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Net-Soft Consult
Your solution oriented ICT Partner

2021

At Net-soft Consult we thrive on being at the forefront of Technology, Innovation, Strategy and Information Engineering. Our staff are focused on treating our clients' business interests with the same drive and determination as our clients themselves..

Company Profile

Provision of profesional ICT consulting services

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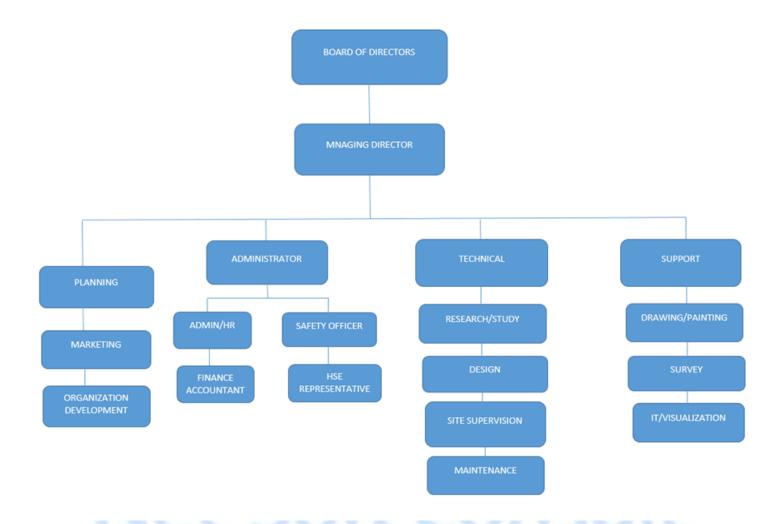*Fax: +255 22 2773892*

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1. Net-soft Organization

Net-Soft Consult Company Limited is a registered Company under the Company Ordinance (Cap. 212) as a Company Limited by Shareholding the Certificate of Incorporation No. 55382 given on 30th January 2006, with Taxpayer Identification Number (TIN) 104-791-913.

 Experienced and dynamic Tanzanians each specialized in specific field founded the company. The primary aim is to regroup young, dynamic, talented and experienced personnel, specialized in business development and Information Technologies. The concerted efforts of the management of Net-Soft Consult Company Limited revolve around the doctrine "The excellence and competence center aimed to achieve maximum level of competence and excellence."

The secret behind the success of the company is simply quality people and products. The total quality management of the organization has crossed boundaries and recognized for its dedication, attracted working arrangement with skilled, young, dynamic and qualified entrepreneur under the management team to tailored solutions to suit complexities of the various technological required by our customers.

The dedicated management of diverse work experience and integration have pulled their skills and resources together to give the company a perfect and reliable business solutions output. The management believes in challenges, competition and competency.

With headquarters in Dar es Salaam, Tanzania, Net-Soft Consult provides superior consulting services for managing the implementation of Software Systems across all industries, serving both the domestic and international sectors. Net-Soft Consult brings a fresh and innovative approach to consulting services, acting as liaison between the end-user and the software provider. Our goal is to exceed the expectations of every client by offering outstanding customer service, increased flexibility, and greater value, thus optimizing system functionality and improving operation efficiency. Our associates are distinguished by their functional and technical expertise combined with their hands-on experience, thereby ensuring that our clients receive the most effective and professional service

As experts in Software development and Security management systems and distribution, Net-Soft Consult is involved in every stage upon client selection of Management Information Systems software from implementation to completion offering continual functional and technical support. Our extensive skills encompass all aspects of implementation and operation, including business requirements definition, development of functional specifications for client approval, system design, and overseeing development teams customizing software to fit specific client needs. Typically, we are on-site at the client's locations handling client contact, providing functional and technical training and support, and resolving any and all troubleshooting issues that arise when the client initiates software usage in a live setting.

a.   Our Vision
To connect thinking people around the global village in a view of setting the first ever Software development center in Tanzania, bring to our customers doorsteps a complete service based on professional experiences and eventually become one of the world's software outsourcing point.

b.   Our Mission
Our main goal is to become one of the leaders in the information technology industry and is based on the syndrome "The excellence and competence center." We are working closely with the aim-keeping customer in mind. We want to have the most innovative products, the best employees and team force

c.   Why Net-soft Consult
Unlike other consulting firms, at Net-Soft Consult we possess operations experience and strive to meet those ever-higher expectations in systems Design, development and Integrations. Our associates are well versed in all aspects of multiple location management, from budgeting to productivity to establishing and maintaining business partnerships. We pride ourselves on our proven track record for effectively administering multiple implementations. This is due to effectively directing team members in the systems modifications to ensure that all business requirements are met within budget restraints and time schedules.

