

# TEEMANE

DEBSWANA   
MAKE LIFE BRILLIANT



FEBRUARY 2024



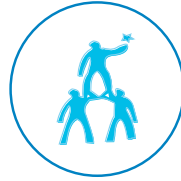
**PUT SAFETY FIRST**



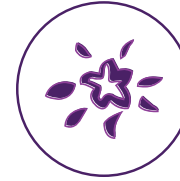
**BE PASSIONATE**



**PULL TOGETHER**



**BUILD TRUST**



**SHOW WE CARE**



**SHAPE THE FUTURE**

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# Welcome!

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Dear Teemane Readers,

### Welcome to our first Teemane issue for the year 2024!

It is an honour to join the Teemane team and to take the reins as Editor from Cecily Kuswane, who has taken care of this beloved publication over the years. We thank Cecily for her efforts in curating impactful and memorable issues every month; I look forward to maintaining the quality of this publication through collaborative efforts with the Editorial Team and other contributors across the Business.

We also welcome a new member to the Editorial team: Kealeboga Botshabelo at OLDM, who Nomhle Fiona Madia has passed on the proverbial baton to. Thank you Nomhle for your valuable contribution towards past editions of Teemane, we wish you the best in your new focus areas.

In this edition, we highlight a milestone in the Jwaneng Underground Project, set the tone for responsible personal financial management in 2024 and reflect on key activities at our sites that took place as we kicked off the year. We are also excited to continue to assist you in furthering your understanding of the laws in Botswana through the Legal Corner.

From our Teemane editorial team to you, we hope you enjoy this issue, being the first of the year, as we strive to bring renewed energy while focusing on the incredible people of Debswana and stories of our learnings and triumphs across the business.

Here's to a great year ahead.

Enjoy!

**Best,  
Neo**

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# DEBSWANA BOARD APPROVES PROGRESSION OF JUP TO EXPLORATION ACCESS DEVELOPMENT



↑ The Jwaneng Underground Project, JUP is set to transform the current open pit operations to underground

**Debswana has announced the momentous approval from the Board to commence the Jwaneng Underground Project (JUP) crucial phase, being Exploration Access Development, EAD.**

The Board's approval for this phase marks a significant milestone, initiating the journey towards underground mining at Jwaneng Mine. The Exploration Access Development phase is scheduled to commence in May 2024, and at an overall investment value of BWP 13.6 billion.

**"The phased implementation strategy ensures the uninterrupted evolution of Jwaneng Mine beyond Cut 9, presently projected to conclude in 2033."**

"The phased implementation strategy ensures the uninterrupted evolution of Jwaneng Mine beyond Cut 9, presently projected to conclude in 2033. What is important to underscore is that this Board approval, and commencement of such work that progresses developments

to underground phase, is not only a significant milestone for the company but is also a momentous occasion for our nation and shareholders as it sets a longer-term future for Debswana. The future prosperity of Debswana hinges upon the progression of the Jwaneng Underground Project. With approximately 70% of Debswana's profits and distributions attributable to Jwaneng, extending its Life of Mine beyond 2033 is pivotal for sustaining contributions to the shareholders," said Emmah Peloetletse, Permanent Secretary to the President and Debswana Board Chairperson.

The Exploration Access Development phase aims to achieve two primary objectives: to establish a drilling platform facilitating comprehensive sampling and evaluation of the kimberlite pipes via diamond extraction at 1,000 metres below ground level; and to lay the groundwork for Phase 1 Mining, forming the essential backbone infrastructure for forthcoming stages of the project. The Exploration Access will be developed by an Underground Development Contractor.

Andrew Maatla Motsomi, Managing Director of Debswana, added "The studies conducted

and ultimately approved by the Board presented options of a realistic, modern, viable underground mine based on the latest proven technology, novel mining engineering approaches, and safe underground mine designs and practices. This is a major achievement under our current business strategy. The current strategy that ends at the end of 2024, has focused on transformation and transitioning the mines, and business as a whole, for a sustainably successful future. Beyond 2024, the business intends to set the stage for further growth to boost shareholder returns, which will help our national development. Debswana is also preparing its own employees to obtain future skills required for these developments. We aim to continue mining safely, sustainably, ethically and optimally."

The Exploration Access Development phase is anticipated to conclude in 2030. Debswana remains steadfast in its dedication to safety first, responsible mining practices, economic sustainability, and contributing to Botswana's continued growth and prosperity. Let us rally behind the project as it sets on this transformative journey.



## OLDM EMPLOYEES CHALLENGED TO PURSUE TOTAL EXCELLENCE

In pursuit of nothing short of brilliance as we work to deliver on our vision and our strategy, OLDM employees have been challenged to pursue total excellence in all they do. This call was made by OLDM General Manager, Mogakolodi Maoketsa, as he engaged employees across the site as part of his Visible Felt Leadership exercise to mark the start of the first quarter.

Maoketsa challenged employees to continue shaping the future of the operation and of Debswana as a whole by relentlessly pursuing what he calls "Total Excellence". Within this, Maoketsa noted the key areas of focus include Safe and Sustainable Operations, Stable and Capable Operations, Commercial Excellence, as well as Happy People and Thriving Communities.

Maoketsa also commended employees for the excellent performance throughout 2023 and implored them to make prudent decisions that will result in continued, if not enhanced excellence in delivery in this new year. He further implored employees to put safety first, thus ensuring Zero Harm in the workplace.

**Here is to a year of Total Excellence!**



↑ OLDM General Manager, Mogakolodi Maoketsa

## GADIFELE SHARES 2024 ROADMAP FOR JWANENG MINE

**Jwaneng Mine Acting General Manager, Goitseone Gadifele, has outlined key business priority areas for 2024 during his first quarter engagement with employees and Business Partners.**

- ➔ Gadifele defined key business focus areas that Jwaneng Mine will implement to achieve the business strategy, these being:
- ➔ Sustainability
- ➔ Governance
- ➔ Efficiency and Productivity
- ➔ People Transformation

Gadifele also outlined the current market dynamics and applauded employees and Business Partners for stellar 2023 business performance in all aspects. He highlighted that safety performance continues to be exceptional with the Total Recordable Injury Frequency Rate (TRIFR) measure reaching maturity, therefore leading to the business opting to use the All-Injury Frequency Rates (AIFR) for safety management. The new approach is expected to reinforce past safety management initiatives that will usher a new resilient roadway to achieving Absolute Zero Harm (AZH).

