

# **BOTASH** Bulletin

#### 31 March 2022



Assistant Minister of Youth Empowerment, Sports and Culture Development Hon Buti Billy officially opens Sowa Town Council Stadium Change Rooms

#### **Editors Note**



We have come to the end of the 1st quarter of the year and a review on the past quarter's performance will be ideal, also considering that the company's strategic plan which began in 2018 will be coming to an end in 2022. It is worth noting that it is every employee's responsibility at all levels to positively contribute towards the success of the strategy implementation in order for the company to deliver on its strategic intent.

Of course, we have had our bitter share on unsatisfactory safety outcomes in the first quarter. The company has so far registered four First Aid Injuries and one Medical Treatment Injury. All employees are urged to administer controls for identified hazards that may negatively affect the organization's health and safety performance on daily

mandated activities. Our **S**top **T**hink and **F**ix Campaign continues. The ongoing annual maintenance shutdown started on 25th of March 2022 and it is vital to demonstrate high performance on safety as all activities have been planned, resourced and scheduled appropriately as per the shutdown management plan for safer and efficient execution.

May we also gear up and ensure full participation on our various roles to deliver a successful shutdown. Above all since we will be hosting various stakeholders all employees are urged to be supportive and courteous to our participants. Our courtesy hosting will promote our brand as Africa's **leading** supplier of natural Sodium related products.

Still on health and safety, it is by God's grace that COVID-19 cases have hit a new low, and life seems to be going back to normal. Nonetheless this is not an indication that Covid –19 is no more. You are reminded to continue adhering to set prevention protocols .Employees and their families are also encouraged to utilize the existing Government Covid-19 vaccination programme that is available in all districts countrywide.

On another note "the Flamboys" Sua Flamingoes Football Club which is officially sponsored by Botash continues to make headlines in the Premier League by demonstrating a sustainable performance though a new entrant on the country's higher league. Let's continue supporting our "Boys" who are representing the Northern region in the league and the current fixtures are simplifying and satisfying the supporters. We are so hopeful that our 'Boys' will do well and maintain a good position at the end.

Enjoy the read

Ndulamo Ntopo

N.ntopo

Public Relations and Communications Coordinator



# Financial Brief February 2022

# MD's Message

#### 1.Safety:

During Feb 2022 safety outcomes were unsatisfactory - with a boiler maker suffering a recordable injury. It is important that all supervisors exercise day-to-day oversight on safety in the in their areas of work. It also remains critical that each employee takes ownership for their and colleagues' safety.

#### 2.Strategy:

In 2018, the business started a strategic journey expected to span the period 2018 - 2022. The strategy comprises 3 pillars; 'reliable & predictable production', 'defend & grow market share', as well as 'grow product offering'. A further pillar on 'community impact' was added on review. Continuing this journey in 2021, under the 4 pillars the business performed as follows:

#### 2.1 Reliable & predictable production

Covid -19 had adversely impacted soda ash production in the previous year [2020]. The original strategic plan had aimed to improve performance to the following by the close of 2021:

• Improving the soda ash run rate to 305 kt [Actual 257kt] for the year.

T T

Improving fine salt production to 90 kt [88.6 kt] for the year.

#### 2.2 Defend and grow market share

The market impetus was geared to growth and the following performance was recorded:

- Grow fine salt sales to 90 kt [88.6 kt]
- Grow food grade coarse salt sales to 121 kt [131 kt]
- Grow soda ash to 305 kt [282 kt]
- Reduce overheads by P20m against budget [P34m]
- Reduce average cost of soda ash logistics.
- Reduce turn soda ash train turnaround [Sua Pan Natalspruit] from 23 to 8 days



It is critical that all employees participate in the manufacturing effectiveness programme because it is through this programme that all units/sections will generate sustainable improvement ideas thus allowing the business to lower its cost.

#### 2.3 Grow Product Offering

Under this pillar the following objectives were pursued:

- Complete the potash project feasibility study
- Progress the bicarbonate project as a stand alone



Covid-19 undermined several projects as did internal weaknesses

#### 2.4 Community Impact

With a concerted effort to re-engage with communities around the mine, community perceptions of the business are gradually changing for the better.

