

# NEWSLTR

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June 2025

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Botswana, your prime destination for  
sustainable and responsible mining



Minerals  
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A word from the CEO

# Here Once Lived a Street Sweeper

*"If a man is called to be a street sweeper, he should sweep streets even as Michelangelo painted, or Beethoven composed music, or Shakespeare wrote poetry. He should sweep streets so well that all the hosts of heaven and earth will pause to say, 'Here lived a great street sweeper who did his job well.'"*

*Dr. Martin Luther King Jr*



**Dear Colleagues,**

This quote has echoed in my mind many times throughout my journey. It speaks to the dignity of labour, the nobility of excellence, and the personal power we all hold—regardless of title or task—to turn ordinary work into something truly extraordinary.

At Minerals Development Company Botswana, we are entrusted with stewarding the country's mineral wealth—an immense responsibility that demands excellence at every level. Whether you're drafting board-level strategy or inspecting tea-time inventory, your role is part of a much larger story—one of nation-building, transformation, and pride. The quote above reminds us that greatness is not reserved for the spotlight; it is cultivated in the quiet, consistent acts of excellence performed daily.

Many of us began our careers in roles that seemed small—administrative assistants, interns, junior geologists, drivers. I too started in a modest role, often doing work others overlooked. But I did it with discipline, precision, and heart. I did it as if the world was watching, even when it wasn't. That mindset—of showing up with your best, always—created the path that brought me to where I stand today.

In our culture, we often wait for big titles before we act like leaders. But I challenge us to rethink that. True leadership begins with personal accountability and pride in our craft. A technician who maintains their tools with care, an accountant who balances the books with integrity, or a cleaner who ensures the office is spotless—all of them lead by example. All of them make MDCB stronger.

As we continue to build a company that reflects Botswana's ambition and potential, let us recommit to doing every job—no matter how humble—as if it were art. Because it is. It's a masterpiece in the making, and your fingerprints are on it.

I would like each of you to carry this thought into your work this quarter: *Will those who follow in your footsteps find inspiration in the way you showed up?*

Let them say, *"Here lived a great communicator. Here worked a principled team leader. Here served a brilliant street sweeper who did their job well."*

# From the Editor's Desk

## "It takes a village..."

"There's a story behind every smile, a lesson behind every milestone, and a spark of brilliance behind every report. That's what makes this newsletter ours—it's a reflection of us all."



Dear Colleagues,

There's an old African proverb many of us know well: *"It takes a village to raise a child."*

And here at **Minerals Development Company Botswana (MDCB)**, we believe the same holds true for something close to our hearts—**our internal newsletter**.

This isn't just a bulletin. It's a **living, breathing reflection** of our company's spirit. A place where ideas meet, achievements shine, and voices—your voices—are celebrated. It's a canvas of excellence, thoughtfulness, and the everyday magic that happens behind the scenes.

To all of you who've submitted an article, shared a photo, or contributed in any way: **thank you**. Your words, your experiences, your insights—they inspire us. They remind us of why we do what we do. And they bring us together.

To those who haven't contributed yet—**we need you too**. Whether you've got a knack for storytelling, a sharp opinion on industry trends, or just a good photo of your team in action, this platform is for you. And don't worry if writing isn't your strength—the **Corporate Affairs Department** is here to support you every step of the way, including capturing powerful visual moments across our sites and events.

Let's continue:

- **Inspiring us with your hard work.**
- **Provoking our minds with your thought leadership.**
- **Celebrating the people who make MDCB what it is.**

Because in the end, this newsletter is our baby—and like every worthwhile creation, it thrives when we all have a hand in raising it.

Keep writing. Keep sharing. Keep showing us what makes MDCB exceptional.

**Esther Norris**  
Editor, MDCB Newsletter

# EXCO PROFILE

## Johnny Tshuthedi Chief Technical Officer (A)

Mr. Johnny Tshuthedi is a distinguished mining and mineral resources management specialist, boasting 31 years of expertise in geology, mining project evaluation, and resource management. His extensive career encompasses a variety of commodities such as critical minerals (Copper, Nickel, Cobalt PGEs, and Silver), diamonds, and coal. He has a comprehensive background in exploration, mineral resource evaluation, mining production (both open-pit and underground), mine geology, as well as mining projects appraisals. Throughout his career, Johnny has been instrumental in planning and managing exploration projects, optimising mining operations to enhance operational efficiency, and maximising returns on investment.

Johnny is currently serving as the Acting Chief Technical Officer, where he oversees the MDCB Technical Department. This department encompasses Mineral Resources Management, Mining, Mineral Processing, Asset Management and the Project Management Office. In his substantive role as a Mineral Resources Management Specialist at Mineral Development Company Botswana (MDCB), Johnny provides strategic oversight and technical guidance to optimise the company's investments. He is an expert in developing mineral resource management strategies, conducting due diligence on mining investments, and ensuring compliance with international standards for mineral resources and reserves reporting. His contributions are crucial in supporting mine expansion projects and fostering growth in the company's investment portfolio.

Before his tenure at MDCB, Johnny held prominent senior leadership positions in

several of the leading mining companies, including Debswana, Morupule Coal Mine, African Copper Plc, Rio Tinto, and De Beers. During this period, he managed multi-million-dollar exploration and mine expansion projects, led skilled technical teams, and developed strategic resource plans that were closely aligned with long-term business objectives. His extensive experience in these roles has equipped him with a deep understanding of the mining industry's complexities and the strategic acumen required to drive corporate growth and sustainability.

