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Botswana, your prime destination for sustainable and responsible mining



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## From the Editor's Desk



**G**reetings to all my esteemed colleagues at Minerals Development Company Botswana (MDCB).

I am thrilled to welcome you to the maiden edition of our brand-new MDCB Newsletter. As the Editor, I am honoured to spearhead this exciting initiative that aims to connect our entire organization through the power of words and ideas.

But let me be clear, this is not just another run-of-the-mill newsletter. No, it's much more than that. This is an enterprise-wide extravaganza that will capture the pulse of our organization and reflect the incredible talent and expertise of our team.

The purpose of this newsletter is simple yet profound - it's all about you! Yes, each and every one of you plays a vital role in making this newsletter a success. We want to hear your stories, insights, and experiences. Whether

you are a seasoned veteran or a fresh-faced newbie, your perspectives are invaluable.

This newsletter is a platform for us to come together as a team, to celebrate our achievements, to learn from each other, and to foster a sense of community within our organization. It is a space where we can showcase our collective brilliance, and where each voice matters.

I encourage all of you to fully participate in this endeavour by contributing your articles, ideas, and feedback. Whether it's a thought-provoking opinion piece, a thrilling project update, or a heart-warming team success story - we want it all. Your contributions will be the lifeblood of this newsletter, and we are counting on you to make it a resounding success.

Think of this newsletter as our very own MDCB time capsule. It's a treasure trove of information that will capture the essence of our

organization and showcase the incredible work we do. But - we need your input! Yes, you read that right. This newsletter is for you, by you.

So, let us embark on this adventure together. Let's make our MDCB Newsletter a true reflection of our organization's spirit and dynamism. I am thrilled to be your Editor, and I cannot wait to see the amazing articles and ideas that you will bring to the table. Together, we will create something extraordinary that will showcase the talent and brilliance of our team.

Thank you in advance for your active participation, and I eagerly anticipate sharing this incredible journey with all of you.

Warmest regards,

**Esther Norris**  
**Editor, MDCB Newsletter**



A word  
from the  
CEO

## Minerals Development Company Botswana: Building a Sustainable Botswana for Future Generations

Botswana, known for its rich mineral endowment, has long been a global diamond mining player in the mining and minerals industry. To further harness the potential of these valuable resources and contribute to the country's sustainable development, the Minerals Development Company Botswana (MDCB) was established as an investment company that holds mining and minerals assets on behalf of the Government of Botswana.

Our company's mandate is centred around three key pillars: growing, optimizing, and diversifying the mining and minerals investment portfolio; providing commercial and technical advisory services to the government; facilitating the development of the local mining and minerals sector and contributing to the socio-economic development of the country. One of our key areas of responsibility in our mandate is that the company houses the Government Diamond Valuation (GDV) Function, responsible for negotiating best prices for the country's diamonds and deriving optimum value thereof, for the benefit of Botswana.

The company's primary objective is to actively manage and grow the mining and minerals investment portfolio. This involves optimizing the performance of existing assets, identifying new investment opportunities, and diversifying the portfolio to minimize risk and maximize returns. By doing so, MDCB aims to develop a well-diversified resilient investment portfolio that generates attractive returns and contributes to Botswana's financial security.

In addition to managing investments, MDCB also provides advisory services to the government in the areas of commercial and technical mining. Drawing on its expertise and knowledge of the industry, MDCB supports the government in making informed decisions related to mining and minerals development. Furthermore, MDCB plays a pivotal role in facilitating the development of

the local mining and minerals sector in Botswana. This involves promoting local participation, capacity building, and technological advancement, as well as supporting initiatives that contribute to the socio-economic development of the country. MDCB recognizes the importance of fostering a sustainable and inclusive mining industry that benefits local communities and promotes long-term economic growth.

By generating attractive returns from mining and minerals investments, MDCB aims to make meaningful distributions to its shareholder, the Government of Botswana. These distributions can be utilized by the government for various developmental initiatives, such as infrastructure development, education, healthcare, and poverty alleviation as part of building a sustainable future for Botswana and its people.

As the country seeks to diversify its economy beyond diamonds, we are driven by His Excellency the President's Reset Agenda which, among other things, speaks to the development of value chains and creation of a strong and vibrant mining ecosystem to effect local beneficiation of minerals and ensure that citizens of Botswana play a more meaningful role in primary, secondary and tertiary mining activities.

For us, building a sustainable Botswana means not just building a resilient portfolio that offers attractive returns but also exploiting opportunities upstream and downstream to take advantage of value chain opportunities. By facilitating the development of the minerals sector, the company will continue to engage with strategic stakeholders to unlock these opportunities and ensure that the country benefits from its vast natural endowment.

I am happy that our company has started building a robust market

intelligence and R&D capacity including collaborating with other institutions like the University of Botswana and the Botswana International University of Science and Technology focusing on among other things, ways of reducing emissions from coal. The company is targeting the green energy minerals and industrial minerals which remain hugely underexploited. We are currently exploring opportunities in battery minerals such as manganese, lithium and cobalt, base metals copper and nickel, which are metals of the future that will drive the green energy transition.

As we do business, our activities will be underpinned by a deliberate and intentional ESG agenda. MDCB's strategy is underpinned by high standards of sustainable investing.

