



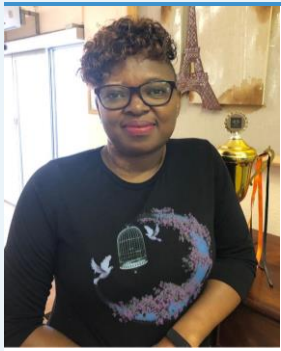
Botswana Ash (Pty) Ltd

BOTASH BULLETIN

31 JAN 2021

Africa's *LEADING* Supplier of Natural Sodium AND RELATED Products





After a tumultuous 2020, I'm sure we are all back and welcome the new year 2021 and start on a clean slate. It feels a little like opening a brand-new book for the first time. It remains to be seen what story we will write as we embark on the journey that is 2021. 2021 please spare us the adversities.

As you are now fully aware, Botswana is recording escalating numbers of Covid-19 cases and our operation has not been spared. The start of the year presented us with the threat of a new variant, which is said to be even more dangerous. Not long into the year, Botash reported its first case on 8th January and as at 31st January, a cumulative total of 20 positive cases had been recorded. On an encouraging note, there has been 20 recoveries to date. All employees, contractors and visitors are urged remain resolute and observe strict adherence to all Covid-19 protocols to ensure our safety and continued existence of the business.

With all the challenges besetting us, let's continue to live our values and pull together as one team, individually contributing towards team goals, accommodating contributions of others and taking ownership of collective decisions and results.

Let us, therefore, revisit our commitment to fundamental tenets of our Safety, Health and Environmental management systems. This calls for identification of risks that could result in injury or illness and ensuring that they are removed, reduced or controlled as appropriate as is practically possible. Look out for the **Stop. Think. Fix** campaign.

It is my sincere hope and prayer that 2021 will be prosperous and that our business will overcome the struggles and setbacks of the past year. Enjoy what is hopefully the start of a new year, new beginnings with a second chance to experience what we missed out on in 2020, and of course, enjoy this latest issue!

As always, your views and contributions are welcome.

N. Ntopo

N. Ntopo

PR & COMMUNICATIONS COORDINATOR

KNOW YOUR VALUES

ACCOUNTABILITY

- Answerable for own actions
- Holding people accountable

CUSTOMER FOCUS

- Proactively engages customers
- Delivering on our promises
- Responsive to customer needs

EXCELLENCE

- Continuous Improvement: Consistently delivers solutions with business impact (lowers costs, improves revenue, improves customer service)
- Exceeding expectations or best demonstrated performance

INTEGRITY

- Acknowledging others ideas or contributions
- Puts organisational interest ahead of self in dealing with others
- Consistently doing the right things regardless of consequences

TEAMWORK

- Contributes towards team objectives (Dependable)
- Taking individual ownership of team decisions & results
- Accommodative of others contributions

BOTSWANA ASH MONTHLY BRIEF

JANUARY 2021



MD'S MESSAGE

1. Safety

During December 2020 safety outcomes were satisfactory. However, the four lost time incidents already recorded earlier in the year meant the performance for the year was unfavourable compared to the previous year. Management reminds all employees, contractors and visitors to remain alert to hazards in their work environment and abide by safety regulations. Consistent supervisors' engagement in the day to day oversight on safety in the workplace remains critical as is everyone's ownership for their and colleagues' safety. Employees are reminded that disregard of safety regulations is a serious offence.

2. 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 at Botash:

- 2.1 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.
- 2.2 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 example, 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.
- 2.3 Waste of Processing: This occurs when more resources (space, energy, people) than really needed are deployed on a business activity.
- 2.4 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.
- 2.5 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.
- 2.6 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.
- 2.7 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.

3. Covid -19

At the close Dec 2020, we saw a re-introduction of a total ban of the sale of alcohol in South Africa.

- Soda ash sales (by volume) closed 19 % below budget.
- Revenue was 12 % below budget - aided by better pricing.

As the Covid -19 crisis unfolds, more difficult decisions may have to be made in the new year. You can all be assured that management will not make decisions that undermine the long-term sustainability of the business. These decisions may not be immediately popular - and that's okay - for they are meant for sustaining the business not seeking popularity.

We shall continue to use the framework which was previously communicated and has guided our response to Covid - 19 so far. In summary the framework outlines:

- The protection of safety and health of employees [which may have to be improved as Covid - 19 infections take hold in Botswana] to enable continuity of operation of the business' productive assets.
- Preserving those lines of revenue that remained or have been revived.
- Conserving cash.
- And preparing for the upturn on the other side of the crisis.

I request that you remain adaptable and understanding as plans may need to be adjusted and changed for the next year.

It is important to continue to work safely and follow good hands hygiene, physical distancing [even during meals] and the wearing of masks in public and shared spaces [including in the community outside working hours] as has been communicated over the past ten months. It takes just one of us failing to abide by these protocols to bring the virus into the workplace and significantly disrupt the business, for this reason management needs the support and constructive contribution of every one of us.

4. Botash Values

Botash needs to increasingly become a value-based business. Employees are reminded that behaviour in the workplace is expected to be in line with company values: Accountability, Customer focus, Excellence, Integrity and Teamwork [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 value result in suboptimal performance or even offending the code of conduct which on its own may result in disciplinary action including dismissal. 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.

