



PROFILE

THE FUTURE NOW



SUSTAINABLE ENGINEERING SOLUTIONS...

THE FUTURE NOW

ABOUT ATRO E&M

ATRO Engineering and Management Limited (ATRO E&M) is an experienced infrastructure Engineering and Management firm that was established following changes to the ownership of Mott MacDonald's Ugandan infrastructure business, transforming it into a fully locally owned business. This transformation has provided a renewed focus on the local and regional infrastructure market, creating a more sustainable and competitive platform for the future.

Building on the foundation's Mott MacDonald Uganda Limited developed since it established a presence in Uganda 12 years ago, ATRO E&M has a key focus on infrastructure engineering, advisory, and project management services.

The company is passionate about excellence across all the sectors within which it operates, such as transport, built environment, water, energy infrastructure, and advisory. It actively promotes the philosophy '**The Future Now**', applying sustainable and innovative digital solutions and it aims to be the consultancy of choice, delivering customer-centric sustainable solutions relevant today and in the future.



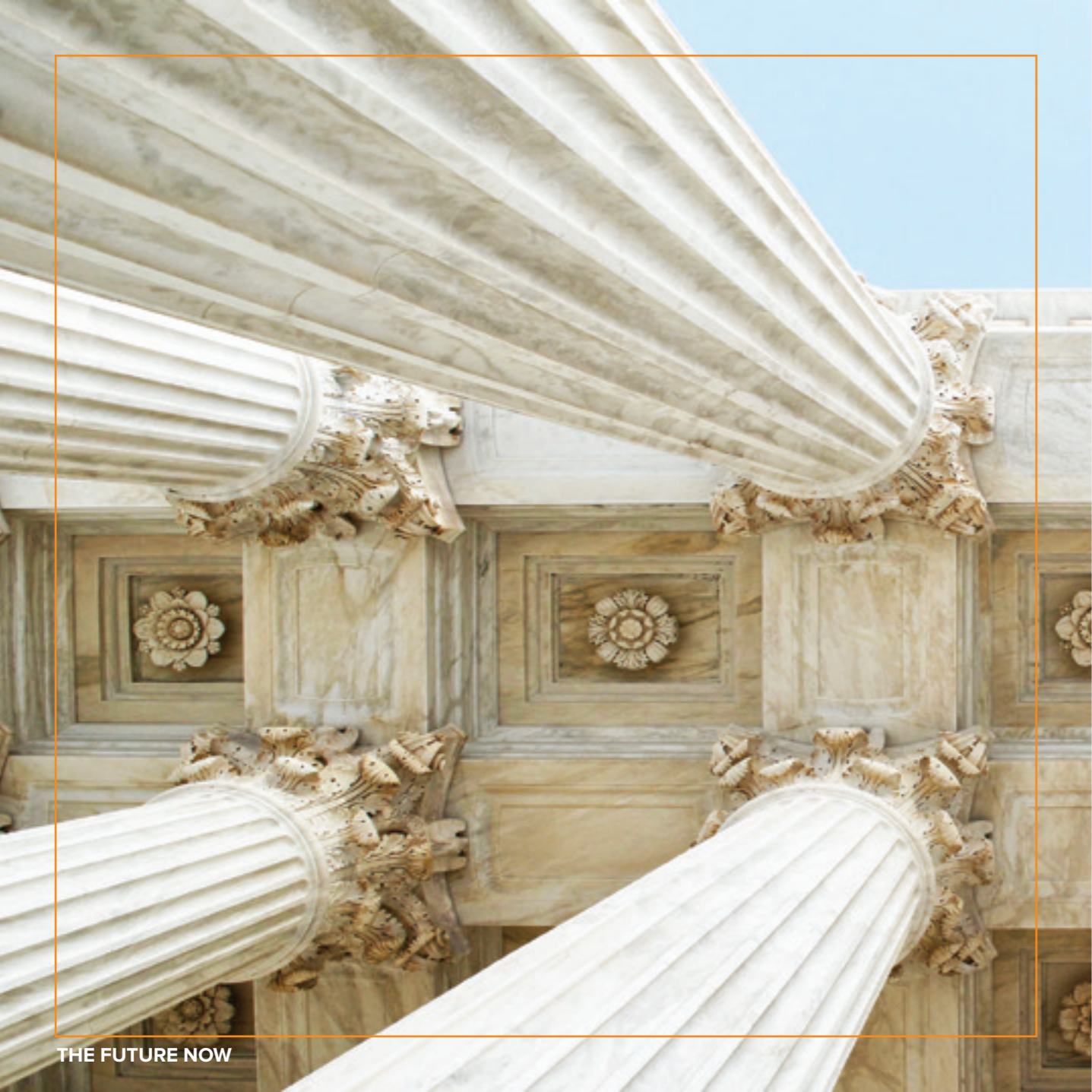
CEO's STATEMENT

Welcome to ATRO E&M.

