



BOTASH Bulletin

LATEST AND TRUSTED NEWS

January/February 2024



MANAGEMENT BRIEF

1. Safety

During Jan 2024, safety outcomes were satisfactory. There was no recorded incident during the month, the seventh in a row. Management congratulates all employees, contractors, and visitors for this excellent performance! This performance is only possible with consistent supervisors' engagement in day-to-day oversight on safety in the workplace as well as everyone's ownership for their and colleagues' safety. I wish to thank all managers who continue to play a constructive role in strengthening peer to peer inspections across our operation. As a result of the collective effort, the operation has now gone for 7 months without a lost time injury! We must, however, guard against complacency.

2. Botash Values

To continue our journey to become a value-based business, we again revisit our values. Employees are reminded that behaviour in the workplace is expected to be in line with company values: Safety, Accountability, Customer focus, Excellence, Integrity, and Teamwork [Safely Ace It]. It is these values which should guide behaviour within the business. All employees are expected to live and model these values. Choosing to disregard these values may result in suboptimal performance or even offending the code of conduct which on its own may result in disciplinary action. Management is committed to recruiting only those employees who in addition to meeting other requirements share these values. Values shall also be considered in addition to other requirements [e.g., performance on the job] when promotion decisions are made.

2.1 Safety: There two [2] key behaviours which underpin safety at Botash

2.1.1 Taking ownership of own and others' safety

2.1.2 Minimising hazards, risks and accidents

2.2 Accountability: There are two [2] behaviours which underpin accountability at Botash:

2.2.1 Being answerable to own actions or inactions.

2.2.2 Holding others within the business answerable

2.3 Customer Focus: There are three [3] behaviours which underpin customer focus at Botash:

2.3.1 Proactively engaging one's customers

2.3.2 Delivering on promises made to customers

2.3.3 Being responsive to customer needs

2.4 Excellence: There are two [2] behaviours which underpin excellence at Botash:

2.4.1 Continuous Improvement - consistently delivering solutions with business impact [lower cost, higher revenue and better customer service].

2.4.3 Exceeding expectations and best demonstrated performance.

2.5 Integrity: There are three [4] behaviours which underpin integrity at Botash

2.5.1 Acknowledging others' ideas or contributions.

2.5.2 Putting organisational interest ahead of self in dealing with others.

2.5.3 Consistently doing the right thing regardless of consequences.

2.6 Teamwork: There are four [4] behaviours which underpin teamwork at Botash:

2.6.1 Contributing towards team objectives [being dependable].

2.6.2 Taking individual ownership of team decisions and results.

2.6.3 Being accommodative of others' contributions.

2.6.4 Recognising outstanding performance.

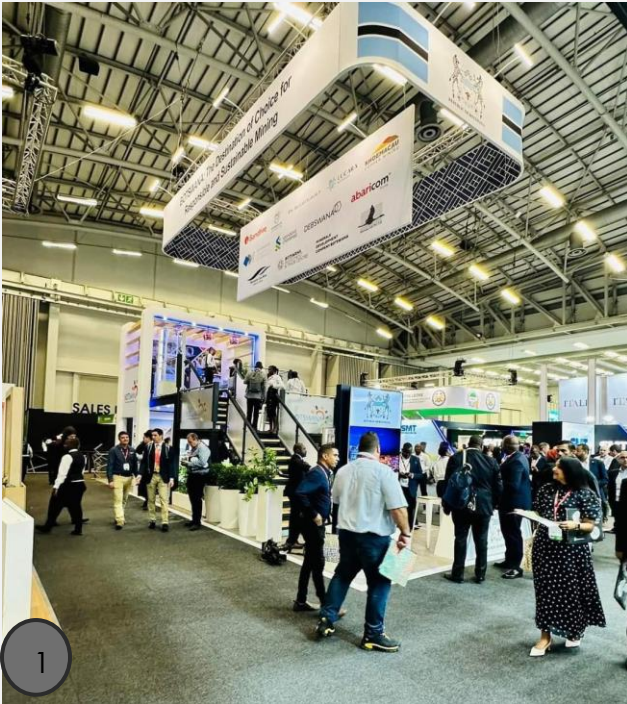
The challenge to all employees is to constantly examine our behaviour and determine whether we are living this value.

