

Company Profile

2022 - 23



NMT CONSULTING

NMT Legal NMT Transaction Advisory Services

Welcome *to* NMT Consulting

Our Mission:

To be ambassadors of change management implementation within Eswatini and beyond.

Our Vision:

To be a frontrunner in the provision of accurate and quality legal and business solutions to our clients

About *US...*

NMT Consulting is a specialized Management Consultancy Services firm that specializes on providing business Transaction Advisory Services across various economic sectors.

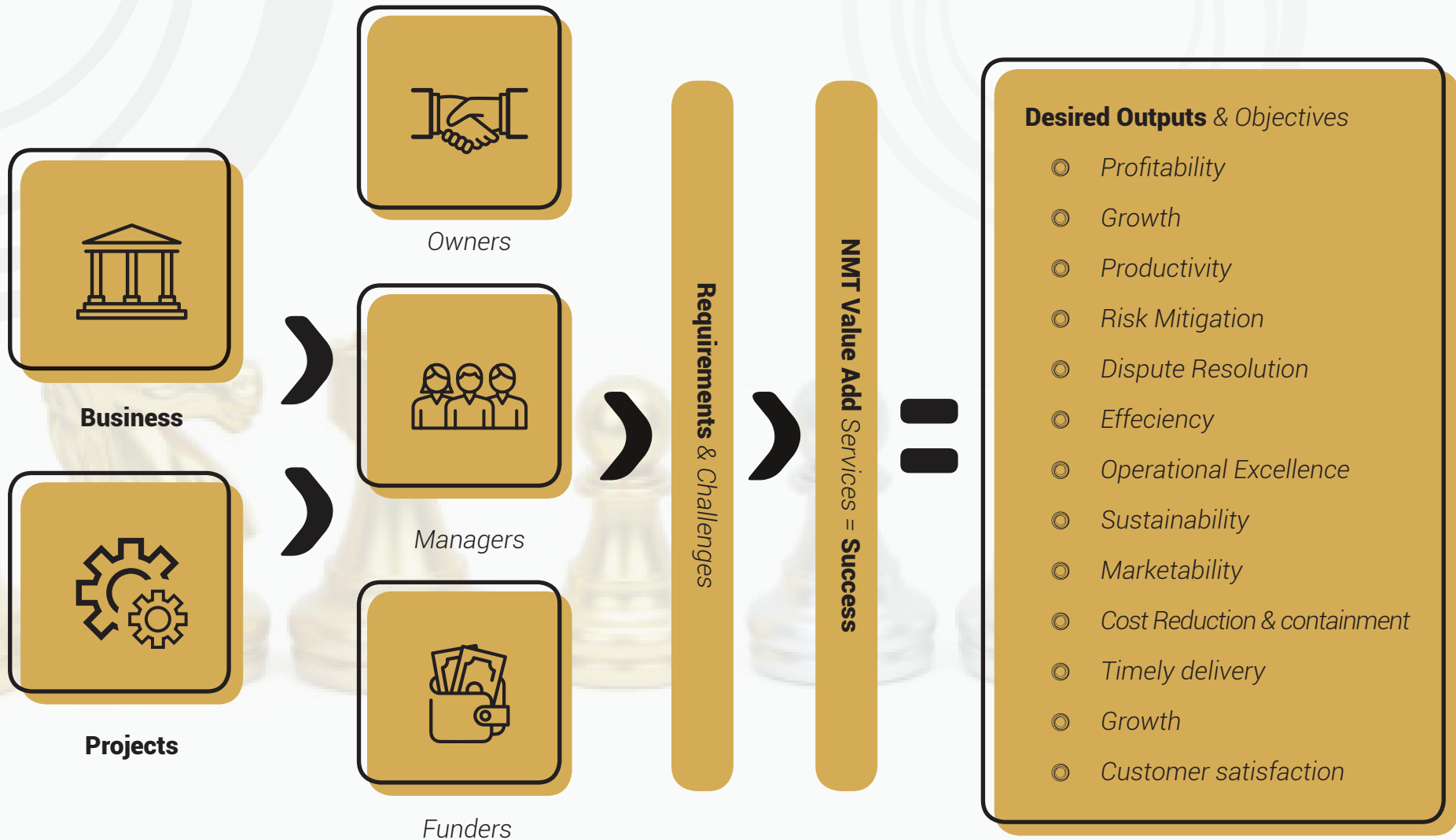
We are able to leverage our resources to deliver total business advisory services, Strategy Development, Commercial Law and Project solutions that suite your pricing preference and time frame. Our services further include Project Finance Advisory, Capital Raising, Tax Law Advisory and Dispute Resolution.

