



Botash Bulletin

Africa's Leading Supplier of Natural Sodium and Related Products

28 February 2022

Issue 1



We Manufacture and Market Natural Sodium and Related Products for Industrial and Human Consumption in the Sub-Saharan Region, Substantially

Editor's NOTE



Welcome to our February edition, the second month of the year. Most if not, all are getting to settle in from the festive mood. February reminds us of creative and special ways to show and tell others that they are meaningful to us, that we appreciate them, and that they are loved. It's important to regularly and intentionally show love to others even in the workplace.

I've done fun and serious things to celebrate love in this month of February. I have also tried to be intentional about speaking daily affirmation to my myself, colleagues and customers no matter the demand of work, hope you did too! It's important to show a little love in the workplace infact it will make you live the company values with ease. It's part of good office etiquette to show those you spend the majority of your time care in simple ways like greeting when you walk down corridors, appreciating each other or showing positive attitude makes others feel valued and loved. Let is not end with the month of February but let's carry on leading

in love as we carry out our daily activities.

This month, among other topics in this issue, you'll read a story on Isaac Makwala showing love to Malelejwe community, courtesy call by the Permanent Secretary in the Ministry of Mineral Resources, Green Technology and Energy Security and an awareness on women abuse and child neglect. You'll learn about Sua Pan Athletics Club (SPAC) and their road to producing Olympians.

Enjoy the read.

Ndulamo Ntopo

PR & Communications Coordinator

Our Values guide everything, we do...

Our Values

[Direct our Behaviour and Decision Making](#)

Accountability



Customer Focus



Excellence



Teamwork



Integrity





MD's Message

Restoring the plant to make it market-ready during a year of high demand for products

Safety:

During this month, we experienced one First Aid Injury and two property damage incidents. Notable is the continuing trend of an unsafe operating environment resulting in injuries and high potential incidents. If not attended to at Management level, this trend will result in serious Lost Time Incidents, thus negatively affecting our TRIFR which currently stands at zero. I once again urge all Managers and Supervisors to make it a daily activity to review conditions in their respective areas to ensure that they are safe for operations.

PRODUCTION AND SALES:

Soda Ash: Soda ash demand continues to be high and sales for the month under review closed 15% above budget and slightly above production (even though production was also good). Stock levels remain very low as we prepare to take the planned shutdown. Botash has requested customers to cut back, and/or fund imported material to help us build stock levels that would enable us to take the planned shutdown. This low stock situation, however, occurs amidst very tight global soda ash supply and high prices occasioned by supply chain disruptions, a situation that is expected to remain for the rest of 2022. As we gear up for the shutdown, therefore, let us plan to remove any bottlenecks that may prevent us from producing at the full potential of the plant for the remainder of the year.

Fine Salt: Significant operational challenges prevented us from taking advantage of the high demand for our product during the month under review. These challenges included salt reclaimer structure and PLC failures, but mainly Fine Salt Centrifuge failure. Let us come from behind to ensure that the market is fully catered for before the shutdown so that customers do not have to look elsewhere for product.

ORGANISATIONAL REVIEW PROJECT:

Phase 3 of the project – Micro Design is continuing with the mapping of processes underway. This stage is however, slightly behind schedule, which we must plough back as we juggle this project with other pressing operational issues such as shutdown planning.

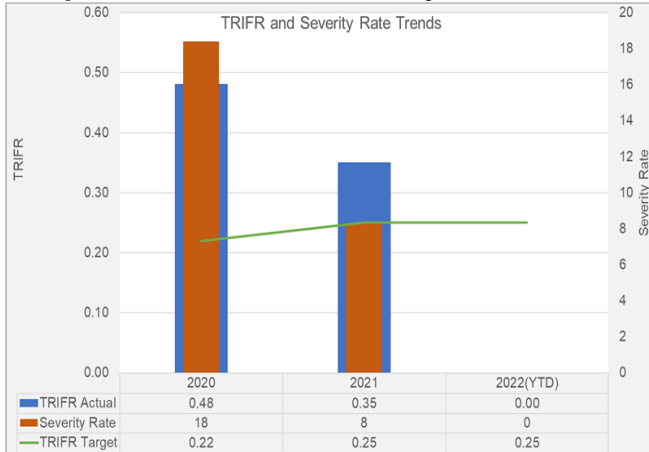
Othusitse Seokamo
Acting Managing Director

21 February 2022

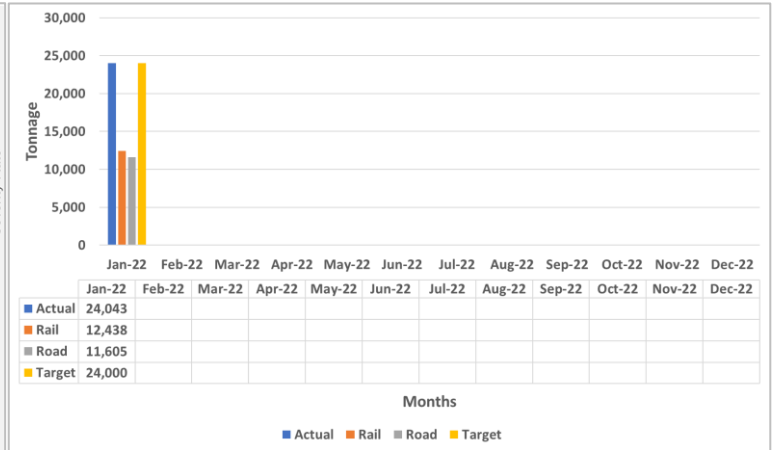
Sig: A handwritten signature in black ink, appearing to be 'Othusitse Seokamo'.