4.1 What does Customer Focus entail?

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

- Proactively engaging one's customers
- Delivering on promises made to customers
- Being responsive to customer needs

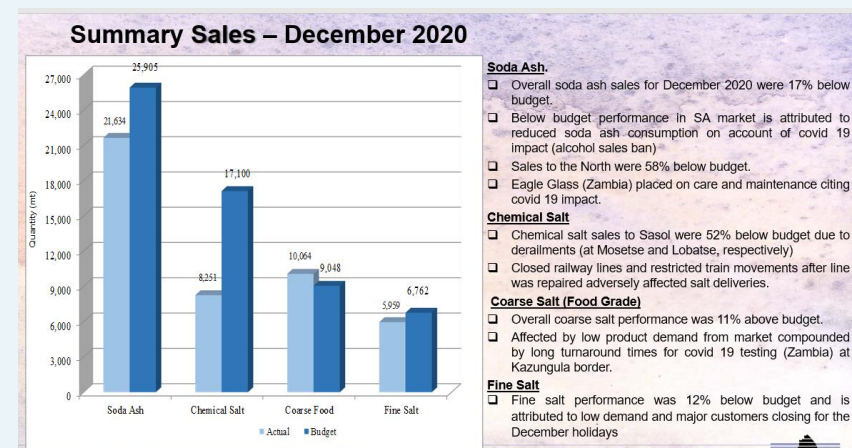
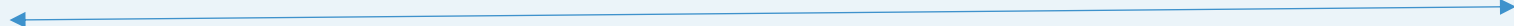
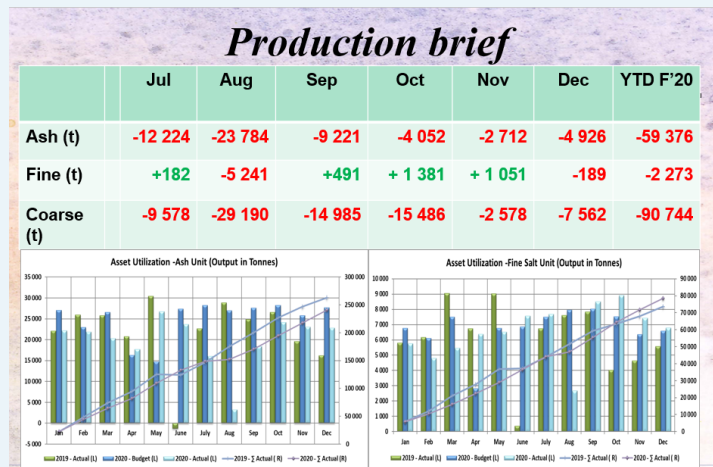
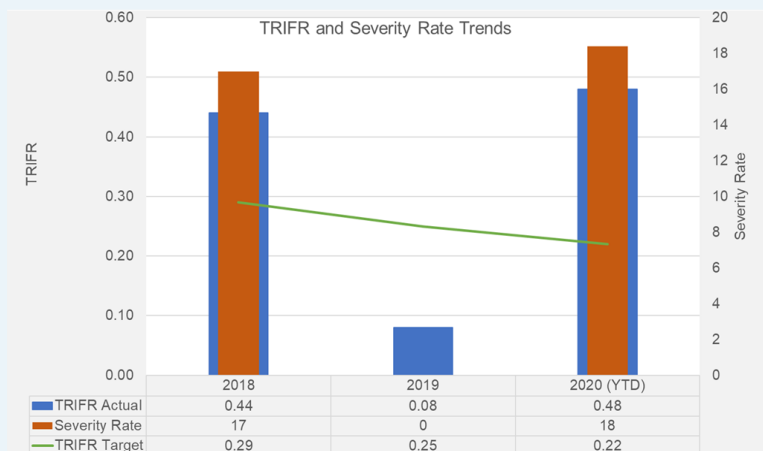
Examine your own behaviour and determine whether you are living this value.

Kangangwani Phatshwane
MANAGING DIRECTOR

26th January 2021

Signed:

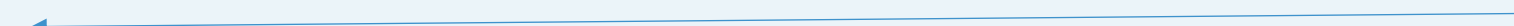




Botswana Ash (Pty) Ltd
Key financial results for the month ending December 2020

	F2020		F2019		Var
	Actual	Budget	Actual	Budget	
Production tonnes:					
Soda ash	22 636	27 733	238 574	300 000	263 304 (24 729)
Salt (Nett)	30 779	44 221	418 379	460 947	379 433 38 944
Sales tonnes:					
Soda ash	21 486	25 906	253 709	300 000	268 575 (10 874)
Sodium Bicarbonate	0	500	4 501	6 000	2 243 2 243
Salt	24 379	32 910	368 184	369 509	345 264 20 900
Gross revenue:					
Soda ash	P16 454	P68 033	P713 293	P788 076	P778 362 P1 902
Sodium Bicarbonate	0	P2 800	P25 514	P33 600	P13 231 P12 283
Salt	P22 447	P27 362	P324 507	P315 194	P303 029 P20 977
Contribution					
Soda ash	P34 023	P23 189	P344 016	P276 116	P311 675 P32 341
Sodium Bicarbonate	(633)	P 785	P5 516	P9 421	P2 679 P3 837
Salt	P12 145	P11 099	P147 393	P131 364	P118 573 P29 408
Interest Income	P 143	P 984	P9 099	P11 360	P11 909 (P5 819)
EBITDA	P16 470	P35 988	P27 409	P295 437	P236 150 P40 739
Net profit/(loss)	P4 559	P22 505	P144 478	P168 022	P141 854 P12 866

