

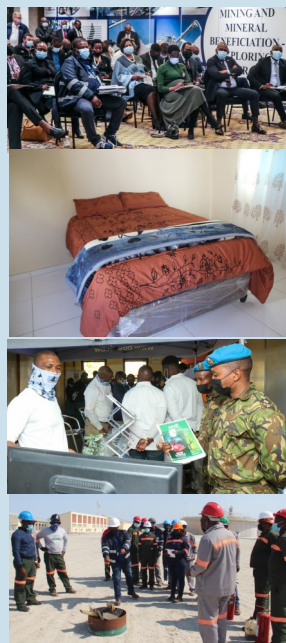


BOTASH Bulletin

31 August 2022



STORY HEADLINES



Employees bring values to live

Botash. A key stakeholder in the Mining and Mineral Explorations

Botash Participates in the month of science

Botash, Sua Flamingoes donates a house to the needy

Fire Marshals get trained

1. Safety

During July 2022 safety outcomes were satisfactory. However, at the time of writing the company had recorded a lost time injury, again highlighting the need for ongoing vigilance. It also remains critical that each employee takes ownership for their and colleagues' safety.



2. Manufacturing Effectiveness [ME]

Because of its significance, this month we will again discuss 'organizing the workplace'. One practical and systematic approach to organizing the workplace is the 6S system. Formally defined, 6S is a method of creating a clean and orderly workplace that promotes safety, exposes waste and makes abnormalities immediately visible. Waste of Defects: Defect arises whenever the level of work outcome is less than what a customer requires. For example, a salt bag has to be discarded because it was damaged by a conveyor.

- a) **Sort:** The first step is to sort. The challenge is to get rid of things we do not need or use. This step is useful in removing clutter and disorganization which unfortunately is a feature of many workplaces including here at Botash.
- b) **Straighten:** This is the step that is normally summarized as 'a place for everything and everything in its place'.
- c) **Sweep or shine:** This step actually means clean the place so well that it allows meaningful inspection not just good old sweeping. Thus, if one finds themselves sweeping or even washing away the same spillage day after day (there are many examples of this at Botash) one should be working on stopping the spillage.
- d) **Standardize:** This step is focused on establishing standards, so abnormalities are easily recognized. Validated checklists and audit protocols are very helpful here.
- e) **Sustain:** For any improvement to be sustained, it must be clear to all that is the way it ought to be in the business. This calls for accountability and self-discipline for each team member. Failure to enforce standards undermines sustainability. For this reason sustainability depends on the stand the supervisor /manager takes.
- f) **Safety: A clean and organized workplace promotes safety.** As part of improving our manufacturing effectiveness, organizing all our workplaces is the place to start. It is important, therefore, for all employees to continuously reassess their contribution to the state of the workplace and specifically be clear as to what they are doing to advance good house-keeping. It is also important to note that all of us have workplaces, so this message is relevant to every employee.

3. Strategy

The company's current 5-year strategic planning window ends in 2022. The development of a strategy for the next 5 years [2023 - 2027] has started and is expected to conclude in Sep 2022.

Celebrating employees that continue to bring our company values to life

The company would like to thank and recognize Akanyang Batisane, Thamani Roy, Motshidisi Kene, Bigani Thuso and Ezekiel Motlhokwa who demonstrated the value of teamwork and excellence during an incident that occurred at the soda ash plant.

On the 6th August 2022 the five employees administered First Aid to a fellow employee who got injured whilst on duty. They worked together as a team in providing immobilisation, evacuation and transportation of the injured employee to the Clinic in a short space of time.

All the five employees are first aiders who have been trained on safety and emergency response and it's very rewarding to see such knowledge being put to good use.

We celebrate you for putting to practice your skills and ensuring safety for yourselves and fellow colleagues.



Dr Le Roux presenting token of appreciation

Salt Plant crew demonstrate the value of Excellence

One hundred and fifty (150) employees were awarded tokens of appreciation for achieving a fine salt production record of 88160 Tonnes in 2021.



AUGUST 2022

Presidents of South Africa – Botswana Business Roundtable



Botash Managing Director Mr Kangangwani Phatshwane participating in the business roundtable



Participants from Botswana and South Africa playing attention to the proceedings

His Excellency, Dr Eric Mokgweetsi Masisi and President Cyril Ramaphosa of South Africa engaged on High-Level talks under the theme Celebrating 28 Years of Trade and Investment Relations. The event took place on 03 August 2022, in Gaborone. Botash Managing Director Mr Kangangwani Phatshwane joined fellow panelists representing key stakeholders in the mining Sector Business Forum.

