

Botswana Ash (Pty) Ltd

# BOTASH NEWSLETTER

*November/December 2021*



Africa's **LEADING** Supplier of Natural Sodium and Related Products



## Editor's Note

### Vacation or no vacation?

*Where are you headed to this holiday season? With uncertainties due to COVID-19 which continue to disrupt work environments as well as travel, one must really make the right decisions during this holiday season.*

It is everyone's wish to not see a repeat of the events of 2021 in the new year due to wrong decisions on our part. May be holidaying should be an issue of fantasy for now just so as to safeguard ourselves! Nothing in this world is permanent, surely this too shall pass.

It's rather difficult and perhaps insensitive to argue that not much good came out of a global pandemic that has claimed millions of lives to date. More especially if it claimed lives of close loved ones, disrupting and in some cases shut down whole livelihoods, or worse still triggered a general sense of fear and anxiety. While responding to the pandemic in these past few months, we learnt some important lessons in the process. One of the key lessons is that resources may not always be available for a crisis but even with limited resources it is possible to put up an effective fight. Botash survived with limited resources in the process ensuring safety to both employees and the entire Botash community from different places. Besides, for a business of this nature, safety and health of employees is paramount and it is my informed belief that management have played their cards well.

A number of positive things also happened during the year. Most important is that the business never closed down, production continued as planned, whilst management continuously developed and implemented strategies that kept employees and customers safe. Vaccinations against the Corona Virus were also rolled out in the second half of 2021.

The best highlight of 2021 is the 30 years anniversary of the existence of Botash as a business operation. This is a key part of the Botash milestones and historic events of its existence. The launch of 32 new BSA soda ash wagons and promotion of Sua Flamingoes to the Premier league of the Botswana Football Association are equally worth celebrating. November saw major refurbishment carried out to Boiler No. 2. On second thoughts, maybe 2021 was the perfect year to try something new. We had more time on our hands and needed distractions from the daily bad news; creativity thrives even in uncertain times.

My last words are, even as we enjoy our vacation and time off work, we shouldn't forget that COVID variants continue to ravage this country and other parts of the world. Let us continue to adhere to safety regulations and protocols.

Enjoy your Holidays, in whatever way that creates comfort, peace, and joy for you and your loved ones.

**Merry** Christmas and a **Happy** 2022

Ndulamo Ntopo

PR and Communications Coordinator

## VISION

Africa's **Leading**  
Supplier of  
Natural Sodium  
and Related  
Products.

## MISSION

We manufacture  
and market  
natural sodium  
and **related**  
**products** for  
industrial and  
human  
consumption in  
the Sub-Saharan  
region,  
sustainably.



# Botswana Ash (Pty) Ltd Monthly Brief

## November 2021



### MD's Message

#### 1. Safety

During Nov 2021 safety outcomes were satisfactory - with only one first aid incident recorded. It is important that all legal appointees exercise day-to-day oversight on safety in the workplace - investigations by the Inspector of Mines have identified this as an area of weakness. It also remains critical that each employee takes ownership for their and colleagues' safety.

#### 2. Covid -19

With the government of Botswana's decision to prioritise the vaccination of workers in the mining sector [a decision we are grateful for], vaccination of employees is virtually complete.

It remains 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 17 months. It takes just one of us failing to abide by these protocols to bring the virus into the workplace [in the light of the Omicron variant] and significantly disrupt the business, as we saw in January 2021 or loss of life as we have had. For this reason, management needs the support and constructive contribution of each one of us. I would like to thank all those who have consistently abided by Covid -19 protocols and have made the decision to be vaccinated.

#### 3. Manufacturing Effectiveness [ME]

Because of its significance, this month we will again discuss 'organizing the workplace'. One practical and systematic approach to organising the workplace is the 6S system. Formally defined, 6S is a method of creating a clean and orderly workplace that promotes safety, exposes waste and makes abnormalities immediately visible.

