

TEEMANE

DEBSWANA 
MAKE LIFE BRILLIANT



MAY 2024



PUT SAFETY FIRST



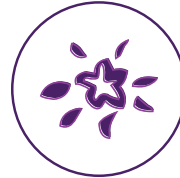
BE PASSIONATE



PULL TOGETHER



BUILD TRUST



SHOW WE CARE



SHAPE THE FUTURE

WELCOME

2

DEBSWANA 55
LOGO RATIONALE

4

SPARKING
SUCCESS THROUGH
TRANSFORMATION,
INNOVATION AND
INTRAPRENEURSHIP

6

DEBSWANA: MY
PATHWAY TO
EXCELLENCE AND
CATALYST FOR
ASPIRATIONS

7

FINANCE DEPARTMENT
CROWNS THE FIRST
MISS JWANENG MINE

16

MATSHIDISO
TOGATHATA SELECTED
TO BE A 2024
MANDELA
WASHINGTON
FELLOW

18



DEBSWANA COMMEMORATES 55 YEARS OF MORE THAN DIAMOND MINING



STORY ON PAGE 3

FEATURED THIS MONTH



DAWN OF A NEW ERA -
JWANENG UNDERGROUND
PROJECTS GATHERS
MOMENTUM

9



DEBSWANA OLDM
COMMEMORATES
WORLD CULTURAL
DIVERSITY DAY

11

Neo Melissa Mookodi
Editor

✉ MMookodi@debswana.bw



Welcome!

EDITORIAL TEAM



Gatang Gatang

Sub Editor: Jwaneng Mine
✉ GGatang@debswana.bw



Kealeboga T. Botshabelo

Sub Editor: Orapa, Letlhakane
and Damtshaa Mines
✉ KBotshabelo@debswana.bw

Dave Motshabi

Contributor: H2 Projects
✉ TMotshabi@debswana.bw

Dear Teemane Readers,

In the month of May, we began to reflect on Debswana's 55 years of existence with the kick off of the 55th Anniversary campaign under the theme of More than Diamond Mining. As we reflect on the journey of this organisation, we quickly begin to realise that Debswana's story is not just one of a diamond mining company, it is a tale of development of a nation, upliftment of communities and empowerment of individuals.

In this edition, we reflect on the progress of Jwaneng Underground Project, which is set to pioneer underground mining in Botswana. As the project progresses, it leads us into the next 55 years of Debswana, where we continue to hold dear our values of shaping the future and pulling together in the name of innovation and continued sustainable development.

All great companies are measured not only by the revenue generated but most importantly, by the lives and communities that they impact. Today we stand proudly as a Business that prides itself in transforming the lives of Botswana and the communities we operate in. To capture this, we introduce to you a new feature of Teemane: My Debswana Diamond Story, which is a story-telling platform dedicated to members of the Debswana community showcasing the impact this organisation has had on them as individuals, their communities and the nation at large. "We begin with Bofelo Tshweneyagae's Debswana Diamond Story, where she reflects on the transformative role Debswana has played in her life from childhood to date.

While reflecting on our 55-year legacy, we continue to drive a culture of excellence through the application of best practice principles in areas such as internal audit and corporate governance. We pride ourselves in the talent of Debswana's employee community and continue to shed light on individuals living the values and business units that enable the business to maintain its position as a worldclass organisation. We pride ourselves in raising the bar and in this edition, we continue to celebrate our peers who continue to put their best foot forward in their respective spaces.

Happy Reading.

Best,
Neo



**Here's to 55 years of more
than diamond mining**
Thank you for being part of
our journey

55 YEARS OF MORE THAN DIAMOND MINING



Dear, Colleagues

I am thrilled to announce the kick-off of Debswana's 55th anniversary commemoration campaign. This milestone is one of great significance, one that reflects a rich history of hard work coupled with valuable lessons and memorable accomplishments, all of which deserve our attention as we celebrate our anniversary. The 55th Commemorative Campaign will target our internal and external stakeholders.

Debswana's enduring legacy projects a radiant glow. On our 55-year journey, Debswana commenced as a glittering spark, as we discovered diamonds we cultivated a shared vision with the Government of Botswana fostering prosperity and shaping the contours of our future. Our goal is to remain steadfast in being a shining light illuminating the horizon of Botswana's hopes and aspirations, decreasing the reliance on diamond resources and transitioning to a knowledge-based economy.

The story of Debswana is a story of transformation. We have substantially contributed to enriching and developing the national economy while also intentionally ensuring that we continuously invest in uplifting the lives of everyday Botswana in various ways. Through our operational efforts, we have unearthed not just diamonds, but revenues for Government to develop the country and positively impact the lives of Botswana through inter-alia free education and health services. Additionally, we have unearthed opportunities: scholarship programme since the 1970s, employment of thousands of Botswana, livelihoods, and untapped potential waiting to be seized. As we celebrate 55 years of Debswana, let us reflect on the evolution of this Business and the milestones reached not just as a mining entity, but a force for good in driving prosperity and innovation in our nation. In order to ensure that we do so, we will be celebrating Debswana's 55th anniversary under the theme: More than Diamond Mining.

As we reflect on over 5 decades of More than Diamond Mining, we will not only celebrate our operational successes; we will shine a bright light on the human stories that reflect the impact Debswana has had on the lives of everyday people. We invite you, our employees, along with our social impact activities beneficiaries, our contractors, and the community members of our mines to walk this journey of reflection and celebration with us by using the platforms offered by this campaign to share your Debswana Diamond Story.

On behalf of Debswana Leadership at all levels, I humbly thank you all for your continued dedication to this Business and its purpose of "Making Life Brilliant." It is through your efforts and the Debswana employees who preceded us that we are able to celebrate 55 years of more than diamond mining.

Here is to the next 55 years of success and prosperity.

Andrew Maatla Motsomi
Managing Director

DEBSWANA 55
More Than
DIAMOND MINING

55 YEARS OF MORE THAN DIAMOND MINING

Logo Rationale



55th Anniversary Narrative

The story of Debswana is the story of Botswana. The story of a diamond. Woven by the hands of fate and hard work, it starts with a humble *spark of discovery*, a glimmer hidden deep beneath the earth's surface, ushering the dawn of a nation's journey.

With each passing year, this spark ignites a *shared vision* of progress and boundless potential. From the depths, Debswana unearths precious gems but also uncovers opportunities; pathways to education, livelihoods, and opportunities waiting to be realized.

With an unrelenting spirit of innovation, every step forward chips away at the rough edges of possibility, carving and polishing; *shaping the contours of the future*. What began as a spark burgeons into a blazing fire, burning bright and *illuminating the horizons* with a radiant glow of promise and hope.

As the Debswana story unfolds, it encapsulates the spirit of Botswana; a tale of transformation and the power of untapped potential. Debswana's enduring influence shines brightly, guiding every Motswana towards a brighter tomorrow and emerging as an architect of our collective destiny, a beacon of progress, and a testament to a legacy that transcends **more than diamond mining**.

JWANENG MINE GENERAL MANAGER ENGAGES EMPLOYEES, BUSINESS PARTNERS



End of April saw Jwaneng Mine General Manager, Mr. Goitseone Gadifele taking a tour of the mine and township offices, engaging with the mine employees and business partners on the performance of the Jwaneng operation's Quarter 1, and beginning of Quarter 2. The reflection on the Operation's performance over the past 3 months, highlighted its strides and areas of growth, especially after a rocky Quarter 4.