The Business Forum themed 'Mining and Mineral Beneficiation - Exploring Cooperation' was sponsored by Botash at an amount of P150,000.00

The 28 years of diplomatic and bilateral cooperation spans across trade and investment, energy, infrastructure development, mining, defence and security, immigration, environmental conservation, and management among others.

The Business Forum drew government and business leaders from both countries. The forum discussed among other issues, the investment climate of doing business in Botswana, collaboration, potential joint venture and investment opportunities as well as ways of enhancing Trade and Investment Relations between Botswana and South Africa looking at trends and prospects for the Future among others.

A key callout for our business is the commitment by both countries to collaborate in expanding and fixing the rail infrastructure between the countries and this includes 126km rail line Swartruggens and Mafikeng. Another key project is the building connecting line from Mamabula to Lephalale in Limpopo.

Over the two-day Business Forum, Botash also displayed its products as part of the trade expo of businesses operating in both Botswana and South Africa considering that SA imports almost 60% of its Soda Ash from Botswana.

-END-

Botash, Sua Flamingoes FC build a house for family of twelve



The house built through the assistance of Botash, Sua Flamingoes Football Club and other stakeholders

Sua Flamingoes Football Club in collaboration with Botash, the largest producer of soda ash and salt in Southern Africa, donated a 2 bedroomed house to a family of 12 in Mosetse village on the 6th of August 2022.

The house is fully serviced with furniture, kitchenware, running water and electricity. Additionally, a volunteer from the community built a lavatory for the family and fenced their yard.

The donation by Botash and Sua Flamingoes is part of their CSR initiatives to impact lives of communities within which they operate. Other sponsors towards the initiative includes De Vre Transport, System Security and BOC Insurance Brokers among others. An emotional Tebogo Majaga, 40 thanked everyone that contributed towards the house after being homeless for over 20 years with her 11 children.

Prior to the construction of the house, the family was living under a tree and bore the brunt of harsh weather conditions.

A Good Samaritan and neighbour Mr Moses Chuma, accommodated the family in a one roomed hut after Majaga told him of their plight.

Giving the overview of the project, the chairperson of Sua Flamingoes FC, Mr Tirelo Thebe, said that the gesture is in line with the club's strategic plan of 2020—2025. The strategy entails helping communities with sustainable projects.

Thebe said that the funds for building the P143, 993,00 house, were sourced from Botash, business entities doing business with Botash, individuals and through a sponsored walk and cycling challenge. "We informed Botash manage-

ment about our idea and they embraced it. We consulted Dikgosi, Village Development Committees and other stakeholders about our idea and they also warmly welcomed it," said Thebe.

Giving a keynote address at the auspicious event, the Managing Director of Botash Mr Kangangwani Phatshwane said there was an imperative need for companies and individuals with the means to help disadvantaged members of society.

"The status quo calls for different stakeholders to assist in situations such as the one Majaga and her children were facing when possible. Raising children in an inadequate shelter will negatively affect their overall wellbeing. In this regard, let me thank Sua Flamingoes and other stakeholders for finding it fit to help the Majagas," said an ecstatic Phatshwane.

Phatshwane also promised that Botash would extend its philanthropy to other villages within its sphere of operations.

Appreciating the goodwill from various stakeholders, Majaga stated that the life of her family was a living hell before Chuma and Sua Flamingoes FC helped her.

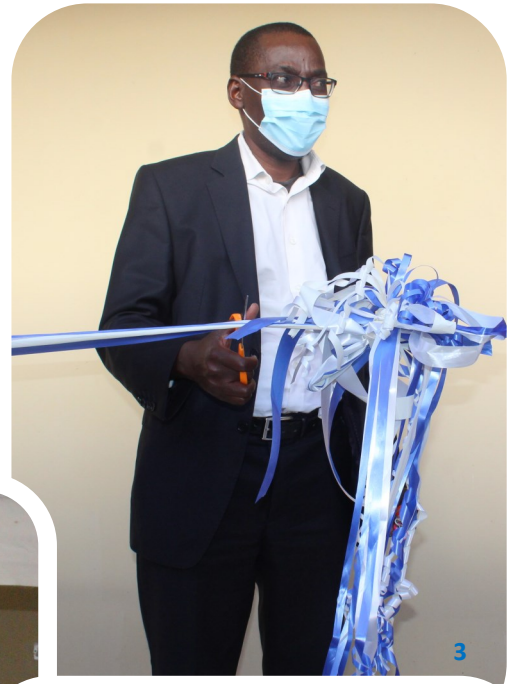
"We used to sleep under a tree. The situation was very bad during the rainy season. Our little food was soaked in the rain. I, however, prayed to God to help us. Therefore, I thank

everyone who made sure that my family now has a proper shelter," said Majaga with tears welling up in her eyes



The house beneficiary Tebogo Majaga appreciating stakeholders for restoring her dignity

Botash, Sua Flamingoes FC build a house for family of twelve cont...