Johnny holds a BSc (Hons) in Geology from Rhodes University, South Africa, and a BSc in Geology from the University of Botswana. He is a Member of South African Professional Natural Scientist (SACNASP) and an Associate Member of The Australasian Institute of Mining and Metallurgy (AusIMM).



# EXCO PROFILE

## Esther Norris

### Chief Corporate Affairs Officer



Esther Norris is a highly accomplished corporate affairs and strategic communications professional with over 26 years of experience across various industries, including mining, financial services, telecommunications, and investment promotion. She currently serves as the Chief Corporate Affairs Officer at Minerals Development Company Botswana (MDCB), where she leads corporate communications, government relations, investor engagement, and stakeholder management.

Prior to joining MDCB, Esther was the Executive Director of Brand Management at Botswana Investment and Trade Centre (BITC), where she spearheaded Botswana's international brand awareness campaigns in collaboration with BBC and CNBC among others. She also served as Director of Communication Services at the Office of the President, managing cross-ministerial communications strategies and high-level Government PR initiatives. Earlier in her career, she was the Head of Corporate

Affairs at Barclays Bank Botswana, where she played a pivotal role in enhancing the bank's public reputation and securing multiple global industry awards.

Esther's extensive experience also includes leadership roles at Debswana Diamond Company, BTC, and Okavango Diamond Company, Standard Chartered Bank where she successfully managed strategic corporate affairs, stakeholder engagement, and crisis communication initiatives. Her ability to develop high-impact branding, regulatory compliance strategies, and corporate governance frameworks has solidified her reputation as a leading figure in Botswana's corporate landscape.

Beyond her corporate responsibilities, Esther has served as Deputy Chairperson of the Botswana Communications Regulatory Authority, and she has also coordinated Botswana's participation at major global forums such as the Investing in Africa Mining Indaba and JCK Diamond Show Las Vegas.

Esther holds a Master of Science in Strategic Management from the University of Derby, UK, a Bachelor of Commerce from the University of Botswana, and a Diploma in International Business Communication from the Institute of Commercial Management, UK. She has also completed executive leadership programs at Park Li Group (USA) and Stellenbosch University (RSA), further enhancing her expertise in corporate strategy and leadership.

Her global exposure spans high-level business and investment engagements across the US, UK, UAE, Peoples Republic of China, Germany, Belgium, South Africa, Nigeria, Ghana, Chile, Kuwait, Brazil, and India, among others. Her professional impact, leadership skills, and ability to drive corporate transformation make her an influential force in Botswana's corporate affairs and investment ecosystem.

# Mr. Matome Tsholetsa Malema Celebrates Dedication and Excellence at the 2024 Morupule Coal Mine Long Service & Retirees Awards

By **Langa Khumalo**

*Palapye, Botswana – December 13, 2024* – Morupule Coal Mine (MCM) hosted its esteemed Long Service and Excellence Awards ceremony, a signature event dedicated to celebrating the unwavering commitment, resilience, and excellence of its workforce. Held at the Majestic Hotel, the occasion brought together dignitaries including Honourable Onneetse Ramogapi, Minister of Water and Human Settlement, MCM board members, traditional leaders, and other distinguished guests.

Delivering the keynote address was Mr. Matome Tsholetsa Malema, Chief Executive Officer of the Minerals Development Company Botswana (MDCB), who served as Guest of Honour. Mr. Malema described the event as more than just a celebration—it was, in his words, “a reflection of the values and culture that define Morupule Coal Mine: excellence, unity, and an unwavering commitment to progress.”

In his address, Mr. Malema recognised 68 long-service recipients, two retirees, and several individuals who were honoured for excellence in leadership and performance. He applauded their loyalty and perseverance, emphasising that such dedication is foundational to the continued success of MCM—a mine that has stood as a pillar of Botswana’s economy for over 51 years.

“Tonight is about celebrating the people,” Malema stated. “It is about recognising the invaluable contributions you have made to this organisation and celebrating the legacy you have built over time.”

Mr. Malema praised MCM’s remarkable safety record—24 years without a fatality—as well as its 14 years of ISO 14001 and 12 years of ISO 45001 certifications. These achievements, he said, exemplify a deep-rooted culture of care, vigilance, and operational excellence.

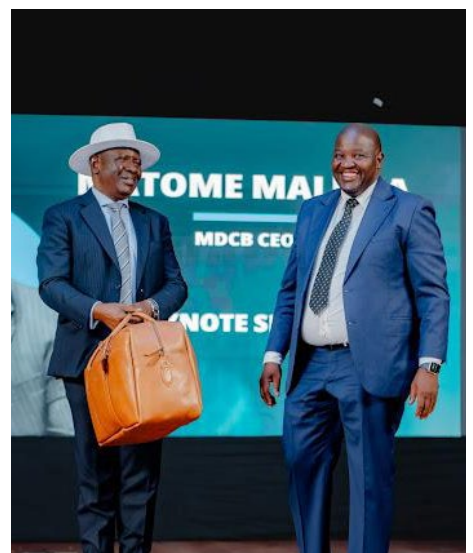
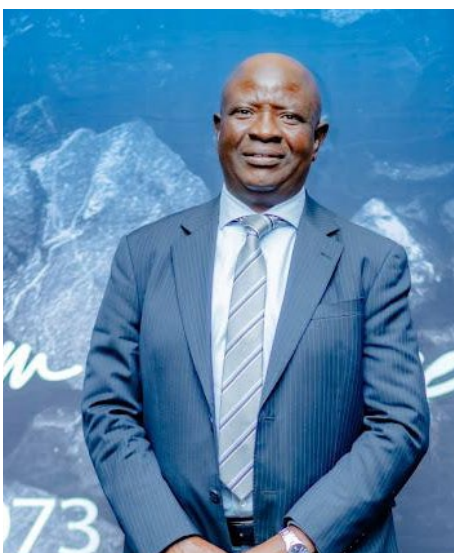
He also applauded MCM’s Citizen Economic Empowerment Programme (CEEP), which has already started transforming the lives of Batswana by targeting P1.5 billion in local spending and supporting 3,000 jobs by 2027.

