

Botswana Ash (Pty) Ltd



# BOTASH BULLETIN

LATEST AND TRUSTED NEWS

February Edition



## 0. Safety

During Jan 2023 safety outcomes were unsatisfactory with one [1] medical treatment injury and one [1] first aid injury. 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. I wish to thank all managers who continue to play a constructive role in strengthening peer to peer inspections across our operation.

### 1. Introduction of new members of Team Botash

On behalf of the Botash community it is my pleasure to welcome the following to their new home:

NAME	SURNAME	POSITION	DEPARTMENT
Ditebogo	Makgosa	Projects Planner	Project Department

### 2. Strategy

So it remains front of mind for all of us, we again emphasise the company's strategy for the next 5-year strategic window the pillars of which can be summarized as follows:

#### 2.1 Reliable and Predictable Production

The focus will be on running efficient and reliable production in line with set international standards and benchmarks. A key focus will be to maintain a cost per tonne of  $\leq \$115$  for soda ash through efficient plant operations that are enabled by staged improvements to the current aging plant to ensure reliability of production. Botash will continuously evaluate and apply the different strategies for matching capacity with demand in the short, medium and long term. This will be achieved by ensuring that manufacturing assets are able to deliver optimal yields of products reliably and in a predictable manner in alignment with customer demands and needs. Botash will also position the cost of production of all its products on the bottom quartile of their respective cost curves while optimizing the cost to serve.

#### 2.2 Defence and growth of Market Share

This pillar will be instrumental in the development of new markets and growing current market share in the Sub-Saharan African region. Growth in market share will be driven by a strong marketing and sales function that uses effective market intelligence/research and a compelling business case as a basis for expansion into selected markets in the Southern African Development Community [SADC] region.

Additionally, the focus will be on managing the threat posed by competition and any dumping of products by international competitors.

#### 2.3 Diversified Product Offering

Opportunities exist to harness current resources, by-products and manufacturing capabilities for other related products. As a way of minimising strategic risk, new products and lines of business need to be developed to diversify the company's revenue streams. This will be achieved by developing a deep understanding of industry trends and market needs for various natural sodium-based and related products. Botash will continue to strive for diversification of its product portfolio through the manufacturing of new products including crystallised soda ash, sulphate of potash, sodium sulphate and sodium bicarbonate as well as any secondary products that could be viably sold into existing markets. The production of all related products will be based on a solid business case that clearly indicates how the company will capture value from the market and return shareholder value.

#### 2.4 Committed to Sustainability

Botash strives for sustainable mining by ensuring that it minimises negative Environmental, Social, and Governance (ESG) impacts associated with its operations while limiting extraction to rates that do not exceed resources recharge, establish substitutes, or recycle any material so as to not compromise potential needs of future generations. Our strategy accounts for an ESG agenda that is supported by our commitment to the globally recognized Towards Sustainable Mining (TSM) standard that guides mining companies in managing key environmental and social risks.

As we start a new journey of the next five [5] years I would like to thank all employees who made a positive contribution over the last 5 years. I wish to further invite you to take your rightful place in a journey that promises to be as exciting as it will throw challenges at all of us. Do make the effort to check how, what you do on a day to day, contributes to our strategy. By doing so, I hope you find meaning and purpose in your role at Botash - a company whose products continue to make meaningful impact in the lives of people across Southern Africa.



## Botash participated at the Mining Indaba 2023

Botash in collaboration with Ministry of Minerals and Energy and other mining companies participated at this year's African Mining Indaba which took place from 6<sup>th</sup> – 9<sup>th</sup> February 2023 under the theme: 'Unlocking African Mining Investment: Stability, Security and Supply'. This event was a successful gathering filled with multiple networking opportunities, presentations on relevant topical issues and sectorial meetings. Some key topics discussed included leadership in mining, the new mining and energy transition, innovation, engineering, and workplace skills required.

On his part Mr Tsholofelo Mhlabano who was one of the delegates representing Botash, said it was an eye opener in that he got an opportunity to connect on discussions around supply chain localisation, reindustrialisation and future commodity demands. He also met with different suppliers from different countries which will help with leads in logistics and supply chain.

Together with Mr Modiredi Keitirang, the duo manned an exhibition space within the Botswana Pavilion Hall where they displayed variant products of soda ash and salt. Botswana pavilion hall was buzzing with high powered conversations from spectators who came to appreciate Botswana's mining gem including Botash.