ATRO E&Ms' purpose, to deliver customer-centric sustainable solutions relevant today and in the future, is what we aspire to do in a broad, enduring sense. Our strong foundation and experience over the years have instilled a culture of unwavering commitment to technical excellence in the services we offer. As we approach every assignment with 'the future now' mentality, we aim to provide an unparalleled experience in the delivery of client projects, one that goes beyond just achievement of the project objective and enhances client satisfaction through a collaborative, innovative, and value-added project delivery approach. Our leadership in this industry is directly attributable to our talented staff's dedicated attention to our client's needs and the execution of effective solutions to achieve long-term success.

This is ATRO E&M — we look forward to a fruitful collaboration!

Sincerely,
Eng. Ronald A. Athiyo,
CEO.



THE FUTURE NOW

THE ATRO PURPOSE

1. Strive to achieve commercial success for our clients and partners, while maintaining/upholding quality outcomes that meet both local and international standards.
2. Use all the tools we have to constantly deliver on our promises; that is; Our People, Our Knowledge, and Skills, and Continuous Innovation
3. Increase our team's potential by purposely building capacity, through guidance as they develop themselves and attain 100% job satisfaction.
4. Leave a positive mark by contributing to a better, more sustainable, and smarter community.

WHY US?

ATRO Engineering and Management has a keen focus on driving the industry forward through continuous innovation and industry-standard workflows. From managing people to project delivery, we strive to automate repetitive tasks to create time for creativity and value generation for our clients.

Our relentless pursuit of digital excellence has set us apart as one of the few consultants in the region to incorporate the Common Data Environment (CDE), a cloud-based space where project information ranging from design to the construction stage is stored and accessible to project participants, facilitating enhanced collaboration between clients and project teams. This enhanced collaboration is aimed at finding the most sustainable, cost-effective solutions to client needs, complying with regulatory requirements, and creating efficiencies along the way.

We search for every opportunity to add value to our designs and outcomes, sharing ideas and best practices to deliver projects with long-term value to our clients. Yet, in our drive for progress, we never lose focus on the social and environmental impact of our actions.

OUR MISSION

To build strong stakeholder relationships by delivering sustainable infrastructure and engineering solutions through a culture of quality, reliability, and innovation.

OUR VISION

To be a consultancy of choice delivering customer-centric sustainable solutions relevant today and in the future.

OUR VALUES

A	APPRECIATION; Respect	<ul style="list-style-type: none">• We appreciate the impact of what we do, our responsibility to our environment, and the world we live in.• We appreciate all people and cultures and promote equality all round.• We appreciate and treat everyone with respect, from our teams, our partners, and clients.
T	TRUST; Integrity & Excellence	<ul style="list-style-type: none">• We deliver on our promises and communicate openly and honestly.• We always behave ethically and strive to find a better way.• We are committed, reliable, and exemplary• We uphold safety, security, and wellbeing as a fundamental right of all.
R	RISE; Progress & drive	<ul style="list-style-type: none">• We rise to every challenge, create opportunities, and use our skills to innovate.• We relish the opportunity to make a lasting positive impact on present and future generations.• We actively develop ourselves as individuals and professionals to grow and deliver our best.• We strive to find extra value for our clients and all stakeholders.
O	OWNERSHIP; Teamwork	<ul style="list-style-type: none">• We believe that great people working together as one team can accomplish the extraordinary.• We are committed to excellence as a team.• We are collectively responsible for all output as a team.



SECTORS

Advisory

Often there is no need to look for complex solutions to problems. Taking your project forward can be achieved by gaining simple, clear, and professional advice that identifies your strengths and weaknesses and helps you deliver the best possible solution.

