WELCOME DEBSWANA COMMITED TO CARBON NEUTRALITY BY 2020

JWANENG DONATES TO SESE PRIMARY SCHOOL A NEW LEASE OF LIFE: DEBSWANA’S BEECHCRAFT GETS NEW ENGINES

JWANENG MINE RAMPS UP FIGHT AGAINST GBV

ENGINEERING AND ASSET MANAGEMENT CORNER

FEATURED THIS MONTH

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Debswana contributes to livelihoods through SOLAR LAMPS, REUSABLE SANITARY PADS AND BOOK PROJECT
Dear Teemane Readers,

It’s been a chilly July without a doubt, and we hope this month’s Teemane finds you safe and warm!

In this half issue, marking the start of the second half of 2021, we have some exciting stories to share with you from across the business.

Read Burger Greeff’s COVID-19 story and life lesson on always being there for each other, hear about the new lease of life for Debswana’s Beechcraft King Air 200, and about the Jwaneng Mine and Jwaneng Cycling Club donation to Machana Primary School. Find out more about how OLDM commemorated World Environment Day and the OLDM GM and Boteti Sub-District SACS pledge for continued collaboration. We also celebrate Pabalelo Nkhwalume, a vital cog in our operations and a true Debswana diamond, as well as the completion of the Orapa Mine Hospital.

Here’s to staying safe, staying warm, and continuing to make life brilliant!

Want to join the Debswana WhatsApp group? Send the word “Hi” to +267 75997062
Debswana affirmed its commitment to the country’s social development commitments with a three-tier donation of reusable hygienic sanitary pads, rechargeable solar lamps and game-changing educational books earlier this month in Gaborone at the official handover ceremony graced by various stakeholders including the Ministry of Basic Education, the Government’s Poverty Eradication Programme under the Office of the President, and the Ministry of Local Government and Rural Development.

The smart partnership forged between Debswana and its implementation partners, namely UNICEF, Agora Club Botswana, Now for Them Trust, and The Chosen Pads, culminated in the combined donation of 4250 solar lamps, over 4000 hygienic sanitary pads, and 15000 books towards youth empowerment and education in Botswana.

The combination of products is worth P1.6 million. Chief Programmes Officer, Lesego Sepato, Poverty Eradication Coordinating Unit at the Office of the President lauded Debswana’s benevolence in the solar lamps project that led to employment creation. She noted that the donation by Debswana speaks to the government’s call to empower vulnerable groups like women and the youth. Sepato highlighted that the inroads that women in Botswana were making in sectors largely led by men demonstrated that our women, if given the opportunity and necessary knowledge and skills, are as much capable as men in doing jobs that can lift families out of poverty. Sepato said raising issues of sexual awareness was a key empowerment tool in the fight against Gender Based Violence (GBV) and other forms of domestic abuse. There needs to be a change in the traditional thinking that parents do not talk to their children about sensitive issues like sexual development. The representative from the Office of the President concluded by appealing to all that parents need to be more supportive and involved in their children’s lives. This is also key to empowering both boys and girls as we prepare and equip them to ably tackle life challenges. Debswana’s intervention through its support in procuring solar lighting components not only targeted the end beneficiaries – scholars without access to electricity in Botswana – but saw the economic empowerment of twenty women and youth from Mabalane village in the Kgatleng District who were employed and equipped with a lifetime skill of assembling solar lighting units in a predominantly male-dominated industry. Speaking during the handover ceremony, Debswana Acting Managing Director, Lynette Armstrong articulated that this was another important testimony of Debswana’s commitment to education, health and welfare matters of vulnerable groups in Botswana, particularly girls, women, and people with disabilities in keeping with the Company’s 2024 Building Forever sustainability strategy. With regard to Debswana’s donation of reusable hygienic sanitary ware, Armstrong explained that it was primarily aimed at restoring the dignity and self-worth of girls and women in Botswana. To this end, it is incumbent upon individuals within communities to ensure that the rights of the girl-child are protected as she morphs into a woman who carries the entire nation on her back.

Debswana’s quest to empower the youth in Botswana through education on critical issues including gender-based violence was consummated in the partnership with UNICEF where a booklet, My Body Belongs to Me was commissioned. Penned by Onica Lekuntwane, the illustrative book targets both boys and girls in the drive to foster gender-based respect and educates the youth on their rights and sexual awareness.
Debswana committed to CARBON NEUTRALITY BY 2030

Despite the global economic challenges currently obtaining, Debswana is making vast strides to preserve the ecosystem and minimise damage in all areas affected by its mining activities.

This comes amid increasing worldwide calls to the mining industry to rethink its present course and pursue restorative activities that leave a close to zero carbon footprint.

Debswana Head of Safety & Sustainable Development, Tefo Molosiwa, who was one of the panelists at the World Environment Day commemorations early June, said it was Debswana’s gallant quest to be carbon neutral by 2030.