- 3.1 Sort: The first step is to sort. The challenge is to get rid of things we do not need or use. This step is useful in removing clutter and disorganisation which unfortunately is a feature of many workplaces including here at Botash.
- 3.2 Straighten: This is the step that is normally summarised as 'a place for everything and everything in its place'.
- 3.3 Sweep or shine: This step actually means clean the place so well that it allows meaningful inspection not just good old sweeping. Thus, if one finds themselves sweeping or even washing away the same spillage day after day (there are many examples of this at Botash) one should be working on stopping the spillage.
- 3.4 Standardise: This step is focused on establishing standards, so abnormalities are easily recognised. Validated checklists and audit protocols are very helpful here.
- 3.5 Sustain: For any improvement to be sustained, it must be clear to all that is the way it ought to be in the business. This calls for accountability and self-discipline for each team member. Failure to enforce standards undermines sustainability. For this reason sustainability depends on the stand the supervisor | manager takes.
- 3.6 Safety: A clean and organised workplace promotes safety.

As part of improving our manufacturing effectiveness, organizing all our workplaces is the place to start. It is important, therefore, for all employees to continuously reassess their contribution to the state of the workplace and specifically be clear as to what they are doing to advance good housekeeping. It is also important to note that all of us have workplaces, so this message is relevant to every employee. Management has continued to refurbish amenities (offices, ablution blocks, workshops) around the factory as part of this programme. It is expected that these facilities shall be well looked after and kept clean.

#### 4. Organisational 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.



## Botswana Ash (Pty) Ltd

### Monthly Brief Cont...

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 results]. 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's phase 2 [macro design] is now complete. I would like to thank all who have continued their focus on adding value to the business. Phase 3 [micro design] will begin shortly.

Kangangwani Phatshwane  
**MANAGING DIRECTOR**

10 December 2021

Sig:



#### TRIFR and Severity Rates

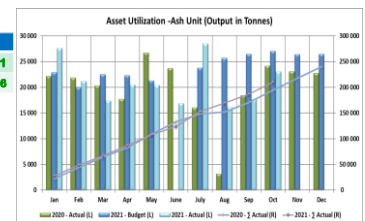


#### Production brief

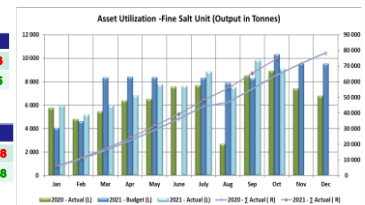
##### Variance from Budget

WELLFIELDS (mill MP)			
BRINE	MONTH	-0.05	
	YTD	-2.06	
SOLAR PONDS (Tonnes)			
RAW SALT	MONTH	+131	
	YTD	+42 519	
STOCK: 92 349			

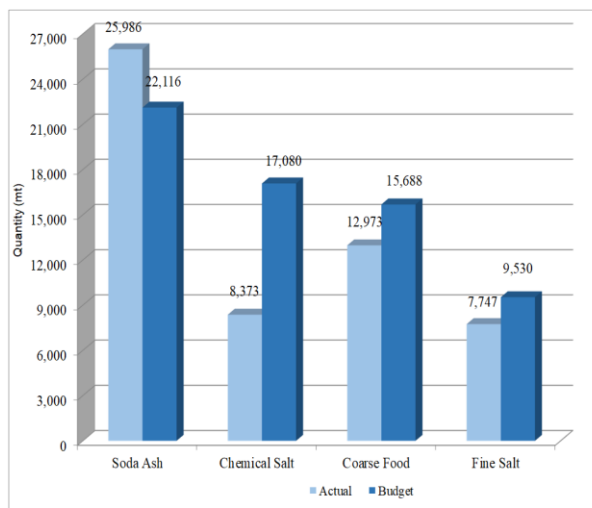
UTILITIES CO <sub>2</sub> (Tonnes)			
BRINE	MONTH	+431	
	YTD	+1 346	
STOCK (SUA): 5 673			



SALT PLANT (Tonnes)			
COARSE SALT	MONTH	-6 596	
	YTD	+5 645	
SALT PLANT - Milling (Tonnes)			
FINE SALT (bagged)	MONTH	-1 238	
	YTD	+6 048	



#### Sales Summary – Nov 2021



##### •Soda Ash

- ☐ Overall Soda ash sales for November 2021 were 18% above budget.
- ☐ Sales of soda ash in the South African market for the month of November 2021 was 25812 tonnes against a budget of 21655 tonnes.
- ☐ Glass demand remains strong at 15% better than the previous year.
- ☐ Sales to the north was constrained due to above budget demand from contractual customers in the South.