- We endeavor to interact with our environment responsibly
  - The company will continue to seek green solutions for our operations now and into the future
  - Compliance to regulatory requirements is not an option but a way of doing business
- Our interactions with our internal and external stakeholders will always be above board
  - The communities in which we operate will be positively impacted by our existence
  - Our procurement policies support women, youth and the disabled
  - Diversity remains an important consideration in hiring people and acquiring skills
- Our financial viability will be sustained by high governance standards
  - Our business will be conducted using strong ethical standards
  - Our stakeholder inclusivity will be founded on transparency and openness

Finally let me remind us of our corporate mantra: Relationships, Accountability and Ownership.

# BOARD OF DIRECTORS

## MR. OABILE MABUSA

### Board Chairman

### Current Occupation

Chief Executive Officer Bankers' Association of Botswana

### Professional and Academic Qualifications

Masters in Public Policy, USC, Los Angeles, USA 1987

Post-Graduate Diploma in Quantitative Analysis, USC, Los Angeles, USA 1987

Post-Graduate Diploma in Information Technology, USC, Los Angeles, USA 1982

BA Sociology and Public Administration, UBS, Botswana

### Date of first appointment

17/05/2021

### Date of current appointment

17/05/2021

### Date of End of Current Term

16/05/2024



# BOARD OF DIRECTORS

## MR. BENJAMIN MOLATHEGI MOSIGI

**Chairperson of Remuneration & Nomination, Investment Committees.**

### **Current Occupation**

Independent Consultant, Sunland (Joint Venture between Alrosa & Botswana Diamonds)

### **Professional and Academic Qualifications**

MSc. Exploration & Mining Geology- Leicester University, UK

BSc. Geology- University of New Brunswick, Canada Diploma. Mining- Haileybury School of Mines, Canada

### **Date of first appointment**

18/05/2020

### **Date of current appointment**

18/05/2021

### **Date of End of Current Term**

17/05/2023



# EXCO PROFILE

## Mr. Matome Tsholetsa Malema Chief Executive Officer



**Mr. Matome Tsholetsa Malema** is an accomplished Mining & Metals Executive with over 30 years of experience across various commodities, including diamonds, base metals, original equipment, and the mining regulatory environment. He was appointed as **Chief Executive Officer** of Minerals Development Company Botswana (MDCB) in April 2022.

**M**r. Malema has held executive roles in renowned companies such as Bateman Engineering Limited, BCL Limited, Debswana Diamond Company, Discovery Metals Limited, Lucara Diamond Corporation, and Komatsu Limited. He has served as Country Manager, General Manager, Divisional Manager Metal Production, Lead Process Engineer, and Director of Surface Mining, demonstrating his versatility and adaptability to different leadership positions.

In addition to his executive experience, Mr. Malema has extensive Board experience, having served as a Non-Executive Chairman. In this capacity, he has provided oversight and governance over investment decisions, financial management, and strategic planning and implementation.

Mr. Malema holds an Executive MBA from the Graduate School

of Business at the University of Cape Town, a Post-Graduate Diploma in Business Administration from the Edinburgh Business School at Heriot-Watt University, and a Bachelor of Engineering (Hons) degree in Mineral Process Engineering from the Camborne School of Mines. He has also earned several certificates from various universities, including Advanced Valuation – M&A, Private Equity and Venture Capital, Data Analysis, and Digital Transformation Strategy. He is certified by the Corporate Finance Institute as a Financial Modelling and Valuation Analyst (FMVA).

Mr. Malema's solid commercial acumen and proven track record make him a valuable asset to any organization. His extensive experience in the mining and metals industry, combined with his leadership skills, strategic vision, and financial expertise, enable him to drive growth and create value for stakeholders.

# EXCO PROFILE

## Mr. Modise Mokone Chief Investment Officer



**Modise Mokone** is a highly skilled investment professional with over 15 years of experience working with local institutional investors. Currently, he holds the esteemed position of **Chief Investment Officer** at Minerals Development Company Botswana (Pty) Ltd (MDCB).

In his previous roles, Modise led the Investment Division at Botswana Development Corporation (BDC), where he oversaw deals worth more than P500 million across the Southern African region. His ability to drive both shareholder value and economic growth helped establish BDC as a leading player in various sectors, including mining, healthcare, and education. Before that, he served as the head of the Structured Finance division of the Citizen Entrepreneurial Development Agency (CEDA), where he successfully managed the agency's private equity and venture capital functions.

Modise's investment expertise and leadership skills have also earned

him a seat on the board of several successful ventures, including Sechaba Breweries Holdings (Pty) Ltd, Fairgrounds Holdings (Pty) Ltd, and Kamoso Africa (Pty) Ltd. Modise received his Bachelor of Commerce degree, majoring in Banking, Finance, and Risk Management from Griffith University in Australia. He has also undertaken various investment programs, including achieving Level 1 of the Chartered Financial Analyst qualification. His most recent professional development includes completing an executive leadership program through the Global Executive Development Programme at the Gordon Institute of Business Science (GIBS).

# MDCB at the Mining Indaba

## Looking for Potential Partners and Investors

A team composed of seven officials from the Minerals Development Company Botswana (MDCB) and various mining companies recently attended the Mining Indaba in Cape Town, South Africa. The Mining Indaba is one of the largest gatherings of the mining industry, bringing together industry leaders and investors from around the world.

By Loren Mphoo



The theme of this year's event was "Stability, Security, and Supply", which addressed the growing importance of ensuring that supply chains are resilient and agile, as well as the just energy transition.