The engagements were based on 4 areas of concern and these include Sustainability, Governance, Productivity & Efficiency as well as People Transformation.

He started with commending the whole company on doing so well, reporting zero incidents on safety issues and thanked all those who played a part in this achievement, as it positively reflects the unity and collaboration employees had. He urged all departments to work in unison, stating that we have already started Q2 on the wrong foot – recording 2 incidents so far.

Having reported at the beginning of Q1 that there was a downturn in diamond sales, which significantly impacted the operation, several compelling issues arose, and decisions were made, one of which included taking an overdraft to sustain our financial health. In navigating such financial waters, it was necessary to do so to ensure stability and ability to operate without compromising our commitment to quality. This decision provided the mine with some breathing room needed to strategise and rebuild robustly. The facility has since been repaid, and the business now has an allowance of up to 8 months overdraft.

Under governance, Mr. Gadifele implored all to take part in ensuring that all compliance is adhered to. He told employees that Jwaneng Mine had 3 cases where procurement procedures were not followed, and pleaded with all to do the necessary work to ensure both the company and its stakeholders are paid, and issues are closed well in time.

"I urge all of you to be proactive and accountable for all decisions you take in your respective departments," said Gadifele. He gave an example that loss of VAT on our portfolio reflects inefficiency, as we have already lost about P1 million. He explained that such cases are caused by not paying suppliers within the agreed time. He pleaded with staff to act timely.

On productivity and efficiency, the General Manager applauded the employees on keeping their promise of saving costs during such a challenging time. He gleefully reported that Jwaneng Mine alone saved 65% of the total savings of Debswana as a whole. He mentioned that efforts such as introducing cost moments made a huge difference. Under energy efficiency, the General Manager indicated that it is the mine's plan to have the operation operate under solar energy, as the green area has been doing so for a while now. "In 2030, we need to be carbon-neutral, and this means we are only left with 6 years," he said. He also highlighted the fact that we have only 8 years to start underground mining but stated that all that needs to be done is well underway as we will have a ceremonial blast in June 2024. "An

Australian company called Red Path has started arriving on site and I urge all of you to support this team, let us learn from them as much as we can, whilst they are still here," he pleaded.

Mr. Gadifele stressed the existence of an employee assistance program designed to support staff members. He aims for this initiative to address the reported 60% of staff members who are not psychologically well. He also highlighted the importance of supporting women and fostering unity among them in the workplace.

In closing, he applauded the 103 learner officials who were engaged last year under the different departments and shared that there are some who are already doing so well where they are placed. He reiterated the fact that the operation will do whatever it takes to support them in their different fields.



SPARKING SUCCESS THROUGH TRANSFORMATION, INNOVATION AND INTRAPRENEURSHIP

In a world where innovation is the currency of progress, the Transformation and Innovation (T&I) department saw it fit to continue with the 3rd session of Phase 1 of the Intrapreneurship and Innovation Programme.

Following a call for applications that was sent in 2023 by the Entrepreneurship and Enterprise Development Programme, in partnership with the T&I office, 73 employees heeded this call. This cohort submitted their innovative ideas and recently attended a mentorship training masterclass, conducted by Dr. Jefferson Yu-Gen Chen, in conjunction with the Gordon Institute of Business Science (GIBS).

The workshop kicked off with an inspiring keynote on the power of entrepreneurship. Ms. Ndibo Macheke gave a keynote address, and in her

speech, she explained that the main objective of the programme is to accelerate exceptionally performing Debswana employees into innovative, problem solving and value creating intrapreneurs. This workshop was the last one under Phase 1, and participants had already done module 1 and 2, facilitated by business innovation experts, Richard Mulholland and Abdullah Verachia, respectively.

The third installment was offered over an exhilarating 2 days, where employees dove headfirst into the dynamic world of entrepreneurship and transformative thinking. The workshop was not just about thinking big, but about making grand ideas actionable. With the guidance of Chen, participants embarked on a journey from ideation to pitching the ideas, learning not just to think outside the box, but to reshape it entirely.

The heart of the workshop was its interactive sessions. Participants were grouped into teams, encouraging a melting pot of ideas. One of the standout activities was the validating, refining, pitching and influencing, where participants were now focusing on the actual brainstormed solutions to hypothetical business challenges Debswana has been facing.

As the workshop concluded, it was clear that the seeds of innovation had been planted. The workshop sparked a transformation in how we can keep turning these into ideas and opportunities, ensuring our company remains at the cutting edge in an ever-evolving world.

SEAPRO (PTY) LTD COLLABORATES WITH DEBSWANA AUDIT SERVICES TO EMPOWER SCHOOLS IN MOTOPI



Debswana business partner, Seapro (Pty) Ltd in collaboration with Debswana Audit Services recently donated educational materials worth BWP148,639.48 to Motopi Primary School and Motopi Junior Secondary School. The donation comprised of notebooks, scribblers, files, manila folders, A4 and A3 printing paper, toner as well heavy-duty photocopying machines for both schools.

In his opening remarks Kgosi Baletlanye Kenewendo expressed his pleasure at welcoming both Debswana Audit Services and its business partner Seapro to Motopi village again after the recent visit last year. He hailed the commitment made by Debswana to continually engage and contribute to the development of Motopi village and its community which is visible and bearing fruits.

In her remarks, the Senior Audit Services Manager, Ms Nonofu Kuriwa, expressed her gratitude for the opportunity to be in Motopi again following their

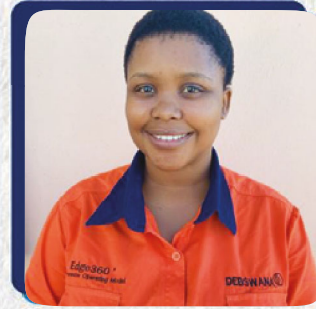
visit in November last year to donate Design and Technology work-benches. She said the current donation is going to empower the students and help shape their future as it is centered around enabling the education of the children in Motopi. She stated that they have full confidence that the books and materials being donated will ensure a conducive learning environment, the result of which should be improved academic grades by year end and beyond. Mrs Kuriwa further extended her gratitude to Seapro (Pty) Ltd for this commendable gesture of collaboration and for demonstrating commitment to living the Debswana value of shaping the future and therefore Making Life Brilliant for the community of Motopi.

In giving the background of this initiative, Seapro Director of Administration & Training Ms. Christinah Molefe stated that at the core of Seapro's identity lies an unyielding conviction that 'Botswana Can' and a firm belief in the power and potential of our country, its people, and its limitless possibilities. She cited that this

commitment doesn't end with the mining industry; it extends to the heart of our communities, "Seapro recognises that these young individuals are not just the future but the leaders of tomorrow, the very architects of the next generation. That is why Seapro in collaboration with Debswana Audit Services have chosen to support this project, ensuring that resources like books never become barriers to education. Resources should never limit a child's ability to learn and grow." Ms Molefe reiterated that by investing in education, we invest in the prosperity and well-being of our nation.

Mr John Digwa, Motopi JSS Deputy School Head thanked Seapro and Debswana for this noble gesture. He indicated that the materials donated will make a huge difference in the lives of the students and will enable them as educators to implement their mandate with great ease and enthusiasm. Mr Digwa stated that Motopi and its students are very blessed to be receiving such assistance and expressed great joy at being the chosen recipients.