We provide advisory and management expertise across the different infrastructure sectors within which we operate. Over the years, our teams have garnered a wealth of technical experience providing advisory services to both private and public sector clients. This, coupled with unique and strategic project delivery insights, has enabled us to advise clients on the best sustainable approaches to projects.

Highways/ Transport

A robust transport system is one of the key drivers of the socio-economic transformation of any region. An efficient road transport system is core to alleviating the inequalities between people and regions by opening new social and economic opportunities. In this sector, we offer the following services: -

- o Geometric design
- o Hydrology and drainage design
- o Structural/Bridges design
- o Transport planning

Water

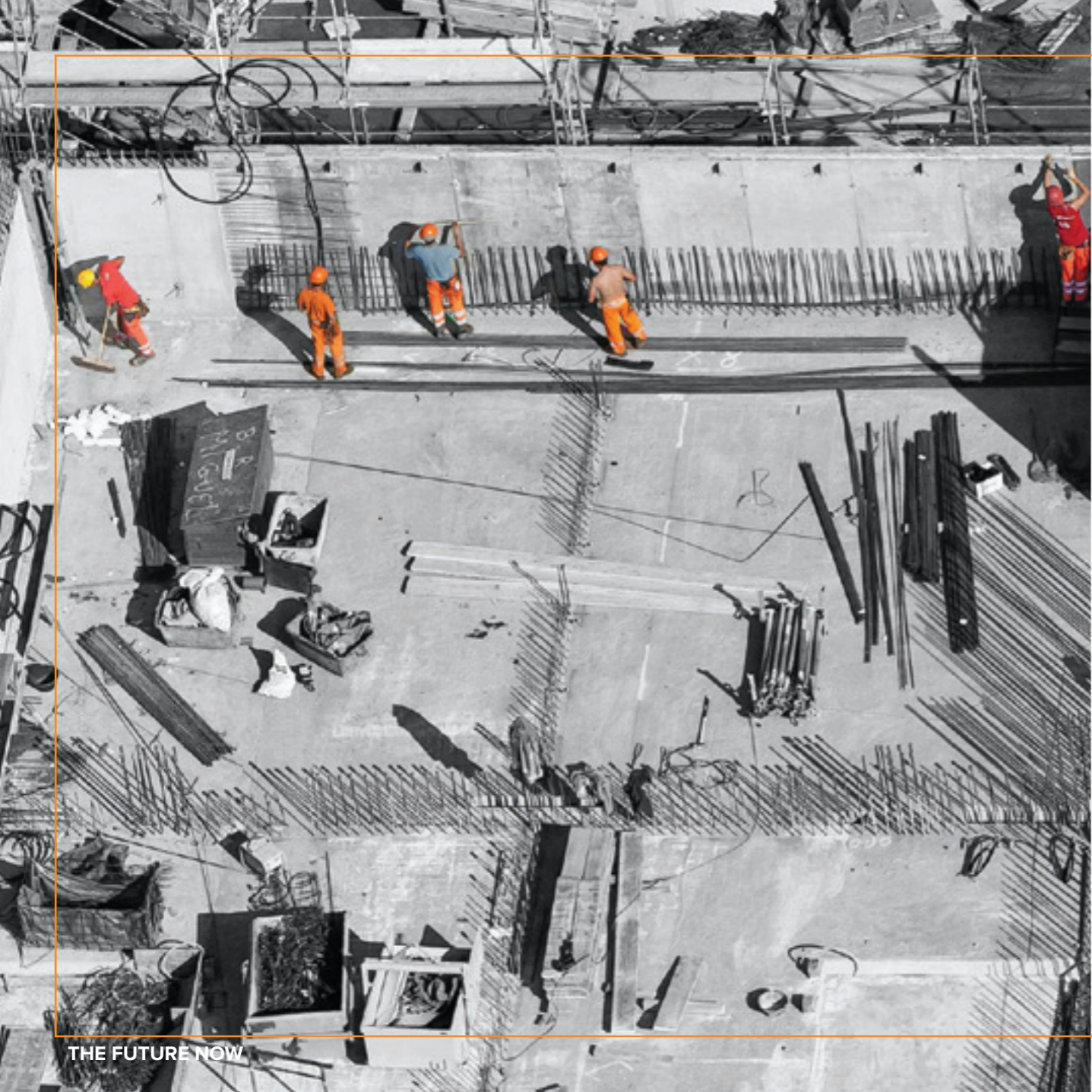
Meeting national aspirations for economic and social development requires smart thinking to deliver sustainable solutions for managing water resources. Our specialist skills in the water sector range from analysis and management of water resources to the design and construction supervision of water service networks. Our expertise goes beyond the fairly simple collection and interpretation of hydrological data to more complex simulations/modeling of water networks. , we specialize in the subsectors below; -

