BUSINESS PROFILE

KIMS
INTERNATIONAL

www.kims-int.com

WE SERVE THROUGH LISTENING

ABOUT US

KIMS specialises in providing comprehensive services to mitigate the risks of kidnapping and extortion faced by business, individuals, and society at large. With a commitment to excellence, we offer tailored solutions that encompass risk assessments, training, operational guidelines and support.

OUR MISSION

We are committed to upholding the highest standards of integrity, professionalism, and ethical conduct in every aspect of our operations, ensuring the safety and security of our clients worldwide.

OUR VISION

"To be the global leader in safeguarding individuals and organisations from the threats of kidnapping and extortion through innovative solutions, expert training, and unparalleled operational support."

TRAINING

Our consultants are seasoned professionals who develop customised training programs based on the specific needs of our clients. These programs are meticulously crafted to address current threats and operational requirements, including guidelines for situational awareness, kidnapping and hijacking prevention, active attacker management and hostage survival.

By imparting essential knowledge and skills, we empower our clients to effectively navigate these crisis situations.

OPERATIONAL SUPPORT

In the event of a kidnapping, abduction and extortion (ransom), incident, our expert team provides unparalleled operational support backed by a 24-hour Kidnapping Response Desk service. Whether locally or abroad, we offer strategic advice and immediate response capabilities tailored to the unique circumstances of each crisis. Our proactive approach ensures that clients receive timely assistance and guidance throughout the incident.

All our consultants have between 10 and 31 years of active experience in operational kidnapping and extortion incident management, as well as hostage and suicide negotiation. With an astonishing track record of managing various local and international incidents with a 99% success rate in suicide-related incidents and a 100% success rate in hostage-related incidents. Kidnapping and Extortion Consultants ensure that our valued clients receive professional and practical support when compiling relevant protocols and guidelines designed for various business and family environments.

OTHER SERVICES WITH OUR PARTNERS INCLUDE:

- VIP Guarding
- TSU Protect Mobile Safety & Security App
- Specialised Training Solutions
- Consulting / Risk Management
- Tactical Support Teams
- Riot / Crowd Control Management
- TSU Investigation Services
- Technical Security Solutions
- Armed Escorts
- Executive Support
- Executive Protection
- A-Grade Armed Guards
- Polygraph and Investigations

COMPANY MANAGEMENT PROFILES

Adv. Herman Bosman – Managing Director: KIMS International

Herman completed a diploma in Police Administration and studied law at university, graduating with a B. Proc and BA LLB. He is authorized to practice as an advocate in the High Court of South Africa. He was the Provincial Commander of the South African Police Service's Hostage Negotiation Team, as a Lt-Col for 20 years and a serving member for 29 years. Before joining the hostage negotiation team, he was the acting head of the police's Crime Reaction Unit in Maitland, where he attended high-risk shooting incidents and media liaison. Before that, he was the Crime Prevention Commander at Sea Point Police Station. He was part of the planning team and the command structure for various major events, such as the 2010 Soccer World Cup in the Western Cape. During his 20 years at the South African Police Hostage Release Team, he dealt with numerous hostage- and suicide-related incidents in the Western Cape and abroad. He was also tasked with selecting and training persons for hostage-related incident management (theory and practical) as well as logistical and financial management. He developed Law Enforcement and Hostage negotiation equipment with engineers from Stellenbosch. This equipment is now used throughout South Africa and Namibia. He provided training in various countries and to various key functionaries such as Botswana, Namibia, Tanzania, Zimbabwe, Lesotho, France, Latvia and more. He was also a permanent member of all the National Key Point, Joint Planning Committee Structures in the Western Cape. Some of the more challenging incidents he was involved in were the arrest of those responsible for kidnapping a teenage Dutch boy seized in Cape Town and the extortion of R5 million. Another incident was the successful management of the kidnapping of two minors who were detained on a catamaran off the Virgin Islands. The children were located safely, and no ransom was paid in either of the incidents. In 2000 he attended a training program at Louisiana State University Socorro, New Mexico, USA as part of the US Department of State Antiterrorism Assistance Program. Herman's experience is widely recognized. In 2005 he was invited to do a Kidnapping Management presentation at The International Negotiators Working Group in Vancouver, Canada. In 2009 he hosted the French GIGN in the Western Cape and presented a workshop on the management of mass hostage incidents.