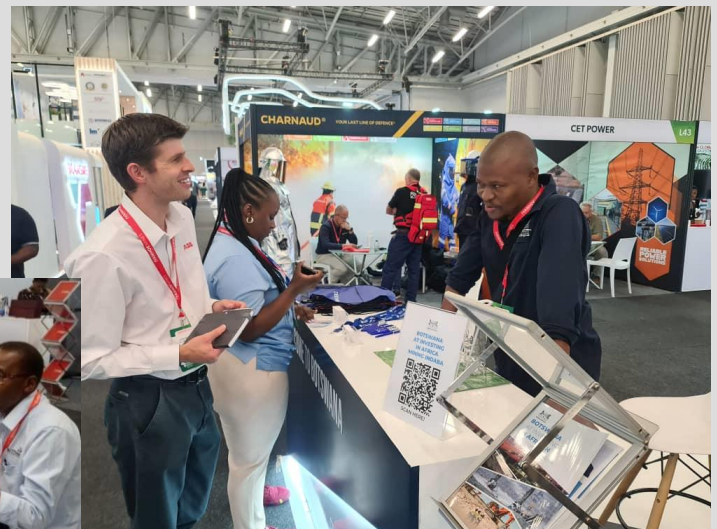
According to Modiredi, they also had an opportunity to appreciate displayed products and services from other manufacturers, distributors and innovators from different countries. Furthermore, financial institutions and investors from all around the world attended in pursuit of opportunities to invest in Africa.

Botash's participation in such platforms is essential in positioning the business as the world continues to drive economic and sustainable growth of African mining.

Botash managing Director, Mr Kangangwani Phatshwane also participated on different forums at the Mining Indaba.

Botash sponsored the activity at cost of P300,000.

#MI2023



Indaba on lens



## Employees celebrating Valentines Day

Valentine's day is traditionally associated with romantic love, however it is becoming more inclusive with people celebrating friendships, self-love and the bonds they share.

'The Ego asked,  
What is **Love**? It's too big a word for me, I don't understand it at times'

The Soul replied,  
'If you understand Kindness,  
If you understand Respect,  
If you understand Acceptance,  
Then you will understand **Love**.'  
By Richa Rana

Botash also celebrated the day in style.



## BOTREC NEWS

## NOTICE

## UPCOMING BOTREC ANNUAL GENERAL MEETING

ALL BOTREC AFFILIATED SUB CLUBS ARE INVITED  
TO THE

Annual General Meeting AGM TO BE HELD ON

Thursday 20<sup>th</sup> April 2023; 1700Hrs

AT  
GOLF CLUB





**Mmes Sethebe and Kitching celebrated for living our company values in February**



Ms Sethebe receiving a gift from the OD Manager

Botash appreciates Ms Kenny Sethebe who demonstrated the value of Safety. One of Botash's Apprentice studying is Orapa gave birth and needed to be transported to her home village. To ensure a safe ride home, Ms Sethebe volunteered her child's car seat for the baby's use. Such a gesture is highly appreciated as Ms Sethebe took ownership to ensure other's safety. Kudos to you Kenny!

We also celebrate Ms Debbie Kitching for demonstrating the value of excellence. She has been facilitating and leading recycling initiatives at Flamingo International school and raising awareness of recycling among students. In this thread, FIS continues to supply Waste Warriors with eco bricks that are made from 1 and 2l plastic bottles filled



Ms Kitching receiving a token from SHE Manager

with clean, dry plastic Over 300+ eco bricks have already been made by FIS students and delivered to Kasane from which point they are distributed to areas where these plastic bricks are used to build school structures in rural areas. These eco bricks will be used to build a structure in the school.

Eco bricks made from waste material



Contributed by Letlhogonolo Tshenyego

**Part Two****What is financial literacy continue...****3. Debt Management**

For many, debt is the biggest obstacle to reaching their financial goals. Certain types of debt, including credit cards, short-term payday loans, and other high-interest debts, can be financially crippling. Even student loans can be a major roadblock, even if the interest rates aren't too high.



Take some time to learn how to approach your debt. Depending on your situation, the process of paying off loans and credit cards can take a few months to several years, so it can be easy to get discouraged. Learning the basics of managing your debt and creating a battle plan can make a significant difference in your attitude toward your debt and your progress in paying it off.

