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A word from the CEO

"The world around us is changing, presenting both challenges and opportunities. Therefore, it is imperative that we remain adaptable and forward-thinking."

A word from the CEO

As we approach the end of another remarkable year at Minerals Development Company Botswana (MDCB), I reflect upon the collective journey we've undertaken, the challenges we've overcome, and the successes we've celebrated together. The holiday season is a time to appreciate the past, cherish the present, and eagerly anticipate the opportunities that the future holds for us.

This year, we continued to navigate the ever-evolving landscape of the mining and minerals sector in alignment with our mandate and strategic objectives. Our commitment to growing, optimizing, and diversifying our investment portfolio remains steadfast. The Government Diamond Valuation (GDV) Function has continued to negotiate tirelessly, ensuring the best prices for our nation's diamonds, which is a testament to our dedication to Botswana.

The world around us is changing, presenting both challenges and opportunities. Therefore, it is imperative that we remain adaptable and forward-thinking. Our strategy to manage and grow our portfolio, promote local participation, and contribute to socio-economic development positions us as pioneers in fostering a sustainable and inclusive mining industry.

This year, our team expanded, welcoming new talents and perspectives into our MDCB team. Our unity, shared values, and collective commitment to our goals have been the cornerstone of our success. Each one of you contributes uniquely to the rich tapestry of MDCB, creating a workplace that is not just about jobs but about a shared mission and vision.

I am reminded of a story that deeply resonates with the essence of our collective journey. In a small village nestled in the heart of Botswana, a roaring river had been a formidable barrier between the village and an expansive trade route. The villagers decided it was time to build a bridge to connect their community with the rest of the land. However, resources were scarce, and the task seemed daunting.

Undeterred, the villagers came together and devised a plan. Each person, young and old, would contribute a stone to the bridge. It was not about the size of the stone but the commitment and unity it represented. Days turned into weeks, and soon, the stones accumulated into a foundation, slowly forming a bridge that spanned the mighty river.

The completion of the bridge was not just a physical achievement; it symbolized the strength that comes from shared responsibility, collaboration, and the understanding that every contribution, no matter how small, is essential to the greater good. In the same vein, each one of you is like a stone in our MDCB bridge. You contribute to the success and strength of our organization, whether you are negotiating crucial deals, crafting strategic plans, or working diligently behind the scenes. Your role is integral to the bigger picture, and every effort you put in adds to the stability and resilience of MDCB.

As we reflect on this story, I want to emphasize that each staff member at MDCB is here because you are the very best. Your skills, dedication, and passion have not only brought you here but have contributed to the success and growth of our organization. Together, we form a team that is not just good but exceptional.

In the upcoming year, let us remember the power of our collective efforts and the impact each stone has on the strength of the bridge. Your dedication and commitment are the building blocks of our success. Embrace your role, knowing that you are an essential part of our journey, contributing to the sustainable development of Botswana's mining and minerals sector.

While we are dedicated to our work, it is equally important to find moments of rest and rejuvenation. As we approach the festive season, I encourage each of you to take a well-deserved break. Spend quality time with family and friends, reconnect with loved ones, and create memories that will fuel your spirit in the coming year.

In the wise words of Winston Churchill, "We make a living by what we get, but we make a life by what we give." Let this holiday season be a time not only for personal joy but also for spreading kindness and compassion. As members of the MDCB family, we are not just contributors to the growth of a company; we are contributors to the growth of a nation.

May the spirit of the season fill your hearts with joy, gratitude, and hope. Here's to a well-deserved break, joyous celebrations, and the promise of a new year filled with exciting opportunities and shared successes.

Together forward: Relationships, Accountability and Ownership.

Wishing you a Merry Christmas and a Happy New Year!

From the Editor's Desk



Greetings Remarkable team of Minerals Development Company Botswana!

I'm delighted to be back with you for the second edition of our MDCB Newsletter. The response to our first issue was incredible, and I want to express my sincere gratitude to each one of you who contributed and engaged with our initiative.

Our first attempt at creating a newsletter was a huge success, thanks to your passion, creativity, and willingness to share. The variety of articles, stories, and insights truly demonstrated the depth of talent and experience we possess within our organization. I'm genuinely inspired by the wealth of knowledge we collectively hold, and this newsletter is a perfect way to celebrate that richness.