My Debswana Diamond Story



Bofelo Tshweneyagae Learner Official - Engineering, Jwaneng

For me, the presence of Debswana, the renowned diamond mining company that mines more than diamonds, has been instrumental in catalysing a profound journey of transformation.

Pathway to Excellence

Perhaps most notably, Debswana's influence on my personality expresses itself in the desire of greatness and ongoing self-improvement. Inspired by the company's culture of innovation, cooperation, and excellence, I have worked to foster a mindset of lifelong learning, flexibility, and resilience. From a young age, the prevalence of Debswana in my surroundings acted as a trigger for growing my dreams and objectives. I used to stay in Jwaneng when I was in preschool. At the time, I was living with my grandmother, she was the first Head Teacher at Jwana Primary School. The impact of Debswana on individuals around me lead me to work hard and have unwavering determination when it came to my studies. My initial ambition was to work for Debswana Jwaneng Mine. As I grew older, I learnt that there are different roles in the mine from Operators, to Artisan, to Engineers. My goal was then refined to become an Engineer at Jwaneng mine.

The Impact of Debswana on My Family

Debswana is more than just a diamond mining enterprise to my family; it is a symbol of empowerment, hope, and change. Debswana has knitted itself into the very fabric of our life through its numerous contributions to economic development, community empowerment, and personal growth, paving a road towards a brighter, more prosperous future for generations to come.

Economic empowerment, which provides a path to success for countless families in Botswana, including my own, is at the core of Debswana's influence. My family members have secure livelihoods thanks to Debswana's abundant work options, which not only give jobs but also opportunities for career advancement and financial security. Debswana has given my family the financial stability we need to dream bigger, invest in the future, and pursue opportunities previously deemed unattainable.

Beyond its role as a catalyst for aspirations

Debswana has had a significant impact on my beliefs, ethics, and worldview. The company's unwavering dedication to sustainable growth, corporate social responsibility, and ethical business practices has served as a moral compass for me, guiding my personal and professional decisions. Debswana's emphasis on environmental stewardship, social welfare, and community engagement has ingrained in me a strong feeling of duty for the larger good, inspiring me to actively seek out opportunities for me to contribute to positive and significant change.

As I manage the complexity of modern life, Debswana's ideals serve as pillars of strength, rooted in a moral framework that promotes integrity, empathy, and social justice.

LANDING OUTSOURCING AND PRIVATISATION (O&P) PROJECT:

The Outsourcing and Privatisation (O&P) project is a strategic initiative aimed at transforming our operations to enhance efficiency and agility. As we approach the mid-year mark of 2024, it is essential to assess the project's progress, milestones achieved, and the challenges encountered. This project update highlights the current status of service awards, the review of business cases due to market dynamics, and the strategies employed to mitigate risks and ensure project success.

1. What is the status of the outsourcing/ privatisation project, and are we on track to meet the project milestones and deadlines?

The implementation has so far been awarded for four services. An additional two services are currently going through approval stages and are expected to be awarded by May 2024. Three services are progressing well through the re-tendering stage and are on track to be awarded before the end of June 2024.

Due to certain market changes and consideration of the company's strategic objectives, some business cases needed to be reviewed. This required a thorough review of the inputs, assumptions, and stakeholder engagement involved in developing the business cases. Two services have taken longer than anticipated due to their complexity. It's pleasing to note that we are now at the final stages of this process and will be finalising it by the end of May 2024.

2. Have any new risks or issues emerged, and how are they being addressed?

The O&P program has been affected by challenges in the diamond market since late 2023 and early 2024. As a result, the Project Management team has been testing the feasibility of some planned business cases. They have conducted a comprehensive analysis of market factors under the guidance of the Steering Committee to mitigate potential threats to the business cases.

3. How are the identified risks being managed and mitigated to ensure project success?

Project Management has adopted an agile approach, which enables the Project Team to minimise the likelihood and severity of issues through fast communication, fluid collaboration with the business (End Users, Line Managers), and prompt escalation of risks and issues to the Steering Committee. This approach has prevented the project from experiencing delays and confusion.

4. What key performance indicators (KPIs) are being used to measure the success of the outsourcing/privatisation initiative, and what progress has been made towards achieving these KPIs?

People Transformation: The program has led to 148 people being re-skilled and redeployed to other areas of the business. Improvement of business agility: There has been an improvement in business agility, with better response to business needs through more agile methods that are outside of Debswana's bureaucratic model. Progress has been made towards a service enterprise model, further improving Debswana's focus on its core business while allowing business partners to deliver the support services. Citizen

Economic Empowerment: Affected employees have undergone the Employee Entrepreneurship Development and are using their credentials to improve their execution of work or management of businesses.

5. Have there been any changes in the project scope, timeline, or budget, and how are these changes being managed?

The slowdown in the diamond market required strict budget management and innovative approaches to optimise project delivery. The project team has successfully delivered work by collaborating more closely with internal resources. In terms of scope and timelines, an internal project assurance was successfully included and completed over a period of about three months. This has affected the timelines, pushing the project end date to June 30, 2024.

6. How are communication and collaboration being managed with the affected employees, stakeholders involved in the outsourcing/ privatisation process?

The Project Team provides regular updates to all stakeholders as follows:

- ➊ The Steering Committee receives updates every two weeks, followed by an update for the employee relations stakeholders.
- ➋ Affected employees are then engaged and updated. These engagements offer an opportunity to openly discuss and address any issues.
- ➌ Questions and answers from the engagements are documented and published as Frequently Asked Questions (FAQs) for current and future reference.

7. What lessons have been learned so far, and how are these being incorporated into the project management process?

The individuals within an organisation or any undertaking are at the core. Whenever a project decision seems to be at a standstill, the well-being of the people becomes a crucial factor in making the decision. This principle has proven instrumental in turning challenges into opportunities during the project implementation.

8. How are the potential impacts on employees, customers, and other stakeholders being managed and addressed?

Services that will be outsourced in the future will be managed according to the standard Supply Chain Management (SCM) policies and procedures. The service provider will be expected to fulfil all contractual obligations. End users and stakeholders should expect uninterrupted services that meet the agreed standards between Debswana and the service provider.

9. How is the project team ensuring compliance with relevant regulations, policies, and industry best practices throughout the outsourcing/privatisation process?

The O&P framework includes the Outsourcing & Privatisation Policy, Privatisation and Outsourcing Agreement, and the Principles for Prioritisation of Affected Employees. The project is overseen by the Steering Committee, which reports to Group ExCo. O&P serves as a means for unconventional impact, transforming the workforce into a pipeline of entrepreneurs and providing a different perspective on economic value.

DEBSWANA 

55
More Than
DIAMOND MINING

55 YEARS OF MORE THAN DIAMOND MINING

"TELLING YOUR DEBSWANA DIAMOND STORY"

GUIDELINES

1. Pick a story that you would like to tell about your experience with Debswana, or how the diamonds of Botswana have impacted your life.
2. You may write up about the impact of Debswana/ the diamonds of Botswana on yourself, family or extended family.
3. The write up can be in either English or Setswana.
4. The length of the submission should be no more than two pages.
5. Ensure that you are not using any discriminatory or offensive language.
6. Ensure to follow Data protection guidelines.
7. Treat fellow employees and community members with respect.
8. Note that the information will be shared on Debswana internal and external platforms.
9. Submissions will be published and archived for future use.
10. Have fun telling your story.

SUBMISSION:

Please submit your Debswana Diamond Story to debswana55@debswana.bw or a physical copy to CA Team at your respective site.