Addressing the Sustainability pillar focus in 2024, Gadifele said that "Life Beyond Diamonds" is important to ensure economic diversification. He also shared that Jwaneng Mine will roll out a small-stock project, this being key to unlocking the value chain in small-stock farming and beneficiation related to it.

Furthermore, he said that the Mine partnered with the University of Botswana in 2023 for a pilot project of using biodiesel for vehicles.

Key to unlocking progress, Gadifele noted, is working to ensure more accountability in the procurement area. He emphasised that Jwaneng should record Absolute Zero VAT losses and adhere to the Procurement Non-Compliance Index this year. If done well, he shared that this could add great value to the business. Due to market volatility, Gadifele also encouraged all departments to work on their efficiency and productivity. These include saving electricity, 100% compliance to EMV overhaul schedule and any other necessary measures that each employee can contribute.

In addition to Sustainability, People Transformation remains an imperative in working to safeguard the future of the business. A number of initiatives such as capacitance on technical skills development, creating a psychosocially safe workplace, retention of employees and establishing a diverse workforce, will be prioritised. "The workforce is our biggest asset. We are going to train 100% of the workforce on dealing with Differently Aabled People (DAP). This is to accommodate all employees and to create a comfortable, collaborative working environment for all. Furthermore, a Men's Health programme will be implemented. National statistics indicate that men also need attention to help address psycho-social matters. Previous initiatives that also created conducive working environments for women will continue."

Looking to a strong future, Gadifele expressed optimism that ongoing natural diamond brand repositioning and other strategic initiatives will revamp diamond sales. He encouraged everyone to remain positive amid the current diamond market conditions.



↑ Jwaneng Mine Acting General Manager, Goitseone Gadifele

With greater focus for the year, and with clear priorities now shared, 2024 is set to be a strong one. As we navigate our growth this year, let us take heed of Gadifele's advice on the safety of people, biodiversity and the environment as essential considerations as Jwaneng Mine continues to Make Life Brilliant for all its stakeholders.



# Journeying into 2024:

## A Message from

Ndiye Letsholathebe at Sesiro

*Greetings Sesiro Family*

As we venture into the possibilities of a new year, and in light of the current challenges in the diamond market, I want to acknowledge and appreciate your ongoing trust in Sesiro Insurance Company.

In the midst of the current market challenges, it is natural to question the necessity of insurance, which is often perceived as an added financial strain. However, it is crucial to shift this perspective and recognise insurance as a **strategic investment** in your financial resilience. In times of uncertainty, insurance acts as a protective shield against unforeseen events, offering crucial support in the face of accidents, property damage and just about any insurable loss. It becomes a safety net, helping you navigate unexpected challenges without succumbing to financial crises.

Beyond immediate protection, Sesiro's product offering plays a pivotal role in preserving your long-term financial stability. Our personal covers are designed to be affordable and are intended to achieve financial inclusivity, particularly for those who were previously uninsured, therefore providing peace of mind. This emphasises our commitment to ensuring that essential financial protection is accessible to all, contributing to a workplace culture that values the wellbeing and financial security of every employee.

We understand that budget considerations are crucial currently and therefore our team is here to work with you, ensuring that your insurance coverage aligns with your current needs. Customising your plan, allows you to strike a balance between protection and cost-effectiveness, while also acting as a bulwark against unexpected financial shocks.

Amidst the challenges of the current subdued diamond market, I urge you to reframe your perception of insurance. It is not just an expenditure; it's an investment. Sesiro remains committed to helping you navigate these demanding times.

**Stay secure, stay confident!**

*Best regards.*



# INTRODUCING MISS DINEO SELEKE, SENIOR CORPORATE AFFAIRS MANAGER

Dineo Seleke joined Debswana Diamond Company on 08 January 2024 as Senior Corporate Affairs Manager for OLDM. She is entrusted with Leading the OLDM Corporate Affairs Team towards achieving the Building Forever and One Dream One Team Strategies. In her support for the Debswana Operations, she will direct the implementation of the Social Economic Development (SED) Projects towards sustainability within the Area of Influence, Stakeholder Management, Social Risk Assessment and other responsibilities under her role. Dineo looks forward to contributing towards achieving a Happy People and Making Life Brilliant for the communities she serves.



Dineo will further contribute to achievement of Safe and Sustainable Operations at OLDM through her commitment to the Environment, Community, Occupation, Health & Safety (ECHOHS) business practice. She is eager to support the business through promotion of the ISO 14001 (Environmental) and ISO 45001 (Occupational Health and Safety) Operating Standards and ZERO HARM.

Dineo joins Debswana having contributed to the Operational Effectiveness and Visibility of Botswana Power Corporation (BPC) as the Marketing and Communications Manager (EXCO). She has delivered successful Marketing, Communications & PR Strategies that promoted the BPC Brand and Impacted the larger population positively. She played a major role in promotion of the Botswana Government's Strategic Energy Projects under the oversight of the Ministry of Minerals & Energy. She has made visible landmarks in the Energy Sector, having Planned and Coordinated Power Purchase Agreement (PPA) Signing Ceremonies and Launching of High Voltage Electricity Infrastructure during her 7 years 8 months tenure at BPC.

Dineo previously served as Executive Coordinator - National Development Bank, Regional Manager (Maun) – BPC Lesedi Subsidiary, Marketing and Communications Officer -SPEDU Regional Development Agency, Senior Programs Officer- Tselopele VCT, Broadcast Journalist-Department of Broadcasting Services (Radio Botswana/Molemo wa Kgang Presenter) and Print Freelance Journalist with CBET – Botswana Guardian/Midweek Sun. She has also worked for Media & Advertising Agencies-Native Impressions & Horizon Ogilvy where she studied the industry as Account Executive and Media Executive respectively.

Dineo Seleke completed her Senior Management Development Program (SMDP) on March 2022. She Graduated from the Nelson Mandela Metropolitan University in 2005 where she acquired a Bachelor of Arts Degree in Media Communications and Culture- Majoring in Public Relations & Corporate Communications.