The MDCB team consisted of the Chief Executive Officer, Chief Investment Officer, Chief Technical Officer, Head of Corporate Affairs, Financial Accountant, Investment Principle, and Public Relations Officer. Their objective was to seek potential partners and investors to transform the MDCB trajectory and ensure that business objectives are met. The team had dedicated and successful meetings with some of the world's biggest industry giants, including the Angolian and ZCCM from Zambia. Matome Tsholetsa Malema, the CEO

of MDCB, represented Botswana at the thought leadership forums and participated in various panels and discussions that were held at the Mining Indaba. One of these was the panel discussion on the coming permit and approval process for the exploration and mining of new metals, and the Ministerial Round Table on issues of inflation, geopolitical, and international mining investment.

On the panel discussion, Matome T. Malema described Botswana's minerals and mining landscape as one of the most codified and transparent landscapes globally. He emphasized that MDCB sees the issues discussed in the round table as opportunities, especially for those with solid robust balance sheets, disciplined capital

allocation frameworks, and the necessary agility.

Mr Malema further expressed the jurisdictional approaches for MDCB on the ESG and Archiving economic growth Botswana is committed to building a sustainable future for its children. To achieve sustainable development, Botswana needs to consider various factors such as its resource base and local considerations. Through the concept of meaningful beneficiation, communities can gain a clear path to participating in the mineral value chain. The policies and procedures of the industry can help ensure that the broader economy is supported.

### *Looking for Potential Partners and Investors (Continued)*

The Citizen Inclusion and Empowerment Act aims to improve the socio-economic status of vulnerable groups such as women, children, and the disabled. The objective of the Women in Mining Agenda is to improve the equity of women in the mining industry. The objective of the Social Performance of the mining community is to be a catalyst for improving the living conditions of its members.

MDCB's CEO's participation in the various panels and discussions at the Mining Indaba enhances Botswana's visibility and influence in the mining industry. This recognition adds value to create new investment opportunities for the country Botswana. Investment opportunities are spread across traditional mineral resources and critical minerals of the future. Infrastructure (bulk commodity infrastructure e.g., Lephalale rail link with SA) and unlocking value chain opportunities (technology, synergies across the region, and land-linked opportunities) are also areas of focus.

In conclusion, the Mining Indaba provides an opportunity for mining companies to come together to share ideas, form partnerships, and look for investment opportunities. The MDCB team's participation in the event was fruitful and successful in identifying potential partners and investors to transform the MDCB trajectory and ensure that business objectives are met. The team's dedication and commitment have put MDCB at the forefront of the industry and ensure that Botswana's mining industry continues to thrive.

## MDCB inspires future Researchers at National Science Week

Botswana's inaugural National Science Week was a momentous occasion that brought together students, teachers, and researchers to focus on the critical role of research, science, technology, and innovation in driving the country's economic progress within the global community.

**M**inerals Development Company Botswana (MDCB) played a crucial role in making this happen by inviting Dr Samson Bada, an expert in minerals research, to deliver a public lecture.

Dr Bada's lecture focused on the need to address the developmental needs of society, with a particular emphasis on the importance of processing materials. He highlighted the example of a local company that manages an invasive plant by turning it into charcoal, showing how repurposing waste can create clean alternatives.

Moreover, Dr Bada urged the students and the public to consider going into research-oriented disciplines, emphasizing that research is taking something that exists in another direction. He noted that the focus has not changed but rather what has changed are the respective focuses.

Dr Bada's lecture also touched on the potential of deriving carbon fiber from coal to supply the manufacturing of cars, airplanes, and more. He outlined how advantageous the processing and production of advanced high-value lightweight materials could be for the region.

The MDCB's Chief Technical Officer, Mr. Matthews Bagopi, closed the event with an inspiring message, urging the attendees to focus on their studies and decide what path they will take to better their country. He emphasized that the country needs skilled professionals who can contribute to research, science, technology, and innovation.

Botswana has made significant strides in recent years towards developing its research and innovation capacity, and events like the National Science Week are crucial in continuing to build a culture of research and innovation. By supporting such events and initiatives, the private sector can play a critical role in driving Botswana's economic progress within the global community.

In conclusion, Dr. Bada's lecture was a reminder of the critical role that research, science, technology, and innovation play in addressing the developmental needs of society. As Botswana continues to develop its research and innovation capacity, there is a need for skilled professionals who can contribute to these fields. The private sector has an important role to play in supporting such initiatives and events to drive Botswana's economic progress within the global community.

# MDCB attends UB Student Innovation Pitch Awards Ceremony



**M**inerals Development Company Botswana (MDCB) recently attended the UB Student Innovation Pitch & Awards Ceremony hosted by the University of Botswana as part of their 40 years anniversary celebrations on 11th November 2022. The event was attended by Mr Matthews Bagopi, Chief Technical Officer of MDCB, who represented the company.

The ceremony was aimed at promoting innovation and entrepreneurship among the youth in Botswana, and it was commendable to see various stakeholders and organizations supporting such endeavours. In his keynote address, Assistant Minister of Education and Skills Development, Hon. Aubrey Lesaso, emphasized the importance of nurturing innovation and entrepreneurship as they contribute to the economic growth of the country. The ceremony kicked off with awards for the winners of the Senior Secondary Schools essay competition, which was open to form 4 students from all public schools around Botswana. The essay topic was focused on the impact of

technology on the education system, and the winners were recognized for their exceptional ideas. The top 3 winners were present to collect their prizes, and it was a moment of pride for their respective schools.