- o Water supply and Sanitation
- o Wastewater management
- o Dams and reservoirs
- o Flood systems management

Built Environment

Building is an ancient human activity that began with the purely functional need for a controlled environment. ATRO E&M is specialized in building structures that last the test of time. Our experts in this sector work closely with the clients to establish state of art structures that give value for money. We major in the provision of the following design services -

- o Civil & Infrastructure engineering
- o Utilities (CCTV, water, telecoms, etc.)
- o Buildings (commercial complex) design



OUR EXPERTISE

ADVISORY

We are leaders in infrastructure Engineering and Management with demonstrated experience in every phase of the project life cycle, from initial feasibility studies and master planning through design and operation. We have a long history of providing these services directly to public and private sector clients. Using this experience, we assist our clients in an independent oversight and advisory role to help ensure the infrastructure projects they fund are implemented consistent with intended goals, timeline, budget, and design standards.

Under our Advisory service, we specialize in the provision of the following services; -

- 1- Public, Private Partnerships, and Project Finance (Technical, Transactional, Lenders, private and Public advisory);-
- 2- Technical Advisory (Pre-Feasibility & Feasibility studies & Infrastructure planning)
- 3- Urban Planning
- 4- Greening & Sustainability



INFRASTRUCTURE ENGINEERING

The history of engineering is part and parcel of the history of human civilization. The Pyramids of Giza, Stonehenge, the Parthenon, and the Eiffel Tower stand today as monuments to the heritage of engineering. Communities are fundamental. Whether around the corner or across the globe, they provide a foundation, a sense of place, and belonging. That's why at ATRO E&M, we always design with community in mind. This allows us to assess what's needed and connect our expertise, appreciate nuances, and envision what's never been considered, to bring together diverse perspectives so we can collaborate toward a shared success.

Under our Infrastructure Engineering service, we specialize in the provision of the following services -

- 1- Infrastructure Engineering Design (Civil Structural Designs: Building design and planning assessment, Road and Highway Design Services, Water Services design, Hydrology, and Drainage design)
- 2- Construction Project Management (Project Management, Construction Monitoring, and Construction Supervision)



PROJECT MANAGEMENT

To plan and manage a project successfully involves listing goals and deliverables, identifying and managing risks, careful resource management, smart budgeting, and clear communication across multiple teams and stakeholders. Here we embrace conceptual design, tender document preparation, evaluation of tenders, assistance with negotiation to contract award, design audit, factory inspections, and site supervision through to commercial operation and beyond. From understanding the requirement, developing solution concepts, and delivering initial economic and feasibility studies to defining and implementing engineering design, construction, commissioning, handover, and operation, we support our clients at every step.

OUR PROMISE

- 1. Restless curiosity:** We like a challenge, change, and to be always learning. We are independent thinkers, constantly curious about the world and how to make it better for everyone.
- 2. Creativity:** We bring together the brightest minds to inquire, problem solve, invent and achieve the best outcomes.
- 3. Human focus:** We never lose sight of the human impact of our actions and the responsibility that this entails.
- 4. Respect:** We are inclusive, respecting the environment and everyone with whom we work, and valuing all people and cultures equally.
- 5. Integrity:** We deliver on our promises, behave ethically, and do not tolerate bribery or corruption.
- 6. Care:** We put safety at the core of everything we do with a commitment to harm no one.
- 7. Partnership:** We are at our best when we work with you to help define and solve problems and deliver solutions.
- 8. Leadership:** We want to be at the leading edge of everything we do – so you get the best results.
- 9. Collaboration:** We develop trust-based relationships that allow us to do our best work.
- 10. Commitment:** We aim to turn obstacles into sustainable solutions for you and the lives you touch, by maintaining an unswerving focus on your needs.



