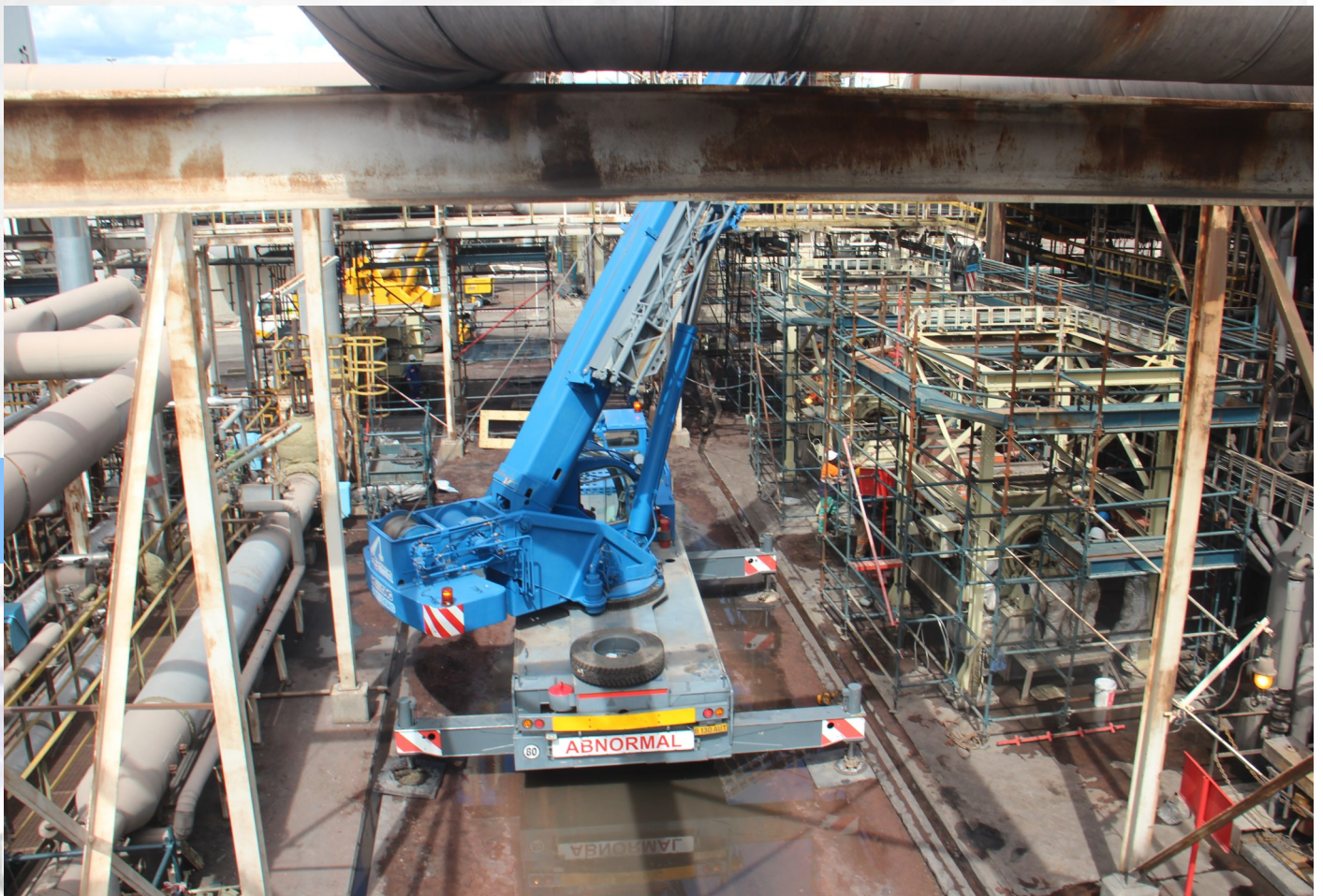


Botswana Ash (Pty) Ltd



# BOTASH Bulletin

30 April 2022



**2022 Maintenance Shutdown progressing well**

Africa's Leading Supplier of Natural Sodium and Related Products

## Editors Note



**W**elcome to the month of April and to the second quarter of the year 2022. April is associated with autumn, a harvest time for the entire country as both pastoral farmers and horticultural farmers prepare to receive grater yields from their bumper harvests and good weights of their well fed animals. It is a-time to reap. As such it's a pleasure seeing employees happy after receiving what is due for their good performance. As we say, 'there was something for the boys and girls' from the 2021 business performance, hopefully this gives a positive momentum and plenty of optimism for the rest of 2022 and beyond!