Key: = +.5% - neutral = >5% - positive = >10% - negative



HUMAN CAPITAL –DECEMBER 2020 MANAGEMENT BRIEF

MANPOWER STATISTICS	<ul style="list-style-type: none"> The headcount was 441 against budget of 498. Total vacancies stand at 57. These vacancies include twenty-three (23) Apprentices released during the year.
RECRUITMENT	<ul style="list-style-type: none"> Nine (8) positions were actively being recruited for: <ol style="list-style-type: none"> Head of Finance SHE Manager Plant Engineer – Services Wellness Coordinator Human Capital Business Partner Human Capital Coordinator Semi-Skilled Fitter Shift Leader-Packaging Graduate Interns (Marketing, Materials & Finance)
STAFF TURNOVER	<ul style="list-style-type: none"> Seven (7) terminations (3 end of contract, 3 retirements and 1 dismissal on probation) were recorded resulting in YTD terminations at forty-three (43). YTD turnover rate sits at 9.5%

DISCIPLINE	<ul style="list-style-type: none"> Two (2) disciplinary enquiries (operative levels) were concluded, resulting in YTD total of ninety-eight (98). The following corrective action was sanctioned on the two (2) misconducts: <ol style="list-style-type: none"> Written Warning - 2
BOTASH STAFF PENSION FUND	<ul style="list-style-type: none"> A Compliance Audit of the Pension Fund was undertaken by the Regulator (NBIRA) and awaiting the Audit Report for Management Review.
UNION EMPLOYEE RELATIONS	<ul style="list-style-type: none"> Human Capital/Union Liaison consultative meeting was held, and the Union's main concern continues to be the annual fee increases at Flamingo International Schools and it was agreed that the issue be elevated to the Management/Union Liaison Committee for further determination.
LEARNING AND DEVELOPMENT	<ul style="list-style-type: none"> Soft Skills Training Foremen and all Union Executive Members attended a one (1) day training in Initiating and Handling Disciplinary Enquiries.
OCCUPATIONAL HEALTH	<p>COVID-19</p> <ul style="list-style-type: none"> A total of 964 truck drivers were screened for Covid-19. There were no COVID-19 cases reported in December. Diagnostix has been engaged to carry out Covid-19 tests for Botash as turnaround time is 24 hours. There was a total of four (4) specimens sent and all were negative.

AFRICA'S LEADING SUPPLIER OF NATURAL SODIUM AND RELATED PRODUCTS



OUR PRODUCTS ARE KEY IN MEETING YOUR DIFFERENT NEEDS



Food safety through the container glass sector.



Human shelter and water reticulation through building glass and polyvinyl chloride (PVC) pipes.



Automobile safety through the auto glass sector



Safe drinking water through chlorine and related products



Fortification through salt carrying iodine for humans



Botswana Ash (Pty) Ltd

Botash sponsors construction of changerooms at Sowa Town Stadium



Mr Seokamo breaking the ground in preparation to start the construction

Botswana Ash (PTY) Ltd officially launched the construction of changerooms at Sowa Town Council Stadium at a groundbreaking ceremony which was held end of last year. As part of the company's Corporate Social Responsibility (CSR) program the donation falls under the Sports and Recreation theme, which is one of the three Botash CSR themes. The other two being Education and Conservation. The construction of the changerooms will see Sowa Town Stadium meet the BFA Technical Committee recommendations and requirements for stadiums hosting topflight football games.

Due to restrictions on social gatherings due to COVID-19 outbreak, the event attracted few attendees who included Deputy District Commissioner, Town Clerk, Botash Acting MD, Honorable Councillor Seduke and other representatives from both Botash EXCO, Sua Flamingoes Football Club and Sowa community.

Earlier, Project Overseer, Mr Shaka Moremi, shared with the attendees that the facility will have 3 changerooms furnished with lockers, 6 toilets and a lobby which will also be fitted with benches. The P900,000 donation facility to Sowa Town Council will cater for both home and visiting teams including match officials. Mr Moremi urged the contractor, to complete the works within the stipulated time to avoid additional costs. The project is expected to be completed within five weeks and has been awarded to a local contractor, Chaks Investment.

Commenting on the project, Botash Acting Managing Director Mr Othusitse Seokamo highlighted that changerooms have been donated to Sua Flamingoes FC to advance the excellent performance which saw the club gain promotion to the elite premier league. Mr Seokamo further said the development will promote local economic diversification in Sowa and the entire Chobe region would benefit from the facility as all home games will be played at the Sowa Town Council stadium.

Sua Flamingoes Football Club Chairman, Mr Tirelo Thebe, appreciated the sponsor for the support they have enjoyed for the past 4 years. Mr Thebe promised that the team will do its best to go higher and stay in the premier league. The league commences in March 2021.

Deputy District Commissioner, Tsaone Nkarabang, in his closing remarks, appreciated Botash and other stakeholder's support in developing the town. He said that football is a unifying factor, hence everyone should be empowered to play their part in developing the town, to a state that can satisfy different community needs. **END**



Sowa Town Clerk Mrs O. Molelo welcoming the attendees



(L-R) Mr O. Seokamo, Mr T. Nkarabang, Hon Seduke and Mr Chacks paying attention to the deliberations of the day.



Mr S. Moremi and Mr T. Thebe addressing the audience at the groundbreaking event.

Congratulations to the 2020 retirees!

It is Botash's customary practice every year to bid farewell to colleagues retiring from service and 2020 was not an exception. Colleagues, friends and family gathered to bid farewell to Messrs. Tshepo Moshokgo, Sunday Cungudika and Edward Moganiwa whose period of service to Botash ranged from 13-28 years.