**4. Credit**

Having a good Credit Score is foundational to your financial health and success. Not only can a high Credit Score make it easier to qualify for loans, but it can also help you secure better terms such as lower interest rates and reduction of fees. Your Credit Scores are determined by five factors:

Payment history    Amounts owed    Length of credit history    Credit mix    New credit

Making on-time payments, keeping your credit card balances low, and avoiding new credit unless you need it are all ways you can build a positive credit history. Check your credit scores often to understand how your actions impact your Credit Scores, and also review your credit reports regularly to address potential issues that could damage your Credit Scores.

**5. Savings**

As part of your budgeting, it's important to make savings a priority. First in line is your emergency savings, which can make it possible to weather unexpected financial difficulties as they arise.

Financial experts typically recommend having three to six months' worth of living expenses set aside in a savings account. While that can take years to accomplish, even a few hundred dollars can act as a buffer in many situations.

Retirement savings are also crucial, as noted previously through the power of compound interest. If you work for a company that offers a 401(k) or similar retirement plan, make monthly contributions, especially if your employer will match what you save.

Including savings in your budget is important to accomplishing your financial goals. To go one step further, consider setting up automatic transfers from your current account to your savings accounts. This can take away the stress of remembering to do it every month and remove that money from your checking account, so you're less likely to spend it.

**6. Financial Goals**

Achieving financial security can be a lifelong pursuit, but it can be challenging to make progress toward it without concrete goals. This can include:

- Short-term goals like emergency savings.
- Mid-term goals like saving for a down payment on a house.
- Long-term goals like retirement and education savings.

Because every situation is different, it's important to focus on the goals that are most important to you. Write them down, along with plans that will help you achieve them, and try to be as specific as possible.

At times, you may need to re-evaluate your goals. While there are some things in your financial life that you can't control, there is also a lot you can. By evaluating your goals and progress once or twice a year, you'll be able to focus more on what you can control and work toward reasonable end.

Source:  
<https://www.investopedia.co>



## Team Botash shines at the 2023 FNB Kazungula Bridge Marathon



Victor Sengo and Modise Moora arriving at the finishing line



Team Botash showing off their medals.

Team Botash participated at the 2023 FNB Kazungula Bridge Marathon (KBM) that took place on the 25<sup>th</sup> of February.

The annual event was filled with fun and excitement

as the company also optimized on the opportunity to set up an exhibition stall at the FNB Kazungula Bridge Marathon.

It was a thrill to see Team Botash and the rest of the athletes giving their best on the track. The finishing was a testament to the hard work and dedication put leading to the event.

Botash team featured in the 10km, 21km and 42km fun run, which attracted over 3 000 athletes from different countries according to the organizers. The team was made up of BotRec members from the Gym, Athletics and Golf sub-clubs. A big congratulations to Team Botash for their unwavering determination and commitment to the races.

Though the objective of this marathon is to promote tourism through sports development, Botash continues to leverage such gatherings to educate participants on our products and also use the platform to promote employee health and wellness.

**Kazungula marathon has been accredited by World Athletics and it now qualifies for international events such as the Commonwealth Games, Olympics and world Championships.**

#Its no longer just for sports but brand positioning.



Obby Koko explaining to the visitors on how Botash products are processed.



Tsholofelo Mhlabano celebrating his 10km victory

A warm welcome to our new employee. We are happy to be joined by an enthusiastic new team member like you. Let us work together and take Botash to greater heights. Congratulations on your appointment!



**Ditebogo Makgosa** has joined Botash as a Project Planner. He was previously employed by Debswana in the same role. His new role entails project planning, scheduling, monitoring and control.

Ditebogo comes from Mathathane and was born on 14<sup>th</sup> January. One of his major hobbies is playing soccer.

## NOTICE

### Update of Personal Records

Human Capital has observed that there are some employees who do not regularly update their personal records as and when necessary. Employees are encouraged to update their records at Human Capital Records Office, in cases where personal circumstances have changed e.g. new born or adopted children, marriage, divorce or death of relatives i.e. dependents, spouse or parents.

It is important that information and records in employee's personal files with respect to relatives and dependents must be current, including information relating to beneficiaries.





# HEALTH & SAFETY IS OUR RIGHT



**Right to know about  
safety hazards and  
health risks in the  
workplace.**



**Right to participate  
in determining safety  
measures.**



**Right to refuse work  
that is unsafe.**



**Right to protection  
with the correct PPE.**