



REQUEST FOR PROPOSALS: RECRUITMENT AGENT

For

THE NATIONAL DISASTER MANAGEMENT AGENCY (NDMA)

RFP No : NDMA 2018/006
RFP Name : **Recruitment Services**
Tender Closing Date : Friday, 31 August 2018



CONFIDENTIALITY

No part of this document may be disclosed verbally or in writing, including by reproduction, to any third party without the prior written consent of National Disaster Management Agency. This document, its associated appendices and any attachments remain the property of NDMA and shall be returned upon request.



SCHEDULE INDEX

SECTION A - INTRODUCTION

SECTION B - SCOPE OF TENDER

- ❖ Agents/ Consultants Responsibility
- ❖ Tender Eligibility
- ❖ Supporting Documents

SECTION C - TERMS AND CONDITIONS OF TENDER

SECTION D - TENDER EVALUATION PROCESS AND CRITERIA

- ❖ Preliminary Evaluation
- ❖ Technical Evaluation
- ❖ Financial Evaluation

SECTION E - TENDER ELIGIBILITY DECLARATION

SECTION F - TENDER SUBMISSION FORM

SECTION G - CONTRACT TERMS AND CONDITIONS

SECTION A: INTRODUCTION

Background

The National Disaster Management Agency (NDMA or the Agency) is an independent public enterprise established under Part II (d) of the Disaster Management Act 2006. The Agency is established to be the Principal Institution for Disaster Management at the national level of government. The objectives of the Agency include but are not limited to:

- i) Promoting an integrated and coordinated system of disaster management focused on decreasing vulnerability and increasing preparedness and mitigation capacity.
- ii) Addressing the requirements for Disaster Management including mitigation, preparedness, response and recovery measures and supervising and monitoring disaster response, preparedness, mitigation and prevention programmes for the country;
- iii) Managing the national emergency operations system; Coordinating, facilitating and monitoring the implementation of disaster management policies, plans, programmes and procedures; and developing effective performance standards for disaster management.

Most importantly, the Agency acts as the focal point for the dissemination of information concerning disaster threats and hazards, including warning the public of approaching disasters.

Participating Companies

All consulting firms /companies with relevant experience and capacity to provide Recruitment Services are eligible to tender. Such companies must also satisfy all the eligibility criteria and must adhere to the scope of service as set out below.

Duration of engagement



The successful supplier will enter into a contract with the NDMA for the provision of similar services for a period of three (03) years from the date of contract signing. The services shall rendered as and when the need arise.

SECTION B: SCOPE OF SERVICE

The Agent's Responsibilities

The Recruitment Agent and consultants shall assist the NDMA in bringing high level of expertise to the task of finding the best candidate for any vacancy that may arise within the NDMA, emphasis shall be for higher middle and executive management position. In so doing, the Agent shall be required to provide resources to concentrate on the recruitment task.

The responsibility for making the final selection recommendation will always be with a selection committee and the decision to appoint will remain with the National Disaster Management Agency.

In addition to the above, the Recruitment Agent shall be responsible for the following tasks:

- Executive search (head hunting potential high caliber candidates)
- Participation in the selection process
- Conducting specialist recruitment
- Advertisement design and placement
- Assistance with the preparation of selection documentation
- Handle initial enquiries and acknowledge applications
- Short list applications and conduct first round interviews
- Conduct verbal reference checks and skills tests
- Present short listed applicants for further consideration
- Organize interviews with the short listed applicants
- Assist with negotiations and advise unsuccessful applicants of the outcome.

Supplier Eligibility

To be eligible, Tenderers must submit relevant documents to demonstrate that they are:

- Financially stable and capable to supply and deliver within the expected timelines.
- Experienced and highly qualified to areas of Personnel Administration, Human Resource Management Science. Consultants must submit curriculum vitea (CV) of lead consultants.
- In good standing with taxes (Tax Compliance Certificate)
- Registered with the Swaziland Register of companies and have valid licence to operate or an equivalence for Foreign Companies.