To the retirees, he offered heartfelt gratitude, recognising their careers as not just a personal journey, but a contribution to building a legacy. To the long-service awardees, he affirmed their role in shaping MCM into a leader in Botswana’s mining sector. To those honoured for excellence, he described them as “a shining example of what is possible when talent, dedication, and determination come together.”

Mr. Edwin Elias, CEO of Morupule Coal Mine, opened the event with a powerful welcome, noting that the company’s progress is driven by its values of consistency, perseverance, and innovation. He expressed appreciation for the workforce’s relentless efforts in shaping the mine’s strategic vision.

A motivational address was also delivered by Dr. Kgomotso Jongman, encouraging all employees to keep striving for growth, excellence, and ingenuity. The event concluded with remarks from Botswana Mine Workers Union Chairman, Mr. Ontlametse Keketso, who urged unity and continued dedication toward collective success.

The 2024 Long Service and Excellence Awards stood as a powerful reminder of how individual contributions—anchored in loyalty and performance—can drive an organisation forward. As Mr. Malema poignantly said in closing: “Let us continue building on this incredible legacy, pushing boundaries, and creating a future of prosperity for Morupule Coal Mine and Botswana.”



# MDCB Attends MCM Directors' Farewell Dinner

By **Lauren Mphee**

On the evening of 6th March 2025, MDCB joined Morupule Coal Mine (MCM) at a heartfelt farewell dinner hosted at the Majestic Five Hotel in Palapye, honouring the retirement of two long-serving MCM Board Members Ms. Setshedi Caroline Bothhole-Mmopi and Dr. Rachel Nekati.

Representing MDCB at the event was our Chief Executive Officer, Mr. Tsholetsa Matome Malema, accompanied by Ms. Loren Mphee. In a moment that reflected the strong and enduring partnership between MDCB and MCM, Mr. Malema had the honour of presenting a Token of Appreciation to the outgoing directors on behalf of MDCB.

For nearly two decades, Ms. Bothhole-Mmopi and Dr. Nekati have played instrumental roles in shaping MCM's evolution from a Debswana subsidiary to a proudly MDCB-owned entity. Their tenure was marked by visionary leadership, dedication to transformation, and unwavering commitment to MCM's growth and sustainability.

The farewell event followed a two-day program, beginning with a tour of the Morupule Game Park, reflecting MCM's environmental stewardship, and concluding with an immersive visit to the mine's operations the Underground, Open Cast, and the Plant. These experiences were symbolic of the journey and milestones achieved under their stewardship.

Key achievements during their tenure include:

- Transitioning from conventional to continuous mining
- Establishing the MCM Wash Plant
- Delivering the Motheo Project
- Developing the Palapye Sports Complex

- Attaining industry-leading coal production targets
- Transforming from "Seam to Energy" to "Seam to Value"
- Achieving 24 years of zero fatalities, a remarkable SHE records

MCM's CEO, Mr. Edwin Elias, set the tone for the evening, stating: "Tonight, we celebrate and honour two extraordinary individuals whose dedication and leadership have left an indelible mark on Morupule Coal Mine."

In her reflections, Ms. Bothhole-Mmopi spoke of her service as a deeply enriching experience and left three guiding principles for MCM's future leaders: Action, Integrity, and Authenticity. She urged continued ethical leadership and collective accountability.

Dr. Nekati, equally moved, reflected on the power of knowing one's "true north" as a leader, stressing the importance of authenticity, self-awareness, and clarity in service to others.

In closing, Ms. Mboko Modie captured the spirit of the evening, remarking:

"Though we are saddened to see them leave the Board, we are filled with gratitude for their exceptional service, unwavering dedication, and profound impact on Morupule Coal Mine."

MDCB takes pride in being part of this memorable farewell and acknowledges the enduring legacy of Ms. Bothhole-Mmopi and Dr. Nekati. Their contributions continue to inspire, and MDCB reaffirms its commitment to working collaboratively with MCM as we build towards a resilient and inclusive mining future.



# MDCB Leads Botswana's Participation at Mining Indaba 2025



By **Lauren Mpee**

The energy at Mining Indaba 2025 was truly unmatched, marking another milestone for African mining. For the first time, the event expanded across two buildings, offering unparalleled opportunities for networking, investment engagement, and impactful discussions that will shape the future of the industry. With a record-breaking 10,500+ attendees, the strongest government representation yet, and unprecedented investor interest, this year's Indaba solidified its status as the premier platform for driving deals and fostering collaboration.

Set under the theme "Future-Proofing African Mining, Today!", Mining Indaba 2025 took place from 3rd to 6th February 2025 in Cape Town, South Africa. Botswana's delegation was led by the Honourable Bogolo Joy Kenewendo, Minister of Minerals and Energy, who shared insightful

perspectives on the country's approach to ensuring sustainable and resilient mining practices.

The Minerals Development Company Botswana (MDCB) played a pivotal role in Botswana's participation, having been tasked by the Ministry of Minerals and Energy to lead the country's presence at the conference. Head of Corporate Affairs, Ms. Esther Norris, alongside Ms. Lauren Mpee, spearheaded the planning and execution of Botswana's participation to ensure maximum visibility and engagement at the event.