 DEBSWANA 2024
ONE DREAM
ONE TEAM

DAWN OF A NEW ERA - JWANENG UNDERGROUND PROJECT GATHERS MOMENTUM



↑ One of the three portals earmarked for blasting

↑ Ben Swarts, Head of Underground

The Jwaneng Underground Project, (JUP) is set to transform Jwaneng Mine into a safe and world class underground operation. This flagship project has continued to draw massive interest locally and afar as it marks the dawn of a new era for the 'King of Mines'. A highlight of this included the recent Debswana Board pronouncement of an impressive BWP13.6 Billion capital investment. This investment entrusted to the Exploration Access Development, (EAD) Phase of the project embodies the shareholders confidence on the business and provided a great morale boost to the team.

The EAD Phase aims to achieve two primary objectives. Firstly, it will establish a drilling platform facilitating comprehensive sampling and evaluation of the kimberlite pipes and enhancing confidence in diamond extraction at 1000 meters below ground level. Secondly, this phase lays the groundwork for Phase 1 Mining, forming the essential backbone infrastructure for next phases of the project.

Building on this momentum, the team has gone on to achieve a number of feats including the procurement of a seasoned underground mining development business partner in Redpath Africa, LTD. Speaking on this great milestone, Ben Swarts - Head of Underground thanked all stakeholders involved in the onboarding of the underground mining development contractor. "I wish to express my sincere gratitude to JUP, Jwaneng Mine and Redpath teams for their unparalleled energies and dedication leading to the successful onboarding process." Furthermore the team has gone on to prepare and ready the three portals at Bench 19 (that is the two access portals and one ventilation portal) ahead of the scheduled date.

Resourcing

The right resourcing at the opportune time has direct bearing on the project success. A preview of the project complement shows a steadfast labour profile incremental. This comprises of the Redpath team with a provision for 180 roles this year (2024) and a steadily yearly incremental to an average peak of 500 during the six year contract.

Shedding more light on this, Swarts revealed that a specialised start up team comprising of 15 expatriates and 40 nationals mobilised in April/ May and went on to complete the on boarding activities and portal establishment tasks. He said during May, two of the three crews mobilized to site and completed on boarding activities with a total of 81 personnel currently on site in Jwaneng. As of June, we have 102 personnel on boarded.

The Head of Underground went further to share that the specialised underground roles held by expatriates constitutes around 30% of the current workforce. This is set to decrease to around 20% over the duration of the project following the rollout of the skills transfer program. The current Debswana Owners Team complement for the EAD Phase is around 112 with a head count of 59 which translates to 53% of the total complement. The head count includes the twenty-six Learner Officials contingent. The 2024 recruitment plan is on-going and some of the positions are planned to be filled in 2025 going into 2026.

Resources/Equipment

Some of the newly introduced equipment at the JUP site includes the Start-up Drill rig – DD 321, twin boom jumbo and LH 621 Loading unit.

Safety

The project safety performance is quite impressive with a zero incident record to date. In terms of Personnel Protective Equipment, (PPE) there is a plan to migrate to the standard underground PPE

as the project progresses to the underground. Currently the team has adopted the site PPE standards.

As a recap, the first milestone under the EAD Phase was to prepare for the effective infrastructure and services for the onboarding of the underground mining development contractor. This was followed by readying the portals for the safe execution by supporting and shotcreting the Bench 19 highwall. The team is now engaging in blasting preparation work to set up for the development of the declines with a target to 947 meters by end of year (December 2024). Swarts is proud of having the best team and the best world class equipment to deliver on the target ahead.

As work continues in earnest, the transitional journey to the underground is slowly becoming a reality, bringing with it a beacon of hope to the many. Debswana remains steadfast in its dedication to safety first, responsible mining practices, economic sustainability, and contributing to Botswana's continued growth and prosperity.

Key JUP Phases to note:

- ➊ **Early Works Phase.** This commenced in 2022
- ➋ **Exploration Access Development, EAD Phase.** On implementation
- ➌ **Phase 1 Mining.** Undergoing studies, production expected to commence in 2032
- ➍ **Phase 2 Mining.** Expected to commence in 2036

All roads will soon lead to Jwaneng Mine for the grand project launch. Best wishes to everyone involved in the project.

ASSURANCE CORNER

BY THE AUDIT SERVICES TEAM

UNLOCKING THE VALUE OF INTERNAL AUDIT: A STRATEGIC IMPERATIVE

As part of the international commemoration in raising awareness for the Internal Audit, during May, Debswana Audit Services (DAS) continued to share with its stakeholders the value of Internal Audit Services.

In the current business world where change is the only constant, emerging risks and regulatory scrutiny are ever-intensifying, DAS saw it fit to evolve to become a strategic partner driving organisational success. DAS values go beyond just the traditional view but permeate throughout the organisational ecosystem to mitigate risks, foster sustainable growth, collaboration, partnerships, and continued value add in delivery of Assurances, Advisory and Investigations, to just mention a few. DAS has a wide range of services to offer to its clientele, which will continue to be shared.

The following are just a few of how value can continue to be harnessed through effective utilisation of the Internal audit services:

1. Organisational Integrity

At its core, internal audit serves as the caretaker

of organisational integrity. It is entrusted with the responsibility of assessing and enhancing the adequacy and effectiveness of governance, internal controls, and risk management processes. This assurance reinforces the organisation's reputation for ethical conduct, fosters transparency, accountability, and integrity, which builds trust and credibility.

2. Driving Business Excellence

Beyond its assurance role, internal audit acts as a catalyst for driving business excellence and compliance. By conducting comprehensive reviews of business processes, internal auditors identify inefficiencies, gaps, and areas for improvement, allowing Management to rationalise operations and optimise resource allocation. Through the lens of process optimisation, internal audit influences cost reduction initiatives, enhances productivity, and facilitates the achievement of strategic objectives. Internal audit serves as a key player for organisational success, unlocking value and driving sustainable growth in an ever-evolving landscape.

3. Risk Management

In a Volatile, Uncertain, Complex and Ambiguous (VUCA) world, effective risk management has emerged as a cornerstone of organisational resilience. Internal audit plays a pivotal role through risk-based audits and continuous monitoring which helps management anticipate emerging risks, seize opportunities, and adapt to changing business dynamics.

4. Partnership, collaboration, and teamwork

DAS continues to partner and collaborate with its clients through the combined assurance process which has seen a mutual understanding and delivery of assurances with other lines of defense. Not only does DAS focus on this value addition, but also reaches out to the area of influence and continues to impact the communities. DAS in 2023 and 2024 has made donations to the Motlopi Community Junior Secondary School (CJSS) in the Orapa Letlhakane Damtshaa Mine (OLDM) zone of influence to ensure that DAS continues to live up to the Debswana Values of "Show we Care" and continue to "Make life brilliant."



i. Donated 4 Design and Technology tables to Motlopi CJSS



ii. Partnered with Seapro (Pty) Ltd and donated stationery including books and Printers to Motlopi CJSS

Internal Audit continues to elevate impact, let us all embrace their services and continuously improve and optimise our processes.

STARTING AN INVESTMENT PORTFOLIO

Owning a stock, bond, or other financial instrument with the hope that it increases in value over time, generates income, or both is known as a portfolio investment. It means that, in contrast to direct investment, which would need an active management role, it involves passive or hands-off ownership of assets. Creating an investment portfolio ensures financial stability, regular income and financial freedom.