Your contributions transformed mere pages into a vibrant mosaic of our collective achievements and aspirations. From project

updates to personal reflections, your words painted a vivid picture of who we are as a team. But, my fellow colleagues, this is just the beginning. Our newsletter is a dynamic platform that thrives on your continuous involvement.

I encourage you to keep writing articles, sharing your victories and challenges, and shedding light on the paths you've taken in your professional journey. Experience-sharing is not just a catchy phrase; it's the essence of our organization. It's about learning from each other, finding motivation in shared struggles, and fostering a sense of unity that transcends departments and projects.

Think about the impact we can make by utilizing the collective wisdom of our diverse team. The MDCB Newsletter is not just a communication tool; it's a repository of our collective knowledge. It's proof that when we share our experiences, we not only

elevate our own understanding but also contribute to the growth and success of our entire organization.

As we move forward with this second edition, I implore each one of you to continue supporting this initiative. Your contributions count, and they make our newsletter a powerful tool for connection and collaboration.

Thank you for making this second issue a success, and I'm eagerly looking forward to the new stories and insights that will make this subsequent edition even more remarkable.

Let's carry on this exciting journey together!

Warmest regards,

Esther Norris
Editor, MDCB Newsletter

KNOW YOUR BOARD

BOARD OF
DIRECTORS**MR. PHAZHA TRIBY BUTALE**

Member of Risk and Audit Committee
Chairperson of Investment Committee

Current Occupation

Chief Negotiator – Ministry of Investment Trade & Industry

Professional and Academic Qualifications

LLB and LLM

Date of first appointment

08/12/2014

Date of current appointment

08/12/2014

Date of End of Current Term

Period Undefined



KNOW YOUR TEAM

EXCO PROFILE

Alice Opelo Khumomathare
MEET HEAD OF HUMAN RESOURCES

Alice Opelo Khumomathare brings over two decades of extensive expertise in human resources management, specializing in HR strategies, change management, and fostering a collaborative work culture. Her proficiency encompasses talent acquisition, employee relations, compensation and benefits, performance management, and comprehensive HR policy implementation



As a strategic HR leader, Alice has successfully crafted and executed various initiatives aligned with organizational goals. Notably, she played a pivotal role in developing the Remuneration Framework at Minerals Development Company Botswana (MDCB), gaining approval from the Board of Directors. Her accomplishments include leading employee engagement surveys, implementing effective change management plans, and contributing to organizational restructuring.

Alice's leadership extends to talent management, evidenced by her focus on attracting, retaining, and developing top talent. She has a keen understanding of compensation and benefits management, having designed competitive salary structures and performance-based incentive programs.

In her current role as Head of Human Resources at MDCB, Alice leads the HR and Administration function, steering the development and implementation of effective people strategies. Her dedication to fostering an employee-oriented high-performance culture is evident in her strategic approach to pay, reward, recognition, and benefits strategies.

Academically, Alice holds a Master's degree in Public Administration (HR Stream) from the University of Botswana and continues her professional development through programs like the Academy of Innovation HR's Strategic HR Leadership Certification. She is an active member of prestigious HR organizations, including the Academy to Innovate Human Resources (AIHR) and the Institute of People Management of South Africa (IPM).

EXCO PROFILE

Mr. Geoffrey Mahlaka

MEET CHIEF GOVERNANCE OFFICER



Mr. Mahlaka is a qualified Attorney and a Fellow member of the International Academy of Business & Financial Management, the Insurance Institute of South Africa, Institute of Directors South Africa (IoDSA) and OCEG & GRC .

Mr. Mahlaka is certified in Risk Management, Compliance, Anti-Money Laundering Prevention, Compliance Management, Corporate and Board Governance, Internal Audit Processes, Contract Management and Short-Term Insurance. Recently, Mr Mahlaka qualified and has been certified as a Governance, Risk Management and Compliance Professional (GRCP) through OCEG & GRC Certify.

