MABOANE COMMUNITY TO RECEIVE A MULTI-MILLION PULA CLINIC
The Safety of Botswana Police Vehicle to OLDM Donates Hydraulics to Operate Shovel

First Three Women Mining: A Woman Who Shines in Mining: Our Number One Priority - Motlhabani

The Safety of Our People is Our Number One Priority - Motlhabani

Women in Mining: First Three Women to Operate Shovel Hydraulics

OLDM Donates Vehicle to Botswana Police

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Cover Story

Ast Hon Minister of Health and Wellness Sethomo Lelatisitswe (L)

Speaking at the ceremony, Jwaneng Mine General Manager, Koolatotse Koolatoste, pointed out that “Safety, Health and Wellness are some of the key areas of priority at Debswana Jwaneng Mine and this investment is testament to the mining company’s unwavering commitment to the improvement of healthcare in our communities.”

The clinic comes at an opportune moment when the unprecedented public health emergency has demonstrated the need for more health facilities around the globe, including our country. The COVID-19 pandemic has put the health system under immense pressure and, therefore, at completion, Maboane Clinic will immediately help avoid severe overstretching and overwhelming of our existing medical facilities.

Koolatoste also stated that the project will cost P11 million and it will be delivered by Jumcorp (Pty) Ltd, a citizen-owned company with experience in the construction of health facilities. Other stakeholders include Construction Industry Trust Fund (CITF), who will ensure the development of construction skills within the village during the life of the project.

“We expect this project to employ unskilled and semi-skilled labour from the village of Maboane and nearby villages. Post completion of this project, we hope that the youth of Maboane in the construction, carpentry and electrification sector will be able to equally compete with their peers having attained accreditation from CITF.”

Officiating the ground breaking ceremony, Assistant Minister of Health and Wellness, Honourable Sethomo Lelatisitswe, applauded Jwaneng Mine for complementing Government’s efforts to uplift the health and wellbeing of communities by constructing the health facility for the people of Maboane and surrounding communities. “The special attention to and focus on the health of our people is aligned to the United Nations Sustainable Development Goal (SDG) number three that talks about achievement of good health and wellbeing and, although quality health provision continues to be a challenge for almost all governments globally. I am happy to report that in Botswana, we have made tremendous strides in increasing access to health and wellness. All this is possible through efforts from partners such as Debswana,” the Honourable Assistant Minister noted.

Honourable Lelatisitswe applauded Debswana for securing the services of a citizen contractor and local consultants. “These further prove that indeed Botswana companies can compete globally and that Debswana is taking seriously Government’s appeal to push forward Citizen Economic Empowerment programmes.”

He further encouraged the lead contractor to truly live the spirit of local procurement scheme and hire people from Maboane and surrounding communities, stating that the “challenges we encounter as a nation can only be overcome if we unite as different stakeholders for the common good, for as our people always say, Mabogo dinku a thebana. Our education system has also produced a rare gem of sought-after carpenters, artisans, plumbers and bricklayers who will demonstrate their dexterity by delivering a state of the art clinic in Maboane.”

Moleko Majaha, Head of Projects at Debswana, explained that Debswana, through the Horizon II Projects, developed a framework termed Legacy Projects. “Through this framework, the mining company’s capital projects were provided with a provisional budget for community development. This implies that as Debswana rolls out major projects across operations, we also reach out to our host communities with a view to changing their lives for the better, hence the launch of Cut 9 Projects.”

The business has other Legacy Projects funded under the Cut 9 Project that we will be rolled out in the near future. These are still at the preliminary stages and include provision of borehole water at Mahotshwane and Kaduwe.
The end of 2020 is near, and it has indeed been a long and eventful year for all.

Though largely coloured by the worrying COVID-19 pandemic, which continues to impact individuals, businesses, communities and indeed the wider economy, what has also been clear for all is to see the sheer courage of conviction and human resilience within and beyond our borders. The spirit of tomagano has truly lived on within and beyond our borders. The wealth of talent and skill we are proud to host in our teams.

We hope you enjoy this issue as you get into the festive spirit. It may be a very different Christmas, but we remain passionate, committed and pulling together as always for the safety and wellbeing of all our people and our business.

This can be seen in the continued bevy of activity and progress made across all of our operations. In this issue, we share some of these stories. Read more about the multi-million Pula Maboane clinic being built, incredible ECOHS business performance, continued realisation of AOM benefits, and Debswana’s donation to the Botswana Police Service. There are also great pieces profiling some of our own Debswana human capital gems, and the wealth of talent and skill we are proud to host in our teams.

TELL US HOW YOU ARE COPING WITH THE COVID-19 PANDEMIC

Less than 200 words, selected submissions will be published in Teemane. Send to teemanenews@debswana.bw

WELCOME
Dear Colleagues,

Every year on 01 December we stand together with UNAIDS and the global community to commemorate World AIDS Day (WAD) with one voice and one goal, to demonstrate international solidarity in the face of the epidemic. The theme for this year is ‘Global solidarity, resilient services’ which inspires the world to achieve its shared vision in response to the HIV pandemic and in working towards zero new HIV infections, zero discrimination and zero AIDS-related deaths.

With the world’s attention focused on the COVID-19 Crisis, World AIDS Day is a reminder of the need to focus on another global pandemic that is still with us nearly 40 years after it emerged.

One of the global strategies in advocating for greater action in the areas of integrated healthcare services and HIV prevention strategies has been the UNAIDS 90-90-90 treatment strategy. The UNAIDS 90-90-90 strategy is committed to 90% of all people living with HIV knowing their status by 2020, 90% of all people diagnosed with HIV infection receiving sustained antiretroviral therapy by 2020, and 90% of all people receiving antiretroviral therapy having viral suppression by 2020. A powerful momentum and narrative has been built globally around these ambitious, but achievable, targets.

In 2018, Debswana joined the global community in working towards attaining the UNAIDS 90-90-90 treatment targets, over a three year period (2018 - 2020). Our overall data reflects that we are navigating towards success. Due to COVID-19 protocols, our biggest challenge this year has been attaining the target of 90% of our employees living with HIV knowing their status. For 2020, which is the last year of the 90-90-90 treatment strategy, we have achieved 40% of employees living with HIV knowing their status; 94% of employees diagnosed with HIV having enrolled for ARV, and 99% of employees receiving treatment having their viral load suppressed. We remain optimistic that we will arrive at the set targets by the end of 2020.