MDCB supported this initiative not only through active participation alongside the Ministry of Minerals and Energy but also through a sponsorship of P1,000,000. This investment secured Botswana's exhibition

pavilion, its branding, coordination, and other strategic activities to optimize the country's presence at the Indaba.

Representing MDCB at the conference were CEO Mr. Matome Tsholetsa Malema, Chief Investment Officer Mr. Modise Mokone, and Chief Corporate Affairs Officer Ms. Esther Norris. Ms. Norris led the overall facilitation of the Botswana stall, ensuring a seamless and impactful presence that effectively showcased the country's investment potential in the mining sector.

MDCB remains committed to driving Botswana's mining industry forward and leveraging global platforms like Mining Indaba to attract investment, forge strategic partnerships, and contribute to the sustainable growth of the sector.

# MDCB Contributes to the Historic Botswana-De Beers Agreement

The Botswana Government and De Beers Group have officially signed a transformative agreement that marks a new chapter in the country's diamond industry.



By **Lauren Mphee**

President Duma Boko celebrated a significant milestone in Botswana's diamond industry with the signing of a transformative agreement between the Botswana government and De Beers Group. Speaking at the signing, President Boko remarked, "We have travelled a long path of negotiations, and when you negotiate, you know you have achieved a reasonable and fair outcome when all the parties come out crying and celebrating in equal measure." This new agreement is set to enhance Botswana's share in diamond sales over the next 15 years, marking a pivotal moment for the nation.

The agreement outlines a phased approach to diamond sales management:

First Five Years, the Okavango Diamond Company (ODC) will manage 30% of Botswana's diamond sales, while De Beers will oversee the remaining 70%.

Next Five Years, The distribution will shift to a 40% share for ODC and a 60% share for De Beers.

Final Five Years, In the last phase, both ODC and De Beers will handle equal shares, each managing 50% of Botswana's diamond sales.

President Boko also highlighted the potential for a five-year extension to the provisional deal, expressing optimism that this agreement will create much-needed job opportunities in Botswana. Under the renewed deal, ODC, Botswana's state-owned diamond company, will see its share in the production of Debswana a 50/50 joint venture with De Beers reach 40% by the end of the agreement.

As part of the organizing committee for this historic event, MDCB played a crucial role in the workstream responsible for curating The Diamond Gallery inside the atrium of the iconic Orapa House. Officially opened by Dr. Gaositwe Chiepe, Botswana's first Minister of Minerals & Energy, the gallery presented a captivating narrative of the country's diamond journey—highlighting its humble beginnings and the immense socio-economic impact diamonds have had on Botswana and its people.

Under the leadership of Honourable Minister of Minerals & Energy, Bogolo Joy Kenewendo, various industry stakeholders collaborated to tell Botswana's diamond story. The exhibition was a testament to the sector's resilience and innovation, featuring significant contributions from:

- **Debswana and its agencies**, which meticulously curated exhibits detailing the historic discovery and sustainable development impact of diamonds.
- **De Beers Group & De Beers Global Sightholder Sales**, which played a pivotal role in ensuring the event's success.
- **Minerals Development Company Botswana (MDCB)**, which made significant resource contributions to the exhibition.
- **Diamond Trading Company Botswana (DTCB)**, showcasing an exceptional display of diamonds that underscored Botswana's status in the global diamond industry.
- **Okavango Diamond Company (ODC)**, which presented the nation's pride—the Okavango Blue diamond.
- **Botswana Tourism Organization (BTO)**, highlighting Botswana's diversification

into luxury tourism and conservation efforts.

- **The Ministry of Sports and Arts**, which contributed invaluable historical archives to enrich the gallery's narrative.
- **Gaborone City Council**, which restored the beautiful gardens of Orapa House, braving the challenging weather conditions to bring back their former glory.

One of the most poignant moments of the event was the display of a rare archival photograph from 1967, featuring Amos Dambe, Botswana's first Minister of Mines, Commerce, and Industry, alongside the country's founding President, Sir Seretse Khama. The joy captured in the image taken during the discovery of Botswana's rich kimberlite deposits served as a powerful reminder of the visionary leadership that paved the way for the country's prosperity.

MDCB was well represented in this historic initiative, with Ms Esther Norris serving as a lead committee member in the event preparations. The successful execution of The Diamond Gallery and the broader event is a testament to MDCB's commitment to advancing Botswana's mineral sector and its enduring impact on national development.

As MDCB, this moment serves as an inspiration a reminder that our work contributes to a legacy of transformation, empowerment, and economic growth. Through strategic collaborations and dedicated efforts, we continue to shape Botswana's diamond narrative, ensuring that the industry remains a pillar of national progress for generations to come.

# MDCB Strategy Review Retreat Shaping the Future

MDCB's leadership gathered at Cresta Hotel, Jwaneng, for a two-day Strategy Review Retreat Workshop facilitated by EOH Consulting. This critical session aimed to refine MDCB's strategic direction to align with evolving corporate goals while integrating the **Shareholder's perspective**.

The retreat brought together Executive Members and Middle Managers, providing a platform for in-depth discussions on MDCB's investment strategy, opportunities, and challenges in acquiring future assets. Key focus areas included:

**Investment Strategy & Criteria** – Ensuring MDCB remains a competitive and value-driven investor in the mining and minerals sector.

**Opportunities & Challenges** – Identifying potential growth areas and mitigating risks to sustain long-term value creation.

