

DEBSWANA 

**55**  
More Than  
DIAMOND MINING

# DEBSWANA SOCIAL IMPACT OVER THE YEARS



**Create Meaningful  
Employment**



**Build Sustainable  
Enterprises**



**SE  
STRA  
OBJEC**

**Capacitate  
Strategic Partners  
& Stakeholders**



PUT SAFETY FIRST



BE PASSIONATE



PULL TOGETHER



BUILD TRUST



SHOW WE CARE



SHAPE THE



**ED  
TEGY  
CTIVES**



**Improve Community  
Health and  
Wellbeing**



**Enhance  
Education, Skills  
& Competencies**



**Make Life Better for  
the Vulnerable**

# ABOUT DEBSWANA

Debswana Diamond Company (Pty) Limited (Debswana) was established in 1969 and is one of the world’s foremost diamond producers by value and volume. The company operates four diamond mines, being, Jwaneng, Orapa, Letlhakane and Damtshaa Mines (the latter three are grouped under the acronym OLDM) and has a Corporate Centre in Gaborone.

Debswana is an equal partnership between the Government of the Republic of Botswana (GRB) and the De Beers Group of Companies. The diamonds produced from the four mines are sold to De Beers and Okavango Diamond Company, and Debswana is the biggest contributor to the De Beers Group rough diamond production.

## Debswana Quick Facts (2023)

<b>Structure:</b>	A private company owned 50-50 by Government of Botswana and De Beers
<b>Group</b>	
<b>Mission:</b>	We mine diamonds safely, optimally, and responsibly
<b>Vision:</b>	To be a global bench-mark diamond business
<b>Purpose:</b>	Make Life Brilliant
<b>Tons Moved:</b>	122,675 Million
<b>Tons Treated:</b>	25,855 Million
<b>Carats Recovered:</b>	24,700 Million
<b>Strategy 2024 Goal:</b>	P10 Billion of additional value to the business by end of 2024
<b>Employees:</b>	5, 500 (23% being female)





## Macro-level contribution:

Debswana Diamond Company operates four diamond mines in Orapa, Letlhakane, Damtshaa and Jwaneng, and is a major contributor to the national economy of Botswana. The company, established in 1969, is an equal-share joint venture between the Government of Botswana and De Beers Group.

The first diamond deposits were discovered in Orapa in 1967 before mining commenced in 1971. With prudent management and foresight, the Orapa mine operation provided revenue that saw the birth of the other Debswana mines, whose diamonds were discovered in Letlhakane in 1968, Damtshaa in 1970 and Jwaneng in 1972.

The company has played an active role in the growth and development of Botswana. Through diamond revenues, Botswana's fortunes have turned from being one of the ten poorest countries in the world in 1966 to becoming an upper middle-income economy; from GDP per capita of USD70 in 1966 to USD7738 in 2022 (World Bank); and from being a breadbasket in 1967 to the highest investment sovereign credit rating in Sub-Saharan Africa at an "BBB+" rating in 2024. Botswana only had 12kms of tarred road in 1967. Currently, there

is over 32000 kilometres of well-tarred road network, with links that foster travel to and with almost every major destination in the region. Literacy rate was below 30% in 1967; now the country boasts a literacy rate of 90%. There were three (3) secondary schools in 1966; this figure has increased to 300 secondary schools as at the end of 2023. Beyond primary school, education is 95% funded by the Government; that is, every child receives free schooling to the age of 13; tertiary is also funded by Government should a child / learner perform well at secondary school. Top achievers graduating from secondary school get full Government scholarships to the best universities in the world. The diamond industry contributes to more than 34,000 jobs both directly and indirectly, equivalent to one in every 20 jobs in the country.

The country has continued to transform and offers members of the public free access to health and basic education, due to diamond revenues. The country has been able to see growth in literacy and combat major health challenges that it has faced.

## Micro-level contribution:

Debswana has over the past five decades implemented various programmes to address poverty, exclusion and inequality. When Debswana started mining in central



Botswana in 1971 and a decade later in the south, there were no towns nor villages in the vicinity, except for cattle posts. Therefore, Debswana had to start from scratch in terms of developing social services and infrastructure. The company sourced labour from various areas of the country and the world; as such had to provide services for its employees. Over time the population around our mines grew and the company began to extend its services and other programmes to host communities and the country at large.

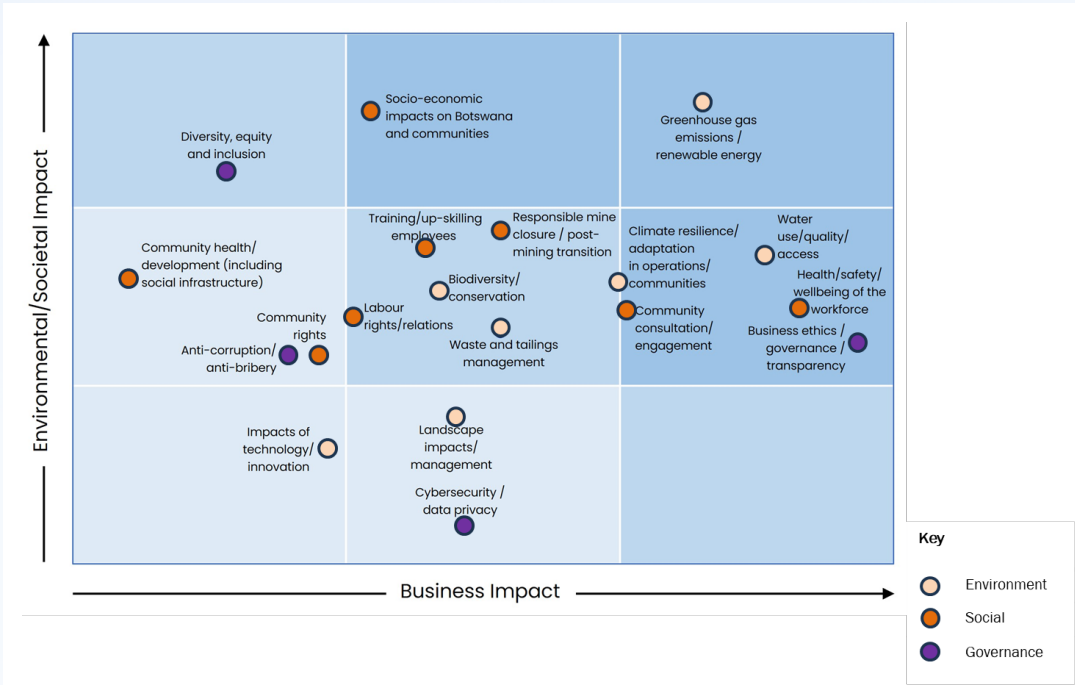
## APPROACH TO SUSTAINABILITY REPORTING AND MATERIALITY

Debswana conducts its stakeholder-driven materiality assessment every two to three years to better understand how the business impacts communities and the environment. In March 2024, a third-party consultancy was commissioned to independently assist Debswana to identify Environmental, Social and Governance topics that impact its business, society

