Welcome Stakeholder Engagement is crucial towards creating impact and shared value. Always Sparkling: Onkutlwile Motlogelwa.

Diamond Protection
An Imperative for All

Put safety first. Build trust. Show we care. Shape the future.

Featured this month:
3 Global Safety Day Recognises that we are “always safe as our strongest link”.
12 Step up, step out - let’s get fit together.
Dear Teemane Readers,

September has come and gone and with it, an exciting number of developments befitting this season of change. In this issue, we have sought to capture tales and updates relevant to all from a strategic, operational and human-interest perspective.

In the pages that follow, read more about Global Safety Day, Debswana gems Kgalalelo Silas, and Onkutlwile Motlogelwa, and more on the OLDM Green ISO 14001 Audit. There are also pieces to enjoy on Incidents Reduction, how AOM helps SCM deliver customer delight and driving optimal asset management through Reliability Command Centre.

These are just some of the pieces within, and which we hope will bring you great insight and reading pleasure.

On behalf of the Editorial team, I hope you enjoy this piece. As I prepare to hand over the role of Teemane Editor to Cecily Kuswane, who takes over effective 1 October 2021, I thank you for your attention, feedback and support.

Re a leboga.

"Here’s to staying safe, staying warm, and continuing to make life brilliant!"
As the COVID-19 pandemic continues, Diamond Control Awareness Team (DCAT) Chairperson, Modiri Gasewarona, has highlighted that it is imperative to continue raising awareness to various stakeholders on diamond protection. This includes but is not limited to engagement with the public, employees and contractors.

Gasewarona said the Diamond Control Awareness Team’s primary mandate is to ensure that all stakeholders are aware of the importance that diamonds have on the development of Botswana, its people and Debswana. He noted that the beautiful development diamond story of Botswana should be shared to sensitize the public on the role of diamonds, especially those from Debswana. He further highlighted that knowing the role that diamonds play and have played in Botswana’s development builds the case for every citizen to be a Botswana diamond ambassador. Indeed, diamonds have been a part of the incredible development that paved way for Botswana’s progress to a middle-income country today.

Gasewarona shared that the public needs to regularly engage and participate in activities directed at protection and prevention of diamond crime. He said one example of this in action would be to report any dubious and unlawful dealings of diamonds.

We all have a part to play, so let us all help drive diamond protection!
Every year, everyone across this business helps play a critical role in bringing Global Safety Day to life and making it a success. This year is no different.

The critical first step in getting everyone ready for Global Safety Day is making sure everyone is informed, motivated, and supported to take ownership of what Safety means and indeed how important it is to us as Debswana. OLDM wants to ensure that all colleagues feel equipped, supported, and motivated to help drive every step of this programme forward until the commemorative day, being 14th of October 2021.

Though safety is always at the core of what we do daily, employees across De Beers Group use this day to pause even further for a dedicated discussion on safety as a way of highlighting a universal commitment to best practice in saving lives. Global Safety Day is an ongoing programme that raises safety awareness, builds safety culture and knowledge. This culminates in a day of team exercises and planning across De Beers global operations.

This year’s Global Safety Day will focus on the theme: “Always Safe as our Strongest Link.” ALWAYS – means safe at work, safe at home and safe in our communities. In addition to that, ALWAYS – means physical, psychological and mental safety. The focal point of the theme strives to shed light on how OLDM collectively, as an organisation and as individual employees, play a critical role in ensuring we all feel safe - mentally and physically - all the time.

OLDM will support everyone to take personal and collective accountability to ensure safe, responsible work by gaining a deeper understanding of our roles, our environments and the elements OLDM consciously and unconsciously engage with every day that reinforce or undermine our safety. We will explore what it takes to build an environment where each and every one of us is safe to stand up, speak up, and challenge anything that does not support safe, responsible work, safe production and a safe environment.

Achievement of this shall craft a positive safety culture that shall ensure that safety is never compromised. OLDM shall embrace and live “Always Safe as our Strongest Link.”
Welcome Stakeholder Engagement

Crucial Towards Creating Impact and Shared Value

Onkutlwile Motlogelwa

Empowering the Girl Child Jwaneng Mine Cut 9 Employee Volunteering

The introductory session created a stronger platform for discussion of various issues of mutual interest, as well as an opportunity to strengthen ties. Key topics discussed included sustainable development, resilient partnerships, and robust management of the COVID-19 pandemic, as well as rapid COVID-19 vaccine rollout in Jwaneng and surrounding villages.