**Strategic Objectives & Corporate Scorecard** – Revising MDCB's Roadmap to ensure measurable, impactful progress towards organizational goals.

This workshop reaffirmed MDCB's commitment to **sustainable growth, strategic investment, and shareholder value creation**. The insights gained will shape future initiatives and drive MDCB's vision forward.

Stay tuned for updates as MDCB moves ahead with the refined strategy, ensuring a strong and sustainable future!

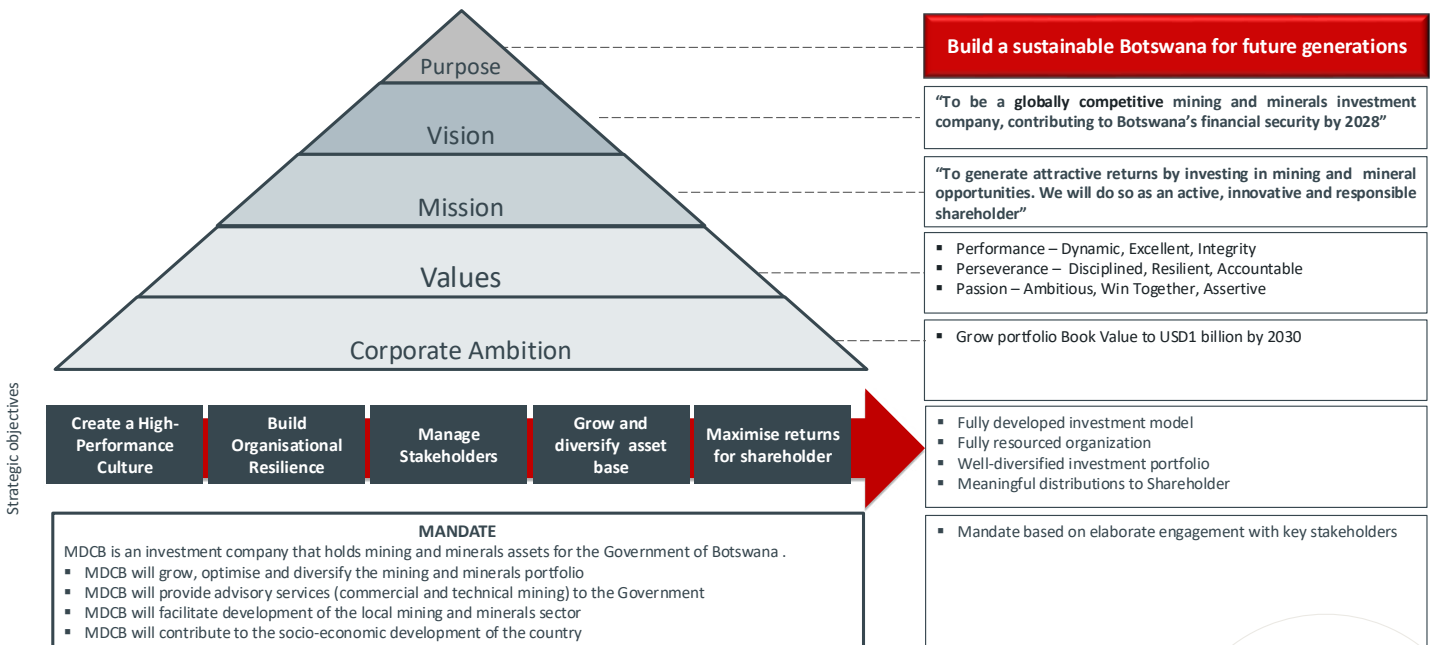
*#MDCBStrategy #Leadership #Growth*



KNOW YOUR COMPANY

# MDCD Strategy in one page

Purpose, vision, mission, values  
and corporate ambition



# Positioning Botswana's Mining Sector for the Future

Strategic Reflections from the 3rd Women in Mining Botswana Organisation (WiMBO) Pitso 14–15 May 2025



By **Dr. Larona Sethunya Teseletso**

It was a privilege to participate as a speaker at the 3rd Women in Mining Botswana Organisation (WiMBO) Pitso, held on 14–15 May 2025 at the Grand Aria Hotel in Gaborone. Convened under the theme “Embracing Inclusivity and Resilience for a New Era,” the event brought together key stakeholders across government, industry, academia, and civil society to engage on the future direction of Botswana’s mining sector.

Representing the Minerals Development Company Botswana (MDCB), I contributed to the Fireside Chat on “Investing in Mining – Research & Development (R&D): A Practical Look at Case Studies from Other Countries.” Our discussion centred on how Botswana can strategically leverage R&D to unlock greater economic, social, and environmental value from its mineral endowment.

Key Takeaways:

• **R&D as a National Enabler of Mining Competitiveness**

In an increasingly complex global mining environment, R&D is no longer optional—it is a strategic imperative. We highlighted how targeted investment in R&D drives discovery, optimises production, and enhances ESG performance. The ability to generate and apply knowledge domestically is key to moving Botswana up the mining value chain.

• **Benchmarking Global Best Practice, Adapting Locally**

We drew lessons from mature mining jurisdictions—such as Canada and Australia—where long-term public and private investment in mining innovation has yielded significant returns. Botswana can adapt similar models, tailoring them to its geological context, skills landscape, and policy environment.

• **Institutional Collaboration and Policy Alignment**

Effective R&D ecosystems thrive on strong partnerships. Government, academia, and industry must co-create research agendas that address national and sector priorities. Strategic policy alignment—such as fiscal incentives, innovation hubs, and funding mechanisms—will be critical to crowding in private-sector participation.

