



Botswana Ash (Pty) Ltd

# BOTASH BULLETIN

31<sup>st</sup> May 2021



**30 YEARS** OF DOING  
BUSINESS SUSTAINABLY



Welcome to our May issue of the Botash Bulletin! A happy employee is a productive employee, so the adage goes. To take it a step further, an informed employee is an aligned employee.

Botash upholds its values of empowering its employees for optimal performance, and innovation through continuous improvement initiatives. This publication is one of the tools that the company uses to communicate important information that keeps employees informed and updated on happenings in and around the plant. This is only achievable when staff forms part of the culture and feels a sense of belonging.

The Botash bulletin, is an invaluable source of information for all employees and other stakeholders. It also builds a cohesive culture and empowers employees to make the right decisions that are in line with organizational objectives hence working collaboratively towards common goals. As a general rule, the most successful man in life is the man who has the best information and uses it because knowledge is power.

In this bulletin you will find news on the launch of the new soda ash wagons, chats with long service employees, facts about COVID-19 vaccine, news from Flamingo School and latest additions to the Botash family, among other news items.

As we enter the winter season may I advise that we take extra care of ourselves, by keeping warm so as to avoid catching viruses associated with common cold. Remember when you display flu or common cold symptoms seek medical attention immediately. The Coronavirus pandemic is far from being under control and our hope remains in God even as we continue to adhere to the laid down protocols that ensure we do not contract the virus.

You are once again encouraged to take part in this newsletter by being part of the news and contributing towards the content. **Enjoy the read**

Ndulamo Ntopo  
PR & Communications Coordinator

## OUR VALUES





MD's Message**BOTSWANA ASH MONTHLY BRIEF  
APRIL 2021****1. Safety**

During April 2021 safety outcomes were satisfactory. Consistent supervisors' engagement in 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 for safety regulations is a serious offence.

**1.1 COVID -19**

At the time of writing, 53 employees had contracted COVID-19 with 52 fully recovered while the remaining active case was also expected to recover. Meanwhile Flamingo International School and Baobab Pre-school were at 10 and 3 cases respectively.

Available evidence continues to show that infections are driven by travel out of Sowa Town. For this reason, employees and their Sowa Town resident dependents are discouraged from travel. Similarly, casual interactions with members of the community without wearing a mask is discouraged as the virus is known to be circulating in Sowa Town.



In addition, 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 14 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, as we saw in January 2021. For this reason, management needs the support and constructive contribution of every one of us. I would like to thank all those who have consistently abided by COVID -19 protocols.

**2. STRATEGY**

In 2018, the business started a strategic journey expected to span the period 2018 - 2022. The strategy now comprises 4 pillars; 'reliable & predictable production', 'defend & grow market share', community impact as well as 'grow product offering'. Continuing this journey in 2021, under the 4 pillars the business performed as follows during Quarter 1:





**2.1 Reliable & predictable production**

Following the significant deterioration in soda ash demand in the previous year [2020] efforts were aimed at aligning with expected demand on soda ash while increasing fine salt specifically:

- Soda ash run rate to 265 kt [Forecast 280 kt] for the year. 
- Improving fine salt production to 87.7 kt [88.8 kt] for the year. 

**2.2 Defend and grow market share**

The market impetus for the year is geared to growth and the following performance is forecast:

- Grow fine salt sales to 78.7 kt [88.8 kt] 
- Grow food grade coarse salt sales to 149 kt [145 kt] 
- Grow soda ash to 265 kt [280 kt] 
- Reduce overheads by P20m [P6m] 

- Re-establish Natsalspruit at  $\geq 18\,000\text{ t}$  [15 000 t].
- Reduce soda ash train turnaround time [Sua Pan - Natsalspruit] 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:

- Develop the potash project further
- Progress the bicarbonate project as a stand alone



Overall performance was undermined by rail inefficiencies, salt harvester downtime, unplanned downtime at Sasol and low brine concentration.

A project proposal form was developed for use by communities as part of the Towards Sustainable Mining [TSM] programme.

As strategy implementation is very much dependent on the people within the business significant effort was spent on training all managers on performance management as well as on aligning performance management with the strategy as well as horizontally across departments.

## 3. 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 values many 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. This month we look at 'Accountability'.

### 3.1 What is Accountability?

There are two behaviours which underpin accountability at Botash:

- 3.1.1 Being answerable to own actions or inactions.
- 3.1.2 Holding others within the business answerable.

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

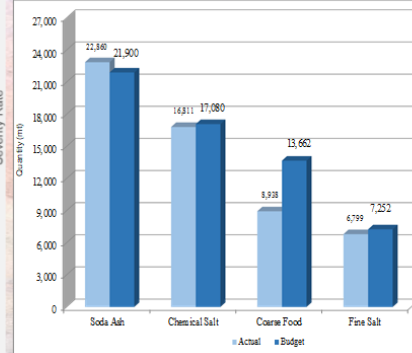
### 3.2 Example of Living the Value of 'Accountability'

In this era of Covid -19, a driver takes it upon themselves to sanitise the bus after each trip, in so doing protecting the safety of his passengers [customer].

-THE END-



### Sales Summary – April 2021



#### Soda Ash

- Sales of soda ash in the South African market for the month of April 2021 were 5% above budget
- Above budget performance in the South African market was driven by improved demand in the glass industry
- Soda ash sales to the North were 26% above budget and 37% above budget YTD driven by demand from the DRC, Zambia and Zimbabwe

#### Chemical Salt

- Chemical salt sales for the month were 2% below budget and 37% below budget YTD.
- Though 2% below budget, this is an improvement in salt sales, the highest recorded since start of 2021. Operational inefficiencies over BR & TFR lines continued in April.

