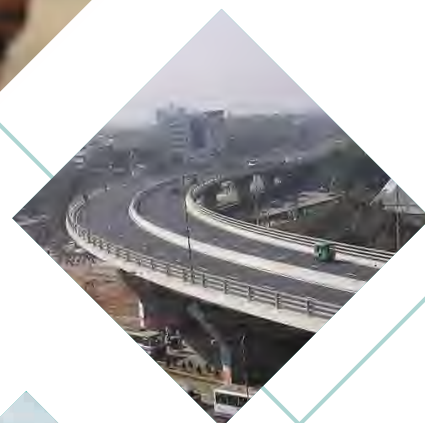


COMPANY PROFILE



DevConsultants Limited
Bangladesh

Background & core value

1 DevConsultants Limited (DevCon) is a multi-disciplinary consulting firm registered in Bangladesh. DevCon's objective is to provide professional and specialist services to their clients from both local and international market to ensure international standard of professional practices. Being a former member of DHV Group of the Netherlands, DevCon has built up within itself management and professional capability compatible to the needs of International Consulting standard. DevCon is registered in Bangladesh; it however has stepped in to the regional market with prospect of its stronger presence in South Asia. DevCon has ISO 9001:2015 Quality Management System (QMS) and ISO 14001:2015 Environmental Management System (EMS).

DevCon maintain a pool of renowned specialists in most of the professional areas. Both the payroll staff and retainers are all renowned professionals in their field of specialization and a large number of them have experience overseas to work in multi-national and multi-cultural team.

The Management of DevCon is presently vested with a Management Board comprising of five members, guided by a Board of Directors comprising of two members. All the members have a proven outstanding professional career record with high-level management capabilities. The Management is well known to and familiar with the relevant development sectors in Bangladesh as well as with the regional and the international markets.

DevCon's focus is embodied in the slogan, "value creation in local development". For DevCon, the end is therefore not the service itself, but:

The People who benefit from out of services, and the Growth that our services promote.

DevCon's core values are carried across the organization, guiding the approach and professional conduct of all staff.

DevCon's services are stand-alone based on the following core values:

***Client focus:** The Company includes an extensive network of professionals and academicians and is active in many disciplines of services. This ensures diversity in company offers and expertise whereby DevCon can always followits clients. The emphasis will therefore be on strengthening our own knowledge centers and expertise areas.*

***Result-orientation:** DevCon's strategy is expedited towards generating the financial results required to ensure the continuity and growth of the company.*

***Top expertise:** A sound professional background enables us to conceive the best possible solutions to client's needs. DevCon's highly qualified staffs are strongly focused on personal and professional development.*

***Respect:** DevCon allows room for personal wishes. Tasks are appointed on the basis of individual skills and talent, and staffs have a large measure of responsibility in structuring their works. We respect other viewpoints, opinions and cultures, and we are conscious of our role in the society as a whole.*

***Integrity:** We advise clients from an independent perspective and honor the principles of integrity.*

***Compliance:** DevCon provides its services in accordance with the ethical rules as laid down in DevCon Business Integrity Management System (DBIMS), enacted in September 2008.*

General information

Name of the Firm	:	DevConsultants Limited (DevCon)
Registered Address	:	High Tower, (8th & 9th Floor), 9 Mohakhali C/A Dhaka - 1212, Bangladesh
Mailing Address	:	House 69, Road 16, Block A Banani, Dhaka - 1213, Bangladesh
Communication	:	Tel. : +88 (02) 55035214 -6, Fax : +88 (02) 55035217 E-mail Address : devcon@devconbd.com Web address : www.devconbd.com
Year of Establishment	:	1996
Country of Incorporation	:	Bangladesh
Trade License No	:	0901821, Dhaka City Corporation
Company Registration	:	Dhaka C-30687 (1903)/96
Taxpayer's Identity Number	:	5101023503
Nature of Business	:	Consulting Services
Income Tax GIR Number	:	TIN-141-200-5929
Quality Assurance System	:	ISO 9001:2015 (QMS) Certificate No. 81768/A/0001/UK/En ISO 14001:2015 (EMS) Certificate No. 81768/B/0001/UK/En