Kangangwani Phatshwane

MANAGING DIRECTOR

Botash Makes Strides at the 2024 African Mining Indaba

Botash, the Leading Supplier of Natural Sodium and Related Products in Africa, proudly participated in the 2024 African Mining Indaba, held from the 5th to the 8th of February 2024, under the theme "Embracing the power of positive disruption: A bold new future for African Mining."



Botash took the opportunity to explore new markets and strengthen existing partnerships at the Botswana Pavilion, alongside other prominent minerals and mining companies. The event served as a catalyst for discussions on fostering innovation, sustainability, and positive change within the mining industry.

As a responsible corporate citizen, Botash is committed to driving positive transformation in the mining sector. Through initiatives like the African Mining Indaba, the company aims to contribute to the growth and sustainability of the industry while remaining at the forefront in supplying natural sodium products in Southern Africa and beyond.

Mr. Lekgwere, who represented Botash and manned a stall at the Mining Indaba, expressed his excitement about the event, stating, "Though it was my first time attending the Mining Indaba, it was a rewarding and insightful week." He highlighted the valuable opportunities for learning, collaboration, and discussions on downstream beneficiation within the mining sector.

Botash's participation in the African Mining Indaba underscores its dedication to continuous improvement and innovation. By embracing positive disruption and forging strong partnerships, the company is poised to shape a future where sustainable practices and growth go hand in hand in the mining industry.



1. Visitors at the Botswana pavilion stall.
2. Mr. Onkabetse Lekgwere, Process Engineer, interacting with visitors at the pavilion.
3. Lekgwere pictured with colleagues from other mines represented at the African Mining Indaba





Botswana Ash (Pty) Ltd

Botash vows to foster self-sustaining community projects in Tutume District

... as it hands over printing and photocopying machines worth P1.170m to deserving schools



CAPTIONS

1. Mr. Kangangwani Phatshwane, Botash Managing Director delivering keynote address to the audience.
2. Kgosho Motsamai Kgosho of Kutamogoreng village delivering welcoming remarks.
3. Dignitaries including Kgosho Opelo Ntshwarelang of Mosetse and Mr. Boy Olekantse, Chief Education Officer Francistown, graced the event
4. Mr. Moffat Shadrack-Tutume, Chief Education Officer of Tutume Sub-Region expresses gratitude for the donation
5. Ms Ndulamo Ntopo, Botash's PR and Communications Coordinator conducting proceedings for the day.
6. Ms. Pauline Monyamane of Kutamogore Primary School introduces guests at the event.
7. Mr. Sabelo Matikiti Botash Human Capital Manager giving the general overview of the donation
8. School Heads Anastacia Mokgethi from Makongwa Primary School, Ms. Chilume from Moremogolo Primary School, and Moses Josiah from Dukwi Junior School were among those receiving donations.
9. School heads receiving machines from Mr. Phatshwane, accompanied by demonstrations from Nashua Representative
10. Standard 7 pupils eagerly witness the day's events



Botswana Ash (Pty) Ltd (Botash), Africa's Leading Supplier of Natural Sodium and Related Products, has vowed to foster self-sustaining community projects in the newly established Tutume district.

Mr. Kangangwani Phatshwane, the Managing Director of Botash, made this commitment on 13th February 2023, during the official handover of printing and photocopying machines at Kutamogore Primary School in the Tutume District.

"We are committed to fostering self-sustaining community projects following our collaborative approach, he said when handing over printing and photocopying machines worth of P1,170million to six schools. According to Mr. Phatshwane, five primary schools, namely Kutamogore, Makongwa, Tachibona, Mosetse, Moremogolo Primary schools and Dukwi Junior Secondary School were chosen as beneficiaries.

According to Mr Phatshwane, in 2023, Botash took a deliberate move to largely direct its corporate social sponsorship efforts towards education pillar of its corporate social investment programme recognizing a pressing need at various schools related to lack of printing facilities that adversely affected the overall learning experience for students and inconvenienced teachers. He further emphasized Botash's commitment to playing a pivotal role in enhancing student performance, highlighting education as an enduring legacy that can be passed from one generation to another.

