



CORPORATE PROFILE



BUILDING PATHWAYS. EMPOWERING PROGRESS.

At Zimile, we believe that infrastructure is more than concrete and steel – it is the foundation for opportunity, dignity, and human connection. Since our inception in 2009, we have been on a mission to engineer solutions that build the nation while uplifting its people. Every road we pave, every pipeline we lay, and every community we serve reflects our commitment to reshaping how infrastructure serves society – bridging gaps in access, equity, and resilience.

We are proudly South African – a 100% black-owned and managed Level 1 B-BBEE company – deeply rooted in transformation and committed to meaningful impact. With nearly 45% of our team made up of women, we are actively challenging industry norms and empowering diverse voices to shape the future of engineering. Our team blends experienced professionals with dynamic young talent, guided by seasoned mentors who are passionate about nurturing the next generation.

The name **Zimile**, derived from isiZulu, referring to resilient hopes, embodies our steadfast aspirations and enduring commitment to growth and progress.

Unbounded Engineering is more than a tagline – it's our philosophy. It reflects our belief that true engineering knows no limits. No boundaries between disciplines. No barriers to innovation. No restrictions on who can lead or what's possible. It speaks to our commitment to break new ground, push technical and social boundaries, and create solutions that are imaginative, inclusive, and future-focused.

As a multi-disciplinary consulting engineering and built environment firm, Zimile offers a full suite of project, engineering, and construction management services.

We provide technology-driven solutions across the entire infrastructure lifecycle – from concept development and design to project commissioning.



Transport infrastructure

We see transport not just as a means to move people and goods, but as the veins of a thriving society. Our transport solutions range from rural access roads to urban mobility corridors. With a strong portfolio in road rehabilitation, maintenance, geometric and pavement design, and reseal design, we engineer mobility that connects communities to schools, clinics, economic hubs, and each other.

Water resource & infrastructure development

Water is life – and equitable access is non-negotiable. Our water engineering division specialises in bulk water supply projects, reservoir design and construction, flood studies, hydrological modelling, hydraulic and system analysis, as well as the planning and development of regional and national bulk infrastructure. In municipal services, we offer master planning, scoping, design, documentation, procurement, contract administration, and construction monitoring for water and wastewater treatment plants, pump stations, rising mains, catchment systems, outfall sewers, and onsite sanitation systems.

Built environment & property development

Our capabilities in property development and vertical infrastructure include the design and implementation of schools, offices, housing developments, recreation centres, and community facilities. We apply our expertise across analysis, design, documentation, procurement, and construction monitoring to deliver spaces that uplift communities and create long-term value.

Innovation & technology

Innovation is in our DNA. We embrace the dynamism of the built environment through the application of digital tools, modern construction methodologies, and data-driven planning. Our teams use environmental screening and mapping technologies to fast-track quality outcomes. By co-creating with clients and communities, we bring fresh perspectives to complex challenges and unlock smarter, more resilient solutions.

We are Zimile – where bold ideas meet practical solutions. We fuse technical excellence with imaginative thinking to design infrastructure that serves today and shapes a sustainable tomorrow. Rooted in African ingenuity, we engineer with purpose, passion, and a commitment to meaningful impact.

OUR MISSION

To engineer transformative solutions that challenge conventions, empower communities, and drive sustainable progress through innovative thinking and collaborative partnerships.

SERVING OUR COMMUNITIES

Where communities are affected, projects are structured to allow community input and participation in the planning, design and implementation stages. This transparent approach allows the community to participate on an equal level with professionals enabling the transfer of skills and empowerment of the community. Job creation and training form part of the overall strategy in the execution of all projects assigned to the company.



SERVICES

Our customer focus is demonstrated by responsive, dependable and empathetic advocacy of our customer's needs, goals, and objectives. We always strive for a better way of doing things. We seek new, innovative opportunities to excel, overcome adversity, and provide alternative, constructive solutions to complex problems. We continually improve processes and systems to improve productivity.

We provide professional engineering services, from concept planning through to completion, for all types of infrastructure.

WATER RESOURCES & INFRASTRUCTURE DEVELOPMENT

- **Situation analysis:** Comprehensive assessment of the physical, social, and economic landscape to understand current challenges and opportunities in water resource management.
- **Resource assessments:** In-depth evaluation of surface and groundwater availability, quality, and sustainability to inform effective planning and allocation.
- **Requirements evaluation: Identification** and quantification of current and future water needs across sectors, ensuring alignment with development objectives and population growth.
- **Hydrological modelling:** Simulation and analysis of catchment behaviour and water flow dynamics to support decision-making and risk mitigation.
- **Hydraulic analysis:** Technical evaluation of water flow within engineered systems, including pipelines, channels, and reservoirs, to optimise performance and reliability.
- **System analysis and operations, options analysis and development:** Strategic analysis of existing and proposed systems to identify optimal operational strategies, infrastructure upgrades, and sustainable development options.
- **Flood studies:** Detailed hydrological and hydraulic studies to assess flood risks, inform mitigation strategies, and support resilient infrastructure design.
- **Demand management:** Development of targeted strategies to promote efficient water use, reduce losses, and extend the lifespan of existing water resources and infrastructure.
- **Planning and development of bulk national and regional infrastructure:** Holistic planning, design, and implementation of large-scale infrastructure projects that ensure reliable water supply and equitable access across regions.