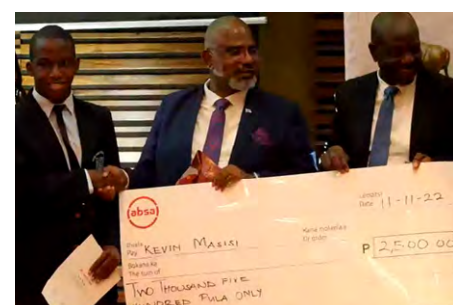
The highlight of the event was the student innovation pitch, where five teams comprising of students had the opportunity to pitch their various business ideas to a panel of three judges and the audience. The presentations were of the highest quality, and the ideas ranged from biogas production to eCommerce malls. It was a spectacle of innovation on display, and it was inspiring to witness the creativity and ingenuity of the young minds.

Before the judges gave the final verdict after deliberating, the guest speaker and founder of Eco Zera Pencils, Ms Wada Kealotswe, was invited to motivate the students by highlighting her experiences on her journey to entrepreneurship. She spoke about the challenges and rewards of entrepreneurship and urged the

students to pursue their dreams, even if it meant taking the lonely path of entrepreneurship.

The MDCB CTO, Mr Matthews Bagopi, was called to the stage to hand out the prizes to the contestants alongside the Honourable Aubrey Lesaso. Moses Njovana of UB Ventilators came in first place for his idea to build no-contact ventilators, an innovation that has become more critical than ever in the face of the COVID-19 pandemic. In second place was Lame and Isaac of Dross Solutions, who thought of producing plastic bricks. In the bronze position was Ideal Expiditors run by Wangu, who wanted to create biogas from organic waste.

The event was a testament to the potential of the youth in Botswana and their ability to contribute to the growth and development of the country through innovation and entrepreneurship. MDCB's attendance at the event demonstrates the company's commitment to supporting and nurturing innovation in Botswana, and we can only hope that more organizations follow suit in the future.



# HR Open Day a Resounding Success

By Tshepo Rantho

On Friday, 3rd March 2023, the Minerals Development Company Botswana (MDCB) - Human Resources Department successfully hosted an open day that brought together various service providers engaged by the company to facilitate employee benefits. The event was held with the primary objective of educating staff members on their benefits and staff welfare programs, and for employees to get to know the service providers and their respective contact persons.

The event was interactive and engaging, with staff members taking part in discussions during the presentations and following up with seeking clarity and more information at the various stalls. The services providers present on the day were Bomaid, Pula Med, Minet, and many others, with financial institutions such as Absa and Bank Gaborone also being part of the cohort brought closer to employees. The open day was a huge success



as it provided employees with the opportunity to learn more about the services and benefits that they are entitled to. The interactive nature of the event also provided a platform for staff members to ask questions and seek clarity on areas that were not clear to them before. This level of engagement ensured that staff members were empowered to make informed decisions regarding their benefits and welfare programs.

The event was also beneficial for the service providers who were present on the day. It provided them with an opportunity to showcase their products and services to potential clients, and also allowed them to engage with current clients and receive feedback on their services. This feedback was invaluable as it allowed

the service providers to improve their services and address any concerns that their clients may have had.

Overall, the HR Open day hosted by MDCB was a resounding success. It provided employees with the opportunity to learn more about their benefits and welfare programs and allowed them to engage with service providers in a meaningful way. The event also benefited the service providers who were present, as they were able to showcase their products and services and receive feedback on their offerings. Such events are essential in ensuring that both employees and service providers are aware of their roles and responsibilities and are empowered to make informed decisions.

# Masterclass Lecture on Media and Communications with Professor J. J. Tabane

Minerals Development Company Botswana (MDCB) recently participated in a masterclass lecture on Media and Communications hosted by the University of Botswana in conjunction with the Sepapane Group of Companies



By Langa Khumalo

The lecture, which was held on 28 November, 2022 at the University of Botswana Conference Centre, aimed to improve the capabilities of communications professionals, media practitioners, and media students in today's global business environment, as well as educate organizational leaders on the roles and importance of communications.

Representatives from MDCB who attended the event included Mr. Matome T. Malema (Chief Executive Officer), Mr. Modise Mokone (Chief Investment Officer), Mr. Matthews Bagopi (Chief Technical Officer), Geoffrey Mahlaka (Chief Governance Officer), and Ms. Esther Norris (Head of Corporate Affairs), along with her corporate affairs team. The event was led by Professor Onkgopotse J.J. Tabane, a Professor of Communications at the University of South Africa, an anchor on ENCA Television Station, and a businessman.

Throughout his career, Professor Tabane has completed leadership

courses and held various positions as a board member. He is also an author, and his research and teachings fields include strategic communication and media relations. His lecture focused on developing the skills necessary to identify key stakeholders, establish effective communications channels, and engage with them effectively in times of crisis. He also emphasized the importance of building and maintaining professional relationships and networks.

The masterclass was interactive, educational, and engaging, with many participants sharing experiences from various perspectives, professions, and levels. Professor Tabane ensured that the audience was involved in his presentations, making the lecture as lively as one would see on television.

In conclusion, the masterclass lecture on Media and Communications provided an excellent opportunity for MDCB representatives and other participants to

enhance their knowledge and skills in the field of communications. They learned about the importance of effective communications in today's global business environment and gained insights into how to identify key stakeholders, establish effective communication channels, and engage with them effectively in times of crisis. This experience will undoubtedly benefit them and their organizations in their future endeavors.