Relevant Supporting Details

Agents/Consultants are required to submit the following documents in addition to the above for support of their application:

- Company profile.
- A certified copy of Tax Compliance Certificate.
- A certified copy of Trading License.
- Labor compliance certificate



- Police clearance for Directors
- A copy of the Tenderers Company audited annual financial statements for the past three years or since inception.
- Names and Contact Details of at least three (3) reference customers
- Statement of Joint Ventures/Partnerships (if any)

SECTION C: TERMS AND CONDITION OF TENDER

1. The NDMA seeks reliable, financially stable vendors who can meet its cost, quality and service requirements.
2. The tender document as well as all other correspondence and documents relating to the tender exchanged by the tenderer and the NDMA, shall be written in English.
3. Tenderers should double check the prices quoted for accuracy before submitting their tender documents. Under no circumstances will the NDMA accept any request for price adjustment on grounds that a mistake was made in the tendered prices.
4. To assist in the examination, evaluation and comparison of tenders, the NDMA may, at its discretion, ask the tenderer for a clarification on any part of its tender. The request for clarification and the response shall be in writing, and no change in the prices or substance of the tender shall be sought, offered, or permitted.
5. By submission of the tender, the tenderer implicitly certifies that:
 - The prices in the tender have been arrived at independently without consultation, communication or agreement for the purpose of restricting competition, as to any matter relating to such prices, with any other tenderer or competitor;
 - Unless otherwise required by law, the prices quoted in the tender have not knowingly been disclosed by the tenderer and will not knowingly be disclosed, directly or indirectly, to any other tenderer or competitor until the results of the tender have been publicly disclosed.
 - No attempt has been made or will be made by the tenderer to induce any other tenderer or competitor to submit or abstain from submitting a tender for the purpose of restricting competition.
6. The NDMA does not bind itself to accept the lowest or any tender nor give any reason for the acceptance or rejection of a tender. The NDMA may accept a tender for a part of the quantity offered or reject any tender without assigning any reason.
7. Acceptance or rejection of tender offer will be communicated by a formal acceptance or rejection letter sent by fax, email and/or normal post directly to the tenderer. The tenderer's acceptance of such letter will not mean the NDMA is binding itself to an agreement. The NDMA shall only be bound under the agreement once the terms and conditions of the contract are agreed between the parties. Failure to agree thereto for a period exceeding thirty (30) days will render the whole tender transaction *void ab initio*.
8. The offers shall be under consideration immediately after the tender closing date until the NDMA makes an official award of contract. Whilst the offers are under consideration, tenderers and/or their representatives or other interested parties are advised to refrain from contacting the NDMA by any means. If necessary, the NDMA will obtain further clarifications on the offers by requesting such information from any or all the tenderers, either in writing or through personal contacts, as may be considered necessary. The NDMA reserves the right to eliminate from the evaluation a tenderer contravening this provision.
9. Tenderers will not be permitted to change the substance of their offers after the tender box has been opened.



10. NDMA reserves the right to modify, or change the specifications or even cancel the tender before the tender opening and such modifications or changes will be communicated to the tenderers in advance as and when decided.
11. Participation in this tender process, or in relation to any matter concerning the tender, will be at the tenderer's sole risk, cost and expense. NDMA will not be responsible in any circumstance for any costs or expenses incurred by any tenderer in preparing or lodging a tender or in taking part in the tender process or taking any action related to the tender process.
12. Signed tender documents must be submitted by placing them in a suitably large envelope that must be sealed to ensure the contents cannot fall out or be viewed without opening the envelope.
13. Nothing shall prevent the NDMA from conducting a diligence search of the tenderer's business.
14. Each page of the offer must be numbered consecutively, bear the tender number, and be signed and stamped by the tenderer at the bottom. A reference to the total number of pages comprising the offer must be made at the top right hand corner of the first page.
15. The tender shall have no interlineations, erasures, or overwriting except as necessary to correct errors made by the tenderer, in which case such corrections shall be initialled by the person or persons signing the tender.
16. Tenders submitted by Fax, Telex or e-mail will not be accepted.
17. Completed tender documents must be placed in the Tender Box situated at the *National Disaster Management Agency Offices, Rhus Office Park, Lot 195, Karl Grant Street, Reception Area before 12h00 Noon on Friday, 31st August 2018*. The time mentioned herewith shall be the time shown at NDMA Reception Area. The NDMA shall not accept late tenders, such will be returned to the bidders. **“REQUEST FOR PROPOSAL: RECRUITMENT SERVICES FOR NDMA RFP 2018/006”**
18. All request for clarity and additional information, if any, regarding this tender must be submitted to the NDMA before close of business on Wednesday 22 August 2018.
19. Tenders or any part thereof received after the stipulated closing date and time will not be accepted. No tender may be modified after the deadline for submission of tenders.
20. Tenders will be opened from 12h01pm on the date of closing at the NDMA Meeting Room. Tenderers are invited to attend the Tender Opening Meeting during which they will be informed if there are changes.
Only the Technical Proposal shall be opened at this stage in the presence of all the tenderers or their representatives during the opening. However, tenders may be opened even if tenderers or their representatives are not present at the scheduled time. Each tenderer and the eventual contract holder agree to be bound by the laws of Swaziland and shall be subject to the Courts of the country. Each tenderer shall indicate a place in Swaziland and specify it in the tender as his domicilium, where all notifications may be served to him.
The Financial Proposals for those tenderers who succeeded in the Technical evaluation will be opened on a specific date to be announced.
21. The NDMA requires that tenderers observe the highest standard of ethics during the procurement process and execution of contracts. When used in the present regulations, the following terms are defined as follows;
 - 20.1 **“corrupt practice”** means the offering, giving, receiving, or soliciting of anything of value to influence the action of a company official in the procurement process or in contract execution; and
 - 20.2 **“fraudulent practice”** means a misrepresentation of facts in order to influence a procurement process or the execution of a contract to the detriment of NDMA, and includes collusive practice among tenderers (prior to or after tender submission) designed to establish tender prices at artificial non-