##### • Chemical Salt

- ☐ Chemical salt sales for the month were 51% below budget.
- ☐ There was an annual planned shutdown of the Sasolburg plant from October 15<sup>th</sup> to run until November 12<sup>th</sup> 2021.

##### •Coarse Salt (Food Grade)

- ☐ Coarse salt sales to the month were 17% below budget.
- ☐ The below budget sales performance was due to a decline in offtake of bulk salt into Zimbabwe due to train logistical challenges.

##### •Fine Salt (Food Grade)

- ☐ Fine salt sales were 19% below budget.
- ☐ Production constraints continue to impact negatively on product availability thus affecting sales.

**Honorable Molebatsi visits Botash to promote the CEEP Supplier Development Programme***Honourable Molebatsi Molebatsi*

Assistant Minister of Investment, Trade and Industry, Honourable Molebatsi Molebatsi visited Botash operations on the Sua Pan and held a meeting with management on 2<sup>nd</sup> November 2021. The main objective of the meeting was to exchange notes on issues of mutual concern with the ultimate goal of aligning activities that promote economic performance of the country.

At the meeting, Botash Managing Director, Mr Kangangwani Phatshwane, gave an overview of the business performance covering Safety, Health and Environmental Performance, sales and market share, outsourced services and other related programmes such as Corporate Social Responsibility.

From his presentation, the MD highlighted the significant contribution that Botash makes to the GDP of Botswana. Botash is owned by the Government of the Republic of Botswana and a private shareholder on a 50-50 shareholding basis, like any other company, Botash pays taxes. In his presentation Mr Phatshwane cited that the company has paid P1,792 in tax over the past 5 years and more than 65% of total procurement spend is on local suppliers.

“In 2020 the company was one of the first few companies to implement the Business Supplier Development Programme and to date P8,964 has been spent on various suppliers who have been picked under the programme. Services provided through this programme includes tyre services, logistics, haulage, rental, welding and fitting, civil works, and air conditioning among others,” said Mr Phatshwane. This shows that Botash operations

have grown not only in revenue but in the creation of employment opportunities as well.

In his remarks the Honourable Molebatsi informed the attendees of the Citizen Economic Empowerment Programme (CEEP) an initiative that the government started which has exclusively been implemented to boost citizen -owned businesses and thus improve the lives of Batswana. Hon Molebatsi also said that as government, they desire to build relations and develop the private sector whilst promoting the one-government approach to ensure that the economy functions in a healthy way, whilst creating a favorable environment of creating wealth and employment opportunities for citizens.

The Minister further acknowledge efforts by Botash in supporting local businesses which resonates well with the CEEP initiative. Therefore, the CEEP initiative will just build on an already existing

platform. Botash also outsources services from local suppliers such

as security, catering, medical, cleaning and equipment hire, just to mention a few.

Government continues to recognize the significant role that the private sector plays in economic development and would like to systematically package the efforts under an integrated approach. According to Mr Molebatsi this initiative will be driven by the private sector, regulated by the established laws and policies. He added that, companies shall be expected to report on their CSR performance through the Economic Empowerment office which is being developed under the Ministry of Trade and Industry. As the private sector takes the lead in doing business, government remains responsible in developing infrastructure and skills as well as policy making and monitoring to achieve the desired.

The CEEP initiative is a game changer that will promote sustainable development in the country. The initiative shall be implemented and administered through the recently passed Economic Inclusion Act.

*Attendees at the minister's special meeting*

### **Congratulations to the 2021 retirees!**



**Mr Bonang  
Mologasele**



**Mrs Smally  
Nkaelang**



**Mr Balemogi  
Kealeboga**

The 2021 retirees' event was not different from the previous years. Though the event was not extended to other stakeholders, the three retirees had an exclusive treat with management on 15th December 2021 at the Botash premises. The 2021 retirees were Mrs Smally Nkaeng, Messrs Balemogi Kealeboga and Bonang Mologasele

In his remarks during the retirees' lunch, the Managing Director, Mr Kangangwani Phatshwane appreciated the trio for the consistent commitment over their years of service. He said that an employee who stays committed to their job, saves the company a lot of money, adding that such contributions cannot be taken for granted. "Botash is not the only beneficiary of your hard work and long service, but you also contributed immensely to the economy of the country", said Mr Phatshwane. He continued to appreciate the retirees for their boldness and courage in staying in the company through the many challenges that the business went through and overcame.