Mr. Mahlaka has over 18 years of experience obtained in various sectors ranging from banking, parastatals and mining and mining investment. He previously served on the board of Botswana Environmental Assessment Practitioners Association as

a member and legal advisor. Mr. Mahlaka has also served as a Trustee and Chairman of the Botswana Ash Pension Fund. Mr Mahlaka currently sits as a Non-Executive Director on the Board of Botswana Institute for Technology Research and Innovation – BITRI.

Mr. Mahlaka is currently the Chief Governance Officer for Minerals Development Company Botswana (Pty) Ltd (MDCB) (having previously served as the Corporate Secretary of Minerals Development Company Botswana since 2016). Mr. Mahlaka holds an LL.B from the University of Botswana and an Executive MBA with the Botswana Open University.



Nurturing Well-being

MDCB's Health and Wellness Day 2023

Minerals Development Company Botswana (MDCB) prioritizes the holistic well-being of its staff, and on the 5th of May 2023, the company exemplified this commitment by hosting a Health and Wellness Day at The Wheelbarrow Nursery and Tea Garden.

By **Langa Khumalo**

Minerals Development Company Botswana (MDCB) prioritizes the holistic well-being of its staff, and on the 5th of May 2023, the company exemplified this commitment by hosting a Health and Wellness Day at The Wheelbarrow Nursery and Tea Garden. This thoughtful initiative afforded employees a refreshing break to focus on various aspects of wellness, including physical health, financial well-being, and mental health.

The comprehensive program for the day reflected MDCB's dedication to nurturing a culture of health awareness and well-being among its workforce. The activities were designed to address different facets of wellness, recognizing the interconnected nature of physical and mental health. Employees had the opportunity to engage in activities that promoted a holistic sense of well-being, contributing to both their personal and professional lives.

The day commenced with an array of activities geared towards physical health, including demonstrations on the preparation of healthy meals. This not only served as an interactive and informative session but also encouraged healthier lifestyle choices among the staff. Recognizing the importance of mental well-being, the day also featured a painting session in nature, allowing employees to express their creativity and relax in the serene surroundings of The Wheelbarrow Nursery and Tea Garden.

Understanding the significance of financial health, MDCB incorporated elements into the program that aimed to provide insights and resources for employees to enhance their financial well-being. By addressing

various dimensions of wellness, MDCB's Health and Wellness Day demonstrated a holistic approach that goes beyond the conventional focus on physical health.

The inclusion of massages further added a therapeutic touch to the day, promoting relaxation and stress relief for the staff. This thoughtful gesture emphasized MDCB's understanding of the need for both physical and mental rejuvenation, contributing to a positive and supportive work environment.

Health and wellness within the workforce cannot be overstated. Employers who prioritize the health and wellness of their employees see numerous benefits, including higher productivity, profitability, and lower turnover rates. Workplace wellness programs can help build a culture of wellness, which leads to happier, healthier, and more productive employees.

One of the primary reasons to begin thinking about wellness for employees is prevention. Healthier employees have fewer sick days and are more productive than their less healthy counterparts. Participating in employee wellness programs involves good health habits, like regular exercise, that are linked to better productivity. Better health results in more focus and motivation to fulfil roles and responsibilities

MDCB's Health and Wellness Day stands as a testament to the company's proactive approach to employee well-being. By investing in initiatives that promote health, happiness, and work-life balance, MDCB continues to foster a workplace culture that prioritizes the holistic wellness of its valuable workforce.



MDCB team working out during Wellness Day

Five Minute Fitness Tips

By **Langa Khumalo**

Burpees: **10 reps**

Jumping jacks: **20 reps**

Mountain climbers: **10 reps per leg**

Push-ups: **10 reps**

Running in place: **1 minute**

This routine combines a mix of cardio, strength, and flexibility exercises to provide a well-rounded workout in just five minutes. You can either complete each exercise for the specified number of reps or perform them for a longer duration, such as 30 seconds or a minute, depending on your fitness level and goals. Remember to always listen to your body and modify the exercises as needed to suit your needs.