# ESG Workshop

MDCB at Minerals Development Company Botswana (MDCB) held an Environmental, Social & Governance (ESG) workshop on 01-02 February 2023 at the Big Valley Game Lodge.



The workshop was facilitated by MDCB's Corporate Secretary & Legal Services' team in collaboration with Six Capitals ESG Advisory. The aim of the workshop was to educate staff members on ESG principles and provide them with a better understanding of how to integrate these principles into MDCB's future strategy.

ESG is a term that does not have a universally accepted definition but generally denotes the corporate considerations that acknowledge the sustainable and ethical metrics which inform the long-term returns of an entity. In other words, ESG postulates that long-term returns are dependent on stable, well-governed social, environmental, and economic systems. The goal of ESG proponents is for investing companies, such as MDCB, to adopt a systematic and explicit inclusion of material ESG factors into investment analysis and investment decisions. This advisory approach is referred to as the integrated approach.

During the workshop, it was highlighted that there are innumerable arguments which support the need for companies to care about ESG. The valuable ones befitting for MDCB's context are the fact that the application of ESG principles can assist MDCB to manage

its investment and legal risks, drive positive financial performance, and define its brand identity in a unique manner on the international and domestic mining arenas, i.e., derive reputational benefits.

To integrate and implement ESG in MDCB's future strategy, the following approach was advised: MDCB and its investee companies' ESG status(es) must be fully ascertained. MDCB should proceed to identify the ESG goals that are important to the entity. The goals must, however, align with the minerals and investment industries and allow MDCB to make the largest impact. This stage requires MDCB to undertake an appropriate materiality assessment study to determine the relevant goals in this regard. The election of an ESG framework is important at this juncture. The application of a standardized framework will assist MDCB's internal and external stakeholders to understand whether the adopted ESG regime is effective or not. There are so many frameworks in the market (GRI, IFRS, SASB Standards, ISSB, etc.). The ultimate selection criteria must, however, also consider whether the framework provides direction on the creation of ESG reports, which ought to be generated by MDCB to document and disclose ESG progress. Lastly,

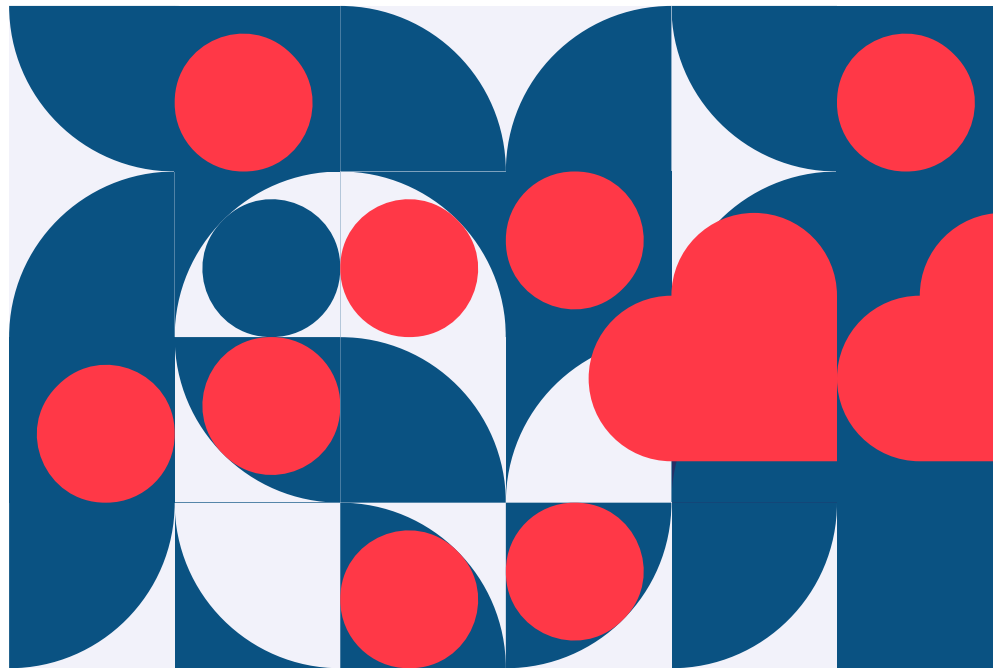
MDCB must regularly define its key performance indicators and report on the progress thereto.

In closing the Workshop, MDCB acknowledged the importance of ESG and expressed its desire to continue to learn more about the subject matter to create long-term value for its stakeholders through sustainable practices. MDCB also expressed the understanding that it is imperative to position the business ahead of the curve in terms of the imminent disclosure requests from future regulatory authorities.

The workshop was an insightful and an engaging event that provided staff members with a comprehensive understanding of ESG principles and their importance. MDCB's commitment to implementing ESG principles is commendable and will undoubtedly position the company as a responsible corporate citizen that is committed to sustainable practices. By adopting an integrated approach to ESG, MDCB will be better equipped to manage its investment and legal risks, drive positive financial performance, and define its brand identity in a unique manner on the international and domestic mining arenas, i.e., derive reputational benefits.

# MDCB celebrates Valentine's Day

Valentine's Day, a day to celebrate love and affection, was a special event at Minerals Development Company Botswana this year.