On another note, the maintenance shutdown has also come to an end though the salt plant is not yet operating at full capacity. We are rest assured that employees are working around the clock to turn things around. After this massive outage our plants should be able to safely run to desired outputs.

Also, we continue positioning and promoting our brand and products to potential markets. During the last week of April, Botash participated in the 2022 Zimbabwe International Trade Fair (ZITF). This is an opportunity for businesses such as Botash to identify markets and learn from their competitors and suppliers to maintain their position on existing and forecasted markets. This also gave Botash an opportunity to get feedback from the existing customers.

Apart from participating in the ZITF 2022 exhibition, the company will also participate in the 2022 Mining Indaba from 9-12 May 2022 in Cape Town, which is another opportunity for business positioning. From 25th -29th May 2022 Botash will further prove itself at the Business Botswana Northern Trade Fair continuing our endeavor to strengthen our brand and learn new developments in the manufacturing industry. With the company's strategic plan coming to an end in 2022 it is vital that the company continues to tap in every aligned opportunity to grow and defend its market share. Meanwhile, remember that your behavior should be aligned to the company values, to make up the Botash culture and ultimately drives the company strategy. We all should take responsibility and contribute towards the success of the implementation of the company's strategy.

On a related note, remember that safety remains a critical aspect of our business, therefore, let's continue adhering to safety standards and procedures. Relating to safety, as we approach winter season it is highly possible that another wave of coronavirus infection will rise as experienced in the past. Experts warn of the potential wave of infections by new omicron subvariants that have shown a remarkable ability to escape immunity. Employees are therefore advised not to relax but continue adhering to Covid protocols whilst taking their scheduled vaccines and boosters.

In this read you will find some great insights from the shutdown activities, biodiversity news, sports, education and other news.

Work smart, stay aligned to policies, set procedures and standards whilst you enjoy the read!

Thank you,

*N. Ntopo*

Ndulamo Ntopo  
**Public Relations and Communications Coordinator**

## 1.0 SHEQ UPDATE

### 1.1 Safety Health and Environment (SHE) Performance - General Overview

SHE performance for the month was satisfactory. The Total Recordable Injury Frequency Rate (TRIFR) for the month was 0, while the Year to Date stands at 0.32.

**Table 1: Safety, Health, and Environment (SHE) Performance**

March 2022 TRIFR	March 2021 TRIFR (YTD)	Comments
0	0.32	Target = 0.25

### 1.2 SHE Performance - Historical and Year to Date Trends

**Table 2: TRIFR and Severity Rate Historical and Year to Date Trends**



### 1.3 SHE INCIDENTS FOR THE MONTH

#### • FIRST AID INJURY:

Whilst trying to place a plumber bearing [using a scaffold ledger], the ledger slipped from where it was pivoted and hit a fitter on the forehead. The injured used the wrong tool to place the plumber bearing.