Minerals Development Company Botswana Awards Outstanding BSc Geology Student at BIUST



Head of Corporate Affairs, Esther Norris, presenting Bame with the Best Student in BSc Geology Award

By **Langa Khumalo**

At the Botswana International University of Science & Technology (BIUST) graduation, Minerals Development Company Botswana (MDCB) recognized academic excellence and celebrated the outstanding achievements of students in mining-related fields. On September 22, 2023, Ms. Esther Norris, the Head of Corporate Affairs at MDCB, presented a prestigious award of P10,000.00 to the Best Student in BSc Geology. The recipient of this esteemed accolade was Bame Orebotse Phutheso from Mahalapye.

The presence of Minerals Development Company Botswana at BIUST underscored the company's commitment to fostering educational development and recognizing young talent who show promise in fields related to mining. This initiative serves as a testament to the symbiotic relationship between academia and industry, emphasizing the importance of collaboration for the advancement of the mining and mineral sciences.

Investing in research and development (R&D) at institutions of higher learning in Botswana, as well as in research science, technology, and innovation at the tertiary level, can bring several benefits to the Minerals Development Company Botswana (MDCB). The Botswana Minerals Policy 2022 emphasizes the importance of strengthening cooperation among higher learning and research institutions and investors to foster the development of the minerals sector. By aligning R&D efforts with these institutions, MDCB can gain access to cutting-edge knowledge and expertise, which can be instrumental in enhancing its competitiveness and contributing to the sustainable development of the mining industry in Botswana.

Continuing professional development is also crucial in addressing the rapid advances in technology and the evolution of the industry. By investing in R&D at higher learning institutions, MDCB can ensure that its workforce remains at the forefront of technological and scientific

advancements, ultimately driving innovation within the company.

Furthermore, a focus on R&D can enable MDCB to gain market intelligence on green minerals, such as manganese, and other mining assets in the country, contributing to its vision of being a globally competitive investment company and enhancing Botswana's financial security. This gives the company influence on the curriculum to ensure that it meets the needs of the industry, society and the economy.

Investing in R&D at institutions of higher learning and tertiary level in Botswana can position MDCB at the forefront of technological and scientific advancements, foster innovation, and contribute to the sustainable development of the minerals sector, ultimately supporting Botswana's economic growth and global competitiveness.

Honouring Fatherhood

MDCB's Father's Day Celebration 2023



Segale Mangope, Kabo Galefete (back) and Robson Mugomba



By **Langa Khumalo**

Minerals Development Company Botswana (MDCB) celebrated Father's Day 2023 by dedicating a special day to recognize and appreciate the invaluable contributions made by male staff to the company's success. The event focused on promoting holistic well-being among men. As part of the initiative, the Men's Clinic was invited to address the staff and provide insights into the health issues that affect men in the country.

Dr. Ellington Sello, a distinguished Medical Doctor from Men's Clinic International, specializing in Men's Sexual Dysfunction and serving as a Senior Medical Officer in Urology, delivered an insightful address on crucial aspects of men's health, including both physical and psychological well-being. The Men's Clinic presentation provided a unique platform for MDCB's male employees to engage in open discussions about their health and social challenges, creating a safe environment where addressing these issues becomes acceptable and encouraged.

Dr. Sello's expertise added significant value to the event, offering valuable insights into men's health and underlining the importance of regular health check-ups. The celebration served as a reminder that holistic well-being is a priority and encouraged men to prioritize their health, both physically and mentally.

The event also highlighted the significance of men's reproductive health, which is often

overlooked. Men's reproductive health encompasses a range of issues, including fertility, sexual health, and contraception. It is essential for men to actively seek medical assistance in these areas, despite the common misconception that reproductive health is primarily a concern for women. According to the National Institute of Child Health and Human Development (NICHD), effective contraception, avoidance of sexually transmitted diseases (STDs), and preservation of fertility are crucial to protecting reproductive health.

However, there are still barriers that prevent men from seeking medical assistance for reproductive health issues. The Guttmacher Institute highlights that limited awareness and understanding of the scope of men's sexual and reproductive health needs have hindered efforts to address them. Raising awareness and overcoming these barriers is essential to ensure that men receive the care they need.

Men play a crucial role in reproductive health, and it is important for them to actively seek medical assistance in this area. By addressing reproductive health concerns and overcoming existing barriers, men can contribute to their well-being and that of their partners. Increased awareness and access to reproductive health services are key to ensuring that men receive the care they need in this important aspect of their overall health.



