

Botswana Ash (Pty) Ltd



# BOTASH BULLETIN

LATEST AND TRUSTED NEWS

November/December 2023



THEME: INNOVATE TO “SAFELY DOUBLE IN FIVE”

## MANAGEMENT BRIEF

As we come to the close of the first year in our strategy cycle 2023-2027, it is important to continue to build a culture that will enable us to achieve our strategic objectives. Innovation is one key driver of our “**Safely Double in Five**” Strategy and therefore befitting of a theme at the close of 2023.

**WHAT IS INNOVATION:**

- ☐ Simply put, Innovation is a **Novel Match** of a **Solution** to a **Need** that **Creates Value**.
- ☐ Innovation isn't only about creating **new and improved products or services (Externally Focused)**.
- ☐ It's also about **finding new ways to revise/improve** existing **processes and workflows** within the organization to be **better, faster, and cheaper (Internally Focused)**.

**WHY INNOVATION AT BOTASH:**

- 1.0 Botash is competing in a market of “**Low-Cost Producers**” such as We Soda (Ciner) and must minimize production costs in an already aging plant.
- 2.0 Furthermore, our strategic intent is to double the profitability of the business in five years from 2023. To attain these two objectives, innovation must be at the cornerstone of driving performance.

**CREATING A CULTURE OF INNOVATION:**

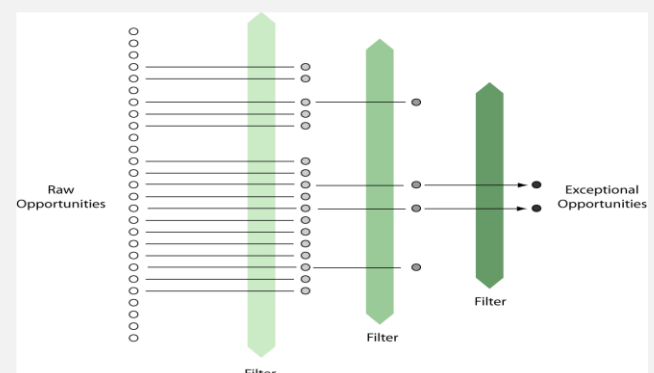
Botash is currently not generating enough innovative solutions to enable us to compete with our industry peers. It is therefore our aim to introduce the necessary processes and tools to support innovation, at all levels. Our values of **Safety, Accountability, Customer Focus, Excellence, Integrity, and Teamwork (Safely ACE IT)** will guide us as we introduce a culture of innovation. As in any change process, there will be things to **learn, unlearn and re-enforce**.

The following Four pillars are critical for success:

- 1.0 *Leadership and Role Modelling:*
  - ☐ Leaders participate in innovation events.
  - ☐ Transparent process: ideas moved forward based on merit (not power)
- 2.0 *Resources and Skills for Success*
  - ☐ Training in innovation skills
- 3.0 *Understanding and Conviction*
  - ☐ Creating a Clear strategy: everybody knows what innovations are needed.
  - ☐ Creating a Common sense of purpose
- 4.0 *Reinforcing with formal mechanisms*
  - ☐ Performance measures and incentives (development standards and toolkit)

**THE INNOVATION PROCESS:**

- 1.0 Start with many raw opportunities (you cannot know which are exceptional – just Hypothesis)
- 2.0 Create a series of development and sequential filtering processes.
  - 2.1 Uncertainty of judgement at early stages.
  - 2.2 With each stage you invest a little to learn a lot
- 3.0 Winnow/Reduce opportunities for further investigation.
- 4.0 Eventually, only the exceptional few remain.

**MERRY CHRISTMAS**

I take this opportunity to wish all our employees, partners and your families a Merry Christmas and a Happy New Year.

Have a Safe and Happy Holiday.