#### Coarse Salt (Food Grade)

- Coarse salt sales for the month were 35% below budget and 11% below budget YTD.
- Decline in performance attributed to drop in demand from the Zambian market as the market is flooded with product
- Additionally, the failure by BR to supply Botash with wagons for coarse salt to Alifra (Zimbabwe) adversely affected sales

#### Fine Salt

- Fine salt sales for April were 6% below budget and 5% ahead of budget YTD.
- April sales target not met due to low offtake experienced during the latter part of the month

### HUMAN CAPITAL – APRIL 2021 MANAGEMENT BRIEF

#### MANPOWER STATISTICS

- The headcount was 437 against budget of 486
- Total vacancies stand at 49. The vacancies include eleven (11) Apprentices released in 2020.

#### RECRUITMENT

- Two (2) engagements during the month under review.
  - Human Capital Coordinator
  - Vehicle Foreman
- Following positions are actively being recruited for:
  - Plant Services Engineer – offer accepted and to commence work during the month of May 2021.
  - Human Capital Business Partner – OD
  - Instrumentation technician
  - Artisan Fitter
  - Artisan Rigger
  - Semi-Skilled Fitter – offer accepted
  - Laboratory Sampler
  - Shift Leader 2 – offer accepted
  - Plant Operator 2 – offer accepted
  - Storeman
  - Plant Attendant
  - Graduate Interns \*7 (SHE, Engineering, Materials & Marketing) – offer accepted

### HUMAN CAPITAL – APRIL 2021 MANAGEMENT BRIEF

#### DISCIPLINE

- Twelve (12) disciplinary actions (8 operatives, 3 supervisory, 1 middle management) were undertaken, resulting in YTD total of thirty-nine (39).

- The following corrective actions were sanctioned on the above:

Written Warning - 6 Severe Warning - 4 Dismissal - 2

#### ORGANISATION DEVELOPMENT AND TRAINING

- Two (2) Electrical Engineering students from BIUST were on attachment during the month under review.
- Three (3) apprentices were sent to ESTC Randfontein to begin their learnership phase one (1) training

#### OCCUPATIONAL HEALTH

#### COVID-19

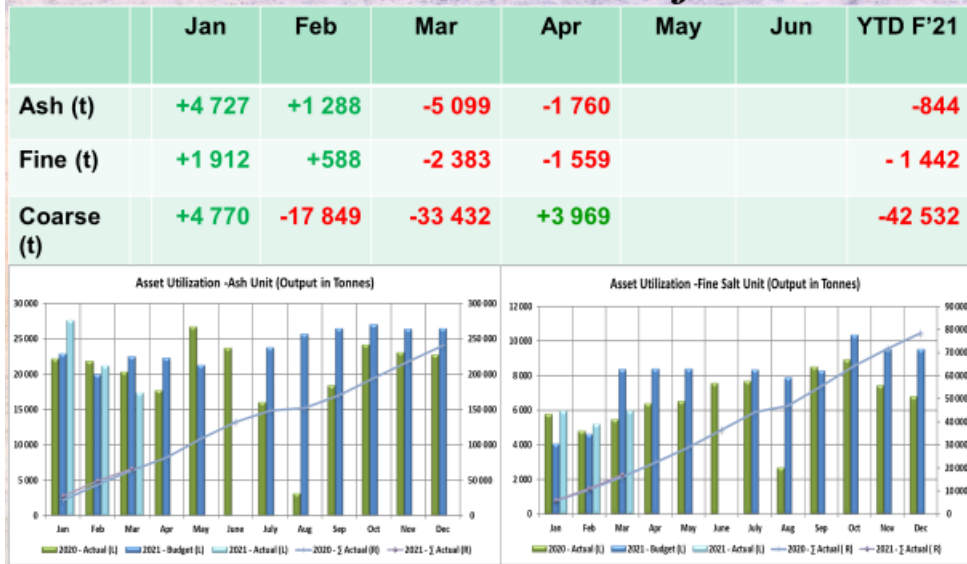
- The Botash Clinic conducted a total of 184 COVID-19 tests and a total of 11 employees/contractors tested positive, whilst seven (7) positive cases were detected at different health facilities resulting in a total of 18 positive cases.
- Seventeen (17) people have fully recovered, whilst one (1) case is still active. Employees and contractors are continuously encouraged to abide by COVID-19 infection, Prevention and Control (IPC) measures put in place and reduce travelling
- A total of 1226 Truckers were screened in and out of the mine lease area.

#### SCHOOL

#### Cambridge Examinations – May/June Series

- Two teachers successfully completed the required Cambridge Examination training

## Production brief



Kangangwani Phatshwane  
MANAGING DIRECTOR

11<sup>th</sup> May 2021

Sig:



## BR in collaboration with Botash launches new soda ash wagons

On 20th May 2021 Botash hosted Botswana Railways (BR) at a ceremony to launch 34 new soda ash wagons valued at 36 million. The wagons were procured from China. This is a welcome development that will bring a significant change to Botash as a business especially in the area of customer service. The wagons were launched by the Minister of Transport and Commutations Honourable Minister Thulaganyo Segokgo.