As strategy implementation is very much dependent on the people within the business significant effort continued on training and improving performance management particularly on aligning performance management with the strategy as well as horizontally across departments.

#### 3.Organizational Review

As previously communicated, there is a project to re-examine organizational dimensions of Botash to align it to the business strategy and make it more effective.

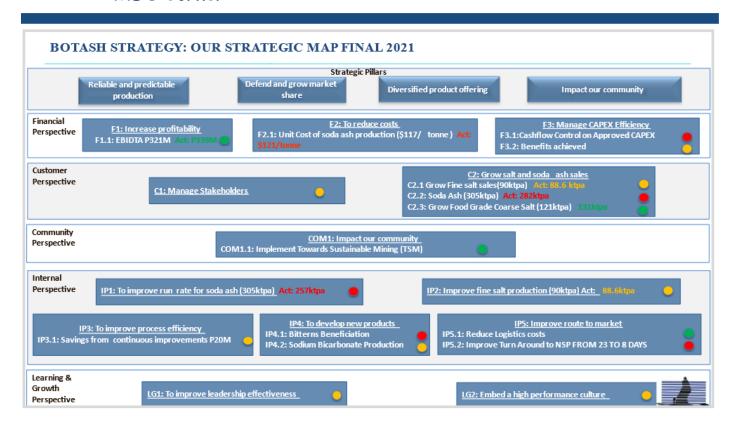
This is a normal business process that happens from time to time. As a result, there is no need for alarm or fear, particularly among those who continue to do their work diligently [as judged by their outcomes]. The greater reason for organizational review is the sustainability of the business, which clearly is in the interest of current and future employees.

The project has now progressed to phase 3 [micro design]. I would like to thank all who have continued their focus on adding value to the business.

Kangangwani Phatshwane Date: 11 March 2022 Signature:

MANAGING DIRECTOR



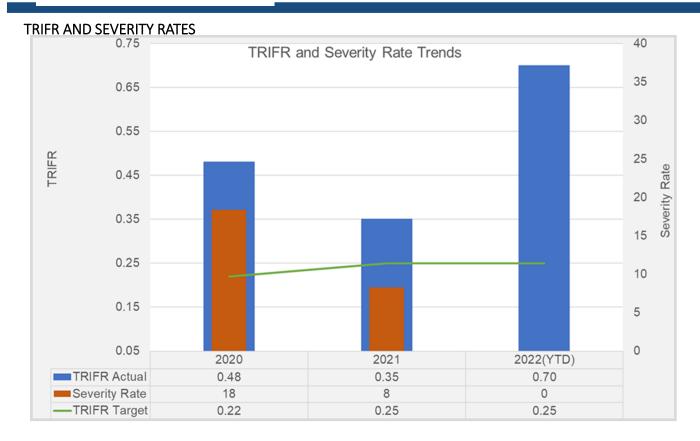


## **Business Performance**

#### Human Capital Review for the month under review

	Position	Sec	ction	Engagement	Date	Туре
STAFF ENGAGEMENTS	Shunter	Distri	bution	01/02/ 202	22	Permanent
	Semi-Skilled Rigger x2	Rig	ging	01/02/202	22	Permanent
	Teacher Flan		ningo	16/02/202	22	Permanent
	POSITION		DEPARTMEN	T STAGE	LEADTIME	STATUS
OUTSTANDING RECRUITMENT					VARIANCE	
	Head of Projects		Management	Interview	-27	Behind Schedule
	Sales & Marketing Manager		Managemen	Offer	-46	Behind Schedule
	Head of Finance		Managemen	Interview	-48	Behind Schedule
	HCBP-OD		Human Capita	al Onboarding	16	On Track
	Medical Officer		Human Capita	al Onboarding	10	On Track
	Materials Manager		Finance	Offer	-40	Behind Schedule
	Plant Engineer-Control & Instrumentation		Engineering	Assessments	16	On Track
	Semi-Skilled Fitter		Engineering	Interview	32	On Track
	Semi-Skilled Machinist		Engineering	Interview	32	On Track
	Shift Bus Driver		Engineering	Offer	10	On Track
	Driver Supervisor		Engineering	Screening	17	On Track
	Safety Officer (Fire & Emergency Preparedness)		Engineering	Interview	17	On Track
	Instrumentation Mechanician		Engineering	Screening	17	On Track
	Harvester Operator		Operations	Screening	32	On Track
	PREVIOUS POSITION CURRENT POSITION					
STAFF PROMOTIONS	Semi-Skilled Machinist(B4)		Artisan Machinist (C2)			