Registration and Enlistment

DevCon is registered with the following National and International Funding Agencies:

- Asian Development Bank (ADB): CMS No. 001615
- World Bank (WB): Vendor Identification No. 129222
- External Resources Division of Government of Bangladesh;



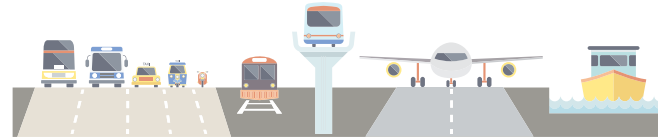
DevCon Specializes and renders comprehensive Professional services in the following sectors

3 Transport

Our Scope:

DevCon becomes a partner when it comes to development of transportation, to improvement of urban and rural services and to upgrading of infrastructural networks. DevCon services encompass the following fields:

- ▶ Traffic, Transport and Transport Engineering
- ▶ Air Quality Management
- ▶ Roads and Highways
- ▶ Bridge and Flyover
- ▶ Port and Harbour
- ▶ Railways
- ▶ Airport



Complete Project-cycle:

Our consultants help clarify you to find feasible solutions. Next, our technical and financial specialists prepare designs, cost estimates, and support you applying proper tender procedures for your projects. Also, our engineers and other specialists are ready to manage contracts and supervise the works, taking the responsibilities as representative on site including environmental and resettlement assessment activities. After completion, our advisors are eager to provide the tools for operations and maintenance of your systems.



Infrastructure

Our Scope:

DevCon offers expertise and experience in the following fields:

- ▶ Rural Development
- ▶ Urban and Regional Development
- ▶ Energy and Power Sector Infrastructure
- ▶ Information Technology

Fields of Activity:

DevCon provides the following services for infrastructure projects starting from the initial concept planning and preliminary design through to construction supervision and assistance in management and maintenance.

Rural Development and Connectivity: development impact studies, planning, design and implementation of rural infrastructure e.g. markets, culverts / bridges and rural roads for connectivity for sustainable economic development including environmental and social impact assessment and monitoring and evaluation.

Urban and Regional Regeneration: structure and master planning, detailed area planning, urban infrastructure planning and feasibility studies, detailed engineering and construction supervision with social and community development and environmental management.

Power Sector Infrastructure: Studies, designs and implementations of transmission mains, socio-economic studies.

Water & Safeguards

Our Scope:

DevCon offers expertise and experience in the following fields:

- Water Supply
- Water Distribution Network Modeling
- Sanitation, Sewerage and Urban Drainage
- Environmental Management
- Air Dispersion Modeling
- Wastewater Treatment
- Social Assessment
- Climate Changes & Adaptations

Fields of Activity:

Water Supply: Water Resources Studies, Water Master Plan Feasibility Studies, Rural and Urban Water Supply, Industrial Water Supply.

Wastewater Treatment: Domestic and Industrial Waste Water Treatment (Effluent Treatment Plant);



Sanitation, Sewerage and Urban Drainage; Integrated Rural Water Supply / Sanitation; Solid Waste Management; Sewerage and Urban Drainage; Soil and Groundwater Pollution.

Environmental Management: Environmental Surveys and Impact Assessment; Environmental Policies and Management Plans.

Social: Social Studies, Social Impact Assessment (SIA), Resettlement Action Planning (RAP), Land Acquisition Planning (LAP)

Climate Changes: Climate resilient Infrastructure Planning, Climate adaptation studies & Planning.

DevCon Water is able to provide a total capability throughout the water cycle & environmental issues.