In his welcome remarks the Botash Managing Director, Mr Kangangwani Phatshwane, shared some historical information of the geographical transformations that lead to the formation of one of the largest aquifers in the Makgadikgadi pans which contains a whole variety of chemicals. This aquifer contains raw material for the products Botash produces today. He added that the brine resources in the Sua Pan were confirmed in 1955 through a prospecting programme from which the current operation was developed in the mid 1980's. "Botswana holds more than 440 million tonnes of soda ash which can go on for generations" he added.

Mr Phatshwane further outlined some challenges that confronts the tripartite partnership between BR and its counterpart TFR and their impact on Botash business. He stated that South Africa is the biggest market amongst other 7 countries that Botash trades with but is continually affected by the constraints that comes with rail logistics. "Some of our major challenges are the continued inefficiencies of rail services between Botswana and South Africa mainly caused by socio-economic problems and the security of the rail infrastructure. The quality of the A3 road which is one of the oldest roads is also deteriorating significantly, affecting our business" said Mr Phatshwane.

The Managing Director urged Hon. Segokgo to engage with his counterparts to address these failing logistics problems, particularly between Gaborone and Johannesburg. Adding that his

worries are that the SA government has often appeared less than prepared to confront head-on and manage the interruptions of rail breakdowns.

In his keynote address Honorable Segokgo started by acknowledging Mr. Phatshwane's insightful background of the business and challenges that the business encounters. Hon. Segokgo appreciated the acquisition of the new wagons which he said will go a long way in addressing some of the challenges that have affected Botash Business. He said that the old wagons which were procured as far back as 1991 were now inadequate as some are unserviceable, causing business disruptions to the supply of soda ash to customers. Hon Segokgo was adamant that the new wagons will provide operational capacity, loading efficiency as well as reduced turnaround times thereby nurturing the tripartite partnership.

"Considering that rail infrastructure acts as a key enabler of economic development and a catalyst for business, it is worth noting that continued business improvement initiatives and stakeholder relations of this kind are paramount. These do not only contribute to the growth of the two companies but to the economies of both the Botswana and South African governments. Let's always strive for excellence in our business deals and be customer focused for a better Botswana." The minister remarked.



The new BSA Wagons



1



2



3



3



4

1. Minister for Transport and Communications, Honourable Thulaganyo Segokgo delivering his speech at wagons launch ceremony.
2. Botash Managing Director, Mr Kangangwani Phatshwane, making his welcome remarks.

3. VIPs awaiting the Minister's arrival.
4. Delegates touring the Botash plant guided by Mr Phatshwane.
5. Celebration as the new wagons are pulled out of Botash after making their maiden load.

## FACTS ABOUT THE NEW SODA ASH WAGONS

### 1. Increase in size

The wagon loading capacity has been increased from 48 to 52tons per wagon.

### 2. Improved loading and offloading of soda ash

The new design's angle of repose enables quick and easy loading as it does not require shoving to create space.

The discharge flaps allow the wagons to discharge all the soda ash leaving no residual soda ash hanging in the wagon

Reduced wastage due to improved sealing design or mechanism. no soda ash leaks.

### 3. Safety

The strength of the wagon wheels was increased for emergencies. The strength is required for lifting the wagon in the event of an emergency without disassembling the bogie from the wagon body.

## BOTASH CONTINUES IMPACTING SKILLS UNDER INTERNSHIP PROGRAMME

Botash supports the government of Botswana in equipping the country with a skilled workforce to transform to a knowledge-based economy. There is a growing need for graduates in all disciplines to acquire the right skills and mind-set needed for today's challenges at work.

In this regard Botash runs an attachment programme for students from various institutions of higher learning, as well as recruit graduates for enrolment into the internship program. Attachment students acquire the necessary practical knowledge to enhance their understanding of the various concepts, which enhances their learning and practical application.

On the other hand, internship graduates are taken through a transformation journey to turn them into job-ready individuals. This helps Botash to create a pool of well-groomed, fit-for-deployment graduates who are much needed by the industry and the country at large.

In May, 7 students from different institutions were received on attachment at Botash from various fields of study.



### **Basele Lebogang Moleta**

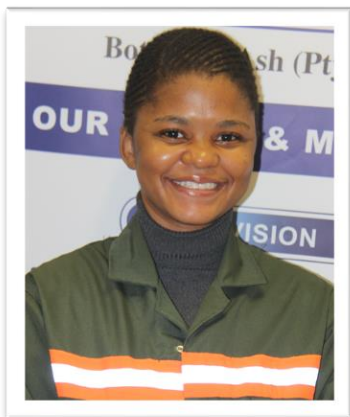
Intern- Mechanical

**Born** 22 September; Lehututu

**Qualification:** Bachelor of Engineering, Mechanical and Energy Engineering- BIUST

**Work experience:** Research Assistant- BIUST

**Value:** Brings Fresh ideas in terms of reliability and maintenance engineering.



### **Tsholofelo Siane**

Intern- Instrumentation

**Born:** 07 March; Maunatlala

**Qualification:** Bachelor's degree in Measurement, Control, and Instrumentation- BIUST

**Work experience:** Non

**Value:** Transform acquired theory to practical knowledge and improve Botash systems



### **Motshegetsii Mmolawa**

Intern- SHE Department

**Born:** 25 June; Gobojango

**Qualification:** BSC- Environmental Science- BIUST

**Work experience:** Environmental Assistant- Royal Pioneers investment

**Value:** Environmental management around the mine area





**Kethamile Ookeditse**

Intern- Materials

**Born:** 03 November: Bobonong

**Qualification:** Bachelor's Degree- Business Administration (Logistics and Supply chain Management)-University of Botswana