and stakeholders. A double materiality was conducted, which is a robust dual approach which looks at much more broadly how the topic impacts our corporate value and how our business impacts the topic. The double materiality assessment is a key input of the annual Debswana Sustainability Report formerly known as Report to Stakeholders, which is published in compliance to the Global Reporting Initiative 2021 sustainability reporting standards.

The 19 material topics identified fall under the environment and social space. Many of the material issues are interconnected, aligned to Debswana ESG risks and the following emergent themes are observed;

- Climate and the Environment
- Community Engagement & Socio-economic Impact
- Workforce
- Business Ethics, Governance and transparency
- Technology and Innovation (enabler of change)





The most material issue for Debswana both in terms of impact on business and on the environment and society is reducing greenhouse gas emissions and transitioning to renewable energy. Acting on these issues is key to addressing other highly material topics including climate resilience and adaptation. The second material issue is socio economic impacts on Botswana and communities. It is critical that Debswana focuses on its socio-economic impacts, both on the country and on local communities e.g. through local employment, entrepreneurship, benefit sharing, etc. Debswana is the largest private sector employer in the country and stakeholders expect the business to ensure the development of communities by contributing to social infrastructure (e.g. healthcare, education etc.), offering training and capability building opportunities, ensuring diversity and inclusion and mitigating health and safety impacts. Thirdly, diversity and inclusion links to business governance and is of high importance externally, especially in terms of gender equality.

## CONTRIBUTION TO EDUCATION – Improving Education Outcomes

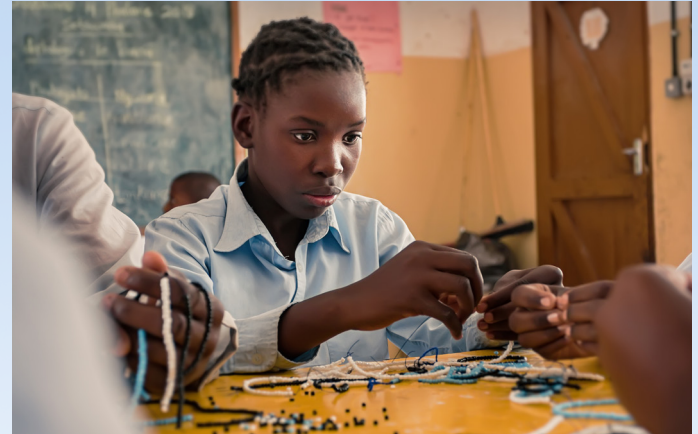
### Debswana Scholarship Programme

Debswana identified human capital development as an imperative in its formative years. The company's success has largely been a result of its ability to develop and sustain a qualified and skilled workforce.





In 1969, the company sponsored the first four students to obtain technical skills appropriate to the mining industry. Back then, the country relied heavily on expatriate labour and this scholarship programme resulted in rapid localisation of some positions in the early '80s. The scholarship programme initially focused primarily on core diamond mining and recovery disciplines before expanding into other support disciplines critical to the value chain. The scholarship programme has produced over 1100 graduates. Through investment in human capital development over the years, Debswana has made a lasting contribution to sustainable development within the education sector.



Debswana prepares for the future using strategic workforce planning based on its long-term Resource Development Plan. In 2015, the company re-introduced its much-coveted scholarship programme, which started in the late 1960s, and recruited 50 young Batswana across critical technical disciplines, to train them, with an annual budget of BWP28 million. Students sponsored through the scholarship, have been trained at some of the best Universities in the world such as University of Manchester - UK, University of Leicester - UK, University Queensland - Australia. The skills accumulated by these students sponsored are key in the future in terms of assisting the country in various ways. To encourage females to take up STEM (Science, Technology, Engineering and Mathematics) courses, 40% of the scholarships are reserved for females.





## Debswana Government Schools Development Programme

To enhance the quality of teaching and learning in Government schools, Debswana runs a development programme for schools in the Boteti and Jwaneng districts. The main objective of the programme is to develop teachers in the core subjects of Mathematics, English and Science. It is worth mentioning that since the introduction of this programme, there has been significant improvement on Primary School Leaving Examinations (PSLE) results and overall improvement in schools' performance. The company has also conducted capacity building for some of the schools' leadership teams by taking them through Supervisory Development Programme as well as developing their computer skills through basic computing programme. Additionally, in order to digitize schools and equip learners with digital skills and enhance learning, Debswana has procured and installed digital equipment in some of the schools, with a view to rolling this out further. Training and monitoring on the use of equipment has been conducted.

In order to continue improving education outcomes, Debswana conducted an education and skills for the future study in 2022 to establish improvement areas in 54 schools in its host communities. The study looked into, amongst others, learner performance, teacher performance, administration and infrastructure. A programme is being developed to address prioritised interventions.

## STEM Girls Programme

Debswana has made deliberate efforts to advance the active participation of girls, women in technical careers by making Science, Technology, Engineering and Mathematics attractive to girl students from an early age. The company conducts workshops in the areas of impact in Boteti and Jwaneng-Mabutsane areas, for female students at least once a year. These are supported through bespoke targeted long-term projects such as regular mentoring by Debswana female engineers and the Maranyane Bokamoso



in the Jwaneng area. Since inception of the STEM Girls programme in 2020, Debswana has impacted 1800 female students from Junior Secondary to Senior Secondary schools. Measures are in place to track the female students and their participation in STEM from junior secondary to choices of career at tertiary institutions. The female students also shadow engineers working for Debswana in their jobs so as to stimulate interest and maintain the momentum.

