



**FISD Limited  
Company**

*Irrigation and Water Professionals*

# COMPANY PROFILE

**ENGINEERING | INNOVATION | FINANCING**



## Who we are

FISD Limited (FISD Ltd) is a wholly owned Malawian company registered under the limited by Shares Company Act of 1985. FISD Ltd is a revenue generating entity of the Foundation for Irrigation and Sustainable Development (FISD); a local NGO that was formed with an aim of spearheading Sustainable development and promoting the livelihood of the rural to complement the Malawi Government's efforts for the same.

## What we do

FISD Ltd specializes in Design and Implementation of Innovative Irrigation, Water Supply Engineering works, clean energy agribusiness and Financing.

## How we do it

The group has a clear strategy of using its collective skills, state of the art technologies and understanding of markets to develop a unique value proposition to clients.

## Why we do it

To promote the livelihood of Malawians through enhancement of their food and income security.

## OUR PEOPLE

Our people are crucial in the delivery of our services and solution to our clients. In order to ensure that everyone is equipped with the right skill, knowledge and attitude, a comprehensive training program is put in place to constantly upgrade our people in technical and management skills.

We believe firmly in providing the right training, accredited certification and practical knowledge for our people, in order for them to execute their duties and responsibilities confidently. Our aim is to stay relevant to the ever-changing market place and client's requirement.

# OUR MAIN DIVISIONS

## FISD CONSTRUCTION

Registered with NCIC as Civil Engineering Contractor in the Unlimited Category and is responsible in implementing Irrigation and Water Supply Civil Works

---



# FISD SOLAR AND ELECTRICAL CONTRACTORS

Spearhead Engineering Works in Solar Pumping Irrigation System and in Mini/Micro Solar off grid Systems and self-Consumption and Backup on grid systems.



## **FISD DRILLING CONTRACTORS:**

The division is responsible for Ground water Exploration and Drilling registered with NCIC as specialists in Bore-hole Drilling. The only Drilling Contractor in Malawi that can drill as deep as 750 meters.



## FIFAD:

FISD Finance for Agriculture Development is registered with Reserve Bank of Malawi as a Micro Credit Agency providing loans for investments in Irrigated Agriculture. This division is on its superhighway to Agricultural Bank migration.



# Let us **FINANCE YOUR** AGRICULTURAL SUCCESS

FISD is the leading Agriculture financier and gives out agricultural loans in form of money or other core inputs helping farmers to make it big in Agriculture



### AVAILABLE LOANS

- > Drilling loans (Borehole Loans)
- > Solar Powered Water pump loans
- > My farm (mundawanga) loans
- > Livestock enterprise Development loans
- > Horticulture development loans
- > Fertilizer loans
- > Off-grid solar systems
- > Generator loans

Visit your nearest branch for more information

+265 1 755 024 | 01 713 952 | 01 713 936

Email: [loans@fisd ltd.com](mailto:loans@fisd ltd.com)

Fisd Fund



## **VISION**

To be a champion solution provider in irrigation, water and clean energy in Sub-Saharan Africa.

## **MISSION**

To provide highest quality, professional and innovative irrigation, water and clean energy solutions.

## **CORE VALUES**

At Foundation for Irrigation and Sustainable Development, creating a positive business culture is of great importance and our shared values help us create a platform for interacting with each other as well as our clients.

## **Commitment:**

Doing what is required, do it well and exceed expectations

## **Integrity:**

Doing the right thing irrespective of the situation

## **Professionalism:**

Adhering to standards

## **Hard Word:**

Putting quality time and effort in what we do

## **Ownership:**

Taking responsibility of the process and results

## **Teamwork:**

Ability to work with others to achieve a common goal

## **Results Oriented:**

Being focused to achieve the desired outcomes in time.

