



# BOTASH BULLETIN

LATEST AND TRUSTED NEWS

July/August Edition  
2023



## Management Brief

### 1. Safety

During August 2023 safety outcomes were satisfactory - with no recordable incidents recorded. However, all must remain vigilant given the Total Recordable Injury Frequency Rate (TRIFR) for the Year to Date stood at 0.71. Consistent supervisors' engagement in day-to-day oversight on safety in the workplace remains critical as is everyone's ownership for their and colleagues' safety. The emphasis should remain on the prevention of harm. I wish to thank the many employees who continue to work safely and all managers who continue to play a constructive role in strengthening peer to peer inspections [an important element of prevention] across our operation.

### 2. Introduction of new members of Team Botash

On behalf of the Botash community it is my pleasure to welcome the following to his new home:

**Mr Abueng Mpadi – Artisan Fitter**

### 3. Manufacturing Effectiveness [ME]

This month we will again discuss 'reducing waste'. Many people think of waste as material waste, scrap rejects or anything else that ought to be thrown away. However, waste in business is much wider than indicated above and broadly covers 'any activity that does not add value'. In this context 'value add' means the act of changing a product or a piece of information in some way that is so useful to a customer (both internal and external) that they are willing to pay for it. There are seven deadly wastes in business including here at Botash:

- 3.1 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.
- 3.2 Waste of Inventory: This takes the form of any inventory or work on hand other than what is needed right now to satisfy customer requirements. Inventory includes work in progress, finished products, supplies, excess documentation, even unread e-mails. For examples, Botash's holding of inventory at the materials warehouse is about double what would be expected of a business of its size and scope of operations.
- 3.3 Waste of Processing: This occurs when more resources (space, energy, people) than really needed are deployed on a business activity. Think of the use of temporary employees when regular employees' manhours are not fully recovered. Or neglecting housekeeping until casals are needed to clean up.
- 3.4 Waste of Waiting: This arises in situations where materials (product runs out), machines (downtime), inspections (laboratory tests) or information (customs documents) are not ready for the next stage. The impact of this waste is felt by Botash's food grade salt customers every day.
- 3.5 Waste of Motion: Any movement of people that does not add value. For example, going back to the workshop to collect tools, searching for items that have no designated storage place.
- 3.6 Waste of Transportation: Not to be confused with waste of motion this is movement of materials using carts, trucks, forklifts, or even hands and legs.
- 3.7 Waste of Overproduction: This occurs when more products than the customer needs right now are made.

As part of improving our manufacturing effectiveness, reducing waste will be critical. It is important, therefore, for all employees to continuously reassess their activities to identify waste and eliminate it. It is also important to note that all of us are involved in business activities, so this message is relevant to all employees.



## Botash Hosts the 2023 Makgadikgadi Epic: A Thrilling Adventure Tourism Fiesta

Botswana Ash (Pty) Ltd recently hosted the spectacular 2023 Makgadikgadi Epic, a renowned adventure sports and tourism event that showcased the natural wonders of the Makgadikgadi Salt Pans. This thrilling extravaganza, organized by the Botswana Tourism Organisation (BTO) in collaboration with Botash and Parachute Association of Botswana (PAB), was made possible through partnerships with the Sowa Township Council and the Tutume Sub-District.

The primary objective of the Makgadikgadi Epic is to promote adventure tourism and highlight Makgadikgadi Salt Pans as a prime destination for travellers seeking adventure experiences. By hosting this event, Botswana aims to diversify its tourism offerings beyond the traditional wildlife-based products, particularly in the Northern region of the country.

The 2023 Makgadikgadi Epic featured a lineup of adventure activities that catered to both adrenaline junkies and nature enthusiasts. Participants had the opportunity to engage in activities such as skydiving

and tandem jumps, offering breathtaking aerial views of the expansive salt pans. For those who preferred to keep their feet closer to the ground, there were fun quad rides, scenic helicopter flips over the pans, as well as tranquil horse rides and camping experiences.

One of the highlights of the event was the mesmerizing Firetruck Water Gun Salute on the last day, providing spectators with a unique and unforgettable experience. This grand finale added an extra layer of excitement to the already action-packed Makgadikgadi Epic.

Botash also took the opportunity to showcase its products to the participants. Visitors had the chance to gain insights into the production processes and explore the offerings of Botash, adding an educational dimension to their experience.



1. Mr Phatshwane conducting an interview with Bopa Reporter Mooketsi Mojalemotho
2. Spectators appreciating Botash Stall
3. Visitors enjoying skydiving and tandem jumps
4. Participants enjoying the epic



### Golfers treat at Makgadikgadi Open Golf Tournament

Sowa Golf Club hosted the Makgadikgadi Open golf tournament on July 8th and 9th, 2023, welcoming golfers from different clubs across the country. The event featured categories for men and women (A, B, and C), along with a junior category to support young talent. This annual tournament, a long-standing tradition for the club, provides a platform for caddies to showcase their skills, defend previous positions, and potentially compete in national and international events.