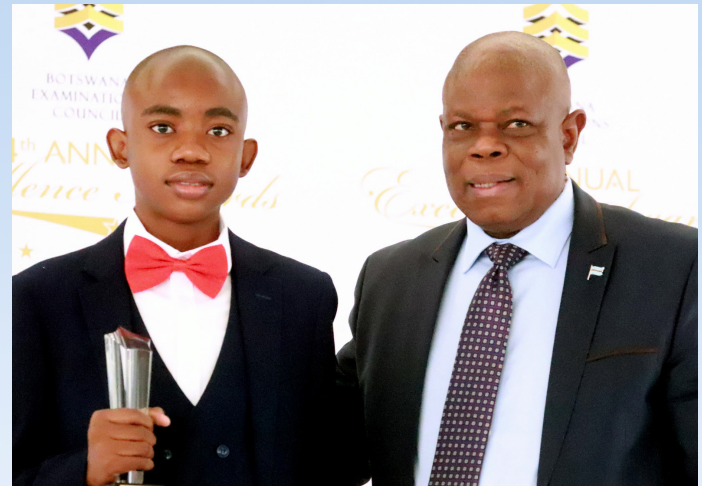
## Diamond Dreams Academic Awards

Diamond Dreams Academic Awards are aimed at celebrating the success of both learners, teachers and schools from various primary and junior schools within the communities surrounding Jwaneng, Orapa, Letlhakane and Damtshaa mines, for their stellar performance in their final examinations. The Awards are part of Debswana's CSI programme. Debswana has partnered with Government through Botswana Examination Council to address the needs for citizens to be educated and informed as articulated in Botswana Government's National Vision 2036 of Achieving Prosperity for All.

## TRAINING FACILITIES

### Orapa Technical Training College

Debswana operates training centres at the two mining sites, Orapa and Jwaneng, with Orapa running a fully-fledged Technical Training Centre. This college does not only train for Debswana but other mining houses in Botswana as well as mining equipment service providers such as Komatsu and Barloworld. The technical training curriculum and artisan development model have been adopted nation-wide and currently being piloted in Francistown Technical College and



Botswana College of Engineering and Technology. The Orapa Training Centre started in 1974. Since its inception, the training centre has produced over 1200 artisans, being riggers, fitters, electricians, boilermakers and instrument technicians.

### Botswana Accountancy College (BAC)

BAC is one of the most important contributions to the education sector that Debswana is most proud of. Back in the 80s, Debswana had established what was then known as Debswana Accounting Training Centre to train its own accountants. This attracted the interest of Government, who had identified a similar need in the public service and in the country and decided to enroll some public servants in the programme of study. Debswana suggested that in view of the national demand for qualified accountants, the Government should become a shareholder rather than pay training fees. Government welcomed the idea, and this was seen as an opportunity for building capacity for the entire economy. This is how BAC was born and has continued to grow and thrive ever since.



## Debswana Sponsored Mine Schools

As part of enhancing the educational sector in the zones of influence, Debswana runs two private schools in both Jwaneng and Orapa which are accessible to employees and the surrounding communities at each of the sites.

## MOUs with tertiary institutions

Debswana has entered into memoranda of understanding with education institutions such as, Botswana International University of Science and Technology (BIUST) to advance and capacitate the engineering sector, and as a way of ensuring continued succession for the mining sector. Another notable MOU is with the Government-owned Jwaneng Technical College.

### Environmental Education

Debswana has two game parks in Orapa and Jwaneng, which cover a space of 28085 hectares (9000ha for Orapa park and 19085 Jwana Park). The parks have numerous species of fauna and flora. Jwana Park has over 23 mammalian species and over 117 bird species. Orapa Park has over 58 mammalian species; over 86 reptilian species and over 300 bird species. These parks are open to the public and education institutions for research and learnings purposes.

## CONTRIBUTION TO HEALTH – improving health outcomes

Debswana launched its 2024 strategy, dubbed “One Dream, One Team” in 2020. One of the strategic pillars of the “One Dream One Team” strategy is the Safety, Environment and Communities pillar which seeks to achieve empowered communities. Debswana invests in Health and Wellness in the communities within which

it operates and for the benefit of its employees. The company spends over P160 million each year running its two district referral hospitals at Jwaneng and Orapa. The hospitals, which are Council for Health Service Accreditation of Southern Africa (COHSASA) accredited, are open to communities and provide essential services to over 200,000 community patients per year. Debswana, through its hospitals, assists Government in availing anti-retroviral drugs to over 30,000 people in the Boteti and Jwaneng districts. The company has also built state-of-the-arts clinics in several villages as well as a maternity wing in Letlhakane.

In 2001, Debswana was the first company in the world to introduce anti-retroviral therapy to employees and spouses living with HIV and AIDS. At the time, anti-retroviral therapy was not freely available and Debswana wanted to save lives and increase the productivity of employees who were infected. This was extended to children in 2008 due to the acknowledgement that it does not help treating the parents and leaving out their infected children.

During the recent COVID pandemic, the company spent over P50 million on various interventions, including the purchase of PPE for 21 clinics, purchase of vaccinations for the national vaccination programme, isolation centres, over 300,000 face masks for community members, learners, employees and contractor employees. The Debswana hospitals were beefed up to cater for employees, their families and communities.

It goes without saying that the long-standing impact of Debswana hospitals has positioned the company well in advance to achieve its noble objective of improving health outcomes amongst employees, their families and communities at large, and will contribute towards

the early achievement of the Debswana's strategy transformational agenda. Already, inroads have been made through the following recently achieved initiatives;

- ✓ Driving innovation through digitized services such as digital hospital management system (Medinous), e-screening, contact tracing dashboard.
- ✓ Jwaneng mine hospital has recently launched an e-pharmacy aimed at aiding decongestion of the pharmacy, linked to the paperless hospital information management system.

### Other general outreach response services

- ✓ Ambulance service for reported emergencies within 100km radius of our areas of influence (villages surrounding our operations), for chronic disease management, wound dressings and more.
- ✓ HIV and TB outreach management to villages neighboring our operations.
- ✓ Debswana hospitals serve as referral centers for; maternity services/cases, complicated surgical cases, from ante-natal care, delivery to post-natal care.
- ✓ Child welfare clinic and reproductive health services provision for example, contraception.
- ✓ Jwaneng hospital also serves as a lead in the maternal mortality mandates for the region and hosts monthly maternal morbidity and mortality meetings where information is shared with district partners towards improved maternal outcomes.
- ✓ Vaccination service to communities.