The trio had worked hard to build their careers over the years and can step back and appreciate how far they had come. Retirement is an exciting time in a person's life. Not only is it a time for reflection, it's also a time to look forward and spend time with the people one cares about and as well as to continue doing the things one loves.



Mr Moganiwa and family receiving his farewell package from Botash



Guest of Honour Mr Buti Mphotho addressing the retirees

Speaking at the event held in December, the Guest of honor Mr Buti J. Mphotho started by appreciating that the business has overcome many challenges and continues producing substantial mineral revenue for the country as well as providing employment. He further appreciated the retirees for having contributed immensely as individuals to the sustainability of the business in their own right with their experiences.

Mr Photho further shared some tips to smooth transition with the retirees. The retirees were advised to preserve their retirement packages, whilst seeking advice on how to use the packages effectively, searching for available opportunities such as in the agricultural sector and other investments areas and consider saving some amount for the future.

"In joining the society, you will automatically join different societal clubs with their own challenges, but you should forge ahead and make right decisions using the same skills acquired from work", he advised.

In his closing remarks the Acting Managing Director, Mr Othusitse Seokamo appreciated the retiring employees as an indispensable and integral part of the company. He went on to say they all had marked critical milestones in the history of the company as they came at crucial stages of the company including recovery from the 1995 liquidation which was followed by floods in 1996, and now at the sustainability stage. Mr Seokamo observed that it will be difficult to replace them as their efforts were unique in bringing success and growth to Botash.

Mr Moganiwa joined as an Assistant Driver (Stores) in 1992 and retired as a Storeman after 28 years of service with Botash.

Mr Cungudika joined Botswana Ash (Pty) Ltd as a Mechanical Fitter (Mechanical Engineering) in 2007, a position he held for 13 years until his retirement.

Mr Moshokgo joined as a Fitter Assistant (Mechanical Engineering) in 1996 and was promoted to the position of Semi-Skilled Fitter in 2010 rendering 24 years of service to Botash.

Botash wishes the retirees the best in their future endeavors.

MEET OUR JANUARY STAR- Mr Reuben Phologolo



1. Please introduce yourself and tell us what you do?

My name is Reuben Phologolo, born and bred in Mmadinare in Central District. I am God-fearing and fellowship at Assemblies of God. I love traveling around our beautiful country during my leisure time with family and friends. I also enjoy playing football and listening to music especially gospel and house music.

Am currently working as a Shift Bus Driver and has been with Botash since July 2012. My job entails transporting employees to and from work at specified times. I also provide transport services for any other work-related duties of the company. Due to my special skills and training in firefighting, I sometimes offer relief with operation of the fire-engine.

2. What inspires you at work and outside?

I am inspired when I see employees that are happy that they arrived at work safely and on time. Every environment offers opportunities for both personal and professional growth, and Botash is not an exception. I continue to learn things from others and share my life experiences with others.

3. What challenge do you encounter in your job?

Lack of cooperation from work mates and poor customer service from some employees.

4. If you could change one thing at Botash, what would it be?

If there is one thing, I would like to see change, it is the way the younger generation at Botash use their income. If I had the expertise, I would provide training on financial literacy and available business opportunities to improve their lives and position themselves well for the future.

5. Three things people do not know about you.

- I am a people's person.
- I joke a lot.
- I can talk freely on any platform.

6. How do you think Botash will remember you?

I would like to be remembered as an efficient, fair employee and a good team player. Also remember me as an all-rounder, a person with a big heart and love for the people.



-END-

COVID-19 Survivor Speak Out



1. How did it all start?

It was a day like any other day. I woke up, prepared myself and boarded the bus to work. Halfway through the shift I developed a bad headache and before I knew it, I started feeling some intense dizziness. I didn't suspect COVID-19 but rather thought I didn't get enough sleep which usually comes with such signs. Everything happened so fast and for some time, I couldn't think clearly.

Afterwork, I recorded a temperature of 38° at the screening point. I proceeded home and upon arrival my body started feeling weak. I then called Sowa clinic and I was asked to go to the clinic. I did a rapid test and the result was positive.

2. What was your reaction/ what came to your mind when you found out that you tested positive?

I couldn't believe it, despite the fact that while waiting for testing we were chatting with other people in the queue and the common question was how we would feel if we tested positive. When my results were revealed I went into total shock and couldn't accept the outcome since I had been vigilant and had been observing all protocols. My solace was to wait for the PCR test to confirm the Rapid test results.

Those who were negative were sent home and the positive cases waited for the second swabbing for the PCR testing, after which we were also sent home and advised to isolate and continue following protocols as we awaited PCR results.

3. What kind of treatment were you given?

I was given painkillers since I had started showing symptoms.

4. How did events follow after the first day?

The following day I had developed a sore throat and I started feeling weak. Later that day I was transferred to Matsiloje for isolation. After 2-3 days I had lost my sense of smell and was really beginning to feel sick and getting weaker.

5. How do you think you contracted the virus?

May be with some people it was easy to know where you could have possibly gotten the virus from. But with me, I really don't know because all my contacts tested negative. We are told that coronavirus spreads mainly from person to person and my only suspicion is that I might have gotten it from work possibly from surfaces.

6. What was your experience with the doctors and nurses from your first point of service to the last?

Customer service from both nurses and doctors was fairly good, besides the normal resource challenges that the government is faced with which is beyond their control. They also seem to be overwhelmed with work though my experience with the elderly nurses was exceptional as they seemed to go an extra mile in caring for patients.

