper spray guns
 - Gas Guns
 - Stun Batons – Shock batons

Guard Patrol Systems – Real Time



- Bloodhound patrolling system
 - Electronic OB
 - Biometric Technology linked to roster and pay roll



Prices available on Request on all the above Services



MANAGEMENT EFFICIENCY

The Peaceforce Security Group is headed by the Shareholders and supported by a Management team, composed of a **highly competent, professional, and efficient group** of leaders. Together they are united in the continual quest to furnish our Client's with the best service available, as well as provide our staff with the best care and support.

The last tier of quality control mechanism is the Head Office Supervisors portrayed by entry level Managers, trained to approach their tasks with **diligence, pride, expertise and conscientiousness.**

The Management "Team" compliment all aspects of the service provided to the Client, as effective liaison is simplified by efficient attention being administered to specific requirements and any problems which may arise.

SHAREHOLDING/ BLACK EMPOWERMENT (BEE)

Shareholder	Mrs Vanessa Capstickdale	48%
Shareholder	Mr Geoff Capstickdale	26%
Shareholder	Mrs Yoliswa Mohapi	26%



AFFILIATIONS



In compliance with legislation, all The Peaceforce Security Group personnel are registered with **PSIRA** which is an independent statutory body designed to promote, protect maintain or better the status of contract security personnel. PSIRA fulfils a number of regulatory functions which include:

- A computerized database which allows fingerprint classification of all persons wishing to enter the Security Industry. This reduces the risk of employing people that have been convicted of criminal activity from entering the industry.
- The promotion and protection of minimum standards for Security Personnel and the setting and supervision of training standards for all grades of Security Officers.

The above mentioned standards ensure that you, The Client, have “PEACE OF MIND”

The **Security Services Employers Organisation** was formed in October 1997, when six companies parted from another employer’s organisation, to enable them to effectively and professionally control their own destinies with regard to wage and other important labour related matters.



SSEO has been a driving force in the establishment of the Security Industry Alliance (SIA), an umbrella body to represent the interests of the varied disciplines within the Private Security Industry, in all matters of mutual interest. SSEO members continue to hold key positions within the SIA management structures.



PEACEFORCE PERSONNEL

RECRUITMENT OF SECURITY PERSONNEL

Security personnel are the heartbeat of our organisation, the Peaceforce Security Group believes that **'A HAPPY GUARD IS A PRODUCTIVE GUARD AND A CREDIT TO BOTH YOUR ORGANISATION AND OURS'**. Our Security officers are selected based on each site specifications. In recruiting security personnel, we maintain a high standard and staff are required to meet the following minimum criteria:

- All security applicants are required to meet a certain standard in both written and oral English.
- The security applicant is required to be in possession of an original valid South African Identity Document.
- Employment contracts for potential recruits are only formalized once a PSIRA clearance has been obtained.
- Recruits are expected to meet the Company's standards pertaining to personal health, hygiene, fitness and personal appearance.

The Peaceforce Security Group adheres to a self-posting policy but carry a compliment of **dedicated reserve staff**. We ensure that fully trained staff are made available to our clients at all times for relief purposes and for any absenteeism.



TRAINING

TRAINING OF SECURITY PERSONNEL

Training is a vital component in ensuring that security personnel are adequately equipped to provide our clients with excellent service levels.

At Peaceforce Security we realise the importance of providing our staff with the skills development opportunities they deserve and to this end offer them career enhancement plans to ensure their individual growth.

Our training strategy encompasses the following aspects:

- Accredited SASSETA and PSIRA Training establishment
- Provision of Legislated Grade Training, Site specific Training and ongoing refresher training
- Our security officers are specifically task trained and undergo constant evaluations by management
- Refresher training is conducted on a regular basis to ensure the Company's prescribed standard of competency is maintained. This also assists in avoiding the "comfort zone" trap
- Security Officers on site can be trained in emergency situations as per your company's "Emergency Plan" and Standard Operating Procedures

All Security Officers are registered with the Private Security Industry Regulatory Authority (PSIRA). Each employee has received full **security clearance**, and has undergone the required training relevant to the level of certification granted by PSIRA.

It is also to be noted that the Peaceforce Security Group is a member of the Private Security Industry Regulatory Authority and complies with the following:

- Security Industry Sectoral Determination,
- Labour Relations Act (LRA),
- Basic Conditions of Employment Act (BCEA),
- Employment Equity Act (EEA)
- Skills Development Act.
- Any other legislation required from time to time



WHY CHOOSE PEACEFORCE SECURITY GROUP?

Peaceforce is a privately owned South African Company with:

- **PSIRA** Accreditation
- **National** Foot Print
- Increased levels of service
- Easy **access to top management**
- Faster response times
- Decisions made quickly and efficiently
- **Cost effective** solutions
- Years of **service excellence**

In addition:

- Highly respected company having been in existence for **40 years**
- Our traditions of **service excellence** are firmly entrenched throughout the company
- We have a large established and **satisfied client base**
- Peaceforce are committed to meet and **exceed client requirements and expectations**
- We have years of experience in the security industry with an established and **stable management team**
- BBBEE compliant – Currently a **Level 3 Contributor**



NATIONAL OFFICES AND BRANCHES

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