The meeting was attended by, amongst others, Town Clerk, Ogaufi Molelo; Deputy District Commissioner, Odiseng, Janie Moruti; Jwaneng Mine General Manager, Koolatotse Koolatotse; Jwaneng Mine Assistant General Manager, Stephen Kirkpatrick; and Deputy Town Clerk, Mosimanegape Mogorosi.

Jwaneng Mine General Manager, Koolatotse Koolatotse, briefly shared business updates with the Jwaneng town leadership. He highlighted that the business has a number of initiatives directed at sustainable development of communities of influence such as the “Building Forever” strategy. Koolatotse said part of the strategy will result in thriving and resilient communities within Jwaneng Mine’s Zone of Influence.

Koolatotse also pointed out that Jwaneng Mine reserves P3.7 million annually to use on community interventions through the Corporate Social Investment (CSI) programme. He said that through the programme, the Mine continues to deliver sustainable projects such as the recent successful construction and handover of two classroom blocks at Sese village, as well as a classroom block and porta cabin at Machana village.

Jwaneng Town Clerk, Ogaufi Molelo, reiterated the importance of collaboration between Jwaneng Mine and Jwaneng Town Council. She pointed out that both are committed to continuing the resilient relationship that exists between them in an endeavour to drive developments in Jwaneng and surrounding villages. Molelo said that she looked forward to working with Jwaneng Mine in all community-related interventions.

As we continue to work to deliver positive impact and create shared value in our communities, stakeholder relations are an integral part of our efforts across all of Debswana.
Always Sparkling: ONKUTLWILE MOTLOGELWA

Teemane caught up with another Debswana gem, Onkutlwile Motlogelwa, a Senior Mining Engineer – Long Term Planning. Here is what we learned about our trailblazing colleague.

Q: Tell us more about yourself.
A: Apart from being a Mining Engineer, I am an avid runner, AKA The Running Miner, AKA Mo Farah.

Q: What do you like most about your job?
A: I like everything about my job, quite frankly! Having read a description in a university prospectus that a Mining Engineer is “someone who economically extracts minerals from the earth's crust,” I was intrigued by the idea of this discipline. There is a saying that goes “If it's not grown, it's mined.” The modern world would thus not be able to function without mined minerals. This, to me, meant that mining is integral to economic development and doing exceptional work as a Mining Engineer can have positive ripple effects on the economy and in improving people’s quality of life. My first experience in the mining industry was on industrial attachment at BCL Mine in my second year at university. I left the attachment thinking “This is exactly what I thought mining would be.” I still believe I made the right choice in making this my career.

Q: What is your biggest achievement in life to date?
A: That’s easy - completing my MSc thesis while juggling a hectic work schedule at the same time!

Q: What is the biggest challenge you are experiencing or have experienced and how have you dealt with it?
A: I try to ensure a strong work life balance, focus on prioritising my tasks and make sure I am not spending major time on minor things.

Q: What is the one thing people don’t know about you?
A: Growing up, I wanted to be a long-distance truck driver. Ice Road Truckers was my all-time favourite TV show. I just thought it was the coolest thing ever and I still do!

Q: What is one thing that you cannot live without?
A: My Bible.

Q: What is your wish for the next few years?
A: Growth and development in all aspects of life and to run a sub-3 marathon!

Q: What is your personal mantra?
A: "Discipline equals freedom."

Q: What advice would you give to colleagues, whether professional or personal?
A: Pour yourself into everything you do and enjoy everyday life.

Thank you, Onkutlwile! May your goals continue to be met, and may you always sparkle!
The success of a business is not merely assessed by its profit margins only, but by its ability to also positively impact the lives of the communities in which it is located. This means creating shared value which is both impactful and sustainable. With Debswana operating in Orapa, Letlhakane and Jwaneng and having employees and suppliers from all over the country, it is imperative that we give back to the community in our quest to create a lasting legacy. It is not simply a responsibility, but indeed our passion. In the words of Coretta Scott King, “The greatness of a community is most accurately measured by the compassionate acts of its members.”

It is for this reason that Debswana has a pillar which speaks to empowering the communities, specifically through Entrepreneurship. Debswana Entrepreneurship and Enterprise Development Programme (EEDP) is a component of the Citizen Economic Empowerment pillar which aims to ensure that the communities with which Debswana interacts are well off and that they benefit from the success of the company. We believe the world will be a much better place if companies and parastatals take part in empowering the community, and that entrepreneurship is a very powerful tool to do so.