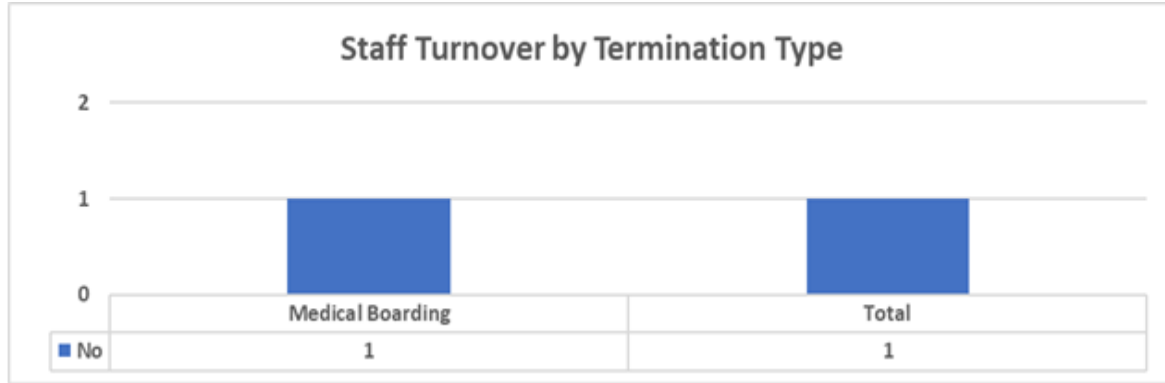
### 1.4 Other SHE Performance Updates

- Boiler 1 stack emission recorded exceedances ( $150\text{mg}/\text{m}^3$ ) for periods of 3 days during the month due to a leak on the macawber system.
- Sewage Treatment Plant experienced overflows due to inflow exceeding design capacity. This was caused by an increase in people on-site during the shutdown period.
- Nineteen (19) employees underwent Fire Marshal training.

## 2.0 Staff Turnover

One (1) Staff separation was recorded for the month under review, bringing the YTD turnover rate to **0.70%**.

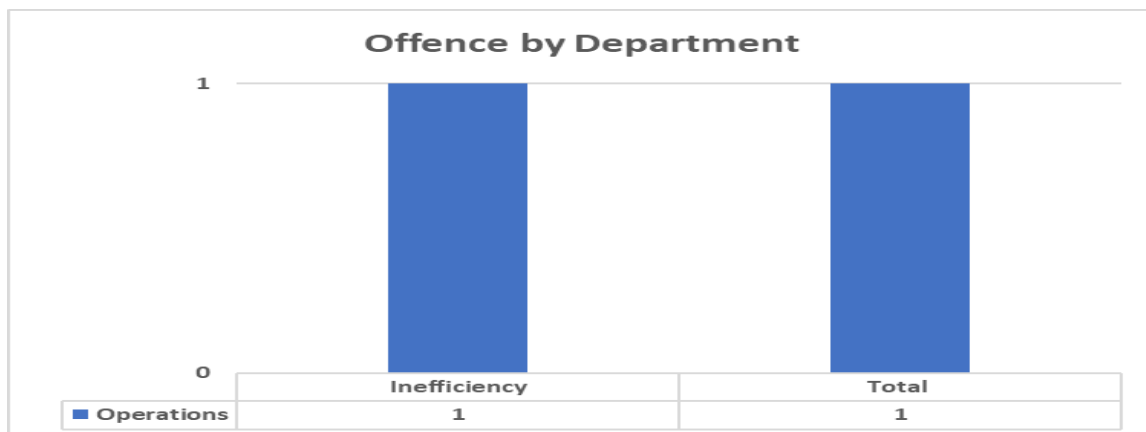
**Fig 2: Staff turnover by termination type**



## 2.1 Internal Discipline

One (1) offence was recorded as follows:

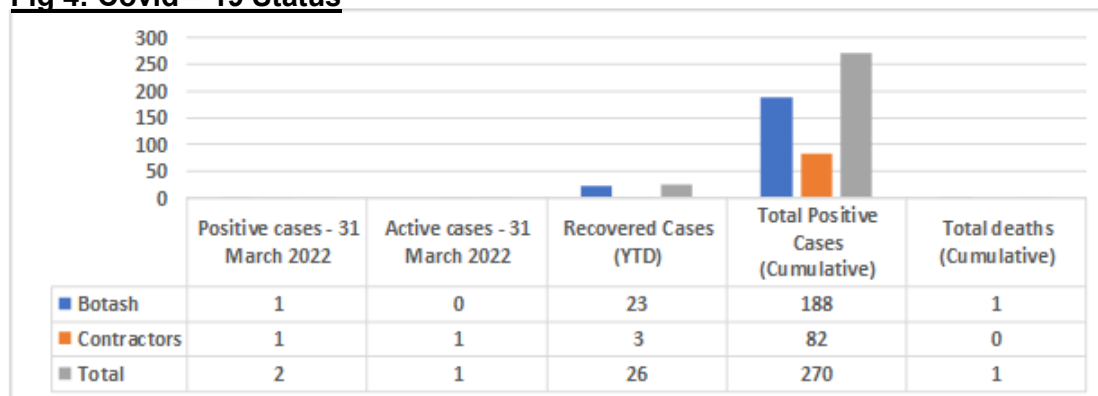
**Fig 3: Classification of Penalty by Department**



## 3.0 Occupational Health

### 3.1 COVID -19 Status

**Fig 4: Covid – 19 Status**



Three hundred and seventy-six (**376**) employees received a booster dose, which translates to **55 %** of the workforce employees and contractors).