### Strategic partnerships with the Ministry of Health to improve health outcomes

Debswana and the Ministry of Health have partnered to improve the health status of communities in the mining areas of Boteti, Southern and Kweneng districts. The two partners have, through a joint programme dubbed Botsogo Teemane, pencilled a strategy to implement six health focus areas aimed at taking the health status of communities to desirable levels. The Botsogo Teemane programme is anchored on Memorandum of Understanding signed in July 2023 by the partners zeroing on health and wellbeing areas of the United Nations Sustainable Development Goals (SDGs), Botswana Vision 2036 'Prosperity for All' and the Debswana purpose to 'Make Life Brilliant.' The partnership is meant to strengthen service delivery and improve the health status of communities in the mining areas of Boteti, Southern and Kweneng districts in the following six key focus areas:

- SGD 2 - Malnutrition
- SDG 3.1 - Maternal mortality
- SDG 3.3 - Infectious diseases
- SDG 3.4 - Non communicable diseases
- SDG 3.5 - Substance Abuse
- SDG 3.8 - Universal health coverage

Since signing of memorandum of understanding between the two parties the following milestones have been achieved.

1. Recruitment of Community Health and Safety Specialist by Debswana.
2. Establishment of Partnership Steering Committee which comprises of Debswana and



- Ministry of Health experts and Leadership.
3. Establishment of working District Partnership Steering Committee at sites (District Health Team and Mines Hospital).
  4. Identified Programme Priorities for implementation.

Currently a draft Execution Plan with associated timelines and resources is being finalised for implementation in Quarter 4 of 2024.

## CONTRIBUTION TO SOCIO-ECONOMIC DEVELOPMENT – Improving Livelihoods

Debswana has a robust Socio-Economic Development (SED) Strategy in place. The SED strategy is a comprehensive plan aimed at promoting sustainable and inclusive economic development in Debswana's host communities and nationally. A new 2024 – 2028 SED Strategy is expected to guide the delivery of high-impact projects in the host regions of Jwaneng, Orapa, Letlhakane and Damtshaa Mines - and even beyond - to improve prospects in Debswana's host regions, independent of the Debswana presence, to ensure benefits will be felt long beyond the life of the mine.

The Debswana SED strategy has three broad thematic areas as follows;

- i. Alternative Economy: Promoting economic diversification by developing non-mining sectors, such as agriculture, manufacturing and tourism that can contribute to job creation, revenue generation and development of resilient local industries.
- ii. Partnerships Building: Building strong and collaborative partnerships with government,

civil society and private sector to leverage resources, share knowledge and build capacity. Participatory development is a critical component of the strategy because it ensures that local communities are involved in the development process and have a say in how resources are used. This fosters ownership and accountability.

- iii. Sustainable Impact: Ensuring that mining activities and initiatives are environmentally sustainable, socially responsible, and economically viable, with a long-term perspective in mind to achieve post mining legacy.

By prioritizing these three (3) strategic themes, Debswana aims to build sustainable, resilient and thriving communities by developing non-mining sectors, such as agriculture, manufacturing and tourism. Further, the aim is to promote entrepreneurship, accelerate rural economy and support development of Small, Micro and Medium Enterprises (SMMEs) to create jobs and build a more resilient economy and achieve lasting impact for the communities in our AOI. The Theory of Change guideline is in place to deliver more impact as an improvement from the previous strategy.

### Enterprise and Supplier Development

Debswana recognises the strategic importance of its suppliers and understands the impact of their performance on its overall performance. Inward-looking business improvement initiatives that do not reach suppliers or contractors miss the opportunity to leverage synergies to deliver greater impacts. It is against this reality that Debswana overhauled its Enterprise and Supplier Development (ESD)

programme to develop sustainable Small, Micro and Medium Enterprises (SMMEs), to strengthen its local supply base and enhance its contribution to the socio-economic development of Botswana.

## Tokafala

In August 2017, Debswana along with other partners (Government, De Beers and Anglo American) officially signed a Memorandum of Understanding on the Tokafala Enterprise Development Programme. The Tokafala Enterprise Development Programme began as a pilot in January 2014 in an effort to capacitate Small, Micro and Medium sized business for increased economic growth and reduced unemployment. The programme has since been implemented in phases.

Building on the learnings of the first two phases, Tokafala III (2022-2025) applies a more targeted value-chain approach, with the aim of unlocking entrepreneurship in the country while focusing on the inclusion of women and youth in economic activities. The three-year programme supports selected strategic sectors - mining, manufacturing, agro-processing and tourism - and drive youth businesses into the target sectors. Activities are being implemented in eight locations (Francistown, Gaborone, Jwaneng, Kasane, Letlhakane, Maun, Orapa, and Selebi Phikwe).

The national programme has since delivered significant results (Phase 2: 2019 -2022) as demonstrated in the table below.





ED	3 year target	Y1 Results	Y2 Results		Y3 Results	Cumulative
			SDP	Tourism		(2019-2022)
ED Enrolment	330 SMMEs	130 SMMEs	100 SMMEs	74 SM-MEs	66 SMMs	370S MMEs
Advisory Training Graduation Rate	90%	98%	92%	91.8%	90.9%	95%
Female Economic Inclusivity	40%	55%	31%	43.9%	48.5%	45.1 %
Access to finance	P16.5 million	P4.6M	P5.3M	P11.2M	P1.9 M	P23.0M
Jobs supported	3040	898	1954	676	691	4219
Jobs Created	300	91	330	39	275	535
Impact and Revenue growth	50% Micro	152%	119.6%	N/A	59.8%	124.9%
	40% Small	40.5%	54.5%		54.1%	48.1%
	25% Medium	-27%	24.6%		-1.7%	19.2%
STRYDE	3-year target	C1 Results	C2 Results	C3 Results	C4 Results	Cumulative
STRYDE Enrolment	500 (300 Female)	200(137 Female)	100(73 Female)	120(78 Female)	80 (60 Female)	500 (348 Female)
Graduation Rate	90%	93%	94%	91%	96%	94%
STRYDE						
Female Inclusivity	60%	69%	69%	65%	75%	70%
Newly economically active youth through enterprise or employment	200	62	55	69	49	235
Youth who graduate to ED activities	30	12	6	4	3	25

The Tokafala programme continues to create impact in both the SMME and youth development by improving employability and opportunities for females and youth. The pull factor is underpinned in the identification and development of strategic partnerships.