Through this pillar, Debswana promotes and develops entrepreneurship across our wide spectrum of stakeholders. This ranges from employees to suppliers to communities. This is a deliberate effort from our side to plant the seed of entrepreneurship, water it and eventually - together with the community - reap the harvest. The reward in this case is more well-polished, dedicated entrepreneurs entering into the business community to facilitate the provision of services and employment creation. We want to see a reflection of Debswana’s performance among all such communities. That way we can walk with our heads held high knowing that we are one with the community that made us.

We seek to develop the entrepreneurship capacity of our suppliers and identify and help grow those with entrepreneurship ambitions among our employee base, with the hope that they will ultimately become entrepreneurs themselves. In this instance, they can then continue to work with us in the provision of services whilst creating market opportunities in the society. Through the EEDP, Debswana also plans to create market opportunities through outsourcing and privatising services within the mine.

For this to work, we enter into communities and truly engage. We have business pitches in the pipeline for ideas that are not only sustainable but seek to address a particular issue within the community. After all, the aim is to improve lives! What better way to empower the community than helping them to empower themselves? Another key aspect is the Debswana entrepreneurship challenge, where we partner with the Ministry of Basic Education and of Tertiary Education in order to ensure that Entrepreneurship is introduced in the school curriculum. The goal is for people to understand from a grassroots level, in the words of Peter Drucker, that “Entrepreneurship is neither a science or an art; it’s a practice.” If we can push this narrative and implant this mindset among the community, then Entrepreneurship can be viewed not merely as an option, but a way of life.

In our pursuit to empower the community and cement our vision for a “Debswana Tomorrow”, we are all implored to help drive and entrench the EEDP. Let us remember that the greatest legacy we can create is a community with improved standards of living. Here is to creating the entrepreneurs of tomorrow, and to truly transforming our Nation with impact! As we walk together in this journey, I foresee nothing but great success for all. Let us put in the work.

#ODOT2024
In its quest to achieve and sustain scratch free and zero loss of life, OLDM recently put in place additional measures geared towards incident reduction and reversing adverse injury performance.

According to Stanley Malefho, OLDM Safety and Health Coordinator, OLDM remains steadfast in terms of delivery on commitments made through ECOHS improvement initiatives. “Within the ambit of the Quantum Series initiative, Target Zero Injury has been developed as part of the incident reduction plan. This was necessitated by the current adverse injury performance. Borne out of this initiative, additional commitments from management have been made to ensure delivery of a scratch free and zero loss of life by year-end and beyond.

Malefho mentioned that the “Target Zero Injury” initiative revolves around eight key focus areas. These are: Quantum Series launches and engagements, risk management, High Potential Hazards (HPHs) and Near Hits management, statutory inspections, ECOHS Mentorship & ECOHS Stewards, Critical Controls Performance, Visible Felt Leadership and Timely Actions Closure.

Malefho says all Departments and Business Partners are expected to comply with plans in relation to Quantum launches, housekeeping, inspections, Pride at Work and monthly sectional ECOHS meetings. In the risk management space, Pre-Task Risk Assessment, Job Risk Assessment (JRA) and Planned Task Observation (PTO) are all non-negotiable.

“Timely reporting and effective closure of High Potential Hazard and Near Hits should be carried out,” Malefho said, adding that compliance to monthly inspections by legal appointees is imperative.

He also said that if OLDM is to achieve its target by year-end, all departments should adhere to critical controls requirements and the Visible Felt Leadership plan. This includes timely closure of all actions generated from incidents investigations, inspections etc. “No overdue actions will be tolerated,” Malefho warned. He further advised ECOHS Mentors and Safety and Health Stewards to provide support and coaching on ECOHS matters to their fellow colleagues as required.

Here is to continue to meet our scratch free and zero loss of life goals!
Kgalalelo Silas
Destined for Greatness

The ‘Projects’ space is deemed an exciting and dynamic field to be involved in. It is often characterized by precision planning and execution, invested throughout the Projects life cycle.

Teemane caught up with Kgalalelo Silas, Projects Administrator for the Jwaneng Underground Project, to shed more light on her perspective.

A native of Mahalapye, Kgalalelo holds a Graduate Degree in Industrial Psychology from the University of Pretoria and a Masters Degree in Public Administration from the University of Botswana. She also has a Prince 2 Foundation Certification and is currently pursuing her Prince 2 Practitioner Certification and a Change Management Certification. Kgalalelo joined Debswana two years ago.