Captions

1. Welcome remarks by Kgosi Opelo Ntshwarelang of Moseitse village.
2. Sua Flamingoes Football Club Chairman Mr Tirelo Thebe giving the project overview.
3. Botsah Managing Director Mr Kangangwani Phatshwane cutting the ribbon.
4. Mr Phatshwane handing over the house keys to the beneficiary Tebogo Majaga .
5. Speech by Moses Chuma who temporarily accommodated Tebogo Majaga and her family.
6. Supplies and provisions for Majaga
- 7 Sua Flamingoes Football Club players.
- 8 Attendees following proceedings.

Botash participates in the Month of Science

The Ministry of Tertiary Education, Research, Science and Technology (MOTE) has dedicated August as the month of science. During this month stakeholders held Research, Science, Technology, and Innovation (RSTI) related activities. The aim is to influence policy for sustainable development, leveraging on technology to reach more students and create shared value promotion and awareness on RSTI. The activities also target students to take up Science, Technology, Engineering and Mathematics (STEM) related subjects. with communities around.

Botash also carried out road shows in Nata and Dukwi, and mine tour with Sowa P. School pupils to create brand awareness and product knowledge especially on science related processes. During the last week of the month the company also participated in the National Science week exhibition in Masunga village which was officiated by the Minister of Education and Skills Development, Hon. Dr Douglas Letsholathebe. Among the dignitaries was the Minister of Communications, Knowledge and Technology Hon Thulaganyo Segokgo.

Botash has been ahead on promoting knowledge through partnerships with organizations such as Botswana International University of Science and Technology. (BIUST), Botswana Institute for Technology Research and Innovation (BITRI), Botswana Innovation Hub (BIH) and schools in surrounding communities. The company also runs a Math and Science programme at primary and secondary schools which awards students who passes with 85% and above on the two subjects. These collaborations promote learning, career and skills development whilst contributing to economic sustainability.

-END-



Nata, Dukwi and Masunga Month of Science activities

Fire Marshals undergo training



Compliance to fire precautions is a legal requirement for any mining industry including Botash as stipulated in the Mines and Quarries Act. During the month of August, Botash carried out a 5-day refresher training on Fire Marshal. The training was facilitated by WOO International from Gaborone. The training aimed to expand Fire Marshals skills and knowledge on firefighting both theoretically and practically.

It is vital to have emergency fire life savers in every working area around the business and the company has 36 trained Fire Marshals. The role of Fire Marshals includes carrying out inspections on firefighting equipment to ensure that the equipment is in good condition, labelled and stored correctly. Fire Marshals are also tasked with executing emergency support during fire outbreaks.

At the end of training, attendees enjoyed practical drills of putting out fire with well serviced extinguishers. This was the best part of training as trainees were given an opportunity to put their learnings to practice.

Employees putting theory to test after training

AUGUST SHE PERFORMANCE

SHE PERFORMANCE SUMMARY

- ⇒ The Total Recordable Injury Frequency Rate (TRIFR) for the month is 3.65
- ⇒ Year to date– 0.70

SHE INCIDENTS FOR THE MONTH (August)

FIRST AID INJURY (FAI)	MEDICAL TREATMENT INJURY (MTI)	RESTRICTED WORK INJURY (RWI)	LOST TIME INJURY (LTI)	FATALITY (FA)
0	0	1	2	0



Mr Somisani Victor Mojoka

Mr Mojoka joins Botash as a Shift Bus driver under Services. He was previously employed by Thutwe Freighters as a Heavy Duty driver transporting goods in Botswana and across the boarder.

His new role of a Shift Driver entails providing transport services to employees to and from work and carrying out other related duties as demanded by the business.

He was born on 26th April and comes from Moseitse. His hobbies include motorcycling, playing tennis and basketball. Mr Mojoka has 2 kids (a girl and a boy).