PROJECTS COMPLETED & ONGOING

DESIGN & SUPERVISION FOR FLOOD SHORELINE PROTECTION WALL - KING-FISHER DEVELOPMENT AREA

The Lake Albert Oil Development project area is near the western part of Lake Albert. There are three partners for the Lake Albert Oil Development project namely CNOOC Uganda Limited, Total E&P Uganda B.V., and Tullow Uganda Limited. The project started in 2022 and is still ongoing. ATRO EMs formally known as Mott MacDonald Uganda Limited scope of work includes designing sheet pile floodwall or a combination of sheet pile and riprap wall to protect KFDA oil facilities, designing the jetty structure and redesigning drainage channel south of well-pad 2, pre-construction technical support during procurement for civil works, and construction monitoring services during the implementation of civil works.



ARCHITECTURAL & ENGINEERING DESIGN - NATIONAL AGRO-PROCESSING INSTITUTE NWOYA

Ministry of Education and Sports + World Bank contracted ATRO EM formally known as Mott MacDonald Uganda Limited to do Surveys and Investigations, Review topographical surveys, Geotechnical Studies, Environmental and Social Impact Assessment (ESIA), Architectural and Engineering Designs, Preparation of bills of quantities, and Preparation of technical specifications. The project started in 2020 in Nwoya, Northern Uganda, and was completed in 2022.



KAMPALA INDUSTRIAL BUSINESS PARK, NAMANVE

The KIBP located 11 km East of Kampala along the Kampala – Jinja highway at Namanve, is a 2,200-acre facility that has been allocated to prospective investors for development in various sub-sectors such as Agro-processing, mineral processing, ICT, logistics, and freight, warehousing and general manufacturing.

In a bid to fully operationalize the KIBP, ATRO E&M, formally Mott MacDonald Uganda Limited was awarded the contract to provide design and construction supervision services of various infrastructural elements located within the park. We were contracted to assist the Lagan DOTT team with technical advisory services to carry out the detailed design and on-site supervision of the implementation of the design during construction over a 42-month design and construction programme. The design team is required to carry out necessary site investigations, topography and hydrological surveys and the detailed design of roads, drainage, sewerage system and sewage treatment, power, water and ICT provision. We shall be required to liaise with the construction team and the client to ensure approval of the proposed designs.



OPRC - TORORO-MBALE-SOROTI-DOKOLO-LIRA-KAMDINI ROAD (340KM)

ATRO EM formally known as Mott MacDonald Uganda Limited was appointed by Mota-Engil under the Uganda National Road Authority (UNRA) to provide design services for this World Bank-funded North-Eastern Road-Corridor Asset Management Project (NERAMP). The project was based on the OPRC concept and includes many activities related to management and Maintenance (including periodic evaluation) of the road network under the contract. It also included rehabilitation works and improvement works to bring the road up to predefined standards or service levels. Actual services provided were;

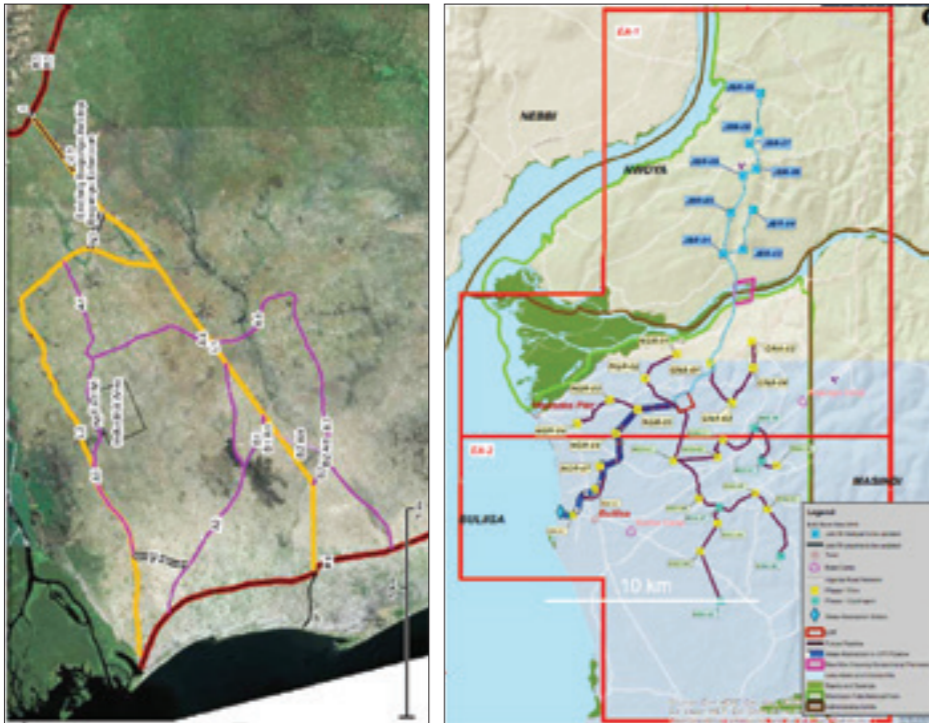
- Feld data surveys such as topographical surveys.
- Soils materials and geotechnical surveys.
- Bridges and culvert condition surveys; and pavement condition surveys.
- Traffic counts and axle load surveys.
- Delivering geometric designs, pavement design, drainage designs, ancillary design, road safety features and issue of relevant shop drawings and schedules.
- Supervision of the sub-contractors during data collection.