competitive levels and to deprive NDMA of the benefits of free and open competition. NDMA will reject a proposal for award if it determines that the tenderer recommended for award has engaged in corrupt or fraudulent practices in competing for the contract in question. Further a tenderer who is found to have indulged in corrupt or fraudulent practices risks being blacklisted from procurement at NDMA.

22. Tenderers and their officers, employees, agents and advisers must not engage in any collusion, anti-competitive conduct or any other similar conduct with any other tenderer or any other person in relation to the preparation or submission of tenders. In addition to any other remedies available under any law or any contract, the NDMA may at its sole discretion immediately reject any tender submitted by a tenderer that engaged in any collusive tendering, anti-competitive conduct or any other similar conduct with any other tenderer or any other person in relation to the preparation or submission of tenders.

23. Any collusion amongst tenderers or between tenderers and NDMA personnel is forbidden and discovery of any such act will disqualify the tenderer(s) and result in disciplinary action against the NDMA employee.

The tender, or contract if it has been concluded already, will be declared invalid if NDMA determines that the tenderer, or any person acting on his behalf, has offered, promised or given a bribe, gift or other inducement to an officer or employee of NDMA with the intention of influencing the award of the contract.

24. The tenderers must disclose if they or any of their sub-contractor(s):

- Are or have been the subject of any proceedings or other arrangements relating to bankruptcy, insolvency or financial standing.
- Have been convicted of any offence relating to professional misconduct.
- Have not fulfilled any obligations relating to the payment of taxes in Swaziland.

Disclosure extends to any company in the same group of a tenderer (including but not limited to parent subsidiary and sister companies, and companies with common shareholders whether direct or indirect and parties with whom the tenderer is associated, in respect of this tender).

25. The tenderer should provide evidence acceptable to NDMA to show that:

- It is a reputable company who has adequate technical knowledge, professional qualification, and wide experience in performing project management services.
- It has adequate financial stability and status to meet the stipulations under the contract. It is financially solvent and without current judgments or any other financial background that could prevent it from operating bank accounts, raising finance and conducting other activities that are essential to the running of a business.
- It has an adequately qualified and experienced team assigned for the work under this tender.

26. The tender shall remain valid and open for acceptance by NDMA for not less than ninety (90) days after the submission of tenders.

27. A tender document submitted by a joint venture (JV) of two or more companies must be accompanied by a document forming the joint venture. The JV must be duly registered and authenticated by a notary public or other official deputed to witness sworn statements, in which precisely defined the conditions under which the joint venture will function, its period of duration, the persons authorized to represent it and obligated thereby, the participation of the several companies forming the joint venture, and any other information necessary to permit a full appraisal of its function. The JV agreement should be submitted with the tender documents.

28. Tenderers are advised to provide all relevant information as required.

29. Any document submitted in reply to the Invitation to Tender shall become the property of the NDMA. NDMA will use commercially confidential or proprietary information solely for the purpose of the evaluation of tenders and the selection of a suitable contractor.