Below graphs show business performance as at 28th February 2022

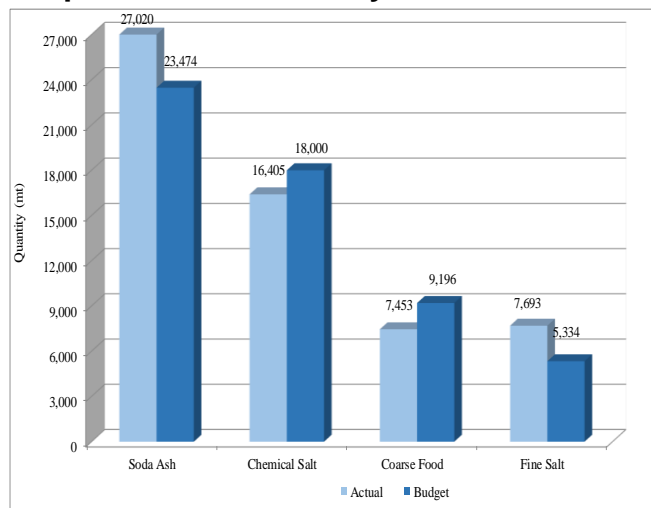
Graph 1: TRIFR and Severity Rates



Graph 2: Soda Ash Sales and Transfers



Graph 3: Sales Summary – Jan 2022



Soda Ash

Overall Soda ash sales for January 2021 were 15% above budget. SA sales were 11% above budget and North sales at 18% above budget. The North sales were driven by Vinmetal Synergies and Shiprac.

Chemical Salt

Chemical salt sales for the month of January 2021 was 10% below budget. The poor performance was driven by unviability of rolling stock from BR, only two rakes were available verse 5 rakes for the route. Road trucks have been engaged to compensate for the loss in sales from rail.

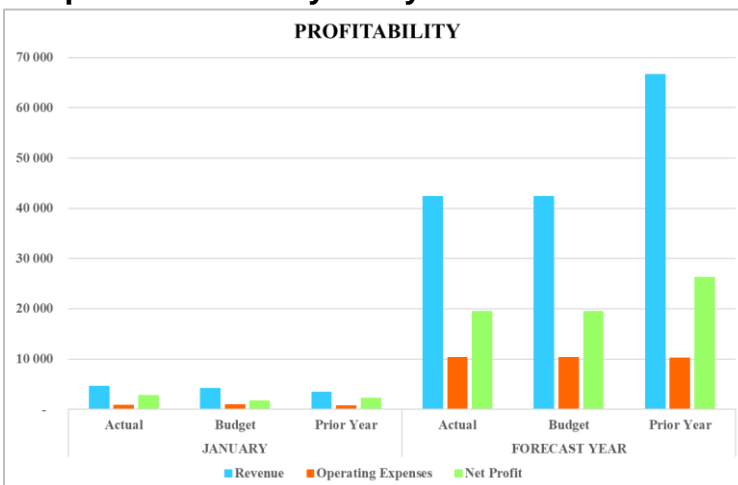
Coarse Salt (Food Grade)

Sales for the month were 20% below budget of 9,196 tonnes. Bulk coarse salt sales were impacted by slow movement of stock into Malawi due to shortage of forex.

Fine Salt (Food Grade)

Sales were 44% above budget of 5,334 tonnes. Despite the operational challenges, Zimbabwe market continue to perform very well. National foods account is the main sales driver in Zimbabwe.

Graph 4: Profitability Analysis



Financial Overview – January 2022

Revenue – Sales revenue for January was 11% above budget, and 35% above prior year due to higher black ash sales.

The forecasted sales revenue for the year is expected to be on par with the budget and 36% below prior year.

Expenditure – in January they were 7% below budget.

Operating expenses are expected to normalize as year progresses.

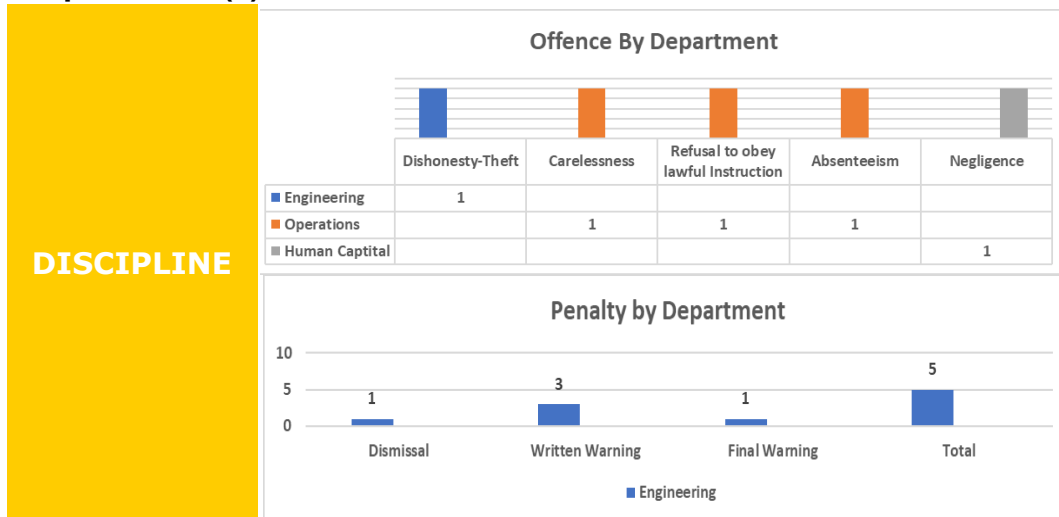
Commission – in January, it was 29% above budget and 17% above prior year.