Current Area of Expertise

Herman joined TSU International on 2015-04-15 and established the Kidnapping and Extortion Division for the Company. He was the Kidnapping & Extortion and Crisis Incident Manager for TSU International until 2024-05-01 when he became the Managing Director of KIMS International. In 2016 he was a Keynote Speaker at The Close Protection Technology Forum in London on the invitation of CTG Intelligence, London and attended the 7th Annual Tackling Kidnapping, Hijacking and Hostage Taking Conference in London during that time. Since 2015 he provided training and information sessions on behalf of TSU International, for companies in many African Countries such as South Africa, Nigeria, Angola, Mozambique, Kenya, Namibia, Tanzania etc. and Britain with VC broadcasting to other destinations (New Jersey, New York, Isle of Man, Mauritius, and South Africa). During 2022 and 2023 he was inter alia a speaker at AfATAP, OSAC and many other business forums. Many incidents were successfully investigated and managed since 2015 such as the Kemper murder in Durbanville, Western Cape in 2017. Herman and his Team presented various Kidnapping Awareness, Prevention and Management, training, and information sessions across Africa. Various of these sessions were done in collaboration with Debbie Calitz (20 Months in Hostage Hell) and Yolandé Korkie (558 Days). Establishing and implementing kidnapping incident management procedures and protocols, across Africa, for corporate clients, is regarded as one of the most important responsibilities at a time when there is a rise in organized and professional kidnapping syndicate incidents. His Team is regularly involved in assisting with various Kidnapping and Extortion Incidents but with a key focus on prevention and mitigation. Herman prides himself on being honest and forthcoming with his clients.

Heleen de Necker

Heleen De Necker – Senior Crisis Incident Consultant: KIMS International

Heleen is a Senior Consultant at KIMS International, specialising in kidnapping, extortion, hostage negotiation, crisis management and specialised law-enforcement training. With two decades of service in the South African Police Service (SAPS), she brings deep operational insight, disciplined methodology and extensive field experience to the management of high-risk incidents.

Trained as a negotiator, Heleen served on the SAPS Hostage Negotiation Team in the Western Cape, actively contributing to the successful resolution of hostage, barricade and suicide-related crises. As a member of the SAPS Hostage Negotiation Training Team, she was responsible for the instruction, assessment and mentoring of new negotiators, ensuring operational readiness across units.

During incident management, she oversaw incident command, resource and logistics deployment, and multi-agency coordination. She also played a central role in planning and executing negotiation simulations and contributed to strategic security planning as part of the National Key Point Joint Planning Committee Structures.Heleen's SAPS career also included operational roles within several specialised units, including the Crime Reaction Unit and Area Crime Combating Units. She is proficient in advanced weapon handling and has completed a broad spectrum of tactical, crime-prevention and crowd-management programmes. As a qualified EDT Practitioner, assessor and moderator, she has delivered comprehensive training in domestic-violence intervention, suicide prevention and foundational policing skills. Her operational deployments include major national events such as the 2010 FIFA World Cup, the 2013 African Cup of Nations, multiple election cycles and the Johannesburg WSSD.

After Heleen joined the TSU Group of Companies before transitioning to her current specialist role at KIMS International, she has developed operational frameworks, delivered advanced training and supported numerous kidnapping, extortion and security-related investigations for corporate and private-sector clients.

Heleen is widely regarded for her professionalism, structured approach and composure in high-pressure environments. Her negotiation expertise, instructional background and extensive operational experience make her a key asset to the KIMS International crisis-response team.

Pierre is a senior consultant at KIMS International, specialising in kidnapping, extortion and hostage negotiation. With 17 years of operational experience in the South African Police Service, and a continuous professional career in crisis response from 2017 to the present within the TSU Group of Companies and now KIMS International, he brings extensive, real-world expertise to clients operating in high-risk environments across Africa.