In the B division, Mr. Simon Rampethu aimed to maintain his championship title, while Ms. Minky Molatlhegi from Gaborone claimed victory in the women's category. The Championship division was won by Mr. Obuile Mokgweetsi, a golf trainer at Sua Golf Club.

Botash generously sponsored the event with a contribution of P155,000.00, and other sponsors included Minet, Bryte, Mascom, Quipco, ABSA, Key Worth, BTO, Engen Botswana and Babcock. Notably, the tournament continued its tradition of supporting the less privileged, using sponsorship funds to purchase school shoes for 200 students from Tachibona Primary School and Nxakato Junior School. The Vice Chairman of the Dukwi Village Development Committee expressed gratitude on behalf of the beneficiaries; Sowa and Dukwi communities.

Botash also had a stall at the event, allowing participants to explore its product offerings and production processes.

Sowa Golf Club is a registered member of BotrecRec, contributing to the promotion of golf as a recreational and competitive sport.

Congratulations to the winners, and best wishes to the novice teams as they look forward to the 2024 tournament after a well-deserved rest.





### Employee wellness a vital component of the Botash's culture

On 28th July 2023, Botash hosted the employee wellness event after 3 years disruptions due to Covid-19. The event ran under the theme 'My Health, My Responsibility'. The event was attended by Botash employees, Sowa Town Authorities as well as relevant stakeholders in the health fraternity.

In line with the company's values and company strategic plan, which recommends promotion of health and safety in the workplace, the company draws on practical behaviours and approaches to the wellbeing of employees. The wellness day is an annual event set aside to promote a culture that is supportive, responsive and empowering its employees to live healthy lifestyle. It is given that workplaces can provide both opportunities and risks for different health challenges. Though this year the activity focused on non-communicable diseases, the program also had a variety of activities to embrace the overall wellness of employees, including walking, cycling, athletics, football, mind games and motivational talks on different topics.

Speaking at the event the Managing Director for Botash emphasized that Health and wellness are an integral part of the business. "It is an individual choice to take care of one's health and wellness, by nurturing the physical, mental and emotional wellbeing, hence the theme, 'My health, My Responsibility', said Mr Phatshwane. In his speech, the guest of honour Dr Makamu Sebakeng, from Sir Keitumile Hospital said that wellness programs are vital in any type of organization as they promote a culture of wellness which in turn leads to a happier, and more productive workforce. He further said the general wellbeing of an individual requires efforts in exercising, eating healthy and finding time for self to reap a better health outcome. Lastly, the guest speaker urged attendees to commit to atleast embark on vigorous exercise three times a week to reduce among others cardiovascular diseases and obesity.

A short rest before we host 2024.





### Botash Supports Mascom Batanani Charity Walk



On August 12, 2023, Botash employees joined participants in the Mascom Bananani Walk held in Francistown. Botash proudly sponsored the event with a generous contribution of P20,000. The charity event was themed "Stop Drugs and Substance Abuse," with the goal of raising awareness and support for the fight against drugs and substance abuse.

Botash's participation and sponsorship demonstrate our commitment to the well-being of our community and our dedication to addressing important social issues. We are proud to have been part of this meaningful event and to have contributed to its success.

### Botash participates in the Month of Science

In August 2023, the Ministry of Communications, Knowledge, and Technology, in collaboration with Botswana International University of Science and Technology (BIUST) and related industries, designated the month as a celebration of various Research, Science, Technology, and Innovation (RSTI) activities. The overarching goal of these initiatives was to influence policy for sustainable development by harnessing technology's potential to engage more students and promote awareness of RSTI. These efforts also aimed to encourage students to pursue Science, Technology, Engineering, Arts, and Mathematics (STEAM) related subjects. The theme for the 2023 science month was "Leveraging STEAM Education for Socio-Economic Development."

Botash actively participated in these activities, conducting roadshows in Mosetse and Tutume villages on August 16th and 17th, respectively. The company also took part in the National Science Week exhibition held in Letlhakeng on August 22nd, which was inaugurated by the Assistant Minister of Education and Skills Development, Ms. Nnaniki Makwinja. Among the notable attendees were the Vice Chancellor of Botswana International University of Science and Technology (BIUST) Professor Otlogetswe Totolo, Kgosi Itsoseng Gaoongwe of Letlhakeng, and Honorable Liakat Kably.