The forecasted commission for the year is expected to be on par with the budget and 4% below prior year.

Net Profit – Profit before tax for January was 68% above budget due to: Black Ash sales, commission and Interest income received and 21% above prior year.

The forecasted net profit is expected to be on par with the budget and 26% below prior year.

Graph 5: Five (5) offences were recorded as follows:



-The End-



KNOW YOUR CODE OF CONDUCT

CUMULATIVE NATURE OF DISCIPLINARY ACTION

Disciplinary action taken against an employee will be treated on a cumulative basis. In other words, if an employee has a valid disciplinary action on his file, any subsequent breach of discipline will result in progressively stronger disciplinary action being taken against the employee. The cumulative nature of the disciplinary action will apply irrespective of whether the successive offences are similar to one another or not.

Where an employee on a final written warning commits an offence that on its own would warrant a written warning and falls under a different category of offences from the final written warning, the final written warning will be extended by three months. A further offence, which warrants at least a written warning, committed before the expiry of the validity of an extended final written warning will lead to a dismissal.



Permanent Secretary to the Ministry of Mineral Resources, Green Technology and Energy Security visit Botash



Permanent Secretary Ms Ellen Richard- Madisa listening attentively to the presentation by Botash management



Botash management and Ministerial delegation deliberating on issues of mutual interest.

On the 3rd February 2022 a delegation from the Ministry of Mineral Resources, Green Technology and Energy Security visited Botash to appreciate the operation. Among the delegation were Permanent Secretary Ellen Richard- Madisa, Deputy Secretary Corporate Services, Hazel Reaitsanye and Deputy Secretary Mines and Minerals Johannes Tsimako.

As it's a norm the meetings started with a SHE induction to ensure that the delegation receive appropriate safety while onsite. This is an important information session that helps visitors to familiarize themselves with the plant, equipment, processes, and tasks they may encounter during the visit.

In his remarks, Botash Acting Managing Director Othusitse Seokamo cited that the company has two operations, one in the Sua pan and a depo in SA that handles sales and marketing in that country. He continued to share on the status of business performance, top of the highlight being the food grade sales that has increased since the introduction of prepacks in 2017. Furthermore, Mr Seokamo highlighted that over 99% of the Soda Ash product is sold to South Africa due to high demand in industries like PFG and Consol Glass. He alluded to the excitement that came with the opening of the glass factory in Palapye. Botash was more than ready to support the project but

unfortunately it did not materialize. These are some welcome developments that should have been in place for the country, of which Botash is ready to support.

With reference to the salt market, it was stated that the Zambian market is seating at 100% market share, with majority of the coarse salt product being taken to Mozambique and DRC in the Katanga province. Malawi and Zimbabwe also command good market share of around 98%.

On the financial performance of the business, Mr Seokamo alerted the meeting to the fact that though it may seem that the company has made profit the fact is that it is largely due to deferred capex as a result of effects of COVID-19 pandemic which impacted on the supply chain particularly on spare parts and specialized labour which were disrupted for 2 years due to COVID-19 restrictions.

Botash Management also shared challenges that the company faces which include lack of infrastructure, limited water supply which is also highly saline. The company is said to be currently working with other stakeholders on developing sustainable ways of managing water considering the limited resource shared between Botash and communities of Nata, Mosetse and Dukwi. Lamenting on the issue of water supply,

Permanent Secretary to the Ministry of Mineral Resources, Green Technology and Energy Security visit Botash continues

Ms Madisa advised the company to consider harvesting seasonal water during rainy seasons, particularly in Gweta and Sepako villages which usually experience seasonal floods. Management also raised the issue of rail logistics inefficiencies which has been collapsing over the years in SA and Botswana. It is observed that this has created a serious business concern as the business is designed to move more product through rail which moves higher volumes in a cost-effective way.

In her comment Permanent Secretary, Ellen Richard-Madisa commended the business for its sound business model that has kept it in the market amidst challenges it faced in the past. She further enquired on why Botash is not producing the pink salt and animal salt blocks. Mr Seokamo responded that some activities like production of salt blocks have been left out to empower local enterprises. He added that it worth noting that some of the products from salt bring in other ingredients for a final product

hence it would rather be left for experts in those fields.

Lastly, he shared the future of the company, affirming that the company is in the process of producing two more viable products, being the sulphate of potash; a high-grade potash fertilizer which is currently at the tail end of the feasibility study. The other future product is the Sodium Sulphate which will be used in the detergent making, glass, textile and metal refining.