INFRASTRUCTURE DESIGN - TILENGA

The Total Tilenga project was divided into two main packages namely; - the upstream facilities which are subject to separate feed contracts and enabling infrastructure which was part of ATRO EM formally known as Mott MacDonald Uganda Limited design service contract. Our enabling infrastructure services contract included the design of early works to enable upstream facilities works which include the below; -

- 30 well pads (reduced from 35) and the upstream gathering network
- The Central Processing Facility (CPF)
- Nile River Crossings with block valve stations
- Water Abstraction Pipeline from Lake Albert to the Central Processing Facility (CPF)
- Construction Camp and Support Base, Operation Camp and Support Base



DESIGN & CONSTRUCTION SUPERVISION - KATOSI-KAMPALA TRANSMISSION MAINS

National Water and Sewerage Corporation (NWSC) was improving the water supply and sanitation systems in Kampala, Uganda. One of its projects consisted of the design and construction of a 51km ductile iron bulk Transmission Main (TM) from a treatment plant in Nsumba, Mukono to Naguru, Kampala.

Actual Services we provided included:

- Mott MacDonald was contracted to undertake the detailed design and construction supervision of the project along with JBG Gauff.
- We provided surveyors and CAD Technicians during the design.
- During construction we provided Assistant Resident Engineers and Clerks of works.





SUSTAINABLE ENGINEERING SOLUTIONS

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WORKFORCE

ATRO E&M's workforce comprises skilled individuals well versed in various engineering fields. Over the years, our teams have garnered a wealth of technical experience providing all-around engineering services to both private and public sector clients. This, coupled with unique and strategic project delivery insights, has enabled us to advise clients on the best sustainable approaches to projects.

Combined Company Experiences:

NO.	SKILLS	COMBINED YEARS OF EXPERIENCE
1	Civil engineers	90
2	Structural Engineers	11
3	Architects	20
4	Mechanical Engineers	12
5	Geotechnical Engineers	14
6	Quantity Surveyors	27
7	Health and Safety specialists	41
8	Construction managers	15
9	Clerk of works / Civil	35
10	Environmental experts	20
11	Electrical engineers	10
12	Sociologists	33
13	CAD Specialists	9
14	Project managers.	36
15	Infrastructure Development, Procurement and Technical audits	26



ATRO E&M Quality Policy

Obligation

ATRO E&M is committed to delivering engineering and management services of a high quality. We strive to achieve commercial success for our clients and partners, while maintaining /upholding quality outcomes that meet both local and international standards by:

1. Maintaining a strong culture of quality and business excellence, based on transparency, trust and respect.
2. Building a mutually profitable relationship with our clients, ensuring their long-term success, through the understanding of their needs while remaining compliant with local legislation and regulation.
2. Constantly pursuing digital excellence and innovation based on efficient business processes and best practices.

Responsibility

The Chief Executive Officer is responsible for this policy and for the effective implementation, operation and review of quality management requirements.

The Technical Excellence Manager is responsible for monitoring and reviewing the implementation of quality management requirements in all operations of the company.

Project Managers are responsible for ensuring quality deliverables in execution of our projects, in

line with client requirements.

Our subconsultants must demonstrate that they meet the expectations of our quality policies, directives and requirements.

All staff within the company are responsible for the quality of their work. The company provides training and has established systems to assist all personnel to achieve the standards required.