Valentine's Day, a day to celebrate love and affection, was a special event at Minerals Development Company Botswana this year.

The company's wellness committee organized an internal Valentine's Day event for the staff members, which was a huge hit.

The event was held on the 14th of February, and staff members were urged to dress in red, white, and black, the colours of Valentine's Day. Many employees took the opportunity to showcase their fashion sense, and the office was transformed into a sea of vibrant colours. The decorations



included balloons, red roses, and other Valentine's Day-themed accessories that added to the festive atmosphere.

The wellness committee also organized a photoshoot for the staff members. The employees had the chance to take pictures in front of a backdrop with Valentine's Day-themed props. The photoshoot was a great opportunity for employees to bond and share a few laughs as new memories were birthed.

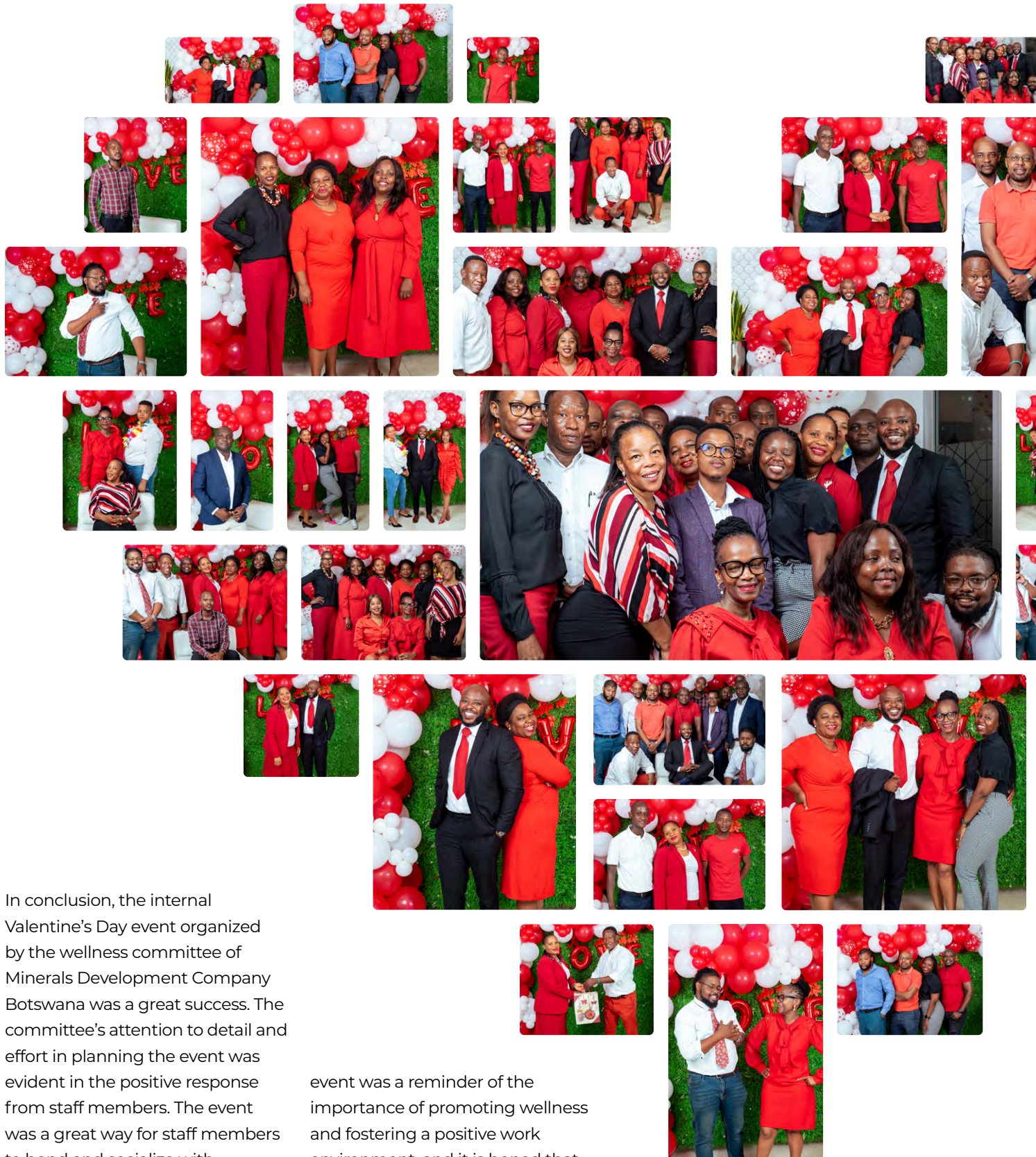
The committee also ensured that there were plenty of treats for staff members to enjoy. Cupcakes, biltong, and nuts were provided, and employees could indulge in these delicious snacks on the day. The cupcakes were beautifully decorated with frosting in the colours of Valentine's Day, and the biltong and nuts provided a healthy snack option for those who wanted to watch their calorie intake.

The event was a resounding success, with staff members appreciating the effort put in by the wellness committee to create a memorable



day. It was evident that the committee had put a lot of thought and planning into the event, and the staff members felt valued and appreciated. The event provided an opportunity for staff members to unwind and socialize with each other, creating a sense of camaraderie and team spirit. Events like these are important for companies, especially in the fast-paced and stressful environment of the mining industry. By organizing events that promote wellness and foster a sense of community, companies can reduce stress levels and improve employee morale, leading to a more productive and efficient workforce.