Mr Mokgosi explaining the production process to Permanent Secretary Ms Ellen Richard- Madisa at the Solar ponds' inlet channel



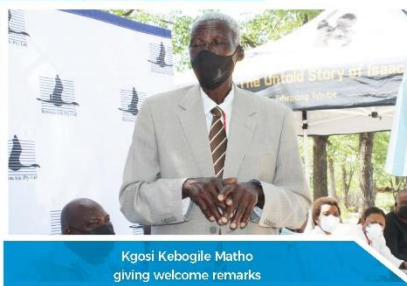
Delegation touring the control room to appreciate plant control system

Etiquette tips for hosting office visitors

As the host you are in control of visitors' first impressions of the company. Here's how to ensure that those first impressions are positive ones.

1. Project professionalism	6. Offer refreshments
2. Greet all visitors loud and clear	7. Know directions around the premises
3. Ask visitors whom their appointment is with	8. Remain calm throughout any situation and provide top-notch assistance.
4. Ask for the visitor's name and note the pronunciation	9. Know when to offering assistance
5. Keep the visitor informed	10. Diversify whenever possible (Fill downtime)

Botash and the Solo runner team gives back to the community



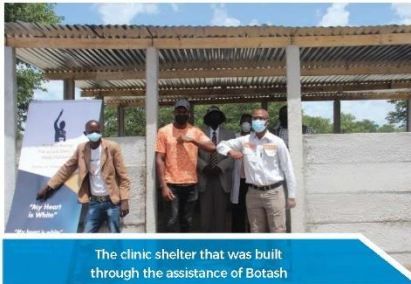
Kgosi Kobogile Matho giving welcome remarks



Botash Acting Managing Director Othusitse Seokamo giving speech before handing over the shelter and other gifts



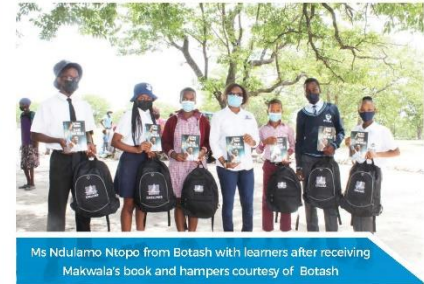
Dr Tshepang Tshube explaining how the biography was conceived



The clinic shelter that was built through the assistance of Botash



Makwala and Coach Dipeba handing over food hampers to Ms Elijah for the beneficiaries



Ms Ndulamo Ntoto from Botash with learners after receiving Makwala's book and hampers courtesy of Botash

Botash, Makwala donate to Maleleljwe residents

Botswana Ash (Pty) Ltd assisted superstar athlete, Isaac Makwala, to help the residents of Maleleljwe settlement on the 15th February 2022. Makwala partly grew up at his parents' cattlepost in Maleleljwe.

The people of Maleleljwe joined Makwala and his team consisting of Dr Tshepang Tshube and Justice Dipeba, to physically build a shelter at Maleleljwe Clinic.

Dr Tshube, who is a Senior Lecturer in the Department of Sport Science at the University of Botswana (UB), is also the author of Makwala's book, "The Solo Runner: The Untold Story of Isaac Makwala", while Dipeba is his athletics coach.

The shelter was built with the assistance of a local builder who provided technical expertise.

In addition, Makwala donated soccer balls and food hampers to the residents. Botash donated 100 Makwala books and Botash branded bags to excellent students in sports and academics to schools within the area in which it operates. Makwala's book was inspired by an incident in which he nearly missed running in the 200 metres at the London Olympic Games in 2017 after he was suspected of having contracted the Norovirus although he was never tested for the virus.

Makwala was later allowed to run solo hence the name of the book. Botash Acting Managing Director (MD) Othusitse

Seokamo told people who attended the auspicious ceremony that they can also emulate Makwala's simple and touching life story no matter their circumstances in life.

Seokamo and other dignitaries who spoke at the event were touched by the plight of the children of Maleleljwe after they heard that some of them dropped out of school at primary and secondary level. The speakers therefore, encouraged parents to jealously protect the educational rights of their children because just like what sports has done for Makwala, education can unlock many opportunities in life for the children.

For his part, Makwala motivated the residents of Maleleljwe that against all odds, they must not despair because they

will eventually succeed in everything they do. "I grew up amongst you here herding cattle but I succeeded in life. You can also be like me. Parents please take action by making sure that your children return to school whenever they drop out unnecessarily. Education can unlock opportunities for these children," Makwala persuaded.

When giving words of appreciation, Dr Mvimpe Katoka of Sowa Town Clinic said that the shelter will come in handy for the community of Maleleljwe.

The Senior Medical Officer explained that the shelter will protect patients from the vagaries of weather such as rain, wind and heat. Dr Katoka also encouraged the residents not to default in taking their medication.