MUNICIPAL SERVICES

We offer end-to-end strategic support for water infrastructure projects, covering:

Strategic and master planning, feasibility analysis, system optimisation, scoping, detailed design, technical documentation, procurement support, contract administration, and construction monitoring for:

- **Water and wastewater treatment plants:** Planning, design, and implementation of treatment facilities to ensure safe, reliable, and compliant water supply and sanitation, tailored to community and industrial needs.
- **Bulk and reticulation pipelines:** Design and optimisation of large-scale transmission and distribution networks to enable efficient water delivery and system resilience.
- **Pump stations and rising mains:** Engineering of pump systems and rising mains to facilitate reliable conveyance of water and wastewater across challenging topographies.
- **Catchment and outfall sewers:** Integrated solutions for sewer networks, including stormwater catchment and final outfall infrastructure, ensuring effective collection and environmentally sound discharge.
- **Onsite sanitation systems:** Design and implementation of decentralised sanitation solutions, supporting underserved communities and remote developments with sustainable and context-appropriate systems.

BUILT ENVIRONMENT & PROPERTY DEVELOPMENT

We provide full-spectrum professional services for the development of public and private sector buildings — from initial concept through to project completion. Our capabilities span analysis, architectural and engineering design, technical documentation, procurement support, contract administration, and construction monitoring for:

- **Offices:** Design and delivery of efficient, functional, and future-fit commercial office spaces that support productivity and sustainability.
- **Schools:** Development of safe, inclusive, and inspiring learning environments, aligned with educational needs and infrastructure standards.
- **Recreation and community centres:** Planning and implementation of multi-purpose facilities that foster social interaction, wellness, and community engagement.
- **Housing complexes:** Design and project management of residential developments, from affordable housing to multi-unit complexes, with a focus on liveability, compliance, and long-term value.

TRANSPORTATION INFRASTRUCTURE

Our transport engineering team brings deep technical expertise and practical experience to the planning, design, and delivery of integrated mobility solutions. We support public and private sector clients in developing infrastructure that connects people, goods, and services efficiently and sustainably.

We offer full lifecycle services — from feasibility and design to procurement, contract administration, and construction monitoring — across a range of transportation modes, including:

- **Roads:** Planning and engineering of urban and rural roads, highways, and interchanges, with a focus on safety, durability, and capacity enhancement.
- **Public transport facilities:** Design of efficient and accessible infrastructure for buses, taxis, and integrated transport hubs, enabling seamless multimodal mobility.
- **Airports:** Development of landside and airside infrastructure, including terminals, runways, and support facilities, aligned with international aviation standards.
- **Railways:** Planning and design of rail corridors, stations, and supporting infrastructure for freight and passenger transport systems.
- **Parking areas:** Design and optimisation of structured and surface parking facilities that improve access, circulation, and user experience.

PROJECTS

Offering turnkey solutions for a wide variety of infrastructure projects, our core competency is the design, construction and supervision of various infrastructure projects through a single source support framework.

TRANSPORT INFRASTRUCTURE

We see transport not just as a means to move people and goods, but as the veins of a thriving society. Our transport solutions range from rural access roads to urban mobility corridors. With a strong portfolio in road rehabilitation, maintenance, geometric and pavement design, and reseal design, we engineer mobility that connects communities to schools, clinics, economic hubs, and each other.

REHABILITATION OF PROVINCIAL ROAD P175/1

The project entails the rehabilitation of the single carriageway road between Ch0.00km to Ch14.2km. The project is located south of Johannesburg, road P175/1 for the rehabilitation of provincial road in the Vereeniging Region from P156/3 to km 14.2 (Vanderbijlpark to Potchefstroom) and provides a major route from Vereeniging towards North West Province.



REHABILITATION OF PROVINCIAL ROAD P249/1 (R511)

The project entails the rehabilitation of the single carriageway road between KM6.58 to KM18.69. The project is located north west of Johannesburg, road P249/1 for the rehabilitation of provincial road in the Pretoria Region from Ch6.58 km to Gauteng/North West boundary. It provides a major route from Midrand towards North West Province. It also serves as a collector/distributor for the rural areas and towns along the route.