Botash has consistently been at the forefront of promoting knowledge through strategic partnerships with organizations such as BIUST, Botswana Institute for Technology Research and Innovation (BITRI), Botswana Innovation Hub (BIH), and local schools in surrounding communities. The company also operates a Math and Science program at primary and secondary schools, offering awards to students who achieve scores of 85% and above in these subjects. These collaborative efforts not only advance learning but also foster career and skills development while contributing to long-term economic sustainability.





Botswana Ash (Pty) Ltd

## Botash Launches 5-Year Strategy “Double in Five, Safely” to Drive Sustainable Growth

In a groundbreaking event that captured the spirit of innovation and progress, **Botswana Ash (Pty) Ltd (Botash)** unveiled its transformative 5-year strategy, **“Double in Five, Safely,”** on **25th August 2023** in Sowa Town. This strategic blueprint is set to propel Botash into a new era of sustainable growth and shared value creation, redefining its role as a leader in natural sodium and related products across Africa.



### Championing Sustainability and Growth

With equal shareholding by the Government of the Republic of Botswana and Chlor Alkali Holdings (Pty) Ltd, Botash stands at the forefront of Botswana's industrial landscape. Established in April 1991 on the vast expanse of Sua Pan in North Eastern Botswana, the company has evolved into a Sub Saharan Africa powerhouse, producing a diverse range of soda ash and salt variants.

The strategy marks a turning point in Botash's journey, aiming to double its earnings before tax (EBITDA) by 2027. Achieving this ambitious goal will require an intricate balance of improved logistics, efficient plant operations, pioneering new product development, and strategic geographical expansion.

Integral to the strategy is Botash's commitment to sustainability, ensuring that growth is achieved hand in hand with responsible practices and meaningful impacts on local communities and other stakeholders.

### A Visionary Approach

Kangangwani Phatshwane, Managing Director of Botash, emphasised, “Our legacy is built upon sustainability, innovation, and responsible resource management. Our employees are poised to drive operational efficiency and innovation that will anchor our presence and scalability across dynamic markets.”

The strategy's launch underscores Botash's dedication to shared value and sustainable growth. The company's natural sodium products play an indispensable role in various industries across Southern

Africa, from premium glass manufacturing to dry powder detergents. Botash's influence extends even further, contributing to essential products such as PVP piping for water reticulation and many more.

### Community Engagement and Expansion

The launch event celebrated not only Botash's commitment to commercial growth but also its dedication to community engagement through its support of Flamingo International School and the Sua Flamingoes Football Club (currently playing in the Premier League). Botash is creating a visible impact in education and fostering the growth of local talent. In addition, the company has embarked on co-determined community initiatives through ‘Towards Sustainable Mining’ in Sowa Town and other communities of interest within which it operates.

### Shaping the Future

As Botash sets sail on this ambitious journey, its vision for a sustainable, innovative, and prosperous future comes into sharper focus. With its “Double in Five, Safely” strategy, the company is primed to champion responsible growth, innovation, and community empowerment, echoing its commitment to both local and continental progress.





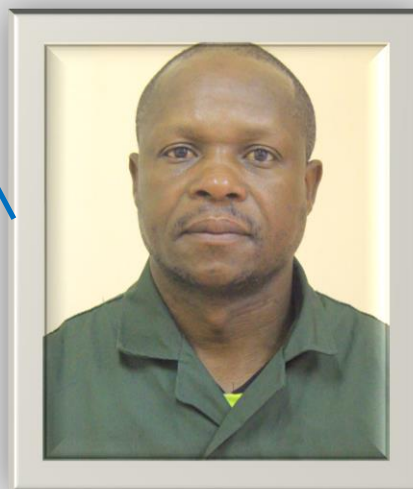




A warm welcome to our new employees! We are delighted to have such an enthusiastic and talented team joining us. Let's collaborate and together, take Botash to even greater heights. Congratulations on your well-deserved appointments!

**Abueng Mpadi Mpadi** recently joined Botash as an Artisan Fitter at the Utilities plant. Prior to this, he served as an Artisan Fitter at Balmore Engineering (Pty) Ltd, stationed at Morupule B, where his responsibilities included the maintenance of plant equipment. In his new role at Botash, Mr. Mpadi will continue to perform the same duties related to plant maintenance.

Mr. Mpadi, born on September 14th, hails from Borotsi. Outside of his professional life, he enjoys playing football and watching movies. He is a parent to a 11-year-old son.



**Oratile Kefenyang** has joined the Botash team as an Accounts Officer. Oratile has previously been employed with us on a temporary contract as an Accounts Payable Officer.

Oratile will be responsible for various tasks, including processing payments, investigating and resolving supplier queries, and ensuring strict adherence to payment terms.