Agriculture & Natural Resources

Our Scope:

DevCon offers expertise and experience in the following fields:

- Flood Control and Bank Protection
- Drainage Improvement
- Estuary Development
- Irrigation and Agricultural Development
- Participatory Water Resources Management
- Capacity Building
- Impact Assessment

Fields of Activity:

Services include (a) Surveys, investigations and reconnaissance studies; (b) Project Identification, (c) Planning, Preliminary Designs, Techno-Economic

Analysis and Feasibility Studies; (d) Detailed Design and Tender Document; (e) Construction Supervision and

Contract Management; (f) Management and Training Advice; (g) Monitoring and Evaluation

DevCon believes in team work and an integrated approach involving Engineers, Agronomists, Aqua-culturists, Economists, Sociologists, Environmentalists, Extension Personnel, Credit Specialists and many other specialists for making a project success. The Professional team of DevCon helps to strengthen farmer's organizations in the process of integrated water resources planning and management, and also to meet the water demand of diverse interest groups. Technical assistance, institutional strengthening and training, and the



Professional and Technical Staff Resources

5 DevCon has over 300 staff members on payroll structure of which over 127 are professionals including engineers, planners, sociologists, environmentalists, economists, financial management specialists, institutional specialists, information technologists. Most of them are highly qualified, experienced and skilled with wide knowledge of relevant modern technologies. Besides, DevCon has professional understanding and maintain contacts with a good number specialized individual experts who work as associates in specific projects according to schedule of the respective projects under DevCon's overall management.

facilities available with the firm

DevCon has a full functional office located at House 69, Road 16, Block-A, Banani, Dhaka-1213, Bangladesh and is well equipped with all modern computer and communication systems. DevCon is capable and provides logistical supports to all of their projects offices if necessary.

administrative strength & financial capability of the firm

Organization and Management

A fully developed Management Information System (MIS) is functional to generate and provide required management information e.g. status of ongoing projects, developing projects, staff resources, inventories of documents, CVs, etc. The MIS is continuously monitored to accommodate new issues to meet management requirement and to facilitate decision-making.

Management

The overall management of DevCon rests on a Board of Directors. All the Directors have proven qualification and experience with high level of management capabilities. The management is familiar with the relevant development sectors of national and international levels. The Board of Directors convenes regularly to discuss policy issues, project management and future course of activities.

Apart from Board of Directors, a Management Board meets regularly with the Sector Heads and other professionals in order to identify and remove bottlenecks of the sector and discuss status of different on-going projects and other relevant issues.

The Management Board of DevCon provides backstopping services to the projects including Quality Assurance, Contractual Negotiations, Financial Management, Travel / Medical, Database Development, Project Accounting, Report Production, etc.

organizational structure

Administrative and Accounts Staff

As DevCon has ISO 9001:2015 quality management system and ISO 14001:2015 environmental management system. It has own strong administrative and accounting systems of international standard, which is well managed by qualified and experienced administrative and accounting professionals. Our outstanding computerized MIS, quality control programs, customer-focused administrative processes, and state-of-the-art communications systems ensure our clients of the highest degree of administration and accounting competence.

Human Resources Development and Management

The human resources development and management of the company is governed by its HR and Administrative policies and procedures. Professional staffs are offered by external visits and training programs, and assisted for their career planning and development. The high quality of professional outputs is ensured through a set of performance appraisal criteria to fulfill extreme satisfaction of the clients.

Delegation of Management Authority

In order for smooth management and administration of the projects to deliver quality of services and products, several sections are established headed by a professional staff for each. The head of each corporate section are thus delegated to be part of the corporate management.

quality assurance systems

The internal control system

6 The prime quality control step is the deployment of team members with long experience and proven expertise in the relevant fields. The professional team members are highly reputed and experienced expert in their respective fields. The next control is done by diligent review of the existing materials and cross check with relevant stakeholders of various tiers.

DevCon follows ISO 9001:2015 quality management system and ISO 14001:2015 environmental management system. Through this system additional quality assurance of the products is ensured by the DevCon management.