7. Would you say you have recovered from the new coronavirus disease (COVID-19)?

One is never sure concerning recovery. Clinically yes, I have been cleared though my sense of smell is still not recovered, and body is not fully well. Doctors have told us that some symptoms such as loss of sense of smell and body weakness can persist for weeks before full recovery. I have exhausted my 4 days of quarantine post isolation and going back to work though my body is still fatigued. Above all I am happy that I was not a casualty.

8. What do you intend to do with the experience gained following your recovery?

I will use my experience to sensitize people on stigma more than on prevention and control because those have become our daily bread. People should know that a single person or group of people are more likely than others to spread COVID-19.

Just recently I was seated outside the house for some fresh air. A combi passed by and someone pointed at me and all passengers turned to look at me. I guess that is why the driver slowed down. I was shocked at such conduct and wondered what had been said about me or the place I was at to call for such attention. I also realize that my neighbors are avoiding me, though I equally know that visits are not permitted. However, a greeting over the fence is not easy for them anymore.

Also, people should refrain from calling those with infection out of curiosity and to spy on them. Rather, calls should be made out of genuine concern for the wellbeing of the sick person.

9. What message do you want to send to people who have not yet contracted the virus?

I would like to encourage them to continue protecting themselves and others and follow all health protocols. Botswana's culture of attending gatherings and visiting others should really cease for now as the situation doesn't allow.


10. What message do you want to send to your colleagues on isolation?

Recovering from COVID-19 does not impart any immunity upon a person. Hence the need to continue maintaining adherence and complying to protocols aimed at fighting COVID-19 infections is vital. Remember, there are many strains to come, therefore washing your hands with soap and warm clean water or sanitizing, keeping social distancing and wearing of mask correctly remains the only solution to avoid contracting and spreading the virus.

11. Your last words to Management.

I would encourage management to be more proactive than reactive. I believe the affected section should be closed and fumigated immediately after identifying a case. All employees in that section who have interacted with the positive case the day he/she tested positive should be quarantined as contact tracing and testing is ongoing. I believe employees in any section will interact one way or the other and some offices are small confined spaces that close contact cannot be avoided. Also sharing of resources such as radios, logbooks, computers in some offices put other employees at risk hence my argument to test all if a case is identified.

Management should not only be concerned with ensuring that production is not affected but also consider people's safety and health especially that the mine has vulnerable employees with underlying conditions.




COVID-19

DAILY UPDATE

SUNDAY 31TH
JANUARY 2021

NEW POSITIVE CASES	TOTAL CONFIRMED CASES
1	20
TOTAL ACTIVE CASES	TOTAL RECOVERED
6	1(14)
TOTAL DEATHS	TOTAL NUMBER OF TESTS CONDUCTED
0	<div>RAPID NEW:7(124)</div> <div>PCR NEW:0(40)</div>
TOTAL NUMBER OF EMPLOYEES ON QUARANTINE	TOTAL NUMBER OF EMPLOYEES ON ISOLATION
<div>NEW:5(10)</div> <div>DISCHARGE: 1(19)</div>	<div>NEW 1(6)</div> <div>DISCHARGE:1</div>



Call the clinic at 74001335 / 6214249

OR

EXT 249

Leave your house only for essential service! Avoid casual contact with other people! Wear your mask in public and closed shared places #BotashNews

Save Yourself, Your Family and Your Community

STAND TOGETHER



by not



STANDING TOGETHER

#StopTheSpread

New Botash Receptions



Benjamin Keboi joins Botash as **SHE Manager** responsible for maintenance of Safety, Health and Environmental Management System. He was born on the 29th of September in Thamaga. Mr Keboi was previously employed by Mupane Gold Mine and was responsible for development, implementation and maintenance of Safety and Health Management systems.

His hobby is paying musical instruments. He has a child.



Gary John Tredwin Tonkin joined the Botash family as a **Senior Teacher** responsible for teaching standard 6 class and doing other related leadership responsibilities. Born on the 2nd of June in Nigel, South Africa. He was previously employed by DEBSWANA.

His hobbies are reading, playing golf, participating in the 4x4 adventure and designing using excel spreadsheet and other professional design.

Deborah Anne Kitching joins Botash as a **Teacher** at Flamingo International School. Mrs Kitching will be teaching standard 4. She was previously employed at The Sultan's School, in Muscat in Oman as a teacher. She also served as a Deputy Headteacher at Somerset College.

Mrs. Kitching was born on the 30th March in Estcourt, South Africa. Her hobbies are playing tennis, golf and enjoys walking. She is married and blessed with 2 daughters, Lisa and Natalie.



One Gabana joins the Botash family as an **Artisan Fitter** responsible for maintenance of the salt plant machinery and other equipment. Gabana was born on the 31st of March in Bobonong. He was previously employed at Botash on a temporary bases as a plant operator.

His hobbies are playing and watching football. Gabana has a daughter.



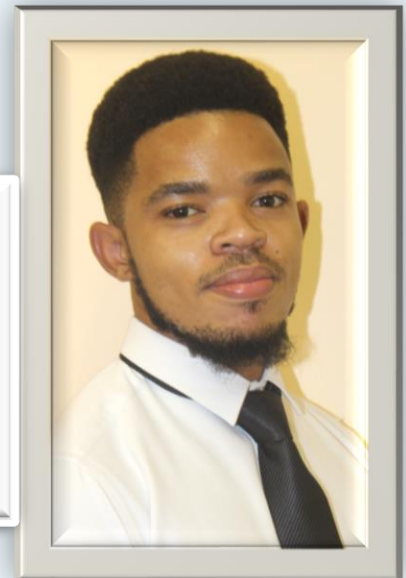
Otisitswe Ticora Dintle joins Botash family as a **Semi Skill Fitter** at the salt plant. Born on the 5th of November, Dintle comes from Mahalapye. He was previously employed by Botash as a fitter under the Artisan Development Programme.