In keeping with this year’s theme, Debswana remains committed to the delivery of an integrated health programme for all employees, which encompasses the prevention and treatment of HIV/AIDS, early detection and treatment of Non Communicable Diseases (NCDs) physical fitness, mental wellbeing and financial wellness.

I urge you to join the national commemoration live streaming event this morning, and remember to wear the red ribbon as a symbol for awareness and hope!

Warm regards,

Lynette Armstrong
Managing Director (A)
THE SAFETY OF OUR PEOPLE IS OUR NUMBER ONE PRIORITY - MOTLHABANI

OLDM General Manager, Bakani Motlhabani, says safety of employees is the company’s number one priority. Delivering a keynote address at the official launch of the Fatigue Monitoring System (FMS), Motlhabani mentioned that this is why the company continually seeks ways to improve how it does things in an endeavour to achieve Debswana’s Zero Harm goal.

“As you are aware, every year we launch the QUANTUM SERIES Initiative through various themes, the purpose of which is to positively enthuse a sustainable ECOHS culture and Zero Harm philosophy by leading employees and sustainably influence ownership, commitment and accountability at all levels,” he said.

He added that in 2019, the mines took a big step to elevate safety by focusing on the elimination of fatalities. “This required us to become even more aware of hazards known as High Potential Hazards (HPHs) that can lead to a loss of life. Our stand is: No one should lose a life on our mines. We must come to work and return home scratch-free every day,” Motlhabani said.

That said, the implementation of the Fatigue Monitoring System that was being commissioned was a clear demonstration of the mines’ continued drive in implementing improvements to achieve its primary objective of “True Scratch Free and Zero Loss of Life.”

He mentioned that majority of traffic accidents in surface mines are due to driver fatigue or micro-sleeps, adding that the company embarked on a journey called the Accident Prevention Project. Motlhabani further said the Fatigue Monitoring System forms a subset of this larger project with the aim of eliminating High Potential Hazards and/or High Potential Incidents as well as Elimination of Fatalities in the workplace.

“Thus, to combat fatigue, we have taken a decision to install the Fatigue Monitoring System in Earth Moving Equipment (EMV) to detect, prevent and minimise High Potential Incidents (HPIs) and accidents involving EMV and light vehicles. The whole idea is to prevent incidents, promote and maintain safe and healthy working conditions for employees and Business Partners,” he said.

He noted that with the Fatigue Monitoring System, Management believes that micro-sleeps would be picked up in time before they get worse.
OLDM PMO RECOGNISE BUSINESS PARTNERS FOR GOOD PERFORMANCE ON ECOHS

In an effort to improve safety performance within the mines, OLDPM has embarked on an initiative whose aim is to award excellent ECOHS performance through scratch free recognition certificates which are given to Business Partners who have met the criteria. Project Management Office (PMO) awarded the first batch of certificates to the deserving Business Partners on the 20th of October 2020.

According to Senior PMO Manager, Abel Jhamba, this is a journey to continuously improve ECOHS processes and ultimately ECOHS performance. “You need to go through your project scratch free, in order to earn a certificate and that means ZERO incidents i.e. health or safety, no property damages and no environmental incidents,” he told those receiving the recognition awards.

He also said for a Business Partner to get a recognition award, they must onboard employees properly. “You must also be able to demonstrate that you look after the employees’ welfare properly by paying them on time without any issues. If you achieve that, we will recognise you as a committed and aligned Business Partner and today we are here to recognise those that have done exactly that and this is something that will happen going forward,” he said. He further said he looked forward to seeing these scratch free certificates when these companies submit tenders, adding that this will be to their company’s advantage.

A representative of one of the companies that was given a recognition award, Ricky Reikeletseng of Dream Choice, mentioned that their award was an accomplishment that supported organisational goals and values, thus it served as motivation to continue with strong business relations with Debswana and compels them to do more in future projects.

To be recognised, he mentioned that his company successfully executed and completed projects with no injuries, no welfare issues as well as compliance to all ECOHS requirements. Reikeletseng advised other Business Partners to build a team and safety culture with senior leadership involvement and commitment, introduce conditional monetary incentives and ensure close monitoring of cash flow to ensure all employees and creditors are paid on time.

Another representative of one the businesses that was awarded, Thabani Ndlovu of Etuba Engineering (Weba), mentioned that they are highly delighted by this gesture and recognition. “This achievement has been attained through a collective effort of attaining Zero Harm as per the Debswana safety standard,” he said. He also mentioned that teamwork, proper planning, adherence of safety standards, quality assurance, and setting key performance indicators also contributed to this recognition.

Like Reikeletseng, Ndlovu advised other Business Partners to always ensure compliance to safety related issues adding that employee welfare issues must be addressed to avoid distress in the workplace. Keeping records of documentation must be done for reference during execution according to Ndlovu.

Six companies received these certificates and these include Weba, Multotec, First Edition, Dream Choice, Werms and Prince Investments for various projects done in 2020.
In an endeavour to become the world’s benchmark High Performance Organisation (HPO), Jwaneng Mine has noted:

a. The travel restrictions imposed by the World Health Organisation (WHO) due to the novel Coronavirus pandemic (COVID-19). Consequently, this impacts regular maintenance of critical equipment used for production by the contracted specialists who are required to travel from their location base to the Mines to provide support.

b. Technology trends in the emerging markets of Virtual and Augmented Reality (AR/VR) which presents a more descriptive and intuitive way of interaction by superimposing real and digital objects, allowing people to process them simultaneously. This improves the effectiveness of repairs and maintenance remotely.

It is against this background that Jwaneng Mine undertook a proof of concept (PoC) for employees working in Jwaneng Ore Processing - Red Area with the following considerations:

- Visualising work instructions
- Provision of remote assistance
- Virtual collaboration with experts
- Automated carrying out of Planned Task Observations
- Direct increase in technical skill acumen
- Cost reduction as travel will be reduced

Currently remote assistance by Original Equipment Manufacturer (OEM) specialists is done via telephone, email and site visits. The current setup could cause irreparable damage to the machines, which can cost the company millions to recover if the maintenance technician does not follow instructions accordingly as instructed by the contracted specialists.