2.   Our Major Clients base

3. Net-soft Experience

i. CCTV security Experience.

Project Client	Contact	Types

Pact International	Bartholemew	Aventura Systems
Swissport Tanzania	Kaseja	Mobotix Systems
Geita Gold Mining	Maftah	Pelco Systems
TRA Kibaha	Julius Michael	Pelco Systems
Kilimanjaro International Airport	Kassian John	Mobotix Systems
Business Connection Kibaha Data Centre	Jiten Joshi	Aventura Systems

ii. Other Experiences

Item	Customer Reference	Description of Work Undertaken
1	Government Procurement Service Agent (GPSA)	Design, Develop and Implement Customized Fuel Management system, to Monitor Fuel Deliveries, Fuel Dispensing and Fuel Movement and Inventories to serves all the government Entities on fuel Management records and costs. The Automation involves the Installation Management of Dispensers using Controller, RFID Tags Technology to Identify and authorization of assets plus Tank Gauging on Fuel Inventory on Eleven Regions in Tanzania. Web based Software was developed using visual studio.NET application and database is MSSQL.

https://fmis.gpsa.go.tz/fleetSAP |
2	Geita Gold Mining Ltd	Automatic Tank gauging and on Stationary Assets and Mobile Fuel Bowsers, the system offers the monitoring of Inventories Movement on both stationary and mobile tanks Plus the Delivery Quantities on prescribed points , siphoning, deliveries and refueling amount on date time and Location. Web.fleetsap.com
3	PMM ESTATES(2001)	Automatic Tank gauging and on Stationary Assets and Mobile Fuel Bowsers, the system offers the monitoring of Inventories Movement on both stationary and mobile tanks Plus the Delivery Quantities on prescribed points , siphoning, deliveries and refueling amount on date time and Location.
4	AGA KHAN HEALTH SERVICES TANZANIA	Installation of fuel Transfer meters at all three different locations and Automate all delivery and dispensing transactions into our software for fuel reconciliation.

5	INTERNATIONAL ORGANIZESATION FOR MIGRATION	Automatic on Fuel Management and monitoring on its Fleet, the system offers the monitoring of all Fuel refuels, siphoning, Distance covered, drivers Performance and consumptions of each unit on the in the Fleet.
6	Mohamed Enterprises	Automatic on Fuel Management and monitoring on its Fleet, the system offers the monitoring of all Fuel refuels, siphoning, Distance covered, drivers Performance and consumptions of each unit on the in the Fleet.
8	Prime Fuel	Automatic tank Gauging on Stationary tanks on their three different geographical locations.
9	SKOLBUILDING CONTRACTORS	Monitor Fuel Deliveries, Fuel Dispensing and Fuel Movement and Inventories records and costs. The Automation involves the Installation Management of Dispenser using Controller, RFID Tags Technology to Identify and authorization of assets.
10	PRECISION AIR SERVICES	Development of Flight Management and Engineering Maintenance System, the system manages the aircraft management, scheduling, running hours, crew flying hours and scheduling. Technology is V4 and MSSQL SERVER Database.
11	BENJAMIN WILLIAM MKAPA HIV/AIDS FOUNDATION (BMAF)	Development and implementation of System Database monitoring and evaluation for the HIV medical survey. Technology is V4 and MSSQL SERVER Database.
12	ARCHITECTS AND QUANTITY SURVEYORS REGISTRATION BOARD (AQRB)	Design and Development of Database drove Website. Technology used is PHP for web application and MySQL Database.
13	TANZANIA FOOD AND DRUGS AUTHORITY (TFDA)	Development of Food and Drugs Registration Management Information System, this system processes information on Drugs, Food, laboratory Equipment and Premises; the whole process of registration was automated by this system.
14	THE COPYRIGHT SOCIETY OF TANZANIA (COSATA)	Supply, Installation and Commissioning of Local Area Network.
16	Business Connection Tanzania(BCX)	Design, install and configure IP internet WAN for its Data center/recovery site for its Umoja switch network. This setup will allow the communication between the Kibaha recovery site and Head office Umoja ATM switch , technology used, Cisco networks.
17	KILIMANJARO INTERNATIONAL AIRPORT KADCO	Design and install CCTV security system around airport perimeter and parking area
18	SKOL BUILDING CONTRACTORS	Development of Database driven Website, Emailing System and Security Management Systems.
19	SKOL BUILDING CONTRACTORS	Installation and Configuration of Document Management system and HR Management System.
20	KILIMANJARO INTERNATIONAL AIRPORT KADCO	Supply, Installation and Commissioning of IP Network Security system This Firewall, Router Installation and configuration, Local Area Network, Emailing System and Document management System.