“We want to make sure that by 2030, we will be a carbon neutral entity,” Molosiwa said. “We also aim to be using less fresh water as we look at way to do dry processing of mineral ore at our mines.”

In its 2024 and 2050 strategy, Debswana, Molosiwa said, takes into account good practice in saving the environment as the Company strives for a green economy.

Tied to this, Debswana is also prioritising on biodiversity as reflected by its numerous pact with like-minded individuals and organisations.

“Biodiversity is also paramount,” Molosiwa said. “We have a number of partnerships we have been setting up to protect endangered species.”

Since 2019, Debswana has been defying the odds in helping increase the white rhino populations, whose numbers had drastically dwindled in the country. Through this effort, Botswana could become the last safe haven for the endangered white rhino.

This is also thanks to the Government’s strict anti-poaching policy which has seen considerable resources being rolled out throughout the country, particularly around the Okavango Delta, whose vast wetland terrain has been taken advantage of by poachers.

“We have been repopulating our natural habitats with white rhinos,” Molosiwa said, adding that many thought it could not be done.

In the course of its intervention measures of environmental protection and restoration, Debswana is empowering and improving the quality of life of Batswana.

“We have significant focus around partnering with communities,” Molosiwa, who has a deep passion for empowering Batswana, explained. “Empowering women, girls and people with disabilities is key to better environmental management.”

One way for Batswana to be actively involved in combating ecosystem degradation, Molosiwa advised, was to own and operate tourism enterprises as tourism has been widely seen as Botswana’s next jewel after diamonds.

“Botswana must be actively involved in tourism and owning high impact tourism and conservation ventures,” he concluded, adding that the present generation owes it to future generations to preserve the environment in the face of industrialisation and development.”
WELCOME

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ORAPAPA MINE HOSPITAL
Refurbishment Complete

The Orapa Mine Hospital refurbishment, a large-scale project and considerable investment, is now complete. The upgrade of the facility included OPD Contributory Block, Non-contributory OPD, Physiotherapy Ward, General Ward, Administration Block and Private Ward, and saw a total BWP94.7 million investment.

Speaking at the handover of the upgraded facility, OLDM General Manager, Bakani Motlhabani, mentioned that the refurbishment project was conceived in an endeavour to improve access to high quality health care. “This refurbishment is in line with our Company strategy of One Dream One Team and is an essential step in building thriving communities by ensuring access to quality healthcare. The refurbished Orapa Mine Hospital also is well poised to meet the needs of Mine expansions such as that of Cut 3,” Motlhabani said.

Motlhabani noted that Debswana is committed to developing world-class healthcare services that are accessible to employees, dependents, Business Partners and communities the Mine’s our Zone of Influence, as we strive to Make Life Brilliant.

“Good health and wellness are basic human rights and necessary conditions for development as espoused in the Botswana Vision 2036 as well as Goal 3 of the Sustainable Development Goals (SDGs) that says ‘Ensure healthy lives and promote wellbeing for all at all ages,’” said Motlhabani.

He noted that the completion of this project comes at the right time as the world is still fighting the COVID-19 pandemic, noting that the Hospital has converted one of the completed wards into a highly specialised COVID-19 isolation ward and a waiting bay for patients who need to be admitted with symptoms of COVID-19 while awaiting their test results.

Motlhabani mentioned that he was pleased that all the project objectives were successfully delivered on time, within cost and to the required quality/performance. Therefore, he expressed his heartfelt appreciation to Jumcorp & William Lee & Associates (WLA), the contractor who have delivered the project despite challenges brought by COVID-19 and with no safety incidents, thus demonstrating one of our Values: Putting Safety First. He also thanked PMO and Hospital Management who made dedicated efforts towards the timely completion of the project.
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Debswana’s Beechcraft King Air 200 Aircraft (7-seater) has been given a new lease of life following the installation of new engines and new digital avionics as part of a standard upgrade.

The upgrade comes as we work to ensure the safest equipment for our colleagues, with a total investment in the new engines of BWP18.1 million.

The plane has been running with old engines that were approaching the end of their life as well as analogue aircraft avionics (controls), according to Stephen Chikwanda, a Project Manager based at OLDM. Chikwanda mentions that the project for the replacement of the engines and associated works on the aircraft was approved at the November 2016 Debswana Board sitting. “The project was initially scheduled to be completed in August 2018. Post project approval, work to deliver the project was however deferred,” he says.

According to Chikwanda, some of the reasons that the project was deferred included that the existing engines still had a minimum of 1 year of useful life left in them (and possibly more dependent on utilisation). Secondly, Debswana decided to explore the option of disposing the existing aircraft and procuring a replacement aircraft. Thirdly, a study was done that recommended the option of procuring a new aircraft. However, the business opted to revert to the original approach of replacing the engines as the most feasible option.