30. Figures should not be altered or erased; any alteration should be effected by striking through the incorrect figures and inserting the correct figures in ink above the original figures. All such amendments should be initialled by the tenderer in ink.
31. Arithmetical errors will be rectified only if there is a discrepancy between the unit price and the total price that is obtained by multiplying the unit price and quantity. In such case, the unit price shall prevail, and the total price shall be corrected. If the tenderer does not accept the correction of the errors, the tender will be rejected. If there is a discrepancy between words and figures, the amount in words will prevail.
32. NDMA will award the contract to the tenderer whose tender has been determined to be substantially responsive to the tender documents and who has offered the best evaluated tender price, provided that, such tenderer has demonstrated the capability and resources to complete the contract, and has offered the appropriate equipment and experienced personnel for the intended operation.
33. Notice of intention to award the tender shall be sent to all Service Providers who participated in the tender and shall further be published in the Swaziland Public Procurement Regulatory Agency website
34. Tenderers must provide the following information in two sets, one in hard copy and the other in a soft copy (scanned format), as part of their the **Technical Proposal**
 - Company profile.
 - A certified copy of Tax Compliance Certificate.
 - A certified copy of Trading License.
 - Labor compliance certificate
 - A copy of the Tenderers Company audited annual financial statements for the past three years or since inception.
 - Names and Contact Details of at least three (3) reference customers
 - Statement of Joint Ventures/Partnerships (if any)
35. If the tenderer has any doubts as to the meaning of any portion of this document, he should set out in his covering letter the interpretation on which he relies.
36. The onus is on tenderers to furnish sufficient information for a full technical and financial evaluation of offers.
37. The NDMA reserves the right at any point of the tender process, to disqualify any non-compliant tender proposal (i.e. proposals failing to meet the terms of these instructions) received.
38. The NDMA reserves the right to require a performance guarantee for any upfront payment required by the vendor.
39. **Tender prices must clearly reflect separately all taxes to be charged.**
40. Any query in connection with the Tender or the Invitation to Tender shall be submitted in writing to the Head of Supply Chain: procurement@ndma.co.sz / phesheya@ndma.co.sz not later than Wednesday 22 August 2018.



SECTION D: TENDER EVALUATION PROCESS & CRETERIA

All application shall be evaluated at three (03) stages: the Preliminary Evaluation, Technical Evaluation as well for Financial Evaluation: The Quality Cost Based Selection (QCBS) shall be used to in the evaluation of this tender.

1. **A Preliminary Evaluation:** to determine whether tenders complete and responsive to the basic instructions and requirements of the tender document. Completeness of tender shall be determined by the submission of the relevant documents as set out in SECTIION B above. Failure to comply would result in bid disqualification from the process.
2. **A Technical Evaluation:** in conducting the technical evaluation the NDMA shall consider in detail all the submitted documents including the Agents experience and qualification as stated above. The relevant trade references shall consider as well. The NDMA shall allocate points in accordance with a set schedule and a successful Agent must obtain at least 70% at this level to be considered for further evaluations.

TECHNICAL EVALUATION	
Creteria	Score
Relavant Experience	50
Expeience in Human Resource management and recruitment processes	30
Similar Assignments conducted for Catergory A Public Enterprises	20
Capacity to Undetake Assignment	20
Performance Methodology	05
Detailed Work Plan with Timelines	15
Consultants Qualification	30
Qaulification of Lead Consultant	20
Qaulifications of support team	10
MAXIMUM SCORE	100

3. **A Financial Evaluation:** to compare tender prices in order to determine the tender with the lowest evaluated price. All prices must be in SZL Emalangeni currency and must include all applicable taxes. The Financial Proposal must be submitted in a separate envelop, clearly marked as “*FINANCIAL PROPOSAL*” Foreign currency rate will be converted to Lilangeni (SZL) at the official selling rate published by the Central Bank of Swaziland on the day of the latest submission date of the tender. Evaluation will take place in Lilangeni (SZL) only.

Evaluation for Quality and Cost based Proposals



The lowest evaluated Financial Proposal (FM) will be given the maximum financial score (Sf) of 100 points. The financial scores (Sf) of the other Financial Proposals will be computed as follows:

$$Sf = 100 \times FM / F$$

Where: Sf: the financial score, FM: the lowest price, F: price of the proposal under consideration.

