

Botswana Ash (Pty) Ltd

BOTASH BULLETIN

31 FEBRUARY 2020

AFRICA'S SUPPLIER OF CHOICE FOR NATURAL SODIUM PRODUCTS



Bud Group Directors visit Botash



Welcome to the February issue, and allow us to bring Botash closer to you through news and in-depth features about the operational aspects of the plant.

Its really exciting to learn that we have started the year on a good note as we managed to reach our sales and continue to reach our SHE targets. With that open heaven we must take advantage and work hard and excel throughout the year. Trust me, if we all commit to change the 2019 results surely surplus expectation. I am fired up; I don't know about you!

Let's continue to preach safety. Employees must always go back home safe and work in safe environments.

Good news!

To enhance our safety program the SHE department is working on a very exciting campaign. Just to give you a glimpse, its themed 'Stop, Think N Fix'. Better even translated in Setswana 'Ema akanya o baakanye' for a better understanding of all so that we begin the ball rolling as a team.

This bulletin is for you; by you! So please send stories and news from your departments and contribute to this worthwhile gesture.

Inside this Bulletin, you will find information on the corona virus, Board changes, news on towards sustainable mining. We also follow the Sua Flamingoes and their journey to greater heights.

Sit down, relax and enjoy your read!

A handwritten signature in black ink, reading 'N. Ntopo'.

N.Ntopo

PR & COMMUNICATIONS COORDINATOR

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Coronavirus news

**TOWARDS SUSTAINABLE
MINING**

**Sua Flamingoes
Updates**

**INTERGRATED
REPORTING**

Botswana Ash Monthly Brief

February 2020



MD'S MESSAGE

1.0 Safety

During Jan 2020 safety outcomes remained satisfactory. Looking forward we must accept underlying weaknesses remain, given the high levels of damage to property. For this reason, management asks all employees, contractors and visitors to remain vigilant. Supervisors' engagement in the day to day oversight of safety in the workplace remains critical as is each individual's ownership for their and colleagues' safety.

2.0 Logistics

Logistics remained a challenge during the month under review following the derailment between Mahalapye and Palla Road. Engagement with Botswana Railways and Transnet Freight Rail continued with some improvement realized on the salt supply chain. The switch to road has been smoother following the conclusion of longer-term contracts with road transporters but remains more expensive.

3.0 Lower production

This area also continued to be behind plan. The manufacturing division has made some changes aimed at sharpening focus on this, our core activity.

3.0 Strategy

Our 3-pillar strategy will continue in 2020 concentrating on the following:

3.1 Reliable Production:

Boiler refurbishment work will continue as will re-commissioning of the liquefier. The aim is to raise ash production back to capacity.

3.2 Defend and grow market share:

The main aim will be to improve route to market as well as the marketing strategy for food grade salt.

3.3 Grow Product offering:

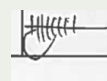
The feasibility study of the potash project will be progressed.

In addition, we will be emphasizing performance at all levels as well as advancing sustainability. We all have an opportunity to do better in 2020 and finally sell and produce 300 000 tonnes of soda ash!

Kangangwani Phatshwane
MANAGING DIRECTOR

28th February 2020

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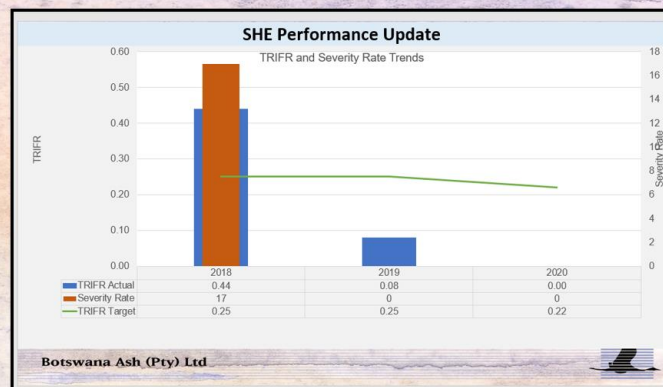


Production brief

| | Jan | Feb | Mar | Apr | May | Jun | YTD F'20 |
|------------|---------|-----|-----|-----|-----|-----|----------|
| Ash (t) | - 4 851 | | | | | | - 4 851 |
| Fine (t) | -997 | | | | | | -997 |
| Coarse (t) | +3 097 | | | | | | +3 097 |

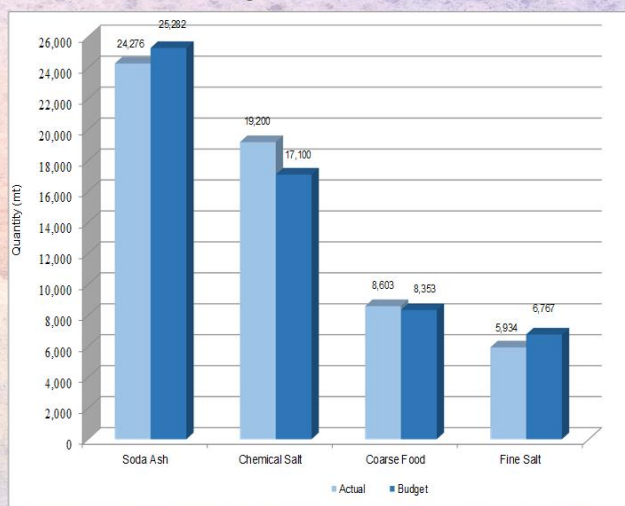
Botswana Ash (Pty) Ltd

TRIFR – YTD Results



Botswana Ash (Pty) Ltd

Summary Sales – Jan 2020



Soda Ash

- ❑ Total soda ash sales closed the month at 4% below budget.
- ❑ Sales of soda ash in the South African market for the month of January 2020 was 5% below budget, largely due to lower demand from the glass segment.
- ❑ North Soda Ash performance was 26% above budget. The sales has improved as compared to other months and the sales are from Zimbabwe market and newly acquired glass manufacturing.