The refreshment of the aircraft started in December 2018 and was completed in March 2021. “Works were delayed by more than a year after the aircraft was delivered to the vendor in South Africa due to COVID-19 and associated lockdowns and travel restrictions between Botswana and South Africa for most of 2020,” he says.

The Aviation Team formed part of the project team. In the words of Standford Tebele, OLDM Chief Pilot, the project was basically to transition the aircraft from the old ‘steam drive’ into that of the latest digital technology. “A full Blackhawk and Raisbeck performance upgrade was installed on the aircraft. This package included the replacement of the original engines, which had been overhauled several times already and yet another overhaul was due. Under the project, new Pratt and Whitney PT6-61 engines with Blackhawk enhancement have been installed on the aircraft. This package consisted of the replacement of the original engines, which had been overhauled several times already and yet another overhaul was due. Under the project, new Pratt and Whitney PT6-61 engines with Blackhawk enhancement have been installed. These engines provide more power and improved overall performance,” he said. He noted that a completely digital avionics suite has been installed. “Old analogue engine instruments have been replaced with new technology Hawkeye digital instruments.

These provide microprocessor signal display to the pilot.” he said. Tebele mentioned that Garmin TXi flight technology has also been installed during the upgrade project. “This is a touchscreen and scalable installation.

It consists of four displays on the flight panel. Previously, there were eight separate flight instruments and six radios all indicating separately,” he said. He said under the Raisbeck upgrade, the original propellers have been replaced with a new sweptblade turbofan propeller system. The combined benefits of the Blackhawk and Raisbeck systems are:

• Increased climb and cruise performance
• Cooler engine operating temperature
• Increased horsepower (for a faster plane)
• Decreased fuel consumption
• Reduced loss of torque when operating with ice defectors deployed
• Protection against foreign objects ingesting into the engine.

Post the upgrade works, the aviation team underwent familiarisation training on the newly installed systems. The Chief Pilot gave an assessment of the Aviation Section’s perception of the upgraded aircraft, emphasising that the aircraft is now generally a better plane than before, is now more user friendly, has welcome touchscreen functionality on the cockpit dashboard and enjoys notable noise reduction as a result of the new propellers.

Here’s to a new lease of life and to always ensuring we Put Safety First!
Building Thriving, Sustainable and Resilient Communities: JWANENG MINE DONATES TO SESE PRIMARY

Through funds from its Corporate Social Investment (CSI) programme, Jwaneng Mine has built and donated two classroom blocks (comprising four classrooms) worth P2 million to Sese Primary School in Sese village.

In delivering the keynote address, Chairman of the Southern District Council, Honourable Thamiso Chabalala, applauded Jwaneng Mine for their persistent commitment to sustainability and community development and ensuring that their operations remain beneficial and ethical for communities of influence. He said that the two classroom blocks would help address the issue of congestion at the School, leading to a more conducive educational environment. He also lauded Debswana Jwaneng Mine for collaborating with other like-minded stakeholders such as Government and Construction Industry Trust Fund (CITF) to deliver sustainable development to communities of influence.

He said that Government alone cannot deliver sustainable development and called on all stakeholders to work together, enhance engagement across sectors, and pool resources to draw on collaborative advantages in order to attain the shared vision for sustainable development.

Jwaneng Mine General Manager, Koolatotse Koolatotse, pointed out that in order it to be considered a responsible corporate citizen, Jwaneng Mine first needs to be accountable to itself, shareholders and its communities of influence. He said because of this, Jwaneng Mine is conscious of the kind of impact that it has on all aspects of society, including economic, social and environmental impacts. He said that Jwaneng Mine is intentional and purposeful about operating in ways that enhance its communities of influence and the environment.

Koolatotse noted that Jwaneng Mine is committed to making meaningful and lasting contributions to the communities within which it operates and indeed to the Nation at large. He said worthwhile community interventions such as the two classroom blocks are made in line with the provisions of the policy directed at providing sustained and lasting value to communities around Jwaneng Mine. “Through projects such as this, we aim to deliver thriving, sustainable and resilient communities.”

The project is one of the latest examples of the close and enduring relationships that Jwaneng Mine has with the Southern District Council as the project was delivered in partnership with them. Some members of the community received construction skills training from CITF as well as training on scaffolding building and use, building further on the impact the project sought to ensure.

Here is to continuing to deliver thriving, sustainable and resilient communities!
Debswana Orientates New Directors and Technical Committee Member

Debswana’s new Board leadership members, Debswana Board Chairperson and Acting Permanent Secretary to The President, Ms. Emmah Peloetletse, Debswana Director and Permanent Secretary in the Ministry of Mineral Resources, Green Technology and Energy Security Ms. Ellen Richard-Madisa, and Debswana Technical Committee Member and Deputy Permanent Secretary in the Ministry of Mineral Resources, Green Technology and Energy Security Mr. Johannes Tsimako on July 02, 2021 toured Jwaneng Mine as part of orientation, to get them familiarised with the organization.