Approach

We work with our clients, partners and others to develop solutions that maintain and improve the quality of our services and projects and ultimately our business.

To achieve this, we:

- Have a Technical Excellence Manager and Digital Innovation Manager to ensure that excellence and digital innovation are applied to each assignment.
- Our project managers assess uncertainty, both risk and opportunity, to identify proportionate treatment plans that enable us to deliver as planned.
- Increase our team's potential by offering opportunities for capacity building and training.
- Monitor and review staff performance, client feedback and learning to continually improve the way we manage quality, and meet the needs of society, our business, our people and our clients.

Health, Safety and Security Policy

Obligation

ATRO E & M takes the health, safety and security of all its employees seriously and is committed to ensuring that high standards of health, safety and security at work are embedded as life skills to keep everyone safe all the time.

We take all reasonably practicable measures to eliminate hazards and minimise the risks to staff or others, both those for whom we have a duty of care and those who may be affected by our work.

We are committed to integrating health, safety and security into everything we do, to achieve zero harm, and to continually improve systems and practices within the workplace.

Responsibility

The Chief Executive Officer is responsible for this policy and for the effective implementation, maintenance and review of health, safety and security practices.

The Project Safety Adviser is responsible for the effective implementation and development of this policy and in ensuring health, safety and security considerations are prioritised in the planning and execution of staff duties.

The Operations Manager applies health, safety and security requirements on a daily basis and is responsible for monitoring and reviewing their implementation.

Project Managers are responsible for incorporating health, safety and security requirements into their projects, in accordance with local legislation and client expectations.

All staff and subconsultants are responsible for carrying out their work with minimum risk to themselves and others.

Approach

Our health, safety and security management system provides an integrated process to ensure we meet our commitments to our internal operations and projects.

We also commit to comply with all legal and other regulatory requirements in every country we work.

The health, safety and security of our staff and stakeholders is critical. We are committed to consulting staff and seeking their participation in delivering this policy. Staff have completed appropriate training courses dependent on their roles.

This policy is drawn to the attention of all employees. Information and training are provided to all staff, enabling them to comply with it.

The Operations Manager provides information, advice and support to staff on health and safety matters.



Corporate Social Responsibility

Social responsibility is core to ATRO E&M's organizational ethos. We have undertaken and continue to undertake varying CSR Initiatives to better the communities in which we live and work.

ANGIR PRIMARY SCHOOL, 25 OCTOBER 2016

On 25th October 2016, we undertook our first Corporate Social Responsibility (CSR) initiative. The team donated scholastic, sports, and sanitary items to the Angir Primary School in Nebbi district, Uganda. The team donated 456 dozens of branded books, 100 dozens of branded pens, 50 dozens of branded pencils, 200 pieces of mathematical sets, 20 dictionaries, 30 PLE (Primary Leaving Examination) revision papers for the school library, 150 packets of reusable sanitary towels, 22 full sets of branded football kits, 15 full sets of branded netball kits, 22 pairs of soccer boots, 15 pairs of netball sneakers, 2 branded trophies, 4 branded footballs, 4 netballs, branded t-shirts and caps for the headmistress, her staff and guests.

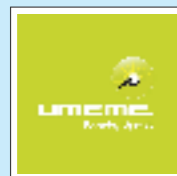


REUSABLE SANITARY KIT INITIATIVE, AUG 2017 - NOV 2017

UNESCO estimates that one in ten girls in Sub-Saharan Africa misses school during her menstrual cycle. Many girls drop out of school entirely once they begin menstruating simply because of a lack of information and/or sanitary products. Uganda has not been exempt from this endemic. In 2017, our team decided to focus on the plight of the girl child in rural Uganda by donating reusable sanitary kits to girls in schools across various regions of the country. If used correctly, the towels can be used for over a year which is particularly beneficial to girls in rural Uganda who do not have the financial resources to buy disposable towels every month. Eight hundred reusable sanitary towel kits were distributed to twelve different primary schools spread across the different regions of the country i.e. Butaleja in the East, Wakiso in the Centre, Sheema in the West, and Apac in the North



Clients





Plot 3, Moyo Close
Off Prince Charles Drive Kololo
Kampala - Uganda
 +256 417 117 100
 infor@atro-em.com
 www.atro-em.com
  @atroem