His hobbies are travelling, watching movies and football. Mr Dintle has a daughter who means the world to him.

Keletso Bernard Selala joins the Botash family as an **Accounting Intern** responsible for accounting, data management and data analysis. He was born on the 2nd of June and comes from Mogapi.

Mr Selala was previously employed at Wimpy Botswana as a waiter.

His favourite hobbies are reading, exercising in the gym and rock climbing.



CODE OF CONDUCT

Unsatisfactory Work Performance

**FAMILIARIZE YOURSELF
AND ADHERE TO THE
COMPANY POLICY AND
AVOID DISCIPLINARY
PROBLEMS**

a) Carelessness:

Performance of a task or duty without the exercise of due care and attention, which could lead or has led to incidents of loss to the company.

b) Negligence:

Failure to exercise proper care and regard to the manner of discharging duty to the extent that tasks have to be repeated or equipment or persons are at risk of damage or injury.

c) Inefficiency

Failure or inability to carry out work at the required standard without reasonable cause.

d) Loafing

Failing without reasonable cause to complete set task.

Celebrating the Life of an Icon Major David Bright

One of the most recognizable and popular coaches of all time



In any given sport, there are so many coaches that have had an impact that only very few can rival. However, it is rare to find individuals that have impacted in equal measure their sports both as player and coach. Major David Bright boasts of having achieved this feat. He was a successful as a player on the football pitch just as he was successful as a coach off it. Over the course of his career, he earned himself many names. Some called him 'Fakude', others called him 'Madala', yet others called him 'Zombie' or 'Rragwe Mogomotsi' and rightfully so.

Major Bright amassed over 20 years of experience at club, national and international Levels. His actions on the football pitch made him an iconic sport figure whose name will be immortalized in Botswana football folklore.

When Sua Flamingoes FC was promoted to the Premier League, one of the key critical aspects in preparing for the elite league was to have a solid technical team which included the right coach with all the relevant experience and attributes to advance the dreams of the team. Major Bright was the natural right choice. His coaching philosophy, personality, positive attitude and management skills acquired during his career path was just what the team needed. Little did the team, Botash as the sponsor and the fans knew that

the partnership and aspirations shared with the Sua Flamingoes Head Coach would be short lived. Major David Bright died on 25th January 2021 after a short illness.

'Fakude' as he was commonly known by his fans was a true leader to every one of the young men he mentored. A disciplinarian by nature, Major Bright believed that players should always hold a high standard of discipline, that is, discipline on and off the field of play. He also believed that supporters had their own unique contribution to the success of the team and needed not interfere with the management of the team. A very highly professional and inspirational leader whose impact was felt during the short time he spent with the team.

BRIEF FACT FILE OF MAJOR DAVID BRIGHT

Date of Birth: 13 June 1956

Home village: Palapye

Occupation: Head Coach-Sua Flamingoes (at the time of his passing)

Favorite meal: Any Tswana cuisine

Music: Gospel

Hobbies: Watching movies, attending court sessions, reading and going to church

Family: Married with 5 children (3 girls and 2 boys)

Three things most people did not know about him

1. Strict disciplinarian.
2. Firm, Fair and Friendly at the same time.
3. Didn't discuss football on the street; as it was his profession.

REST LEGEND

REST MAJOR DAVID BRIGHT



STAYING SAFE WITH ELECTRICAL APPLIANCES

There are simple steps that you can take to minimise the risk of fire or electric shock when using appliances such as washing machines, Irons, Microwaves:

- Always buy from a retailer you can trust and follow the manufacturer's instructions when installing, using and maintaining electrical appliances.
- Don't leave washing machines running or ON overnight or when you are out.
- If your appliance begins making a strange noise or isn't working properly, don't ignore it. If you think there might be a problem, always unplug it and contact the manufacturer or a qualified repair technician.
- Don't overload washing machines or tumble dryers – take bulky items like duvets to the dry cleaners.
- Do regular checks of plugs and sockets for burn marks, sounds of 'arcing' (buzzing or crackling), fuses blowing, circuit-breakers tripping or if it feels too hot to touch.
- Don't place a fridge or freezer near cookers, radiators, or in direct sunlight, as it will have to work harder to maintain the required internal temperature.
- Clean behind your fridge and freezer regularly to keep lint and dust from building up, and make sure there is enough room behind the appliance for air to circulate freely.
- Clean your oven and hob regularly and always clear spillages immediately to avoid a build-up of food debris and fat which is a fire risk.
- Only use your microwave for food! Always follow the instructions on the packaging and make sure that you only put things in the microwave that are clearly marked as microwave safe.



SNAKE SEASON

The hot season is synonymous with snake season. Snake activity increases as they go out searching for food and mating partners before they go for hibernation before the cold season comes.



This olive grass snake was retrieved from Salt Plant recently



Overgrown tree branches on the roof are perfect hiding places for snakes

Tree branches overgrowing onto house roofs increase the risk of snakes such as boomslang, olive grass snake coming into houses through windows.

We are advised to keep doors closed at all times. Trees growing next to the buildings need to be trimmed. Let us be vigilant when relaxing outside our houses and be on the lookout for these crawling creatures like snakes and scorpions during this season.



Did You Know?