*Botash undertakes Statutory Maintenance Shutdown*

- 724 temporary jobs created
- Shutdown ended on 18<sup>th</sup> April 2022
- 91% completed
- Plant maintenance carried out at Utilities, Soda Ash and Salt plants

Every two years Botash carries out statutory maintenance, which is a requirement from the Department of Mines to confirm the integrity of high-pressure equipment and vessels used for production. The purpose of the maintenance is mainly to reduce equipment failure, downtime, improve plant reliability and productivity. The 2020 and 2021 maintenance shutdowns were scaled down due to Covid-19 restrictions. Since the COVID-19 cases has since hit a new low, and life seems to be going back to normal, the 2022 Statutory Maintenance Shutdown started from **25<sup>th</sup> March 2022**. The first and second lines started on **20<sup>th</sup>** and **22<sup>nd</sup> April** respectively. Major jobs carried out during this activity included mainly non destruction pressure tests on all high-pressure vessels and equipment, washing plant structural repairs and corrosion protection as well as replacement of other components like process pipes, belt filter and compactor gearbox gears among others. In addition, statutory inspections were carried out for compliance and safety improvement of the plant. This then affected availability of product to customers. However preliminary preparations ensured there was enough product especially soda ash to cover-up for the duration.

According to the Shutdown Manager, Mr. Modise Moora, the shutdown maintenance activity was successful though the plant is not running to full capacity yet. "It is common that as the plant starts up, there are a few minor glitches that are experienced and the team is working firmly to attend to them to ensure that the plant is running efficiently", he added.

During the shutdown it was however discovered that most of the salt plant components presented extensive structural deterioration that required more work than anticipated.



Employees at work, attending to the salt screening during the shutdown

This, therefore, affected the timelines and activities at the salt plant, which required a separate activity plan with new timelines for appropriate structural repairs.

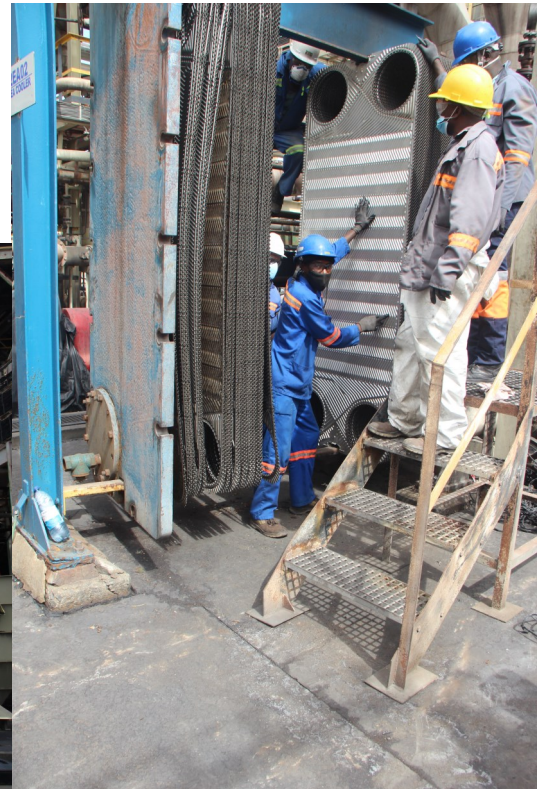
Nevertheless, to date, only utilities, and soda ash plants are fully online while at salt plant only coarse salt bagging and fine salt lines are running through the supplementary crusher. The salt washing plant is still being commissioned, with challenges picked on both the fine salt and the coarse salt centrifuge.

It is worth noting that Safety, Health and Environment of all stakeholders are key priorities in the Botash operation. Unfortunately, SHE performance was unsatisfactory during the shutdown which recorded a total of six injuries (two Medical Treatment Injuries and four First Aid Injuries) from different sections. The company continues to encourage employees to take care of their safety and that of others to ensure a safe working environment.