		Technology used Cisco Networks, Cybroam and Microsoft exchange 2012.
21	PACT TANZANIA LTD	Installation and configuration of IP Network security system, Technology used Cisco networks and
22	TANZANI AIRPORTS AUTHORITY (TAA)	Supply, Installation and Commissioning of Structured Local Area Network
23	GALILEO TANZANIA LTD	Supply, Installation and Commissioning of Wireless access points for Local Area Network
24.	*CLINTON HEALTH ACCESS INITIATIVE* (CHAI)	Supply and Installation of Security Management System

4. Key Staff Personnel

Name of Staff	Qualification	Area of Expertise
Richard Shirima	BSc Computer Science	Systems Engineer and Project Management
Wandwi Mugesi	BSc BE Electronics and Communication	Systems analysis
Rajabu Kitindi	BSc Electrical Engineer	Systems and Analyst and design
Goodluck Kira	Technician	Systems Installations
Victor George	BSc Engineering	System Installation
Tracy Raymond	BSc Computer Application	System Installation
Salim Songoro	Technician	System Installation

5. Strategic partners

6.   Net-Soft Ethics & Code of Business Conduct

a.   Our Key Beliefs - The Way We Will Always Act

- *Uncompromising Integrity*
- *Constant Respect for People*

Net-Soft's Key Beliefs have been in existence from inception, and Net-Soft continues to have a strong culture of corporate ethics and citizenship. Since its original establishment in 2006, our Code of Business Conduct has provided Net-Soft employees guidance for their business activities, placing a priority on establishing trust with our stakeholders. However, it is not enough to declare our good values.Net-Soft is committed to acting on them--through the potential of our technology and the way we conduct our business.

As part of its commitment to Uncompromising Integrity and Constant Respect for People, Net-Soft has established the 'Code of Conduct' for its employees, business partners and others to report any questions or concerns they may have   about compliance with the Net-Soft Code of Business Conduct, or the laws, regulations or contract provisions that govern Net-Soft's business.

b.   Code of Business Conduct

Introduction

Times will change. Our products will change. Our people will change. Our customers will change. What will not change is our commitment to our key beliefs.

Key Beliefs

Key beliefs define who we are as individuals and as a company. Our key beliefs have defined us for many years to each other, to our customers, our shareholders, our suppliers, our competitors, and our communities.

Uncompromising integrity

Means staying true to what we believe. We adhere to honesty, fairness and "doing the right thing" without compromise, even when circumstances make it difficult.

Constant respect for people

Means we treat others with dignity, as we would like to be treated ourselves. Constant respect applies to every individual we interact with around the world.

Each of us is expected to demonstrate these key beliefs in our work as Net-Soft employee.

Purpose of the Code of Business Conduct

This Code of Business Conduct is guides to help Net-Soft employees' live up to Net-Soft's high ethical standards and their own. It summarizes many of the laws that Net-Soft and all employees are required to live by. The Code goes beyond the legal minimums, however, by describing the ethical values we share as Net-Soft employees.

This Code is neither a contract nor a comprehensive manual that covers every situation Net-Soft employee throughout the world might encounter. It is a guide that highlights key issues and identifies policies and resources to help Net-Soft employees reach decisions that will make Net-Soft proud.

Responsibility and Accountability

As a Net-Soft employee, each of us has the personal responsibility to make sure that our actions abide by this Code of Business Conduct and the laws that apply to our work. If you have any questions or concerns about illegal or unethical acts, check with management. Keep in mind that failure to abide by this Code and the law will lead to disciplinary measures appropriate to the violation, up to and including dismissal.

Each Net-Soft employee is expected to read the entire Code of Business Conduct. No code can guarantee ethical behavior though. Only we can.