The external control system

The external quality control is carried out by capturing comments observations and suggestions by the practitioners and professionals of relevant sector as required by the clients. This is usually achieved through consultative meetings and personal interactions. At each stages of the assignment the firm obtains comments and suggestions from various stakeholders. A part from these formal meetings the consultants will make a number of dialogues with persons deemed to be useful to obtain necessary information and feedback to improve the quality and decrease mistakes.

DevCon Business Integrity Management Systems (DBIMS):

The Business Integrity Management System consists of the following elements:

- Business Principles**
The Business Principles offer a framework of conduct for DevCon staff related to our clients, employees, partners and society.
- Management Commitment**
The management of the DevCon has made a commitment to adhere to the Business Principles and to conduct a dialogue with management and staff on ethical dilemmas encountered in the Business.
- Dialogue**
The responsibility for compliance to the Business Principles lies with the individual staff. Staffs are expected to discuss the issues or dilemmas, which they may face while performing the job, with their management considering the Business Principles as a reference.
- Compliance**
The observance of all rules intended to uphold the integrity of DevCon, its staff, all sector heads, supervisory director and the Managing Director is known as compliance. Compliance promotes the adherence to internal and external regulations that serve to uphold the integrity of DevCon and its employees and other parties involved.



In-House Specialized Services

Major Projects

8

ArcGIS 10.3: The Next Generation of GIS



DevCon has in-house world class software systems which are now being used worldwide in automated industrial, urban & regional planning; and infrastructure planning including road, bridge & utility design systems to develop a new state-of-the art technology in engineering. Through time we have also trained & built a talented pool of technical team to understand, plan, design, simulate & deliver an integrated solution with the use of these specialized systems.

ArcGIS 10.3 reinvents desktop GIS. This brand new 64-bit desktop app lets us render and process your data faster than ever. With ArcGIS Pro, we can design and edit in 2D and 3D, work with multiple displays and layouts, and publish maps directly to ArcGIS Online or Portal for ArcGIS, making them available on any device. ArcGIS 10.3 reinvents desktop GIS. This brand new 64-bit desktop app lets you render and process your data faster than ever.



Traffic Simulation

Cube DYNASIM provides the most accurate method of modeling every detail of traffic operations. Regardless the complexity of the traffic operations in your area, Cube DYNASIM is there to help you recreate what you see on the street and then quickly test changes to identify the most effective ways to reduce congestion and delays as well as improve safety in your community.

The simulation output provides the most robust statistical analysis, geo-databases with all the simulation performance metrics, as well as summary reports, and completely interactive 2D and 3D animations.

Aviation Environmental Design Tool (AEDT)

AEDT is a software system that models aircraft performance in space and time to estimate fuel consumption, emissions, noise, and air quality consequences. AEDT is a comprehensive tool that provides information to FAA stakeholders on each of these specific environmental impacts. AEDT facilitates environmental review activities required under NEPA by consolidating the modeling of these environmental impacts in a single tool.

AEDT is designed to model individual studies ranging in scope from a single flight at an airport to scenarios at the regional, national, and global levels. AEDT leverages geographic information system (GIS) and relational database technology to achieve this scalability and offers rich opportunities for exploring and presenting results.