The learnings from the PoC will drive adoption of the device in other sections of Jwaneng Mine. Also, remote assistance capability will enable Debswana to advance more into untapped territory of AR and save on travel costs.
OLDM SECTIONS CONTINUE TO REALISE AOM BENEFITS

Since production areas at OLDM started using the Anglo Operating Model (AOM) Work Management process in August 2020, the mines continue to realise the benefits that come with the implementation of AOM.

OLDM adopted the Anglo Operating Model that is best practice/benchmark to cultivate functional and operational excellence within the company. The principles of the Operating Model are to provide clarity, produce stability and reduce variation. Teemane caught up with a few employees to hear what they have seen in their sections since AOM implementation.

Tlhalefang Rasekoko
Acting Work Management Mining Scheduler

“AOM has aided in attaining our Damtshaa Mine Model Mine status; we have witnessed a significant positive progress in operational improvement, safety and environmental. There is a common language in the way we are working as defined by AOM “right work, right time, right way” and this has translated to good KPIs.”

Kelebogile Ngirl Leteemane
Acting Work Management Planner

“We have had improved safety performance, reduced costs and improved production performance as we are only dealing with the RIGHT WORK doing it AT THE RIGHT TIME in the RIGHT WAY. Planning is one of the processes that determines all the requirements for completing approved work hence all the personnel and material requirements for the job are fit for the purpose and in place when needed.”

Emmanuel Maembolwa
Work Management Scheduler

“Not only are problems easily identified and met; work is completed correctly most times. Further, there is high interaction between employees/skills/trades and continuous improvement through understanding work. There is teamwork and work is more fun/enjoyable. We are results-oriented because we follow the process delivering on the strategy.”
Getting work done within the new normal has proved to be very “doable” as testified by the H2 Drilling team in OLDM. The team has gone on to reach a great milestone through the safe construction and handover of a core-shed located in the blue area, Letlhakane Mine. The project, which commenced in earnest in November 2019, was scheduled to be completed by May this year, however the then COVID-19 movement restrictions added to a five months schedule slippage.

Makuke shared that the safe construction of the project within budget is in itself a significant contribution. He said the drilled core samples will also greatly assist geoscientists to use the already collected information to make informed decisions for future operations as opposed to drilling more meterage.

On how the project supports the P101 campaign and the business commitment of P10 billion savings by 2024, Senior Project Manager, Kebalemogile Tau, said the new core-shed allows for modern digital data collection, core trays stacking and racking, hence enhanced performance as this eliminates manual handling.

Tau said safe keeping of the drilled core will also allow for its longevity (quality maintained to be used in future geoscience programmes), ensuring less drilling in the future, thus saving the stakeholders on capital funding. The new core-shed has since been handed over to the Letlhakane Mine operations team.

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<th>LM CORE SHED CONSTRUCTION PROJECT ECOHS PERFORMANCE</th>
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<tr>
<td>INDICATORS</td>
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<td>Loss of Life</td>
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COVID-19 Protocols in effect during construction

View from inside the core-shed

H2 DRILLING KEEPING UP IN THE NEW NORMAL

Giving the project background, the Project Manager, Bonno Makuke, said the new core-shed served to address the shortage of core storage space at Letlhakane Mine as the available core-sheds were already filling up and not in a good state. He said the Letlhakane Underground Project had a plan to drill core holes in and around the two open pits, DK1 & DK2, where geological information will be derived to inform the planned Underground Studies. “The drilling was to therefore derive core amounting to over 100kms, hence the need to construct a core-shed which will house such large amounts of core.”

The construction of the core-shed was outsourced to Dream Choice (Pty) Ltd, which is a wholly-citizen owned construction company. The company had employed in excess of 43 personnel inclusive of local subcontractors, while a team from the H2 drilling Projects supervised the works. Makuke revealed that the project was completed within budget, at the accepted and approved quality standard. However, with the inherent risks associated with construction works, the Project Manager shared that their main risks included use of lifting equipment and working at heights. “I am glad that despite these risks, the project managed to attain a flawless, zero incident record. The excellent performance is said to have been as a result of teamwork, effective communication and exceptional planning. The effective stakeholder engagements were apparent, tools and equipment inspections were done as per schedule. Visible Felt Leadership were regular, coupled with ECOHS inspections and reporting of near hits.”
MOEMEDI CERTIFIED ASPEN MTELL USER

Makunga Moemedi, Maintenance Technician at OLDM, has been certified user for Aspen MTEll, an advanced predictive and prescriptive maintenance solution that executes online condition-based monitoring.

This is through using an automated, out-of-the-box application that simplifies the deployment of the dominant technology for all data analysis in Machine Learning (ML) techniques.

This achievement, according to Senior Engineering Manager, Lefoko Sethoko, empowers Moemedi to develop machine-learning algorithms in the predictive analytics space.

According to Pelonomi Jael Oagile, Maintenance Engineer, the Aspen User Certification Program enables users to gain high-level competency in Mtell and enables the organisation to build in-house expertise while recognising individual achievements and advancing career development.

“The certification fosters growth, being recognised for this new skills builds confidence, it might inspire other colleagues to also go on the same route. Certification provides recognition for the expertise and provides a way to recognise individual and team achievement. Passing an assessment exam and becoming certified is an achievement the individual and the organisation can feel good about. This reduces reliance on external parties for expertise as we build competence internally,” she said.

The benefits of this to the business include risk reduction, improved plant availability and downtime avoidance through early warning of degradation and failures to inform maintenance practice.

“This supports the Anglo Operating Model for determination of work to identify the right work to do at the right time supported by scientific evidence (data led, evidence based decision-making) for maintenance activities. Early failure predictions affords maintenance and production the lead time required for planning the work, executing safely, acquiring the right resources for execution (spares, equipment, people) and planning production activities accordingly.”

She noted the early intervention upon failure prediction also provides life extension and improved equipment lifespan. Overall increased opportunity for utilisation, and improved decision making to impact safety performance, maintenance practice, costs and equipment availability. She further noted that “It is a source of pride for us that we have our very own internal talent taking on the new ways of work, embarking on this journey of using analytics to impact maintenance and embracing change. It gives us the confidence that we will get the benefit from acquiring and using these products.”

Oagile however pointed out that the mines still have a lot of work to do in pushing technology adoption and implementing predictive maintenance, the prescriptive workflow approach and the change management required to adopt the methodology, noting that they are happy to note such an uptake from colleagues. “It certainly requires investment of effort and time in product training, understanding of the software, reviewing training material, practice, and passing an assessment exam.” So, Moemedi has certainly gone the extra mile above what was required in order for her to acquire the certification, and receives a digital certificate and badge as a certified user.

