



NISHADA GHANA LIMITED

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Nishada Ghana Limited is a leading provider of services in the area of Telecommunications equipment and systems integration/commissioning, training and information technology related solutions required in full turnkey constructions, development and maintenance for the entire communications industry.

The company provides a wide range of integrated services on the development of radio base stations, enabling our clients to efficiently plan, design, deploy and manage their cable or wireless telecommunication networks.

Is wholly owned by enterprising professionals who having garnered knowledge and experience cutting across diverse technical fields. The company comprises of tested and competent project managers, systems planners and integrators, IT specialists, system auditors and support personnel to design/plan, execute and manage any given project.

We have grown over the years through repeat business and referrals from existing clients based on quality representation and ability to abbreviate timelines. Our team of dedicated staff understands what it takes to establish, expand and manage telecommunications networks, and we have often proven to be effective in a variety of circumstances and locations. Procedures and practices established through years of experience have allowed our Firm to provide nationwide services with a local focus.

At Nishada Ghana Limited, we have a vision for the future. Our vision is strategically focused on the provision of technical expertise for the delivery of End-to-End telecommunications solutions: Microwave transmission system planning, Implementation installation, testing and commissioning, Microwave path survey and LOS path engineering, network design and implementation of spread spectrum microwave radios. Our expertise also covers RF survey, planning and design, optimization, and satellite services.

Mission Statement

The mission statement of Nishada Ghana Limited is to maintain and continuously improve our reputation of providing services that meets or exceeds the performance, quality, reliability and safety requirement and technologies with efficiency and value for money in mind.

Our Approach

Our approach enables us to understand the long-term requirements of our customers and develop solutions to meet these specific goals. Our system design is specific to the client's requirements and tailored by a team of highly skilled professionals using the most up-to-date vendor equipment and technologies with efficiency and value for money in mind.



Our achievements are obtained by:

- Providing state of the art communications solutions
- Providing superior products and services
- Developing long-term customer and corporate relationships
- Reducing product time-to-market
- Project execution on a cost per minute analysis
- Proactively responding to change

Philosophy

Nishada Ghana Limited is strongly committed to conducting its business activities in accordance with high ethical standards that are derived from such fundamental values as integrity, honesty, reliability, fairness, mutual respect and trust. We imbibed the win-win principle is our business.

Our Core Services

Nishada Ghana Limited's operating structure allows for an efficient allocation of resources to meet the client demands. The company offers services direct from planning, which is another of the foundations to our success. We try to anticipate all eventualities and create workable implementation plans and solutions. We are continuously working to improve our services and constantly seeking out products or solutions to meet our client's required standard as well as industrial accepted standards.

We provide our valued clients with high quality, real time, on schedule and cost effective services as follows:

Microwave Path Survey, Line of Sight (LOS) and Link Engineering

Our team of highly skilled Transmission surveyors carries out detailed and quality LOS surveys and link engineering analysis using up to date link engineering design software (Path Loss, Start Link).

We engage the use of Differential GPS and Theodolite for accurate ground elevation measurements and we have digital elevation maps for digital topological map readings.

Despite the use of modern path survey tools, our engineers still verify our path surveys by using scaled topological maps for accuracy and reconfirmation LOS.

We usually submit a comprehensive LOS report to clients on a hop by hop basis in our project works



RF Survey and Optimization

Our expertise in survey also covers the RF. With our highly skilled professional team with international exposure on the job training and practice, we can successfully carry out the following RF survey:

- RF Survey and Planning
- RF network Optimization
- Drive Test

Microwave, MUX and RF Equipment Installation

Nishada Ghana Limited is actively involved in the installation of both terrestrial and satellite microwave equipment for a variety of equipment manufacturers.

Our installation team comprises of a team lead who basically is an experienced transmission engineer, technicians and retinue riggers the number of which is project magnitude dependent.

We also install base station antennas in the 900MHz and 1800MHz frequencies and also multiplexers.

Test and Measurement

Nishada Ghana Limited carries out comprehensive and detailed acceptance test procedures (ATP) on behalf of clients for microwave radio installations.

Our ATP services include:

- Frequency band clearing
- Cable Sweep Test
- Power Test using Power meters
- RSL readings
- Bit Error Rate Test on Microwave Systems

Wireless Access Solutions

The evolving wireless infrastructure is a mix of 2G and 3G equipment. The transition is enabled by the GPRS standard for upgrading 2G networks for high-speed services. The newer 3G platforms have greater data processing capabilities and can provide higher bit rate services for web access and high quality images. In older wireless networks, 2G is accomplished with a base transceiver station (BTS), base station controller (BSC) and mobile switching center (MSC) combinations.