Othusitse Seokamo  
Acting Managing Director



# BOTASH INVESTS P4.6 MILLION IN OPTIC FIBRE NETWORK & DONATES A P1.6 MILLION CULVERT TO MALELEJWE SETTLEMENT

The country's sole producer of natural sodium and related products Botswana Ash (PTY) Ltd commonly known as Botash, in collaboration with Botswana Fibre Network (BoFiNet) recently launched a fast and reliable fibre optic connection which will support the company's operations and benefit the residents of Sowa Town.

The underground optic fibre cable covering more than 44kilometers connecting the mine and Sowa Town to the national optic fibre cable ring was successfully deployed through Business Online (PTY) LTD, a citizen-owned firm. The project was started in November 2022 and was completed in March 2023.

Government is currently rolling out fibre optic technology in key areas across the country. The technology is known for its benefits such as allowing fast data transmission.

In his keynote address during the fibre optic launch, the Minister of Communications, Knowledge, and Technology, Hon. Thulagano Segokgo, noted that Botash partnered with BoFiNet after realizing that

Sowa Town was left out of the government's fibre optic roll-out plan. Prior to the installation of the new fibre optic connection, he indicated that Botash had problems with radio-based internet links.

"The limitations of the microwave infrastructure, with its low capacity and lack of scalability, could no longer meet the growing demands of the business," said the Minister. The mining company committed more than P4.6million (equivalent to 50% of the project cost) to build the optic fibre connection infrastructure. Segokgo commended Botash and BoFiNet for undertaking the project. He emphasized that the government needs the support of private entities to develop key infrastructure across the country.

"The crucial step we must take is to harness the existing fibre infrastructure that has been meticulously constructed for our benefit," he added.

Botash Managing Director Kangangwani Phatshwane thanked the government for acceding to the mine's request to link Sowa Town to the country's fibre optic network.

'The importance of telecommunications for mining operations cannot be over-emphasized as by their nature, mining businesses are often located far away from their markets,' he said. He further commented that 'it was pleasing that Botash, and the community of Sowa Town can now look to a future where communication with the rest of the world will be more reliable'.

The acting CEO of BoFiNet, Keabetswe Segole shared a brief description of the project. He stated that the project came into being after Botash indicated an interest in reticulating fibre to its premises which was initially serviced by microwave, which had low capacity and was not scalable.

Following the fibre optic launch, Botash also handed over a culvert over the Moseitse river valued at more than P1.6 million to Malelelje settlement, South of Sowa Town. Prior to the new development, residents of the settlement could not access services in Sowa Town and other places due to flooding, which would take time for the water to recede.



Hon. Thulagano Segokgo, Minister of Communications, Knowledge and Technology giving a keynote address



Kangangwani Phatshwane Botash Managing Director giving welcome remarks



Keabetswe Segole acting Chief Executive Officer (CEO) of BoFiNet giving a project overview



Lesego Makubate, Botash Finance Manager giving vote of thanks



Botash Managing Director presents a gift of appreciation to the Minister



Some of the distinguished guests during the fibre optic launch



Community members at the culvert handover ceremony



Tsaone Nkarabang, Deputy District Commissioner of Sowa Town, Hon Councillor Tabona Masole, Tutume District Council Deputy Chairman and Botash Managing Director Kangangwani Phatshwane officially handing over the culvert



Residents of Malelelje and the neighbouring communities celebrate the handover of the new Botash culvert



Malelelje culvert



## Transformative School Fence Perimeter Project enhances FIS Infrastructure and Community Morale



Botash Management, in collaboration with Manase Botswana, celebrated the successful completion and handover of Flamingo International School's new perimeter fence. The project, initiated in October 2023, featured the installation of a cutting-edge Clear Vu Fence, providing both aesthetic appeal and high-security features. The fence is engineered for durability, offering customizable security options such as non-climb, anti-cut, and CCTV features.

Project Manager Ms. Florence Magalela, commending the Manase team for completing the project within

budget, on time, and to specifications, led the handover ceremony on December 13, 2023. Ms. Gloria, representing the Parent-Teacher Association (PTA), expressed appreciation for Botash's visionary approach, foreseeing enhanced physical appearance and overall outlook for the school.