Chemical Salt

- ❑ Chemical Salt performance was 12% above budget due to improved logistics.

Coarse Salt (Food Grade)

- ❑ Coarse Salt performance was 3% above budget.

Fine Salt

- ❑ Fine Salt performance was 12% below budget due to poor performance from Zambia, Botswana and Zimbabwe markets.

1.1 Staff Recruitment

There were two engagements during the month under review:

- Teacher;
- Registered Nurse

1.2 Staff Turnover

There are two (2) terminations YTD, one being end of contract and the other resignation. Turnover rate is currently at 0.43%

1.3 Internal Discipline and Trade Disputes

| Offence | No. of Offences | Penalty | Department |
|--|-----------------|--|------------------------|
| Non-Compliance with established procedures | 3 | 2 Written Warnings, 1 Severe Written Warning | Operations |
| Inefficiency | 1 | Severe Written Warning | Operations |
| Alcohol | 3 | 2 Final Written Warnings, 1 Dismissal | Engineering/Operations |

1.4 Shutdown Recruitment

One hundred and three (103) work permit applications for the 2020 Shutdown were submitted at the Department of Mines for competence assessments and one hundred and fifteen (115) at the Department of Labour. Thirty-three(33) applications are pending submission due to the delay by the Contractors to submit necessary documentation for processing.

Botswana Ash (Pty) Ltd

CONGRATULATIONS TO THE NEWLY ELECTED BOARD CHAIRMAN



MR NKULULEKO LEONARD SOWAZI
Botswana Ash (PTY) Ltd Board Chairman

Botswana Ash (Pty) Ltd announces recent changes to its Board. Mr. Nkululeko Leonard Sowazi has been appointed as Chairman of the Board of Directors effective February 2020. He holds a B.A and a master's degree from the University of California, Los Angeles.

Mr Sowazi has over 20 years senior executive experience in investment management and leadership, in both listed and unlisted boards with owner-managed teams. With his notable years of career development, Mr Sowazi continues to serve and hold various executive roles. He is currently the Chairman of BudChem and the Director of JSE listed companies Grindrod Ltd, MTN Group Ltd, Bud Group, IQ Holdings, Bayport Financial Services and Tiso Blackstar Group SE (United Kingdom).

He is also the Chairman of Kagiso Tiso Holdings (KTH), a leading South African Investment holding company with significant interests in the media, financial services and industrial sectors. Mr. Sowazi is also the Executive Chairman and co-founder of the Tiso Investment Holdings, a diversified Pan- African investment holding company with business interests in South Africa and Ghana.

He also serves on a number of non-profit organizations and is a Co-founder trustee of the Tiso Foundation as well as Chairman of the Housing for HIV Foundation based in Washington D.C, USA.

Mr. Sowazi takes over from Mr. Ian Forbes who served in the Board for the past few years.



Interview with Mr. Kangangwani Phatshwane, Botswana Ash (PTY) LTD (Botash) Managing Director

1. Firstly, can you give us a brief summary of Botash, its progress thus far and the team behind it?

Botswana Ash (Pty) Ltd (Botash) is owned by the Government of Botswana and Chlor Alkali Holding (CAH) Group, a South African company, at 50% shareholding each. Botash began operating in 1991 and is located on the Sua Pan in North Eastern of Botswana, approximately 180kilometres North West of Francistown.

Botash is the largest producer of natural sodium products in the region, producing soda ash and salt. Production capacity for soda as is 300 000 tonnes and salt is about 650 000 tonnes per annum.

The business exports its products to South Africa, Malawi, Zambia, Zimbabwe, Namibia, Angola and DRC.

The company has grown immensely over the past 29 years, and commands considerable market share in the region. This symbolizes its ability to successfully embed complex technology and ability to compete in very competitive markets. As a company we have managed to remain competitive despite significant logistical constraints. This success is due to the resilience of the Botash community and unwavering support of the shareholders.

Botash executive management comprises of the Managing Director, General Manger Projects and Maintenance, General Manager-Finance, Process and Product Development Manager, Human Capital Manager, Finance Manager as well as the Sales and Marketing Manager who provide the leadership of the business.

2. Please share the operations strategies and performance of your company. What sets your company/service apart from the rest?

Our strategy is centered around three pillars which are reliable production, defend and grow market share and growing product offering.

Botash is unique, with its ability to offer reliable supply of soda ash in the industrial hub around Johannesburg by leveraging its close to end user inventory infrastructure. The company's salt product variants are noted for their unmatched quality. Botash's production facilities enjoy lowest quartile unit cost of production.

3. Any new innovative products introduced recently? Has business been good or bad since operations started, locally and internationally in these tough economic times for the mining sector?

To avoid reliance on the two-products development work is in progress towards the production of two new products; Sodium Bicarbonate which is well known for cleaning Sulphur emissions from power stations and the other product is Sulphate of Potash; a fertilizer component. These developments will deliver substantial growth and resilience to the Botash business.

Generally, the business has been performing fairly well, otherwise we could not have survived the economic meltdown in 2009. Nonetheless, the 2017 cyclone rains affected our operations badly, but we managed to recover to register excellent performance in 2018. In the light of the economic realities in 2019, the business performance was satisfactory. This on the back of exceptional performance on safety running the whole year without a lost time injury.

the business did not perform well as the company did not meet its targets due to economic challenges in the South African market which is our biggest market. We have since increased our customer from countries such as Angola and Zambia to mitigate the challenges.