Reacting to this achievement, Moemedi noted, “I feel very accomplished and excited. Digitisation is the future, so being able to soundly contribute to the organisation’s automation plan is very exciting.”

She said industrial Artificial Intelligence has always excited her. “Fortunately since I work with the system, exam preparation wasn’t as demanding as the exam itself. The prep work paid off, hence here I am certified,” she said.

Aspen Mtell, when used to assess physical assets, “Predictive and Prescriptive Analytics” form the basis of best practice for forecasting degradation and equipment failures and for advising the corrective action to avoid or mitigate the impending failure. The solution is specifically designed to uncover process and equipment conditions that can cause equipment damage, and supply prescriptive advice to eliminate the causes, thereby avoiding the degradation and ensuring recovery processes completely for increased planned maintenance ratio. Mtell uses advanced pattern recognition with statistical and machine learning techniques on current operational data and historical records in-line, in real-time, automatically learning and adapting to operational changes, equipment changes and new failure conditions.
Traditionally, the industry got its labour from men, particularly in the rural areas. This was also by norms and traditions that dictated that the man is the sole provider. Fast forward to 2020, and we are in a very different space where women are amongst the huge contributors to the mining industry.

Research and studies have been conducted that prove that there is an increase in female representation of both in the mining industry. We have experienced a large number of women joining the mining industry and this is an indication of the dynamics that are changing and as such, the mining industry has embraced a more diverse operation that includes women.

Jwaneng Mine Mining department has deliberately taken a step to empower employees despite their gender. “I am committed to develop women in mining but I will be focusing in empowering individuals who are committed, hardworking and producing desired results,” mentioned Goitseone Gadifele, Senior Mining Manager Jwaneng Mine. At the Mining department, it is our norm to ensure women employees are given a fair chance to leadership positions and all operational activities, to demonstrate our commitment we have recently trained for four women as shovel operators hydraulics, which is a first for the Debswana sites. Their names are: Ontibile Othusitse, Tebogo Kgositile, Patience Kgalema and Kewagamang Setlako.”

When interviewed by Teemane, Training Coordinator, Joel Ramolemana, echoed the same sentiments that the four women we selected based on their performance, and not simply gender. As the Training department, we are very impressed by the tenacity of the four women have demonstrated during the shovel operation hydraulics training from March 2020 until November 2020.

Ramolemana explained that after this rigorous training, he has confidence in them that will immensely contributes to the development of Botswana.

He continued to explain that these four women all have vast experience and are seasoned miners who, over the years, have won pit-bull awards and operated the Komatsu 930, hence they participated in the shovel operation training. This is a special achievement for the four women because shovel operation is the pinnacle of mining production.

We are very honoured to be given an opportunity to take part and pass the shovel operation hydraulics training; we are ready for the challenge because we believe that women too can operate at the highest level in the mining operation.”
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MEET RECEIVING/ISSUING CLERK

AUBREY CEAZE KAISARA

Teemane had the privilege of engaging with Aubrey Ceaze Kaisara, a Receiving/Issuing Clerk with much to share about himself. Here is what we learned.

Tell us about yourself?
My name is Aubrey Molefi Ceaze Kaisara and I am from Kanye (but I usually say I am from all over Botswana). I am the last born of the family, employed by Debswana Jwaneng Mine. I have a passion for body-building, and my all-time favourite icon is Arnold Schwarzenegger.

Tell us about your family?
My family lives up North in a village called Senyawe. I have two boys and one daughter with my most beautiful and lovely wife. We enjoy playing games together as a family.

What is your role within Debswana?
My primary role is to receive all Jwaneng Mine orders, verify their correctness, process invoices and to ensure vendors are paid. The internal processes to enable this role are plentiful: I facilitate prompt arrival of all purchased goods to ensure that employees at fixed plants have the right tools and PPE to use, and this is my contribution to absolute Zero Harm.

What does a typical day look like and what are you currently working on?
With the nature of the Job, you can never be sure of what you will encounter daily. Deliveries are made every day (both outside Botswana and within Botswana). If material is needed urgently, I have to be on my toes to ensure no delays are met and breakdowns are delivered to workshops in time. Due to COVID-19, we have new health protocols in place to ensure we safeguard against any eventuality of contracting the virus.

What are your biggest achievements (top life highlights) to date, whether personal or professional?
Professional: Attaining the 10 Year Service Award, as many employees have not managed this and I am heading to 15 years next year July.
Personal: Leaving a teaching environment to secure a spot in a mining company that is the envy of all. Also, to be regarded as amongst the essential services provided in the country during the lockdown period.

What is on your wish list for the next few years?
That COVID-19 ends before December 25th so we can celebrate Christmas. In addition, for the diamond market to improve as we are all aware of the significant impact of diamonds on the economy of Botswana.

What are your favourite and least favourite foods?
Phane worms are my favourite dish!

What is your personal mantra?
There is always light at the end of the tunnel.

What advice would you give to colleagues, both professional and personal?
We may be going through difficult times...being uncertain of our future as employees is a given...but we need not despair. I implore the workforce to put trust in our Leadership which is mandated with carrying Debswana Beyond 2020 (our Strategy is still alive) and COVID-19 shall pass.

Thank you for your time, Aubrey!
Speaking at the handover ceremony, OLDM General Manager, Bakani Motlabani, said that Debswana found it fit to donate the vehicle to ensure that Botswana Police was able to fulfill its mandate of effective and efficient shipment of diamonds.

“This gesture symbolises the continued partnership between Debswana and Botswana Police that has been in existence for more than 51 years,” Motlabani said. He noted that the donation would go a long way in supporting the Botswana Police Service in the transporting of officers, escort duties as well as in community policing services.

Motlabani further thanked Botswana Police for its role in the fight against COVID-19 and for ensuring that Orapa remained a safe and secure place to work and live in. He also applauded Botswana Police for its key role in addressing Gender Based Violence (GBV) in the country through introduction of several initiatives among others standard operating procedures for handling GBV cases, a dedicated GBV toll-free number for victims to report.

Receiving the vehicle, which was purchased by OLDM at a cost P414,000.00, Officer Commanding No.8 District, Senior Superintendent Sara Gabathuse applauded Debswana for the kind gesture noting that the donation came at the right time when Botswana Police was facing various challenges brought by COVID-19 pandemic.