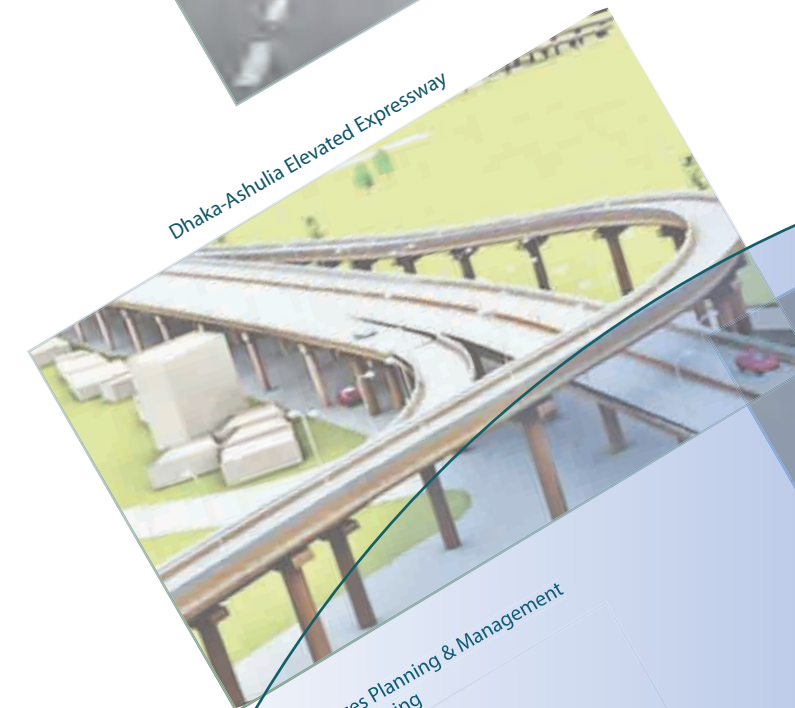


DevCon purchased and organized training program for the in-house staff (civil engineers and urban planners) to enhance their capability in Transport Planning/Modelling. The training focused on the first hand use of the transport modelling software named CUBE (latest version 6.4), developed by CITILABS. The trained team has developed a transport demand model of the proposed East-West Elevated Expressway (section of Middle Ring Road to connect Dhaka-Chittagong Highway, N1 to Dhaka-Khulna Highway, N8).

"Cube is the most flexible and open transportation and land-use modeling platform, helping planners and transportation engineers make the most informed decisions to create a better transportation system."



Multi-Lane Road Tunnel under the River Karnaphuli, Chittagong

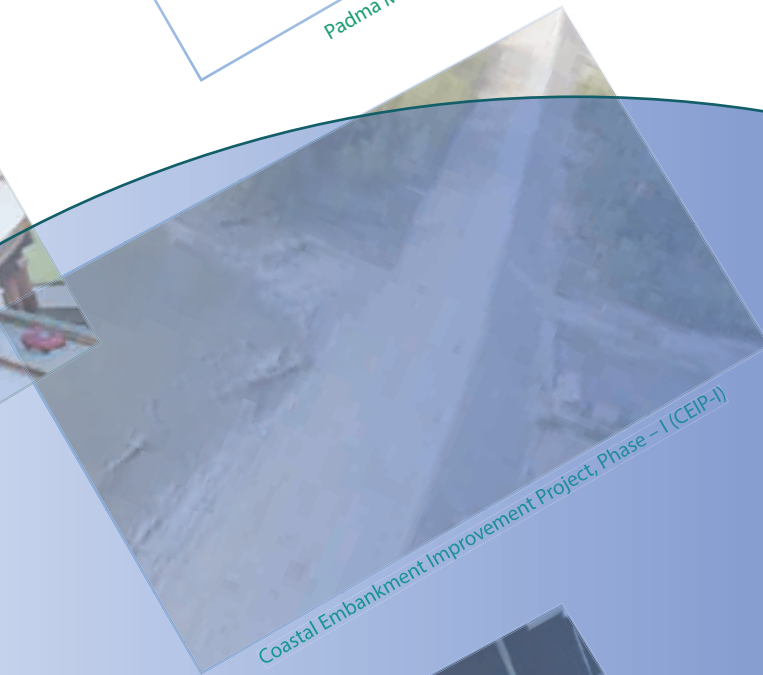


Dhaka-Ashulia Elevated Expressway

Southwest Area Integrated Water Resources Planning & Management Project- Additional Financing



Utility Modernisation Umbrella Consultancy under the Chittagong Water Supply Improvement and Sanitation Project



Coastal Embankment Improvement Project, Phase - I (CEIP-I)



Padma Multipurpose Bridge Project (PMBP)



<https://www.linkedin.com/company/devconsultants-limited/>



<https://twitter.com/devconbd>



<https://www.facebook.com/devconbd/>



<https://plus.google.com/u/0/+DevConsultantsLtdDhaka>



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