## Enterprise Development

Below are the results of Year 1 of Phase 3 of the programme (Year ended April 2022)

Enterprise Development	3-year target	Year 1 Targets	Y1 Results		Cumulative
			SDP Mining	Tourism	
ED Enrolment	370 SM-MEs	160 SM-MEs	116 SM-MEs	62 SM-MEs	178 SMMEs
Advisory Training Graduation Rate	90%	90%	91%	94%	92%
Female Economic Inclusivity	40%	40%	61%	54.8%	59 %
Access to finance	P27 M	P12.5 M	P2.57 M	P99.9 K	P3 M
Jobs supported	4500	1674	1512	384	1896
Jobs Created	660	285	328.5	45	373.5
Revenue growth	90% Micro 40% Small 25% Medium	90% Micro 40% Small 25% Medium	273% Micro 53% Small 15% Medium	203% Micro 44% Small -34% Medium	253% Micro 49% Small 0,7% Medium
Youth Development	3-year target	Year 1 target	C1 Results	C2 Results	Cumulative
YD Enrolment	500 (300)	200	128 (91 Female)	108 (75 Female)	236 (166 Female)
Graduation Rate	90%	90%	95%	98%	96%
Female Inclusivity	65%	65%	71%	69%	70%
Newly economically active youth through enterprise or employment	250	100	36	32	68
Youth who establish an income-generating business:	50	20	1	3	4

## Horticulture Programme

The Tokafala Board has approved a three (3) year horticulture programme which will be demand driven and will be implemented across three (3) clusters namely, Gaborone and surroundings including Jwaneng, Selebi Phikwe area, and the Boteti region. Below are the key performance impact indicators;



Indicator	LOP target
Farmers trained	150
% of farmers graduated and GAP certified	70%
Farmers who are women	40%
Farmers who are youth	25%
Total jobs supported	2,100
New jobs created	840
Full-time jobs	1,680
Part-time jobs	420
Planting area for offtake (ha)	150
Total planting area per year (ha)	420
Total revenues sustained / year (US\$k)	5,238
Total revenue growth / year (US\$k)	1,455
Total Budget	\$3.3m
Cost per Job	\$1571.43

Tokafala is currently setting up and developing cropping plans. The programme is expected to start first phase of implementation in 2024 year subject to each partner having contributed P4 million annually (2024-2026).

## Debswana CEEP Overview

The Debswana Citizen Economic Empowerment Programme (CEEP) is delivered through a blend of initiatives such as localization of long-term strategic contracts; skills and entrepreneurship development; partnership with Original Equipment Manufacturers; creation of citizen opportunities in local repairs and maintenance sector;

industry development in the repairs and maintenance sector by investing in a repairs and rebuild centre for Botswana; and leveraging Debswana's supply chain to support local manufacturing in the mining industry and other sectors of the economy. The programme has established partnerships with local commercial banks, which have pledged P4.7 billion for the supplier development programme and to date over 100 citizen companies have benefited from the period 2019 to 2023. Over P1.6 billion has been advanced to citizens with the funds used for operational requirements such as acquisition of assets and equipment (i.e. drill rigs, crushers, trucks and light duty vehicles), payroll and other operational costs.

Furthermore, Debswana is working with Original Equipment Manufacturers (OEMs) with a view of establishing investment opportunities in OEMs value chains, creation of local employment, increase of local repairs and rebuild and pursuing a structured socio-economic development programme focused on entrepreneurship, education and agriculture. This programme is on-going with adequate time given to cement the partnerships through extensive stakeholder engagement. As of August 2022, Botswana Oil Limited started delivering fuel to Debswana operations on a five-year contract valued at BWP8.5 billion. Through the partnership, Botswana Oil Limited is tasked with developing and facilitating citizen access to in the petroleum industry and has sub-contracted 100% citizen transporters to deliver fuel to Debswana.

In terms of capacity building, a total of 150 suppliers have undergone various supplier and enterprise development training, including, UNDP Supplier Development Programme, GIBS Supplier Entrepreneurship Development and ABSA ESG training. All in all, more than 120 citizen companies have been assisted under the Debswana Supplier Development Programme through access to finance in partnership

with local financial institutions. Additional support to citizen companies includes access to market (55% citizen spend in 2023); improved invoice settlement terms of 14 days (from 30 days) to assist with cash flow management. Citizen companies are being capacitated across the Debswana value chain on provision of services and commodities in the mining, engineering, ore processing and consultancy services as well as local manufacturing.

Debswana's socio economic initiatives including CEEP has supported 16989 jobs against a target of 20000 jobs by Q1 2024. The focus going forward is on value chain development with key initiatives identified to deliver the employment impact being local manufacturing and local repairs and maintenance. This will be under-pinned by an ambitious externally focused entrepreneurship and enterprise development programme to ensure sustainability of the enterprises beyond Debswana.

**Corporate Social Investment & Sponsorships**  
In 1974, Debswana introduced a Corporate Social Investment (CSI) programme, which at the time was called the Donations Programme, aimed at funding projects that would uplift communities and create a sustainable legacy of prosperity.

From 2011 to 2021, the annual CSI budget and spend was P15 million. This was increased in 2022 to P30 million. Furthermore, in addition to the P30 million, Debswana does corporate sponsorship for social and community projects, collaborative partnerships with government and private sector, as well as a broad portfolio of sport programmes and social initiatives.

Our CSI cuts across all sectors and are a combination of infrastructure development and low to high CSR initiatives. Countless initiatives have been invested over the years, to name but a few;



## In Jwaneng area:

- ✓ P14 million for construction and equipping of Maboane Clinic.
- ✓ P2.3 million for community development projects, which included the upgrading of the main water tank, electrification of a borehole in Maboane Village and the construction of kgotla offices in Tsonyane and Mahotshwane Villages.
- ✓ P4.9 million - Tsodilo Hills Eco-tourism development project – co-funded with the De Beers Group. This is over and above P10 million donated in 2011 also co-funded with the De Beers Group
- ✓ P1.2 million - Olorato Children's Care Centre (Construction of a crèche)
- ✓ P1.5 million Lefhoko Diamond Village (Construction of staff houses)
- ✓ P2.4 million Mokoboxane Primary School (Construction of classroom block)
- ✓ P3.2 million - Seasole Primary School (Construction of classrooms)
- ✓ P1.1 million - revamping libraries at Dinonyane and Kgalagadi Primary Schools as well as Jwaneng Technical College; erecting garden nets at Kgalagadi, Dinonyane, Teemane, Jwana, Maboane, Betesankwe, Sese Primary Schools; revamping a Science Lab at Kgalagadi Primary School and equipping seven schools: Kgalagadi, Dinonyane, Teemane, Jwana, Maboane, Betesankwe, Sese Primary Schools with garden tools.