FACTORS TO CONSIDER WHEN STARTING AN INVESTMENT PORTFOLIO

Risk Tolerance

When building a portfolio, one of the most crucial factors to take into account is your individual risk tolerance. Your capacity to bear financial setbacks in exchange for the potential for larger returns on investments is known as your risk tolerance.

Your risk tolerance is influenced by how long you have until you reach a financial objective, like retirement, as well as how well you can tolerate seeing the market grow and fall. If your objective is many years off, you will have more time to ride out the highs and lows and benefit from the overall

upward trend in the market. Age, income and commitments also contribute to an individual's risk tolerance.

Types of portfolios	Level of risk
Aggressive	High
Moderate	Medium
Conservative	Low

Investment Horizon

You can select a different combination of short-term and long-term investments based on whether you're ready to retire or are a young professional just beginning to establish yourself financially.

Investors with a long time horizon and larger sums to invest may feel comfortable with high-risk, high-return options. Investors with smaller sums and shorter time spans may prefer low-risk, low-return allocations.

Due to their greater ability to bounce back from downturns, growth-oriented investments are typically the focus of many investors, particularly those who are far from retirement. Given that they still have a lot of years left in their professions,

these young investors frequently have larger risk tolerances. Investors typically move their holdings toward lower-risk dividend stocks and bonds as they age.

Short term	Medium term	Long term
Less than a year	3 to 10 years	More than 10 years

Asset Allocation (Risk Diversification)

In other words, investors with the same asset allocation generally had consistent experiences, even if they held different investments. That's primarily due to the correlation between assets in the same class, meaning they typically move in the same direction. Given the importance of asset allocation, investors must find the right mix that aligns with their risk tolerance and investing time horizon.

Managing risk and maximising portfolio returns require diversification. People can lessen the effect of market swings on the performance of their entire portfolio by diversifying their investments among a variety of asset classes, industries, geographical areas, and investment strategies.

ON THE HORIZON: GODWIN MLALAZI FOCUSED ON PROJECTS EXECUTION EXCELLENCE



↑ Godwin Mlalazi, Senior Project Manager - Integrated Stormwater Management)

As we continue to profile key talent within the Horizon II (H2) Projects space, we are honoured to introduce Godwin Mlalazi who has as of May, 2024 joined H2 as a Senior Project Manager – Integrated Stormwater Management under the Jwaneng Underground Project.

Prior to his latest move, Mlalazi held the role of Project Manager, Projects Management Office at Orapa Letlhakane & Damtshaa Mines (OLDM) since July 2015. He later transitioned to Gaborone under the same role now reporting

under Technology & Technical Services Department, Debswana Corporate Centre.

A seasoned Civil Engineer by profession, post-graduation Mlalazi went on to acquire Project Management Professional (PMP) and Management Development Programme (MDP) qualifications. "I have extensive experience in planning, execution, and managing multi-disciplinary projects outside and within the mining environment. My experience spans across a wide range of engineering projects such as infrastructure development, water extraction/supply systems, pit dewatering & depressurisation, water storage & retaining structures, fluid pumping systems, water & wastewater treatment works, and stormwater management systems" Mlalazi asserted.

His Civil Engineering career started in 2007 at a consultancy firm called Bergstan (Pty) Ltd, where he worked as a Candidate Engineer (Engineer In Training). He later rose through the ranks to become a Water Engineer and eventually a Senior Water Engineer, a year prior to joining Debswana.

Mlalazi is proud of his contribution to Debswana's successes. "I have successfully delivered several critical and high impact stay

in business initiatives such as Pit Dewatering & Depressurisation Projects, Construction of Letlhakane Tailings Project slimes dam 9 and OLDLM Stormwater Management Project, just to mention a few."

In terms of his current role, Mlalazi said his key focus is to develop an integrated surface water management plan to mitigate business risks associated with the potential flooding at the operation (process plants, open pit and underground mine).

Mlalazi stressed the paramount need for an adequately designed and implemented surface and underground water management plan as a key to mitigate flooding risks, reduce groundwater pollution and make for a safer mine and boost production. He said such is critical to maintaining and boosting the mine's social licence to operate.

The integrated surface water management infrastructure is aligned to the ultimate aspiration of mining diamonds safely & responsibly. A robust surface water management strategy will therefore go a long way in supporting Debswana's ultimate aspiration of "Making Life Brilliant".

DEBSWANA OLDLM COMMEMORATES WORLD CULTURAL DIVERSITY DAY



Orapa, Letlhakane and Damtshaa mines (OLDM) recently joined the rest of the world in commemorating world cultural diversity day under the theme "Embrace diversity, engage in dialogue, and foster development for a world rich culture."

The General Manager for OLDLM Mogakolodi Maoketsa expressed his

delight in the commemoration of different cultures within the OLDLM community citing that the gesture resembles the unity shared in the OLDLM community and its various stakeholders.

He said that as a company, Debswana believes in creating an environment where everyone feels safe to express themselves, and



is encouraged to bring diversity of thought, skills, and experience to the organisation.

Maoketsa said that the day celebrates the richness of the world's cultures, but also the essential role of intercultural dialogue for achieving peace and sustainable development.

He said recognising the day is recognising the beauty and sheer strength that comes from this rich tapestry of the cultures of the world that define the core of humankind diversity.

GM Maoketsa encouraged the employees and all stakeholders to engage, challenge stereotypes, and develop a broader view on different cultures as well as urging them to take advantage of the day as an opportunity to deepen understanding of one's origins that can only be used as platform to launch individuals for operational excellence as well as sustainability.

For his part, Kgosi Rayner Makosha of Orapa commended Debswana for embracing cultural diversity and organising OLDLM day community to commemorate the day. He implored employees to take pride in their culture and ensure it is preserved for other generations.

IM Service desk

INTRODUCTION

At the forefront of IM Department stands the IM Service desk, this is the single and central point of contact for every Information Technology issues/requests. From tackling technical glitches to fulfilling service requests, this team is the driving force behind our operational fluidity. With their expertise and unwavering dedication, they swiftly navigate any disruptions, minimizing downtime, and maximizing productivity. Now, let's introduce you to the ingenious minds powering this crucial function.

IM Service desk



CONTACTING SERVICE DESK

Experiencing an IT issue or need assistance? Look no further than our Knowledge Base – your gateway to a smoother, more efficient work experience. Empower yourself to conquer technical challenges at your own pace with our Self-Service Articles: <https://imservicedesk.debswana.bw/sd/SolutionsHome.sd>.

Can't find a solution to your issue on knowledge articles? raise a ticket with our IM Service Desk via <https://imservicedesk.debswana.bw>. We will get back to you!

ESCALATION PROCEDURE

Not happy with the service provided by IM? Follow below process for escalations on requests and incidents.

- IM Service Desk Lead:** ONkape@debswana.bw
- IM Analyst:** SMokgosane@debswana.bw
- IM Manager BRM:** GMachete@debswana.bw
- Snr IM Manager I&O:** TRNkwe@debswana.bw
- Head of IM:** MSechaba@debswana.bw

IM SERVICE LEVEL PRIORITIES

All Incidents (occurrences or events) logged with the Service Desk are prioritised based on the impact to the business and the urgency in which the incident requires to be resolved.