The tour, together with presentations inducted and provided the new members a window to appreciate in-depth all aspects of the business such as Debswana Strategy 2024, Building Forever, Business Performance, Debswana Resource Development Plan, Debswana Tomorrow – Horizon 2 Projects and people. The orientation comes at a time when Debswana continues to make strides in the fight against the prevalent COVID-19 pandemic.
Be a Hero For Health

When you get vaccinated, you are not just protecting yourself but those around you.

In support of:

Get injected and be protected
Debswana Board Member and De Beers Executive Head of Technical, Burger Greeff, has encouraged OLDM employees and Business Partners to collectively fight the COVID-19 pandemic. Greeff was sharing an ECOHS moment during OLDM safety stand-down aimed at discussing interventions necessary to reduce incidents.

Greeff mentioned that, following contracting COVID-19, his immune system went totally overboard in fighting the virus hence killing off its own cells, i.e. the ones with COVID-19 and the ones without COVID-19. Thus, he had to be hospitalised. “It was very tough. We often take breathing for granted and for three days, it was tough. Those were the couple of days I told myself to constantly breathe. Breathe-in, breathe-out; and doing this with a sort of this metal strap around my chest,” he says.

He notes that while in the hospital, his immune system had to come under control. Therefore, he was put under observation and with close monitoring. With his immune system killing its own cells, it was bound to eventually mean his body destroying its own organs, which can lead to organ failure. This is one of the reasons many people die from COVID-19 complications.

Greeff noted that he was admitted to the hospital ICU and put on oxygen supply. “I was scared that I was going to go onto a ventilator, which is very difficult to recover from,” he says. He said that the virus took a real mental and physical toll on him. “In three days, I lost 6kg because my immune system was killing cells. I tested my lung capacity two weeks after I was released from the hospital and it was half what it used to be; it will take a long time to recover. I am really glad that I did not have permanent lung damage, however” Greeff noted.

Having followed the COVID-19 protocols all the time, it was very difficult to figure out where Greeff might have contracted the virus, but there remains a lesson in the reality that it could have been significantly worse. He therefore encouraged employees to follow all the protocols i.e. wearing a mask, social distancing, washing your hands and sanitising frequently, all of which can help in working to avoid contracting COVID-19.

“In the COVID-19 ward, it was difficult to predict who was going to get a severe response and who was going to be fine.” Being healthy or fit is not an easy predeterminant of being better off either, for Greeff himself was fit, as he would run five kilometres a day, cycle on weekends, eats healthy, and was full of energy. He added that there were other people like that in the hospital, including marathon runners, as well as those who had underlying conditions. “My lesson is don’t get COVID-19 because you never know how your immune system will respond.”

Greeff urged employees to do everything not to get COVID-19 or spread it to others, as the journey to recovery is painful and long. During this time, Greeff also lost his father and this was a trying time for him and his family. The prayers, support and well wishes from his family, friends and colleagues helped him through this difficult time. He encouraged employees to be there for each other, supportive and caring.

Greeff also noted that he will get vaccinated when his time comes and encourages employees to get vaccinated when it is their turn. While vaccinations are not a cure, they are proven to help reduce the potentially negative impacts of the virus on the body, and constitute yet another means of protection.

Greeff concluded by applauding the OLDM team for continuing to Put Safety First, by considering all risks to people and the environment before proceeding with any activity. “Zero Harm is always our goal!” he noted.

"Having followed the COVID-19 protocols all the time, it was very difficult to figure out where Greeff might have contracted the virus, but there remains a lesson in the reality that it could have been significantly worse"
Jwaneng Mine impresses town leadership

Her Worship Olga Ditsie, the Mayor of Jwaneng, says Jwaneng Mine is a world-class mine that will continue to make a positive contribution to the growth of the international diamond industry and the country of Botswana.

“Her remarks come during a recent visit to the Debswana Jwaneng Mine by Jwaneng township leadership, which comprises political, administrative and tribal leadership. The engagement was a true testament to the importance of strong and healthy relationships between the Mine and its key stakeholders in the community, and of the necessary shared vision of a prosperous Botswana. These remain key to the Mine’s leadership, and this was evident through the engagement.

“This being my first visit to Jwaneng Mine as the Mayor, I am highly impressed by the collaboration and development of communities within your Zone of Influence. This is a true testament that your robust CSI programme is effective, and I believe that you will continue to play an important role in economic development of communities within the Mine’s operation,” said Her Worship. Her Worship further commended Jwaneng Mine for making the safety of its employees its top priority, emphasising that by its nature, the mining business is a risky environment that needs robust safety measures to curb incidents in the workplace. She also applauded the company for ensuring that Jwaneng Mine Hospital provides healthcare not only to its employees but also to the entire community.

