

## Knight Piésold achieves the country's transformation aims

The multi award winning civil engineering consultancy Knight Piésold, has proved that it is possible to become a truly transformed multi-national organisation that embraces South Africa's BBBEE imperatives as responsible corporate citizens.

Having recently achieved Level 1 BBBEE accreditation through training and developing local staff and shareholders as

well as enterprise development and participation in meaningful CSI initiatives, the 97-year-old firm is a proudly South African company that invests its profits locally.

Knight Piésold achieved Level 1 BBBEE and 57% black shareholding. The company's shareholders are full-time employees, having grown and developed into leadership positions in the firm. Although smaller in size than its foreign-owned competitors, the company has significant global reach through its branch offices across the world.

In 2018, Knight Piésold won fourteen awards from industry associations including Consulting Engineers South Africa (CESA); the South African Institution of Civil Engineering (SAICE) and the Institute of Municipal Engineers (IMESA). This is the highest number of awards won by a firm in 2018 and recognises the company's excellence in engineering, business and mentorship.

Vishal Haripersad, MD of Knight Piésold states, "We are proud of our transformational journey, we believe in the scorecard we have attained, we believe in empowering businesses and people, we have never

believed in buying shortcuts to transformation within our organisation, we do not see it as a mere cost on the balance sheet but as an imperative for the sustainable economic growth of the country."

Knight Piésold has focused on developing the next generation of South African engineers through investments in mathematics and science at secondary schools throughout South Africa.

In 2019, Knight Piésold will make ten bursaries available to first-year Civil Engineering students.

Haripersad concludes: "There is no shortcut to success! We are working with stakeholders that include the general public, business and government to create a culture of respect, performance and hard work. We have asked what we as an industry should be doing to create the future we want to see and have implemented the actions required to achieve this goal." ■

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## M&D Construction Group: 35 years of construction excellence

M&D Construction Group recently celebrated its 35th anniversary at an event attended by the company's many clients, as well as supply-chain partners and employees.

Yolanda Sedibe, the M&D Construction Group's human resources director, said it was fitting that such an important occasion be celebrated at the University of Witwatersrand's Science Stadium considering the company's long professional relationship with the institution.

"This is where we first earned our reputation for being a specialist concrete contractor. Our Building Division refurbished and even completely rebuilt most of these stunning structures on campus. These buildings with their striking off-shutter finishes bear testament to the focus we place on ensuring the highest level of quality on all of our projects," Sedibe said.

The company's motto of "Khula Nathi", an isiZulu phrase which means "Grow with us", spans our clients, sub-contractors and suppliers. It guides everything we



*From Left: Andrew Murray, Co-founder and Chairman; Yolanda Sedibe, Human Resources Director and Rukesh Raghbir, Chief Executive Officer.*

do, and includes our loyal employees who have demonstrated their commitment to the company. More than 60 members of our team have been with us for over a decade," Sedibe noted.

Company co-founder and chairperson, Andrew Murray, stated that one of M&D Construction Group's other strengths was

its diversity, reflected by the company's client base, supply-chain and employees.

He said that M&D Construction Group had made it thus far by its robust and resilient management team; sufficient cash reserves to weather tumultuous episodes; and by always focusing on servicing clients to the best of its ability.

CEO, Rukesh Raghbir, said that management was confident that M&D Construction Group had a strong strategy to ensure that it achieved its target of becoming a R7-billion company and was positioned to be at the forefront of technology and using innovation as a disruptor to the construction industry within the next 10 years.

He reassured the company's many clients that M&D Construction Group remained committed to maintaining the highest possible quality standards. ■

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