• **Skills and Technology as Strategic Pillars**

To unlock the full value of R&D, Botswana must develop its human capital base—particularly in data science, mining engineering, geosciences, and environmental technology. Simultaneously, investing in automation, AI, and mineral processing technologies will enhance global competitiveness and sustainability.

• **Inclusive Innovation and Community Alignment**

R&D should also deliver inclusive outcomes. Localised research that integrates community needs and environmental priorities can help de-risk projects, enhance social licence, and attract values-based investment. Gender inclusion—especially the leadership of women in mining innovation—is central to resilience and progress.

**The Way Forward**

The Pitso reaffirmed that Botswana is at a strategic inflection point. With a rich mineral base, a stable policy environment, and growing investor interest, the country has the opportunity to become a regional leader in sustainable, innovation-led mining. But this will require deliberate, long-term investment in R&D capabilities, institutional coordination, and inclusive growth frameworks.

I commend WiMBO for convening a platform that not only elevated critical industry insights, but also advanced the agenda of inclusion, resilience, and sector transformation. MDCB remains committed to supporting national goals through data-driven strategy, innovation partnerships, and impactful investment.

# MDCB Hosts Successful Board Introductory Meeting with Staff

By **Langa Khumalo**

In a spirit of openness and organisational unity, the Minerals Development Company Botswana (MDCB) hosted a successful Introductory Meeting and Lunch with the Board of Directors, marking a significant step toward enhanced internal engagement and strategic alignment.

The session was designed to provide MDCB staff with the opportunity to meet and interact with members of the newly appointed Board, fostering transparency, trust, and a deeper understanding of the company's future direction.

In attendance were the MDCB Board of Directors, comprising:

- Mr. Oabile Mabusa (Chairperson)
- Mr. Phazha T. Butale
- Mr. Benjamin M. Mosigi
- Mr. Thabiso Mosime-a-Kelaotswa
- Mr. D.C. Mphoeng

- Ms. Mayibongwe Ramatebele
- Mr. Paul G. Ramokgalo
- Mr. Jacob A.R. Thamage

The Board members engaged directly with staff over lunch, where conversations revolved around strategic goals, personal growth, and the importance of cross-functional collaboration in achieving MDCB's vision.

Chairperson Mr. Oabile Mabusa expressed appreciation for the opportunity to engage with staff, noting that "people are at the heart of this organisation, and it is essential that we work together."

The session was met with enthusiasm and active participation from MDCB employees, who welcomed the opportunity to hear from the Board and share perspectives and experiences.



# Supporting the Girl child at Ramodibe Matebeleng Community

By **Lauren Mphoe**

MDCB recently participated in an important initiative to support the education of girls in the Ramodibe Matebeleng community. On Tuesday, June 10th, 2025, MDCB donated nine boxes of sanitary pads to Belabela Quarries, a local organisation working to keep girls in school.

Lack of access to affordable menstrual products is a major reason why many girls miss school or drop out entirely once they reach puberty. By providing sanitary pads, MDCB is helping to remove this barrier to education for young women in the community.

The donation was made possible thanks to the generous contributions of MDCB employees. While many individuals chipped in funds, the sanitary pad packages were purchased and donated collectively from MDCB itself.

At the handover event, the Procurement Specialist Ms. Galeboe Dikgang represented MDCB and presented the nine boxes of pads to representatives from Belabela Quarries. In recognition of MDCB's support, Belabela Quarries awarded the company with a certificate of appreciation.

Investing in girls' education is one of the most effective ways to uplift communities and break the cycle of poverty. MDCB is proud to play a small role in this important cause by partnering with Belabela Quarries.

A big thank you goes out to all the MDCB employees who donated to make this initiative possible. Your contributions are helping create a brighter future for girls in Ramodibe Matebeleng.



# MDCB Shines at the 29th Northern Trade Fair – 1st Runner-Up in Mining Category

By Lauren Mphee

Under the inspiring theme “Driving Economic Diversification: Innovation for Sustainable Growth,” MDCB proudly participated in the 29th edition of the Business Botswana Northern Trade Fair (BBNTF) – a flagship national event celebrating innovation and enterprise.

The MDCB Corporate Affairs team led the charge, setting up a vibrant and engaging exhibition booth designed to “take the company to the people.” Our stall was thoughtfully curated to communicate our brand, mandate, and strategic focus in a way that connected meaningfully with attendees across different sectors.

As part of the fair’s judging competition, MDCB’s exhibition was evaluated based on several key criteria, including: Creative use of space and branding elements, Accessibility and visitor engagement, Originality and innovation in display, Alignment with the theme, Professionalism and approachability of staff. MDCB was awarded 1st Runner-Up in the Mining Category, receiving a Certificate of Recognition and a Trophy at the official prize-giving ceremony. This recognition is a testament to our team’s creativity, professionalism, and commitment to excellence in representing the company and Botswana’s mining sector.

Winners – Mining Category  
Winner: Barloworld Equipment Botswana  
1st Runner-Up: Minerals Development Company Botswana (MDCB)  
2nd Runner-Up: MG Investments (Pty) Ltd.



## Mined Your Desk

By Langa Khumalo

### The Hidden Power of a Clean Workspace

In the minerals industry, precision, order, and discipline aren't just values we apply in the field or our strategic planning—they start at the most personal level: your desk.

We often hear the phrase “a tidy desk equals a tidy mind,” and while it may sound like a cliché, science and business leaders agree—there’s truth in it. At Minerals Development Company Botswana (MDCB), where attention to detail and operational efficiency are paramount, cultivating small habits like keeping a clean and organised desk can have a surprising impact on productivity, morale, and even professional image.