4. Please also share if there have been any challenges, mitigating strategies or shifts in terms of business so far.

Logistic challenges arising from Botswana Railways and Transnet Freight Rail (South Africa) persisted during 2019. Due to the railway disruptions affecting transportation of our products into South Africa, Botash has introduced a hybrid model which combines the use of both road and rail transportation, to mitigate these challenges. Management has secured longer term contracts with road transporters to move our products into South Africa. In the meantime, management continues to engage with the relevant authorities from both Botswana Railways and Transnet Freight Rail in resolving these challenges.

Market Challenges also pose a risk to our business as we face a contraction in soda ash demand in South Africa. However, we continue to explore alternative placement of our products in the region!

5. What are your future plans in the development of Botash especially in terms of transitioning the organization towards success?

We continue to advance the three-pillar strategy of reliable production, defend and grow our market share as well as product diversification. We are also working on moving the business towards internal excellence anchored around best manufacturing practices. Our plan is to make the business more impactful by improving its sustainability positioning to ensure our longer-term success.

6. How are you finding the competition with other companies in Botswana or outside? How has the feedback been from clients about the quality of your products and services?

Botash's soda ash business does not have any significant African based competitors. Our main competitors are based in the US and Turkey. On the other hand, Botash's salt business has competitors in South Africa, Namibia, Mozambique and Kenya.

Our premier strength rests in the quality of our products. As for soda ash we compete primarily by operating on the lowest quartile of the cost curve and proximity to our target markets.

7. What can your clients look forward to in 2020 especially in terms of possibility of operating in other parts of the country and also making sure your services are affordable to the local market?

The future is bright given the strength of our current business, significant resources on the pan, potential for other products as well as significant competencies developed over past 29 years.

While our base will continue to be on the Sua Pan and products will continue to reach further and further into Central Africa.

8. Any new packages or specials available to boost agents' business?

Our products are already sold at competitive prices; leaving no reason why we do not continue to be the preferred supplier of natural sodium-based products special will cripple our profit margins. We delight our customers with superior quality.

9. Which other expansion activities will you engage in? How do you ensure there is safety aspect with your mining operations?

To contribute towards environmental conservation and community development we are in the process of facilitating the establishment of an eco-lodge at Jinaxha Beach within our mining lease on the outskirts of Nata village. The lodge will be run independently from the Botash business.

Botash endeavors to produce soda ash and salt in a safe, healthy and environmentally sensitive manner. From the offset the company recognized the importance of environmental management and has been keen in ensuring that least harm is done to the environment through SHE Policy. Therefore, Botash has formalized its policies and commitments in this regard. The business has developed environmentally sustainable conservation practices such as the restocking of wild animals that used to exist in the area in a Game Park. To protect bird life all power lines to installations on the pan are buried underground. As testimony to the success of Botash's environmental programmes the numbers of flamingoes in the Sua Pan has increased markedly over the past 29 years. Thus, it can be said that Botash coexists with the flora and fauna heritage of the Eastern Sua Pan.

We are certified to both ISO14001 and OHSAS 18001 under which our safety performance during 2019 was exceptional.

10. Does Botash offer professional development trainings to the staff so as to help in the advancement of the service and products?

Yes, capacity development is vital in our business to facilitate deployment of employee skills through different existing training facilities local and abroad. For example, we currently have several students at the University of Cape Town and Botswana International University of Engineering and Technology.

11. Any exciting news or last words about your company?

Botash sells 10 variants of products that in turn go into making products that all of us come in contact with every day. For example, glass for (containers, buildings, motor vehicles), pipes (for water reticulation), and food fortification (Iodine). Thus, Botash's products will continue to have relevance for the people of Southern Africa for generations to come.

THE END

ACCESSIBLE CUSTOMER SERVICE

- ❖ FRIENDLY SERVICE THAT MEETS THE NEEDS OF A CUSTOMER
- ❖ PUTTING THE CUSTOMER FIRST
- ❖ ALLOWING FOR COMMENTS AND SUGGESTIONS ON HOW TO IMPROVE ON CUSTOMER SERVICE
- ❖ COMMUNICATING DISRUPTIONS AS MUCH AS POSSIBLE TO CUSTOMERS
- ❖ UNDERSTANDING THAT A UNIVERSAL APPROACH MAY NOT WORK FOR ALL CUSTOMERS

OUR VALUES

CUSTOMER FOCUS
EXCELLENCE

INTERGRITY

TEAMWORK
ACCOUNTABILITY

BOTSWANA ASH CURRENT PRODUCT PRICES

| PRODUCT | PACK | (Pula/tonne) | (USD/tonne) |
|---------------------|----------|--------------|-------------|
| Iodated Coarse Salt | 50 kg | 945.00 | 112.00 |
| Iodated Fine Salt | 50 kg | 1234.00 | 134.00 |
| Dense Soda Ash | 50kg/1mt | - | 286.00 |
| Light Soda Ash | 50kg | - | 320.00 |



Duchess & King

Beauty Spa



PRICE LIST

NAILS

| | |
|-------------------------------|------|
| Stickon | P50 |
| Stickon with Gel Polish | P70 |
| Acrylic Nails | P80 |
| Gel on natural nails | P100 |
| Soak off | P30 |
| Nail Art | P30 |

Manicure.....P100

PEDICURE

Soak + Clean + Foot massage ...P130

MASSAGE

Deep Tissue full body

1 hour

30min.

Swedish Massage

1 hour

30min.

MAKEUP

| | |
|-----------------------|------|
| Bridal make up. | P350 |
| Outings make up | P100 |
| Party make up | P200 |

LASHES

| | |
|-------------------------|-----|
| Trimming eyebrows | P15 |
| In house. | P50 |

FACIAL

| | |
|--------------------------|------|
| Facial Treatment. | P200 |
| In house Treatment. | P100 |
| Facial steaming. | P30 |



Call to book an appointment

77665179 / 74484222

**OPENING SOON
AT THE SOWA
MARKET STALLS**



CODE OF CONDUCT

FAMILIARISE YOURSELF AND ADHERE
TO THE COMPANY POLICY AND
AVOID DISCIPLINARY ACTION



Alcohol and Drug Offences

- a) Working or reporting for work whilst under the influence of alcohol and or narcotics.
- b) Being in possession of alcohol and /narcotics whilst on duty.
- c) Taking, injecting or inhaling alcohol and/ narcotics whilst on duty. Alcohol consumption has implications for health and safety at the workplace.