Q: What inspired you to pursue your current career path? What did you have as a second choice?
A: During my undergraduate studies, I opted for a Project Management module. This introduced me to Projects, which I passed with a distinction. My first job at InnoLead Consulting stirred my love for Projects even further, and I am grateful to those who guided me during that tenure. I juggled HR ‘academic line of profession’ and Projects ‘default field due to employment challenges’ for some time. To be honest, Project Management has always been my second choice because of my academic background; however, it has now changed to become my current career path. What did you have as a second choice?

Q: What does your daily or weekly routine entail?
A: My weekdays are normally hectic, with reoccurring meetings, taking minutes, compiling reports and upkeeping project registers, as I am the risk champion for the Jwaneng Underground Project. I work very closely with the Controls Team to plan, organise and execute the project in an effective manner by providing critical data support. I am the backbone of Jwaneng Underground Project in many ways, for I support the project activities across the various project disciplines.

Q: What are some of the lows/challenges that you face regularly and how do you normally overcome such?
A: Challenges are minimal as we have set up a control structures to address these. Furthermore, the support from my colleagues is overwhelming and keeps me going. I am also grateful for the support from my immediate manager, who has groomed me to be this person I am today, that being a seasoned project administrator/analyst.

Q: Most people are currently working from home. How has the experience been for you?
A: I do not have a problem with or preference for either option. We are now living in unprecedented times, but technology is at the forefront of everything as it keeps us connected whether you are in the office or at home. To me, efficiency is about how I manage my work. That is why I am not too bothered by the location from which I work.

Q: How do you strike a healthy work-life balance?
A: I am and have always been a well-organised person. If it happens that I work beyond contracted hours, then it is self-motivated. My spare time is reserved for self-learning and upskilling. Within my circle of acquaintances, I am perceived as a workaholic; however, that is not the case. I know how to strike a balance between the two.

Q: What is your take on gender diversity and inclusivity in the mining context? Do you feel women are capacitated enough and given adequate growth opportunities?
A: We are slowly but surely getting there. Opportunities are there for the grabbing. As women, we need to be self-driven and determined to reach our goals. The ball is definitely in our court. According to Walter Bagehot, “The greatest pleasure in life is doing what people say you cannot do.” Gender is therefore not an obstacle. I believe. I am not a worrier and will remain a warrior always.

Q: What inspires you in life? What are your career ambitions?
A: I have courage and my life is definitely on the rise, so watch this space. Soon, I will be more confident to talk about gender diversity and inclusivity, giving testimonies about my life journey because I will have true milestones to show for it. I pledge to do my best to achieve this dream.

Thank you, Kgalalelo, for sharing your thoughts with us. It is clear to see you truly are destined for greatness!
EMPOWERING THE GIRL CHILD
Jwaneng Mine Cut 9 Employee Volunteerism

Building sustainable and healthy communities that will excel beyond mine closure will require Jwaneng Mine employees and Business Partners to implement robust community interventions. As a business, we remain dedicated to delivering on this at every possible opportunity.

In this vein, Jwaneng Mine Cut 9 team and the HATCH EPCM Africa team recently donated sanitary pads to underprivileged girls at Mogale CJSS in Maokane Village within Jwaneng Mine’s Zone of Influence (Zol). The collaborative effort sought to help further empower the Girl Child, leveraging the passion and spirit of employee volunteerism.

Jwaneng Mine employees commit to playing a significant role in the community and to being active corporate citizens by sharing resources and creating partnerships that create truly sustainable shared value and impact. Through individual dedication and commitment, and a collective sense of purpose, the Cut 9 team collected contributions of P106,00.00 towards this effort. This truly is an example of living the Debswana Value of Show You Care. In their endeavours to support the Government’s initiative on citizen economic empowerment, the Cut 9 team purchase local manufactured pads, “Iron Lady,” from Euclea Crispa, a proudly Botswana business.

When officially handing over the sanitary pads, Cut 9 Operational Readiness Manager, Obed Atlhopheng, shared that the project identified Mogale CJSS as the beneficiaries of their philanthropic gesture in the hope that the Girl Child beneficiary will be comfortable and study without distractions during her monthly cycle.

He informed the students that the best gesture of appreciation they can give the donors would be good academic results. He promised them that a donation that caters for boys and teachers would be considered in the future as well.

School Head, Mr. Gaboipiwe, gave a heartfelt vote of thanks to all. He was grateful to the Cut 9 team for choosing them as beneficiaries and mentioned that this noble gesture will assist in school attendance for the girl child during her monthly cycle as well as increased self-esteem for the girls. Similarly, Guidance and Counselling Teacher, Ms. Tshukudu, applauded the Cut 9 team for the donation.