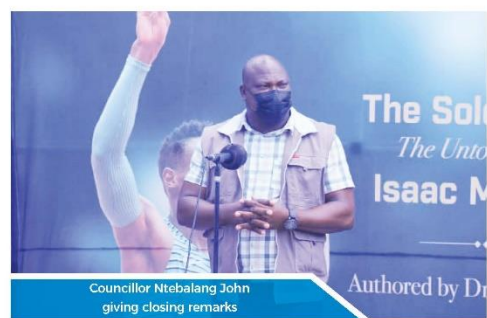
Isaac Makwala donating soccer balls to Maleleljwe teams



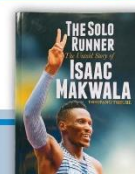
(L-R) Councillor John Ntebalang, Dr Katoka, Ndulamo Ntoto, Othusitse Seokamo, Isaac Makwala, Justice Dipeba, Dr Tshube, Sabelo Matikiti, Kefentse Ngwamotsoko and Bojosi Ditshele



Some residents of Maleleljwe who attended the event



Councillor Ntebalang John giving closing remarks



Sowa Town Court President Address Botash Employees

In a series of meetings held during the month of February 2022, Sowa Town authorities led by Kgosi Reuben Majeremane, sensitized Botash employees on issues of gender-based violence and child negligence under the theme 'Our Sowa, Our Pride, Our Kgotla Our Heritage'. In his welcome remarks Acting Managing Director, Mr. Othusitse Seokamo appreciated employees for their attendance and encouraged them to listen with eager as the message has a great impact in community building and raising responsible family leaders, consequently having a peaceful society.

In his presentation the Court President, Kgosi Reuben Majeremane started by saying, "I have brought the Kgotla address to you, under the theme; **"Our Sowa, Our Pride, Our Kgotla Our Heritage"** this theme is brought up by the fact that Sowa can be rightfully called our home away from our homes, because residents spend a larger part of their lives in Sowa, hence it is our responsibility to make Sowa town a nice place to be and consequently be proud of it. He added that most parents had their children brought up and schooled in Sowa and surrounding areas. Kgosi Majeremane further cited that the lifestyles and behavioral learnings of most children who grew up in Sowa Town are largely influenced by the culture and set up of the town. He advanced that to take pride in being a Sowa Town resident, residents should come up with good behavior that the community should be proud of and eagerly ready to subscribe to. He called upon Botash employees to

refrain from taking advantage of the geographic location and other unfavorable factors like shortage of accommodation to abuse others, particularly the socio-economic disadvantaged women and girl child.

Furthermore, Kgosi highlighted that there are issues of concern affecting the town, including gender-based violence which is increasing in the township, and stated that most women have fallen victims to men mostly due to disadvantages of lack of accommodation and poverty. He also cautioned employees against cohabitation, which he said was a contributing factor to issues of violence and/or abuse.



Kgosi Majeremane addressing Botash employees



Assistant Superintendent Selalame (L) and Botash Acting Managing Director Mr Seokamo hearkening to proceedings of the meeting



Social Welfare Officer at Sowa Town Council, Ms. Onkemetse Hulela sharing on children's issues

Sowa Town Court President Address Botash Employees continues...

“These challenges become more complicated and worrying particularly during death”, he remarked. He further encouraged attendants to consider getting married the civil way, though with the permission of both parents,

which only costs P40 payable to the government coffers at the department of National and Civil Registration. On the same note Kgosi urged married couples to respect their union and avoid extramarital affairs which have also become an eyesore in Sowa Town. He called upon married couples to be exemplary and encouraged unmarried friends to marry.

The Social Welfare Officer at Sowa Town Council, Ms. Onkemetse Hulela highlighted children's issues in Sowa, among them defilement, incest, child negligence and rape. Ms Hulela lamented that her office has received reports of parents who abuse alcohol and subject children to violence, insults, beatings, and sexual abuse as such reported cases of violence against children in Sowa are on the rise, though many go unreported. “The current 3 cases registered at the police involve minors who are pregnant, and assessments have indicated that children are coached and threatened not to expose their abusers”. Incest cases are also alive in Sowa as some parents get their children under the pretense that they are offering them good education and end up abusing them sexually, she mourned.

According to Ms Hulela an example of child negligence is when parents leave children unattended for long hours exposing them to danger. Some children end up drinking alcohol and using drugs in the absence of parents which is a major concern in Sowa. She cautioned parents that according to the Children's Act of 2009, the government has the authority to take legal action against culprits of Child negligence. Ms Hulela declared that they will continue with advocacy efforts, engagement with communities, and other leaders, to curtail negative attitudes, harmful cultural practices and traditions that perpetuate sexual exploitation and abuse against children and gender-based violence.

In their part Botswana Police Services Station, Assistant Superintendent Selalame sensitized employees on current offenses registered with the police including failure to wear a mask properly, driving without license, defilement, noise and nuisance, common assault, drinking and driving and operating of illegal shebeens.

Kgosi Majeremane informed employees about the functions of a Kgotla, which includes bringing ‘morero’ or consultation to the people on development matters, as well as any social or community grievances. He continued to explain that the Kgotla has a mandate to reconcile and/or arbitrate on conflicts between individuals. On the other attendants were informed that they have the right to register civil cases against any individuals who may be indebted to them, and that the judgment of a civil case is enforceable by law as opposed to agreements made in reconciliation or arbitration. Kgosi also mentioned that it was his duty to protect culture and heritage of the town among others.

Lastly Kgosi and his team appreciated Botash management for according them the opportunity to bring the Kgotla address to Botash employees. He said he was very happy with the manner in which the meetings were arranged and conducted as well as the attendance by employees and management.