WATER RESOURCE & INFRASTRUCTURE DEVELOPMENT

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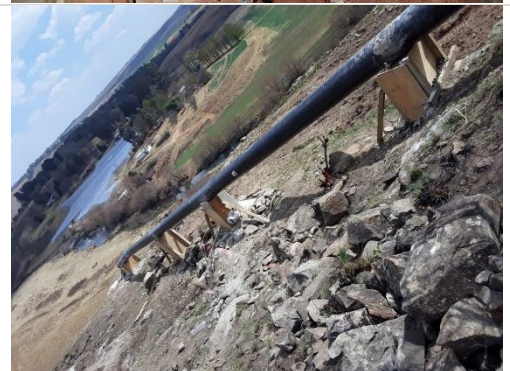
CONSTRUCTION OF A NEW 22ML BREDELL RESERVOIR AND PUMP STATION

The project comprises the construction of a new 22Ml concrete Reservoir and Pump Station for an existing water Sub-District in Kempton Park, currently supplied by Isando Reservoir.



UNDERBERG RISING MAIN

The project involves the design, upgrade and construction supervision of a 1.5km pipeline serving as a rising main from the Underberg raw water abstraction works site to the Underberg Water Treatment Plant (WTP).



BUILT ENVIRONMENT & PROPERTY DEVELOPMENT

Our capabilities in property development and vertical infrastructure include the design and implementation of schools, offices, housing developments, recreation centres, and community facilities. We apply our expertise across analysis, design, documentation, procurement, and construction monitoring to deliver spaces that uplift communities and create long-term value.

CONSTRUCTION OF A SEWER PUMP STATION

Professional Engineering Consultant for Detailed Design, Procurement & Construction Supervision of a new 4Ml/d Sewer Pump Station.



EZINEMBENI CRECHE

Implementing agent for the initiation, designs and construction supervision/monitoring of the Ezinembeni Creche in Ward 4 Maqongqo, also appointed for the civil, structural and geotechnical services for the new Ezinembeni Creche.



INNOVATION & TECHNOLOGY

Innovation is in our DNA. We embrace the dynamism of the built environment through the application of digital tools, modern construction methodologies, and data-driven planning. Our teams use environmental screening and mapping technologies to fast-track quality outcomes. By co-creating with clients and communities, we bring fresh perspectives to complex challenges and unlock smarter, more resilient solutions.

THE GREATER SUMMERFIELD ABSTRACTION WORKS AND WATER TREATMENT WORKS

This project forms part of Phase 2 of the Greater Summerfield Water Supply Scheme, a long-term initiative aimed at securing a sustainable, reliable water supply to communities through phased infrastructure development.

Zimile introduced a suite of innovative approaches to rehabilitate and complete the previously abandoned infrastructure, which included partially constructed abstraction and treatment facilities. Emphasis was placed not only on restoring functionality but also on incorporating smart technologies and modern engineering practices to enhance sustainability, reduce construction timeframes, and optimise cost-efficiency.



LEADERSHIP

SHAWN GAMA
CHIEF EXECUTIVE OFFICER



With nearly 20 years of experience in the civil engineering industry, Shawn specialises in transport infrastructure and has a strong focus on the development of rural infrastructure. He holds a B.Tech in Civil Engineering from the University of Johannesburg, along with a PDBA, PGDip, and MBA from the Gordon Institute of Business Science. He is a registered professional with the Engineering Council of South Africa (ECSA) and a member of the South African Institution of Civil Engineering (SAICE).

As **Chief Executive Officer**, Shawn is responsible for leading the development and execution of Zimile's long-term strategy to create lasting stakeholder value. His role includes overseeing day-to-day operations, ensuring the successful implementation of strategic plans, and driving the organisation's growth and sustainability. He serves as the primary liaison between the Board and management and represents the company in engagements with shareholders, employees, government authorities, and broader stakeholders.

STEPHANI SERFONTEIN
CHIEF OPERATIONS OFFICER



Stephani holds a Bachelor of Science degree and an MBA, and brings over 25 years of experience across strategic project management, governance, operational leadership, and business improvement. Her extensive background in the engineering consulting sector has equipped her with deep insight into both project execution and business performance.

Known for her analytical thinking and solution-oriented mindset, Stephani excels at interpreting key business metrics to drive performance and develop effective strategies. She combines tactical execution with strategic initiatives, aligning organisational goals with innovative technologies, streamlined processes, and commercial priorities.

Stephani plays a pivotal role in driving accountability, improving project margins, and supporting individuals and teams to reach their full potential. Her ability to build strong relationships and foster behavioural change ensures lasting impact across the business.

VICTORIA ABE
FINANCE MANAGER



Victoria holds a B.Compt degree and an Honours in Management Accounting. She is professionally registered with the South African Institute of Chartered Accountants (SAICA) as an Associate General Accountant AGA(SA).