PRIORITY	DESCRIPTION OF PRIORITY	RESOLUTION TIMES	SERVICE LEVEL TARGET
1 - Critical	- A major event (e.g. fire, natural disaster, etc.) - Major infrastructure failure with no workaround - Many services or users affected	4 Hrs	100%
2 - High	- Functionality severely restricted - No workaround - Many services or users affected	8 Hrs	92%
3 - Medium	- Minor problem - Functionality unaffected - Cosmetic or an annoyance - Workaround available - One or more users affected	16 Hrs	92%
4 - Low	- Basic functionality with some restrictions - Minor problem - Workaround available - Service requests.	40 Hrs	92%

MARU FARMS REVOLUTIONALISING AGRICULTURE FOR BATSWANA



↑ Thabo Balopi, Executive Head of Transformation and Innovation, Rachel Mothibatsela, Executive head of Corporate Affairs, Ian Modubule, Acting Chief Executive Officer and Thabo Lewanika, Funder of Maru Farms attending the US-Africa Summit in Dallas, Texas

In 2019, a curious freshman at the University of Botswana, deeply troubled by the rising issue of food insecurity exacerbated by prolonged heat waves and unpredictable climate conditions, embarked on a quest to find sustainable solutions. His research led him to an article about a vertical farm in New Jersey, introducing him to the concept of vertical farming. This discovery sparked his conviction that it was time for Botswana to embrace this transformative technology.

His journey took a significant turn when he stumbled upon an inter-university entrepreneurship challenge on social media. Participating in this challenge was an eye-opening experience, allowing him to meet fellow entrepreneurs and talented individuals from various industries. It was then that he realised the immense potential of entrepreneurship in Botswana, with the next wave of entrepreneurs ready to disrupt and innovate.

The saying "it takes a village to raise a child" holds true for Maru Farms' founder, Thabo Lewanika, with Debswana playing the role of a wise elder. Debswana's unwavering support, from the ideation phase to creating a Minimum Viable Product (MVP), has been invaluable. Through seasoned consultants like Kitso Capital, Maru Farms has received essential business advisory services, shaping a robust business model poised to revolutionise agricultural produce supply in Botswana. Additionally, the guidance of Lesego Mafuta has opened doors beyond Debswana, significantly benefiting Maru Farms.

"Maru Farms utilises cutting-edge technology to replicate optimal climate conditions for various plants, ensuring rapid food production," said Lewanika. Their soilless agriculture technology involves misting plant roots with water and nutrients, enabling them to grow vegetables and leafy greens in urban buildings and greenhouses in deserts. "Our innovative system, comprising sensors, water pressure systems, and irrigation networks, allows plants to grow ten times faster using 90% less water than traditional agriculture," Lewanika added. Despite challenges in finding agile technology partners, they remain committed to implementing this groundbreaking technology.

"Our ultimate goal is to distribute this technology to as many Batswana as possible, achieving national food security and year-round produce growth, irrespective of climate changes. Moreover, our technology ensures the production of 100% organic produce, free from harmful pesticides and synthetic chemicals," he said, adding, "In the next five years, Maru Farms aims to establish a national presence across all regions, empowering over 10,000 farmers to use their technology for both local and export markets."

The US-Africa Business Summit provided a significant platform for Maru Farms to engage with global investors and donors in the agricultural sector. They initiated investment talks with various investors and venture capitalists, setting the stage for their commercial expansion.

Maru Farms is in discussions with the ACDI Group, which manages the wealth of ultra-high-net-worth individuals, to bring the Nandos Group on board.

This potential offtake agreement could provide the necessary capital for Maru Farms to expand their business plans through capital markets.

"As a part of the 5th industrial revolution, Maru Farms is driven by technological advancements in soilless farming. Looking ahead, they aim to innovate in plant preservation, cold room value chains, and explore other forms of vertical farming, such as hydroponics and aquaculture," said Lewanika.

He further highlighted some of the assistance given noting "Debswana has been instrumental in our journey, leveraging its extensive network and expertise to support Maru Farms." With Debswana's backing, they can scout for innovative solutions and build exponential organisations beyond mining, through decisive action and strategic planning.

Maru Farms' operations are fully green, boasting a 40% lower carbon footprint than conventional agriculture. Their commitment to sustainability extends to growing wholly organic produce, free from pesticides. Repurposing old buildings for agricultural production, powered by solar energy, further underscores their dedication to green energy. "Achieving national food self-sufficiency will not only benefit the country but also empower farmers to invest in sustainable agricultural options that yield financial returns, even in the face of climate change," said Lewanika.

MEET THE LEGAL TEAM



The Legal Department is currently responsible for the management of the legal risk of the business in order to reduce litigation that may result in reputational damage, fines and/or imprisonment that come as a result of legal negligence or non-compliance to regulatory requirements. The department uses different interventions through the five sections that make up the department.

The Ethics Section as well as the Compliance section will be implementing the Ethics Programme and Compliance Programme across the business. The Ethics section aims to drive the journey of making Debswana an ethically mature organisation, while the overall compliance program aims to identify and manage high-risk areas within the organisation and bring them to compliance.

The initiative facilitates a shift from a reactive compliance posture to a proactive maturity status. This transition is aimed at cultivating an enhanced culture of legal compliance, elevating awareness of opportunities alongside risks, and reinforcing trust and accountability. This section offers support to various business projects, including Jwaneng Underground Project, Cut 3 Project, Decarbonization Project, Damtshaa Review Project, and Autonomous Drilling Project. While the Data Protection Act Compliance Programme focuses on the management of the compliance programme that aims to ensure the business meets the requirements brought on by the Data Protection Act.

The Commercial Section manages the document risk that Debswana may be exposed to in line with the requirements of the Legal Compliance Policy. They review all contracts valued at BWP 50 million or more, or capable of running for a

period of 5 years or more and/or are bespoke. Under this section is the Intellectual Property (IP) Management. Its main clients are SCM and HR.

The Dispute Resolution section aims to halt or minimise impact of any dispute that may result from the daily operations of the business. The main cases that the section currently handles come from the Supply Chain Management department, Human Resources (HR) department and Hospitals. This section further manages the Debswana Law Firm Panel. As per the requirements of the Law Society, there are some cases that can only be managed by outside lawyers who do not work for a corporation but rather for a law firm, and therefore there is a need to have competent Law Firms on our panel.



↑ Kutlo Senne, Legal Intern



↑ Ndiye Mahube, Legal Intern

The Debswana Legal Department is made up of the Head of Legal, Ms. Ludo Tema; Legal Counsel – Ethics & Compliance, Gorata Hlope; Legal Advisor, Compliance & Permitting, Mr. Kutlo Tsekane; Legal Counsel – Commercial – Ms. Pauline Proctor, the Legal Advisor – Commercial, Ms. Thabita Mongwa; Legal Counsel – Data Protection Representative, Mr. Fred Webb; and the Project Administrator, Ms. Naledi Mokgwathi. The department currently has 2 Admin Assistants – Legal, Ndiye Mahube and Kutlo Senne who have been brought in to assist with uploading paper records into the Legal Tracker system in order to digitise the management of legal documents.



LEGAL TALK

BY THE DEBSWANA LEGAL DEPARTMENT



UNDERSTANDING COURT PROCESSES: ACTIONS AND APPLICATIONS

Navigating the court system can be an intricate and intimidating experience when one does not have any knowledge on how to execute legal matters. However, this article serves as a guide on how to maneuver such processes clearly and carefully with basic understanding because these are the backbone of judicial procedures.

There are two procedures adopted when approaching the courts to adjudicate over a matter. These being by way of action or application. It is essential to appreciate that these procedures are governed by different conditions. A matter brought by way of action contains a dispute of fact between the parties (trial); and while a matter brought up through an application is a procedural request.