**Work experience:** Ministry of Youth Sports and Culture -Supplies Assistant

**Value:** Contribute to the quality control, acquisition efficiency and materials management practices.



**Modimooteng Sethatho**

Intern- SHE Department

**Born:** 01 July: Mankodi

**Qualification:** BSC Environmental Health-University of Botswana

**Work experience:** Operations Officer- Hyprop (Pty) Ltd

**Value:** Coordinating aspects of Health and safety to obtain the highest level of safety across the operation.



**Ludo Tamuhla**

Intern- Materials

**Born:** 29 September; Mapoka

**Qualification:** Bachelor of Business Administration (Logistics and Supply chain Management)-University of Botswana

**Work experience:** Supplies Assistant- BTCL

**Value:** Contribute to the quality control and materials management systems.



**Keoagile Gudu**

Intern- Distribution

**Born:** 15 May; Masunga

**Qualification:** Bachelor's Degree in Transport Management and Logistics-Ba Isago University

**Work experience:** Dispatch Assistant-Unitrans

**Value:** Improve logistics integration and transportation management practices and systems in Botash.

Currently there are 10 interns in various sections at Botash. -THE END-

### Melusi Machae appreciated for living the values

Company values are not just rhyming or well-crafted words, they actually form an integral part of our culture as Botash. When every employee puts these values into action, and they become a part of their daily life, the benefits that accrue from that are priceless. Not only do we perform effectively in our internal processes and systems but the impact on our operation is great. It is therefore encouraging and inspiring to see a Botash contractor exemplifying these values in their daily work.

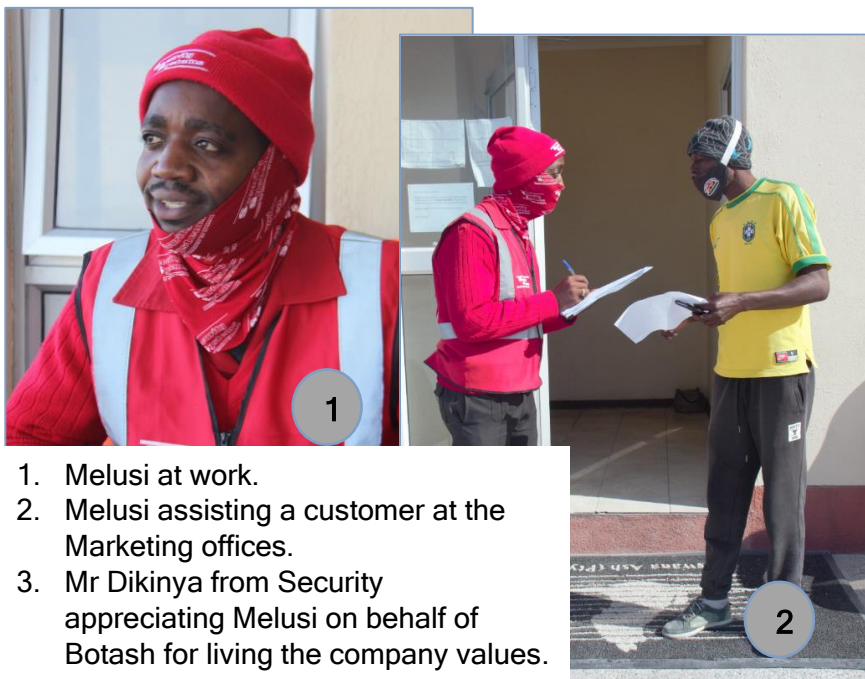
One such example is Melusi Machae, a guard under Security Systems, our contracted security services provider. Melusi typifies professionalism and courtesy in his job without compromising on what needs to be done. He has worked on rotational shifts in different sections, but it is at the Sales and Marketing office where he was deployed recently that his good customer service and integrity skills emerged. When he was stationed there, he deliberately familiarized himself with departmental standards on customer service in terms of practices and procedures so that he could deliver a service in line with the mandate of the department.

We all can attest that working with people of different cultural backgrounds and personalities can be daunting and a real test of one's integrity especially for an area like Sales and Marketing office. It was observed that some customers would come with a variety of tricks so that they could be favoured at the expense of others, but Melusi remained resolute to such overtures. At other times some customers would become irate when service was slow or delayed. In the face of these challenges, Melusi would remain calm, stood firm, and always did the right thing as guided by the procedures of Sales and Marketing office. He would remain courteous but firm and impartial. When situation was beyond his control, Melusi would seek intervention or assistance from management at Sales and Marketing office ensuring that customers received good service and on time.

Melusi's responsibilities entailed provision of customer service, ensuring that customers adhered to all company procedures including COVID-19 protocols as well as protecting company assets among others. All these he

did exceptionally well exceeding expectation, especially coming from a contractor employee.

Melusi has set the bar very high and this should be a challenge as well as an encouragement to all employees, visitors, and customers to buy in to comply and live the company values as they apply across all functions of the business. With constant practice, values grow from just words to tangible daily habits making one accountable for their actions, customer-focused, of unquestionable integrity and a believer in teamwork. Values reflect our identity and culture as an organization, therefore let's continue practicing what we preach until we get it right and it becomes our second nature. -THE END-



1. Melusi at work.
2. Melusi assisting a customer at the Marketing offices.
3. Mr Dikinya from Security appreciating Melusi on behalf of Botash for living the company values.