## ON THE HORIZON: REFILWE PEARL SEANE

**Refilwe "Fifi" Pearl Seane is a Contracts Management Administrator under Horizon II (H2) Projects, a role she held since July 2023.**

A true master of her craft, Refilwe's career spans over 10 years. "I landed my first job in 2014 and spent seven years in the construction industry working as a Quantity Surveyor (QS) for a private sector consulting firm." In those seven years, she worked on a wide range of industrial and commercial building projects for both the private and public sector. Her QS experience included new office developments, expansion and rehabilitation of factories, hospitality, healthcare fit-out and refurbishment projects. One of her notable projects includes the iTowers II development in Gaborone's new Central Business District.

Refilwe's journey with Debswana started in 2021, as a Contracts Administrator subcontracted by Innolead to Debswana. Two years later, she was absorbed by Debswana on a full-time basis, working under the H2 Drilling Portfolio.

Refilwe holds a BSc. (Hons) Degree in Quantity Surveying and a Postgraduate Diploma in Business Administration, both from the University of the Witwatersrand. She also has a Postgraduate Certificate in Enterprise Risk Management from Botswana Accountancy College (BAC).

In her current role as a Contracts Administrator, Refilwe is responsible for the end-to-end management and administration of all procurement activities. Her primary responsibilities include initiating tendering, procurement procedures,

evaluating and adjudicating tender bids. She also facilitates and actions change management procedures, as well as validates monthly contractors' claims and invoices. She takes joy in her ability to provide sound commercial advice to all project stakeholders daily.

For Refilwe, no two days are the same. "My typical day involves performing procurement activities as well as overseeing the entire contract lifecycle of all my assigned contracts. This includes initiating contracts, tracking and monitoring contracts to ensure compliance to all the contractual terms, conditions and renewing or closing out contracts. I report the state of all contracts or procurement-related activities daily. I also handle the commercial and contractual issues pertaining to the contracts, and frequently communicate with internal stakeholders and business partners to manage the intricacies of our projects from a commercial and contractual standpoint," she shares. A big challenge for her is in dealing with a lot of competing priorities on a day-to-day basis. "To manage this, I must be highly organised and schedule my work in order of importance. Communication and collaboration has proven to be essential for problem-solving and alignment, especially when there are changes to work plans or timelines."

Refilwe recognises that her role plays an important part in the wider vision of Debswana and helps Make Life Brilliant. "We safeguard the company's interests by reducing the exposure of its commercial and legal risks from the very beginning of our projects/contracts until close-out. Ultimately, I want to be able to create value in the spaces that I occupy by providing quality and incisive thoughts



and insights for the business."

For this to be realised, a growth mindset is paramount. "My advice to everyone is to cultivate a growth mindset and to commit to continuous learning; this is key to successfully navigate this ever-evolving landscape. It is also equally important to be adaptable and be receptive to new ideas. Being a perpetual learner will keep you informed and ahead of the curve!"

Beyond her growth and learning passion, Refilwe enjoys doing charity and advocacy work. She previously served as the President of the Rotaract for Young Professionals (Botswana) and in her tenure initiated an after-school programme for a Mogoditshane Primary School, where volunteers worked to tutor students on the weekend. Refilwe also enjoys travelling, exploring new places and food culture, as well as live concerts.

**Thank you, Refilwe, for sharing what's on the horizon for you as you bloom in the H2 environment!**

## DIGITISING JWANENG MINE MAINTENANCE FOR WATER EFFICIENCY



**The Technical Support Services Department (TSS) at Jwaneng Mine, in collaboration with Leeroy Systems, has introduced a cutting-edge technology-based water-saving solution to optimise water consumption in key mine facilities. This initiative involves the implementation of the Internet of Things (IoT) smart water meters, enhancing maintenance responses to water leaks and faulty devices.**

A smart water meter is a device that measures and communicates water usage, facilitating effective water management and billing. These meters come equipped with features such as leakage detection and automatic shut-off capabilities to conserve water during abnormalities.

Currently, TSS has implemented a smart water portal, enabling the monitoring of smart water devices at crucial mine-owned facilities for efficient leak management and rapid maintenance response.

### Case Study: Contractor's Camp

The Jwaneng Contractor's Camp, recognising water as a significant consumable, became the focus of the department's investigation. Through hourly

meter readings over a fortnight, the department identified abnormal consumption patterns, particularly during off-peak hours. Suspecting defective meters, a mini-consultancy using smart meters was conducted to pinpoint the cause of high and abnormal demand.

Smart meters were deployed at different locations within the camp, revealing continuous consumption during both peak and off-peak periods. Field inspections identified leaks in toilets and malfunctioning geyser pressure relief devices. A collaborative effort ensued, with the Camp Contractor and Leeroy Systems addressing the leaks and providing technical guidance.

Jwaneng Mine Maintenance Engineer, Lesedi Leipego, highlighted the significant impact of these efforts, resulting in a 63% reduction in efficiency improvements and the elimination of off-peak losses from 30kL to 3-5kL. This allowed for the right-sizing of water storage and softening infrastructure, presenting both CAPEX and OPEX benefits.

These findings prompted a broader conversation on the effects of limescale on mine water and plumbing assets, emphasising the impact on asset longevity and operational costs. Leipego noted a substantial reduction in total consumption by 99,000kL or 99ML, equivalent to several days of supplying the township's bulk storage infrastructure.

The deployment of smart water devices at large water users, including the hospital, Cmess, Acacia schools, and residential houses, provides valuable insights into water usage patterns and features like leak warning messaging via Telegram.

Looking ahead, the department aims to further manage leaks and water waste, contributing significantly to water preservation, OPEX management, and the prolonged life cycles of water-hardness-affected devices.

This innovative approach reflects Jwaneng Mine's commitment to sustainability, efficiency, and responsible water resource management. We're caring for our planet and preserving our future!



↑ OLDM Fire Emergency team ready for inspection

## PUTTING SAFETY FIRST

**Orapa, Letlhakane and Damtshaa Mines (OLDM) General Manager Mogakolodi Maoketsa has implored employees to make people safety as a priority. Maoketsa made the remarks at the 2024 Quad Zero Safety launch in Orapa recently. Maoketsa said Quad Zero is an initiative introduced in 2022 to ensure delivery of OLDM Quad Zero behaviour-based culture change initiatives modelled around the four (4) pillars of: Zero Injuries, Zero Pollution, Zero Illnesses, and Zero Damages.**

He said the launch which is done annually reaffirms Debswana's commitment to promoting and maintaining a safe and healthy operating environment for employees, business partners and visitors also protecting the internal and external environments.