# **Business Performance**



#### **FIRST AID INJURY:**

Incident description	Immediate Actions	Root Causes		
MTI - Boilermaker sustained a lacera-	The injured was taken to	The injured was not paying at-		
tion on his left shin after he hit the edge	the clinic for further medi-	tention to where he was step-		
of the steel platform at the workshop.	cal assessment.	ping while trying to climb the		
		platform to collect the hammer		
FAI (3) - Belservest bakkie and a Se-	The three employees were	Use of unmaintained and unga-		
curity Systems 16-seater combi collid-	taken to the clinic and	zetted road.		
ed on an ungazetted road that leads to	treated for shock.			
Makgadikgadi Lodge.				
FAI - A cleaner sustained a cut on her	First aid was administered	The injured used incorrect tech-		
right thumb whilst washing a steak	on site.	nique for washing the steak		
knife at the admin block.	The injured was taken to	knife.		
	clinic for further assess-			
	ment			

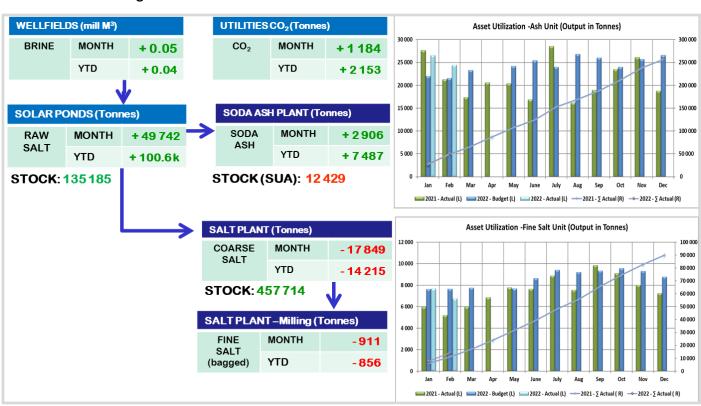
#### OTHER SHE PERFORMANCE UPDATES

- Boiler 1 stack emission recorded exceedances (150mg/m3) for periods of 3 days during the month due to a leak on the macawber system.
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# **Business Performance**

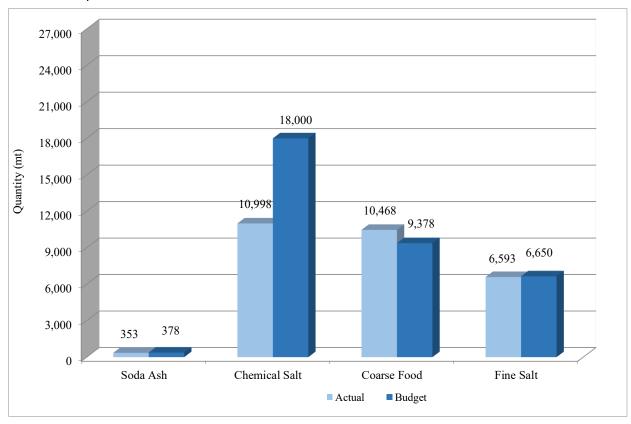
#### Variances from Budget

#### **Production brief**





#### Sales Summary for the North - Feb 2022



#### Soda Ash

- Soda ash sales for February 2022 was 7% below budget.
- The below budget performance was driven by customer's failure to collect their orders on time due to unavailability of transport.
- Northern customers are serviced according to what has been booked with production i.e. the approved 2022 budget figures.

#### **Chemical Salt**

• Chemical salt sales for the month of February 2022 was 39% below budget due to space constraint at Sasol, their warehouse is under maintenance.

#### Coarse Salt (Food Grade)

• Sales for the month was 12% above budget. South Africa closed the month at 42% above budget while Zimbabwe performed at 19% above budget. Malawi performed at par with budgeted figures and Zambia closed the month 12% below budget.