Also amongst the delegation being hosted was the Deputy Mayor of Jwaneng, Mr. Koolopile Themba Pema. Mr. Pema also applauded Jwaneng Mine leadership for its efforts, including the outstanding global performance in the P101 Safety Awards and Social Way.

“People-centered productivity is our mantra. The best way to have an engaged and productive workforce is to have people doing what they love. We want an agile workforce and with breakthrough ideas, for this will allow us to achieve our One Dream, One Team 2024 strategy,” said Jwaneng Mine General Manager, Koolatotse Koolatotse, during his overview presentation.

“We will continue to foster strategic relationships with communities within our Zone of Influence. We envisage a very different smart future of mining; hence, we fully support digital transformation that will allow us to sufficiently contribute to the country’s economy.”

“Despite the impact of COVID-19, there are indications that the global economy is making a positive recovery and we continue to ensure that we are ready for market recovery.”

Let us all continue to invest in the relationships we hold with those in our communities, our key stakeholders, Business partners and local leaders. Together, we can deliver on our One Dream, One Team 2024 strategy and their support and buy-in is crucial to this and to our leading a truly positive and sustainable mark for and with Batswana.
Debswana Horizon II Projects donates BLANKETS TO MMANKGODI FAMILIES

The five beneficiaries were identified through the assistance of the Social Welfare and Community Development Office, Mogoditshane/Thamaga Sub District. Handing over the donation, The Project lead, Thapelo Molefe stated that the initiative was born from the reality that, with the current harsh cold weather conditions, some community members may not be able to afford or have some warm clothing to shield them from the weather elements. As such the team felt it befitting to live the company’s Show We Care value by collecting blankets and other winter clothing with the view to donating these to the less privileged members of society.

The donations were received with great appreciation by the village leadership led by Kgosi Tshwaile and community members. A tour of the village indicated other needs/challenges faced by the community such as decent housing and ablution blocks especially around the Ramethabeng ward.

Debswana, Horizon II Projects employees recently donated winter clothing mostly comprising of blankets to five families from Mmankgodi Village.
MME THARI YA SETSHABA
bomme ba Women in Security ba supa mowa wa lorato

Fa a ntsha la gagwe, mongwe wa maloko a komiti, Mme Boitshoko Matlhare o tlhalositse gore mogare wa corana o sants e o le teng mo lehatsheng ka bophara le mo Botswana. Mme o ne a rutoetsa bana gore batswelele ka go itshereletsa ka dinako tsotho ka ke bone baeteledipele ba kamoso.

Morutabana wa sekole sa Kgalagadi Rre Pontsho Lekoko a re mokgatho o dirile tiro e ntle fela thata e bile o ba rotloetse go tswhara ka natla le gore ba seka ba kogbe ga Marapo mo tseleng. Rre Lekoko a re go nna mmoriri ga se go bereka tiro e o e hirietsweng fela mme fa o bona go na le lethloko gole gongwe o tshwanetse wa nna le setho ka go tsetsele ka lebogela dimpho ka go lebogela, go tshwena gore na le o tshwane gore ba se ka le kholo gore na le tshwane gore bana ka la go ke. Rre Lekoko a re go tshwana gore dimpho tse di supa tota gore mme thari ya setshaba.

Rre Lekoko a dumela gore dimpho tse di tšile go the tšwa go lwantsa mogare wa corana eble o su ka lebogela le gongwe o tšwana gore na le seka le kholo le le tšwana gore na le kholo gore na le tšwana gore bana ka la go ke.
Engineering & Asset Management (E&AM) focus areas

Greetings once again colleagues! Our second edition of the E&AM corner will focus on the mission & vision of the E&AM function as well as the 6 focus areas of our framework.

As we mentioned in the last submission, the E&AM framework aims to deliver improved productivity by leveraging on technology and innovation to optimise the Asset Management processes, systems and people to drive sustainable operational excellence. It is against this background that the following Mission and the Vision have been formulated:

**Mission**
We manage assets safely through people and technology to minimise productivity and predictability.

**Vision**
The transformation of Debswana into a global benchmark Asset Management company.

ISO55000, (the international Asset Management standard), defines Asset Management as a coordinated activity of an organisation to realise value from assets while balancing costs, risk and performance in support of its organisational objectives. The E&AM function is coordinating this activity through the E&AM framework, consisting of the focus areas outlined in figure 2 below. The focus areas shown below have been identified in full alignment with the ODOT strategy and the Technical Services focus areas, as key to enabling the delivery of the P10bn additional value by 2024.