Manase's Site Manager, Mr. Tshepang, highlighted the company's commitment to community development, providing employment opportunities for five community members during the project. The Human Capital Manager, Mr. Sabelo, praised the positive correlation between quality education and updated infrastructure, envisioning a future where meticulously maintained school premises attract parents and contribute to enrolment growth.

The transformative impact on infrastructure, community morale, and potential for future growth underscores the positive outcomes of such initiatives, emphasizing the importance of continuous improvement, as Mr. Sabelo urged all teams to elevate the school to the highest standards.



*Head of Projects, Mr. Craig Robertson handover keys to Mr. Matikiti upon Project completion*



*Manase representative (2<sup>nd</sup> right) joins Projects team*



## Services Recognizes Employee Commitment to Company Values and 'Double in Five Strategy'

In a noteworthy initiative, employees from the Services Department took the initiative to enlighten their colleagues on the alignment between the company's values and the new 'double in five strategy.' Each presenter provided insights into specific values, fostering a collective understanding and support for the strategic direction.

The recognized employees and their respective presentations

- Polite Liposwa: Shared insights on "Why the Strategy"
- Molebogi Ramathakeng: Focused on "Safety"
- Aron Kgothatso: Explored the importance of "Teamwork"
- Ikaenyeone Kemmonye: Discussed the value of "Integrity"

- Phenyo Motshidisi: Presented on "Accountability"
- Tumelo Moloi: Addressed the significance of "Customer Focus"
- Tshepiso Sekgome: Emphasized the value of "Excellence"

These individuals were commended for their comprehensive knowledge and enthusiastic support for the 'double in five strategy' which is valuable in contributing to the overall alignment and success of the company.

Congratulations to the Services Department team for their commitment to fostering a culture that embraces the company's values and propels the organization toward its strategic goals.

## Electrical Team's Exceptional Performance Recognized

Botash extends gratitude and appreciation to four Electrical employees, Obert Masilo, Benard Tlou, Thatayaone Ditsela, and Topo Mokgopo. The acknowledgment comes in response to their outstanding performance during the Botswana Chamber of Mines (BCM) Intermine First Aid Competitions.

The recognized employees demonstrated a profound commitment to the company's core values of teamwork and excellence. Their exceptional efforts went above and beyond expectations, particularly in aiding an external company engaged to address intermittent electrical faults experienced throughout the event. In recognition of their commendable contributions, each team member received a well-deserved gift voucher valued at P1,500.00.



*Mr Patrick Dikai-  
Electrical Engineer  
sharing tokens of  
appreciation with  
Messrs Masilo,  
Tlou and Ditsela*



### Major maintenance repairs at the railyard



In late 2022, Civils department under Services Maintenance Section embarked on a major railyard repair maintenance project. This project was necessitated by the deterioration of the railway line equipment/apparatus in the rail yard due to continuous exposure to different weather elements. These deteriorations included cracked railway slippers, broken and disconnected earth leads, loosened rail connector bolts among others. All these posed significant high potential risks for Botash operations including train derailment, damage to property, injury to personnel or fatalities.



To address these issues, a specialized railway maintenance contractor, **Bintumani**, was engaged to this project using **Thermit** Welding process. This method of welding is different from traditional welding methods such as arc welding, gas welding, and resistance welding as it does not require an external heat source or an electric current. It offers many advantages such as the ability to weld large or heavy pieces of metal, the ability to weld in remote or inaccessible locations and the ability to weld metals with different melting points. Also, thermit welding reduces slag along the line, enhances rail stability which in turn contributes to less maintenance cost.

90% of the project work was completed in June this year and the remaining 10% could not be done in winter, so had to wait for the right time.

The project, budgeted at a total cost of **P9,905,000.00**.





## Botash Hosts Christmas Party and Excellence Awards



Mr. Thabo Thamane, CEO of CEDA, delivering keynote address

On 8<sup>th</sup> December 2023, Botash hosted a Christmas party and Excellence Awards dinner, bringing joy and recognition to its employees. encouraging employees to seize opportunities for personal growth and contribute to the economic growth of the town. He commended Botash management for their commitment to Corporate Social Responsibility (CSR) activities benefiting neighboring communities.