Reflecting on Botash's Towards Sustainable Mining Initiative (TSM) journey since its inception in 2020, marked by substantial investments exceeding P57million in corporate social investment, Mr Phatshwane highlighted the prevalent challenges in schools across the country, particularly the acute shortages of

stationery and essential school resources.

Mr Sabelo Matikiti, Botash Human Capital Manager highlighted the necessity for Botash's commitment to work collaboratively with communities. Priority will be given to surrounding communities when recruiting low skill labour for short term job opportunities like

during the annual maintenance shutdown.

In his appreciation message, Mr. Shadrack Moffat, the Chief Education Officer for Tutume Sub-Region, commended Botash for the generous donation, noting its potential to significantly motivate students and teachers, cultivating improved performance during examinations.

Mr. Mothusi Italy, Service Manager – North at Nashua, who supplied the machines and also contributed to the project by donating 180 boxes of printing paper valued at more than P60,000 underscored their commitment to educating children for a better future.

In his vote of thanks, Honorable Councillor Ntshima Jimane of Kutamogore ward expressed gratitude for the donation, acknowledging its significant contribution to the collaborative efforts of the Ministries of Local Government and Basic Education in enhancing the learning experience in schools.

Sales and Marketing Team Applauded for Record Sales Achievement

The Sales and Marketing team has been lauded for their outstanding performance, marked by record-breaking of coarse salt sales. The achievement transcends numbers, embodying the spirit of teamwork and synchronized effort.

The commitment to recognizing and rewarding excellence aligns with the company's vision of continuous growth and success. Highlighting the team's achievements, the Sales and Marketing Manager, Moitshepi Sefako shared that in 2023, the department achieved unprecedented sales figures for coarse salt over four consecutive months.

July saw sales reach 17,000, followed by an impressive 16,500 in August, and a peak of 18,100 in September and October maintained momentum with sales surpassing 16,100, a feat not achieved in the past decade. Tracking progress and documenting experiences such as these provide valuable insights for future decision-making.

Mr. Sefako emphasized the importance of understanding market dynamics and sustaining growth. Markets like Botswana, Zambia, Malawi, and Zimbabwe emerged as consistent contributors. “

He said the cultural survey revealed positive feedback for the Sales and Marketing department, with only a few areas needing improvement. This includes stakeholder engagements which started in 2023 with key customers and transporters which will help build confidence and foster stronger relationships, reinforcing the importance of customer satisfaction and continuous improvement. Moving forward, with a collaborative spirit and commitment to excellence, the Sales and Marketing team continues to drive success and make meaningful contributions to the company's growth journey.

In his remarks, Managing Director Mr Kangangwani Phatshwane emphasized the significance of reflecting on outcomes, while acknowledging the importance of inputs. He highlighted the team's unique opportunity to

make a positive impact on both efficiency and revenue generation within the company. By focusing on cost management and revenue growth, the team has a double opportunity to succeed.



1. Mr. Phatshwane sharing a token with Mr. Mathambo from Marketing.
2. Marketing employees sharing a light-hearted moment during the session.

Mr Kangangwani Phatshwane stressed that meeting customers' needs remains the paramount performance indicator. This requires seamless teamwork and effective collaboration across departments to ensure customer satisfaction. He underscored the importance of working together harmoniously to function effectively and achieve shared goals.

Contractors Commended for Safe Performance in 2023

Botash Contractors received commendation for their exemplary safety performance during the fourth quarter of 2023. In his welcome address, Mr. Tirelo Thebe, Loss Prevention Manager, highlighted the absence of recordable incidents during this period, signifying a significant achievement. However, he pointed out that the Total Recordable Injury Frequency Rate (TRIFR) for 2023 stood at 0.51, slightly above the target of 0.36. Mr. Thebe urged the team to remain vigilant in identifying and minimizing hazards to prevent incidents.

The Managing Director emphasized the importance of looking beyond safety statistics, emphasizing the personal impact of incidents on individuals. He recounted a high-potential incident at the salt plant where an operator inadvertently contacted a 33kV overhead power line while feeding the road hopper with salt. Fortunately, no injuries occurred, but it served as a sobering reminder of the potential risks present in the workplace. The MD cautioned against complacency and urged contractors to maintain a proactive approach to safety.