She hails from Gweta and celebrates her birthday on the 30th of August. In her free time, she enjoys playing netball and reading.

Additionally, Oratile is a mother of two sons, Lincoln and Liam, aged 12 and 4 years old, respectively.



**Chendzimu Magwamba** has assumed the role of Distribution Supervisor at Botash, where he is responsible to plan, oversee and coordinate daily railyard and distribution activities. Prior to joining Botash, Mr. Magwamba was on a development program to become Station Master at Botswana Railways.

Mr. Magwamba was born on 8<sup>th</sup> May and hails from Sinyawe village. In his leisure time, he enjoys watching movies and playing soccer. He is happily married and has 3 kids, two daughters, aged 7 years and 9 months, and a 3-year-old son.





### The importance of a mid-year performance review

As we have just passed the mid-point of the 2023 performance year, it is important for all of us to reflect on our performance agreements, in order to test our progress against set targets. A mid-year-check-in allows us to take corrective action timeously, should we encounter any objectives which are lagging behind, and to engage with our managers on areas where support may be needed.

Having a mid-year review will also alleviate the pressure of the year end appraisal, as the review will provide a reasonable indication of how performance is progressing, and actions required to correct any deviations from the original plan. It allows for meaningful engagement between subordinate and supervisor, with two-way information sharing that should support the achievement of goals. Through such communication and collaboration, we are better able to establish an environment of engaged employees who manage their own performance and identify their own developmental areas.

The more feedback we are able to solicit and give throughout the year, the more we foster engagement levels, and increases our comfort levels for both receiving and giving feedback, which are critical for managing performance.

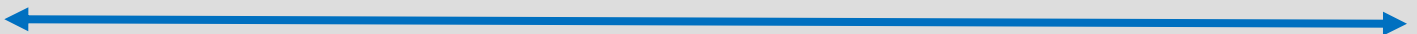
Have you done your mid-year performance review?

### NOTICE

#### Update of Personal Records

Human Capital has observed that there are some employees who do not regularly update their personal records as and when necessary. Employees are encouraged to update their records at Human Capital Records Office, in cases where personal circumstances have changed e.g. new born or adopted children, marriage, divorce or death of relatives i.e. dependents, spouse or parents.

It is important that information and records in employee's personal files with respect to relatives and dependents must be current, including information relating to beneficiaries.





## Music is back with a Bang Concert



The "Music is back with a Bang" concert was a very successful evening showcasing the primary school children's musical talent. We have had a vision at FIS to give all primary students the opportunity to play a musical instrument. Research shows that children who play a musical instrument enjoy higher levels of learning and, positively impacts on a child's ability to understand and do well in mathematics and physics. Botash has supported us in purchasing recorders, melodicas, new marimbas, and a set of djembe drums. Our students started learning to use recorders, melodicas and djembe in January

2023, but you would never have believed it if you were at the concert! The children sang, danced, and played for a big audience with skill and confidence. A special thank you to Mrs. Chidhau for her amazing teaching, and to all the primary staff for all their hard work that ensured this evening was a great success! The PTA used their event for fundraising and sold hotdogs and boerewors rolls. Thank you to Mrs. Dintwa and her team for all the coordination, planning and hard work that went into this fund-raising event!



## School Play - The Tale of the Great Baobab Tree

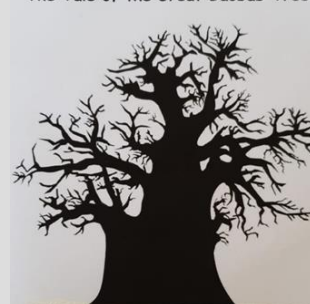


The "Tale of the Great Baobab Tree" is a theatrical production that follows the story of two young children, Karabo and Masego, who are entrusted with the responsibility of caring for the trees and animals in Sowa Town. Their idyllic world is disrupted by Nachu, an evil hyena, who seeks to become the king of all the animals and take control of Sowa's Mophane forest. Botswana's wealthiest businesswoman, Mrs. Zaka, arrives in Sowa with plans to construct a shopping center, which involves cutting down the majestic baobab tree near the town's

entrance. Nachu seizes this opportunity for revenge, aiming to ensure the destruction of Sowa's trees and the demise of its wildlife. The central question arises: Can Karabo and Masego thwart Nachu's sinister plot and protect the natural heritage surrounding Sowa Town?

This production carries a crucial message about environmental stewardship. The stage itself is constructed using locally sourced materials from Botswana, featuring a 2.3-meter baobab tree designed to resemble a traditional Motswana woman in German print attire.

The Tale of the Great Baobab Tree



Written by: Mr G. Kitching  
Directed by: Mrs P. Phokoje & Mr G. Kitching  
Musical Director: Mrs M. Chidhau