# Stop Think Fix

**T**ake full accountability for your safety.

**S**tay alert to safety in and around your workplace environment

**M**ake your environment safe at all times



# SAVE YOUR FUTURE CLEAN YOUR HANDS



**Clean hands keep you  
healthy.**

**Wash your hands with soap  
and clean running water for  
at least 20 seconds**

**BOTSWANA ASH (PTY) LTD**



**WET**



**SOAP**



**SCRUB**



**RINSE**

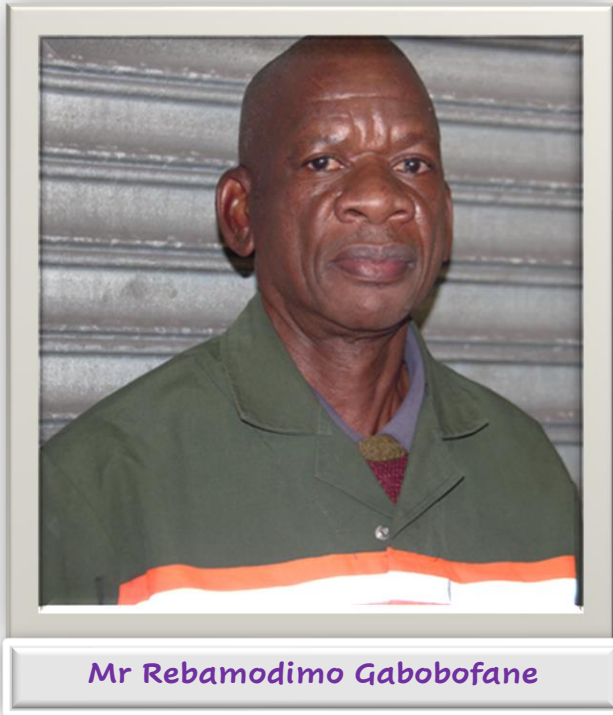


**WIPE**

## 30 YEARS OF SERVICE WITH BOTASH

For some employees, the month of May marked their 30 years of service with Botash. The author couldn't be more thrilled about where we have come over the years and the exciting future that lies ahead since the beginning of Soda Ash Botswana now Botswana Ash (Pty) Ltd.

*Meet Mr Rebamodimo Gabobofane who has been with Botash for 30 years*



**Mr Rebamodimo Gabobofane**

### 1. What is your current position and role?

I am currently working as a Semiskilled Mechanic. My job entails repairs and maintenance of light vehicles to ensure they are in good working condition to support the business needs. I am also the appointed a housekeeping champion for the garage.

### 2. When did you first get involved with Botash?

I started working for Botash, which was then called Soda Ash Botswana on 1<sup>st</sup> May 1991. Before joining the company, I worked for Broadway Motors in Mahalapye as a Mechanic. I saw an advert for the position of a Mechanic in the newspapers which I then applied for. I was called for an interview and was successful.

### 3. What are some of your earliest memories of Soda Ash Botswana?

I remember when we first came to Sowa Town, services were very limited. We used to meet at the country club

and at one of the Sowa Town council parks for entertainment. By then majority of the employees were expatriates before localization. Though some employees stayed in Sowa Town while some in the camp, we had our own ways of supporting and caring for each other as one big family.

Reminiscing on the old good times we had back in the days which also forms part of our history and contribution to our long service, I remember we used to stay in houses that had hot water geysers which were maintained frequently. Nowadays, most houses have no hot water. Employees working at the Wellfields were issued with canned food as management considered lack of fridges and microwaves at the wellfields to keep food safe. Employees used to buy petrol and cooking gas from stores as an incentive. To date these are bygones, that we wish could be resuscitated we appreciate the challenges that came with those services.

### 4. As you reflect on your experience, what things do you appreciate most about the company?

I would like to believe that I have been an asset to the organization as I am one of the first to join Soda Ash Botswana in my Section and I am proud that I am the last man standing as most of the first comers have long left the company for greener pastures. I have also had my good share of imparting knowledge and skills to those who came after me including my current Foreman Mr Otsile Madziba who was an Apprentice way back under my mentorship.

I believe I have done a lot for my country through Botash, and the day I leave Botash I will be a happy citizen more than an employee.

### 5. What would you say has been the most rewarding part for both you and the company in the past 30 years?

I believe the company benefited from my services and skills, as I have never had any complaint regarding my performance. I will always appreciate the mentorship of

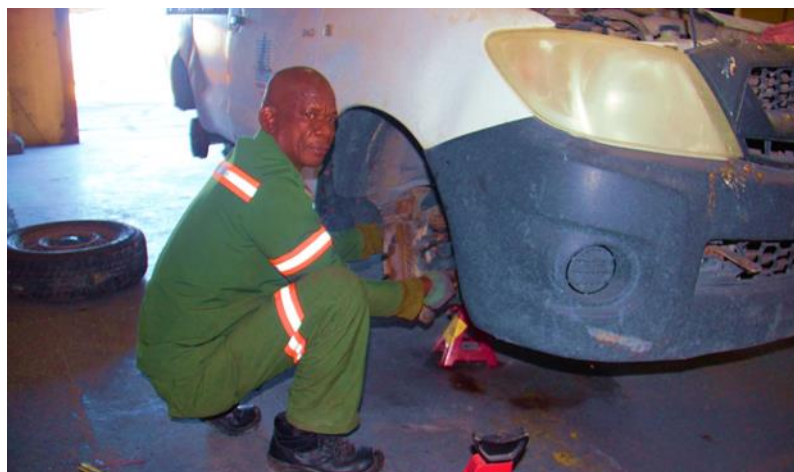
my former Managers, Messrs. Red Hurslet and Mooketsi Mading. I am certainly who I am because of their guidance and leadership.