Prior to the shutdown preliminary activities were put in place to enable a successful plant maintenance. These included stakeholder engagement meetings, onboarding induction, recruiting of labour to carry out the shut, procurement as well as fabrication of required material.

The company is committed towards satisfaction of customer needs and expectations. To this end, Botash premier strength lies in the quality of its product and the company consistently ensures that. Following the shutdown, it is prudent to expect a safe facility's and improved productivity.

**Maintenance show and tell!**



# **Stop Think and Fix**



# **WORK SAFETY**

## **Avoid Workplace Injuries**

- ◇ Use appropriate tools, equipment and machinery.
- ◇ Report any unsafe acts and conditions.
- ◇ Wear all required safety gear.
- ◇ Keep your work area clear from clutter.
- ◇ Stay hydrated.
- ◇ Practice good posture when sitting or lifting.
- ◇ Inform yourself of safety policies and procedures.
- ◇ Be aware of changes in your surroundings.

### Appreciating Mr Kgomo for living company values



*Botash Senior Security Officer , Mr Oteng Dikinya handing over a token of appreciation to Mr Molaakgosi Kgomo*



*Security personnel posing for a group picture with Mr Kgomo*

The values we display in our daily work are what allows the company to successfully achieve its goals. Botash constantly identifies and honors employees across the company who truly demonstrate and live company values and behaviors consistently. During the month of April, the company recruited labor to facilitate the annual maintenance shutdown. Security Office also expanded its manpower to augment current staff to provide sufficient security and safety to the company's assets, employees and stakeholders.

Mr Molaakgosi David Kgomo a temporary Guard Officer from Security Systems, who was engaged for the Shutdown has been exceptional in his service. Mr Kgomo demonstrated excellence in living and modeling behaviors aligned with Botash's values of Excellence and Integrity. Mr Kgomo would voluntarily work extra hours, observing and reporting security hazards consistently. The officer is customer centric and firm in executing work processes while commanding respect and authority as well as holding a high level of professionalism. His actions have resulted in an exceptional performance experience and provision of solutions for continuous improvement particularly in improving customer service.

He received a golf shirt, water bottle and a pen as a token of appreciation.

Employees are urged to continue exhibiting positive behaviour when executing their daily duties to create a desirable culture geared towards achieving company goals.

### OUR VALUES

Accountability

Excellence

Integrity

Customer Focus

Teamwork

# MASASI

## LAUNDRY SERVICES

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OLD MARKET  
STALL**

### WASHING & FOLDING

Large Basket.....P85

Small Basket.....P50

### WASHING & IRONING

Large Basket.....P140

Small Basket.....P70

### BLANKETS

Large.....P100

Medium.....P75

Small.....P40

Fleece.....P20

Comforter.....P60

Sheets.....P20

### SINGLE ITEMS

Suit.....P65

Coat.....P75

Blazer.....P50

Skirt.....P25

Small items.....P25

Trouser.....P25

Shirt.....P12

T-Shirt.....P9

Blouse.....P15

Dress with pleats.....P40



**Flam Boys Find the Going Too Tough in Second Round**

Sua Flamingoes FC started the Premier League games on a high note dictating the tempo in some games. During the month of March games went to recess. Just as the second round started Bafana Ba Letswai have been finding it tough to maintain or improve points though afforded numerous chances to extend their lead. To date the team has seen a dip in form over recent months drawing 6 games, losing four times and managing only 2 wins with their last win being a 3-2 home win over struggling Morupule Wanderous side. Bafana Ba Letswai are now seventh on the log with 42 points from 27 games with only 3 games left to conclude this year's league season. Below is summary of games played:



Premier League	Orange FA Cup
<b>Played 12 Games</b>	<b>Played 3 games</b>
<b>Win 2</b> Gunners 2-0 Morupule 3-2	<b>Quarter final</b> Sua Flamingoes FC 0- 6 BDF X1
<b>Lost 4</b> Galaxy 2-0 Orapa 4-1 Police 1-0 Notwane 4-1	<b>Last 16</b> Nico United 1-2 Sua Flamingoes FC
<b>Draw 6</b> Masitaoka 2-2 Systems 1-1 Gilport 0-0 Rollers 1-1 BDF 0-0 BR Highlanders 3-3	<b>Preliminary Round</b> Santa Green 1- 4 Sua Flamingoes Tsabotho 2- 4 Sua Flamingoes on penalties after zero zero in open play
<b>NOTICE</b> <b>3 Games Remaining</b>  <b>Away</b> <b>Mogoditshane Fighters Vs Sua Flamingoes FC, Saturday 14 May 2022, Otse Stadium, 1500 hours</b>  <b>Home</b> <b>Sua Flamingoes FC Vs Gaborone United, Saturday 21 May 2022, Obert Itani Chilume Stadium, 1500 hours</b> <b>Sua Flamingoes FC VS Prisons X1, Saturday 24 June 2022, Sowa Town Council Stadium, 1500 hours. #bafanabaletswai</b>	

### Botash welcomes another Rhino calf in the park

Botswana Ash (Pty) Ltd operates Sua Game Park in its lease area which is part of the company's commitment to biodiversity conservation under the Towards Sustainable Mining initiative. The Park now has six rhinos after the birth of the 2<sup>nd</sup> calf during the first week of April to parents Montwedi (Father) and Tshidi (Mother).

The new arrival of the unnamed calf marks the second time a calf was born at the park since it started operating in 2017. The first calf was born in March 2021. Our visitors will have an opportunity to see the baby rhino and other species on their next visit. The park remains open on Wednesdays and Saturdays weekly.

Botash celebrate the growing number of rhinos which contributes to the successful conservation efforts.

Rhinos are classified endangered species in the wild. Due to increased poaching, Botash is committed to working with the government in protecting these endangered animals.

Botash has adopted the Towards Sustainable Mining (TSM) initiative as its sustainability management initiative.


The company prioritized 4 protocols for implementation.

Each protocol is made up of indicators that are designed to measure the quality and comprehensiveness of the company's management systems.

The objective is to achieve best practice in prioritized protocols by 31st December 2022.

### PRIORITISED SUSTAINABILITY PROTOCOLS





Swedish Massage P150  
Deep Tissue Massage P200  
Hot stone massage P200

45 minutes each

*D & D  
Massages*



**Moitshepi Sefako** joins Botash as Sales and Marketing Manager. He was previously employed by Coca-Cola Africa, based in South Africa as Senior Manager Franchise Operations responsible for Mozambique and Zambia markets.

His new role as Sales and Marketing Manager entails overall marketing and sales of Botash Products whilst ensuring an effective projection of the company's image, values and culture.

Mr Sefako (Moi as he prefers to be called) comes from Mochudi and enjoys extreme sports as well as travelling. He is married to Lufuno Aluwani Sefako and have 3 boys Ndzalo, Leago and Wanga.

From the surface Mr Sefako has picked that the company transacts a lot with paper documents and is committing to drive paperless transactions as far as possible.

**Mimmy Tshegofatso Basele** has joined Botash as Human Capital Business Partner, Organizational Development. Her role entails the management of learning and development, organizational effectiveness and talent management.

Mimmy as she prefers to be called, was previously employed by Botswana Power Corporation as Organizational Development Manager.

She comes from Mmadinare and was born on 18<sup>th</sup> March. Her hobbies include cycling, swimming, off roading and camping. She has a daughter and a son.



**Francois J. B Le Roux** joins Botash as a Doctor at the Mine clinic. He previously worked for Tati Nickle Mining Company as a Doctor before venturing into private practice.

Dr Le Roux enjoys paramotoring. He was born on 28 May in Pretoria, South African. He is married with 2 kids (a boy and a girl).



**Mbiganyi Oathotse** joins Botash as a Mobile Machine Operator responsible for operating machinery in the plant including the Front Hand Loader, feeding coal to the boiler as well as ensuring housekeeping on site.

Mbiganyi previously worked for Steward Motors as a Shift Supervisor, responsible for staff welfare and implementing policies and procedures to ensure realization of targets.

He was born on 24 June and comes from Tatisiding. Mbiganyi spend his free time watching soccer and listening to gospel music. He has two daughters.



**Kholwani Mangole** joins Botash as a Safety Officer responsible for fire protection and emergency response services to ensure safety of employees and company assets.