### The Desk as a Reflection of the Mind

A cluttered desk can be a silent source of stress. Piles of paper, coffee-stained mugs, and tangled cables don't just create visual noise—they compete for your focus. Research from Princeton University Neuroscience Institute found that physical clutter in your surroundings competes for your attention, resulting in decreased performance and increased stress.

On the other hand, a clean workspace signals clarity, control, and pride. It sets the tone for the day. When you start your morning with a clear desk, you're more likely to approach your tasks with focus and intent. It becomes easier to prioritise, respond quickly to new challenges, and spot opportunities, just like in the mineral exploration process.

### Professionalism Starts at the Desk

Your desk is often the first impression someone gets of your working style, especially in open-plan offices or when colleagues visit your space. A neat desk reflects professionalism, discipline, and respect for the shared work environment. It subtly conveys that you take your role seriously, value your tools, and are prepared for anything.

Just as we mine and refine raw materials into something of value, so too can we refine our daily habits. Keeping your workspace clean is a simple yet powerful way to embody MDCB’s values of excellence, integrity, and accountability.

### A Clean Desk Is a Safer Desk

Let’s not forget that safety isn’t just for the field. Slips, trips, and fire hazards can start with one misplaced item or an overloaded power socket. Maintaining a clean and orderly desk helps reduce these risks and supports a culture of safety in all workspaces, not just operational sites.

### Tips to “Mine” Your Desk Daily

- Clear it out at the end of each day. Make it a ritual to leave your desk ready for tomorrow.
- Digitise where possible. Reduce physical clutter by scanning documents or saving them to secure digital drives.
- Keep only what you need. Everything on your desk should have a clear purpose.
- Invest in storage solutions. Use trays, organisers, or shelves to keep materials in order.
- Wipe down surfaces regularly. A clean desk is not just neat—it’s hygienic.

# MDCB Celebrates Mother's Day – Honouring the Pillars of Our Society

By **Lauren Mphee**

On May 12, 2025, the Minerals Development Company Botswana (MDCB) hosted a heartfelt Mother's Day celebration, dedicated to recognising and appreciating the remarkable contributions of mothers within the organisation. Held in the MDCB conference room, the event was a joyous occasion that brought together mothers from various departments for an afternoon of warmth, gratitude, and reflection.

The celebration was opened by Mrs. Chipo Brown, HR & Administration Officer, who delivered an inspiring welcome message. "Today we honour the women who not only shape our families but also contribute meaningfully to our workplace and nation," she remarked. "Mothers are the backbone of our communities, offering strength, wisdom, and unconditional love."

## Sharing Stories of Strength

The programme featured inspirational talks from several MDCB mothers, who shared personal reflections on the journey of motherhood. Their stories full of perseverance, love, and triumph deeply resonated with attendees, reinforcing the shared bonds and experiences that unite all mothers.

## Honouring Outstanding Mothers

As part of the celebration, MDCB recognised exceptional mothers within the company who continue to demonstrate unwavering dedication both at home and in the workplace. Gift hampers were presented as tokens of appreciation to the mothers, acknowledging their ability to balance professional excellence with nurturing roles in their families.

## Moments of Joy and Connection

The session also featured a delightful buffet of finger foods, providing an opportunity for attendees to relax, socialise, and celebrate in a vibrant, festive atmosphere. The spirit of camaraderie and appreciation was evident, with laughter and conversation flowing throughout the afternoon.

The event not only created cherished memories but also reinforced MDCB's ongoing commitment to recognising the vital roles women and particularly mothers play in the growth and strength of both the workplace and society.

MDCB remains steadfast in its efforts to support and uplift the women who continue to shape our world. The 2025 Mother's Day celebration stands as a beautiful testament to that dedication.



# MDCB Laces Up for Wellness at the 2025 Gaborone Diacore Marathon



By **Langa Khumalo**

The Minerals Development Company Botswana (MDCB) proudly joined thousands of participants in the highly anticipated 2025 Gaborone Diacore Marathon, reaffirming its commitment to employee wellness, team spirit, and community engagement.

MDCB staff members turned out in full force, proudly donning the company's colours and displaying enthusiasm, discipline, and resilience throughout the event. The team was led by three standout performers — Neelo Obusitse, Kabo Galefete, and Kerapetse Mooketsi — who successfully completed the 21KM half marathon, showcasing remarkable endurance and determination.

The remainder of the MDCB team embraced the challenge of the 10KM run, crossing the finish line with pride and high spirits. The event highlighted the importance of physical health, mental well-

being, and camaraderie in achieving both personal and professional excellence.

In recognition of their efforts, all MDCB athletes were treated to a well-deserved post-race massage, a thoughtful touch that reinforced the organisation's care and appreciation for its people.

Beyond fitness, the marathon served as a unifying moment — a chance for employees to bond outside the office, support each other, and represent the company in a positive, community-focused light.

As MDCB continues to build a high-performance culture, initiatives like these reflect the company's belief that investing in people extends beyond the workplace — into their health, happiness, and holistic development.

## MDCB Wellness Digest

By **Lauren Mphee**

**A**t MDCB, we recognize that our greatest asset is our people. Just as Botswana's minerals are refined to achieve maximum value, we too must nurture our well-being to sustain long-term success. This newsletter marks a step toward cultivating a healthier, more engaged workforce—because when you thrive, MDCB thrives.