Parents have a full responsibility to take care, protect and provide for their children

Employees attending the meeting

Botash participates in the Kazungula Bridge Marathon

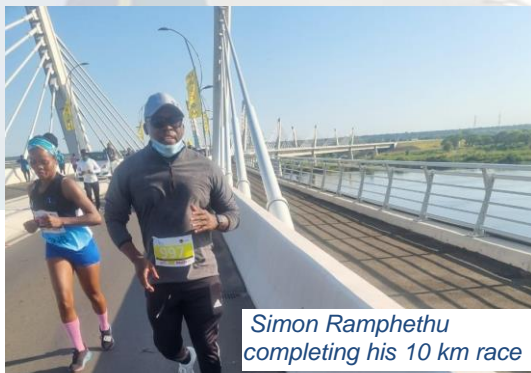
Botash participated in the FNB Kazungula Bridge Marathon on the 26th February 2022 which attracted many people and businesses both local and international. All participants received starter packs and goody bags courtesy of the sponsor FNB to facilitate their races. The event started at 06:30 at the Duncan Plaza Mall in Kazungula into Zambia. Races ranged from 42, 21, 10 and 5km

The exciting part for participants was that there were running in 4 countries in one activity. Participation in such event should be encouraged as there are not only meant for entertainment, but also boast tourism, physical fitness at the same time contributing to the economy of the country.

One of the participants Letlhogonolo Tshenyego said it was a refreshing experience, and has learnt that endurance in sports is not just a physical challenge but one that brings changes and can be applied to everyday life!. Tshenyego's wish is for the company to increase participation in future and purpose to stand out in the next event. "Kazungula falls within our region and it's a gate way to most of our markets and we should not be apologetic of our participation".

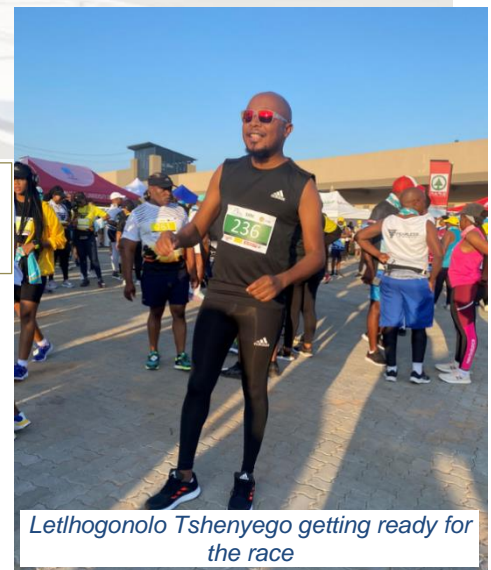
This is a historic event in Botswana and Botash's participation was essential to put its mark. Botash also thank Mascom for sponsoring its employees for the Marathon.

A big thank you to our participants



*Simon Ramphethu
completing his 10 km race*

Big up team Botash 2022 FNB Kazungula Bridge Marathon



*Letlhogonolo Tshenyego getting ready for
the race*



Team Botash 2022 FNB Kazungula Marathon

Front row (L-R): Letlhogonolo Tshenyego, Boswa Batisani

Back row(L-R): Jenet Sebina, Osegofetse Kebonang, Simon Ramphethu, Carlos Khani, Victor Sengo

Management appreciates Botash Covid-19 Response Team



Covid -19 Response Team posing for a group picture

It has become common that nations and companies have been saluting front-line workers who have been leading in the fight against the spread of coronavirus over the past 18 months. There are those structures that were created during COVID surge which also deserves to be appreciated for the same efforts. The Botash Covid-19 Response Team is one of those structures that worked alongside the frontliners to fight the spread of the virus. Though the pandemic is still on, the team deserves to be appreciated for their efforts and dedication in the past 18 months when the pandemic was at its peak.

Some of the responsibilities of the team were to identify covid risk areas in the workplace, develop risk control measures to reduce transmission amongst employees, carry out facility inspections, develop and implement the communication plan as well as establish strategies to prevent for transmission in order to protect both employees and customers. All interventions were in-line with the National Health Protocols and Regulations.

During the appreciation session, Chairperson of the Botash Covid-19 Response Team, Mr Keenlord Dube appreciated the team for their dedication, sacrifices and hard work in fighting COVID-19, which the company can safely admit that it has been managed fairly. Mr Dube said the team will continue to monitor the situation and encourage employees to take booster vaccines. "The awards recognize our values as it resonates well with the value of teamwork and excellence", said Mr Dube. He added that Covid -19 became one of the top two business risks after cybersecurity as it caused business interruptions, and some were liquidated.

Overall, it is evident that the team succeeded in implementing the crises management framework.

With low cases recorded, it's easy to be lulled into a false sense of security. Nonetheless, employees advised not to 'Slip on Masks and Preventative Measures. I will be dangerous to falter in the final days; COVID-19 is very much still with us!