#### Fine Salt (Food Grade)

- •Month of February sales performance was 1% below budget.
- •During the month of February, we recorded lost time of a week and a half due to plant being down. This has hampered servicing of customers and the outstanding orders were deferred to the new month.

# A SUCCESSFUL PLANT SHUTDOWN STARTS WITH A SAFE WORKFORCE



My Name is **Future Small** from Palapye. I have been hired as a Boilermaker for the 2022 Shutdown.

My roles include fabricating different materials for plant equipment and installation. It also involves maintenance of the general plant including brackish and portable pipeline to the plant.

I have previously worked with Khoemacau as a Boilermaker on a temporary basis. Therefore, my expectation is to use my expertise and skills to complete my task successfully in order to enable huge production of Botash products. I also expect to get enough exposure and be marketable to rising opportunities.

After the shut I am going back to carry on with my "hassles" and assist in community activities whilst waiting for other job opportunities.

Upon arrival I met supportive and corporative people from HC, SHE, Security and Fabrication, the team has been supportive.

I will recommend that in future, induction especially on Safety and Security should be digital, or possibly produce a video to get a clear view and better understanding of Botash culture.



My name is **Ukamburira Marenga** from Kareng in Chobe. I have been engaged by Botash on the ongoing shutdown as a Boilermaker stationed at the Fabrication Section. My participation in the shutdown entails fabrication, welding, repair and installation of designed parts to improve efficiencies of plant equipment.

My expectation is to execute the task within scheduled time and in the process improve my experience on fabrication and Welding. I am aware that in any mining industry issues of health and safety are paramount, therefore I will ensure that I abide by all set health and safety requirements.

**Obviously from the shutdown they will be** financial gain for personal development which I am grateful for

In future the SHE induction should have sight learnings from real incidents within the Botash mine with visuals.

MARCH 2022 \_\_\_\_



Our expectation is that at the end of the shut they will be no openings, cracks or licks in the pipes. This will protect carbonators form corrosion.

Fiber -Wound carried out the same activity during the 2019 shutdown and demonstrated good performance as there were no challenges since. Our expectation is to carry on the good work even in the current shutdown.

Generally, working in the plant is tolerable except for the issues of salty water and accommodation provided at the township which are a challenge. The water is salty and not available around the plant. Most contract employees on site are compelled to walk to offices to get drinking water. Some buy mineral water because the salty wa-

ter is not good to their digestive system especially those visiting. The company should at least provide water dispensers in designated areas around the plant particularly during the shutdown to help keep employees' bodies hydrated at all times and increase concentration levels.

May we also commend the SHE team who constantly moves around the plant giving safety messages and tips to ensure safety, health and environmental protection.



**Neil Lemmer** is a Site Administrator Accountant for Babcock Engineering from South Africa. The company intends to complete the scope of work given within time and cost perimeters.

After the shut Babcock plans to carry on with other activities planned in some of their sites.

Mr Lemmer commends Botash employees for the hospitality. He is also grateful that since they started work there have been no complaints on the quality of the actual work or nor safety issues raised against them.

Babcock suggest that in future the company should consider all round health aspects including control of mosquito-borne diseases considering that the area is a high breading area for mosquitos. In addition, the company should provide residents and the Main camp with mosquito repellant.

MARCH 2022



I am **Fidzani Nfila** from Tutume. I have been engaged in the current Shutdown as a temporary Rigger at the Soda Ash plant. My responsibilities entail stripping, installing and performing mechanical activities in the plant. I have been doing shuts for more than 6 years with Botash and I can safely say I have become a perpetual temporary employee of Botash. I have hopes that with the experience and skills acquired I will get a permanent job in the near future.

So far the shut has been going well with safety officers updating employees during toolbox meetings and doing walking about in between activities. This gives employees an opportunity to engage and discuss safety issues and also keep safety at heart during working periods.



**Shane Granger** from S and L Investment (Pty) Ltd, a company from Selibe Phikwe is also participating in the shutdown under the subcontract of by Corrocoat from South Africa. The contractor has been engaged to do sandblasting on surfaces and painting.

S and L investment (Pty) Ltd previously participated in one project where the company had an opportunity to remove corroded steel and fabricate and install new one.