“One may think Debswana is donating this vehicle to Botswana Police because we are transporting and providing security for their diamonds, but Botswana Police Service mandate is broader and not limited to the security and transportation of diamonds alone,” she said.

She mentioned that Government desires to provide Botswana Police Service with resources but because of limited resources, she is unable at times. “Transport is one of the critical resources in policing and without transport we are unable to work effectively,” she said.

She also recognised the relationship that exists between Botswana Police Service and Debswana noting that it has been in existence for a long time. According to Gabathuse it is through this strong relationship that Debswana maintained Orapa Police Station vehicles, after two vehicles previously donated by Debswana were boarded.

Gabathuse further mentioned OLDM currently maintains Orapa Police Station landscaping as well as Orapa Police Station building, noting that this a clear demonstration that Debswana cares and recognises Botswana Police Service as a critical stakeholder.

She further appreciated Debswana and Lucara for collaborating to address the increasing number of GBV cases, noting that their efforts will ultimately bear fruits. She mentioned that OLDM was not for the first that it contributed towards the fight against GBV noting that in 2016, OLDM contributed funds amounting to P152,000.00 towards a campaign intended to deal with GBV in the Central District. She mentioned that there was recorded a decline in GBV cases during this time. The Senior Superintendent also applauded Debswana for engaging Stepping Stones to offer psychosocial support in the Boteti Sub-District.
Happy INTERNATIONAL MEN’S DAY
NOVEMBER 19
“BETTER HEALTH FOR MEN AND BOYS”
To most of us, drones are simply small remote-controlled aerial vehicles carrying a camera to take nice aerial pictures and videos. Data derived from these cameras or ‘sensors’, as we call them, is what drives the business case, however. What makes drone applications even more fascinating than the drone itself is its ability to collect a large set of images of a region in a short period, providing accurate and comprehensive data. Using survey principles of photogrammetry, which was previously reserved for manned flights at a high cost, drones have afforded Jwaneng Mine the opportunity to derive geographically accurate spatial datasets used to evaluate a multitude of measurement and mapping functions across the business value chain. This has allowed for effective decision support in a safer, more cost-effective and faster way than conventional methods.

The Jwaneng Mine Mineral Resource Management (MRM) Survey section implemented drone technology since 2017 after a successful proof-of-concept studies with a Sensefly eBee Plus fixed-wing drone, which is capable of mapping a wide aerial coverage, namely” dumps, stockpiles and Ore-processing facilities. In 2020, another fixed-wing drone, the Sensefly eBee X, has been added to the fleet to further improve in-flight stability, range, endurance and upgraded auto-pilot sensors for anti-collision and better landing protocols.

These drones are primarily used for topographic mapping of waste dumps (dump advances and volumetric calculations), ore-processing slimes freeboard measurements (determination of dam capacity), tailings facilities (footprint advance and volumetric calculations), and production stockpiles for volumetric as well as general mine-wide infrastructure mapping for change detection and management. One area of significant gain is on safety, for Surveyors no longer need to physically walk into unsafe areas for data collection as data is remotely collected.

As per Jwaneng Mine procedures, the Security Department is responsible for approval and/or disapproval, control and monitoring of usage of drones in the lease area. The Survey section is responsible for the technological implementation guidelines, operation and data/ information processing and management. Survey section currently has 4 duly licensed drone pilots by the Civil Aviation Authority of Botswana (CAAB), that routinely fly on a regular basis to provide a multitude of information that allows the business to make quick decision-making across the operation.

As per the MRM and Mining Department ODOT strategy, technology implementation framework, and as a way of business process improvements, progress is underway to implement even more robust remotely piloted aircraft systems for mining and geotechnical applications, primarily looking at slope stability management, waste rock dump stability, production support, drill and blast data and quality analysis. Another area that would be explored in future is the application of the drone in the animal count in Jwaneng Game Park.

Based on the above, there is a huge potential in terms of cost savings, reduced time spent in the field and safety that can be realised from this technology.

Here is to continuing to leverage technology to advance!
Embracing Big Picture Thinking for Jwaneng and Letlhakane Regions of Tomorrow through the Collaborative Regional Development Project

A key way of achieving this is through Socio-Economic Development (SED) - supporting stakeholders to bring about sustainable improvements in their well-being at individual, household, and community levels.

To achieve its mandate, Jwaneng Mine have adopted a specific approach called Collaborative Regional Development (CRD).

The adoption of the CRD approach represents Debswana’s commitment to enable alternative economic sectors, fast-track development and nurture innovative ideas towards thriving and sustained communities and regions now and beyond mine closure. Central to the development of the Economic Blueprint is the recognition that Debswana’s host regions require more than “business as usual” growth and development and therefore the need to chart a more aspirational future, based on a diversified economy horne from alternative economic sectors.

This commitment is weaved in the Debswana 2024 Corporate Strategy - One Dream One Team, in particular the Building Forever Pillar and the Mine Closure Visions. Informing all these strategic commitments are the national economic development frameworks such as the Visio 2036, the National Development Plan 11 (NDP 11), the Sustainable Development Goal Roadmap as well as District & Town Development Plans.

Undeniably, the finite mining sector alone does not hold the key to unlocking sustainability value that the business aspire to contribute in its host communities and regions. For this reason, the CRD project, as an economic transformation initiative, brings in a catalytic approach, revealing other numerous comparative advantages that present exciting opportunities for alternative economic opportunities.

As the business turns its focus firmly towards expanding the host region’s economic base, it recognises that it requires collective action of stakeholders to address the challenges to regional economic growth, community and regional development and economic diversification in the host regions.

Thus a coordinated, whole-of-business, Government, community and strategic partner approach is an imperative. Therefore, as Debswana co-create the “Big Picture for Jwaneng and Letlhakeng regions of tomorrow”, it will solicit collaborative partnerships with its stakeholders to harness the momentum to co-design, co-plan, co-resource and co-implement the shared economic development vision founded on a range of competitive economic strengths.

Debswana seeks to make a lasting, positive contribution to the communities and regions in which we operate.
Born and raised in Bobonong, Kelebogile joined Debswana in 2012, working as a Fitting Attendant on a Fixed Term Contract. In 2013, she was employed permanently as a Blasting Assistant based at Damtshaa Mine and is now in her 6th year in this position. Despite the Drilling and Blasting job being challenging, she notes that, “What keeps me interested in the Mining environment is that it provides unparalleled opportunities for individual development,” adding that she also enjoys fieldwork that comes with this job. This includes measuring drilled holes, explosives priming, and explosives charging. Kelebogile says another important aspect of this profession is that it promotes teamwork, which she enjoys.