## **STATEMENT OF PHILOSOPHY**

The Foundation for Irrigation and Sustainable Development (FISD) wishes to maintain a work environment that fosters personal and professional growth for all employees. Maintaining such an environment is the responsibility of every staff member. Because of their role, managers and supervisors have the additional responsibility to lead in a manner which fosters an environment which is conducive for all staff. It is therefore the responsibility of all staff to:

- Foster cooperation and communication among each other
- Treat each other in a fair manner, with dignity and respect
- Promote harmony and teamwork in all relationships
- Strive for mutual understanding of standards for performance expectations, and communicate routinely to reinforce that understanding
- Encourage and consider opinions of other employees or members, and invite their participation in decisions that affect their work and their careers
- Encourage career growth and development of employees by helping them achieve their personal goals at FISD and beyond
- Seek to avoid workplace conflict, and if it occurs, respond fairly and quickly to provide the means to resolve it
- Administer all policies equitably and fairly, recognizing that jobs are different but each is important; that individual performance should be recognized and measured against predetermined standards; and that each employee has the right to fair treatment
- Recognize that employees in their personal lives may experience crisis and show compassion and understanding
- Ensure that all staff strive to observe and follow different policies available at FISD i.e. child protection, HIV and AIDs etc.

### **FISD LTD Directors**

FISD Limited Company is a group Focused Company wholly owned by Four Malawians Namely, Frank Mwenechanya, Arthur Mpama, Moses Chirambo and Kondwani Nanchukwa, an arrangement not common to Malawian owned business and this has ensured professionalism.

### **FISD Leadership**

We are proud to have trained our team in Water Supply and Irrigation engineering within the Country and abroad. This is coupled with vast experience and professionalism of the team that shares the organization mission to deliver successful projects and best results for our clients.

## Logistical Support

---



FISO is supported by fully equipped offices located in Kanengo, Area 28, Alimaunde Plot No. 28/141, Next to Demeter owned by the company complete with computerized facilities and with latest software for design, planning, implementation of Water Supply, Irrigation Projects and GIS. Within FISO's offices Complex there is also a Warehouse, Workshop and Showroom. The office is equipped with the latest software technology towards modeling, GIS, engineering analysis design, surveying, accounting and other office support applications e.g. printers and plotters. This is complemented by staff that is well trained in the usage of the equipment, which has optimized output efficiency. FISO is able to make available a number of Four Wheel Drive vehicles, Tippers, Excavators, Dozers, Graders, Cranes just to mention but a few. The offices are connected to Fiber Optic internet services with independent telephone lines. Our digital marketing platforms ensure a lively and timely communication with our stakeholders and clients over remote geographical locations. Our tailor made internet supported applications for various projects are the epitome for operating at the same wavelength with our partners. Our website is an in-depth resource center that serves as the first point information desk for our clients and enables them to have a live chat with our customer service and engineers. Most of our walk in clientele have for some time learnt about us and corresponded with us via digital channels. We have been awarded projects in Zambia and Tanzania whose foundations are our digital presence. Organizations like JTI spotted us on the internet. Regardless of the fact we seek to move forward and operate even with our customers that do not appreciate technology or have the least information searching skills.

## Equipment Capacity

FISD Limited Company is equipped with state of the art equipment, plants and vehicles for construction, ground water exploration and drilling and electrical works.