Alcohol test reading in terms of the policy and Procedure for the management of Persons Under the Influence of Alcohol, Drugs and or medication will be evidence of being under the influence of alcohol. The terms and conditions of this Policy and Procedure will be applicable for all cases of alcohol, drugs and medications.

(Ref: Disciplinary Code and Procedure; Section 14.3.4)



BOTASH CONDUCTS A 360 DEGREE ASSESSMENT ON ITS LEADERS

What Is a 360 Degree Assessment?

In the workplace, 360-degree assessments are used to allow employees to receive feedback from the people around them. The feedback is typically confidential and always anonymous. This feedback is derived from employee one interacts with regularly. A 360-degree assessment is also called multi-rater feedback.



Purpose

Its main objective is to assess training and development needs and to provide competence-related information for succession planning; note, not for promotion or pay increase.

Process

The 360-degree assessment is made up of more than a single survey. For instance, if an employee is chosen for a 360-degree assessment, other employees complete a detailed survey about their behaviors at work. They may also be asked to fill out a survey about their own work performance. The results of all of the surveys are then compiled and feedback given accordingly.

In an effort to support employee development Botash management has therefore made a decision to assess employee behaviors against the five values (Accountability, Excellence, Integrity, Teamwork and Customer Focus) of the business and the two critical competencies that support the current and future strategic intent. **These are:**

Entrepreneurial thinking: It is the ability to add value to the company by recognizing new business opportunities

and capitalizing on them; views issues in terms of costs, profits markets, added value and return on investment.

Leading change: This is the ability to change within the working environment while maintaining effectiveness.

Benefits of a 360-degree assessment

- **Improvement in communication:** This is one most vital benefit that 360-degree evaluations provide to individuals. The reports and reviews provided by the evaluation highlight the areas in which they can improve in as well as their existing strengths. Individuals become more aware of themselves and their role in the organization.
- **Discovering Strengths:** It is essential for the individual's strengths to be recognized and acknowledged allowing them the scope of personal improvement. Recognition of strengths allows a development plan to be tailored for each individual.
- **Accurate Overview:** Since the feedback is gathered from multiple sources at different levels, it provides a more accurate idea about the behavior, performance and capabilities of the individual.
- **Discovering Blind spots;** Individuals can discover and understand the behaviors that they exhibit without them noticing. Proper steps can then be taken to overcome these scotomas.
- **Skill development:** 360-degree evaluations give each individual an idea of the skills that they need to work on or lack.

New Botash Reception

Kaboyaone Kebapetswe joins the Botash family as a Plant Operator responsible for monitoring and operating plant equipment.. He was born on the 16th December. Kebapetswe comes from Mosu.

He was previously employed by Monak Venture (BKII mine) as a plant operator.

Mr.Kebapetswe enjoys watching tv, playing soccer and participating in athletics.



BOTASH DONATES COMPUTERS TO SOWA PRIMARY SCHOOL



Hon Councillor Gadibolai receiving donations on behalf of Sowa P. School from Botash Managing Director Mr Phatshwane

Botswana Ash (Pty) Ltd donated five computers to Sowa Primary School on the 7th of February 2020. Donations were handed over by the Managing Director of Botash Mr Kangangwani Phatshwane.

During the event, the School Head Ms Khani who recently joined the school shared with the attendants that the school has had excellent academic results for the past years with the latest attaining 100% ABC in the entire Central Region. She continued to say this is all achieved due to the teamwork between parents, teacher and the community. Sowa Primary school enrolls 411 pupils and 35 staff complement.

In his remarks, the guest of honour Mr Phatshwane shared on the various products that Botash produces sells which go unto different consumer products used in thier on daily lives. He continued to give an example with the salt product which is used as a condiment as well as a health product that carries iodine needed in preventing goiter in addition to many other uses. Mr. Phatshwane further said that half of the salt product is used in making caustic and chlorine. “The other product, soda ash, also goes into many products including glass manufacturing, detergent and chemical industry”, he added.

He further shared with the attendants on the three corporate social responsibility focal areas that Botash have chosen to concentrate on, which are education, conservation and sports. Regarding the motivation for donations Mr Phatshwane said that children are the future therefore it is everyone’s responsibility to contribute in shaping their journey. Therefore, Botash found it fit to donate computers to afford children access to technology to improve on the already promising results. Mr Phatshwane believes Sowa Primary School has always showed interest in maintaining academic excellence.

He further appreciated the previous Headmaster, Mr Bulukani Mmongwa for his sharp technical know-how how of delivering education and the passion which he even instilled in his teachers. This is one of the factors that convinced Botash to participate in such a gesture. Teachers also received tokens for their good performance in producing excellent results. Mr Phatshwane continued to commend the teachers and all stakeholders for the good management of the school which exhibits a positive and pleasant conducive environment for a learning environment amid any challenges experienced.

Mr Phatshwane also appreciated contribution of local communities in the business' continued sustainability, adding that then its relevance must be felt as it relies on them. He promised to assist communities and institutions in and around Sowa Town where resources permit. Such gestures are commendable as they go a long way in building a better Botswana.

For his part the Deputy School Head Mr Mokgosi expressed gratitude over the support they receive which plays a vital role in making the school' dream come true. He said both teachers and students need to access world news and information in this digital era. He is adamant that with the same passion and zeal for academic excellence from teachers the school is still going to deliver better results and the dream is to attain 100% AB country wide.