The Cut 9 team and HATCH EPCM Africa employees look forward to contributing more in the future, especially through other initiatives that will include the Boy Child as well.

Well done, team!
LYNET KABOMO

Teemane has praised the swift and selfless actions of Jwaneng Mine firefighters who over 30 years have saved lives and properties. Meet Lynet Kabomo Jwaneng Mine fire fighter.

Q: Tell us more about yourself.
A: My name is Lynet Sebogodi Kabomo native of Thamaga village I am 53 years of age. I joined Debswana Jwaneng mine in 1991 after working for Botswana government at meteorological services. I am currently working as fire & emergency officer clocking 30 years with Debswana.

Tell us about your family?
A: I have seven kids, two sons and five daughters, first born having graduated from university holding a degree in computer forensic and security network.

What is your role within Debswana?
A: My main roles with Debswana as a fire fighter is to respond to Fire and related emergencies to protect of lives, Property and the environment from fire damage. I also provide assurance in the space of AA & Debswana fire safety standards by conducting surveys and inspections for hazards and ensuring that Fire protection systems are functional.

What do you like most about your job?
A: As a firefighter, I enjoy working with people and society and mostly enjoy making positive impact like saving a live or property.

What does a typical day look like and what are you currently working on?
A: On a typical day, I could respond to many different calls for service, being structural fires, bush fires and road traffic accident whilst daily activities will include fire appliance inspections and even planning for evacuation drills and fire demonstrations.

What is your biggest achievement (top life highlights) to date, whether personal or professional?
A: As a firefighter, I am involved in the rescue that saved the lives of several people. My biggest achievement was when I managed to save a life from one horrible accident. Through my swift and selfless actions during a very demanding rescue exe

What is the one thing you cannot live without?
A: One thing I cannot live without is water because 50 to 65 % of our bodies is composed of it

What is on your wish list for the next few years?
A: My wish list for the next few years, is to become a wildland fire contractor owner to render humanitarian needs as well as environmental from fire damage not ruling out farming.

What is your personal mantra?
A: My personal mantra is to always use positive words.

What advice would you give to colleagues, both professional and personal?
A: My advice to my colleagues is “never make safety an afterthought, physical fitness is key and they should always come to work sober because the consequences are bad.

Thank you
STEP UP, STEP OUT
- Let’s Get Fit Together

OLDM General Manager, Mogakolodi Maoketsa, has implored employees to engage in physical activity in order to improve their overall health and wellbeing.

Launching Step Up, Step Out-Let’s Get Fit Together, a fitness drive for all employees, Maoketsa mentioned that one thing one can never buy is health. “Therefore, it is imperative that we act appropriately to protect our health and wellness,” he said.

He noted that through exercise, there is a decreased susceptibility to lifestyle diseases. “Fitness improves the health and wellness of an individual and it is a great investment,” he mentioned. Maoketsa noted not only does fitness enable an individual to live longer; but it is also beneficial to the organisation, noting that a fit and healthy workforce is a productive workforce.

Maoketsa encouraged employees who wanted to participate in the Let’s Get Fit Together initiative but have not yet participated in the ‘Know your Health and Wellness Status Campaign to make a point to participate as it is key that they are fully aware of their dashboard around Body Mass Index (BMI), cholesterol levels, blood pressure, blood sugar and HIV among others.

He mentioned that, on average, BMI for OLDM employees is over 25, way over an ideal BMI hence the need to continuously exercise. “The statistics tell us on average we are on the overweight side,” he said.

OLDM Occupational Health Medical Practitioner, Dr Neo Moalosi, said the importance of exercise in our lives cannot be overemphasised. “Science has proven that it helps to live longer and happier,” she said. “Through this initiative, the idea is to encourage one another virtually and enable exercise at a time convenient to you. “We encourage you to use your baseline knowledge from the Know Your Health and Wellness Status Campaign. If you don’t yet know please join that campaign,” she said.

Dr. Moalosi said the idea is to initiate habits that employees can continue throughout their lives. We cannot talk about exercise without mentioning diet because when you start exercising your appetite is going to increase. The best thing to do is eat high fibre starches and more fruits and vegetables,” she said.

OraPa Mine Hospital Superintendent, Dr. Baagi Motshereganyi, says that through this campaign, they are reaching out to everyone to participate. He encouraged employees to engage in more purposeful physical activity to be able to see improvement by the end of the year.

Onkgopotse Boitshwarelo, BMWU representative, also underscored the importance of physical exercise, further noting “Our health is our pride.” He said he was happy that the Mines found it fit to remind employees of this fact and encourage them to get fit.