1. **ASSET CARE:**
To improve productivity through a step change in equipment performance to deliver optimised total cost of ownership and the ODOT BHAG through P101 asset performance

2. **PEOPLE:**
Workforce engagement, empowerment and transformation of people in line with 4IR and future mining

3. **SAFETY & SUSTAINABILITY:**
To ensure absolute zero harm and reduction in our carbon footprint

4. **STAKEHOLDER RELATIONS & PARTNERSHIPS:**
To ensure improved relationships and collaborations with key stakeholders through effective engagements

5. **GOVERNANCE & ASSURANCE:**
To incorporate best practices to ensure value-adding technical assurance and promote compliance to E&AM requirements

6. **TECHNOLOGY & DATA MANAGEMENT:**
To transform the business by leveraging on technology and innovation to create value across the entire Asset life cycle

The objectives of the different focus areas are as follows:

**1. ASSET CARE:**
To improve productivity through a step change in equipment performance to deliver optimised total cost of ownership and the ODOT BHAG through P101 asset performance

**Until next time, stay safe!**
Jwaneng Mine and Jwaneng Cycling Club recently donated a Classroom Block (Two Classrooms) and a Prefabricated Classroom worth more than P1 Million to Machana Primary School in Machana village.

“This is historic, and I am, on behalf of Machana residents, deeply grateful to both Jwaneng Mine and Jwaneng Cycling Club for the generous donations to our school. This is not the first time that the Mine donates to us as it drilled a borehole that waters our village at the moment,” said Kgosi Mogotsi Marotwane welcome guests in his village.

In her keynote address, the First Lady of the Republic of Botswana and Patron of Machana Primary School Mrs. Neo Jane Masisi lauded both Jwaneng Mine and Jwaneng Cycling Club for their unparalleled keen sense of Corporate Social Responsibility and relentless commitment to sustainability and community development pointing out that the donation will go a long way in improving the teaching-learning environment at Machana Primary School. She added that the donated classrooms will help improve the overall quality of education at the school and prepare pupils for post primary education and life in general.

For his part, Jwaneng Mine General Manager Mr. Koolatotse Koolatotse applauded the Debswana Employee Volunteer Program pointing out that it is an integral part of Debswana’s Corporate Social Investment program. He said it is through the program that employees, business partners and clubs such as Jwaneng Cycling Club continue to mobilize resources to serve community needs.

Koolatotse added that the handover was testament Jwaneng Mine leadership we remain resolute in sustainable development and are intentional about ensure that the operation meets the challenges of the future, and remains as a force for good in Botswana’s socio-economic development journey.

The classroom block was built through funds generated from the 2020 Jwaneng Mine General Manager’s annual Cycle Charity Race managed by Jwaneng Cycling Club while the prefabricated classroom was bought through Corporate Social Investment (CSI) funds. Acacia Primary School pupils also donated text books to Machana Primary School.
The scourge of Gender-Based Violence (GBV) continues to wreak havoc in communities throughout Botswana, with the Boteti District recording an even higher number of cases since the onset of the COVID-19 pandemic.

The scourge of Gender-Based Violence (GBV) continues to wreak havoc in communities throughout Botswana, with the Boteti District recording an even higher number of cases since the onset of the COVID-19 pandemic.

OLDM continues to stand in support of a community campaign to combat GBV in Orapa and Boteti as a whole, with various strategies to raise awareness on GBV. In a bid to combat and eradicate GBV, Debswana OLDm is in partnership with the Botswana Police, Botswana Police, Orapa Ministers Fraternal, Orapa’s community leadership and the Orapa community at large to show support and help ensure positive outcomes from the campaign in eliminating GBV in the community.

Following the successful Denim Campaign, Orapa Public Library Volunteers organised and launched yet another effort on the 29th of May 2021, dubbed the ‘Orapa Against Gender-Based Violence and Rape Awareness Motorcade.’ The main objective of the event was to heighten awareness on GBV, in accordance with Debswana’s zero tolerance of any acts that infringe human rights of individuals, including vulnerable groups. The effort saw a motorcade throughout the town through which messages on GBV were shared via a public address system. The motorcade ended at Itekeng Stadium where various delegates attended, with key stakeholders delivering moving speeches.

Some of the attending delegates included the General Manager of OLDm, Bakani Motlhabani; Orapa Police Station Commander’s Representative, Ms. Lorato Kau; Orapa Ministers Fraternal Chairperson, Apostle Moffat Ranthatsa; Orapa Councillor, Hon. Chi lure Balopi; and representatives of the Botswana Mine Workers Union.

When delivering his speech, Motlhabani implored the country to rethink on GBV and act collectively to stop the practice in which perpetrators of GBV are often the ones who are protected by society, while victims are left exposed to situations of further possible violence against them. “Perhaps even more alarming than the continuing surge in GBV cases, is the fact that this atrocious infliction of physical and emotional distress on fellow human beings continues to be concealed in silence while victims are victimised and perpetrators are shielded from the long arm of the law,” Motlhabani said. “As Debswana leadership, we believe that a GBV-free community is key to delivering some of our noble policies which include a work environment that is free of bullying and harassment and a workforce that is switched on and committed to zero harm in the workplace.”