## In Boteti:

- ✓ In 2011, OLDM sponsored the refurbishment of Boteti show grounds in Letlhakane at a cost of P333 000. The mines also donated P 317,670.35 to Gaing' O Community Trust

to equip a borehole as well as to construct a reservoir. Furthermore, the mines donated P159 000 to Junior Chamber International (JCI) to purchase treated Mosquito nets for the Boteti region, in line with our commitment to improving health care in the region.

- ✓ A further P88 279 went towards the electrification of a day care centre at Ditladi Village as well as the purchasing of toys, stationery and equipment for the centre.
- ✓ P128 600 went towards the sponsorship of the Botswana Games in the Central District.
- ✓ P25 000 went towards the sponsorship of the BFA for the 2012 AFCON games.
- ✓ In 2012, the Mines handed over P2.3 million to the Boteti Sub-District Council. Out of this money, P1.2 million was for the construction of eight (8) houses for destitute persons in Xere, Khwee, Mokubilo, Mosu, Kedia, Mmea, Letlhakane and Mmatshumo. The remaining P1.1 million, disbursed through the OLDM's is being used for projects that were identified at the Diphuduhudu poverty convention as projects that the communities themselves have advocated for as viable and sustainable projects that will impact the lives of those particular communities. These include P484 000 that went to support the establishment and/or refurbishments of sewing and bakery projects at Khwee, Mmea, Kedia and Xere. These projects will not only create jobs, but also ensure self-reliance and economic growth for these areas. Further, P450 000 went towards the building of a classroom block comprising of two classrooms as Supang Primary School in Letlhakane, which has got a serious shortage of classrooms.
- ✓ P272 000 has gone towards the construction

of 55 pit latrine toilets at Metsiaela ward in Letlhakane to bring Matsiaela ward up to the sanitation standards of the rest of village. There are 3000 people at Metsiaela ward at Letlhakane and only five pit latrines in the Metsiaela ward. The lack of pit latrines at Metsiaela has created a health risk. Furthermore, the construction of toilets is meant to prevent future health problems.

- ✓ The mines spent P297 000 to procure multi-purpose photocopying machines for 11 Primary schools. Eight schools that benefited were from the Boteti. This is aimed at alleviating the serious shortage of photocopying machines in schools and were a priority area from the Sub-District Council.
- ✓ The mines have also donated P75 000 to Xere Primary School for the construction of a Poultry House and Water Harvesting Project.
- ✓ P71 058.45 went towards the construction of a clinic house at Mabeleapudi Village Clinic.
- ✓ The mines further sponsored several organisations through its Corporate Social Responsibility budget. The total expenditure was P239 000. The sponsorships included schools prize giving ceremony, and other charitable causes.
- ✓ In 2013 Debswana-OLDM responded to government's call for public – private partnerships in education by adopting Mokoboxane Primary School. This partnership resulted in Debswana investing over P2.4 million Pula in the development of infrastructure such as classrooms and an administration block for this school. The scope of work entailed the construction of a 1 x 3 face brick Classroom Block with acoustic

folding partitions to enable it to be used as a multi-purpose hall as and when required. The gross floor area for the classroom block is 300 m<sup>2</sup>. Furthermore, the project includes the construction of combined Library and Administration Office Block and associated site-works and services with a gross floor area of 230m<sup>2</sup>.

- ✓ OLDM had received a number of requests but after some rigorous adjudication, a process that involved some needs analysis matrix, a decision was made to adopt Mokoboxane Primary School. This process was done in collaboration with stakeholders such as Boteti Sub-District Council. Through this initiative the intention is to strengthen and improve Mokoboxane Primary School's programmes and curricula, as well as create and maintain sustainable cooperation between OLDM and the school. Through this commitment to assist in the development and provision of services to Mokoboxane Primary School Debswana - OLDM hopes to derive a sense of satisfaction and benefit from improved performance by the teachers and pupils of the school. This development is in consonance with our unparalleled commitment to continue contributing to economic diversification and sustainable growth in the Boteti region.
- ✓ Orapa Junior Secondary School in Orapa received P264 400 to purchase Design & Technology Machinery and renovate the Design & Technology Laboratory.
- ✓ Seaseole Primary School in Letlhakane village received P 106 701 to erect a garden fence



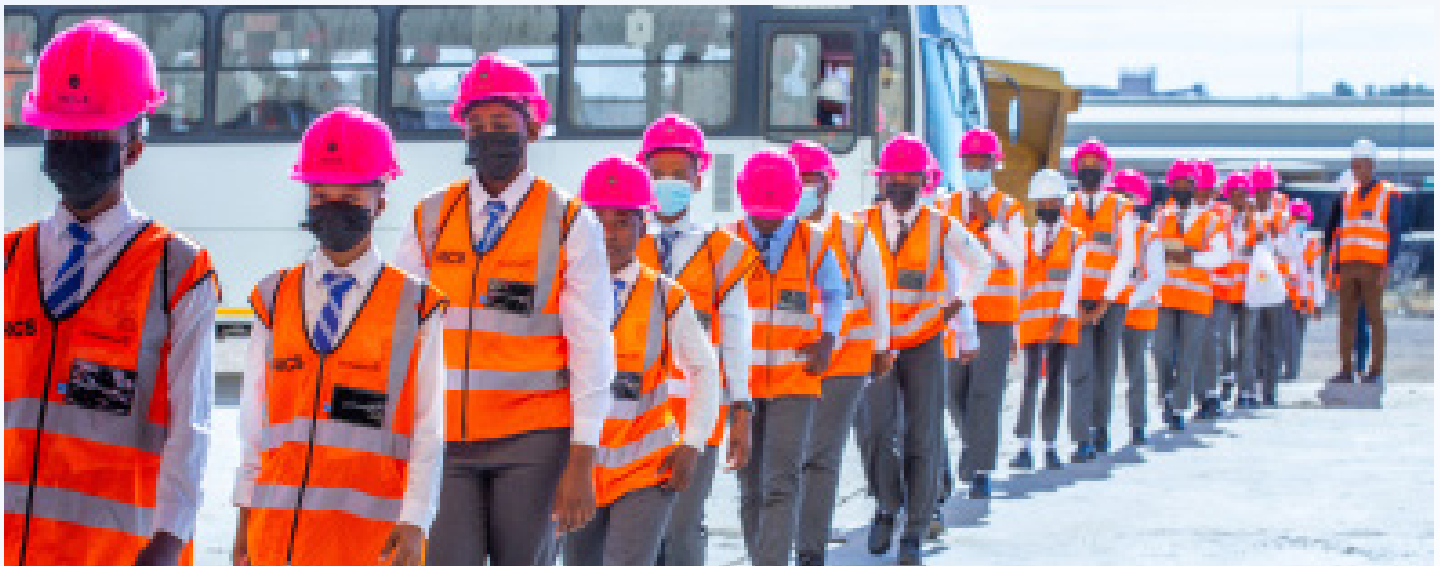
and reservoir and purchase of a Photocopying machine.