In the Excellence Awards segment, he highlighted the significance of collective efforts. Botash's Managing Director, Mr. Phatshwane, expressed gratitude to all employees for fostering a high-performing culture.

The elegant event, left a lasting positive impression on employees, creating a memorable experience. [#DoubleInFiveSafely](#)

### 2023 Excellence Awards

#### THE WINNERS ARE!

Category	Winners
LIVING THE VALUES - INDIVIDUAL	Emmanuel Mokgosi Phemelo Ksekile Khumo Nthoyapelo
LIVING THE VALUES- TEAM AWARD	Utilities Plant
PERFORMER OF THE YEAR - A BAND	Baemeng Ketlaejesa Elvis Nkakana
PERFORMER OF THE YEAR - B BAND	Motlogelwa Botuka
PERFORMER OF THE YEAR - C BAND	Karabo Bridget Piyo
PERFORMER OF THE YEAR - D BAND	Dr Francois Le Roux
INNOVATION	Tshwaragano Roy Moalusi
EMPLOYEE OF THE YEAR	Otukile Makhila
SPECIAL AWARD	Reuben Phologolo



- 1.Mr. Phatshwane handing a Special Award to Reuben Phologolo
- 2.Utilities plant scops Team Award for Living the Values

## Honoring Years of Dedication: Farewell to Botash Retirees

**B**otash recently held its annual retirement farewell, honoring the significant contributions of retirees Johannes Mothatego, Adam Omphile, Kobamelo Mosenya, and Nganisa Maphucheka, whose collective service spanned 23 to 32 years.

The event featured insights from guest speaker Ms. Keitirele Mathapi, cautioning against common retirement pitfalls and emphasizing financial planning. Retirees were advised on business ventures, financial prudence, and maintaining physical well-being. On a positive note, Ms. Mathapi encouraged retirees to embrace physical exercise for both mental and physical well-being. She further advocated maintaining passions and skills to continue contributing to communities post-retirement. "Rebuilding relationships with family and friends, serves as a crucial support system in the new chapter of your lives", she emphasized.

Mr. Madziba expressed gratitude for their dedication, and Mr. Omphile highlighted adherence to safety guidelines. Managing Director Mr. Kangangwani Phatshwane thanked families for support and awarded each retiree with gifts, including P10,000.00 and a size ten three-legged pot. The retirees' remarkable careers were recognized, spanning roles from Temporary Labourer to Foreman.,

In recognition of their remarkable careers:

**Johannes Mothatego:** Temporary Labourer in September 1994, retired as a Semi-Skilled Fitter with 29 years of service.

**Adam Omphile:** Shift Labourer since January 1, 1991, retired as a Storeman after 32 years of dedicated service.

**Nganisa Maphucheka:** Joined Botash as a Fitter Machinist on May 8, 2000, and retired as Foreman - Machining after 23 years of service.

**Kobamelo Mosenya:** Labourer since November 1, 1991, retired as a Semi-Skilled Rigger with an impressive 32 years of service.

Botash extends warm wishes to these retirees for a fulfilling future.



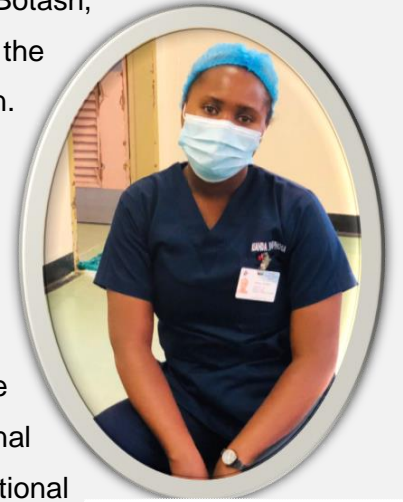
1. Ms. Keitirele Mathapi inspiring retirees with a motivational talk
2. Mr. K. Phatshwane delivering closing remarks
3. Mr. Madziba honouring the legacy of Mr. Adam Omphile and Mr. Kobamelo Mosenya
4. Mr. Mapucheka receives a symbolic cheque, acknowledging his dedicated service
5. Bana bana ba Ntoga' entertaining the crowd
6. Mr. Johannes Mothatego cherishing his retirement gift - a size 10 pot!