Botash, through the Managing Director Mr Kangangwani Phatshwane has a three-year initiative to motivate and award students who get a pass mark of 85% and above in Math and Science in different schools in Sowa and surroundings. This is intended to develop skill and enhance job capabilities as well as creating a pool of skilled labour relevant to the Botash business. It is motivating that with the set high standards Sowa Primary School managed to submit names of students who achieved the set marks in the first year they joined the programme.

The event was graced by among others Deputy District Commissioner Mr Nkarabang, Assistant Superintendent Selalame, Town Clerk Ms Molelo, Court President Mr Majeremane, Principal Education Officer Mr Isiah and Education Committee Chairperson Hon Councilor Gadibolai among others.

PARTNERSHIP A GATEWAY TO EXCELLENCE



Dignitaries posing for a group picture



Attendants at the Sowa Primary donation event

Botash goes the integrated reporting route through the adoption of the Integrated Reporting Framework

In its latest news and development Botash will for the first time release its first Integrated Report this year 2020. Botswana adopted the International Integrated Reporting Framework in 2017 and as thus companies are expected to implement the initiative not only for their own benefits but also for the benefit of the county through foreign direct investment.

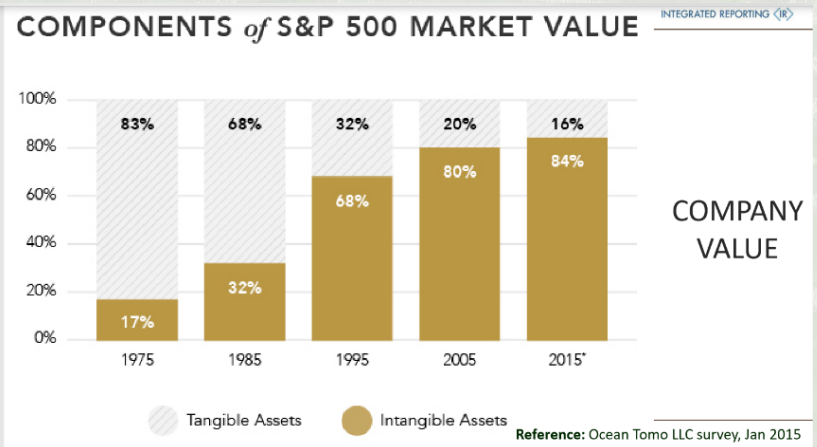
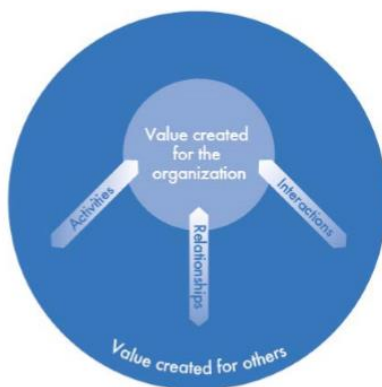
What is integrated reporting (IR)? This is a comprehensive communication tool developed to improve company's communication and transparency with its stakeholders; about how an organization's strategy, governance, performance and prospects lead to the creation of value over time.

IR differs from other forms of reporting and communications in that it focuses on the ability of an organization to create value in the short, medium and long term, considering the connectivity and interdependencies between several factors. The report taps to opportunities afforded by new technology, and the need for transparency, inclusiveness, and more information that is material to the 21st century' businesses.

In addition to financial information the report will include non-financial information like corporate social responsibility initiatives, environment, social and corporate governance information which creates value over time.

For a long time, companies have concentrated more on financial reporting and ignored non-financial information which is a risk as companies ended up liquidating due to imbalanced information. Globalization and interconnectivity mean the world's finances, people and knowledge are inextricably linked. Therefore, IR has become a global need in response to these global trends.

Figure 1: Value created for the organization and for others:



Currently, there are significant information gaps in reports, with organizations such as the World Bank and International Monetary Fund (IMF) calling for a greater focus on communicating aspects such as value creation, risk and future outlook.

Therefore, businesses require an evolution in the system for reporting, facilitating and communicating mega-trends. Thanks to Integrated reporting which will enhance accountability in our business operations, build trust with stakeholders as well as harness the information flow and transparency of our business to stakeholders.

This will also provide an opportunity for the company to manage and focus on how all capitals (intellectual, human, manufactured, natural and social capitals) are used to generate value that benefit all stakeholders. Botash is honoured to be part of this initiative, which benefits both citizens and the southern African region where most of our customers are found.

This is a collective effort that requires all employees to play their role and support implementation of integrated thinking and reporting to generate value that boosts shared prosperity.

Integrated Reporting Committee:

Victoria Tebele- Chairman

Lorato Paulos- Finance

Ishmael Moatshe- Corporate Governance and Legal

Nicolas Lenyatso- Production

Tshepo Dehlane- SHE & Sustainability

Ndulamo Ntopo- Community Engagements

Luzibo Kuswani- Human Capital



Attendants from different organisations at the Integrated Reporting session held on 13 January 2020 in Gaborone.

Botash implements Towards Sustainable Mining (TSM) initiative

TSM is a set of tools and indicators to drive performance and ensure that key mining risks are managed. It enables mining companies to meet society's needs for minerals in the most socially, economically and environmental responsible way. TSM emphasises transparency and accountability.

Botash has adopted TSM to anchor its sustainability program.

- ✓ TSM implementation champions have been appointed and received training from CMA an BCM in February 2020. These are:
 - Keenlord Dube
 - Sabelo Matikiti
 - Tshepo Dehlane
 - Ndulamo Ntopo
 - Masego Odirile
 - Marang Molatlhegi and
 - Otukile Makhila
- ✓ Training will be rolled out companywide by the champions throughout March and April 2020 to raise organizational awareness of sustainability issues.
- ✓ Implementation will then follow focusing initially on achieving good practice in the following pillars and protocols;
 - Community relations
 - Biodiversity and Conservation
 - Water stewardship
 - Crises management and communications planning
- ✓ Self-assessment will be carried out at the end of the year and reported to stakeholders.