- ✓ Rakops Junior Secondary School in Rakops village received P117 210 towards the construction of an orchard at the school.
- ✓ Mokgobelele Ward 1 in Letlhakane village received P58 850 to build a kgotla shelter and toilet.
- ✓ Gunamoo Dance Group based in Letlhakane village received P 42 200 to purchase Traditional Polka Dance Attire.
- ✓ Sunshine Support Group based in Letlhakane received P78 010 towards purchasing of a porta-cabin.
- ✓ Zauzera Dance Troupe based in Khwee received P 50 000 to purchase traditional dance attire.
- ✓ Kedia Primary School in Kedia village received P210 000 purchase a heavy-duty generator to help provide electricity at the school.
- ✓ Mokubilo Primary School in Mokubilo village received P33 050 to purchase traditional dance attire.
- ✓ Mmatshumo Primary School in Mmatshumo village received P 22 600 towards the completion of an environmental project and purchasing of a large volume water tank.
- ✓ Gudakesha Trust in Mosu village received P 166 113 towards small stock project.
- ✓ In 2014 Retlhatloleng Primary School in Letlhakane village received P34 288.80 to buy and plough plants, flowers and green grass at the school.
- ✓ AK47 Football Club in Mopipi village received P33 443.20 to purchase sporting equipment that includes home and away kits, Soccer Balls,

Trainers, Soccer boots, Training Kits, Cones and Goalpost nets.

- ✓ Mopipi Junior Secondary School in Mopipi village received P44 616.32 to purchase four computers and a printer to be used in the school's library.
- ✓ Rakops Primary Hospital in Rakops village received P160 000 to build a Clinic to be used to deliver Youth Friendly Services such as dissemination of Adolescent Sexual and Reproductive Health information in Rakops village.
- ✓ Letlhakane Senior Secondary School in Letlhakane Village received P200 000 to help improve Information and Communication Technology (ICT) in the school.
- ✓ Motopi Customary Court in Motopi village received P45 000 to connect electricity at kgotla offices.
- ✓ Mmadikola Village Development Committee in Mmadikola Village received P24, 702. 34 for electrification of its rental houses.
- ✓ Mokobaxane Primary School in Mokoboxane village received P76 000 to purchase some attire for their traditional dance group.
- ✓ Deputy District Commissioner's Office in Letlhakane village received P153 250.00 for these projects: Incubator for the Xere Primary School Guinea Fowl project, Traditional Song and Dance Attire for Khoisan Traditional Group based in Xere village, Leather Work Machine for Kedia village and the Poverty Eradication Phase II project.
- ✓ Boteti Regional Football Association based in Letlhakane village received P36 000. 00 to playing kits for the Under 15 Football Teams that play in the Boteti Youth League.

- ✓ Motsumi Junior Secondary School in Letlhakane Village received P75 498 85 to purchase a photocopier for the school.
- ✓ In 2015 Letlhakane Senior Secondary School in Letlhakane Village received P479 400.00 to help the school with teaching and learning resources aimed at improving general academic performance.
- ✓ Letlhakane Primary Schools' Cluster (Supang Memorial, Retlhatloleng, Letlhakane, Mokane and Seaseole Primary Schools in Letlhakane village received P438 489.68 to purchase Sport Equipment and refurbish available sports facilities.
- ✓ Botswana Football Association (Boteti Region) based in Letlhakane village received P301 777 to purchase additional playing kits and equipment for the Under 15 Football Teams that play in the Boteti Region Football Youth League and to run two coaching courses (Youth License and Intermediate License).
- ✓ Rakops Junior Secondary School in Rakops village received P292 037 76 to purchase mattresses for about 400 hundred boarding students. The mattresses used by the students were worn-out and required replacement.
- ✓ Mokgobelele ward in Letlhakane village received P8 388.85 to connect electricity to the newly constructed kgotla offices.
- ✓ Boteti Cultural Day Committee representing Boteti Sub District received P168, 000. 00 to plan and host Boteti Cultural Day
- ✓ Makalamabedi Community Junior Secondary School in Makalamabedi village received P3 412.40 to purchase and install a siren at the school.
- ✓ Letlhakane Primary School in Letlhakane village received P96 832.00 to purchase a photocopier.
- ✓ Boteti Regional Football Association based in Letlhakane village received P129 020.00 to





- launch Boteti Youth League and purchase 20 soccer boots for 9 U15 Teams playing in the league.
- ✓ Supang Memorial Primary School in Letlhakane village received P98 892.80 to repair a photocopier and to purchase traditional dance attire.
- ✓ Letlhakane Village Development Committee North in Letlhakane village received P32 369.00 to refurbish rental houses and fence the yard.
- ✓ Lastly, OLDLM continues to conduct community outreach programmes through its employees- and Peer Educators. These Peer educators continue to embark on projects that transform the lives of communities. Some of the projects that employees have embarked on include construction of houses, back yard gardens and toilets for the less prevailed members of the communities.