Our service approach is characterized by developing strong and personal relationships with our clients and this is evidenced by the fact that most of our work is repeat business from existing clients. Our strength lies in the ability to interpret and align our clients' needs and objectives within the Commercial, Legal, Financial and Human Dynamics of their Business Operations and Projects.

Through our highly qualified and experienced Consultants, we bring forth over multiple decades of experience in Business Process Design & Organizational Modelling, Construction Contracts, Transaction Structuring, Legislative Drafting, Policy Development, Corporate Governance and related services.

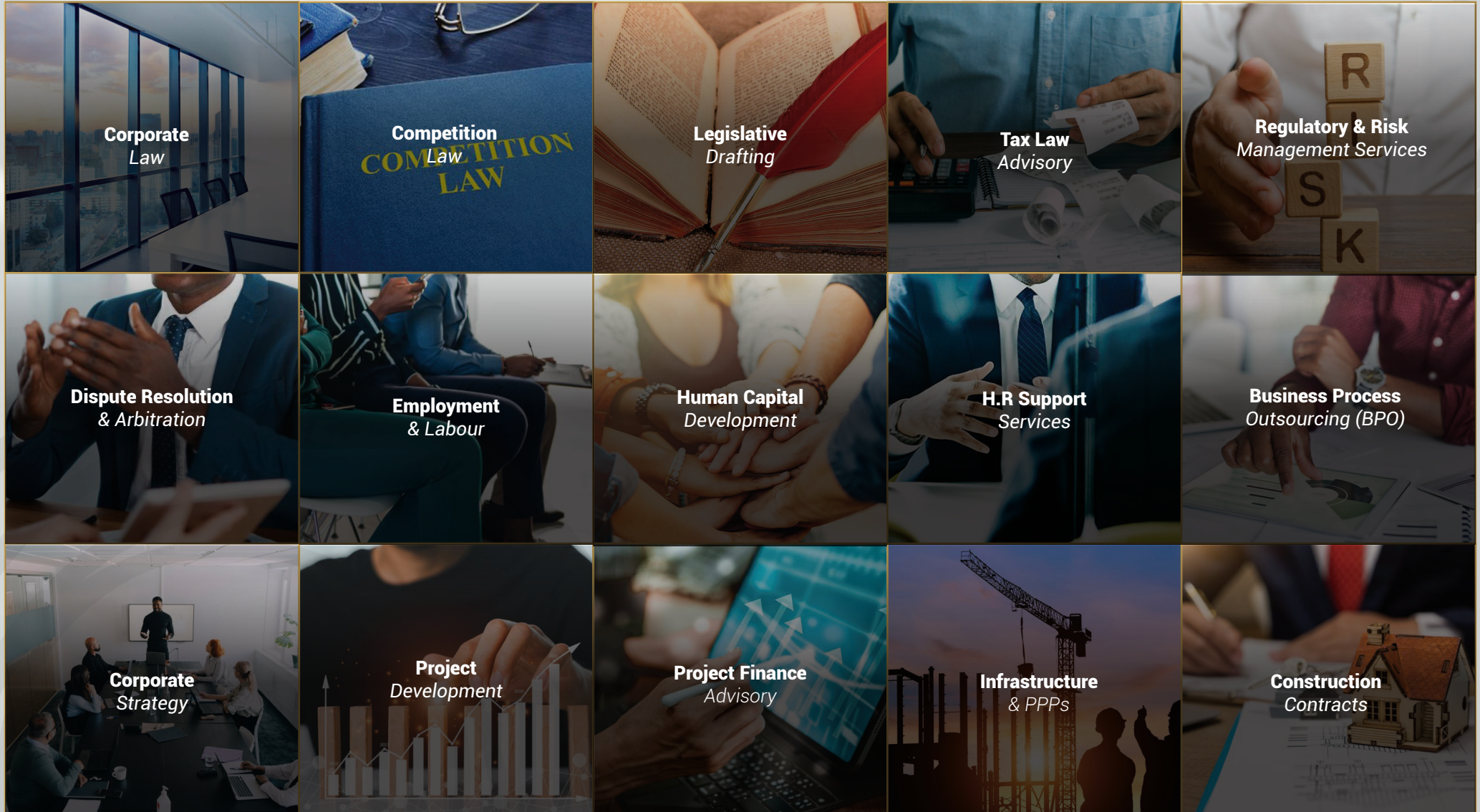
Delivery model

At NMT Consulting, our key clients are comprised of corporate and large businesses, SMMEs, Projects and Joint Ventures. With our clients we engage business or project owners, managers and/or funders as primary stakeholders and provide solutions to their requirements and challenges. Through the delivery of NMT's Value Add Services we deliver successful solutions to meet the desired outputs and objectives of our valued clients.



Services & sectors...

NMT Consulting provides a dedicated range of expert services that provide solutions across various business sectors. From Corporate Law to Tax Law Advisory, Human Capital Development to Infrastructure & PPP agreements and consulting, NMT Consulting has the resolute solution for your business.



Corporate Law & Transaction Advisory

NMT Consulting understands the various legal risks involved in the day to day running of a business and our Corporate law service offering is designed to anticipate, mitigate and eliminate legal challenges which can be costly to your business. We integrate and co-ordinate our advice and provide our clients with a seamless approach to handling their business transactions.

Our Corporate Law Advisory Services include among others:

- Companies Act Provisions
- Transaction structuring, corporate restructuring and unbundling
- Commercial contracts Drafting and Review
- Contract negotiations
- Commercial Advisory
- Private Equity Transactions
- Management Accounts

Competition Law - Mergers & Acquisitions

We provide a full range of Competition Law services which include:

- Advising whether transaction constitute a Notifiable Merger
- Processing merger notification application and preparing merger report
- Collating and submitting merger application to the Competition Commission of Eswatini
- Competition law Compliance Training
- Compliance and Risk Management

CONSUMER PROTECTION

Legislative Drafting & Policy Development

Through the combination of various expertise in the Legal field, we provide support to government institutions and agencies in development of legislation and policies.