Maoketsa said the intention of the business is ensuring that all learn from the risks and incidents surrounding employees and work hard towards creating a culture where people will be comfortable to communicate their needs, state their limits, and assertively say "NO" where their safety is compromised hence People's Safety is a priority.

The launch was held under the theme : **Leaving Home Safe, Back Home Safe - Total Safety Excellence.**



↑ OLDM General Manager Mogakolodi Maoketsa and Exco during the Quad Zero launch



## JWANENG MINE SECURITY CONTRIBUTION EMPOWERS SAMANE VILLAGE



**Celebrating the successful culmination of their employee volunteerism project, the Jwaneng Mine Security Department solidified its commitment to national development and community empowerment by extending support to Samane village. The department's initiatives included the donation of a two-bedroom house to a needy family, re-plumbing the community nurse's house, and providing three kgotla entrance gates.**

Addressing the residents of Samane, Senior Security Manager, Mpopi Moathodi, expressed profound honour and joy in commemorating the completion of the uplifting buildings project.

"Beyond being the conclusion of a project, this gathering signifies our collective dedication to Botswana's ambitious National Vision of 2036, striving for universal prosperity," she said.

Moathodi underscored the significance of collaboration in addressing the needs of the cherished people in Samane. Through dedicated community relations programmes such as these, Jwaneng Mine reaffirms its commitment to supporting initiatives that foster socio-economic development, ensuring lasting benefits beyond the Mine's lifespan. Moathodi reiterated commitment to a sustainable future, emphasising enduring principles aimed at creating a better tomorrow.

Among the notable speakers was Sustainability Committee Chairperson, Dr. Biki Maphane, who emphasised the pivotal role of Corporate Social Investment (CSI) initiatives in effecting tangible, sustainable change within communities, particularly Samane. He stressed responsible stewardship of natural resources, water and energy security, and sustainable land use. Maphane urged the community to value the infrastructure within the compound as a cherished possession, highlighting the importance of

benevolence over entitlement.

The Security department raised a total of P51,653.00 through contributions from employees and Business Partners for the success of the project. Business partners contributed P31,903.00 towards completed projects. The funds were allocated for various initiatives, including the installation of three steel gates, plumbing, electrical wiring, and furnishing orphan homes. Additionally, P19,750.00 is allocated for electrical connections to the Botswana Power Corporation (BPC) grid.

The handover project was attended by Kgosi Keaipha Tsholofelo of Samane village, residents, and the Village Development Committee (VDC).

The Jwaneng Mine Security department's contributions reflect a commitment to social responsibility and community welfare, embodying the spirit of collaboration and progress towards a brighter future for Samane village and beyond.

***This is how we continue to Show We Care!***

## OLDM ORE PROCESSING DEPARTMENT DONATES ICT EQUIPMENT



↑ Ore processing team showcasing ICT Equipment

**OLDM Ore Processing Department employees recently donated Information and Communication Technology (ICT) equipment to Mmadikola Primary School in the Boteti West Constituency. The donation, which serves to support greater computer literacy, comprised of four computers and a printer.**

Speaking at the handover ceremony, OLDM Water Manager, Olefile Ramogotsi, said the donation was made possible through the

Debswana Employee Volunteerism Initiative, also assisted by their Business Partner, Geoflux. This was an example of how staff wish to help Make Life Brilliant even beyond the Mine.

Ramogotsi highlighted that ICT is a critical component in students' learning in today's world. He said this is why Ore Processing employees saw it fit to procure and donate ICT equipment, supporting learning processes at Mmadikola Primary School to promote academic excellence. These efforts not only align with the Debswana



↑ Water Manager Olefile Ramogotsi handing over the ICT equipment

Building Forever Strategy, but also Botswana's Vision 2036. "This donation, we hope, supplements the ongoing efforts by the Government of Botswana to facilitate educational enrichment through digital technology as we all work to bridge the digital divide," he added.

Mmadikola/Xhumo Councillor, Honourable Basiemi Sentsho, applauded the Ore Processing and Geoflux teams for the contribution and its significance to the community. He said the gesture will not be in vain, as the beneficiaries will one day be

reputable professionals and pay it forward. Honourable Sentsho also said the donation came at the right time as the Standard 7s are gearing up for the Primary School Leaving Examinations (PSLEs) soon and the computers will assist them with research. He encouraged all those in attendance to follow the route taken by Debswana employees as it is the only way we can make a difference in our society in a meaningful and sustainable way.

***Here is to continuing to Show We Care for our communities!***



## LETLHAKANE AND DAMTSHAA MINE EMPLOYEES ADDRESS MALNUTRITION IN MALATSWAI



↑ Some of the poultry beneficiaries with Malatswai Clinic employees



↑ LDM team and Malatswai clinic employees

**Employees of Lethakane and Damtshaa Mines (LDM) recently handed over a completed poultry project to the Malatswai community to help in addressing malnutrition in the village.**

The handover was an upgrade of what LDM employees started in 2021 when they donated a layer chicken project. This most recent donation comprised an extended poultry house, 20 chicken layers, chicken feed/supplements, medicine, a cooking shed, an industrial stove, utensils, and children's gift hampers.

Speaking at the handover, Lethakane and Damtshaa Mines Mining Manager, Maruping Mogae, said the project is a demonstration of the fact that Debswana employees are committed to improving the welfare of people in areas where Debswana mines operate. "This is in line with Debswana's purpose of **'Make Life Brilliant'**," he noted.

Mogae also said the project strives to help provide the much-needed protein and nutrients to those that are affected by malnutrition, whilst also

helping the Malatswai clinic address the needs of children of Malatswai who are nutritionally-challenged. "The idea is to end all forms of malnutrition and address the nutritional needs, in line with the UN Sustainable Development Goal number 2, 'End Hunger, achieve food security, improve nutrition and promote sustainable agriculture' by 2030," Mogae said.