Fibre Optics

Nishada Ghana Ltd is Data Cabling, Fibre Optic & Blown Fibre specialists - with many years of experience in all industry sectors. Including Defence, Security, Healthcare, Commerce, Industrial Plant & Control, and Utility Services. Offering continuous investment in resource and facilities. Nishada assure a consistent, high level of customer care & support. We offer our clients complete peace of mind regarding all aspects of network infrastructure: from Design, Installation, Support, Maintenance, Testing and Breakdown - with a full range of complementary services:

- [Fiber Optic Termination](#)
- [OTDR Testing](#)
- [Live Network Diagnostics & Fault Finding](#)
- [Fibre Optic Testing](#)
- [Fibre Optic Installation](#)
- [Voice and Data Cabling](#)
- [Fibre Optic Suppliers](#)
- [Blown Fibre Installation](#)
- [Data Cabling](#)

As an additional exceptional service, we are also able to offer the 24hr hire of an engineer and OTDR equipment anywhere within Ghana and West Africa for fault finding.

Equipment Procurement

Nishada Ghana Limited can also help procure telecommunications infrastructure equipments ranging from RF cables and connectors, GSM and CDMA repeaters, IF cables, Shelters, Tower parts, radio equipment antennas, VSAT equipments and to highly complicated testing and commissioning tools like BER testers (PDH and SDH) and DWDM testers.

Our Critical Success Factors

A company-wide policy encouraging shared performance responsibility ensures the highest degree of professional service and results on all projects undertaken.

Creating deep enduring relationships between our clients, communities and our company with daring, fresh, engaging innovations built on competent human skills, good engineering and operational practices



that are based essentially on:

- Commitment and willingness to make changes
- System and administration policies that empower employees to their jobs

Effectively

- A system that documents processes so that others can be trained
- Establishing a continuous improvement policy for reviewing and evaluating progress
- Maintaining service and product quality standard
- Cost effective operations
- Establishing standards of how we serve and listen to clients
- Buy-in from all level of the company which helps understanding and acceptance through participation
- Perform addition market research to stay in touch with client needs
- A plan to deal with downturns should they occur
- A financial plan that ensures enough funds are available to grow the company effectively
- Achieving credibility
- Profitability
- Establishing customer feedback system

Operational Strategies and Actions for Objectives

Nishada Ghana Limited adopts a strategic planning that is developed by a group assigned to operational objectives. This is done by breaking down each critical objective or goal into a series of strategies for implementation by priority.

For each strategy, we define the specific action plans or tasks required to implement. Prioritizing our objective and corresponding strategies and actions in order of importance, and document schedule, including start dates, milestones and anticipated completion date for each strategy. This is the essence of our project management structure that we deploy in every of our operations.

Management Team

Nishada Ghana Limited human resource structure comprises of five main strategic teams, each managed by a highly trained, skilled and competent managers. Each team is organized as a strategic business unit (SBU) and required to deliver value adding services and world class performance both to all our internal and external customers.

These teams are:

- Project & Sales Team
- Logistic/Procurement Team
- Human Resources/Admin Team
- Finance Team
- Programme Management Team

- Maintain and control all trust and reserves funds of the company
- Perform internal audit functions and other related functions

The Project Management Team

The responsibilities of this team include the following:

Prepare, control and develop implementation programme, schedule and oversight functions.

Ensures that all project time lines are met and maintains company's quality of service standards while making sure tasks are executed within specified time frames and at the right cost.

Our Health, safety and Environment (HSE) Policy

We recognize the importance of health and safety of persons and property, directly or indirectly involved in our business operations, and the environment in which we operate. Human resources are our greatest assets. It is therefore our policy, to safeguard all persons, property and environment connected with our operations.

At Nishada Ghana Limited, health, safety and environment (HSE) responsibilities are integral to the way we do business. Successfully managing HSE issues is an essential component to our business strategy. Through observance and encouragement of this policy, we assist in protecting the environment and the overall well-being of all our stakeholders, specifically, our employees, clients, shareholders, sub-contractors, and communities.

In order to achieve these objectives, we will identify HSE risks arising from our activities and reduce them to the lowest practical levels. Our goal is to minimize impact to the environment and to prevent harm to our employees, our clients, our communities, and all others who could be affected by these activities.

Management will continue to take a proactive approach towards creating safe work environment for all employees and will be accountable for promoting continued safety education and training for all employees, assigning responsibility for all aspects of programme, continuously reviewing the programme to identify potential areas of improvement, and ensuring a thorough evaluation of all incidents.

We will continue to address the environmental and health impact of our operations by reducing waste, emissions, and discharges and by using energy efficiently. We strive to be good citizens in every community in which we operate.