CHIKHWAWA



the largest drilling in Malawi that drills the deepest borehole depth

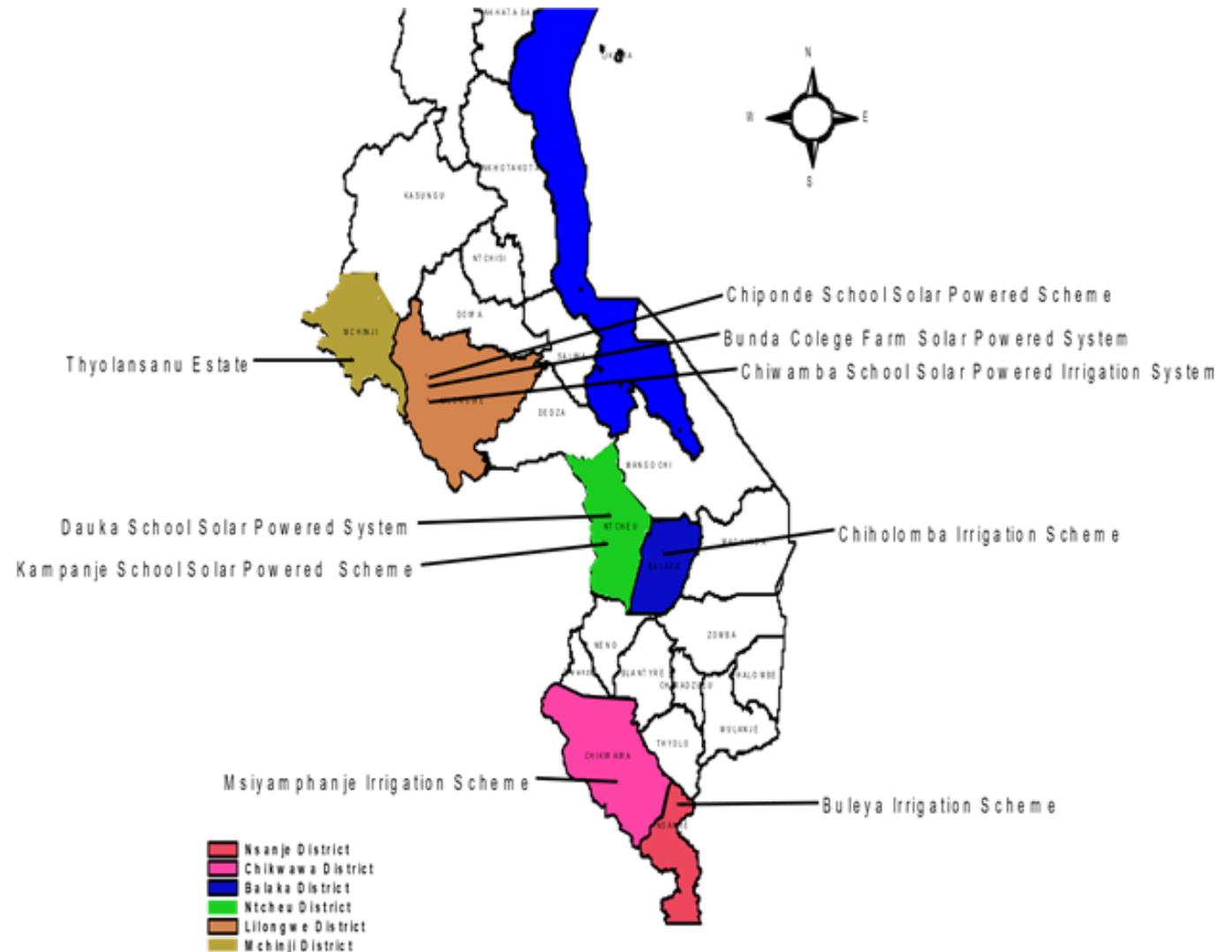


the equipment FISD uses for



the equipment FISD uses for surveying and mapping One of the projects on which our HI-tech equipment was used

# ORGANISATION EXPERIENCE IN IMPLEMENTING SOLAR POWERED IRRIGATION SYSTEMS



**DISTRICTS WITH FIRD SOLAR INSTALLATIONS**

# Project Financing under FIFAD

## Project Financing Arrangement

- FISD Limited Company is one of the few if any Local Company that has a financing arrangement with our clients who want to invest in Solar pumping Irrigation farming upon 50% deposit arrangement.
- Financed Central Region Water Board Hybridization of ESCOM with SOLAR on Dedza water Supply and Madisi Water Supply. Financed the Development of 20 ha Solar Powered farm for Mr. Msowoya in Blantyre district along Shire River.



# Our People



Our people are crucial in the delivery of our services and solution to our clients. In order to ensure that everyone is equipped with the right skill, knowledge and attitude, a comprehensive training program is put in place to constantly upgrade our people in technical and management skills. We believe firmly in providing the right training, accredited certification and practical knowledge for our people, in order for them to execute their duties and responsibilities confidently. Our aim is to stay relevant to the ever-changing market place and client's requirement.