Kelebogile mentions that she has a passion for her job. “I continuously strive to do my work exceptionally well, with thanks to the unconditional support from my male colleagues and supervisor who make my life easier even during challenging tasks. My colleagues are hard working, self-motivated, disciplined and, above all, lovable people,” she says.

According to Kelebogile, her job demands that she Puts Safety First, in line with the Debswana Value, by considering all risks to people and the environment before proceeding with any activity. She never hesitates to stop any task if she deems it unsafe. “At all times, I perform risk assessment prior to commencing any tasks and reporting near hits observed,” she notes.

Kelebogile holds an Advanced Diploma in Secretarial and Administration Certificate from Botswana Open University, Pit Blasting Licence and a Certificate in Blasting Competency Programme. She aspires to undertake a Diploma in Mining Engineering soon.

Kelebogile advises young women who want to work in the mining industry to study programmes that would ultimately lead them to find jobs at mines and that the future is bright in mining. Here, she gives examples of Debswana’s future projects such as Orapa Cut 3 and underground mining, amongst many others.

“I BELIEVE I CAN ACHIEVE WHAT I WANT IN THE FUTURE BECAUSE I NEVER GIVE UP IN LIFE - I BELIEVE ONE SHOULD KEEP ON TRYING UNTIL THEY GET WHAT THEY WANT. I BELIEVE GOD PROVIDES,” KELEBOGILE NOTES.

Kelebogile Fresh is one of the few women in the Drilling and Blasting Section under the Mining Department, which is usually considered to be a predominantly male-dominated area.
FOOD SECURITY INITIATIVE SET TO BENEFIT GENERATIONS

Malatswae villagers

The smart partnership involving OLDM, Central District Council (CDC) and Malatswae Farm Ranch seeks to implement a project on food security set to uplift the local community for generations to come, especially vulnerable groups.

Nestled 110km North-West of Serowe, Malatswae village, which falls under the Serowe Administrative Authority, was allocated a 3600ha farm in June 2011 for agro-tourism integrated farming development in a bid to alleviate food insecurity for the village’s residents.

The mega-project is operated under Kaka Ranch, which falls under Debswana’s Corporate Social Responsibility scope of enhancing food security for Batswana. Explaining the underlying principle behind the ambitious project, Principal Community Development Officer, Josephine Kgolagano, says it was borne out of a real need to improve the lives of Batswana and cushion them against insecurity for the village’s residents.

“The rationale of the partnership is to address issues of food security and impacts of the COVID-19 outbreak,” she says. “As a result, there will be improved socio-economic livelihoods of the beneficiaries through employment, something which will see them emancipated financially and economically, allowing them to live in dignity. This is further demonstrated by the impressive housing scheme in the ranch which will see local residents having decent houses.

“THE RATIONALE OF THE PARTNERSHIP IS TO ADDRESS ISSUES OF FOOD SECURITY AND IMPACTS OF THE COVID-19 OUTBREAK”

“The area designated for construction of farm houses has been debushed and the construction will resume after the award of constructors which is in its final stages,” Kgolagano reveals. “Funding from Debswana will therefore assist in kick starting the project, through stocking. The project will also change the lifestyle of the community members through cash flow generated at the farm through management of the Trust.”

So who are the overall beneficiaries of this grand undertaking? “The primary beneficiaries will be those within the Malatswae community,” Kgolagano explains. “The surrounding villages and county at large will benefit as they will be consuming goods produced will be sold across Botswana.”

The entire area is heavily reliant on food imports, something which forces local residents to dig deeper in their pockets. This project therefore empowers local residents to produce their own food and allows them to play a part in satisfying the local demand for food.

Malatswae villagers are excited with the food security initiative, which, according to the Principal Community Development Officer, is perpetual. “The project is a lifelong one, for it will be passed from generation to generation,” Kgolagano says confidently. “The community is very appreciative of the development and [is] actively participating in the planning process through the Board of Trustees. The local residents have shown a high sense of ownership and commitment towards the implementation of the project as they have participated in the overall drafting of their business plan.”

Kgolagano lauds Debswana for its timely intervention. “Funds permitting, Debswana should continue the good gesture and fund the project in phases,” she says, adding that the Company should fortify partnerships with like-minded organisations to ensure the project’s sustainability and quality of produce.

There exists, an inextricable link between Gender-Based Violence (GBV) and food security. Women, especially in a rural setting, are crucial in the provision of food and food security. There is a greater need therefore, to protect vulnerable groups in society. Kgolagano says there are efforts being made to combat GBV in relation to food security interventions.

“During training we sensitised the community on issues of Gender Based Violence, orphans and vulnerable children, people living with disability and women,” she says. “Funds permitting, we will have vigorous training and invite gender based violence victims to share their stories and map way forward to curb it, so that those at the farm are knowledgeable and will be able report.”

The local community, Kgolagano says, must strive to operate the agro-tourist project optimally if the goal for long-term food security is to be realised.

The project is situated approximately 60km from Malatswae village, about 30km from Lethlhake and we look forward to continuing to see great impacts here.
CELEBRATING DIVERSITY IN THE WORKPLACE

2020 INTERNATIONAL MEN'S MONTH

THEME:
“BETTER HEALTH FOR MEN AND BOYS”

THUSO RASETAPA
Learner Official

Meet Mr Thuso Rasetapa who is a Learner Official under the Sustainability department at Debswana Corporate Centre (DCC). He is also a father, a committed sportsman, a teacher, and an activist for people with disabilities.

As a person with disability, Thuso continues to challenge the narrative on what it means to be a differently abled man in our society through sheer determination and grit.

We spoke to Thuso to get a better understanding on how he navigates these challenges, and this is what he had to say;

It is important to determine what you want to achieve in life. Although faced with a physical challenge I have not allowed the barrier to hamper me in any way, which is why I cycle, play basketball and actively participate in my community even though I use a wheelchair. “Accept your disability but do not allow it to become an obstacle in your life.”

He explains that living his life in such an intentional manner has not always been easy but the rewards to his physical and mental health in his view far outweigh the discomfort as keeping healthy prolongs life, and enhances creativity and productivity.