We will maintain awareness of HSE matters so as to proactive in providing a value added services to our clients. This awareness is achieved through education, communication, and definition of the goals and standards appropriate to our operations and those undertaken on behalf of our clients.

To emphasize our continuing commitment to HSE issues, we will adhere to Nishada Ghana Limited HSE principles. These principles are the cornerstone of Nishada Ghana Limited culture that address issues such as accountability, training, communication, resources, engineering design, performance measurement, and sustainable development.

We believe that the safe way is the best way and therefore accord safety priority in all that we do. Safety is everybody's job and everyone is held accountable for it. We also believe that job descriptions/instructions are incomplete if they are not actually safety oriented.

In order to realize the above policy statement, Nishada Ghana Limited will do everything at all times to:

- Ensure that all persons engaged in its activities are medically fit
- Ensure that safety is taken into account from the design stage of any project to its completion
- Undertake frequent inspection of work site, organize audit of equipment and give the findings and recommendations urgent and adequate attention needed to create a safe environment for its personnel
- Engage in and support all programmes that will improve the safety awareness of its staff
- Protect and preserve the environment to the best of its ability

Finally, we state our commitment to maintain and ensure the health and safety of our employees and persons directly or indirectly involved in our business operations and the environment in which we operate.

Quality Objective

Nishada Ghana Limited declares the following quality objectives for its operations at all times:

- Development and establishment on integrated quality management system in accordance with the requirements of ISO 9001:2000
- Audit and certification of the quality management system by internationally recognized third party authority
- Produce preferred supplier list following audits or questionnaire and identify additional potential suppliers

Quality Policy

Nishada Ghana Limited Limited, who believes in the significance of client satisfaction, quality based management and a culture of progressive development within the company, for sustainable success in the telecommunication sector, bases its quality policy on the following values:

- To provide the most appropriate solutions to clients, through assessment of their needs and demands, and consultation, with Nishada Ghana Limited's experience and expertise in project financing
- To conform to every valid standard within the context of project at the maximum level; contract agreement conditions, country's legal arrangements/laws, other compulsory standards and to all ethical rules
- To be a sector leader in utilization of modern and valid techniques, material and management systems, and to maintain the sustainable development in every area
- Efficient and effective management of company human resources that helps the realisation of

- projects in advance of set deadlines, conforming to every quality standard prescribed.
- To transfer successively company corporate culture and values to its employees
- To run an excellent info-sharing management system and communication link among client, construction site and headquarter offices
- To prioritize and value the most valuable asset of Nishada Ghana Limited, company employees, and to contribute to their technical and self development through company's continuous learning environment, and to provide social securities.
- To crate permanent relations with sub-contractors, suppliers and project partners based on good intentions and trust, and accordingly to contribute also to their progress.

Corporate Governance

Nishada Ghana Limited recognizes that sound corporate governance is achieved only by constant review and adaptation of its structures, process and policies to take into account not only internal group developments but also accommodate externally recognized standards of best practices as they evolve.

The policies and procedures adopted by Nishada Ghana Limited are designed not merely to ensure compliance with applicable laws and regulations, but also to maximize sustainable returns, to provide all stakeholders with the assurance that the group's businesses are being managed appropriately and to safeguard the people, assets and reputation of the company and its valued clients.



Company Equipments

Compass
GPS receiver
Camera
Telescope
Inclinometer
Laptop Computer
OTDR
Anristu Sitemaster
Range Finders.
Splicing Machine
Power Meter.

MapInfo
Dingli Pilot Panorama



COMPLETED & ON-GOING PROJECTS

Description	Clients	Dates
MTN Nigeria Civil Site Build, Tower Erection.	Eagltek Engineering	2011
GLOBACOM GHANA. Civil site Build	Swap Telecoms	2011
MTN Nigeria. Site Hardening & Antitheft Solution	Pilot Science	2010
MTN Nigeria Down Tilt Project. Site Audit, Optimisation & Preparation of C-Modules	Dizengoff Nigeria	2010
Starcomms Nigeria CDMA Benchmarking	Linkis Engineering	2008
MTN Nigeria. Cable Sweep Test, Bit Error Rate Test on Microwave Systems	Dawn Technologies	2007
Multilinks Nigeria Microwave ODU/IDU Installation & Configuration	Dawn Technologies	2009
Huawei BTS Installation,	Stecam Nigeria LTD	2008
Mobile Site Installation, Testing & Commissioning.	Mcair	2010
MTN (Ericsson) 3G MINI-LINK	Linkins Technologies	2008
MTN Ghana Site Audit. Site Audit & Documentation	Ericsson Ghana (Pilot Science)	