In his honorary speech Mr Michel Thekiso, described Mr Mologasele as an all-rounder and a hard-working employee who would not give-up until he finds a solution to any problem. He was also defined as a team player who is generous with information and took pride in mentoring the new clan. Mr Thekiso also shared one unknown story about Mr Mologasele that he once tried politics during the 1990s and was part of the Botswana Workers Front a political party that was formed in Jwaneng. He was said to be a socialite, who deliver his work. His other skill was described as imitation as he would watch people around him and imitate them whilst delivering his work with humour and persistence.

Mrs Nkaelang's Supervisor, Mr Karabo Mogale, started by appreciating her consistency in delivering her within time and accurately. He said Mma Nkaelang would not complain on anything and would always go an extra mile to complete her tasks. Adored most about her is that the most youth in the team

had copied her professional work ethics. "She was also a mother figure who would offer her counselling to anyone in the team" said Mr Mogale.

Pilot Madeswi describe Mr Balemogi commonly known as Kaizer, as one quite employee who enjoyed working alone and would work diligently under minimum supervision. He further said that Kaizer worked at the boilers, baghouse, ash system and was knowledgeable of his work in those areas. Madeswi cited that, there was once a problem that persisted at the baghouse, and one day Kaizer decided to come up with a solution. "He came up with a simple plan which was implemented, and the problem ceased.

At the end of the session the retirees were given a size 10 three-legged pot and P10,000 as is the norm. In addition, retirees were also treated with lunch vouchers to a convenient restaurant with family members.

**B**alemogi Kealeboga joined Botash as a Semiskilled Fitter in 1998 and leaves after serving for 23 years.

**S**mally Nkaelang joined the Botswana Ash (Pty) Ltd as an Accounts Officer in 1991 and this is the position, she held for 30 years until her retirement.

**B**onang Mogasele worked as a Systems Administrator in 1999 and retires after 22 years of service with Botash. Botash wishes the above retirees the best in their future endeavors.



## **Sua Flamingoes FC embarks in a Cycling Challenge**

The Flam Boys hosted a Cycling Challenge on 12<sup>th</sup> November 2021 from Moseitse T-Junction to Tutume. The event was attended by the club members, representatives from Botash as well as members from the neighboring communities.

The event was organized to raise funds towards a community project to started by Sua Flamingos. This is part implementation of the Sua Flamingoes FC 5-year strategic plan initiative of giving back to the community. The team sees it fit to leveraging on this opportunity to give back to the communities that supported it all the way to the Premier League where it is playing currently.

Proceeds from this event and other fundraising activities will go towards building a house for the needy to be identified within the surrounding communities through the Social and Community Development (S & CD) office.

According to the Club's Chairman, Mr Tirelo Thebe the event was a success considering that the whole world survives under the restrictions of COVID-19. He further shared with the attendees that following the cycling event there the organizing committee shall meet with the S & CD to move to the next stage of beneficiary identification.

It is worth noting that while proceeds came from different fund-raising activities there are companies that also contributed towards this good cause. These include De Vre Trans (Pty) Ltd, Old Mutual Insurance, Welcome Hardware, Security Systems (Pty) Ltd, Tutume Sub Council and others.

The club is still looking for more resources to make their plans a success. Interested partners and donors are requested to use the following banking details for cash donations: Bank name: Sua Flamingoes FC, Branch: Francistown, Branch No: 62765159720, Branch Code: 281867; Reference: CSR, Name of sponsor.

In addition to the government calling for the private sector to contribute in economic development, this argument the government's initiatives in a great sense. Community impact remains a part of the Flamboys in paving way for their success as well.