Dr. Ellington Sello,

Kabo Galefete Shines Beyond the Office A Top 6% Finish in 10km Run



By Langa Khumalo

In a remarkable display of determination and athleticism, Kabo Galefete, IT Intern at Minerals Development Company Botswana, showcased his prowess beyond the tech realm by securing an impressive 360th position out of 5885 participants at the Gaborone Diacore Marathon 2023 10km run. This outstanding achievement placed him in the top 6% of the competitive field, underlining his commitment not only to his professional role but also to personal wellness and fitness.

Minerals Development Company Botswana is not just fostering excellence in the workplace; it's cultivating a culture that recognizes and celebrates the diverse talents and passions of its team members. Kabo Galefete's notable finish in the 10km run is a testament to the company's commitment to nurturing well-rounded individuals who excel in both their professional and personal pursuits.

Mr Galefete, affectionately referred to by colleagues as Skhebo/Skhebula's, remarkable finish in the 10km run not only speaks to his physical fitness but also reflects qualities such as discipline, resilience, and a drive for excellence – attributes that undoubtedly contribute to his success within the IT department. The ability to translate these qualities from one sphere of life to another is a testament to the holistic approach that MDCB encourages among its team members.

As Kabo Galefete returns to his IT duties with a well-earned sense of accomplishment, his story serves as a reminder that success comes in many forms. Whether it's coding lines of software or crossing the finish line of a 10km run, MDCB celebrates the achievements of its team members, recognizing that their diverse talents and accomplishments contribute to the company's overall success.

Empowering Women MDCB's Women's Day Celebration and the Imperative of Representation

By Langa Khumalo

MDCB marked International Women's Day on March 8th with a resounding celebration, featuring a distinguished guest speaker, Ms Botho Ntswaneng, a renowned expert in Psychotherapy, Counselling Psychology, Gender Studies, FamilyLife Education, Human Rights Advocacy, Community Health, and Life Coaching. Ms. Ntswaneng delivered a compelling address, shedding light on issues of gender equity and equality, as well as the challenges faced by women and the girl-child.

Addressing MDCB employees, Ms. Ntswaneng emphasized crucial aspects such as the importance of speaking out, seeking professional help, and fostering understanding with children. She further emphasized the need for women to share in the struggles, show empathy to one another and importance of collaboration. Commending MDCB for its remarkable achievement of having 48% female staff, she urged the company to continue setting high standards and serving as a role model for other organizations. Ms. Ntswaneng also expressed her concern for the

safety of women in Botswana, emphasizing the need for collective efforts to address this issue.

The importance of having women in the workforce and at the executive and board levels cannot be overstated. Women bring diverse perspectives, innovative ideas, and unique problem-solving skills to the table, which are essential for the success of any organization. Furthermore, gender diversity in leadership positions has been linked to improved financial performance and better decision-making.

According to the "Women in the Workplace 2023" report by McKinsey and LeanIn.Org, women are more ambitious than ever, and workplace flexibility is fueling them. However, women's representation in the corporate pipeline remains low. This underrepresentation is a significant issue that needs to be addressed to ensure equal opportunities for women in the workforce.

Statistics also highlight the need for improved representation of women in the workforce.

For instance, women account for 47.7% of the global workforce. While the number of women in the international workforce has reached a historic high, there is still progress to be made in achieving gender balance.

In addition to the statistics, it is important to recognize the hard work and dedication of women in the workforce. As former U.S. Secretary of State, Madeleine Albright, once said, "It took me quite a long time to develop a voice, and now that I have it, I am not going to be silent." This quote reflects the resilience and determination of women in overcoming challenges and making their voices heard in the workplace.

The presence of women in the workforce and in leadership positions is not only a matter of equality but also a strategic business imperative. Organizations that prioritize gender diversity and inclusion are better positioned to thrive in today's complex and competitive environment. It is essential to continue working towards gender parity and creating an environment where women can succeed and lead.