## A Tale of Compassion and Triumph: Botash Employees Impact on Asanda's Journey

In a heartwarming session to appreciate employees for voluntary support, Botash, Managing Director Mr. Phatshwane expressed gratitude and admiration for the employees who contributed financially towards Asanda Maposa's education. Asanda, a 24-year-old refugee from Zimbabwe residing in Dukwi Refugee Camp, successfully completed her National Diploma at Serowe Institute of Health Sciences.

Mr. Phatshwane acknowledged the unique challenges faced by refugees, emphasizing the importance of cultural connections in fostering compassion. He praised the employees for their overwhelming response to Asanda's educational journey, showcasing a remarkable level of compassion that transcends traditional boundaries.



*Asanda Maposa the Nurse*

Asanda, in her appreciation speech, referred to her supporters as 'investors' who believed in her potential. She shared the difficulties she encountered as a refugee, including facing prejudice during her school years, being labelled as 'mokwerekwere.' Determined to break stereotypes, Asanda worked as a tutor and maid to fund her studies, eventually volunteering with SkillShare International in pursuit of her dream. Her dedication and resilience caught the attention of Botash employees when she approached the company for support. In an extraordinary gesture of compassion, the employees willingly sold their leave days to accumulate the necessary funds for Asanda's studies.

Asanda's resilience and unwavering commitment to her dreams paid off. She expressed gratitude to her 'investors,' the Botash employees, for transforming not only her life but also restoring dignity to her family. Asanda's father, Mr. Kumbulani Maposa, joined in the appreciation, noting the positive impact on the family's life and the newfound dignity they experienced. Asanda has emerged not just as a registered nurse but as an inspiring symbol of perseverance and triumph over adversity. The gesture not only lifted Asanda's aspirations but also uplifted her entire family, providing them with newfound hope and dignity.



Botash's commitment to employee volunteerism, social responsibility and community support shines brightly through the success story of Asanda Maposa, showcasing the positive change that can be achieved when individuals come together with compassion and a shared vision for a better future.

1. *Asanda proudly flagged by her Parents*
2. *Employees attending the appreciation session*





## Kenanao Matswiri Shines at Orapa Technical College Graduation



Botash continues to set the benchmark for excellence, with Kenanao Matswiri emerging as the best-performing student at the 2023 Apprenticeship Graduation held at Orapa Technical College on 10<sup>th</sup> November 2023. This achievement underscores Botash's commitment to nurturing talent and fostering a culture of excellence.

Originally from Tsabong, Matswiri commenced his apprenticeship journey in 2015 under the Welding & Fabrication trade through the Botswana Chamber of Mines and completed his attachment at Botash. Despite a pause in sponsorship in 2018, Matswiri's determination

led him to apply for and secure a spot in the Botash Apprenticeship in 2019.

Matswiri expressed his appreciation for the fieldwork aspect of his apprenticeship, citing valuable exposure and support from dedicated trainers. His hard work not only earned him recognition but also presented challenging opportunities that contributed to his personal and professional growth.

Motivated by a desire to see his years of study translate into tangible achievements, Matswiri persevered and successfully completed his apprenticeship. His aspirations extend beyond this milestone, with plans to further his studies and ultimately become an Engineer.

In offering advice to younger apprentices, Matswiri debunked the misconception that apprenticeships are for individuals who haven't excelled in school. Instead, he emphasized that success in apprenticeship requires hard work, focus, and dedication, often involving sleepless nights.

Kenanao Matswiri's journey exemplifies Botash's commitment to supporting and recognizing the potential of individuals within its programs. This success also highlights the conducive learning environment provided by Botash for apprentices to thrive. Congratulations to Kenanao Matswiri on this outstanding accomplishment, and may his story inspire aspiring apprentices to reach excellence in their chosen fields.