1. *Chairperson of the Botash Covid-19 Response Team, Mr Keenlord Dube appreciating the Covid team.*



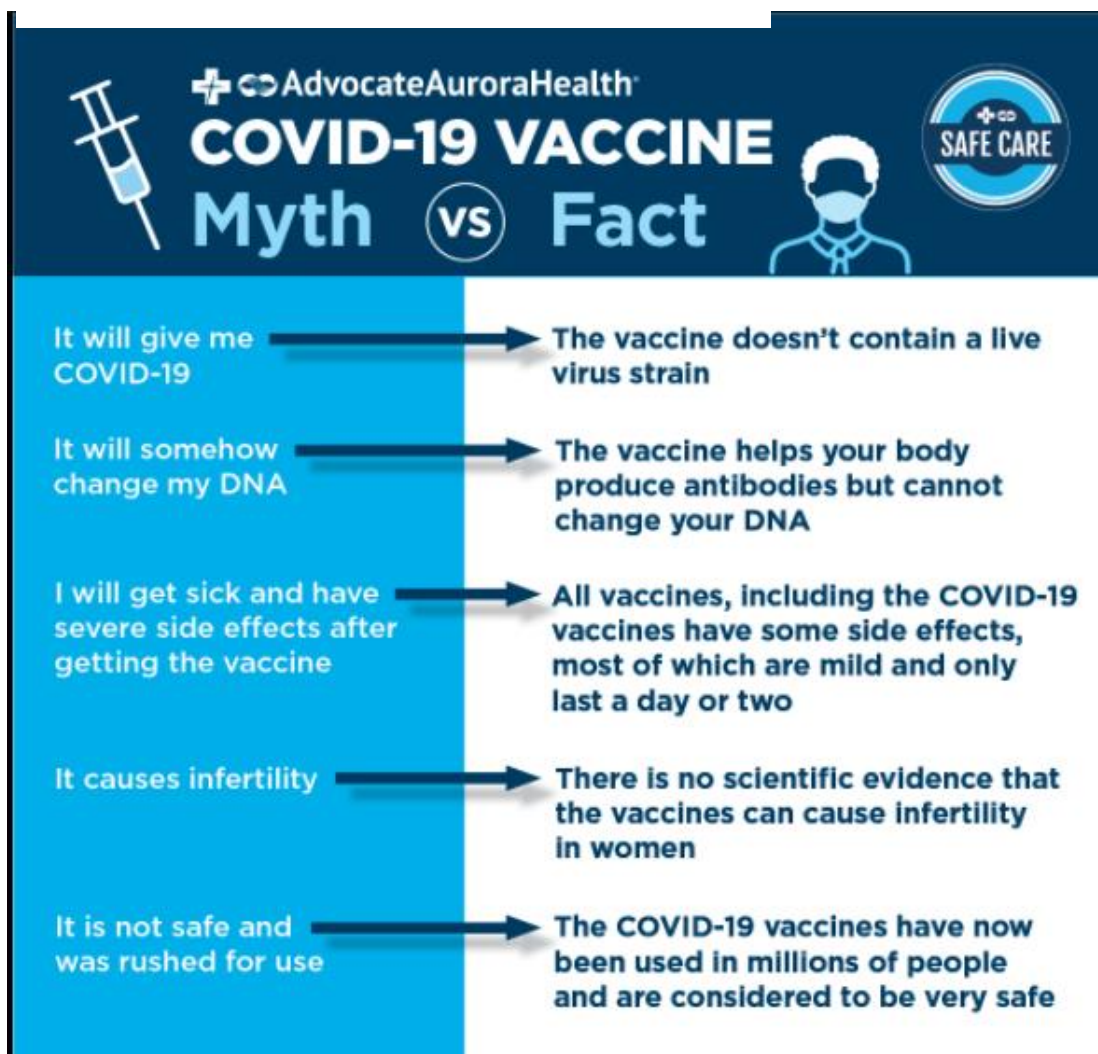
2. *Mr Captain Temba showing off his token with Mr Dube*



3. *Mr Abel Ratsatsi posing for a picture with the chairperson*



**Stay
Up-to-date
with vaccines and boosters**



Advocate Aurora Health
COVID-19 VACCINE
Myth vs Fact

SAFE CARE

It will give me COVID-19	The vaccine doesn't contain a live virus strain
It will somehow change my DNA	The vaccine helps your body produce antibodies but cannot change your DNA
I will get sick and have severe side effects after getting the vaccine	All vaccines, including the COVID-19 vaccines have some side effects, most of which are mild and only last a day or two
It causes infertility	There is no scientific evidence that the vaccines can cause infertility in women
It is not safe and was rushed for use	The COVID-19 vaccines have now been used in millions of people and are considered to be very safe



LOVE

Why is love important in the workplace?

Organizations with a strong emotional culture have happier, more engaged employees. "Love" is a not word you often hear uttered in office hallways or conference rooms. And yet, it has a **strong influence on workplace outcomes**. The more love co-workers feel at work, the more engaged and motivated they are.

February is the month of love. Whether it's brotherly love, it has to be share and received even in the workplace.

How did you show love to someone in the workplace during the month of February?

Servant leadership is a culture that we are embedding at FIS daily, instilling the power of our words and our physical presence in the lives of others. When we learn to serve each other, we identify personal needs and begin to care deeply about the emotional, physical, intellectual, social, and even spiritual well-being of others. The way we speak to each other and are present to support and care for each other is changing the way we think and feel about our beautiful school. This is love in action. The teaching team and children know they are safe, secure, and loved. **Garth Kitching**

How did someone show you love during the month of February?