He continued, “A concerted effort by everyone, from the basic family unit right up to National level, is the only way we can, as a nation, successfully win the war against GBV. Debswana cannot do it alone. The Police cannot do it alone. Our traditional and community leaders cannot do it alone. Not one individual can win the war against GBV alone. As an organisation, we challenge the Orapa community, Boteti District, the country and indeed the world as a whole to speak out against Gender-Based Violence or any forms of violation of people’s inalienable human rights enshrined by National constitutions and the Universal Declaration of Human Rights, which Botswana is a signatory of.”

Well done to all making an effort to change the narrative of GBV in Botswana. Let us all encourage the various communities in Botswana to come up with working prevention and intervention initiatives that will stamp out GBV and create a conducive environment that is free and safe for everyone. This is especially vulnerable groups including children, women, the elderly people and future generations. Here is to a GBV-free Botswana soon and forever!
OLDM General Manager, Bakani Motlhabani, and Boteti Sub-District Council Senior Assistant Council Secretary, Christopher Maramba, have underscored the importance of partnerships and collaboration between the two organisations to facilitate development of communities in Boteti. The two executives engaged recently during a meet and greet session following the appointment of Maramba to the position of Senior Assistant Council Secretary in Boteti.

Motlhabani indicated that, through collaboration with the Council, several projects geared towards uplifting the lives of communities in the OLDM’s Zone of Influence have been implemented. Such projects include but not limited to the renovation of unused council facilities at Mmatshumo Village for use as a COVID-19 Isolation Centre, construction of a maternity ward at Letlhakane Primary Hospital, and production of re-usable cotton masks.

Other projects included donations to Boteti schools to procure equipment to comply with COVID-19 compliance requirements, construction of an education facility for children with disabilities in Rakops, as well as food security projects at Malatswae and Xhumo villages, among others. Motlhabani therefore said continued collaboration with the Council would facilitate successful delivery of projects that the Mines have funded and are in the process of implementing, as well as those still pending execution for the benefit of communities.

Maramba pledged commitment to continued partnership and collaboration with OLDM and promised to support institutions funded by Debswana to eliminate setbacks and bottlenecks that slow and delay project implementation. He mentioned that he had already started visiting some of the projects funded to get first-hand information and fully appreciate challenges. He noted that it is the Council’s responsibility to support organisations funded by Debswana, particularly those that have issues. This is with a view to realign, reset and eliminate delays. Maramba said this would ensure that the projects are not only delivered successfully but also delivered on time for the benefit of Boteti communities.

From, left-right, Christopher Maramba, Bakani Motlhabani and Bontle Maruatona
REPORT UNETHICAL BEHAVIOUR!

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Spotlight on **PABALELO NKHWALUME**, a Vital Cog in OLDM Operations

What started out as a promising career in 2003 as a Learner Official based in Jwaneng Mine saw Pabalelo Nkhwalume’s determination land him a sweet spot as Senior Mining Manager at Orapa Mine.

Strength of mind, the backing of family, plus the realisation that one performs better as a component of a well-oiled team got Nkhwalume to where he is today. Armed with a Diploma in Mining Engineering from the University of Botswana, Nkhwalume quickly delved into the demanding tasks set out for him, and over the years, this young star rose to being appointed a Mining Engineer, before being posted in 2012 to Leighton Africa and Leighton Contractors in Australia.

The modest Mining Engineer says his career was poised to soar. “Upon my return from Australia, I received a scholarship through the Debswana Scholarship programme, on which I attained my Bachelor of Science Degree in Mining Engineering from Missouri University of Science and Technology in the USA.” Nkhwalume let on. “I was then assigned to Jwaneng Cut 9 Prefeasibility Study as Operations Readiness Manager which I diligently executed until the year 2018, where I was appointed Technical Assistant to the Managing Director for two years.”

Upon his appointment to Senior Mining Manager in 2020, a position he currently holds, Nkhwalume soon realised that Debswana’s stratagem, and consequently its mining projects, formed the basis on which his challenging job description is derived, and through which output is measured. “It is the Senior Mining Manager’s responsibility to ensure proper interpretation of mining projects’ operational requirements and their integration into the discipline by ensuring availability of resources to meet business objectives,” the passionate mining executive explains. “It is also my responsibility to formulate strategies for the Mining department and align to overall mining projects in the short- and long-term plans.”

Equally important responsibilities for the Senior Mining Manager include cultivating a safety culture, driving a cost effective mining practice, delivering excellence on all mining projects, providing qualitative approaches to work and above all motivating the mining team to achieve the aforementioned in everything they do. These are all areas Nkhwalume remains passionate about excelling in and which he thus tackles head on, with unrivalled enthusiasm.

“My keen interest in solving problems and leading the Mining team to successfully deliver the mandate of the Mining department in a safe, effective and efficient manner played a part in my ambition to serve as a senior official on OLDM,” explains. “We are living in modern times where technological advances have revolutionised the way we think and do mining.”