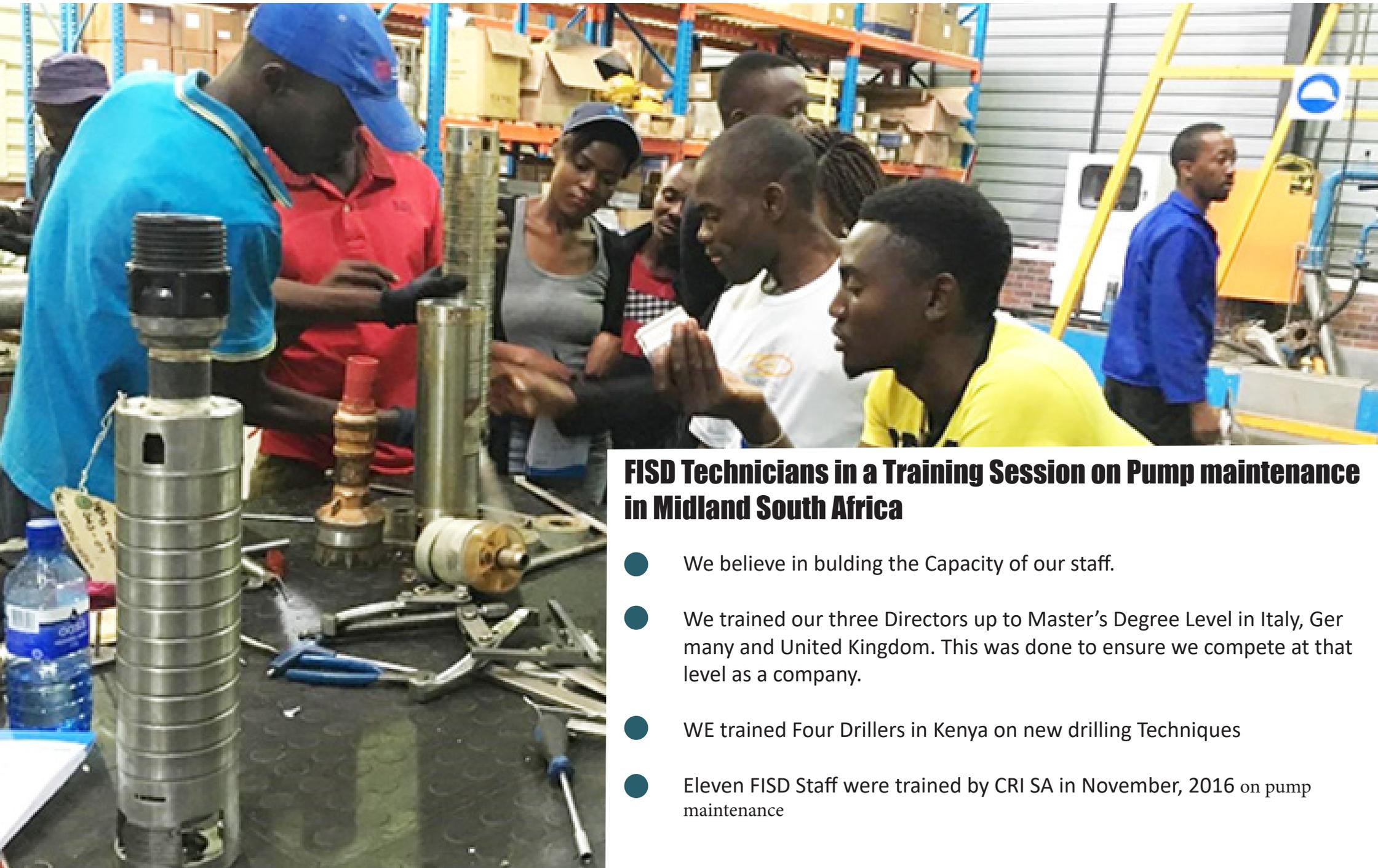
# Partnerships and Collaboration

We are Authorized dealers of SeineTech SL of Spain products and CRI products of India and South Africa