Ms . Onalethata Rabadisa

She joins Botash as a Registered Nurse.

Ms Rabadisa was employed by Kanye DHMT as an Occupational Health Nurse.

Her new roles entails delivery nursing care to Botash community and strengthening infection, prevention and control measures against diseases.

The Selolwane native was born on 12th March . Her hobbies are reading and exercising. Ms Rabadisa has a 16 year old daughter.



Mr. Ikanyeone Kemmony

He joins Botash as an Artisan Machinist responsible for manufacturing, assembling and maintaining machine components according to maintenance needs.

He was previously employed by Breakstorm Engineering carrying out repair works for different customers.

He was born on 30th July and comes from Etsha 6. His hobbies are watching football and outdoor adventure activities. He has a 3 year old daughter.

The right way to start a meeting**Part 2****Ask people to filter their contributions**

Another way to set the tone at the start of a meeting is to tell people what level of engagement you expect from each of them. You can cite the MIT research that found that a team's collective intelligence is predicted by how equally team members participate. Ask participants to modulate their contributions (either up or down) so that they take up about as much airtime as everyone else. Ask that participants refrain from simply agreeing with one another. You can say: "I'm looking for different perspectives and new ways of thinking. I'm going to move on if we're all in agreement."

Reiterate any important ground rules

If your team has spent time developing ground rules (which I highly recommend that you do), use the time at the beginning of the meeting to remind everyone about any that are still aspirational. Too many teams go to the effort of defining ground rules and then never speak of them again. Don't overdo it, but pick one ground rule that you think will be particularly salient for your discussion. For example, say, "I know we're talking about some sensitive issues today. Just a reminder that we've all committed to starting with a positive assumption."

Head off passive-aggressive behavior

One reason that meetings are so abhorred is that they tend to go on and on, but don't expose the real problems that need to be solved. Many teams use the meeting-before-the-meeting and the meeting-after-the-meeting to surface the prickly or unpopular issues. That makes the meeting itself a complete waste of time. Address the risk of passive-aggressive behavior explicitly by asking that issues be addressed in the meeting, not after it. It's not a fail-safe approach, but calling out difficult or contentious discussions at the start of a meeting, and asking for people to share their points of view candidly, will increase the likelihood that you get the issues on the table rather than leaving them for hallway gossip later.

Decide whether to roundtable

I would be remiss if I did not weigh in on the controversial topic of roundtables. By roundtable, I mean the portion of the meeting where each participant shares a status update. Roundtables are notoriously bad for sucking up time, adding little value, and providing a platform for nervous team members to justify their pay check. If that's what's happening at your roundtable, get rid of it. If, in contrast, you're willing to redirect your roundtable to selectively address issues related to the agenda topic, then have at it. Just be strict on the time limits and stop anyone who goes off topic: "It's our quarterly strategic meeting, so the topic of the roundtable today is the one trend that is either exciting or frightening you."

It's likely true that you attend too many meetings. It's even more likely that you attend too many bad meetings. You can usually tell within the first two minutes whether the meeting is going to be a good use of your time. If you're running the show, make sure your meeting makes a great first impression by focusing everyone on the unique value they're supposed to be adding, emphasizing diversity of thought, and filtering out time-sucks. Do that and you'll find that your meetings earn a sterling reputation and actually help get work done.

*Source: Harvard Business Review,
March 2017*

Pre-Primary Sports Day

On Thursday, 04 August, Flamingo International School reception class joined Baobab Pre-Primary School for their annual, 'Sport's Day'. It was a fantastic event and a good spirit of participation and competition prevailed with children giving of their very best and never giving up, working well in teams, and cheering each other on. Thank you to the staff who made this well-planned and excellently run event possible!

**3rd Term Calendar**

Tuesday 13th September – Friday 2nd December

Holiday School

Std 7 students: (PSLE Exam Preparation) Monday 29th August – Friday 09th September.

Form 4 students: (Cambridge examinations) Monday 29th August – Friday 9th September.

Botswana Independence Weekend

School closes at 10h00 on Thursday 29th September and re-opens on Tuesday 4th October.

Mid-term break

School close at 10h00 on Thursday 27th October and re-opens on Tuesday 1st November

School year closes at 10h00 on Friday 2nd December 2022

Health & Safety is Our Right



**Right to know about
safety hazards and
health risks in the
workplace**



**Right to participate
in determining
safety measures.**



**Right to refuse work
that is unsafe**



**Right to protection
with the correct
PPE**



Botswana Ash (Pty) Ltd