Additional Responsibilities of Managers

Net-Soft managers are expected to lead according to our standards of ethical conduct, in both words and actions. Managers are responsible for promoting open and honest two-way communications. Managers must be positive activists and role models who show respect and consideration for each of our associates. Managers must be diligent in looking for indications that unethical or illegal conduct has occurred. If you have a concern about unethical or illegal activities, you are expected to take appropriate and consistent action, and inform your manager.

c.   Our Responsibility to Net-Soft Consult

We respect the dignity of each and every Net-Soft employee

Constant Respect

We will treat each other with respect and fairness at all times, just as we wish to be treated ourselves. We will value the difference of diverse individuals from around the world. Employment decisions will be based on business reasons, such as qualifications, talents and achievements, and will comply with local and national employment laws.

Harassment

Abusive, harassing or offensive conduct is unacceptable, whether verbal, physical or usual. Examples include derogatory comments based on racial or ethnic characteristics and unwelcome sexual advances. We are encouraged to speak out when a coworker's conduct makes us uncomfortable, and to report harassment when it occurs.

Safety and Health

We are all responsible for maintaining a safe workplace by following safety and health rules and practices. We are responsible for immediately reporting accidents, injuries, and unsafe equipment, practices or conditions to a supervisor or other designated person. Net-Soft is committed to keep its workplaces free from hazards.

In order to protect the safety of all employees, each of us must report to work free from the influence of any substance that could present us from conducting work activities safely and effectively.

Threats or acts of violence or physical intimidation are prohibited.

d. Our Responsibility to Customers and Consumers

Net-Soft exists to satisfy its customers

Product Quality and Safety

To maintain Net-Soft's valuable reputation, compliance with our quality processes and safety requirements is essential. We damage our good name when we ship products or deliver services that fail to lie up to Net-Soft standards.

Sales and Marketing

We will build long-term relationships with our customers by demonstrating honesty and integrity. All of our marketing and advertising will be accurate and truth Motorola HF radio up. Deliberately misleading messages, omissions of important fact, or false claims about our competitors' offerings are near acceptable.

We will only obtain business legally and ethically. Bribes or kickbacks are not acceptable. Guidance concerning customer gifts, travel and entertainment is in the Conflict of Interests section of this Code.

Customer Information

We must protect customer information that is sensitive, private or confidential just as carefully as our own. Only those who have a need to know should have access to confidential information.

Government Customers

We take special care to comply with all legal and contractual obligations in dealing with governments. National and local governments in Tanzania and all around the world have specific and varied procurement laws and regulations that have been established to protect the public interest. These laws generally prohibit or put strict limits on gifts, entertainment and travel offered to government officials. They also often apply to the hiring of current or recently retired officials and their families, and to any conduct that may be viewed as improperly influencing objective decision making. Many other laws strictly govern accounting and billing practices applied to the fulfillment of government contracts and subcontracts.

These laws are applicable to Net-Soft and all Net-Soft employees worldwide. When Net-Soft uses suppliers or subcontractors to fulfill its commitments, we may also be responsible for communicating these unique governmental requirements to them. Net-Soft employees who deal with government officials and contracts are responsible for knowing and complying with applicable laws and regulations.

e. Our Responsibility to Business Partners

Building quality relationships with other companies gives Net-Soft a competitive advantaged.

Purchasing Practices

Purchasing decisions must be made based solely on Net-Soft's best interests. Suppliers win Net-Soft business based on product or service suitability, price, delivery and quality. Purchasing agreements should be documented and clearly identify the services or products to be provided, the basis for earning payment, and the applicable rate or fee. The amount of payment must be commensurate with the services or products provided.

f. Our Responsibility to Competitors

We compete aggressively and with integrity at the same time.

Competitive Information

We must never use any illegal or unethical methods to gather competitive information. Stealing proprietary information, possessing trade secret information that was obtained without the owner's consent, or inducing such disclosures by past or present employees of other companies is prohibited.

If information is obtained by mistake that may constitute a trade secret or confidential information of another business, or if we have questions about the legality of information gathering, we should consult the Law Department.