*Some of the participants at the Sua Flamingoes cycling challenge*

## New Botash Employees



**Letlhogonolo Kenny Tshenyego** joined Botash as a Senior Sales Officer under the Sales and Marketing Department. His responsibilities entails carrying out sales to the Northern Market. Letlhogonolo was previously employed by Stanbic Bank Botswana as a Relationship Manager. The Mathangwane native was born on the 28<sup>th</sup> August and enjoys travelling.

**Aubrey Mphato** joined Botash as a Storeman. He previously worked for Foods Botswana as a Procurement Officer. His current responsibilities entails issuing of spares, machinery, and consumables. Born on the 31<sup>st</sup> August the Mathathane born enjoys playing soccer and watching tv. Aubrey has a daughter.



**Keene Itekeng** joined Botash as a Plant Attendant responsible for cleaning spillages, loading and taking samples to the Laboratory.

Itekeng was previously employed by Botash as a temporary Plant Attendant. He was born on 1<sup>st</sup> February and comes from Kwadiba. His hobbies are farming, playing football, and attending a place of worship. He has a son.

**Olorato Yoobeilweng** joined Botash as a Plant Attendant. Yoobeilweng was previously working on a temporary basis at the prepack plant. His current role entails housekeeping and basis maintenance of plant equipment.

He comes from Mokubilo and was born on 5<sup>th</sup> November. His hobbies are playing football and chess.



**Thamani Bevan Roy** joined Botash as a Plant Operator and his responsibilities entails carrying out basic maintenance and monitoring operating parameters. Thamani was born on 22<sup>nd</sup> May and comes from Makobo village. He was previously working at Static Power. His hobbies are playing chess and football.



## New Botash Employees Cont...

**Bonolo Cinderella Jimson** joined Botash as a Plant Operator, responsible for carrying out basic maintenance, preparing reports for handover between shifts as well as monitoring operating parameters. Bonolo comes from Mmadinare and was born on 8th December. She has a son. One of her hobbies is reading.



**Oaitse Ijani** joined Botash as a Plant Operator. The responsibilities entails carrying out basic plant maintenance, preparing reports for handover between shifts as well as monitoring equipment. Oaitse comes from Tutume and was born on 7<sup>th</sup> October. She enjoys reading and playing netball.

**Mogomotsi Bagwisanyi** joined Botash as a Plant Operator. Mogomotsi was previously employed by Botash as a temporary Packaging Attendant. His current responsibilities entails carrying out basic plant maintenance and operating plant equipment. He was born on 17<sup>th</sup> January. The Maitengwe born, likes playing basketball.



## LIVING COMPANY VALUES



The three Security officers were appreciated for having reported bribe attempts by Truck drivers at Vetgate. The 1<sup>st</sup> incident happened on 17 November 2021 and the other one on the 5<sup>th</sup> of November 2021. In all the incidents P100 notes were used in attempt to bribe security officers.

This is in line with the value of Integrity. Officers developed the courage to report against the temptation which should be an encouragement in all employees. "Mr Pule one of the officers, encountered two attempts of bribery and both incidents were reported. The company recognizes and appreciates the honesty he continues to display", said Security officer, Oteng Dikinya.

## Know Your Coach



**Full Names:** Allen Rahman Gumbo

**Born:** 18/11/1963

**Home village:** Bulawayo, Zimbabwe

**Current Position:** Sua Flamingoes Head Coach

**No. Years of Coaching:** 25

**Previous Clubs:**

### Coaching Pedigree

Boasts of having managed 8 teams in Zimbabwe including Bulawayo Wanderers FC, Highlanders FC, Caps United FC, Motor Action FC, F.C Platinum, Bulawayo Chiefs, Chicken FC and Tel One FC.

### Stints with the Zimbabwe National Team

1998 Under 17-Senior Coach

2001-03	Under 23- Assistant Coach
2004	Senior National Team Assistant Coach
2011	Senior National Team Head Coach
2015	Senior National Team Head Coach
2019	Senior National Team Assistant Coach (AFCON)

### International Coaching Stints

2006-2008	M.T. L Wanderers FC (Malawi)
2008-2010	Township Rollers FC
2010-2011	Mochudi Center Chiefs
2014-2016	Gaborone United (Botswana)
2018	Witbank Spuns (South Africa)

**Favourite meal:** Pap and beef stew

**Music:** Old School

**Hobbies:** Tennis, Swimming, Golf, Motor racing

**Family:** Married with 7 kids (4 boys and 3 girls)



*Coach Gumbo at work*

### Advice to players:

Stay away from bad habits. Choose friends wisely. Take your career seriously.