**6. Please share one memory of a funny situation/scenario that you've experienced**

There was a very silent way of solving personal matters between employees and it remained between affected employees. This helped prevent people from associating personal issues with professional matters. I remember the other time Mr Max Gwamba, now retired, used to work at the airstrip. His manager then had a tendency of mistreating him. One day when the duo was at work, the manager continued to misbehave around Gwamba and Mr Gwamba lost his cool and gave him a hand. The supervisor knew that what he did was unacceptable, he had to accept the push and stop mistreating his colleagues. The good part was that even after such events they would be no grudges or revenge.

**7. What is your genuine wish to your colleagues?**

Personally, I have never been late to work nor was I caught under the influence of alcohol. I would like to encourage my fellow colleagues to avoid these behaviours to avoid disciplinary action being taken against them, some of which could lead to dismissals. It seems the youth of today are faced with challenges that lead them to these behaviors and management might have to develop interest and offer assistance to the young generation.



**Mr Rebamodimo Gabobofane doing what he enjoys doing best- mechanical work**

## The Garage

The Garage is under Services Section.

Its overall function is to maintain moveable assets (Heavy Plant and Light Vehicles) to a safe, reliable, and productive condition. The function also ensures that the organization benefits from utilization of movable assets as employees are safely transported to work from their respective homes and to their scheduled workstations including Sua pan well fields.

Achievement of desired production inputs like salt harvesting, product loading on wagons and arrangement of wagons for dispatch on the railyard, safe materials handling around the organization and energy back up and production solutions are the ultimate desired output.



A Chat with **Mr Enock Elias**, one of the first employees who started the operation**Mr Enock Elias****What is your current position and role?**

I am currently working as a Solar ponds Operator. My responsibility entails running solar ponds, ensuring availability of the t-brine for the processing of soda ash production as well as ensuring that samples are collected and sent to the laboratory at all stages of processing.

**How did you first get involved with Botash?**

I was working at some company in Shashe which got liquidated. A vacancy emerged at Botash and I applied for the job. I went through the interview process and was successful. In a group of about 15 candidates only 3 managed to get the job. I then joined Soda Ash Botswana (PTY) Ltd on 1 May 1991. Initially we were hired as Solar Ponds Trainees and were put under training before we could be trusted to operate the ponds.

**What are some of your earliest memories of Soda Ash Botswana, now known as Botswana Ash (PTY) Ltd or Botash?**

What comes to my mind is the challenge I faced of having to stay in a camp and sharing rooms. That came as a cultural shock to me, but I had to accept and adjust to the situation as I had to work for my children. The other thing that really tested my change management strength

was having to ride a quad bike by virtue of the nature of my job. Though I knew how to cycle I had never ridden a quad bike and it was a challenge. I was really afraid, I had to think too much on how I would manage the risks involved in riding such a machine, which to me it was like being asked to jump into a helicopter and fly. But thanks God we had some good instructors who made us get training with ease.

One more thing to note is that there was no public transport during those early days and roads were still under construction. We used to hitchhike to Dukwi to get transport to Francistown. It was a hustle to reach shops and access to other services. But here we are, Sowa is now a town.

**As you reflect on your experience, what things do you appreciate most about the company?**

Personally, I appreciate Botash for the opportunity I have had to take care of my family. When I came here the kids were still young, and through Botash I managed to raise them well, take them to school. Without this opportunity I would not have managed.

I also got an opportunity to get my driving license at an early age. The company used to pay for employees driving expenses which I greatly appreciate.

I also appreciate the cooperation I had and still have with my managers. Since I started with this company I have been privileged to work under good management, who would encourage us to freely share our ideas, use them and give feedback always. This really made us to own up to our work and decisions and we enjoyed and still enjoy our work, hence the reason I have never thought of going anywhere.

**What would you say has been the most rewarding part for both you and the company in the past 30 years?**

The company has helped me a big deal. I will always be grateful for the job opportunity at Botash which has afforded me independence and resources to provide for my family. All the things I have acquired in my personal life would not have been possible without Botash. On the other hand, I am joyful to the fact that I also added value and continues to make a positive contribution to the success of this company.

Please share one memory of a funny situation/scenario that you've experienced.

We used to work with this other colleague. One day we left this colleague at the solar ponds working whilst we took a lunch break. Whilst in the mess room the guy came rushing, asking us to give him the radio. We were puzzled because the radio was on and talking from his pocket and he could not realize that. When we told him, it was in his pocket, he nearly crushed thinking of all the time he took to come back to the office for a radio which was in his pocket. We really laughed and he also laughed it out of shame and embarrassment.

What I have learnt through that incident is that work can be hectic and if not managed can take a toll in someone's mental health. So, I would like to encourage my colleagues that when their minds are not coping, they should take a breather or even leave off work to relax before exposing themselves and others to risks.

What is your genuine wish for Botash?