He previously worked for Sandblasting and Coatings as SHE Manager responsible for aligning policies and procedures with activities on site.

The Jakalas 2 native enjoys playing football and watching tv. He has a son.

**David Matleelana** has been hired by Botash as a Shift Bus Driver. His role entails transporting mine workers between the township and work as well as carrying out any other transportation services as demanded by the business.

He was previously employed as a Bus Driver for Bamangwato Coach Tours, responsible for safely transporting passengers to designated routes.

David, the father of one, was born on 18 July and comes from Molepolole. He enjoys reading current affairs news and playing Karate. He wishes BotRec could have Karate as one of the sporting codes available.



**Tlamelang Lillian Leburu** joins Botash as internship participant at Distribution and Logistics. She was previously an Intern at Ministry of Health responsible for fleet management.

Tlamelang enjoys facial and makeup arts, as well as reading motivational books.



D &amp; D

Cutting + Shaping + Buffing + cuticle cleaning  
P20With clear Gel Top Coat  
P30

D &amp; D

Nail Polish (with gel top coat)  
P30Nail Polish Remover  
P10

D &amp; D

Stick On  
P60Stick On soak Off  
P30

To Appoint Call 74484222 App: 77665179

To Appoint Call 74484222 App: 77665179

To Appoint Call 74484222 App: 77665179

D &amp; D

Gel Overlay  
P80Gel Overlay Refill  
P60 with free nail artGel Overlay soak Off  
P30

D &amp; D

Gel With Stick On  
P110Gel With Stick On Refill  
P60 with free nail artGel With Stick On soak Off  
P30

D &amp; D

Fixing a nail

Nail polish P4  
Stick On P7  
Gel Overlay P9  
Gel With Stick On P12

To Appoint Call 74484222 App: 77665179 To Appoint Call 74484222 App: 77665179 To Appoint Call 74484222 App: 77665179



## Reading is a cornerstone of successful learning at FIS

Reading is the most critical skill we work with as teachers. Students who can read benefit in multiple ways from being able to respond to written and understanding texts is a key ingredient in developing children's thinking skills to the highest levels. Here are some of the benefits that reading brings to a child's life:

- ◆ Creates response to letters, decoding sounds, and manipulating words
- ◆ Develops complex language
- ◆ Develops mastery of critical literacy and thinking skills (comprehension, application, analysis)
- ◆ Sparks imagination and stimulates curiosity and critical thinking
- ◆ Develops the brain, creates the ability to focus, improves concentration, helps social skills, and underpins all communication skills
- ◆ Instils the understanding regarding the difference between 'real' and 'make-believe'
- ◆ Develops understanding of new or frightening events, the strong emotions that come with them, and how to respond to real-life problems through problem-solving.
- ◆ Improves learning about the world, one's own culture and other cultures.

Reading is a cornerstone of successful education at FIS. We use **Letterland** to teach phonics in the Early Years and have two reading schemes throughout the primary school that are used for the Guided Reading Programme are carried out daily. We are also very happy to announce that we have just secured full literature sets for Std 2 - Std 6 where every child will have their own novels to work from in literature studies.

We are also bringing in brand new sets of textbooks for all subjects across the school and there has been lots of excitement as the first literature books and new textbooks have been distributed into the classes. It's all about reading, the power of being a competent, independent reader, and the value it adds to education. We will keep our community updated as the new books come in for high school.



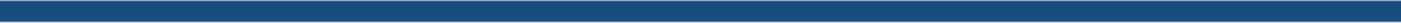
## Holidays are here!

### (3 House-keeping Points)

**School Fees:** Please note that all fees (PTA levies, school fees and development levies) must be paid in full for term one for children to receive their first term report. Students whose fees have not be paid in full will not be allowed to return in term 2 until all fees are cleared.

**Winter Uniform:** We also recommend that Winter uniforms are purchased before schools open, especially the purchase of tracksuits. Contact our Administration Office to set up a time to visit the school and make sure your child has the correct uniform for the colder months.

**Holiday School:** Our current IGCSE classes will have the opportunity to benefit from Holiday School as they begin the intensive preparation for their IGCSE examinations in October/November and we are grateful to our staff that give up time during their holidays to make sure our students are well prepared!



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