Fair Competition Antitrust

Net-Soft and all our employees are required to comply with the antitrust and unfair competition laws of the many countries in which we do business. These laws are complex and vary considerably from country to country. They generally concern:

- Agreements with competitors that harm customers, including price fixing and allocations of customers or contracts.
- Agreements that unduly limit a customer's ability to sell a product, including establishing the resale price of a product or service, or conditioning the sale of products on an agreement to buy other Net-Soft products and services.
- Attempts to monopolize, including pricing a product below cost in order to eliminate competition.

Net-Soft employee who question whether an action may violate competition laws should talk to the Law Department.

g. Our Responsibility to Government

As a responsible citizen, it is our obligation to obey the law.

Compliance with the Law

Net-Soft employees around the world are required to comply with all applicable laws and regulations wherever we do business. Perceived pressures from supervisors or demands due to business conditions are not excuses for violating the law. When we have any questions or concerns about the legality of an action, we are responsible for checking with management, the Law Department or the Ethics Line.

Net-Soft Political Activities

No Net-Soft employee may, except with approval from the Government Relations Office, make any political contribution for Net-Soft or use Net-Soft's name, funds, property, equipment or services for the support of political parties, initiatives, committees or candidates. This includes any contribution of value. Additionally, lobbying activities or government contacts on behalf of Net-Soft, other than sales activities, should be coordinated with the Government Relations Office.

Anti-Corruption Law

Net-Soft will comply with the anti-corruption laws of Tanzania and the countries in which it does business, including the U.S. Foreign Corrupt Practices Act (FCPA), which applies to its global business. Net-Soft employee will not directly or indirectly offer or make a corrupt payment to government officials, including employees of state-owned enterprises. These requirements apply both to Net-Soft employees and agents, such as Third Party Sales Representatives, no matter where they are doing business. If you are authorized to engage agents, make sure that they are reputable and require them to agree in writing to Net-Soft's standards in this area.

Crossing National Borders

When importing or exporting products, services, information or technology, Net-Soft will comply with applicable Tanzanian and other international laws, regulations, and restrictions. In addition, when we travel internationally on company business we are subject to laws governing what we import and export. Net-Soft employee is responsible for knowing the laws that pertain to them, and for checking with their import/export compliance manager when in doubt.

h.   Conflict of Interest
We will make business decisions based on the best interests of Net-Soft.

General Guidance

Business decisions and actions must be based on the best interests of Net-Soft, and must not be motivated by personal considerations or relationships. Relationships with prospective or existing suppliers, contractors, customers, competitors or regulators must not affect our independent and sound judgment on behalf of Net-Soft. General guidelines to help Net-Soft employee better understand several of the most common examples of situations that may cause a conflict of interest are listed below. However, Net-Soft employees are required to disclose to local management any situation that may be, or appear to be, a conflict of interest. When in doubt, it is best to disclose.

Outside Employment

Net-Soft employee may not work for or receive payments for services from any competitor, customer, distributor or supplier of Net-Soft without approval of management. Any outside activity must be strictly separated from Net-Soft employment and should not harm job performance at Net-Soft. We must make sure that the skills we learn and use at Net-Soft are not used in such a way that could hurt the business of Net-Soft.

Board Membership

Serving on the Board of Directors or a similar body for an outside company or government agency requires the advance approval of local management. Helping the community by serving on boards of non-profit or community organizations is encouraged, and does not require prior approval.

Family Members and Close Personal Relationships

We may not use personal influence to get Net-Soft to do business with a company in which our family members or friends have an interest.

Investments

Net-Soft employee may not allow their investments to influence, or appear to influence, their independent judgment on behalf of Net-Soft. This could happen in many ways, but it is most likely to create the appearance of a conflict of interest if a Net-Soft employee has an investment in a competitor, supplier, customer, or distributor and his decisions may have a business impact on this outside party. If there is any doubt about how an investment might be perceived, it should be disclosed to management.

We are also prohibited from directly or indirectly buying, or otherwise acquiring rights to any property or materials, when we know that Net-Soft may be interested in pursuing such an opportunity and the information is not public.

Gifts

Gifts are not always physical objects -- they might also be services, favors or other items of value.

Gifts to Net-Soft employee

Net-Soft employees don't accept kickbacks, lavish gifts or gratuities. We can accept items of nominal value, such as small promotional items bearing another company's name. We will not accept anything that might make it appear that our judgment for Net-Soft would be compromised.

In some rare situations, it would be impractical or harmful to refuse or return a gift. When this happens, discuss the situation with local management.