He further reflects on his experience as a teacher where he believes he was able to make a significant impact on young boys in and outside the disability community, as he demonstrated the power of seeing beyond a limitation by actively participating and triumphing over obstacles in the classroom, on the playground, and beyond.

He concluded by emphasising the importance of a strong support system for people with disability which has been provided for him by his family, and his employer.
GETTING TO KNOW

DINEO TEBOGO

Teemane caught up with Dineo Tebogo, Quality Assurance Officer in Supply Chain Management at Debswana, Here is what we learned about our colleague.

How long have you been with Debswana and what was your initial appointment/role?
I joined Debswana in 2011 as a Government intern and confirmed as a Quality Assurance Officer in 2013. I have been with the company for 9 years.

What inspired you to pursue a career in supply chain?
The success of any business is linked to the efficiency of its supply chain. I wanted to be part of the team that will diagnose problems, creatively work around disruptions and figure out how to move essential products to people in need as efficiently as possible.

What is your current role and what does it entail?
I am a Quality Assurance Officer and I ensure that materials and services procured for the company are of the appropriate quality, specification and safety and they will perform their intended use and should be available to the operating sections of the company in good condition when required.

What are the high & low moments of working in SCM?
I enjoy meeting different stakeholders in my line of duty and working towards meeting agreed turnaround times but it can be a challenge if the planning process is not done properly.

How does your role fit in/support the current business efforts in the containment & management of the COVID-19 pandemic?
It is to insure that materials required in the fight against this pandemic are readily available and conform to the right standards and specification.

There was a surge in the procurement of diagnostic medical equipment the world over. Given the criticality of these items, how did you manage the pressure and what support did you render in ensuring such is processed expeditiously and to the right standard? I ensure specification provided is efficient prior to sending requests to pre-qualified vendors and this assisted with prompt response to quote and delivery of right goods.

Obviously your field depends on support from various suppliers/Business Partners, to your knowledge which Business Partner/s came in handy/collaborated with in ensuring the procurement success?
De Beers Supply Chain came in handy as they do assist with speedy procurement of materials that are not available locally, they also assisted with specifications and coding of some of the items required for this fight.

Internally, we imagine most of the procured items had reached sites; how was this managed?
Detailed specifications with supporting documents were availed to fully qualified vendors with capacity to meet business needs, with all these in place turnaround times will be improved.

If we were to experience a similar pandemic in future, what would you do differently?
It is important to prepare while there is still time. I will propose a long-term systematic approach that will react to the origins and impacts of the pandemics.

Supply Chain will continue to play a critical role both within Debswana and across organisations; from your experience, what message would you like to share with aspiring youth out there who are hoping to pursue a career in the Supply Chain field?
Most organisations have started seeing value add from Supply Chain, technological shift is happening, the complexity of supply chains is growing. The strategic thinking and problem solving skills needed to handle this complexity are facing serious shortage.

COVID-19 is still within our midst; what message/advice can you give to everyone out there?
Remain positive at all times as this will bring positive outcomes. Work hard, take care of yourselves and always try to find ways to juggle and balance both professional and family lives.

Lastly, striking a work life balance is quite critical; how do you unwind off work?
I am studying part time, I like gardening and I am also a proud mother of a bubbly little girl; all these keep me busy when I am not working.

Thank you for your time and keep shining, Dineo!
TO OUR LONG SERVING DIAMONDS NOVEMBER 2020

Thank you

15 YEARS
Gladys
Kepapetsane
Neo
Olebogeng
Borekeng
Mpho
Onkemetse
Metla
Kgololo Moses
Gobonyemang
France
Leago
Odirileng
Kagolelo
Mahowe - Lesoletsile
Moitoi
Mogotlalwa
Mbeha
Dintwe
College
Kefithile
Mbenge
Anneteng
Gaboetswe
Matshehiso
Seumakwane

25 YEARS
Gaabolawe
Yvonne
Dorcas
Tshwenyeng
Jacob
Tebo
Moenyana Ernest
Limiento
Dikobe
Mmolawa
Masilo
Moleta
Phiri
Nkoketsang
Petros

30 YEARS
Masole Chere
Shima
Baagisi
Shine Garebone
Masole
Mooketsi
Diraditsile
Montha

40 YEARS
Ramonnye Edwin
Thomas
Makhaisa
Rantsheso

50 YEARS
Boitumelo
Stephen
Dineo
Katlego Adelaide
Bagoile Girlie
Senyane
Montsho
Marapo
Sefako
Chabalala

75 YEARS
Vusi Dennis
Gokwadiwe
McEdwin
Gobonamang
Boipelo
Maswabi
Moumakwa
Rock Mphela
Tshireletso

25 YEARS
Boitumelo
Kebaitse
Aubrey
Ntelang
Tebo
Kedumetse
Moemisi
Lesego
Edwin
Ellen
Onkgotlose
King Onkemetse
Galeakanye
Bryan Lthutsheng
Thatayaone
Vivian Tsholofelo
Kebaitse
Kebaitse
Toteng
Segaise
Tebele
Bafenyi
Radinatse
Nkoketsang
Gareiktse
Brindle
Boamatsetse
Disana
Thabano
Makhwaje
Serojane
Digate
Maitewa

20 YEARS
Kebaitse
Aubrey
Ntelang
Tebo
Kedumetse
Moemisi
Lesego
Edwin
Ellen
Onkgotlose
King Onkemetse
Galeakanye
Bryan Lthutsheng
Thatayaone
Vivian Tsholofelo
Kebaitse
Kebaitse
Toteng
Segaise
Tebele
Bafenyi
Radinatse
Nkoketsang
Gareiktse
Brindle
Boamatsetse
Disana
Thabano
Makhwaje
Serojane
Digate
Maitewa

10 YEARS
Boitumelo
Stephen
Dineo
Katlego Adelaide
Bagoile Girlie
Senyane
Montsho
Marapo
Sefako
Chabalala

5 YEARS
Vusi Dennis
Gokwadiwe
McEdwin
Gobonamang
Boipelo
Maswabi
Moumakwa
Rock Mphela
Tshireletso

15 YEARS
Gladys
Kepapetsane
Neo
Olebogeng
Borekeng
Mpho
Onkemetse
Metla
Kgololo Moses
Gobonyemang
France
Leago
Odirileng
Kagolelo
Mahowe - Lesoletsile
Moitoi
Mogotlalwa
Mbeha
Dintwe
College
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Montha

40 YEARS
Ramonnye Edwin
Thomas
Makhaisa
Rantsheso

75 YEARS
Vusi Dennis
Gokwadiwe
McEdwin
Gobonamang
Boipelo
Maswabi
Moumakwa
Rock Mphela
Tshireletso
HR EMBRACES TECHNOLOGY TO IMPROVE EMPLOYEE EXPERIENCE:
Employee Central - simplifying and streamlining processes

Employee Central is where all core HR processes come together. It’s a dynamic, responsive self-service centre with impressive applications for mobile devices. As you note, Debswana HR has recently undergone a big and upheaval change by implementing a very smart and intuitive Digital Platform - SAP Success Factors Core HR and its key component – Employee Central.