With over eight years of accounting and audit experience across the energy, construction, engineering, financial services, and public sectors, Victoria brings valuable insight to Zimile. She is responsible for overseeing the company's financial health, advising executives on accounting and tax compliance, guiding investment decisions, and shaping the business's financial strategy. As a skilled auditor and accountant, she also leads the implementation and maintenance of strong internal control processes.

NELLE KLEYNHANS
HUMAN RESOURCES
MANAGER



Nelle holds a BA Honours degree in Industrial Sociology and Human Capital, as well as a BA in Social Sciences. With more than 20 years of experience in HR business partnering across diverse industries and regions, she brings deep expertise in aligning people strategies with business goals to drive organisational effectiveness and long-term growth.

As Human Resources Manager at Zimile Consulting Engineers, Nelle provides tailored advisory services that support improved organisational performance and sustainable success. She works closely with leadership to implement strategic HR initiatives focused on organisational development, performance management, and stakeholder engagement.

Known for her hands-on, practical approach, Nelle is passionate about delivering people-focused solutions that make a tangible difference and contribute to business outcomes.

LETLOTLO BORANE
BUSINESS UNIT HEAD: WATER



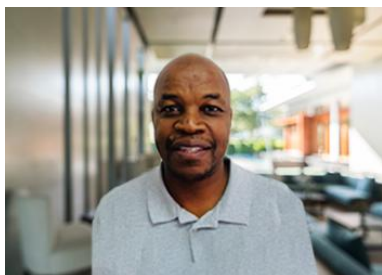
Letlotlo is a registered Professional Civil Engineer with over a decade of experience in the design and delivery of complex infrastructure projects. His expertise spans the full project lifecycle—from planning and cost estimation to contract management, construction supervision, and quality control. Letlotlo has successfully delivered large-scale projects including municipal infrastructure, bulk water supply systems, water and sewer reticulation networks, roads and stormwater infrastructure, and residential developments.

His mining sector experience includes conducting feasibility studies and designing clean and dirty water stormwater systems, stormwater and pollution control dams, silt management strategies, and the design of silt traps and storage pads.

A strategic thinker with strong technical, business development, and financial acumen, Letlotlo is deeply committed to safety, sustainability, and client satisfaction. He is also a dynamic leader, known for his excellent communication and team management skills.

He holds a BSc (Eng) in Civil Engineering from the University of the Witwatersrand and a Business Consulting Engineering Certificate from CESA (Consulting Engineers South Africa). Letlotlo also holds a Postgraduate Diploma in Business Administration (PDBA) from Wits Business School (WBS).

MXOLISI NKOSI
ACTING BUSINESS UNIT
HEAD: TRANSPORT



Mxolisi, a registered Professional Engineering Technologist holding a BTech in Civil Engineering and an NDip in Civil Engineering, brings over 23 years of experience across civil engineering disciplines such as roads, water, and mining infrastructure. A graduate of Durban University of Technology, he has held diverse technical and leadership roles in both consulting and construction, ranging from Civil Engineering Technician to Senior Project Manager and CPG Specialist.

Currently supporting Zimile's operations in KwaZulu-Natal, Mxolisi plays a key role in delivering major infrastructure projects for clients including SANRAL and various municipalities. He is highly skilled in stakeholder engagement and Community Participation Goal implementation, advocating for local SMME inclusion and labour participation to ensure projects are not only technically robust but also socially sustainable.

He is also highly experienced in stakeholder engagement, transformation facilitation, and Community Participation Goal (CPG) implementation, where he advocates for local SMME inclusion and labour participation

CHARMAINE ACHOUR
DIGITAL COMMUNICATIONS
SPECIALIST



With over 34 years of experience, Charmaine leads Zimile's digital communication strategy, bringing deep expertise in storytelling, user experience, and cross-functional collaboration. She is passionate about driving innovation, enhancing brand visibility, and delivering communication solutions that reflect Zimile's technical excellence and client focus.

Charmaine oversees the company's digital platforms, including the SharePoint intranet, corporate website, social media channels, as well as PR and media engagement. Her focus is on creating seamless, user-centred experiences that align with strategic business objectives.

She plays a key role in driving digital transformation and introducing automation to streamline communication processes and improve operational efficiency. Her collaborative approach across marketing, engineering, and product teams ensures that Zimile communicates with clarity, impact, and consistency to both internal and external audiences.

AFFILIATIONS



CONTACT US

National presence, local impact

With our head office in Midrand, Gauteng, and a regional office in Pietermaritzburg, KwaZulu-Natal, Zimile has a national footprint and strong presence in both the public and private sectors. Our work reflects a passion for people, progress, and purposeful engineering.

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