1. The brine resources of the Sua Pan was established through a prospecting programme by the Royal Selection Trust in 1955.
2. The British Petroleum (BP) Chemicals operated the technology testing pilot plant on the Sua Pan in the 1980s.
3. The late President Sir Ketumile Joni Masire officially opened the commencement of Soda Ash Botswana (PTY) Ltd' production phase of what is today Botswana Ash (Pty) Ltd.
4. The first Managing Director of Soda Botswana was Mr. Leonard Larson (1990-1995)
5. The first Managing Director of Botswana Ash (PTY) Ltd was Mr Paul Henry (1996-2001)
6. Botswana Ash (PTY) Ltd was established in April 1995.
7. The largest use of soda ash is glass making.
8. Sasol is the largest salt customer by revenue.
9. Console glass and PFG are the two largest soda ash customers by volume.
10. The surface area for Botash's solar evaporation pond 5 is 20km²

Pilot plant operated by BP Chemicals in the 1980's. BP Chemicals later sold their interest on the Sua Pan brines to other parties who started Soda Ash Botswana in 1989 which later morphed to Botswana Ash (Pty) Ltd in April 1995.





Flamingo International School at the Top!

Flamingo International School (FIS) starts a new year with so much to celebrate about and be grateful for. The school reflects on the final examination results of 2020.

Starting with the PSLE results from December 2020, FIS made history as they topped all 239 primary schools in the Central District on the Primary School Leaving Examination. Of the 22 Standard 7 students that sat for the exam, a total of 18 obtained A and 4 obtained B passes. The school is grateful to all the staff, students and parents who offered their support and worked tirelessly and with such consistency and determination to attain these excellent results!

As if the above was not good enough, IGCSE class of 2020 achieved record-breaking results in the 2020 Cambridge IGCSE examinations. Looking back at the academic history of the students, the excellent attitudes and whole-hearted commitment to being independent and hard-working students, the results did not come as a surprise. Years of diligence and grit have paid off handsomely and these outstanding achievements are richly deserved.

Bravo to these shining stars! In the A* - C attainment category, 20 students who sat for the exams achieved a total of, 35 A*s, 43 As, 29 Bs and 39 C results in the 13 subjects that were written. The school also celebrates the top achievers with a record-breaking, 8 students attaining the maximum 48 credit points. 19 scored the necessary number of points needed for university admission. This is a wonderful achievement and we express our gratitude to the dedicated staff and students who demonstrated commitment and resilience during this very tough, rigorous examination process, and to parents who placed their trust in the school staff to provide their children with excellent learning opportunities and experiences.

The school looks forward to another year of quality teaching and learning as all parties work together to ensure that children and their learning are the center of every conversation, and that internationally recognised educational standards and practices, continue to be improved and celebrated at Flamingo International School.

Top Achievers – Class of 2020

NAMES	RESULTS
Kesego Dintwa	8 A*, 1A (48 points)
Audrey Banda	7 A*, 2 A (48 points)
Jessica Tebele	4 A*, 4 A, 1 B (48 points)
Lone Marumo	3 A*, 5 A (48 points)
Leticia Dema	2A*, 4A, 2B (48 points)
Naledi Kebonye	2 A*, 4 A, 2 C (48 points)
Gosego Khani	1 A*, 5 A, 1 B, 1 C (48 points)
Lebogang Mokgwathi	1 A*, 5 A, 1 B, 1 C (48 points)
Nonofu Modisane	3 A*, 2 A, 3 B. (47 points)

-END-

MEET Resego Dintwa 2020 IGCSE FLAMINGO INTERNATIONAL SCHOOL TOP ACHIEVER



1. Please tell us about yourself.

My name is Resego Dintwa. I am an 18-year-old young man from Bobonong. I am the first and only boy in a family of four. I enjoy watching football and hanging out with my peers.

2. You are the top performer in Flamingo International School for the 2020 IGCSE, is that true, if so, please share the joy?

Yes, it is true. I wrote 9 subjects and obtained 8A* and 1A. This is really impressive, and I am more than excited and proud of myself.

3. Please share your sentiments about your results.

For starters writing an exam and waiting for the results comes with so much discomfort for most students and I was not an exception. When I was done with anxiety, the announcement came that results have been released! Eish! You know I scratched my head uncontrollably. For for a second, I found myself sweating and drinking lots of water before I could punch in my student number on the results portal to check my results.

When I eventually logged in using my phone and the results popped up, to be honest I was quite shocked. I went through them quickly, cleared my face and took a sip of water. After that I was now in a better state to soak in the good news I will always thank God for.

4. How did you prepare for the examinations?

I did most of my revision through past exam papers from friends, the school and internet. I realize that there would be common questions set differently and it gave me an idea of how questions are set. I also surfed the internet to beef up my knowledge on certain topics learnt from school; likewise, I gathered more information. I also prepared shot hand notes to grasp certain critical concepts and elements.

5. How did you deal with examination anxiety and pressure?

I did not wait until the last month before start of exams to start preparations, I started when I got to form 4, meaning I had the whole year to prepare. By so doing I was trying to avoid unnecessary pressure and panic at the last minute.

6. How was the support from school and home?

The support from school was magnificent as teachers would constantly remind me that I had potential, and this encouraged and gave me confidence to study hard to realize my potential.

There were times when I would feel discouraged and unsure of where I was headed but my parents would give me encouragement, support and assurance that I will pass. I sincerely appreciate my parents, teachers and classmates for the support.