I am lucky to have leaders, Mrs. Motsumi and staff who constantly make sure I'm okay. They practice servant leadership daily. I have taught Standard 3 for 5 weeks and the way staff supported me as the principal during this time in so many ways. It's the small acts of kindness that constantly remind us we are valued and loved, and I certainly feel this is true at Flamingo International School! **Garth Kitching**



Sua Pan Athletics Club (SPAC) on the road to Producing Olympians

SPAC is an athletics club based in Sowa Town, formed with the sole aim of identifying, nurturing and developing talent in track and field athletics in and around Sowa Town. The club is fully registered with the registrar of societies and is affiliated to Botswana Athletics Association (BAA) and Botswana Ash Recreational Club (BOTREC).

In its efforts to driving it's set goals, the Club competed in one of the BAA organized track and field meet that was hosted at Obed Itani Chilume Stadium in the City of Francistown on the 12 February 2022. There is a series of such competitions that the association uses as qualifiers for major athletics events such as the national championships, world athletics senior championships, commonwealth games and many others. All the BAA affiliated Athletics clubs take part in these series of competitions.

The Francistown meet was the third since the year started and it was the first at which SPAC sent athletes. The club sent 14 athletes who took part in both track and field events. It is encouraging that even in our maiden competition some of our athletes did quite well and there is light at the end of the tunnel. We got the following results:

Name	Sex	Event	Position
Shatho Ndulamo	Female	Shot Put	3
Kabelo Masole	Male	100m	3
Tshiamo Mothusi	Male	100m	3
Letlhogonolo Kebotswemang	Female	100m	3
Ame Fanyane	Male	100m	3
Tinashe Moalusi	Male	Long Jump	3

Let me take this time to thank the parents/guardians of all our athletes for the support they have always given to their children, we really appreciate their contributions. We also encourage other parents/guardians to avail their children to join this club, it is indeed a Club of choice. Botash employees who are interested in assisting the club, you are welcome to join the club and pay a monthly subscription fee of BWP20.00. Long distances/marathon runners of all the age groups are also welcomed to join the Club, the BAA calendar of events has marathons and cross-country events.

The Club trains at Nxakato Junior Secondary School on weekdays from 1600hrs to 1800hrs. A special mention to our Club Coach Mr. Wapapha Soni for the sterling job he has been doing and of course all the SPAC committee members.

The fourth series of these competitions were held be at the National Stadium in Gaborone on 19 February 2022. Though we were not able to send the team due to financial challenges, the club appreciates the support it has been getting from BOTREC.

For further enquiring on the Club and donations/pledges contact, T.Tumagole @ 75 933 331, you may also contact the Club Patron Mrs. N.S. Moalusi @71 806 191



New Employees

Names: **Lesego Kelapile**

Job Title: Semiskilled Rigger

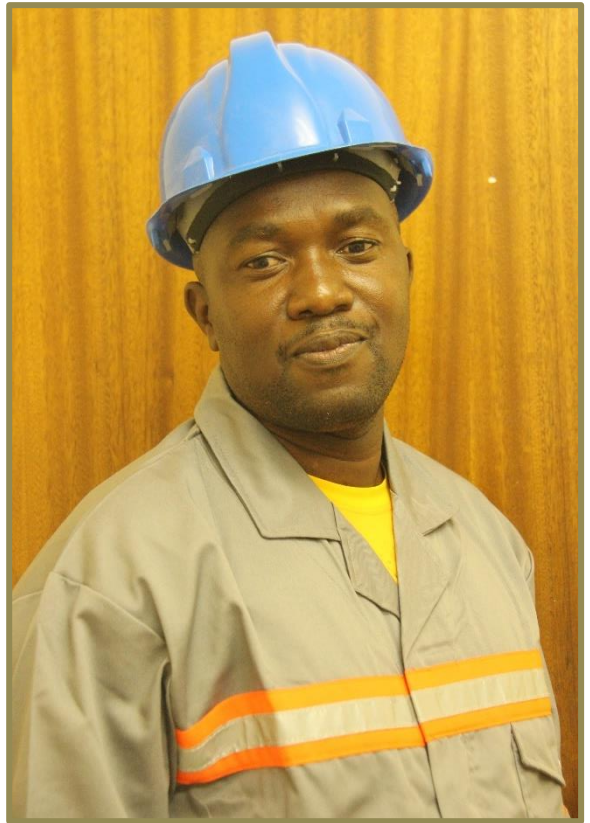
Born: 9 August

Home: Mathangwane

Lesego Kelapile was previously employed by BCL as a Semiskilled/Heavy duty driver. Joins Botash as a Semiskilled Rigger responsible for rigging, lifting and transporting goods around as well as operating machinery like crane.

His hobbies include playing soccer, listening to music and exercising. For body fitness.

Mr Kelapila is married and has 2 children (a boy and a girl).



Names: **Kim Tracy Tonkin**

Job Title: Teacher

Born: 12 March

Home: South Africa

Ms Kim Tonkin was previously employed as a teacher by John Mackenzie School in Francistown. She joins Botash as a std 3 Teacher based at Flamingo International School.

Her hobbies are outdoor activities including gardening. Ms Tonkin is married to Gary Tonkin and have 2 children, Ashley (21years) and Shannon (17 years).



COMPANY DETAILS

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