MDCB celebrates Valentine's Day (Continued)



In conclusion, the internal Valentine's Day event organized by the wellness committee of Minerals Development Company Botswana was a great success. The committee's attention to detail and effort in planning the event was evident in the positive response from staff members. The event was a great way for staff members to bond and socialize with each other, creating a sense of community and team spirit. The

event was a reminder of the importance of promoting wellness and fostering a positive work environment, and it is hoped that more such events will be organized in the future.

# Collaboration is key

## UB & MDCB Science Lecture And Research Synthesis Workshop



participants engaged in an interactive discussion on the status of the mining industry in Botswana. Collaboration was a key theme of the discussion. During the roundtable discussion, Professor David Norris, Deputy Vice Chancellor of the University of Botswana, noted that the four key players critical to research and knowledge-based economy were the government, industries, the research industry, and civil society. He emphasized the need for collaboration among stakeholders to achieve sustainable development in the mining industry.

**M**inerals Development Company Botswana (MDCB) in collaboration with the University of Botswana recently organized a Research Synthesis Workshop, which was held at the Grand Aria Hotel on September 13, 2022, as part of the University's 40th Anniversary Celebrations. The workshop provided a platform for various stakeholders in the minerals and mining industry to discuss and share insights and experiences on topical issues within the industry.

by Dr. Samson Bada of the University of Witwatersrand, a renowned researcher and lecturer in the field of Clean Coal Technologies and Alternative Uses in Beneficiation of Emissions to make New Age Materials. In his lecture, Dr. Bada discussed the role of coal in renewable technologies and emphasized the need for carbon-based resources to develop low carbon tech/infrastructure.

The lecture was followed by an open roundtable discussion where

The Research Synthesis Workshop was a success, as it provided a platform for stakeholders to share insights, experiences, and ideas on how to tackle challenges in the mining industry. The workshop also highlighted the need for partnerships among stakeholders and the importance of research and knowledge-based economy in the development of the mining industry.

The workshop brought together participants across multiple disciplines from academia and research, policy and practice/industry, and government. The objective of the workshop was to create a forum for stakeholders to discuss the latest industry trends, challenges faced by the industry, and to identify systematic actions that industry stakeholders can take to address these challenges.

The workshop featured a public lecture



# Teammates have a ball at the Annual MDCB Christmas Party

On Friday, December 16th, 2022, the Mineral Development Company Botswana (MDCB) held its annual Christmas party, but this year it had a special twist. The party was World Cup-themed, and staff members were encouraged to dress up in football kits and jerseys. The excitement was palpable as everyone arrived at the Sky View Lounge, eager to celebrate the festive season with their colleagues.

Earlier in the day, everyone had been hard at work, and even though it was a half-day, some employees stayed back in the office past the early release time. However, the moment the clock struck the designated time, everyone was eager to leave and join the Christmas party celebrations.

As the event kicked off, dressed as a football coach, the CEO of MDCB, Matome Tsholetsa Malema, took the stage and spoke briefly, reminding everyone to remain safe during the festive season. He thanked everyone for their hard work and dedication to the company, which had contributed to MDCB's continued success. With his opening remarks concluded, it was time for the much-awaited gift giving.

The Chairman of the Christmas Party Committee, Mafoko Makhao led the proceedings, handing out gifts to all the employees in attendance. The room was filled with excitement and anticipation as staff members eagerly



opened their presents, exchanging words of gratitude and admiration.

With the gift-giving over, the food arrived, and it was a feast fit for champions. There was a vast array of dishes, including stews, roasted meats, and salads, the smell of the food wafted through the air. Staff members helped themselves to the food, and the chatter and laughter filled the night sky.

As the night progressed, the drinks flowed, and the music played, people hit the dance floor, twirling and swaying to the rhythm of the songs. The DJ played a range of genres, from traditional music to popular hits, and the crowd loved it. The energy was electric, and the dance floor was packed.

The jubilation and merriment of the staff members were unmistakable throughout the night, with everyone thoroughly enjoying themselves. The World Cup theme had brought everyone together, and the shared experience created a strong sense of friendship among the team.

In conclusion, the Mineral Development Company Botswana's World Cup-themed Christmas party was a massive success, bringing the staff members together to celebrate the festive season and their love for football. The event provided an opportunity to relax, let loose, and bond over food, drinks, and music, while also showcasing the team's love for the beautiful game. With happy faces and joyful hearts, the staff members left the party, feeling rejuvenated and ready to tackle the new year ahead.

# A day in the Life of **Abueng Sekale**

Designation  
**Office Assistant/Cleaner**

*“Every job within  
the organization  
holds importance.”*



**1. How long have you been employed at Minerals Development Company Botswana?**

I have been with the company since 2016.

**2. What aspects of working at MDCB do you find most fulfilling, and what motivates you to excel in your role?**

I find great fulfillment in the opportunities for personal development and growth that MDCB provides. Throughout my tenure, I have had the privilege of acquiring diverse skills by assisting colleagues across multiple departments. I have also been bestowed the privilege to undertake some training opportunities.

**3. Could you highlight a significant accomplishment or project that you are particularly proud of?**

I take pride in my role in secretarial and administration at Bambino.

**4. Which skills and qualities do you believe have been instrumental in your success within your current position?**

Attention to detail, collaborative work ethic, dedication, and leveraging my expertise and eight years of experience have all contributed to my success. Additionally, my proficiency in computer skills has proven advantageous.