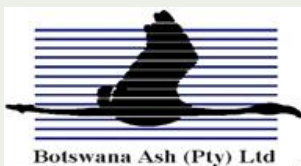
Responsible
Mining

Safeguarding
human rights

Reducing risks

Improving
environmental

TSM WAS LAUNCHED BY THE MINING ASSOCIATION OF CANADA IN 2004 AND WAS ADOPTED BY THE BOTSWANA CHAMBER OF MINES (BCM) IN 2017



PERFORMANCE INDICATORS/PROTOCOLS



COMMUNITY RELATIONS



WATER STEWARDSHIP



BIODIVERSITY & CONSERVATION

CRISIS MANAGEMENT &
COMMUNICATIONS
PLANNING



COMMON CAUSES OF DOMESTIC FIRES

1. Cooking equipment

Pots and pans can overheat and cause a fire very easily. Always avoid distractions and never leaving pots unattended.

2. Heating

Keep portable heaters at least one metre away from anything that could easily catch fire such as furniture, curtains, laundry, clothes and even yourself.

3. Smoking in bedrooms

Bedrooms are best to be kept off limits for smoking. A cigarette that is not put out properly can cause a flame, as the butt may stay alit for a few hours. It could burst into flames if it encountered flammable materials, such as furniture.

4. Electrical equipment

An electrical appliance, such as an electric iron can start a fire if it is faulty or has a frayed cord. A power point that is overloaded with double adapter plugs can cause a fire from an overuse of electricity. A power point extension cord can also be a fire hazard if not used appropriately. Always double check the appliances and power points in your home.

5. Candles

Candles look and smell pretty, but if left unattended they can cause a room to easily burst into flames. Keep candles away from any obviously flammable items such as books and curtains. Always blow a candle out before leaving a room.

6. Curious children

Kids can cause a fire out of curiosity, to see what would happen if they set fire to an object. Keep any matches or lighters out of reach of children, to avoid any curiosity turned disaster. Teach kids understand the "[stop, drop, cover and roll](#)" drill.

7. Faulty wiring

Homes with inadequate wiring can cause fires from electrical hazards. Some signs to see if you've bad wiring are:

1. Lights dim if you use another appliance;
2. For an appliance to work, you must disconnect another;
3. Fuses blow or trip the circuit frequently.

Report to the Housing Section so that it is solved by a Qualified Electrician.

8. Barbeques/ Braai

Barbeques/ Braai's are great for an outdoor meal, but should always be used away from the home, tablecloths or any plants and tree branches.

9. Flammable liquids

If you have any flammable liquids in the home or garage such as petrol, paraffin or methylated spirits, keep them away from heat sources and check the label (MSDS) before storing. Be careful when pouring these liquids.

10. Lighting

Lamp shades and light fittings can build up heat if they are very close to light globes. Lamp bases can become a hazard if they are able to be knocked over easily, and so should be removed. Fire Extinguisher is important to have in any home.

The above tips are a good guide to avoiding a fire in your home.

SNAKE RETRIVAL& AWARENESS TRAINING

Botash SHE Department is working hand in hand with Sowa Town Council with snake retrieval in the Township. On the 22 February 2020 a python was reported to the SHE Standby personnel by the Fire Officers from Sowa Town Council. The snake was found and retrieved by the Botash Park Attendants from a chicken fence in one homestead at Brine Street. All this retrieved snakes are well kept temporarily in a secure Snake enclosure situated behind the Makgadikgadi Lodge, and these snakes are used during Snake Awareness Workshops for the purposes of demonstrations.



A python inside the enclosure recently retrieved from the Township.



Sowa Town Council fire officers having a feel of a male Boomslang Snake during their Snake Awareness Workshop



CORONA VIRUS

Botash Medical staff is currently screening all visitors on arrival at the Botash airport for Corona virus (COV) as an initiative to prevent and control transmission of the virus to Botash employees, contractors, stakeholders and other visitors.

WHAT IS CORONA VIRUS?

Coronavirus is a type of virus belonging to a large family of viruses that can cause respiratory diseases ranging from mild to severe infections. This includes Coronavirus Disease(COVID19).

The first case of COVID19 was reported on the 31st December 2019 in Wuhan City-Hubei Province, China and is spreading to other countries. COV are mostly zoonic; transmitted from animals e.g. bats to humans but the new strain of COV can pass from person to person.

HOW DOES THE CORONA VIRUS DISEASE SPREAD?

The disease is spread through aerosol droplets when coughing or/ and sneezing and contact with contaminated surfaces.

SIGNS AND SYMPTOMS OF CORONA VIRUS

Flu-like symptoms including the following:

- ◊ Fever (Temperature of 37.5 and above)
- ◊ Headache
- ◊ Fatigue
- ◊ Difficulty in breathing

In more severe cases, infection can cause:

- ◊ Pneumonia
- ◊ Severe Acute Respiratory Syndrome (SARS)
- ◊ Kidney failure
- ◊ Death

Symptoms may appear 2-14 after exposure

WHO SHOULD BE CARED FOR AT HOME

Patients who no longer require hospitalization.

HOW TO TAKE CARE OF A PATIENT AT HOME

- ◊ Place the patient in a well ventilated single room and keep windows open.
- ◊ Other household members should stay in a separate room. A distance of 1 meter away from the patient should be maintained if it is not possible for household members to sleep in a separate room e.g. sleep in a separate bed.
- ◊ Shared spaces e.g. kitchen and bathroom should be well ventilated.