### MENTAL HEALTH SPOTLIGHT

Staying Strong in a High-Stakes Industry

Our Working environment can be intense at times—but your wellness remains a top priority. Here's how to stay mentally balanced and resilient:

#### Stress Management Tips

Use the 4-7-8 breathing technique before high-pressuring meetings (inhale for 4 seconds, hold for 7, exhale for 8).

Take mini breaks between sessions or site inspections to recalibrate your focus.

Breaking the stigma

- Your mental health matters. Remember: It's okay not to be okay. Seeking support is a sign of strength, not weakness.

### WORK-LIFE BALANCE

- Set a "hard stop" time for work emails to safeguard personal time. Your work and your loved ones—deserve your full presence.

### MDCB FITNESS CHALLENGE: PICK YOUR TRACK

- Get moving and stay energised with one of these fun, daily challenges:
- 10,000 Steps a Day – Great for field and office teams alike.
- Burpees Builder – Start with 5 burpees a day and increase weekly.
- Desk Excises – Simple stretches to ease tension during work hours.

### WELLNESS CORNER: INSPIRED WELLBEING

Ergonomic Workspace Tips

- Keep your feet flat, and your screen at eye level.
- Set a timer to stand and stretch every 30 minutes—your spine will thank you!

Eat Like a Pro

- Energy-Boosting Local Foods: Add moringa, lean beef, and sorghum to your meals.
- Hydration Reminder: Dehydration can reduce focus—keep a water bottle handy throughout the day.

### CLOSING THOUGHT

"Botswana's minerals are built to last—and so are we. Let's invest in our health with the same diligence we apply to our work."

# Beware the Burnout Monster

The Importance of  
Rest and Rebooting in  
Today's Demanding  
World



By **Langa Khumalo**

In the rush of deadlines, meetings, and deliverables, it's easy to fall into the trap of always being "on." At first, it feels like dedication. Then it becomes habit. Eventually, without warning, it starts to cost you—your focus, your creativity, your health. That creeping cost? It's called burnout.

At Minerals Development Company Botswana (MDCB), we're no strangers to high performance and ambitious targets. But even the most well-oiled machine needs to pause, cool down, and refuel. It's not a luxury—it's a necessity.

## What is Burnout?

Burnout is more than just feeling tired. It's a state of emotional, physical, and mental exhaustion caused by prolonged and excessive stress. Symptoms include:

- Chronic fatigue, even after rest
- Detachment or loss of motivation
- Irritability and reduced performance
- Difficulty concentrating
- Frequent illness or headaches

If ignored, burnout can derail careers, damage relationships, and have long-term health consequences.

## The Myth of Endless Productivity

In many workplaces, there's an unspoken badge of honour around being busy. Working late, skipping lunch, or answering emails at midnight is sometimes mistaken for commitment. But science tells a different story.

According to the World Health Organisation, burnout is now officially recognised as a workplace syndrome. Research shows that prolonged overwork leads to diminished productivity, poor decision-making, and increased absenteeism. In contrast, well-rested employees are more creative, focused, and emotionally resilient—all qualities needed for innovation and leadership.

## Rest is Strategic, Not Selfish

Rebooting is not a retreat—it's a strategy. Taking time to rest helps your brain consolidate memory, process information, and make connections. It gives your body the recovery it

needs to stay strong. It restores balance to your emotional wellbeing.

You wouldn't run high-grade machinery 24/7 without maintenance—so why run your body and mind into the ground?

## Practical Ways to Reboot

- Take your leave days. Don't stockpile them. Rested employees return with sharper thinking and renewed energy.
- Create healthy boundaries. Don't normalise working late into the night. Logging off on time is a sign of balance, not laziness.
- Break during the day. Step away from your screen. Go for a walk. Breathe. Reset.
- Sleep well. Aim for 7–8 hours of quality sleep. It's one of the best investments in your well-being.
- Talk about it. If you're feeling overwhelmed, speak to a colleague, supervisor, or wellness officer. Silence enables the Burnout Monster to grow.

# ImmuniOre Smoothie

Excavate your health with nature's richest immune boosters.

## Ingredients:

- 1 large orange – Vitamin C-rich and immune-boosting
- 1 kiwi – Antioxidant-packed for cellular defence
- ½ cup pineapple chunks – Anti-inflammatory and rich in manganese
- 1 small carrot – High in beta-carotene (vitamin A precursor)
- ½ tsp fresh ginger – Clears sinuses and supports digestion
- Juice of ½ lemon – Extra vitamin C and detox support
- 1 tbsp chia seeds – Loaded with zinc, iron, and magnesium
- 1 cup cold water or coconut water – Hydration and electrolyte balance
- Optional: 1 tsp honey – Natural antimicrobial properties

## Directions:

1. Blend all ingredients until smooth.
2. Serve cold, garnished with a sprinkle of chia or a citrus twist.

## Why "ImmuniOre"?

Like the richest mineral veins hidden beneath the surface, this smoothie is packed with vital nutrients essential for strengthening your body's defence systems—especially in the harsh "climate" of winter.

- **Vitamin C** – Supports immune cell function
- **Zinc & Iron (chia seeds)** – Critical minerals for immunity
- **Beta-carotene & Antioxidants** – Protect respiratory health
- **Ginger & Pineapple** – Natural anti-inflammatory and decongestant agents



## Contact Details

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

🏠 Plot 74358 , 1st Floor, Acacia House,  
Prime Plaza, New CBD

✉ Private Bag B055, Bontleng,  
Gaborone, Botswana

☎ Telephone: +267 3810300

✉ Email: [Enquiries@mdcb.co.bw](mailto:Enquiries@mdcb.co.bw)

📠 Fax: +267 3900616



**Minerals  
Development  
Company  
Botswana**