**5. How do you foster collaboration with other teams or departments to achieve shared objectives?**

Recognizing our shared workspace, I consistently emphasize to my colleagues that maintaining a clean and healthy environment is a collective responsibility. Although it remains an ongoing process, I strive to promote this mindset.

**6. What advice would you offer to individuals starting in a similar role or department?**

I would advise them to exhibit patience, passion for their work,

and embrace the three "B's" - Botswere, Bofefo, and Bonatla. Despite occasional challenges or underestimation, they should be assured that their contributions are valuable. Furthermore, fostering cooperation with colleagues is essential.

**7. How do you effectively prioritize your tasks and manage your time?**

To ensure efficiency, I begin by organizing and prioritizing tasks based on their importance, preparing for the next day accordingly.

**8. Have you had any mentors or role models who have influenced your professional growth?**

I haven't had specific mentors or role models, but I have drawn inspiration from various sources throughout my journey.

**9. How do you maintain a healthy work-life balance, and what activities or hobbies do you enjoy outside of work?**

Achieving a healthy work-life balance is important to me. Outside of work, I engage in activities such as cleaning, shopping, watching television, listening to music, and spending quality time with my family.

**10. Do you have any future goals or aspirations for your career within the company?**

I envision myself assuming a leadership role and progressing to a higher position within MDCB. I genuinely love working here and find it an inspiring environment.

**11. Could you describe a typical workday at MDCB in your role?**

When I arrive early in the morning, I check my emails and possible meetings of which I will prepare for if any as I coordinate the day ahead with those I work with.

- i. I then proceed to check all offices to see if they are presentable, clean, and conducive for my

colleagues to perform at their ultimate best.

- ii. Once all is in place, I will have my morning tea and continue with my other tasks.
- iii. It is my responsibility to make sure the kitchen and all the utensils remain clean throughout the morning as staff members have their tea.
- iv. Then I will have my lunch.
- v. After lunch I once again ensure the kitchen is up to standard.
- vi. From there I go into all the offices and check the dustbins as well as making sure the general cleanliness of the entire working environment is maintained,
- vii. I return to the kitchen to make sure the sink is clear.
- viii. I do my final rounds checking that all is in order around the office and in the boardrooms as I prepare for the next day.

**12. What are some of the challenges you commonly face in your role?**

Restricted access to certain offices poses a challenge, as I can only clean those areas once authorized personnel have arrived. Understanding the security concerns and the presence of sensitive and confidential documents in those offices, I adapt accordingly.

**13. Is there a message you would like to convey to your colleagues through the company newsletter?**

I would like to encourage my colleagues to prioritize good office hygiene and adhere to proper kitchen etiquette. Moreover, I want to emphasize the significance of taking pride in our work, finding happiness in what we do, as it ultimately enhances productivity. Every job within the organization holds importance.

Thank you.

# Seswaa with Morogo and Butternut Squash

## Ingredients:

1 kg beef or goat meat, cubed  
1 large onion, chopped  
2 cloves garlic, minced  
2 cups water  
Salt and pepper to taste  
500 grams fresh spinach, washed and chopped  
1 small butternut squash, peeled and cubed  
1 tablespoon vegetable oil

## Instructions:

In a large pot, combine the meat, onion, garlic, water, salt, and pepper. Bring to a boil, then reduce the heat to low and simmer for 1-2 hours, or until the meat is tender and falling apart. This is the traditional Setswana dish, Seswaa.

While the meat is cooking, heat the vegetable oil in a separate pan over medium heat. Add the butternut squash and sauté for 5-7 minutes, or until the squash is tender and lightly browned.

Add the chopped spinach to the butternut squash and cook for an additional 2-3 minutes, or until the spinach is wilted and tender.

To serve, divide the Seswaa among four plates and top with the sautéed spinach and butternut squash.



## Benefits of the Components

**Seswaa:** Seswaa is a traditional Setswana dish made from slow-cooked beef or goat meat. It is a good source of high-quality protein, which is important for building and repairing tissues in the body. Seswaa is also low in fat and calories, making it a healthy choice for weight management. Additionally, the long cooking time of Seswaa helps to break down the collagen in the meat, making it easier to digest and providing important nutrients for joint health.

**Morogo (Spinach):** Morogo is a traditional leafy green vegetable in Botswana. It is a good source of dietary fiber, vitamins, and minerals, including vitamin C, vitamin K, folate,

and potassium. Morogo is also rich in antioxidants, which can help protect against cell damage and reduce inflammation in the body. Additionally, the high fiber content in Morogo can help regulate digestion and promote satiety.

**Butternut Squash:** Butternut squash is a nutrient-dense vegetable that is high in fiber, vitamins, and minerals, including vitamin A, vitamin C, potassium, and magnesium. It is also low in calories and high in antioxidants, which can help protect against cell damage and reduce inflammation in the body. Additionally, the high fiber content in butternut squash can help regulate digestion and promote satiety.



Contact Details

**Minerals Development Company  
Botswana (Pty) Ltd**

-  Plot 54351, 6th Floor, Exponential Building  
CBD
-  Private Bag BO55, Bontleng
-  Gaborone, Botswana
-  Telephone: +267 3810300 / 3900464
-  Email: [Enquiries@mdecb.co.bw](mailto:Enquiries@mdecb.co.bw)
-  Fax: +267 3900616