Trial procedure (Action) proceedings are instituted by one party against another. The party initiating the proceedings usually seeking a remedy or to

enforce certain rights they are privy to whether criminal or civil. The end to end process is as follows, the party suing (Plaintiff) files a complaint which outlines his case. The party being sued (Defendant) is then served the documents and afforded the right to respond to allegations made against him. They then go back and forth with a series of documentation and where it is found that the matter should proceed, the next stage would be the discovery phase. This is where both parties exchange relevant evidence to plead their version of events. Following this, the matter may have to be heard in a trial, where the judge will adjudicate. At this point, given the decision made by the judge, the matter can be appealed where a legal error has been detected.

Motion procedure (Application) proceedings are procedural and do not have any facts to be questioned between the parties. They typically involve requests and can form part of ongoing litigations (actions) or stand alone. A common example in Family Law is one where an individual

files an application for the adoption or custody of a minor. An example in Administrative Law would be where one applies for an injunction against a contract being issued to a competing bidder. This process includes a formal written request, which is to be supplemented with supporting documents to the court. An opposing party will be given an opportunity to respond before the court or administrative body reviews the filed documents.

In conclusion, actions and applications form an integral part of the judicial system and how matters are decided. Actions resolve disputes and enforce rights; whilst applications handle the procedural and administrative matters. Whether one deals with an action or application, understanding these legal procedures is pivotal in any legal journey encountered by any individual.



BUILDING RESILIENT MARRIAGES: CONNECT. NURTURE. GROW

On the 29th of May 2024, the Jwaneng Mine Employee Assistance Programme (EAP) held its second annual couples' engagement session at Albert Milton Hall. The theme for this year was "Building resilient marriages: Connect, Nurture, Grow."

Delivering the welcome remarks, the Jwaneng Mine Hospital Senior Medical Officer, Dr Nyasha Maramba highlighted that the main reason for the gathering was to share knowledge and skills on building resilient marriages and relationships.

In her keynote address speech on behalf of the General Manager, Ms Keletso Masire, Safety and Health Manager recounted that the EAP

reports high cases of marriage and relationship issues. She further indicated that in 2022 the cases were at 23% and 18.5% in 2023 year to date. Additionally, she reiterated the objectives of the session; promote healthy relations, develop effective conflict resolution skills and bolster financial wellbeing among couples. She continued to emphasise that promoting healthy relations among couples is important as it encourages positivity despite threats to the relationship.

Furthermore, she highlighted the significance of managing common conflicts in marriages and relationships. These include unmet expectations, inability to manage finances, differing views on child upbringing and communication breakdown. In addition, she

highlighted the importance of dealing with financial issues as most arguments emanate from there. Lastly, she encouraged the audience to deal better with conflict in their relationships by not avoiding it, staying calm and focused, negotiating and compromising for the common good, active listening and addressing the common issue.

The key take-home messages from the discussion include, building trust among couples, financial transparency, fidelity as well as openness in intimacy as couples. Additional challenges pointed to alcohol misuse and abuse and poor communication. In conclusion, she encouraged the audience to continue to build resilient marriages and relationships for healthy and strong families.



FINANCE DEPARTMENT CROWNS THE FIRST MISS JWANENG MINE

Debswana Jwaneng Mine thrives and passionately believes in the power of community participation and the value of enhancing communities in its area of influence. Through the employee volunteerism initiative, the Finance department organised a charitable beauty pageant as part of fundraising to give back to its adopted school, Mogale CJSS in Maokane village.

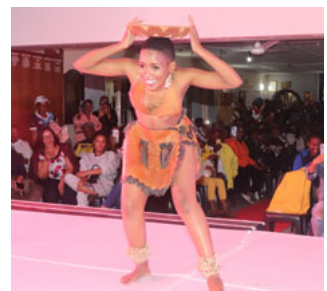
The department recognised the need to raise finances for the school after discovering that some infrastructure was depleted, with a focus on the dormitories.

Miss Jwaneng Mine beauty pageant participatory was open to both Jwaneng community and employees, as diversity and inclusivity are amongst the basic values of Debswana, hence the event had a great turn up. From the 12 participants, Laone Mosemele

was crowned the first Miss Jwaneng Mine while Kelebogile Makepe came second and Chimo Seitso scooped the 2nd princess position. Mosemele distinguished herself at the final lap through head-to-head challenge questions by showcasing her intellectual and well articulated responses.

The event was graced by Jwaneng Mine EXCO members, Jwaneng community and the 2023/24 Miss Teen Botswana, 1st princess Genevieve Shawe who was amongst the judging panel and had the opportunity to crown the Miss Jwaneng Mine 2024/25.

The event was well organised, and attendants surely had a good time as they danced the night away with the night's fun activities and good music.



55 YEARS OF MORE THAN DIAMOND MINING

"55-MINUTES EMPLOYEE VOLUNTEERISM CHALLENGE"

GUIDELINES IN SELECTION AND PARTICIPATION

1. Pick an activity that can be done in your area (DCC, OLDLM or Jwaneng).
2. Enroll for the activity you have selected and engage your social impact/ social performance team at site to log your employee volunteerism in the site Commitments Register.
3. Confirm acceptance by community recipient and where required, Council authorities or ward of the area where your employee volunteerism will be conducted and share details with site social impact/ social performance team.
4. Where necessary, engage a member of your Site Social Impact/ Social Performance team member to assist in enrollment and acceptance by the community recipient, and where required, Council authorities or ward in your area.
5. Understand the objective: Make sure you understand the goal of the challenge and what to achieve.
6. Be prepared: Arrive on time and come prepared with the necessary tools and equipment that you need to complete the challenge.
7. Stay focused: Avoid distractions and stay committed to the challenge.
8. Collaborate: If the challenge allows you to collaborate with other employees as sharing ideas and working together can lead to a better outcome.
9. Be creative: Think outside the box and do not be afraid to experiment with new ideas and approaches.
10. Ask for help: If you are stuck ask for clarity from others.
11. Respect others: Treat fellow employees with respect and professionalism while supporting each other.
12. Have fun: Pick an activity that you find fun and go with it.
13. Once your employee volunteerism commitment has been completed, sign this off in the Site Commitment Register.

EVIDENCE OF EMPLOYEE VOLUNTEERISM

14. Keep record of your employee volunteerism (date and time spent) and log your specific activities.
15. Take pictures and videos of your activities, however, if children are involved kindly block their faces.
16. Please note that a summary of your employee volunteerism and pictures/ videos will be shared on our internal and external platforms.

TYPES OF 55-MINUTE CHALLENGES

1. Food drive: cook food and hand it out to the needy
2. Helping at a shelter
3. Promote a local small business: pick a food stall and assist them.
4. Community clean up.
5. Community garden maintenance: weeding and watering plants in parks.
6. Senior center social hour: spend the day at a center for the elderly or hospice with senior citizens playing games, provide light snacks and do various activities with them.
7. Pet shelter day: assist the pet shelter with their daily tasks such as feeding, walking the animals, playing, and bathing them.
8. Hospital visits: take food to patients more especially those who do not have family members to visit them.
9. Children's shelter clothing drive: visit a children's shelter and gift the children small party packs, clothing and/or toys.

If in doubt, please contact your Social Impact/ Social Performance Team at your respective site.