***Well done to the team on this brilliant initiative!***

## DEBSWANA AUDIT SERVICES CONTINUES TO THRIVE IN ITS CSI PROJECTS



**As part of their journey to live the Debswana values and commit to improving the welfare of people in areas where Debswana Mines operate, Debswana Audit Services (DAS), annually gives back to the community on a site rotational basis across the three sites of Debswana Corporate Centre (DCC), Orapa Lethakane Damtshaa Mines (OLDM), and Jwaneng Mine.**

The DAS team's past projects include Gabane Community Home-Based Care in 2021 (DCC), Betesankwe Primary School in 2022 (Jwaneng), and this past year, a donation of four wood-working Design and Technology Laboratory Benches to Motopi Junior Secondary School (OLDM), valued at P42,000.00.

DAS had previously undertaken a needs analysis in collaboration with the Village Development Committee (VDC) and tribal authorities of Motopi village. Having done this assessment, the team strongly felt that there is an urgent need to assist in the education space, specifically in the practical subject of Design & Technology where there was a need to capacitate the school with learning resources, with wood-working benches being the preferred equipment at the time.

During the handover, OLDLM Audit Manager, Mrs. Nonofa Kuriwa, expressed that the donation is a clear testament of DAS' commitment to building a relationship with the community of Motopi village and achieving the ideals of our national Vision 2036. She emphasised the need for stronger collaboration between parents, teachers

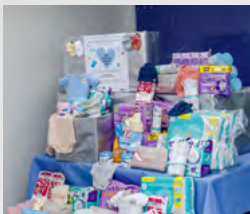


and students citing that the education path is a collaborative effort whose success strongly depends on the commitment of all stakeholders.

Mrs Kuriwa further urged the Motopi community to ensure that the equipment is well taken of, and well utilised by the students. "We would be very proud as DAS and the entire Debswana if today's gesture could create an improvement in the academic performance of the affected students", she emphasised.

Extending her gratitude for the much sought donation, Mrs Senatla Mokobela, School Head of Motopi Junior Secondary School, expressed her delight at the efforts of the DAS team and looked forward to more partnerships in the future.

# OLDM EMPLOYEE VOLUNTEERISM & BUSINESS PARTNER CSI STATISTICS



NB: Please note for OLDM, departments collaborate with their Business Partners to implement corporate social initiatives in the Aol.



## OLDM HR'S VALENTINE'S BREAKFAST WITH A TWIST: REIMAGINING THE HR VALUE PROPOSITION



↑ OLDM Senior HR Manager Boitumelo Senyane (centre), and HR Team Members, Amy Wada Ntjenje (left) and Gaone Masimega (right)



↑ OLDM Employees attending HR Breakfast with the Business



↑ OLDM General Manager, Mogakolodi Maoketsa officiating the Session

For many, Valentine's Day is a day of being gifted with red hearts, pink and red flowers, phrases like "be my valentine" and sharing of meals to reaffirm love.

Orapa, Letlhakane and Damtshaa Mines (OLDM) Human Resources (HR) team, under the leadership of the Senior Human Resources Manager, Mr. Boitumelo Senyane, recently hosted the OLDM Debswana employees for a Valentine's Day celebration with a twist. The team organised a breakfast session dubbed HR Breakfast with the Business under the theme "Reimagining the HR Value proposition".

The session was organised to drive stronger, more collaborative relationships between the HR department and the other business units, as well as between HR and the general employee population at OLDM. This was inspired by the recognition of the importance of an effective Human Resources unit in any organisation, and to ensure the OLDM HR service offering remains responsive to the needs of the Business and its employees.

Officiating the session, OLDM General Manager, Mr. Mogakolodi Maoketsa implored the employees to re-examine how they

use technology to improve efficiency and productivity within the organisation. He said in these times of evolving future skills, HR departments must play a key role in guiding organisations on how to respond and adapt to remain ahead of the curve.

During the session, topics that were discussed included but were not limited to, embedding change management and communication into ways of work, succession planning and implementation, employee mobility as well as employee development.



## MY CHESS JOURNEY TSHEPISO LOPANG SHARES HER STORY

As we celebrate the talents of our very own, Teemane is pleased to share the passionate journey of Tshepiso Lopang, a chess prodigy in the business who leverages this incredible support for growth and adventure. Here is what Tshepiso has to share about her journey...

I am currently doing Operational Readiness Management for S&SD Digital Risk Monitoring systems for Debswana and current Doctor of Business Administration (DBA) candidate. With a multifaceted background that spans chess, arbitration, administration, and continental sports leadership, I have grown to become a versatile professional known for my strategic acumen and dedication to excellence. My journey as a chess player started in 1994. I ascended quickly through the rankings to become a Woman International Master. I secured achievements such as back-to-back National Champion titles, representing my country at various international tournaments,

including the All Africa Games scoring two medals in 2003 and 2007. I didn't achieve the highest rank of Grand Master, but this was never my goal.

I transitioned to arbitration in 2014 as I acquired FIDE Arbiter certification and later became an International Arbiter, officiating at prestigious world events. In 2018, I ventured into chess administration as I joined Lewis Ncube's ticket as Vice President for the Africa Chess Confederation. I faced challenges but my commitment to chess development led to crucial roles such as Technical Assistant to the International Chess Federation President and became a member of the Planning and Development Commission. By leveraging my experiences, crucially through Debswana's MBA program, I would facilitate strategic initiatives, lead sports policy development, and play an important role in operational planning. I reached new heights in 2022, being elected as the Head of the Africa Chess Confederation, and

the first woman to lead the continent in chess. I was encouraged to venture into broader sports governance roles. In November 2023, I was nominated and voted in to become an Executive Board Member of Association of Africa Sports Confederation (ASSC). ASSC is responsible for the coordination, promotion and development of sports in Africa.

Debswana is the best company to work for. I have supportive colleagues who held down the fort as I represented the country internationally. I managed to achieve my chess dream while being a full time employee. Chess is an amazing strategic thinking game that has assisted me a lot in solving some of my challenges in the workplace.

**Thank you, Tshepiso. We love to see you soar and we cannot wait to see where your adventures and talent take you next in the chess world!**



## THERESA SILLAH-SILWALWA: OLDM CEEP'S SPARKLING GEM

Recognising that our people are truly our greatest assets, Teemane took some time to engage with one of our sparkling gems, Theresa Sillah-Silwalwa.