### Advice to fans:

Support your team through bad and good times

### Three things people don't know about me

1. I have a good character, though confusing to many
2. I am a very private person
3. I experience mood swings but manageable



## Flam Boys on right track so far

So far so good. The dream for a top 4 finish is still a reality. Since the beginning of the 2021 Premier League in October the team has managed 10 points from 5 games playing with 3 wins, 1 draw and a single loss. The team is playing for the first time in the Premier League, but the boys are giving it their all to end the season on a good note.

The 2-0 win against Prisons XI at Lobatse Sports Complex from the latest game played on 27 November 2021 lifts up the team into 4 on the log. Despite playing with a man down, the Flam Boys did not let the situation dampen their morale as they continued to dominate the game until they registered an away victory they had craved for. "I am happy with how the boys fought especially with a man down and it shows great teamwork. I am impressed but we are still a work in progress so we will continue to improve as a team" said Coach Gumbo after the game.

The team is under the leadership of Senior Coach Allen Rahman Gumbo, who is assisted by Coach Kopano Phakedi and Goalkeeper Coach Kagiso Tshelametsi.

The Flam Boys will on Wednesday, 1 December take on Orapa United at Sowa Town Council Stadium.

To date goal scorers are as follow:

Goal Scorer	No of Goals
Captain Tendai Nyumasi	5
Tshepang Molefe	1
Ncebisi Moyo	1
Dominic Chungwa	1

We wish the Flamboys all the best till the last day of the league.

#bafanabaletswai



*The Flamboys in action*



*Coach Gumbo, enjoying his boys' kicks with expectation*



## 2021 Busy Bees getting ready for the big school



*FIS Principal, Garth Kitching awarding certificates to pupils during the graduation ceremony*

On 25<sup>th</sup> October 2021 Baobab Play School Reception Class had a graduation ceremony for the 'Busy Bees' who will be starting standard zero beginning of 2022. This year 14 students graduated. Though many of them will be going to Flamingo International school it is equally certain that some will be joining Sowa P. School.

Due to Covid-19 protocols parents were not allowed to attend the graduation but provision was made for a drive though by parents in support of their children. This did not stop Teacher-Thati's boys and girls from celebrating their day in a special way. Flamingo International School Principal, Mr Garth Kitching, who was invited as a guest of Honour shared a lesson on litter management. The message was themed "Mr

Bee" which aimed at sensitized children to keep litter in the litter bin. To make the story memorable and easy to remember, Mr Kitchen said, whenever litter was left lying around, the Bee would fly in and say 'beeeeeeee careful, beeeeeeee thoughtful, beeeee caring, beeeeeeee kind'. This got children excited and anxious to see the bee give them messages when they get home.

The school Head, Ms Thati Seepo who has been with the school for more than 10 years said although the event was an annual activity, she always gets emotional to separate with her children. "Children spends a better part of their time with us more than they do with their families, and we tend to develop a bond that is amazing and not easy to break. Even so, I wish my boys and girls well in their big school and I know they will continue to make us proud because they will remain part of us for life.

Children were also treated with nice music, photoshoot and delicious food in a nice relaxing setup. Teachers also participated in different activities to share their jovial moments with the children before giving the button to the next activity.

***Congratulations to our boys and girls, Cheers to 2022 and beyond***



Busy bees getting ready for big school

### Baobab play school hosts Christmas Carols

Baobab's creative teachers and students hosted the nativity play and carols by candlelight memorial. Even without an audience, the learners performed to their best and enjoyed every bit of it. Traditional Christmas carols, such as "Silent Night," and "Joy to the World" have long been considered staples of Baobab's annual Christmas carols. Year sealed, now Christmas can come!

*Merry Christmas*





# Botash in pictures



-The End-