#### Approved CSI Projects under implementation in 2024

Name of Initiative	Funding Amount
Rehabilitation centre for people with disabilities	P1,833,333.00
Botswana Athletics Association (Year 3)	P3m p/a from 2022 – 2024
Debswana Re Ba Bona Ha (Year 3)	P2m p/a from 2022 – 2024
PPE/Textile Accelerator Programme monitoring and improvement initiatives	Funded in previous financial year and on completion phase
SOS Serowe: Farm Project (completion phase)	Funded in previous financial year and on completion phase
Kasane Market Stalls (completed)	Funded in previous financial year and on completion phase
Lekhubu (completion phase)	Funded in previous financial year and on completion phase
Makoro (completion phase)	Funded in previous financial year and on completion phase
Diamond Dreams Academic Awards	P700,000
Arts and Crafts Centre	P3 million
Mmalekwa	P1 million
Tsonyane - Development of Oki Cultural Heritage Site (Lokitso Community)	P1.5 million
STEM Programme – GirlEng	P500, 000
STEM Programme: Maranyane Bokamoso	P1 million
Capacity Building for women and PWDs owned businesses	P400, 000
Community Wellness Programmes - GBV Campaign -	P1.7 million

Bee Project	P100,000
Southern District Women’s Football League	P300,000
Social IIs psycho-social support programme	P850,000
Government Schools Development Programme	P500,000
Mokopi Conservation	P1.5 million
Food Security Project – Malatswae Ranch	P1 million
Xhumo Horticultural Production	P1.5 million
Khwee Ranch Development	P1 million
Letlhakane Cluster	P1 million
Diamond Dreams Academic Awards	P500,000
Employee Volunteerism	P300,000
Commemoration for PWD’s	P100,000
LED Training for Boteti Councillors	P100,000
Mmadikola Market	P250,000
Xhumo Jam Production Equipment	P150,000
Boteti Infrastructure	P4,000,000.00 p/a from 2023 - 2025

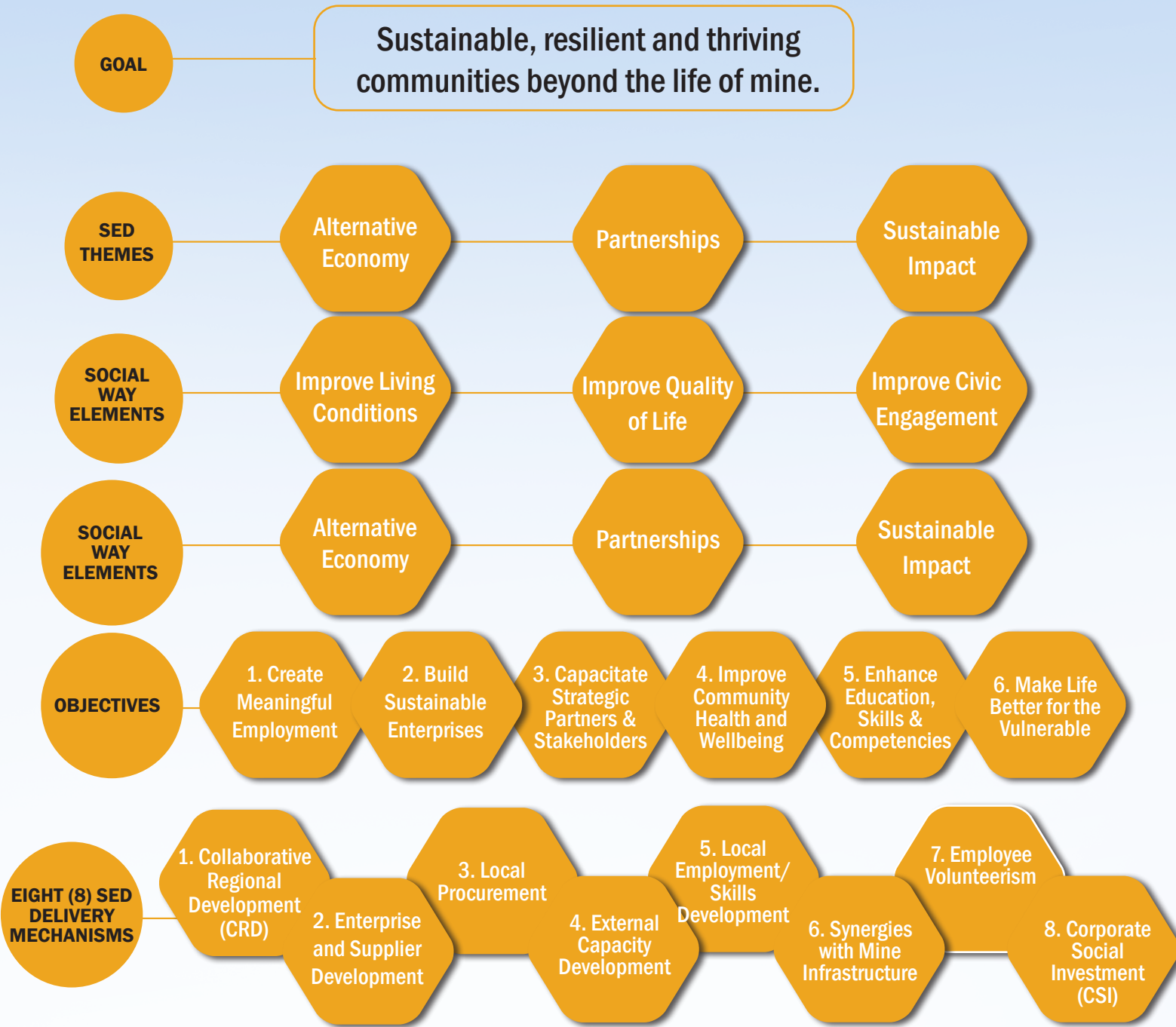
### Employee Volunteerism

The spirit of philanthropy extends across the company. Over the years, Debswana employees continue to volunteer their financial and human resources to various community development initiatives. Through company’s Employee Volunteerism Procedure, employees are allowed a number of hours to provide their skills for various community projects. In addition, match-funding is provided where employees provide financial resources for community development initiatives.





# 2024 – 2028 DEBSWANA SOCIO-ECONOMIC DEVELOPMENT STRATEGY



# SUSTAINABLE DEVELOPMENT GOALS