Theresa currently serves as the CEEP Manager at OLDM. Theresa holds a Diploma in Building & Civil Engineering from City & Guilds in the UK, and a Quantity Surveying Degree from the University of Melbourne (Australia). The latter qualification was inspired by Theresa's time working in Government within Building & Engineering Services, though based in the Quantity Surveying section. Having obtained her degree at the University of Melbourne, Theresa returned to the Quantity Surveying section in Government. Her passion for learning did not, however, end there. She chose to study part time at IDM Chartered Institute of Purchasing & Supply, earning an Advanced Diploma in Purchasing & Supply.

While studying, Theresa interviewed with Tati Mine, and was soon recruited as a Contracts Administrator. This was her introduction to the mining industry, transitioning from Government to the private sector in 2008. "The transition made it clear to me that planning and staying on top of my game was essential, as in the private sector, there was a different type of pressure in regard to time and output," Theresa shares.

After having been at Tati for 4 years, Theresa was recruited as a Contracts Administrator for Debswana, and to Orapa. This afforded her the responsibility over all contracts and tenders for procurement for OLDM, a demanding but wonderfully challenging role. "At the time, we weren't digital yet, so this role involved lots of paperwork and the need to remain organised at all times," Theresa notes.

Theresa continued to make her mark, also serving as the Tender Board Secretary for the Site Procurement Committee. In 2015, the Pre-Contract and Post-Contract sections came together to become the Contracts Management Office with Theresa becoming the Social Way Champion responsible for delivering Requirement 8: Contractor

Social Management. Through her efforts and leadership, OLDM achieved a Level 5 rating for this requirement; a first-time achievement for the site.

Theresa notes several career highlights that have helped shape who she is today; One of which is the beginning of Tokafala. During this time, Theresa was already involved with Supplier Entrepreneurship Development (SED), and her passion for supplier development had been well-ignited. One of the citizen companies that was part of the first Tokafala cohort grew from what is typically classified as a small company to become a large company of reputable standard. "Through Tokafala, we rolled out a diagnostic assessment of Dream Choice (Pty) Ltd, to which the company was very receptive and grateful, following the recommendations shared with them. The organisation continues to grow even today, offering its services beyond Orapa."

Such successes made clear to Theresa where her heart lay. "I believe my passion for empowering people and sharing knowledge was the key driving factor towards my secondment to CEEP in 2020. This move was very exciting for me, as the team and I knew that our efforts would directly contribute to the 2024 One Dream One Team strategic pillar of Empowered Communities." While continuing to play her part in the Contracts Management Office and beginning to deliver tasks in CEEP, Theresa developed skills in multitasking, community engagement and Business Partner management. Since then, Theresa and the CEEP team have continued to reach milestones including increasing citizen spend at OLDM from 20% to 56%, and widening the citizen participation scope by facilitating access to funding for citizen-owned businesses in the form of credit facilities through signed MoUs with local banks.

According to Theresa, CEEP's focus in 2024 is job creation via the Accelerated Economic Empowerment framework.

CEEP looks to develop and support citizen-owned businesses in manufacturing and maintenance, working to develop industries beyond just the provision of goods and services and to drive social upliftment so that nobody is left behind. The current challenge is that citizen-owned businesses participating in this space only have the capacity for small-scale production and therefore are limited in their ability to create employment.

Now, as CEEP Manager for OLDM, Theresa hopes to create programmes that impact the OLDM area of influence by focusing on empowering local communities through development of the manufacturing industry in the region. She also hopes to drive educational programmes that will capacitate these communities to participate in these industries, drive the participation of women in business ownership and ultimately, contribute to the diversification of Botswana's economy. "I want to be a part of making a positive change in the lives of the people in our area of influence I work with. I understand that the decisions I make and the effort I put in can change lives, and that is what truly inspires me," she adds.

Helping bring this to life in 2024 will require higher levels of collaboration with a variety of CEEP's internal and external stakeholders. This is something Theresa looks forward to tremendously.

My advice to my fellow employees, especially those who are in the early years of their careers, is to pay attention to what you are passionate about and what drives you in terms of the impact you want to be remembered for. Once you have identified it, you will find it easier to apply your passion to your everyday duties, whichever part of the business you serve."

**Thank you, Theresa, for sharing your story and for inspiring us all!**



## ASSURANCE CORNER

### BY THE AUDIT SERVICES TEAM

# DEBSWANA AUDIT SERVICES SUBJECT MATTER EXPERTISE UTILISATION

The Debswana Audit Services (DAS) strategy seeks to ensure that its resources have the right skills to deliver value. This is aligned to the DAS strategic focus area of resource capability, which defines current and future resources (The Auditor of Tomorrow). It is imperative that DAS has knowledgeable and competent resources, to ensure assurance and advisory work are performed in conformance with the IIA principles and the IPPF standards and Debswana Standards of excellence.

DAS continually assesses its skills for each audit assignment. Where there are no adequate internal skills commensurate with the assignment, the Guest Auditor Policy provision is utilised.

The drive to ensure adequacy of skills has resulted in having technical auditors whose skills are mining related. DAS has had the benefit of having technical auditors who have since joined the business, something that DAS takes pride in, as they will continue to pass on the knowledge gained on Governance, Risk and Internal controls to the business. Chulu Chulu joined Ore Processing at OLDM and Mbako Mosweu has joined H2 Projects in Jwaneng.

## OUR PAST TECHNICAL AUDITOR



### My DAS Journey

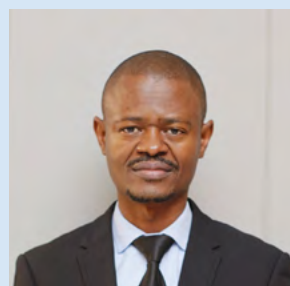
Upon joining DAS, I was trained on the audit process, tools and techniques. I worked with a team of seasoned auditors who provided coaching and guidance. My role at DAS also helped me to understand the entire business value chain. I cherished the time I spent with DAS and have transitioned to a Senior Process Engineer role based at Letlhakane mines.

I view controls as common sense, making it easy for me to implement controls and assess their design and effectiveness. I advocate for leaders to partner with DAS on the Combined Assurance space.