INSPIRING THE NEXT GENERATION THROUGH GIRLENG 2024

The air buzzed with anticipation as young girls from across four junior schools; Maiteko, Mogale, Morama and Kgosisime schools gathered for the GirlEng 2024 event, a transformative programme designed to inspire and empower the next generation of female engineers. Hosted by Debswana, this initiative marks a pivotal step in breaking gender barriers and encouraging young girls to venture into fields traditionally dominated by males

The event kicked off with a safety moment, a testament to the importance of well-being in engineering environments. This brief yet crucial segment underscored the significance of safety protocols, setting a responsible and professional tone for the day's activities.

Following the safety moment, the stage was set for the introduction of the distinguished guests by Ms. Keamogetse Sampson. Among them were female engineers and educators, whose presence highlighted the event's importance. Their collective expertise and commitment to fostering a more inclusive engineering community resonated throughout Albert Milton Hall, inspiring the girls right from the start.

An overview of the GirlEng project was shared by Ms. Charity Thite, Senior Manager – Corporate Affairs at Debswana. Her synopsis of the project outlined the programme's mission which is : to inspire with stories of success, to educate with valuable knowledge, to unlock doors to a future brimming with boundless opportunities, to ignite a passion for engineering in young girls and provide them with the tools and support needed to pursue careers in this dynamic field.

A highlight of the day was the introduction to WomenEng, a sister programme to GirlEng, by

Nomfundo Mkhonto. WomenEng aims to support and develop women who are already in the engineering field, providing them with a network of resources, mentorship, and career development opportunities. This segment emphasised the continuous journey from education to professional growth, reinforcing the idea that support need not end at graduation.

The best part of the day for the girls was getting pink hard hats and gift bags which had mathematical instruments, scientific calculators, markers and hard hat decorators. The pink hard hats are a trademark of WomenEng, taking a commonplace artefact representing the traditionally male dominated industry, and 'feminising' it. The philosophy behind the pink hat is to fight a stereotype with a stereotype, and therein change the age-old perception of the engineering industry.

The event culminated in a series of engaging panel discussions featuring female engineers from various Debswana departments. These accomplished women shared their personal journeys, challenges, and triumphs in the engineering world. Their stories were not only inspirational but also provided practical insights into the realities of the professions they are in. The panels covered a range of topics, from navigating male-dominated environments, the

future of work in engineering space, skills needed for one to succeed, to universities offering engineering courses. The day proceeded with engineers interacting with the girls in groups, as they did the human library sessions, where questions were directed and addressed to the female engineers.

In sharing his closing remarks with the young girls, the Jwaneng Assistant District Commissioner, Mr. Odiseng Moruti encouraged them to carry and put into use the inspiration drawn from the different speakers. "Embrace the challenges that lie ahead, for it is through overcoming them that you will truly grow and discover your full potential," he said.

GirlEng 2024 was more than just an event; it was a catalyst for change. The enthusiasm and curiosity displayed by the young girls were a testament to the programme's impact. As the day concluded, it was clear that the seeds of inspiration had been sown, promising a future where more women will take their rightful places as leaders in engineering.

This year's GirlEng has set a new benchmark for what can be achieved when we commit to diversity and inclusion in STEM fields. The ripple effect of this initiative will undoubtedly be felt for years to come, as these young girls grow into confident, capable engineers, ready to reshape the world.

MATSHIDISO TOGATHATA SELECTED TO BE A 2024 MANDELA WASHINGTON FELLOW

Jwaneng Mine Occupational Hygiene Coordinator, Matshidiso Togathata has been selected to be a 2024 Mandela Washington Fellow.

The Mandela Washington Fellowship for Young Leaders is a prestigious, highly competitive flagship programme of the Young African Leaders Initiative. As a Mandela Fellow, she will be expected to participate in a Leadership Institute hosted by a United States of America (U.S.A) higher education Institution- Texas Tech University in Lubbock, Texas. The institute will hone her leadership skills and offer a platform for her to become part of a global professional network.

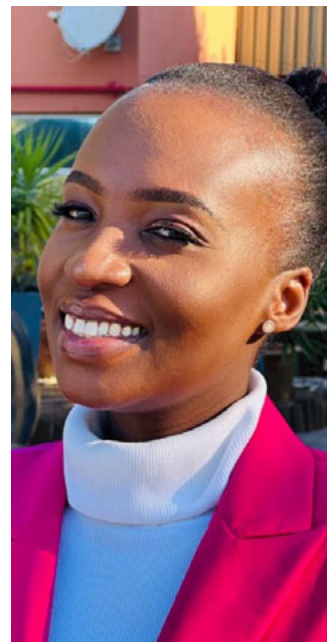
The leadership training programme starts from the 19th June to the 1st August 2024. Following the institute, she will also participate

in a Professional Development Experience (PDE) at a U.S.A private, public or non-governmental organisation for four weeks from the 5th of August 2024 to the 30th August 2024. PDEs offer opportunities to learn transferable skills and apply concepts learned during the Institute to real-world situations. She will also have the opportunity to make meaningful contributions to her PDE Host Organisation by engaging in their day-to-day work, this will also assist her to grow professionally in the field of Occupational Hygiene (OH).

This is an opportunity to learn from one of the best global practices on management of Occupational Hygiene stressors. She will acquire skills on the latest technology utilised when implementing elements of Occupational Hygiene like health risk assessment,

workplace exposure assessment and controls implementation, and she will bring this valuable knowledge to Debswana Diamond Company to enhance its Occupational Hygiene programme.

Botswana is currently at its infancy stage of establishing an Occupational Hygiene programme at a national level. This opportunity will provide her with a tool kit to be able to advise policy makers on legislation and standards which are necessary to establish the OH programme at a National level. Furthermore, she will appreciate how the U.S.A develops and implements mandatory policies and legal frameworks. This opportunity will be of great benefit to Debswana and the country. On the 2nd September 2024, she will return to Botswana to continue building the skills and connections built during the program.



↑ Matshidiso Togathata, Jwaneng Mine Occupational Hygiene Coordinator,

CELEBRATING

OUR LONG SERVING GEMS

MAY 2024

5 YEARS

Thatayaone	Ralesota
Bright	Chakabipa
Tshepo	Gaamangwe
Unopa Mmusi	Bonyongo
Tebogo Evelyn Abigail	Mpofu
Thabitha	Mongwa
Shadrack	Siwona
Godiraone	Boirwang
Kalaluka Isaac	Mbeha

10 YEARS

Gabriel Thuso	Mosinyi
Kago Masego	Tirelo
Lekhidi	Molokomme
Nametso Bendah	Tselakgopo
Kefilwe	Lematla
Molemisi Nelson	Sechaba
Sylvia Prudence	Chibende
Ruth	Seithamo
Oaitse	Medupe
Masego	Regoeng
Mishingo	Kerebotswe

15 YEARS

Boifang	Moreri
Jimmy Ofentse	Moshokgo

20 YEARS

Trevor	Sebeka
Thapelo Punnie	Modisaoteng
Tswelelo	Sesinyi
Collen	Kagjsano
Olebile Annah	Tseladioka
Gabolete	Fane

25 YEARS

Ketshepile	Motsomi
Ogarne	Mochaka
Baboloki	Keobotse
Zwelithini Mojaboswa	Eppie
Keletsaletse	Matlho
Johannes	Molotsi



WINTER SAFETY **TIPS!**

Check your heater is safe to use every year, regardless of its type. Faulty electric blankets can overheat, shock, spark and lead to fires.

#StaySafe #SesiroCares