Our service offering includes:

- *Drafting of Legislation*
- *Formulation of public policy*
- *Facilitation of policy development*
- *Legislative review and amendment*

Tax Law Advisory

NMT Consulting's Tax practice assists companies and individuals with structuring their transactions for best tax output. We assist our clients resolve tax disputes arising with the Eswatini Revenue Services following assessments and audits. We provide efficient business solutions by combining our Tax Law knowledge with our commercial acumen.

Our Tax Advisory services include among others:

- *Implementation of practical and legally compliant tax optimization strategies*
- *Represent tax payers in negotiations with Eswatini Revenue Services*
- *Assist clients in preparation of objections to assessments by the Eswatini Revenue Services*
- *Represent clients in appeals before the Eswatini Revenue Appeals Tribunal*
- *Providing advice on tax and regulatory advice relating to cross border transactions, e-commerce, transfer pricing and Mergers & acquisitions.*
- *Providing proactive assistance to clients in the form of tax opinions, ruling applications, tax directives.*

Regulatory & Risk Management Services

NMT Consulting combines expertise and understanding of the Eswatini business environment to assist clients keep up with the complexities of the regulatory business environment.

We provide support to our clients in areas such as:

- Environmental regulatory compliance
- Construction: Construction Industry Council
- Financial: Financial Services Regulatory Authority, Central Bank etc.
- Public procurement legislative framework

Dispute Resolution & Arbitration

NMT Consulting employs a QMS inspired dispute resolution approach whose primary objective is to prevent and resolve disputes by providing clients with practical, creative legal advice that focuses on their strategic and commercial objectives. Our dedicated Consultants focuses on dispute avoidance and risk management, with an emphasis on early assessment of the matter and a careful consideration of all aspects before taking action, in order to ensure that we adopt the right strategy to meet your expectations.

We advise on every phase of the dispute resolution process, by providing the following solutions:

- Managing conflict at Project level
- Dispute Management
- Advice relating to rules published by various arbitration institutions
- Advice relating to procedural aspects of arbitration
- Drafting arbitration clauses and agreements
- Risk advisory services relating to bilateral and multilateral investment treaties
- Representing clients in Regulatory Tribunals and statutory ombuds of various industries such as; Eswatini Financial Services Ombudsman, Competition Commission of Eswatini, Financial Services Board, Eswatini Environmental Authority.