As part of the KIMS International team, Pierre contributes to a specialised capability that serves as the preferred service provider to several international companies listed on the Johannesburg Stock Exchange, as well as leading global insurance companies. In this role, he supports operational response activities, delivers on-the-ground crisis assistance, and provides clients with practical, informed guidance during complex and time-critical incidents.

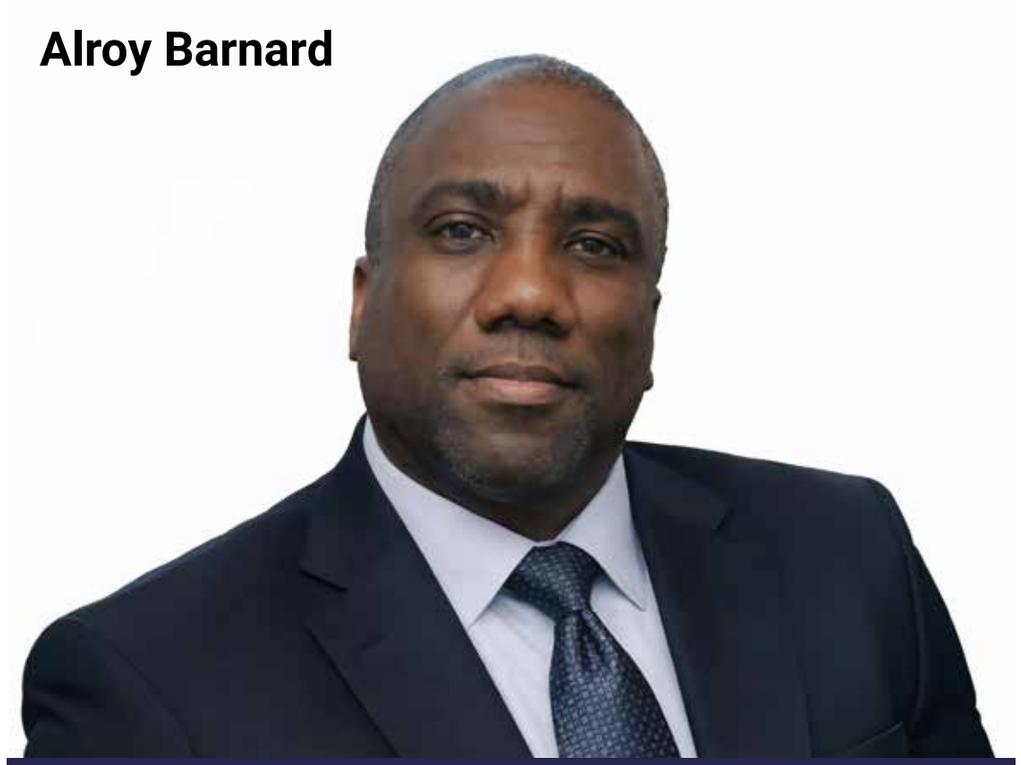
Pierre Fourie - Senior Consultant: KIMS International

Pierre's background includes broad frontline policing experience, crime-scene management and serious and violent crime response. He served within the Crime Information Analysis Centre, where he gained extensive expertise in crime-pattern analysis, threat assessments, suspect profiling, and intelligence-led operational planning. His performance in SAPS earned him multiple commendations for operational excellence and professional conduct. He later qualified as a Hostage and Suicide Negotiator, responding to a wide range of incidents involving kidnappings, extortion demands, barricaded subjects, and suicide interventions. His negotiation work includes both domestic and international cases, including multi-million-rand ransom demands and cross-border criminal activity.

Pierre is recognised for his calm, methodical approach and his ability to manage high-pressure situations with clarity and precision. His combined expertise in negotiation, intelligence analysis, and operational leadership enables clients to strengthen their security resilience and respond effectively to complex and evolving threats.

A distinguished Senior Crime Intelligence Officer (Lt. Colonel) with over 23 years of SAPS experience spanning human psychology, tactical intelligence, crime analysis, behavioural profiling and strategic operations. Guided by the philosophy that “behavior reflects personality,” I have applied psychological insight and intelligence analysis to identify complex criminal patterns, support investigations and lead high-stakes negotiations.