Shaping the Future MDCB's Role in Organizing FACETS 2023 Conference for Positive Change in the Diamond Industry



FACETS 2023 protocol officers on duty

By **Langa Khumalo**

Minerals Development Company Botswana (MDCB), in collaboration with the Ministry of Minerals and Energy and the Antwerp World Diamond Centre (AWDC), played a pivotal role in organizing the FACETS 2023 conference. Themed "Motswedi wa Khumo - Diamonds for Change," the significant event took place in Gaborone, Botswana, on the 24th and 25th of October 2023.

The FACETS conference, initiated by AWDC in 2022 with its inaugural edition hosted in Antwerp, has evolved into a premier platform for inclusive dialogue among industry players across the diamond value chain. This year's edition, co-organized by MDCB, underscored the commitment of the Government of Botswana and AWDC to foster positive transformation in the diamond industry.

The conference aimed to bring together stakeholders from African diamond-producing countries, miners, midstream

traders, and retailers to engage in meaningful discussions about the challenges and opportunities within the diamond industry. With a focus on creating a more sustainable and equitable diamond sector, the conference aimed to benefit all players in the diamond value chain.

The two-day event was graced by the official opening speech delivered by His Excellency Dr. Mokgweetsi Keabetswe Masisi, the President of the Republic of Botswana. His Excellency Mr Charles Michel, the President of the European Council, also contributed to the conference by delivering a virtual address, emphasizing the global significance of the discussions taking place.

FACETS 2023 addressed crucial topics such as knowledge sharing, capacity building, transparency, traceability, and the development of future-proof diamond economies. The theme "Diamonds for Change" resonates with the industry's commitment to drive positive impact

through innovation, including efforts to combat climate change, empower women and local entrepreneurship, and enhance diversity.

In addition to MDCB's role as a co-host, the conference saw the active participation of high-level representatives of mining from various diamond-producing countries. This inclusive gathering further reinforced the collaborative spirit of the event, fostering a united front in addressing challenges and steering the diamond industry towards a more sustainable and responsible future.

MDCB remains dedicated to contributing valuable insights, fostering collaboration, and actively participating in shaping the future of the diamond industry. The event stands as a testament to the collective commitment of MDCB, the Government of Botswana, and AWDC in promoting positive change within the diamond sector.

Independence Celebration Day with Unity and Pride



MDCB Team dressed in Botswana colours

By **Loren Mphoe**

We are thrilled to share the joy and camaraderie that filled the air as Minerals Development Company Botswana (MDCB) enthusiastically participated in the celebration of Botswana's Independence Day on Friday, September 29, 2023.

The spirit of patriotism was alive and vibrant as our entire staff came together adorned in Botswana's national colors of blue, black, and white, or the traditional Leteisi fabric. The sea of colors symbolized not only a celebration of our nation's independence but also a powerful display of togetherness and pride within our MDCB family.

Participating in these festivities goes beyond just dressing in national colors; it is a collective effort to showcase our shared identity and commitment to the growth and prosperity of our beloved nation. The rich tapestry of Botswana's culture was on full display as our team proudly embraced the Leteisi fabric, a traditional symbol of our heritage.

We were particularly inspired by the active engagement and enthusiasm demonstrated by all members of the MDCB family. Your participation not only

added vibrancy to the celebrations but also underscored our collective commitment to fostering a sense of unity and pride within our workplace.

The team reflected on the achievements of our founding leaders, our national principles, national symbols and our creed as a society. The theme of this year's Independence Day celebration reflected on the mindset shift required to achieve sustainable development and foster national pride. Embracing a sustainable mindset means recognizing our interconnectedness with nature and adopting practices that protect the environment for future generations. It's about making conscious choices that conserve resources and promote responsible consumption. This transformation requires a collective effort, with individuals, businesses, and the government working in harmony to create a sustainable future.

Everyone actively participated and engaged in the festivities by adhering to the theme. By doing so, we not only celebrated the achievements of our nation but also reinforced our dedication to contributing positively to its continued success.



MDCB Takes the Global Stage

A Recap of the 15th U.S-Africa Business Summit

By **Langa Khumalo**

Minerals Development Company Botswana (MDCB) recently marked its significant presence at the 15th U.S.-Africa Business Summit, a pivotal event that served as a platform for engaging with continental and international counterparts. This participation underscores MDCB's commitment to its vision of being globally competitive, as the company actively seeks strategic collaborations aligned with both corporate and national priorities.