Employment & Labour

NMT Consulting understands the difficulty faced by businesses without a dedicated HR or an inhouse Legal personnel of having to navigate through the complex Labour and employment laws in order to make fair and equitable decisions. As a solution driven Consultancy whose aim is to assist businesses run smoothly,

NMT Consulting stands as your ideal support system when it comes to Labour and Employment related services such as:

- *Labour Agreements- Employment Contracts, Independent Contractor Agreements and Mutual Separation Agreements*
- *Labour Advice- disciplinary matters, incapacity dismissal and poor work performance procedures*
- *Disciplinary proceedings- chairing disciplinary enquiries, chairing appeal, and writing warning letters*
- *Retrenchment- guidance through retrenchment processes*
- *CMAC- Step by step guidance, witness preparation and preparation of documents*

Human Capital Development

Human Capital are a major contributor to the success of the organization and can provide a sustainable competitive edge against other industry players if well motivated and developed. To achieve high performance, productivity and capability goals of employees, organizations should invest and allocate some of their resources towards development initiatives.

NMT Consulting has a strong organizational composition with a diverse set of skills and competencies backed up by decades of managerial experiences, putting us in an ideal position to offer development programs in the following areas:

- *Finance for non-finance managers*
- *Modern Management and Administration*
- *Business Mathematics and Statistics*
- *Strategic & Operations Management*
- *Organizational Behavior*
- *Market Plan Development*
- *Logistics and Transport Management*
- *Contracts Management and Administration*
- *Customer care and Retention*

Human Resources Support Services

NMT Consulting understands the value-add of a committed and well-motivated workforce towards the overall bottom line of the organization. As a result, we provide organizations with insight on how best to deal with human capital and their delicacy of their human nature, such as understanding their needs, as outlined in Maslow's Hierarchy of needs Model.

NMT Consulting stands as your ideal support system when it comes to HR related services such as:

- *Compliance with associated government regulations*
- *Performance Management Systems*
- *HR Reports, Reviews and skills Retention Strategies*
- *Mentoring and Succession Plans*
- *Compilation of Job descriptions for key positions in order to attract the best possible candidates*
- *Developing, implementing and providing advice on HR policies*
- *Assisting in redress process, appeals and grievances*
- *Training Recommendations*
- *Personnel sourcing and hiring*
- *And Employee Benefits Administration*

Business Process Outsourcing

Inspired by our culture of paying attention to client needs and our innovative approach, we have developed a Bespoke Service Suite designed to assist businesses achieve operational efficiency through the outsourcing of key managerial functions. Through this model, NMT Consulting assist company owners to focus on the core business whilst we take care of the administration and governance of the business.

The below services represent the Business Process Outsourcing (BPO) Model:

- *Procurement Planning & Vendor Selection*
- *Contracts and Compliance Management*
- *Recruitments and Placement Services*
- *Analytics and Business Intelligence Services (business data analysis, compiling reports, and building visual models to explain and illustrate trends and relationships hidden in vast data sets within the organization)*
- *Supply Chain Management*
- *Sales and Customer Operations*

Corporate Governance

NMT Consulting provides a wide range of custom-tailored services for Companies who require outsourced company secretariat services. We offer a number of solutions for executives and all Business Leaders who are active in Governance.

NMT Consulting offers the following Governance Solutions:

- *Advice to board of Directors on Governance matters related to applicable legislation and best practices.*
- *Board Induction and Training Services*
- *Board and Committee performance evaluation*
- *Provide advice to boards on their powers and duties in terms of Companies Act, Financial Legislation,*
- *King Codes and other relevant Legislation*
- *Meeting Administration- Board Meetings, AGMs, Special Meetings etc.*
- *Risk Enterprise*

Strategy Development Advisory

NMT Consulting assists organizations and companies grow and transform their businesses through development, review and implementation of organizational strategies inspired by innovation and creativity. We provide research driven strategy development solutions.