HOW CAN A PATIENT TAKE CARE OF HIMSELF OR HERSELF?

- ◊ Frequently wash hands with clean warm water and soap or use alcohol-based hand sanitizer with at least 60% alcohol.
- ◊ Cover mouth and nose with a flexed elbow when coughing and sneezing. Throw away tissues into a closed dustbin and immediately wash hands.
- ◊ Wear surgical dust mask at all times.
- ◊ Limit movement around the house until advised by health worker.

HOW TO USE A FACE MASK

- ◊ Use right size mask.
- ◊ Place mask carefully so that it covers mouth and nose and tie securely to minimise any gaps between the face and the mask.
- ◊ Don't touch the mask while in use .
- ◊ Use appropriate technique to remove the mask (remove the lace from behind. do not touch the front).
- ◊ Wash hands after removal of the mask or whenever you touch a used mask.
- ◊ Replace mask with a new clean, dry one as soon as it becomes damp/humid.
- ◊ Do not re-use single-use masks but discard it into a closed bin immediately after use.

HOW TO MANAGE WASTE AT HOME

All waste generated (gloves, tissues and masks) should be disposed in a closed dustbin lined with plastic bag in the ill person's room and taken to the nearest clinic.



Sua Flamingoes still flying high

Sowa Flamingoes played to goalless draw with Nico United during the top of the table clash match held in Selibe Phikwe on the 29 February 2020. The results leave Sowa at the summit of the log with 34 points from 17 games. The team is left with 5 games to qualify for the premier league.



MARCH LEAGUE SCHEDULE

| No | Teams | Date | Venue |
|----|--------------------------------------|------------|-----------|
| 1. | Sua Flamingoes vs F/Town City Greens | 08/03/2020 | Sowa Town |
| 2. | Motlakase FC vs Sua Flamingoes | 21/03/2020 | Palapye |
| 3. | Green Lovers Vs Sua Flamingoes | 28/03/2020 | Serowe |

Lets all rally before the boys and be part of the historic achievement!

Updates:

Won 9 Draw 7 Lost 1

[Watch the notice boards for a variety of Sua Flamingoes merchandise coming up on sale soon!!!](#)

Do we really need to talk bad about ourselves given circumstances?

I'm an idiot." "I'm such a loser." "Well, I failed at this goal, just like I failed at all the others." "No one will ever love me." And so you will be!!!

The above are all examples of negative self-talk. You might have said these kinds of things to yourself or have your own flavor of condemnatory scripts that you use. Whatever your negative self-talk looks like, you know it's not helping you move forward and make progress in your life. It's also making you feel like you know... *conclude for yourself.*

But stopping negative self-talk can be hard. It's a pattern of thought that's likely very well established in your brain and follows a track of well-worn ruts. As does the pattern of trying to break this habit: you may have attempted to stop negative self-talk in the past but failed . . . which likely triggered more negative self-talk about being a failure . . . and on the dismal cycle goes. But there is hope!

The Crippling Power of Negative Self-Talk:

Before we get to how to improve your self-talk, let's first discuss why the way you talk to yourself is so important in the first place. While we've all got a conversation happening in our heads, it carries on so constantly that our minds have learned to ignore it for the most part. We might not be consciously aware of this internal voice, but it has a powerful influence on the way we view the world and how we decide to act. You might think that berating yourself harshly helps you be motivated to do better — tough love and all that. But in fact, cognitively punching yourself in the face has precisely the opposite effect:

Negative self-talk hurts performance:

The nature of self-talk has frequently been a research subject for sports psychologists who've wanted to figure out how mental chatter affects physical performance. These studies have found that athletes who talk negatively to themselves perform worse than athletes who speak to themselves more positively.

Negative self-talk makes you depressed:

The fancy psychological word for recurring negative self-talk is rumination. Studies have shown that rumination can contribute to depression. Even if it doesn't develop into full depression, it'll bring you down in the dumps.

Negative self-talk makes you anxious:

Negative self-talk makes people feel more anxious. Feeling anxious sucks in and of itself, but it also gets in the way of doing our best at tasks we want to succeed at, whether tests, sporting events, or social interactions.

Negative self-talk makes you less resilient:

When we engage in negative self-talk, we typically make personalized, permanent, and pervasive statements about ourselves. These types of statements are also called "Me/Always/Everything" statements, and they create a globalized indictment of our character; e.g. "I'm always messing everything up." Besides Me/Always/ Everything statements, our negative self-talk tends towards catastrophisation. We'll take one little setback and mentally make a series of seemingly logical jumps that ultimately end up at an illogical conclusion. For example, if you fail a college class, your self-talk might go something like this: I failed this class, which means I'll get kicked out of school, which means I'll never get a college degree, which means I'll never get a good job, on and on it goes. Each jump is small and seemingly reasonable enough to keep the train of thought chugging, but together they end up taking you to a dark, and ridiculously implausible, place. Me/Always/Everything thinking and catastrophic self-talk make you less resilient because you start to believe that your efforts are worthless, and change isn't possible. The result is a paralyzing feeling of helplessness and stagnant inaction. The irony of negative self-talk is that in spending so much time focusing on your flaws, you never progress into addressing them.

So, Stop Talking Negatively about yourself

So negative self-talk makes you feel abysmal and prevents you from moving forward and making real improvements in your habits.

TO BE CONTINUED...

THE HEART OF EDUCATION

Imagine giving a child a golf ball for him to play golf but not giving him a golf club – what would be the use of that? He would need something to move the ball as it is meant to be. Imagine receiving the detailed instructions explaining the intricacies of how we can operate a computer and finding they are all written in a language that we do not understand! What is the point of that? We would be better off without them as then we would not feel the frustration of having them but not having them! Or imagine playing Beethoven's greatest symphonies with only the notes for the left hand; imagine receiving the music sheet but no instrument to play it! It would all be incomplete, inconsequential, insane, in fact! There are some things that are needed for us to move forward.