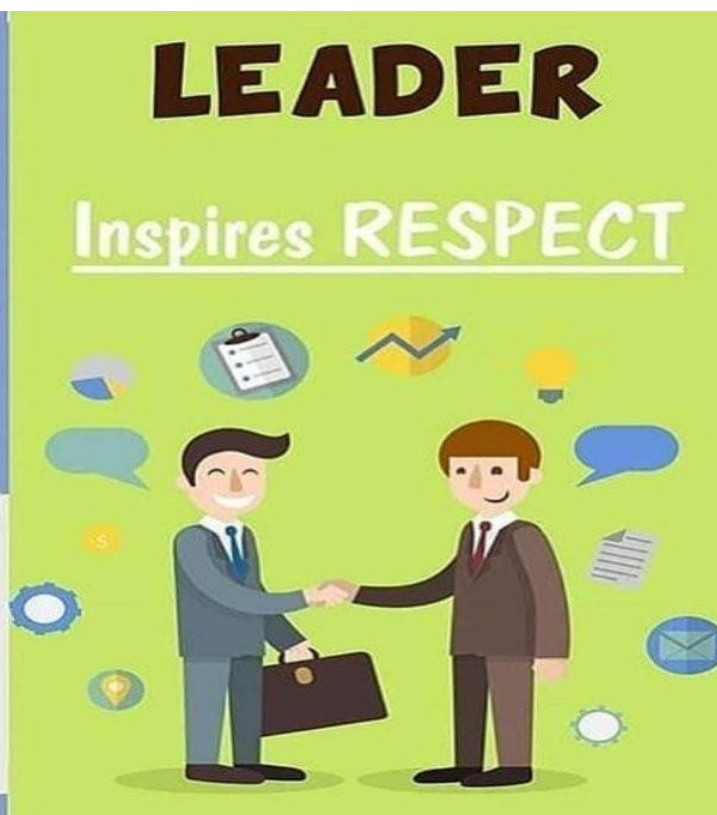
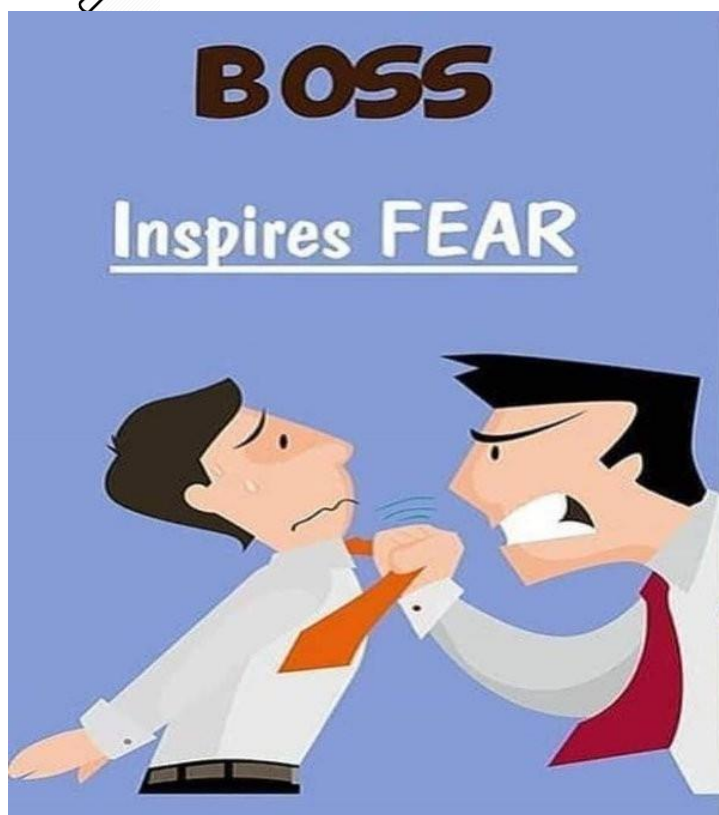
I wish Botash prosperity and sustainability to continue to add value through its products and provide jobs to the future generation








-THE END-



## Leadership Tips



## FACTS ABOUT COVID-19 VACCINES

<p><b>1. Can a COVID-19 vaccine make me sick with COVID-19?</b></p> 	<p>No. None of the authorized and recommended COVID-19 vaccines contain the live virus that causes COVID-19. This means that a COVID-19 vaccine cannot infect you sick with COVID-19.</p> <p>There are different types of vaccines and Botswana uses EstraZeneca Vaccine. All of them teach our immune systems how to recognize and fight the virus that causes COVID-19. Sometimes this process can cause symptoms, such as fever. These symptoms are normal and are a sign that the body is building protection against the virus that causes COVID-19.</p>
<p><b>2. If I have already had COVID-19 and recovered, do I still need to get vaccinated with a COVID-19 vaccine?</b></p> 	<p>Yes, you should be vaccinated regardless of whether you already had COVID-19. That's because experts do not yet know how long you are protected from getting sick again after recovering from COVID-19. Even if you have already recovered from COVID-19, you can be infected with the COVID-19 virus.</p>
<p><b>3. Will COVID-19 vaccination protect me from getting sick with COVID-19?</b></p> 	<p>Yes. COVID-19 vaccination works by teaching the immune system how to recognize and fight the COVID-19 virus, reduces the severity of symptoms and death associated with the virus. But you will still be expected to observe all COVID-19 infection control protocols as experts are still learning more about how long the vaccines protect against COVID-19 infections.</p>
<p><b>4. Will a COVID-19 vaccine alter my DNA?</b></p> 	<p><b>No.</b> COVID-19 vaccines do not change or interact with your DNA in any way.</p> <p>There are currently two types of COVID-19 vaccines that have been authorized for use in the United States: messenger RNA (mRNA) vaccines and viral vector vaccines.</p> <p>The COVID-19 vaccine never enters the nucleus of the cell, which is where our DNA is kept. This means the vaccine cannot affect or interact with our DNA in any way. Instead, COVID-19 vaccines work with the body's natural defences to safely develop immunity to disease.</p>
<p><b>5. Is it safe for me to get a COVID-19 vaccine if I would like to have a baby one day?</b></p> 	<p><b>Yes.</b> If you are trying to become pregnant now or want to get pregnant in the future, you may receive a COVID-19 vaccine when one is available to you.</p> <p>There is currently no evidence that COVID-19 vaccination causes any problems with pregnancy, including the development of the placenta. In addition, there is no evidence that fertility problems are a side effect of any vaccine, including COVID-19 vaccines. Like all vaccines, scientists are studying COVID-19 vaccines carefully for side effects now and will continue to study them for many years.</p>