**SEINE  
TECH** | Solar  
Water  
Pumping

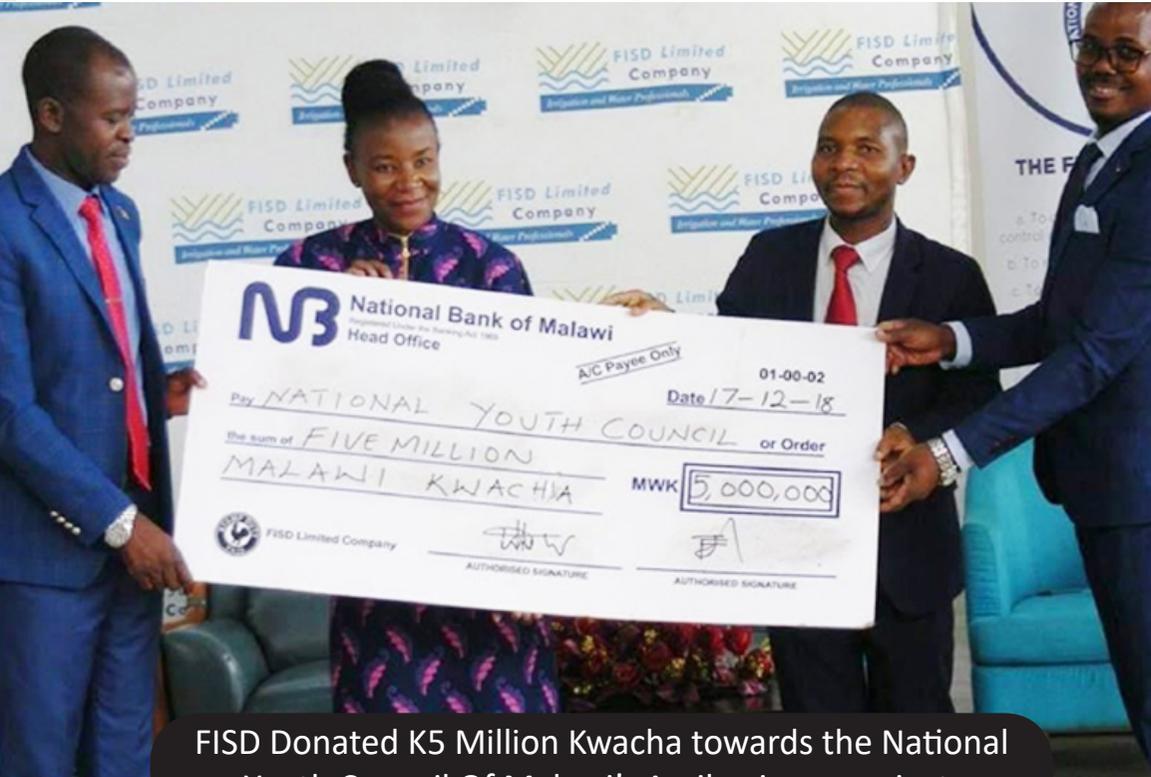
# Trainings and Capacity Building



## **FISD Technicians in a Training Session on Pump maintenance in Midland South Africa**

- We believe in bulding the Capacity of our staff.
- We trained our three Directors up to Master's Degree Level in Italy, Ger many and United Kingdom. This was done to ensure we compete at that level as a company.
- WE trained Four Drillers in Kenya on new drilling Techniques
- Eleven FISD Staff were trained by CRI SA in November, 2016 on pump maintenance

# FISD Corporate Social Responsibility



FISD Donated K5 Million Kwacha towards the National Youth Council Of Malawi's Agribusiness project.



FISD is a proud sponsor of Football Association of Malawi – FISD Challenge Cup

- Through Hope for the Blind, FISD pay fees for 300 Secondary school going Blind students.
  - For All donor Funded projects by the charity arm (Foundation for Irrigation and Sustainable Development) we contribute 80% of Salaries.
-

FISD Limited Company is located in Area 28, Kanengo, Next to Demeter.  
P.O. Box 31245, Lilongwe 3.  
Tel: 265 (1) 755 024 / 265 (1) 751 375  
Cell: +265 888 361 757 / +265 999 361 757 / +265 999 046 565  
E-Mail: [fisd@mail.org](mailto:fisd@mail.org)



---

**Let's Irrigate and Make Malawi Green**