There was an old Beatles song with the lines, "Something in the way she moves attracts me like no other lover." It highlights the facts that there are certain things that move us, inspire us, energise and motivate us; without them we will achieve little, as in the example above. Music certainly has the power to move us; literature and films can move us; sport can move us. But what about education – does that ever move us? Can it ever move us? The bottom line is that education must move us; as the ancient Greek philosopher, Aristotle, said thousands of years ago: "Educating the mind without educating the heart is no education at all". If education does not move the children, they will stay in the same place!

Educating the mind is what many people think is education: "just give the young one's knowledge, facts, information, theories, above all answers, then they will pass examinations and everything will be great", is such thinking. It says our children will be educated if they get good grades, learn the right topics study the right books, regurgitate everything in exams, know something about Aristotle! As Aristotle would say if he was alive today, that is no education at all. We need to educate not just the mind but also the heart; without educating the heart, all our A*s will mean absolutely nothing. The question is, though: how do we educate the heart?

In short, education must move us. All the facts and knowledge has got to mean something for the children, have some relevance or significance for them. It has got to touch them, affect them, grip them, move them. It has got to feed them and scare them. It has to penetrate the heart and hit their emotions and feelings. They need to laugh and cry with all they learn. Sadly, the only emotion that some children feel with regard to education is boredom. If they are simply told to learn something and to pass something then they will not be educated.

In that regard they should not just read about something but they should do it themselves, in line with Edward Dale's theory that "People remember 10 percent of what they read, 20 percent of what they hear, 30 percent of what they see, 50 percent of what they see and hear, 70 percent of what they say and write, 90 percent of what they do". William Arthur Ward, an American scholar, said something similar: "The mediocre teacher tells. The good teacher explains. The superior teacher demonstrates. The great teacher inspires."

Equally, pupils need not just to practise what they learn but test it. They need to face unseen examinations in order to see if what they have learned has been grasped in whatever context it is raised. It is not just about knowing it in theory but more so in practice. They may be able to do drills in practice but can they do the same things in a game-situation?

More importantly though, they need to not just learn about something but live it and love it. It must touch them and become part of their thinking and doing. As Sir Ken Robinson noted, when "natural talent meets personal passion" a child's life will be changed completely; they have the natural talent (for something), they just need to fan the passion for it. Passion comes from the heart.

There is something in the way a teacher teaches and thus moves that will attract a child like no other. A car without fuel is useless; a body without a heart is dead. An education without the heart is worthless. We need to get the hearts of our pupils racing!

FEBRUARY EVENTS IN PICTURES



1. Botash Managing Director Mr Phatshwane giving a speech at Sowa School donation handover.
2. Dignitaries at the handover event posing for a group picture.
3. School employees receiving gifts from Mr Phatshwane.
4. Attendants posing for a picture with their gifts from Botash.
5. Donations (Computers and bags).



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1. GM Projects and Maintenance Mr Keenlord Dube explaining to the Bud Group Board of Directors at the control room during their tour at Botash recently.
2. Mr Phatshwane taking the Director through a tour at the wellfields.
3. Tour continues at the control.
4. The Directors meet and greet some players from Sua Flamingoes.
5. Visitation to Flamingo International School.
6. Messrs Johnson, Van Niekerk, Hirschowitz and Sowazi during the Board of Directors tours (From L-R).
7. The Board with the Principal after touring the Flamingo International School.



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NOTICE

TO ALL EMPLOYEES

CORONA VIRUS DISEASE CAMPAIGN

Botash clinic has organised an awareness campaign on Corona Virus Disease. The sessions are scheduled to cover all sections during toolbox talk effective **Monday 09th March 2020**.

All employees are requested and encouraged to attend this important awareness sessions about prevention and control of the infection. Managers and supervisors are urged to pass the message to those not on email. Let's all participate in the prevention of Corona Virus Disease.

AWARENESS SCHEDULE

| DATE | TIME | SECTION |
|------------|-----------------|--|
| 09/03/2020 | 0620HRS-0630HRS | B shift control room |
| 09/03/2020 | 0620HRS-0630HRS | B shift-salt plant |
| 09/03/2020 | 1420HRS-1430HRS | C shift control room |
| 09/03/2020 | 1420HRS-1430HRS | C shift salt plant |
| 10/03/2020 | 0630HRS-0640HRS | Civils & fabrication |
| 10/03/2020 | 0630HRS-0640HRS | Instrumentation & Electrical |
| 11/03/2020 | 0630HRS-0640HRS | Reliability |
| 11/03/2020 | 0630HRS-0640HRS | Salt engineering |
| 11/03/2020 | 1420HRS-1430HRS | D shift control room |
| 11/03/2020 | 1420HRS-1430HRS | D shift salt plant |
| 12/03/2020 | 0630HRS-0640HRS | Rigging, machine, garage and transport |
| 12/03/2020 | 0730HRS-0740HRS | Marketing & secretariat |
| 13/03/2020 | 0730HRS-0740HRS | Materials |
| 13/03/2020 | 0730HRS-0740HRS | Finance |
| 16/03/2020 | 1420HRS-1430HRS | A shift control room |
| 16/03/2020 | 0730HRS-0740HRS | D block |
| 17/03/2020 | 1420HRS-1430HRS | A shift salt plant |
| 17/03/2020 | 0730HRS-0740HRS | IT & Security |
| 18/03/2020 | 0730HRS-0740HRS | Flamingo School |
| 18/03/2020 | 0730HRS-0740HRS | BD&P |
| 19/03/2020 | 1400HRS | Belservest (Main camp & Lodge) |
| 19/03/2020 | 1400HRS | TTB |
| 20/03/2020 | 1400HRS | Stewart motors |

Thank you