With a B.A. in Psychology and Higher Education Diploma in Educational Psychology from the University of Stellenbosch, a Certificate in Applied Counselling Skills from SACAP, and specialised SAPS training in Behavioral Investigative Profiling through the Forensic Psychology Unit and CIMAC Crime Information Management and Analysis, I combine behavioural expertise with data-driven intelligence to support strategic decision-making.



Alroy Barnard – Crisis Incident Consultant: KIMS International

Since joining SAPS in 2001, I have progressed to Lieutenant Colonel and Senior Crime Intelligence Officer, directing the Crime Intelligence Analysis Centre (CIAC) and using BI, GIS, CAS, CRIM and INKWAZI systems for crime mapping, linkage analysis, hotspot identification, trend analysis and data-driven risk prediction. My work includes crime scene and offender profiling, Modus Operandi identification, internal threat assessment, due diligence, investigative interviewing, asset protection, supply chain vulnerability analysis and intelligence-led operational planning.

My crisis-management experience includes basic and advanced hostage negotiation, suicide intervention and labour dispute de-escalation. As a National Hostage Negotiation Basic Training leader and trainer, I have mentored specialists in negotiation, de-escalation and logical tactical decision-making. I have also managed Section 252A undercover operations and informant networks while coordinating with the SANDF, Metro Police and Law Enforcement.

Throughout more than a decade in sensitive and covered departments, I have maintained an unblemished record in safeguarding state records and confidential information. Reliability, integrity, discretion and accountability underpin my approach, supported by an “early arrival, late departure” work ethic and a commitment to protecting life, assets and organisational reputation through high-integrity service delivery.

Tumelo is a retiree member of the South African Police Service with a wealth of operational, training and incident management experience. In over 34 years of service, he amassed operational and management expertise in Kidnapping & Extortion Management, Hostage Negotiation and Police Intelligence Service. Tumelo was also a member of the International Negotiation Working Group (INWG). He studied Psychology at the University of Port Elizabeth where his negotiation skills were honed. Before his retirement, he had managed high-profile hostage, kidnapping, extortion, suicide and barricade incidents.

Tumelo Nkhahle – Crisis Incident Consultant: KIMS International

He served as the Eastern Cape Provincial Coordinator of the South African Police Service's Hostage Negotiation Team before being elevated to the National Head office in Pretoria. He focussed solely on managing incidents of national/international significance as well as designing and presenting training in the field based on emerging trends in hostage, kidnapping, extortion and barricaded incidents. In the absence of the National Coordinator, he acted as such. Despite presenting a myriad of training programmes in South Africa, he has presented international training on the subject for the Botswana Police Service in Gaborone – Botswana as well as for the Defence Force of the UAE in South Africa. He also co-authored the Suicide Prevention Program of the South African Police Service.

He has presented and shared international perspectives on kidnapping and hostage incidents in Rotterdam – The Netherlands, Stockholm – Sweden and for the Federal Bureau of Investigations at the FBI Academy in Washington. He has presented international kidnap management processes and case studies in Vienna – Austria for the United Nations Office on Drugs and Crime (UNODC). He was co-opted to assist in the design of the International Counter-Kidnap Manual which is currently used by the UNODC in mediation for Peace-keeping, Peace-making and Peace-building in-country missions.

Tumelo completed his International Anti-Terrorism Assistance Programme in Hostage Negotiations training programme with the US Department of State at the State University of Louisiana in the US.

Ernst is a retiree member of the South African Police Service after 36 years of service. During his term of service, he gained life experience while serving at a police station, psychological service and as manager of the specialised uniform support group which includes Disaster Management, Hostage Negotiations and also Water Policing and Diving Services.