7. What are your goals (academic and personal) after now?

My wish is to further my studies probably abroad and come back to serve my country. I would like to truly experience global education and the value that comes with it. This will also help me appreciate other cultures, overcome challenges of living in another country and gain a greater understanding of the world.

8. What did you enjoy most about your school experience at Flamingo School?

I enjoyed sports activities that were offered by the school, such as football, athletics, squash, javelin etc. I personally participated in shotput.

I also enjoyed the teachers support and care in students' academics which led to this immaculate success for both myself, former students and the school. I also had an opportunity to meet new people and made friends.

9. What advice would you give to students sitting for their examinations this year?

My advice to those sitting for the exams this year and the years to come is that they have to set goals for themselves and work towards achieving them.

Another tip that worked for me that I can share as an advice is that studying for long hours with sleepless nights doesn't really help, rather study smart. What is studying smart? It means not missing classes, reading through notes again after class, highlighting key elements or critical points in all topics, planning ahead and ensuring you allow enough time for assignments and exam revision. Lastly my advice is utilize study groups and study time effectively and don't forget to exercise and rest.



Flamingo International School Principal, Mr Kitching awarding Resego after passing the 2020 Mock examinations



Resego expressing his joy for being Flamingo's 2020 IGCSE Top Achiever

BAOBAB GRADUATION CLASS OF 2020

Hooray, you did it!

At the end of 2020, Baobab Play School celebrated graduation of the senior class at pre-school.

Although graduation is an exciting moment to recognize good performance of the children, Baobab School Head Ms Thati Seepo said that the graduation comes with mixed emotions looking back to where they have come from. Also, goodbyes are not easy to say, she said. “We have laughed, played, studied, learned and enriched our lives during the years spent together and we believe our boys and girls have developed so much and are ready to begin Reception class at big schools in 2021”, said Ms Seepo.

At the end of pre-school learners can engage in academic learning activities or real learning. They also know the pros of the ABC’s and are able to read and spell a couple of words confidently. At that stage children have also mastered new talents and skills that will help them on their way up.

When parents started dropping off their kids at Baobab, obviously there was separation which bred anxiety on both children and their parents. Entrusting your child to anyone or any system is never easy for any parent. Today trust and confidence has been built between parents, teachers, children and school staff. The little bambinos are happier as they. The little bambinos are happier and more assertive in their own efforts than when they first arrived at Baobab.

Much appreciation goes to the dedicated staff of Baobab and the Botash family for the endless support, even during this difficult year of Covid-19. Baobab exists to provide children with care, early childhood education and helps them develop a range of skills that makes them ready to learn when they start formal school.

Let’s continue to nurture and take care of our children as they are precious vessels that will contribute to a better tomorrow. Just like a Baobab tree, a tree with strong roots can withstand any storm, we hope the foundation laid is strong enough to carry them through the turbulent years ahead.



-END-

The Year that was! Flamingo School



1. The School Principal Mr Kitching addressing students during prize giving session in 2020.

2. Students washing hands upon arrival at the school.

3. and 4 Children enjoying outdoor activities.

5. Appreciation of students who performed well during the year.

Towards Sustainable Mining (TSM) in pictures

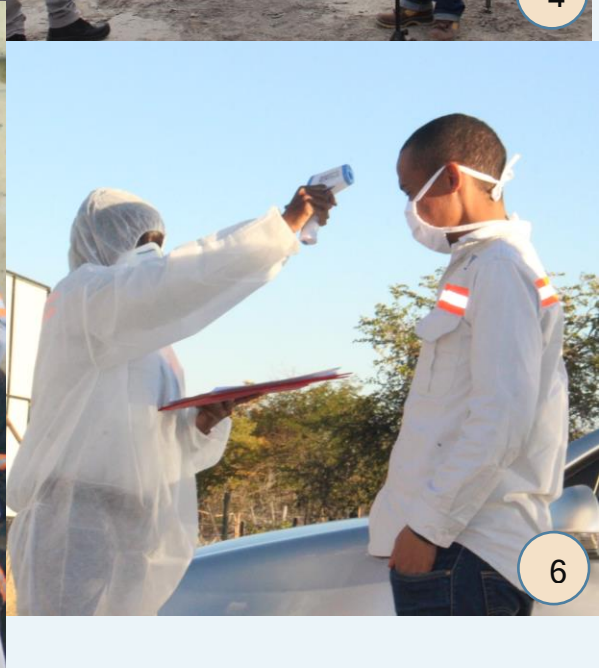


Implementation of the Towards Sustainable Mining initiative stakeholder engagement meetings and other activities under the Indigenous and Community Relationships Protocol are ongoing.

A BIG SEND-OFF TO BOTASH RETIREES



1. Mr and Mrs Cungudika enjoying the retirement night
2. The Moshokgo's family enjoying receiving their retirement token from Botash
3. Botash employees also attended the session to bid farewell to their colleagues
4. Mr Moganiwa and family showing off their token of P10,000.00
5. Botash Production Manager, Mr Motse Mokgosi handing over an appreciation gift to the guest of honour Mr Mphotho
6. Some of the Sowa Town authorities who graced the occasion



1. Mr Weston Mwape (2nd-L) awarding prizes at the end of the 2020 Botash Chess Championship.
2. Customers waiting to be assisted at the Marketing Customer Center.
3. Temporary employees attending to a train derailment in Moseitse.
4. Acting MD, Mr Seokamo preparing for an interview with the BTV crew following the derailment.
5. TPM & Reliability Plant Engineer, Mr Modise Moora handing a token of appreciation to contractors who did repair works on the Botash boilers.
6. An employee being screened at the vet gate.