*Mr Matswiri flagged by GM OLDM Mr Mogakolodi (L) Maoketsa and Senior Engineering Manager, Mr Lefoko Sethoko*

*Mr Matswiri receiving a cheque of P10,000 from best Apprenticeship from Mr Matikiti on behalf of Botash*



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!

**Kamogelo Fanile** recently joined Botash as a Salt Packer responsible for packaging prepacks, pallet wrapping and housekeeping at the prepack warehouse.

Kamogelo has previously been employed with us on a temporary contract as a Bag Stacker.

Kamogelo was born on 3 August and hails from Sebina. Outside of his professional life, he enjoys watching and playing Boxing.



**Anastacia Dumulo** has joined the Botash team as a Temporary Accounts Officer. Anastacia will be responsible for various tasks, including management accounting and payables.

Previously she worked for PFK Botswana, responsible for maintaining and managing general ledgers, overseeing receivables & payables, training new staff, and mentoring junior staff.

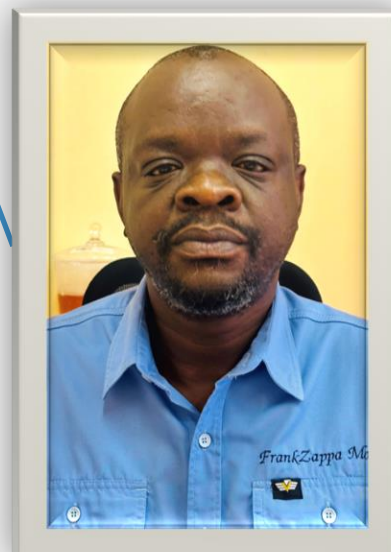
She hails from Mosetse and celebrates her birthday on 29<sup>th</sup> March. In her free time, she enjoys shopping.



**Franklin Modisenyane** has assumed the role of Plant Engineer – Services where he is overseeing all general services of the plant. Prior to joining Botash, Mr Modisenyane worked as a Senior Engineer at Botswana Power Corporation specializing in management of the Operations department

He was born on 5 June and hails from Matsiloje. In his leisure time, he enjoys playing and watching volleyball and going to the gym.

Mr Modisenyane is married to Maitumelo Modisenyane and are blessed with 3 kids: 22-year-old boy and 10 and 25-years-old girls.





## Rising Stars Shine at the 2023 Botash Open Chess Championships



The 2023 Botash Open Chess Championships, held in Sowa Town from November 24th to 26th, showcased the exceptional talents of Thuso Mosutlha and Refilwe Gabatshwane, who emerged as champions in a tournament marked by strategic brilliance and unwavering focus. This year marked the eighth consecutive year of Botash's steadfast support for the championship, with sponsorship since 2016 driving the growth of chess in Botswana. Notably, 60% of the sponsorship is dedicated to youth development, emphasizing Botash's commitment to nurturing the next generation of chess prodigies, while the remaining 40% supports coaching clinics for the broader chess community.

The international event drew participants from neighboring countries, fostering a spirit of sportsmanship on the chessboards and solidifying the tournament's status as a regional staple. The impact of the Botash Open Chess Championships reached beyond local borders, as Botswana fielded a National team at the Africa Youth Chess Championships in Cairo, Egypt, securing a gold and a silver medal and enhancing Botswana's standing on the global chess stage.

The Botswana Chess Federation expressed gratitude for Botash's continued sponsorship, highlighting an increase from P75,000 to P80,000 this year as a testament to Botash's dedication to advancing sports development in Botswana.

The 2023 Botash Open Chess Championships celebrated not only the victories of Mosutlha and Gabatshwane but also marked another successful chapter in the collaborative journey between Botash and the chess community. The tournament continues to contribute significantly to the growth and popularity of chess in Botswana, leaving an indelible mark on the minds of players and enthusiasts alike.