To improve customer service the Mr. Granger recommends that in future Botash should consider constant engagements with service providers to build and maintain relations.

#### **Safety Tip**

One of the best ways to avoid injuries during shutdown is to ensure job specific induction is conducted. All employees should be instructed of the hazard and the risks associated with their areas of operation.



**MARCH 2022** 

#### Assistant Minister Officially Opens Change Rooms at the Sowa Town Council Stadium



Hon Buti Billy delivering keynote address

Botash Managing Director Mr Kangangwani Phatshwane with the Deputy District Commissioner, Mr Tsaone Nkarabang attending the event

he Assistant Minister of Youth Empowerment Sport and Culture Development, Honourable Honest Buti Billy, officially opened the newly constructed change rooms on 30<sup>th</sup> March 2022 at the Sowa Town Council Stadium. The change rooms were constructed by Botash at an amount of one million two hundred thousand pula by a local contractor.

When giving the Project Overview Sua Flamingoes Chairman, Mr Tirelo Thebe said that the development of this structure came as a result of Sua Flamingoes FC

promotion to the premier league as one of the requirements by Botswana Football Association to host premier league games in a stadium.

In his keynote address, the guest of honour, Assistant Minister of Youth Empowerment, Sports and Culture Development, Honourable Buti Billy, said that the development of the change rooms contributes to the attainment of the country's and ministerial vision aimed at diversifying and growing the economy through sports. He continued to appreciate that such infrastructures of change rooms will improve the landscape and value of Sowa Town whilst at the same time creating numerous marketing opportunities for investors. The Assistant Minister cited that the stadium itself provide opportunities to improve and nurture talent development in the area which can improve the livelihoods of residents and communities, in alignment with the government commitment to diversify the economy of the country.

Honourable Buti Billy continued to share that the country's vision is to bid to co-host AFCON 2027 with Namibia and Sowa Town Council Stadium could be an ideal practising ground for qualifying teams because of its proximity to Francistown". He also urged the community to take advantage of

the infrastructure to develop themselves. "It is upon Botash, STC and the authorities of Sowa to develop programmes that will map optimal and productive use of the stadium to realise its benefits and structures to support the easy usage of the stadium by communities", he added.

After the official opening of the structure the Managing Director for Botash Mr Kangangwani Phatshwane handed over the keys of the rest rooms to the Acting Town Clerk, Ms Kefentse Ngwamotsoko. The acting Town Clerk pleaded with all stakeholders to consider providing assistance to further develop the facility to the desired standard.



Dignitaries posing for a group picture

#### Botash and Sua Flamingoes gives back to the less privilege in Mosetse



On Monday 21 March 2022 Botash in collaboration with Sua Flamingoes Football Club conducted a groundbreaking ceremony for the construction of a house for the less privileged in Mosetse. The project was motivated by the need for Sua Flamingos club to implement its 5-year strategic plan either in Sowa Town or surrounding communities.

Briefing attendees on the project, Sua Flamingoes FC President Mr Sabelo Matikiti said when the team was promoted to the Premier League giving back to the community became part of their strategic plan. He added that in 2021 fundraising activities including sponsored walk and cycling challenge and seeking donations from stakeholders were carried out to facilitate the project. He noted that time has come that companies including sport clubs do not only focus on their core business but have plans on community impact.

The beneficiary is a 39-year-old mother who is currently staying in a lent 1 room with her 11 children. Mr Matikiti pointed out that the construction of the two and a half house will cost about P120,000.00. He further pointed out that the team intents to build another house in Dukwi within the current strategic plan period.

While delivering Keynote address, Botash Managing Director, Mr Kangangwani Phatshwane highlighted that the community project is classified under the sports and recreation theme of Botash's Corporate Social Responsibility (CSR) programme. He added that Botash has taken a deliberate action to identify and improve the socio-economic conditions of the surrounding communities by engaging and collaborating in a meaningfully way. He recognized the benefit that communities have acquired through government as a shareholder but recognize that as a mine communities ought to benefit directly from Botash.