Proposals will be ranked according to their combined Technical (St) and Financial (Sf) scores using the weights (T = the weight given to the Technical Proposal; P = the weight given to the Financial Proposal; T + P = 1) indicated as:

$S = St \times T\% + Sf \times P\%$. The firm achieving the highest combined technical and financial score will be recommended for tender award.

The weights given to the Technical and Financial Proposals are:

$$T = 0.6$$

$$P = 0.4$$

SECTION E - TENDER ELIGIBILITY DECLARATION

[Name of Bidder, Address, and Date]
The Chief Executive Officer
National Disaster Management Agency
PO Box 8909
Mbabane H100
Swaziland

Dear Sir,

RE: **Tender No: 2018/007 –Development of Performance Management System**

We, the Directors of the above-mentioned company, hereby declare that:

- a) We, have a legal capacity to enter into the contract;
- b) We, are not insolvent, in receivership, suspended, bankrupt or being wound up and not subject of any legal proceedings;
- c) We, have not been convicted of any criminal offence related to professional conduct or making of false statement or misrepresentations of qualifications to enter into a contract within a period of five (5) years preceding the commencement of the procurement proceedings; and
- d) We do not have a conflict of interest in relation to the procurement requirement.
- e) We have fulfilled our obligations to pay taxes and social security contributions; and adhere to basic labour legislation.
- f) We are not subject to suspension from participating in public procurement; and none of our directors or officers have been involved in a tenderer or supplier currently subject to suspension.

Authorized (Full Name):Position:.....

Signature:.....Date:.....

....



SECTION F - TENDER SUBMISSION FORM

TENDER SUBMISSION REGISTER

TENDER No. : NDMA 2018/006
TENDER NAME: RECRUITMENT AGENT

DATE	BIDDER NAME	SUBMISSION TIME	SUBMITTED BY	CONTACT NUMBER	EMAIL ADDRESS	SIGNATURE

SECTION E: CONTRACT TERMS AND CONDITIONS

CONTRACT TERMS AND CONDITIONS

1. DEFINITIONS

1.1 In this Contract, the following terms shall be interpreted as indicated:

- a) "the Agent" means the consultant engaged by the NDMA for the proper performance of the required services
- b) "The Contract" means the agreement entered into between the Procuring Entity and the Supplier, as signed by the parties, including all attachments and appendices thereto and all documents incorporated by reference therein.
- c) "The Contract Price" means the price payable to the Supplier under the Contract for the full and proper performance of its contractual obligations.
- d) "The Services" means the scope of works and performance deliverables expected from the consultant in pursuant to this agreement.
- e) "The Procuring Entity" means the National Disaster Management Agency, an organization purchasing the Goods.
- f) "The NDMA" means the National Disaster Management Agency to whom the services shall delivered.

1. TRANSFER OF CONTRACT

1.1. Except with the prior written consent of National Disaster Management Agency, the Consultant:



- a. Shall not transfer or otherwise dispose of its rights or obligations under the present contract;
- b. Shall not sub-contract or otherwise transfer responsibility of the whole or any part of the services.

2. TERMINATION AND RENEWAL OF CONTRACT

- 2.1. Both parties to this agreement shall have the right to terminate the contract upon giving the other party a notice equivalent to fourteen working days. Such notice shall be deemed to have been received by the other party one (01) day from the date of transmission.
- 2.2. The contract will be terminated upon completion of the services identified in subsection 1.2 above or by mutual agreement between the two parties.
- 2.3. The NDMA shall terminate this agreement where;
 - a. The performance of the Consultant is continuously substandard and not satisfactory after due notification and advice by the NDMA.
 - b. It is so determined that the consultant offered or promised to offer anything of value for the purposes of influencing the appointment decision of this contract, the NDMA shall terminate this agreement immediately
 - c. Where the consultant consistently fail to deliver the required services within the timeframe specified in table 1.1 above
- 2.4. The Consultant shall terminate this agreement where;
 - a. The NDMA continuously fail to provide relevant documentation, information and or any material considered paramount for the successful completion of this service.
 - b. There is unjustifiable delay on payment of services rendered

3. FORCE MAJEURE

If through “Force Majeure” (Government embargo, war blockades, revolution, insurrection, mobilization, strikes, lockouts, riots, extra ordinary civil disturbances, and or an act of God) where one or both of the contracting parties are unable to perform their obligation under the terms of this contract; then it shall be considered cancelled and no penalties attached to the parties.