*"I trained as a Chemical Engineer and graduated with MEng Chemical and Mineral engineering in the University of Leeds in 2012." - Chulu Chulu*

## NEW ADDITION

**DAS is happy to introduce their new addition, coming in with technical expertise in Debswana, Gabalefetse Mooketsi**



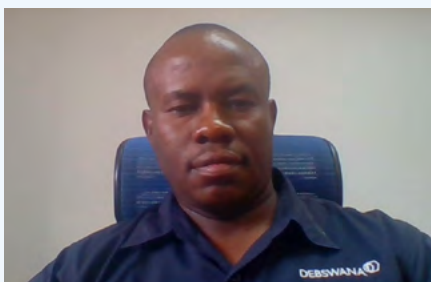
"I graduated with a Materials Engineering Degree from Monash university, Australia. I bring vast experience in internal audit acquired over 10 years. I am looking forward to broadening my technical audit experience with the DAS, to ensure that we build a true legacy of robust corporate governance in Debswana." - Gabalefetse Mooketsi

## RECENT DAS GAs

Mr. Omphemetse Seabe (Working at heights audit - OLDM) and Karabo Mmokwa (Isolation and Lockouts audit-OLDM).

## GUEST AUDITORS (GAs)

**GAs are subject matter experts who assist/collaborate with DAS in either scoping, execution or offer advisory services to the audit team as they deliver their audit assignments. There is a GA policy and procedure that guides on the GA process.**



### My DAS Journey

I coordinated the implementation of Towards Sustainable Mining (TSM) at OLDM for several years. I was engaged as a GA in TSM protocols in Jwaneng.

The utilisation of GAs across the operations, truly embodies the pull together value to cultivate further the organisational DNA. Skills are shared across operations and wider networks are fostered across disciplines through this process.

*"I am an environmental practitioner with Msc- Environmental Science qualification and research interests & publication in Environmental Assessment." - Goitseone Thomas Mathope*



### My DAS Journey

I provided discipline expertise on the OLDM L3 assurance-Structural Audit. I was exposed to audit processes and had my technical input on the Audit Planning Memorandum, which guides the audit methodology. Partnering with DAS has helped to enhance the processes and systems on the structural integrity.

The DAS process has proved to be critical to the business especially the techniques used to explore and test the effectiveness and efficiency of controls, the skillset which I will endeavour to use on my L2 assurance processes.

*"I did my B.Eng. (Honors) Civil Engineering in Newcastle Australia. I currently serve the company as a Principal Engineer - Civil and Structural" - Keaboka Lamptey Gaelaiwe*



### My DAS Journey

I was invited by DAS as GA for Mmila Fund Administrators and Debswana Pension Fund review.

I got to appreciate the requisite controls, that need to be in place for an entity to ensure compliance. It was an amazing experience working with a team of experienced auditors, as a lawyer and I must also express my sincerest gratitude to have taken part in this process for the very first time in my career.

*"I hold the position of Legal Advisor-Compliance and Permitting. I hold an LLB (Hons) Degree from Oliver Schreiner Law School, Wits University and I am also an Environmental and Social Risk Assessment Specialist." - Kutlo Tsekane*



# LEGAL TALK

BY THE DEBSWANA LEGAL DEPARTMENT

## COHABITATION - A LEGAL PERSPECTIVE – PART 1

According to the Collins English Dictionary, **cohabitation is defined as “the state or condition of living together in a conjugal relationship without being married”. It is when a couple who are in a romantic relationship with one another, live together and behave like a married couple without being formally married to one another either through Civil or Customary law.**

A commonly held misconception is that if a formal Civil or Customary marriage has not been entered into then no legal rights and obligations as would ordinarily flow from a marriage, such as the creation of a joint estate between the parties, would be conferred upon an unmarried couple. That is not necessarily true. The way parties interact, behave and contribute within a cohabitation setting may give rise to the creation of what is termed a Universal Partnership between them from which certain claims may arise between the parties at the dissolution of their relationship through either termination of the relationship or the death of one of them.

Mere cohabitation does not automatically give rise to the formation of a Universal Partnership. There are certain elements that would need to be proved

by a party who seeks to assert that a Universal Partnership has been created and has come into existence through cohabitation.

The elements that need to be proven to exist for a Universal Partnership to have been created are as follows:

- (i) Each of the parties must bring something into the partnership, whether it be money, labour or skill;
- (ii) The endeavour should be carried on for the joint benefit of both parties;
- (iii) The object was to make profit;

These principles are well recognised in Botswana and have been confirmed by the Court of Appeal in the decision of **CHINDU v KETSHABILE – CACGB – 226/2020 and MBENGE v MBENGE [1996] 142 (CA).**

For one to successfully establish that a Universal Partnership exists, all the three elements must be present and proven. As always, each case is determined on its own facts and merits and on

an analysis of the evidence in respect of the three elements required to be proved.

Once a Universal Partnership is proved it does not automatically result in the consequences of a marriage in community of property – i.e. that each party is entitled to 50% of the assets (both immovable and moveable) and liable for 50% of the debts of the “joint estate”. It then becomes necessary to establish what percentage a party may be entitled to, which is based on their respective contributions.

It is therefore advisable for any couple in a cohabitation relationship to take proactive steps to define the relationship between them in light of the potential legal consequences by seeking legal advice. In so doing, the couple may need to expressly agree on contribution and ownership of what they acquire together, even to the extent of signing a cohabitation agreement.

Look out for the next 2 installments of this 3-part series, which will build further on cohabitation and the children of the relationship, which will also cover the aspect of the rights of children born out of wedlock.



## PLANNING OUR FINANCES AS WE START THE YEAR!

**Finding our authentic self (Self Actualisation) is key to enhancing our wellbeing and financial wellness. The journey to reaping financial freedom requires:**

- ➔ Awareness of our relationship with money
- ➔ Finding your money vision
- ➔ Knowing what you want to accomplish in life or your decisive goals

Knowing your **why?**

- ➔ Understanding your spending habits

When faced with uncertainties, what gives us peace of mind is knowing that we have enough to take care of ourselves and provide for our loved ones? Planning for emergencies should therefore be part of our budget and not an afterthought.

It is important to create a realistic budget and prioritise spending according to their order of importance. Often, loan obligations and other debts have legal responsibility despite decrease in cash flow. How do we handle that with a tight budget?