### Botash welcomes the following new employees and wishes them a fulfilling experience

**Kemmony Tom** works as Botash as Plant Operator-Learner. He was born on 8<sup>th</sup> September and originates from Tonota. His hobbies are playing Badminton and reading.



**Lesego David** joined Botash as a Semi-Skilled Fitter responsible for mechanical maintenance at the salt plant workshop.

David was born on 8<sup>th</sup> May in Serowe. He has a beautiful daughter. His hobbies are playing and watching soccer as well as travelling.



**Keneilwe Monnafela** joins Botash as a Plant Operator Trainee responsible for operating utilities plant. Monnafela was previously employed by Entrepreneurial Agriculture Techniques (EAT) as a Clerk.

She was born on 5<sup>th</sup> July and comes from Molepolole. She enjoys singing. Mrs Monnafela is married and has two daughters.



**Joseph Kooneeng** joins Botash as a Plant Engineer at Services as a return employee. Mr Kooneeng assumes responsibility for the overall duties and leadership of the Services Section (including Fabrication, Garage, Rigging, Civils and Machining). He was previously employed by Morupule Coal Mine as a Maintenance Engineer responsible for process plants, Utilities, general garage services, expansion project, water and power reticulation, transport services and legal appointee for the mine.

Mr Kooneeng was born on 15th November and comes from Kanye. His hobbies are farming. He is married and blessed with two daughters.



YOU ARE



WELCOME

## FIRE EXTINGUISHER SAFETY

## How to Use a Fire Extinguisher

**PASS Step 1: PULL** the pin

Many fire extinguishers have a pin near the handle at the top. Begin by removing that pin. In some cases, instead of a pin there's been a lock latch you'll have to release or a puncture level you have to press.

**PASS Step 2: AIM** the nozzle, horn, or hose

Aim the nozzle, horn, or hose of the fire extinguisher at the base of the fire (this means the bottom, where the stuff that's burning is located).

A common mistake is to aim into the flames. This won't put out the fire.

**PASS Step 3: SQUEEZE** the handle

Next, squeeze the handle of the fire extinguisher.

This will cause the fire extinguisher to begin working.

**PASS Step 4: SWEEP** from side to side at the base of the fire

Use a sweeping motion from side to side to cover the base of the fire.

Continue extinguishing the fire until the fire is completely out. After the fire appears to be out, watch the area in case the fire breaks out again, and repeat use of the extinguisher if necessary.



**School Fees:** Educating your children in a private school is a long-term financial commitment. We are grateful that you have chosen FIS for your child and trust us to provide teaching and learning for your family. In order that we manage our finances through the year, school fees must please be paid timeously. Thank you for the response we have received from the call for payment of fees along **with Development and PTA Levies**. Your financial commitment ensures that your children continue to receive a quality education and empowers the PTA to contribute meaningfully to the school by initiating projects that impact positively on the lives of our students and members of our school community.

**Survey:** We will be sharing the link to our first parent survey for 2021 today. This mid-year survey provides us with the necessary feedback that we will use to develop and improve our school so that our children can receive the very best education. The survey has been **designed to be completed in 2-3 minutes**. Note\*: This survey does not contain questions related to PTA or school events, extra-curricular activities including sport and cultural activities, or educational trips as these continue to be strictly prohibited by the Ministry of Basic Education under Covid-19 rules and regulations. Once Covid-19 restrictions are lifted, we will include these questions again. **The survey will close next Wednesday, 9<sup>th</sup> June at 13:00**. Your participation in providing feedback will be greatly appreciated.

**Covid-19:** We continue to witness the effect of Covid-19 in our community as people in Sowa and the surrounding district keep contracting the virus. Please be vigilant and do not send your children to school if they show any symptoms of illness. We are regularly still having to send children home and **do not allow children into school if they are coughing**. We would much rather have our students losing a few days of learning than have an outbreak of Covid-19 in our school. Your cooperation in this time of pandemic, is greatly valued.





## CAMPING

Standard 2 Camping Experience: There's nothing quite like being on a campout, dressed in your warmest pyjamas and tucked up in your camp bed, as snug-as-a-bug-in-a-rug, and ... listening to stories. Our Standard 2 students have had a wonderful morning of camping, spelling, poetry and story-telling. They told stories, listened to stories and even had guest story tellers visit them in their camp. What an amazing experience.



**Standard 2 camp out.**



**'Snug-as-bugs-in-rugs'**