4. DISPUTES AND APPEALS

- 4.1. Any dispute or controversy arising from the implementation or application of this Contract shall be settled by negotiation, with a view to an amicable settlement.
- 4.2. In the event any matter remains unresolved after such negotiations referred to in Clause 3.1. above, this must be resolved by an arbitrator who shall be jointly appointed by both parties. The cost of such arbitration services shall be born in equal proportions by both parties.
- 4.3. Any party shall be entitled to demand in writing that the dispute be referred for arbitration within seven (7) days after an agreement could not be reached.
- 4.4. The finding of the arbitrator shall be final and binding on the parties and may only be made an order of court should one of the parties fail, refuse or neglect to give effect to the arbitrator’s finding or award.
- 4.5. Otherwise save for the generality of this clause the parties shall reserve the right to refer such dispute to a court with competent jurisdiction.



5. MODIFICATION OR AMENDMENT

- 5.1. Should the Parties at any stage wish to amend the provisions of this contract, including the provisions of this clause, they shall do so by way of a written amendment signed by the authorised representatives of each Party after having reached an agreement to do so.
- 5.2. Should either party (referred to as the, “Proposing Party”) wish to request any amendment to the Services or the scope of Services (including the amendment of the Services, the addition of services falling within the ambit of existing Services or the omission of existing Services), the Proposing Party shall address a written proposal to the other party (referred to as the “Proposed Party”). The proposal shall detail the desired changes or amendments through a change order request specifying the complete impact of such amendment(s) including cost impact, if any. The Proposed Party shall assess the likely impact of any proposed amendments and shall within ten (10) calendar days of receipt of the proposal, provide the Proposing Party with a change order (Change Order) in respect of such proposal, or, if such change is not acceptable to the Proposed Party, respond thereto along with reasons why it is not acceptable.
- 5.3. No changes, additions or omissions of the Services shall be effective or binding on the Parties unless the Change Order (amended as agreed between the Parties) has been mutually discussed, agreed and signed by the authorised representatives of both Parties and in this regard the Parties undertake to discuss all such Change Orders within reasonable time.
- 5.4. The Change Order shall inter alia indicate:
- a. the effect of the change order, if any, on the fees and charges which are payable by the NDMA to the Consultant;
 - b. the impact of the changes, additions or omissions to the services and to any other process, environment or system within the NDMA’s business of which the NDMA is aware or ought reasonably to have been aware;
 - c. The anticipated time schedule for implementing the Change Order.

6. CONFIDENTIALITY AND OWNERSHIP OF DOCUMENTS

- 5.5. National Disaster Management Agency will be responsible for obtaining and providing reasonable access to all information and documentation necessary to fulfil the assignment.
- 5.6. All documents, articles, reports, data and other information in whatever form provided, obtained or made available howsoever to the Consultant under or in connection or by virtue of this contract shall be deemed confidential. The Consultant shall not be entitled to make copies or make use of the same for carrying out any work or in employing any of them in any other way not related to this contract.
- 5.7. The copyright, as well as ownership in the final tangible Product of the Services shall vest in National Disaster Management Agency after payment of the Consultant’s fees.
- 5.8. The above provisions does not apply to NDMA Confidential information that:
- a. is in the public domain; or
 - b. the Consultant is required by Law to disclose; or
 - c. the Consultant is required to disclose to its insurers or legal advisers; or
 - d. is necessary for the Consultant to disclose in order to reasonably perform the Services; or



- e. is information the Consultant independently developed; or
- f. The Consultant received from a third party without restriction and without a breach of a duty of confidentiality.

5.9. NDMA agrees to keep confidential and not to disclose to any third party the methodology or technology the Consultant used to perform the Services.

7. GOVERNING LAW

The contract shall be governed by and contracted in all respects in accordance with the Laws of the Kingdom of Eswatini.

All Tender Documents must be addressed to:

**THE SECRETARY OF THE MANAGEMENT TENDER COMMITTEE,
NATIONAL DISASTER MANAGEMENT AGENCY
RHUS OFFICE PARK MBABANE.**