With the considerable experience he has gained over the years, Nkhwalume says he is determined to be the driver of technological advances in Mining and to get Debswana’s workforce to embrace change and use it for the Company’s expansion. “As Debswana continues to achieve Zero Harm in its operations, employees’ safety,” Nkhwalume says, “remains core to my responsibilities as Senior Mining Manager.” He continued to note that “Nothing surpasses every employee getting home safe at the end of each working day,” he stresses. “This remains the main goal in each passing day. Recognising and promoting good safety performance remains core to my responsibility.”

Nkhwalume says that while challenges will always be there, he remains undaunted. He says these challenges present an opportunity for him to work with others in keeping the business geared for prosperity. “Every challenge that comes my way is an opportunity to make an impactful change to the minds or lives of the large group of people around me and I embrace the challenges,” he says with gusto. “The success of Debswana remains the goal, atop the pedestal and collaborating with other executives towards our common goal has been an enriching experience. We are stronger together.”

One of the biggest challenges Nkhwalume – and indeed the entire workforce at Debswana – has had to face is the global COVID-19 pandemic. He intimates that while life has become difficult for everyone, Debswana employees must be extolled for their perseverance and adherence to set health protocols. “The journey has not been easy given that the pandemic was new to the world,” he disclosed. “We have had hurdles such as reduced production and running on skeletal staff due to COVID-19 cases. We, as a collective have lost family and friends to the pandemic but that has not deterred the Mining team from being optimistic. The employees at Mining sites have been tremendously adhering to the set guidelines since the onset of COVID-19. We continue to provide support of all kinds to ensure that the team stays abreast amid the COVID-19 challenges.”

So what is one of Nkhwalume’s secrets to success? ‘I strongly believe in my team in the Mining department; if we are aligned as a team, I am confident that there will be a solution for any challenge we face,” he expresses proudly. “I continue to strive for excellence and believe that with the unsurpassed support I continue to receive, I will prosper.”

Nkhwalume is a dedicated family man. He says his wife Taboka and three children are a solid foundation on which he steadfastly stands amid life’s challenges.

Thank you for your time Nkhwalume. Stay shining!
OLDM Plant 2 Team’s Quest for 80% OEE

OLDM has a number of breakthrough commitments for 2021 in key business areas. This forms part of OLM’s endeavours to continuously improve and achieve its overall mandate in line with the One Dream, One Team strategy.

Among the key breakthrough commitments is 80% Overall Equipment Effectiveness (OEE) at Plant 2, Letlhakane Tailings Plant (LTP) and Haul Trucks. Teemane spent some time with the team at Plant 2 to appreciate the effort and commitment it takes to achieve 80% OEE at Plant 2.

The team comprises employees from Ore Processing and Engineering, with support from a number of departments including Project Management Office, Information Management and Mining. Here is what we learned.

The day started with meeting Plant Manager, Nelson Nareetsile. Unfortunately, during our first encounter, there was an issue with the control room as it was not starting up. True to who the team is, problem-solvers with a solution-driven mindset, this was resolved no more than an hour later. One of the team members said this is normal life, for every challenge provides opportunity for the team to apply themselves and develop sustainable solutions with existing resources.

Asked if it is possible to achieve 80% OEE by the end of year, Nareetsile stated “yes” definitively and noted that OLM has achieved 80% OEE at Letlhakane Tailings Treatment Plant (LTP). “If it can be done at LTP, we can certainly do it. There are a number of actions we need to complete as a team in order to achieve this target,” he noted. Nareetsile likened their quest to 80% OEE to American professional tennis player, Serena Williams’ pursuit for 24 Grand Slam singles titles – hard work but entirely possible.

There are key areas that the Plant 2 team are focusing on their quest to achieve to 80% OEE. Plant 2 team have an assurance plan that focuses on:

- Change in mindset and culture
- Team effort and cohesiveness
- Innovation, technology and digitalisation
- Adoption of the Anglo Operating Model (AOM)

According to Nareetsile, the team has also faced a number of challenges like COVID-19, power failure and wet ore. Nareetsile has noted the team continues to rise above the challenges and have adopted the Anglo Operating Model, “as this is assisting us to improve the way we do work.” He concluded by noting “I am encouraged by the extent to which our team strive to be more efficient and effective.”

Here’s to the team at Plant 2 and to achieving their target of 80% OEE at Plant 2!
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- Strong collaborations & partnerships
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- Data driven foresights

Value addition
- Continuous Auditing
- Real-time assurance
- Go to Trusted Advisor of Choice

Resource capabilities
- Multidisciplinary team
- Continuous IT & professional upskilling of DAS team
- Use of guest Auditors

Performance Monitoring
- Continuous testing & assurance
- Data Mining
- Flexible & Stakeholder needs oriented plan
- Agile & accelerated audit cycles
- Issue Tracking

Strategic Assurance
- Collaborate for combined assurance
- Assurance in precise areas & sources
- Assurance in most cost-effective ways