The recognition of contractors' safety achievements underscores the company's commitment to prioritizing safety. By emphasizing the importance of hazard identification and risk mitigation, Botash aims to create a culture of safety, where incidents are minimized, and employees are empowered to work safely.



Managing Director Mr Kangangwani Phatshwane expressing gratitude to

Botash participates in the 2024 Kazungula Marathon

Team Botash buzzed with excitement as they geared up for the Kazungula Bridge Marathon on the 23rd of February 2024, amidst other athletes and spectators across the continent. The company made a mark on the racetrack with 20 sponsored employees and a few self-sponsored ones who took part in the 10km, 21km and 42km.

Team Botash showcased their determination, with all but one participant, crossing the finish line successfully. Their efforts were not only a testament to their athletic ability but also a reflection of the company's commitment and the unwavering support to employee well-being and fitness.

For team Botash, this wasn't just a race, but a celebration of their journey towards healthy good living. With the company's support, they had embraced an active lifestyle, vowing to continue their training and strive for even better results in the future.

The event also provided a platform for companies like Botash to showcase their products and services. Attendees at the Botash stall were intrigued to learn about the unique production

process, which involved borehole mining rather than traditional underground excavation.

The Kazungula Bridge Marathon had become more than just a sporting event, but a community of like-minded individuals united by their passion for fitness and self-improvement. Year after year, new faces joined the ranks, eager to challenge themselves and push their limits.



1



Dr. Leroux and Mr. Tashatha Mbangiwa from the Botash team alongside participants at the Kazungula Marathon.



2

1. Obby Koko engaging with stall visitors.
2. Botash team unwinding after completing their races.

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!

Peter Anthony D'Arcy takes on the role of Principal at Flamingo International School responsible for the management of the school.

He was formerly with the Botswana Government where he served under different portfolio from 1988-2011 as Head of Science and Deputy School Head at Madiba Senior Secondary and Headmaster at Letlhakane Senior School. Before Flamingo school he was School Head at Debswana Orapa.

He enjoys walking, swimming, and birdlife activities and serves as a Board Member for Birdlife Botswana. Born on April 13th, he's married with four daughters. Mr D'Arcy is originally from England but he is a naturalized Mtswana.



Blessing Ropafadzo Shumba, joining as a Standard 1 Teacher She was previously a teacher at Morula School.

Hailing from Zimbabwe Gweru and was born on 10th March. She's married with three children (13, 21, and 25). Her hobbies include watching TV, reading the Bible, and mingling. She aims to introduce a Spelling Bee with Ms Leburu.

Helmi Shole Mmokwe joins Botash as an English/Literature teacher at Flamingo International School. Previously at Moeding College as an English teacher and provided counselling sessions to learners.

She hails from Maun and was born on the 10th June. she's married with three kids. Her hobbies include cooking, reading, and church activities. She aims to revamp a functional library to encourage reading habits among students.



Gaone Jessica Leburu, formerly a Setswana Teacher at Sekgoma JSS, now teaches Standard 4's at Flamingo International school. She's interested in starting a Spelling Bee Competition.

Born on 28th August in Gumare, she has a passion for singing and crafting and she is a proud mother of two daughters.



Stuart Itumeleng Mokgolele, joins Botash as a Plant Operator, responsible for operating machine at the soda ash plant.

The Hukuntsi native was born on July 19th. He has two children (20 and 13 years) and enjoys reading the Bible.

Anastacia Dumulo transitions from temporary to full-time Accounts Officer at Botash, responsible for accounts payables and payment of suppliers.

Born on 29th March and hails from Mosetse, Anastacia enjoys watching football and shopping.



Rorisang Neelo Diketso transitions from temporary to full-time Accounts Officer at Botash, responsible for managing cashbooks and cash office.

The Semolale native was born on May 10th. She's a mother of a one-year-old and enjoys traveling and fashion.



STRATEGIC FOUNDATIONS

Vision

Africa's Leading Supplier of Natural Sodium and Related Products

Our Mission

We sustainably manufacture and market natural sodium and related products for industrial and human consumption

Strategic Intent

To sustainably deliver diversified sodium-based product growth through improved logistics, plant operations, new product development and geographical expansion to double our EBITDA by 2027

Safely Ace IT



Safety



Accountability



Excellence



Integrity



Customer Focus



Teamwork