Dr. Ernst Strydom – Crisis Incident Consultant: KIMS International

He was involved in the establishment of the Hostage Negotiation Team (Police Crises Negotiations), the psychological selection of members for the hostage release team (Special Task Force), managing a telephonic hotline for members of the police, and assisted in initiating the establishment of a post-traumatic stress debriefing programme. In 1990, Ernst Strydom was a founder member (instructor) of the Hostage Negotiation Team. He dealt with a variety of hostage incidents including the Royal Swazi Air Hijacking, the Modder B Prison siege and in collaboration with other roles players supported the families and functionaries during international kidnapping incidents including the Philippines (2000), Iraq (2006), Sudan (2010), Somalia (2010), Mali (2011), Yemen (2013) and Libya (2017).

He completed a PhD (Psychology) with research on children as hostages, and the training of hostage negotiators. He was also instrumental in developing the training standards related to hostage negotiation and his involvement in training included the development and presentation of the SARPCCO Generic Hostage Negotiation Training programme and participation in the development and presentation of an SARPCCO Counter Terrorism Course. He facilitated the development of a Crowd Conflict Management programme, aimed at equipping police members with communication skills to deal with groups of public protesters and other dissident groups. He also facilitated the development of the SAPS Disaster Management Training Programme.

He attended a course in Hostage Negotiation at the London Metropolitan Police during March 1995. During 1996 he attended a Crisis Negotiations course at the FBI Academy in Quantico. He represented the South African Police Service as a founder member of the International Negotiators Working Group in 2000, which focus on issues related to police negotiators worldwide. He is a registered Psychologist and keep abreast in the field of peer counselling and critical stress debriefing. He is involved in Mayday-SA Peers in the support of others since 2024.

Gerco was an Operational Emergency Care Practitioner with Advanced Life Support training and 29 years of experience. He has received a vast amount of medical training and acquired invaluable practical experience from 1994 throughout his career in the military as a medical support specialist. During that time, he served in an elite unit of the South African Military Health Services, 7 Medical Battalion Group. He was assigned to 4 & 5 Special Forces Regiments 1 Parachute Battalion as an Operational Emergency Care Practitioner. He also deployed operationally in support of the Police Special Task Force.

Gerco van Deventer

Gerco van Deventer – Crisis Incident Analyst: KIMS International

After leaving the defence force in 2004, he worked as a surgical product specialist and product manager for various medical device companies. In 2009 he had an opportunity to go to Afghanistan and work as an operational medic for various security companies. He started as the Deputy Security Coordinator and Medic at a multi-million-dollar Kabul Power Plant construction site. He was promoted to Deputy Operations Manager at the same site until he left to go to Somalia. In 2012 he managed the daily sick reports for the Puntland Maritime Police Force training base's clinic. Later in 2012, he was recruited back to Afghanistan to work as the Mobile Security Coordinator/Medic on the Gardez – Khost highway construction project. At the time it was classified as the most dangerous road in the world. During 2014 he was transferred to Kabul for the position of Watchkeeper (Operations Manager) and also Medic. Again, he filled different positions with this contract and ended up as the Project Risk and Security Manager. In October 2017, he signed a contract as the Site Medic for Expertise Consulting at the Ubari Power Station in Libya. He was ambushed and kidnapped on 3 November 2017 by an armed group en route to the Ubari Power Station. He was held captive in the Libyan Sahara Desert for 8 months after which he was sold to JNIM, the al-Queda branch, in the North of Mali. He was held prisoner in an open-air primitive (no building, roof, or running water) prison by the Al-Queda jihadis.

He was released on 15 December 2023 after the Algerian Secret Service negotiated for his release. Currently, he is busy establishing himself as a hostage survival- and terrorist specialist. He can help individuals develop the tools to build mental resilience. In September 2024, he participated in a training session with the Royal Dutch Air Force at their SERE School in Gilze-Rijen Airforce Base.

On 1 December 2024, Gerco availed himself to form part of the KIMS International Team, assisting in his specialised field of expertise.

CONCLUSION

KIMS is dedicated to safeguarding our clients against the evolving threats of kidnapping and extortion. With a commitment to excellence and innovation, we provide an unique and comprehensive suite of services that include training, operational guidelines and support in managing an incident. Our proactive approach and unwavering dedication ensure that clients receive the highest level of protection and support, enabling them to prevent and navigate these risks with confidence and resilience.

WE SERVE THROUGH LISTENING

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TSU GROUP HOLDINGS

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