The summit provided a unique opportunity for MDCB to foster partnerships with various companies, laying the groundwork for future collaborative endeavours that align with the company's overarching goals. By engaging in discussions and building relationships on an international scale, MDCB aims to contribute to the development of the mining and minerals sector both locally and globally.

One notable highlight of MDCB's participation was its involvement through the CEO, Mr. Matome Tsholetsa Malema, in a High-Level Dialogue panel discussion titled "Enhancing Africa's Value in Mineral Value Chains." This panel offered a platform for MDCB to share insights on unlocking value chain opportunities in the mining and minerals sector. By actively participating in these discussions, MDCB showcased its expertise, contributed valuable perspectives, and strengthened its position as a key player in the global minerals industry.

In addition to the panel discussion, MDCB seized the opportunity through the Chief Technical Officer, Mr. Matthews Bagopi, to present to stakeholders and potential investors at the Botswana Investment and Trade Centre (BITC)-led "Investment Opportunities in Botswana Business Forum." This forum, facilitated by the BITC, allowed MDCB to showcase the abundant

investment opportunities within Botswana's thriving business landscape.

The exposure gained from engaging with diverse stakeholders and participating in high-level discussions enhances the company's understanding of global trends and positions it to capitalize on emerging opportunities.

As MDCB continues to navigate the dynamic landscape of the global minerals industry, participation in events like the U.S.-Africa Summit reinforces the company's commitment to staying at the forefront of industry advancements. By actively seeking partnerships, contributing insights, and presenting investment opportunities, MDCB not only strengthens its global presence but also plays a vital role in advancing the goals of both the company and the nation it represents.



Honouring the Departure of Chief Finance Officer, Robson K. Mugomba

By **Loren Mphee**

It was with a mix of gratitude and fondness that we bid farewell to our esteemed Chief Finance Officer, Mr. Robson K. Mugomba. After seven years of dedicated service, Robson's contract came to an end on August 31, 2023, marking the conclusion of an impactful chapter in his career with Minerals Development Company Botswana (MDCB).

The organization hosted a farewell session to express appreciation for Robson's unwavering commitment and hard work throughout his tenure. The event saw a heartening turnout of Board members and staff, a testament to the respect and admiration Robson has earned during his time with us.

For the past seven years, Robson has spearheaded the Finance Division, contributing significantly to MDCB's successes. His leadership has woven a combined a variety of accomplishments that has become synonymous with the future prosperity of our economy.

During Mr. Mugomba's tenure, his innovative leadership and strategic vision played a pivotal role in the growth and success of the organization. His commitment guided us through both prosperous and challenging times, leaving an indelible mark on MDCB's journey.

In acknowledging Robson's contributions, our Chief Executive Officer, Mr. Matome Tsholetsa Malema, remarked, "Robson brought a wealth of experience and a determination to steer MDCB's financial course towards excellence." Under his guidance, the company's financial strategies have been honed to near perfection. This includes, but is not limited to, corporate strategy development, investee advisory,



shareholder advisory, and various other impactful initiatives.

In his remarks the Board Chairman, Mr. Oabile Mabusa opted to speak from the heart, stating that Robson had an exquisite eye for detail, strategic positioning, thought provoking analytical ability and above all he praised Robson's preparation skills.

As Robson embarks on new horizons beyond MDCB, Mr. Malema expressed that he will be sorely missed, and we are confident that he will continue to make a profound impact, just as he has during his time with us.

He extended his heartfelt thanks to Robson for his outstanding service and in wishing him continued success in all his future endeavours.

Day in the Life

Tumelo Maripe

Designation
Information
Technology Officer

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

Since 2016

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

At MDCB, one is not only confined to working in their area of expertise, you get exposure on the way other departments work through collaborations, working teams and project teams.

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

I have had the opportunity to be engaged in several projects during my time here in MDCB, for example, being part of the team that re-developed MDCB 's IT policies, migration of on-premises mail to the cloud etc.

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

Teamwork, ability to learn from others and patience. Being ahead of the curve and terms of learning about new technologies and applications.