# **Botash News**

## Corporate Social Investment

#### Botash and Sua Flamingoes gives back to the less privilege in Mosetse continues...

He said once the house is complete, it will restore the dignity of the family. "It is difficult to make it in life or to raise a family without a proper home" said Mr Phatshwane. Mr. Phatshwane concluded by commending Sua Flamingoes Football club for the history made by being the only Northern team participating in the premier league currently.

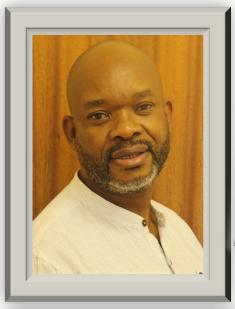
Appreciating the gesture, Service Center Manager from Tutume Sub District Council, Mr. Jimmy Makhado lamented that though the government has a responsibility to take care of the needy, the demand especially of accommodation is high and resources are limited. He also noted that it gives home to reach the country's vision if companies such as Botash takes it upon their priorities to assist the needy communities.

Meanwhile Kgosi Opelo Ntshwarelang of Mosetse applauded the team and Botash for having chosen a beneficiary from his village.





# New Receptions



#### Mr Thebe Phirinyane

Mr Phirinyane joins Botash as a Plant Services Engineer. He was previously employed by Khoemacau Copper Mine (KCM) as a Mechanical Engineer under Projects and Centralized Services, responsible for mechanical projects and provision of services to the mine.

His new role of Plant Services Engineer entails mechanical maintenance of plant, equipment and mobile machinery as well as maintenance service to the manufacturing infrastructure.

He was born on 06<sup>th</sup> March and comes from Serowe. His hobbies include reading, participating in athletes and farming. Mr Phirinyane is married with 3 kids (2girls and a boy).



Mr. Matlhogonolo Molao has been engaged as a Plant Attendant.

He was previously employed by Botash on a temporary basis at the Salt Plant as Packaging Attendant.

The new role entails tapping and preparing wagons for loading as well as doing general housekeeping around the plant.

He was born on 19 June and comes from Mahalapye. His hobbies are playing football and dancing particularly to folk music. He has a daughter.



**Mr. Mompoloki Peter** joins Botash as a Plant Attendant (Salt Plant). Since 2020 he has been employed by Botash on a temporary arrangement as a Packaging Assistant.

The new roles include covering loaded wagons, cleaning spillages around the plant and assisting Front Load Drivers with screening salt.

The Francistown native was born on 16<sup>th</sup> October. His hobbies are watching and playing rugby, as well as exercising and reading.

Mr. Peter has a son.



#### The Power of Teaching

I had the opportunity to teach in Standard 3 this term, and I am reminded what it means to work with children to develop their understandings, knowledge, and skills. Great learning always begins with a carefully constructed question as it is questions that drive how we understand something in life. When it's happening perfectly, learning is very messy with lots of confusion, moments of clarity, knowledge acquisition, mistakes, growing understanding, experiencing misunderstandings, and always practising, practising, practising skills mastery. It is through all these moments that good teachers who watch, listen, and understand the learning process, use the children's learning journeys with all their responses and reactions in class, to reflect, reimagine and re-design lessons to build on what children already understand, know, and can do to ensure they make steady progress at their level.

It's a complex and challenging process that requires sustained intelligent thinking and scaffolded planning if we want to ensure all children will improve. Reading proficiency underpins all learning, and the use of educational tools and resources is critical for growing understandings. When humans do something, it embeds far easier than sitting and listening. Active engagement in our own learning is key to enjoyment and

success at school. Good teachers know this and make sure children are doing while they learn. I loved my time in the class but when our new teacher, Mrs. Gathy Kim Tonkin arrived, it was time for me to say goodbye with a grateful heart that I had had a few weeks to be a teacher again. **Garth Kitching** 



#### Women in Engineering

Our female students had the opportunity to enjoy a presentation and activities by representatives from, 'Women in Engineering',

an organisation that is promoting engineering careers for women in Bot-The swana. students found the engaging presentation very formative and the activities lots of fun and engaging. Here's to many of our students leading the way as engineers when they leave FIS!



#### Easter Bonnets - Std 2

#### Our Standard Two students

explored their creativity
when the made and held an
Easter Bonnet Parade. Well
done to all the children and
their moms and dads who
put so much effort into making this a very special spectacle at FIS. It made our day!







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