Our strategy support services include among others the following:

- *Organizational design*
- *Business process design*
- *Business Model Re-organization*
- *Operational & Functional Strategy*
- *Sustainability impact assessment & strategy*
- *Business plans*
- *Commercial due Diligence*
- *Market demand assessment & feasibility studies*
- *Financial modelling*



Project Development

We understand project development, project operations, project cycle dynamics and we have the commercial savvy and technical expertise to undertake a broad spectrum of project development work. We provide independent advice based on established research methods and backed by in-depth sector knowledge. We assist our clients with support services in various project types.

Our support services include:

- Feasibility studies and projections
- Data capturing, analysis and reporting
- Action management and project control strategies
- Convert data into insights and effective action plans (to assist you in making strategic business decisions).

Project Finance Advisory

We pride ourselves on providing pragmatic and business oriented legal advice on complex transactions and disputes. Project finance is the funding of long-term infrastructure projects and public services using either a non-recourse or limited recourse financial structure.

With the inherent complex contractual and legal aspects of Project Finance, NMT Consulting assists clients with support services such as:

- Assisting in public tenders
- Structuring and drafting finance documentation- loan agreements, share retention agreements etc.
- Providing support during operations as to Contracts implementation & monitoring
- Preparation of risk allocation matrix

Construction Contracts

Operating a business in the Construction, Engineering and Technology space comes with unique yet inherent legal and contractual risks. There is a similar risk for project owners and developers. At NMT Consulting we offer contractual support which allows for early identification of challenges, ensures proper compliance with contractual obligations and avoid commercial risk from materializing.

The solution offered by NMT Consulting is offered through the provision of the below services:

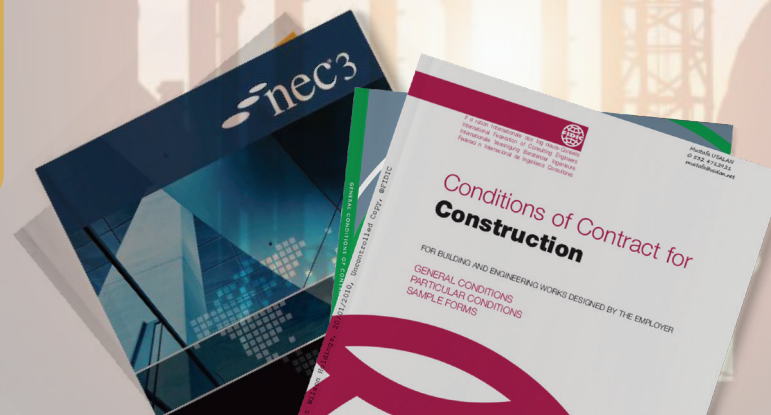
- Drafting, Review, Commercial structuring and negotiation of Construction Contracts documents, including JBCC, FIDIC, NEC3 Construction & Engineering Contracts, and GCC.
- Offer continuous project contract support through preparing contractually compliant correspondences and contract notices.
- Provision of Construction Contract training to key project personnel such as Construction Managers, Supervisors and Accounts department among others.
- Representation in dispute resolution proceedings such as Mediation and Arbitration
- Customized and Bespoke Contracts

Infrastructure & PPPs

Through a collaborative effort between our two operating divisions, we advise clients on realizing maximum value on public infrastructure assets. We provide comprehensive advisory services throughout the lifecycle of a project.

Our services include among others:

- PPP Agreement Drafting
- Formation of Special Purpose Vehicle Companies
- Providing advise on legal aspects of Project Finance Loan Agreements
- Legal and Regulatory Opinion on Public Finance Management Act (2017).
- Assisting Public Owners, Concessionaires, Lenders and Contractors with legal aspects of PPP arrangements
- Our PPP advisory arrangements cover among others: Energy, Project Finance, Construction, Transport Infrastructure and Leisure



Selected Project Involvement & Clients

Clients



Project Involvement



Supported a client with contract administration & management (JBCC Contract).



Supported a client with project Contract Administration (NEC3 Engineering & Construction Contract)



Assisted a client with tender preparation, development of project charter and Service Level Agreement administration.



Provided legal support to a client & led PPP Contract development.



Supported a client with Energy saving initiative proof of concept & partook in collaboration Agreement development.



Anti-Doping Programme: led the drafting of national anti-doping regulations.

Contact us...



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Quality statement...

NMT Consulting (Pty) Ltd endeavours to adhere to **international best business practices and standards**, which include but not limited to **ISO 9001:2015**, Quality Management System...

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