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

Willingness to learn from others as well as constantly engaging with other departments in their daily routines. Being involved in their procurement and evaluation committees also as value.

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

One needs to be a team player and have the ability to engage other departments to learn about their needs, especially as



an IT service provider. Have patience with users and resolute in finding solutions.

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

Time management is very key and one has to allocate time accordingly from the most critical tasks down to the least critical. For the week, one must come up with tasks to do for each day.

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

I have learned a great deal from my current supervisor and other departmental leaders.

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

I occasionally play football with my mates. Having a work-life balance is key to staying refreshed to be able to be on top of your game mentally and physically.

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

My immediate goal is to grow in my

current position and eventually into a leadership position.

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

Report in the office and check my emails if they are critical tasks or emergencies which need to be attended to. Check my weekly schedule of pending issues, address them. Check what needs to be done on that day and other updated tasks.

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

IT is a broad spectrum and professionals like me are learning every day. Any evolving profession brings with it a myriad of new challenges and such it takes time to research certain issues which may inconvenience my colleagues.

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

Merry Christmas and be safe. I expect to see everyone safe and unharmed in the new year.

Quinoa and Vegetable Stir-Fry

Ingredients:

1 cup quinoa
 2 cups water
 2 tablespoons olive oil
 1 onion, diced
 2 cloves garlic, minced
 1 bell pepper (any colour), thinly sliced
 1 zucchini, thinly sliced
 1 cup broccoli florets
 1 carrot, julienned
 1 cup cherry tomatoes, halved
 1 cup spinach leaves
 1/4 cup low-sodium soy sauce
 1 tablespoon sesame oil
 1 tablespoon rice vinegar
 1 teaspoon ginger, grated
 Salt and pepper to taste
 Sesame seeds for garnish (optional)



Benefits of Ingredients:

- **Quinoa:** A complete protein source, quinoa is rich in fibre, vitamins, and minerals. It supports digestion, provides sustained energy, and is gluten-free.
- **Olive Oil:** Packed with heart-healthy monounsaturated fats, olive oil offers anti-inflammatory properties and supports overall cardiovascular health.
- **Vegetables (Onion, Bell Pepper, Zucchini, Broccoli, Carrot, Cherry Tomatoes, and Spinach):** These colourful vegetables provide essential vitamins, minerals, antioxidants, and fibre. They support immune function, promote healthy skin, and contribute to overall well-being.
- **Low-Sodium Soy Sauce:** Adds flavour without excessive sodium. Soy sauce contains amino acids and can contribute to heart health, while the low-sodium version helps regulate blood pressure.
- **Sesame Oil:** Enhances the dish with a nutty flavour and provides heart-healthy monounsaturated fats. It also contains antioxidants and has anti-inflammatory properties.
- **Rice Vinegar:** Adds a tangy flavour and provides acetic acid, which may aid in digestion and weight management.
- **Ginger:** Known for its anti-inflammatory and antioxidant properties, ginger contributes to digestive health and may help

reduce muscle pain.

- **Salt and Pepper:** Used in moderation, these common seasonings add flavour. While too much salt can be detrimental, a balanced amount is essential for electrolyte balance.
- **Sesame Seeds (Optional):** Packed with healthy fats, fibre, and various minerals, sesame seeds provide a delightful crunch and additional nutritional benefits.

Instructions:

1. Rinse quinoa under cold water. In a saucepan, combine quinoa and water. Bring to a boil, then reduce heat, cover, and simmer for 15-20 minutes or until water is absorbed. Fluff with a fork.
2. In a large skillet or wok, heat olive oil over medium heat. Add onions and garlic, and sauté until fragrant.
3. Add bell pepper, zucchini, broccoli, carrot, and cherry tomatoes. Stir-fry for 5-7 minutes until vegetables are tender but still vibrant.
4. In a small bowl, whisk together soy sauce, sesame oil, rice vinegar, and grated ginger.
5. Add cooked quinoa to the skillet, pour the sauce over the mixture, and toss to combine.
6. Add spinach and cook until wilted. Season with salt and pepper to taste.
7. Garnish with sesame seeds if desired.

MDCB in Pictures



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