Here are some thoughts:

**1. Financial State – Analysing your Financial state** is the first step.

- ➔ Where am I financially?
- ➔ How do I feel about my money?
- ➔ This enables us to know which area needs more attention.
- ➔ For one it will be reducing debt others building an emergency account etc.

**2. Money Principles – Do I have money principles? What are they?**

- ➔ Having a budget plan before spending
- ➔ Spending less than you make
- ➔ Paying debt promptly

**3. Money Mindset- Consider your money mindset**

There is need to change your money mindset if it is limiting your growth. Your money mindset is your beliefs, past experiences and feelings about money.

Being comfortable with debt and even accumulating bad debt can spring from believe systems like “**SEKOLOTO RE TSELA LE SONE**” or sayings like, “**MADI KE MATHATA**” which inadvertently foster a poverty mentality and status.

**Money tendencies – Find out your money tendencies and how to best improve them?**

How you use your money is highly influenced by your personality, culture and society. Money tendencies **REFLECT** your money attitude, aptitude or mindset.

Considering the above, we should adequately manage our money behaviors to make better money decisions.



CELEBRATING

## OUR LONG SERVING GEMS

### 5 YEARS

#### JANUARY 2024

Tsietso	Otsenye Walter
Emeldah Mellidah	Ramphaleng
Kutlo	Mothupi
Bame	Bothoko
Ontuetse	Oboletse
Obert Tlhabologo	Chombo
Olorato Sylvester	Gontse
Mosimanegape Daniel	Matsake
Kealeboga	Mosweu
Agisanyang	Molebatsi
Kago	Keitshokile
Pako	Ngake
Sesame	Rannye
Christinah	Tekere
Olebogeng	Mbulawa
Tankiso Bogadi	Sebele
Gomolemo Mosiwa	Mogale
Thatayaone	Maphakwane
Paul	Dintwa
Olebogeng	Chengeta

#### FEBRUARY 2024

Sylvester	Josiah
Thuto Gorata	Busang
Tijapo	Monnaesi
Gaone Pearl	Seitshiro
Keleokometse	Modise
Lindiwe	Sebotokelo
Tinny Esther	Lentswe
Wabuya	Gobonwang
Joseph	Ntau
Banabotlhe	Dithole
Jacob Keabetswe	Ditlhong
Onkabetse	Rantshobothwane
Ounne	Kgomotso
Kaone Tshepo	Kaowe

### 10 YEARS

#### JANUARY 2024

Mokgweetsi Emmanuel	Mokgweetsi
Bonolo	Kemorwale
Kago	Noge
Bailey	Batoseng
Leeroy Cally	Ratsatsi
Obonye	Moloigaswe
Tumisang	Masu
Matlhogonolo	Thapelo
Alex Dex	Mwesa
Michael	Moeng
Itumeleng	Morwaagae
Misiwe	Mantle
Kago	Siele
Treasure Boitumelo	Ramojadife
Motlhanka Masilo	Masilo
Ookeditse	Ntau
Michael Waibale M	Muganga
Patrick Harold	Gaofetoge
Kelentse	Theba
France	Kedimetse
Elvis Molebe	Manyanda
Lux	Ntshasang
Letlhomame	Modukanele
Pesalema	Nthutang
Basebi	Motalane
Moemedi	Moloi
Emmanuel	Bosele
Akanyang	Kesentseng
Kelebogile	Kokamo
Bokani	Mmolawa
Matenga Joe	Chite
Goitsemang Emmanuel	Itlhalefeng

#### FEBRUARY 2024

Phillip	Kgate
Pulane	Charlie
Ogeng	Mosweu
Tebogo	Koobake
Leaname Annie	Magodi
Bakang Benjamin	Oitsile
Omphitlhetse	Khutswane
Willie	Kesinkilwe
Goeleditswemang	Tuelo
Mopati	Letamo
Koorapetse	Bene
Ketshepeming	Kereteletswe
Gofaone	Pilane
Mpaphi	Batlang
Boile	Mabunu
Tebogo Calistus	Letshalea
George	Jamara
Lebogang	Molotlhanyi
Lebogang	Leselamotlhaka
Keolebogile	Rapitso
Gwisani	Olonga
Kamogelo	Mosinga
Kagiso	Ramokatse
Gobategamang	Nkalolang
Mogopodi	Masobe

### 15 YEARS

#### JANUARY 2024

Jane	Plaatjie
Thobo Kewell	Ngakaemang
Veronica Clare	Mereyotlhe - Masvosva
Mpho Sydney	Pule

#### FEBRUARY 2024

Bridgette Lovey	Toteng - Makiwa
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### 20 YEARS

#### JANUARY 2024

Mpopi Cecilia	Moatlhodi
Mosenga	Moala
Yvonne Gugu	Motlhalawadira
Tshephang	Senthufoe
Goitsemang	Shadrack
Savana	Tida
Martin	Motingwa
Letota Lets	Bogatile
Mosireletsi	Mabjeng
Moemisi	Kgati
Kesegofetse Ntshadi	Ipotseng
Dimpho Dube	Selebo
Moemedi	Merafhe
Keodumetse	Mosarwa
Kago Seth	Mokanyole

#### FEBRUARY 2024

Mojamoraqo	Makubate
Itumeleng Letsweletse	Pitsonyane
Meshack	Lefoko
Otherboy Sisca	Malomo
Orapetswe	Moeti
Kabelo	Kelepile
Thato	Phele
Keamogetse	Nkane
Dimpho	Batoko
Thapelo Derrick	Pilane
Innocent Ihani	Muzola
Oteng Kealeboga	Lerumo
Otsile Sholo	Kochane

### 35 YEARS

#### JANUARY 2024

Philip Lizwe	Nalebomo
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#### FEBRUARY 2024

Molefi	Molefi
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# Employee Assistance Programme



A confidential personal support service. You and your dependents can call for counselling on various life issues, including:

Stress  
Bereavement  
Family matters  
Work life balance

Relationships  
Substance abuse  
Trauma

The EAP illuminates areas of your mental health that need to be supported, healed, changed and or be developed

## EAP CONTACTS

DCC: 361 4268 / 71 361 594

JWANENG: 588 5590 / 77 180 089

OLDM: 290 2015 / 71 308 899