This new platform allows us to manage the entire workforce at all levels, while it empowers all our end users; employees, line Managers, HR Managers, ER Officers and the Services Departments. It has taken our complex, separate, time consuming processes and integrated them onto one powerful, streamlined, easy-to-use platform that can be accessed on a variety of devices, whether you are in the mobile plant, office, boardroom or at home.

Key HR processes has been centralised and consolidated allowing us to automate, improve and extend to all HR services right across the board to all employees at various levels while we improve the quality of our master data.

Some of the core processes in scope of the Employee Central and its components handle include:

**Workforce management**
- Hire/Rehire
- Promotion
- Terminations
- Allowances/Deduction Management
- Master Management
- Job Changes

**Position Management**
**Org Structure Management**
**Employee Relations**

Among the benefits Success Factors HR Core solutions brings to Debswana is the ability to enable us to easily keep track of all key HR information across their entire workforce, allowing us to keep up to date with changes within the business and thus helping us model and visualises the entire workforce and providing data driven insight into our Decision Makers in real time which we believe will go a long way in enhancing strategic decision making and thus making a significant contribution to business performance.

Our Employees will enjoy access to a top quality, user-friendly, self-service experience with simplified mechanism for accessing, editing and getting information about their personal information, benefits and allowances whenever they like resulting in time-savings and greater employee job satisfaction.
FREQUENTLY ASKED QUESTIONS ON COVID-19

During this challenging pandemic period, many of us have questions or clarifications we wish we could get answers. As information is indeed power, here, we share some of the most popular FAQs and insights.

How should we deal with people who believe they might have been in contact with people in isolation centres?
Individuals who have been in contact with people in isolation are being deemed as secondary contacts.

Debswana recommends 2 days of self-quarantine at home to make time for the contact tracing team to contact them if there is need.

Kindly clarify and define “contacts”?
A contact is a person who experienced any one of the following exposures during the 4 days before and the 14 days after the onset of symptoms of a suspected, probable or confirmed case:

Primary Contact:
A person meeting any of the following criteria:

- had face-to-face contact with a positive COVID-19 case within 2 metres for more than 15 minutes or any other physical contact
- Was in a closed environment (home/meeting room with a positive COVID-19 case for more than 15 minutes
- Providing direct care to a positive COVID-19 case

Secondary Contact:
Individuals who have had contact with a primary contact (contact of a contact). If the primary contact tests positive for COVID-19, then the secondary contact becomes the primary contact of that specific case.

What is the turnaround time for COVID-19 test, especially those returning from the Red Zone?
People returning from Red Zones undergo mandatory quarantine for 2 days as well as testing. The individuals may return to work whilst awaiting results. Positive COVID-19 test results are given priority and shall be communicated with immediate effect.

If we are caught by ‘lockdown’ away from site, will the employer facilitate permits for us?
The employer does not issue permits for travelling back post lockdown.

If I am in institutional quarantine, should my family or those I stay with proceed to school and work?
Primary contacts are the ones that are taken in for quarantine unless the contact tracing team has deemed it necessary for other affected individuals.

Why are we not informed if one of our colleagues test positive?
A person’s health status is confidential. The information shared should be dealt with in confidence.

Is self-quarantine or isolation allowed at home?
Home quarantine or isolation are allowed, following the Government-set guidelines. Health Services conduct the assessment and issue the approval.

What if a colleague returning from a Red Zone refuses to test for COVID-19?
COVID-19 testing is encouraged and where Debswana has made a business decision to make it mandatory as a means to curb the spread; it shall be adhered to.

Is the 2 days quarantine serving the purpose of people returning from the Red Zone given that the incubation of COVID-19 is longer than the 2 days.
It is to enable contact tracing to take place in the event that individuals are deemed contacts.

What happens if they the hospital is inaccessible e.g. Hospital is a Red Zone
- Provision is made for collection of chronic medication; you must follow doctors’ advice and adhere to their medications
- Patients should adhere to their hospital bookings
- All other information will be communicated as and when it happens, or you may call the toll-free number 0800 600 555 and select option 3
- For flu-like symptoms, people are advised to call the toll-free number 0800 600 555

Kindly note that Debswana is offering counselling services via the toll-free line for all psycho-social support: 0800 600 555 option 4 or 0800 600 919
These FAQs are available for all staff and will be regularly updated. Let us all play our part to #StaySafe.
The Jwaneng community joined First Lady Neo Masisi in a cycling against Gender Based Violence (GBV) campaign event as part of her efforts to fight this growing societal ill.

The First Lady and Jwaneng Mine cyclists were amongst the participants. This effort is in line with the Jwaneng Mine HeForShe campaign that promotes a positive collaboration between men and women.

Mma Atsile, as the First Lady is fondly known, was accompanied by Minister of Nationality, Immigration and Gender Affairs, Honourable Annah Mokgethi; Minister of Agriculture and Food Security, Honourable Karabo Gare; Minister of International Affairs and Cooperation, Honourable Lemogang Kapse; Jwaneng Mayor, Her Worship Olga Ditsie; and Assistant Commissioner of Police, Mr. Pilane Sebigi; and Jwaneng Mabutsane Constituency Member of Parliament, Mphato Reatile. They were duly hosted by Jwaneng Mine General Manager, Koolatotse Koolatotse.

Mma Atsile called for unity across all in the community structure in the fight against GBV, a cause that remains close to her heart.

The Botswana Police Service demonstrated the severity of the problem and the mitigations they have in place in the fight against GBV, and further urged the community to be part of the solution because that is when they will have effective controls in the fight against GBV.