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CHAMBER OF MINES OF NAMIBIA - ANNUAL REVIEW - 2011/12

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CHAMBER OF MINES OF NAMIBIA

- ANNUAL REVIEW -

## RECOGNISING OUR RESPONSIBILITY



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## Making a Difference to the People of Namibia

This year's Chamber Review is very different from previous years. This year we wanted to get behind the usual facts and figures we normally present in the Review to highlight the amazing stories about what Namibia's mining companies are doing for the people of Namibia over and above the business of mining.

During the past year and more we have tried to put across how much our industry does for our economy in terms of economic growth, jobs, exports, tax revenues, skills and the significant "multiplier effect" that the mining industry has on the wider economy. It cannot be emphasised too often that, without a vibrant mining industry, Namibia's economy would struggle to pay its way in the world and uplift its people. As well as publishing our Annual Review and putting information on our website, we have introduced a quarterly newsletter and taken our message directly to the people through a series of stakeholder engagements. But facts and figures only take you so far.

“..our plea to Government, enact policies that maintain the health and vibrancy of the mining and exploration sector and we will do our bit, not only in growing the economy, but also in achieving our common goal of uplifting the people of Namibia.”



As this Review shows, our mining industry makes a difference to so many peoples' lives in so many different ways. We invited Chamber members to contribute details of the initiatives they thought were of greatest interest to our stakeholders.

This Review is the fruit of this invitation. It is not a comprehensive account since many more mines are involved in many more initiatives but it gives a good flavour as to how we are making a difference: to the development and health of the communities we interact with, to the education and skills of people beyond our immediate workforces, to new business development, to Namibia's extraordinary environment and wildlife upon which so many people ultimately depend, and to sport.

Without a thriving mining sector none of this would be possible. And this is our plea to Government, enact policies that maintain the health and vibrancy of the mining and exploration sector and we will do our bit, not only in growing the economy, but also in achieving our common goal of uplifting the people of Namibia.

Mark Dawe  
Chamber President  
November 2012





“ I have learnt many things in my working life thus far but the most important thing has been the mutual respect we have for our fellow workers and clients alike,” Kangura says. “Showing faith in people brings out the best in them and by the same token, we’d like to thank the Langer Heinrich Uranium mine and specifically Jacques Uys, for showing faith in us. ”

*Morgan Kangura  
Erongo Scaffolding  
Langer Heinrich Mine*

# DEVELOPING OUR SMEs

## Hydroponics Gardening for #Gaingu

To help stimulate economic growth in the #Gaingu Conservancy, AREVA Namibia organised training in hydroponics gardening. Hydroponics is a system of growing vegetables in containers filled with water and nutrients. It is suitable for areas like Spitzkoppe where the soil salinity and high evaporation rate rule out traditional gardening practices. AREVA Namibia has provided a range of materials including crates, plastic, seeds and fertiliser for the community to set up the gardening scheme in Spitzkoppe.

## Sticking to our Knitting

In 2011 AREVA Namibia sponsored six knitting machines for a community group in Mondesa, Swakopmund. The aim of the project is to tackle unemployment - particularly amongst women - and to assist previously disadvantaged Namibians. The project will produce locally-manufactured high quality knitted goods for sale to schools and the community.

## Helping the Smallest Businesses

AREVA Namibia has continued to support the Erongo Development Foundation's Erongo Micro-Finance Credit Scheme for SMEs. The scheme provides SMEs with access to micro loans and financial training in the management of these loans. The scheme helps empower mostly women who are operating their own businesses and through these enhancing employment and alleviating poverty.

## Trading Places

Given the current lack of formal business outlets in Arandis for micro SMEs and informal traders, AREVA agreed to assist the Arandis Town Council in financing the construction of an SME Market. Many small traders currently operate from residential premises. The new facility will serve as a base from which to trade fresh produce, baked goods, clothing, which will help to diversify the town's economy.



## Erongo Scaffolding – A Show of Faith

A very unpopular employment policy of 'last in, first out', especially during uncertain economic times, can seriously undermine any average employee's confidence. But one Namibian individual used this as his inspiration to rise to far greater things.

Morgan Brown Kangura had worked for a scaffolding contractor at the Skorpion Zinc Mine at Rosh Pinah during 2004. When the company's contract expired, he, along with several of his colleagues, was retrenched. Fortunately, another contractor offering similar services, needed personnel but here Kangura and his fellow workers were told in no uncertain manner that as they were the last in, they were bound to be the first out, especially if they did not meet required performance standards.

"We were tasked with dismantling scaffolding surrounding an 18-metre high tank in the Skorpion process plant," Kangura tells us. "We were told that if any section of the scaffolding fell into the tank, we had as good as dismissed ourselves and coupled to the fact that we were the last to join the team, our employer made it clear that he did not have much faith in us."

But under this type of pressure and having to protect his livelihood, Kangura took the lead and, guiding his colleagues, made absolutely sure that the scaffolding came down orderly and with no bits falling into the process tank.

Soon after this another challenge was put to the scaffolding team. A replacement flange was urgently needed on top of a 16-metre high limestone tank but there was not enough scaffolding material to build a tower from below. Again one Morgan Kangura stepped into the breach when he used the available scaffolding to construct a hanging platform, thus enabling workmen quick and safe access to the awkwardly positioned flange.

By the next year, Kangura had become the undisputed team leader and his employer admitted that, although he had been hard on this late arrival to the

team, he had to concede that Kangura had risen to the occasion and had shown what he was made of.

"In 2006, our employer called me in and told me to pick our best ten men to accompany me to a new project at the Langer Heinrich Uranium mine project near Swakopmund," Kangura says. "But, he said, I don't expect you guys to last long as the client is Australian and Australians are very strict about site safety."

"And they were strict," Kangura continues. "I recall when we first arrived; we had to wear our personal protective equipment (PPE) from the gate to the contractor accommodation unit, without us even going near the construction site. This was a real eye-opener for us all."

On a big and busy site such as the one the Langer Heinrich Uranium mine project turned out to be, there was not one but a total of four companies engaged in erecting scaffolding. Competition among similar companies again proved a motivating force as, by the end of 2006, Kangura and his team were named as the foremost scaffolding team on the site and for this they now received official recognition.

"We were asked to build the stage for a ceremony in the construction village and our bosses even flew in from Johannesburg to see us being awarded with certificates and prizes for being the best scaffolding team on the site," he says proudly.

And so, one solid performance begat another and Kangura and his team of scaffold erectors saw their company's contract being extended time after time.

By the year 2010, the Langer Heinrich Uranium mine, now in production but continuing with phased expansion, advertised for a full-time scaffolding contractor. Colleagues and friends encouraged Kangura to start his own company and submit a tender for the work as they believed he had the mettle to pull it off.



"Although I was still gainfully employed, I was very encouraged when Jacques Uys, the mine's Planning Team Leader hinted that the mine would buy their own scaffolding material and that the contractor would simply need to supply labour," Kangura says. "This I thought is totally do-able."

And so with help from his brother Martin, Morgan Kangura bought a shelf company and under the name of Quick Investment 40, completed the tender documents and sat back to await the outcome. It was an agonizing wait, made worse by the fact that his present employer also tendered. But in the end, hard work and solid performances paid off and soon after being awarded the contract, his employer's contract was terminated and he was free to take his former team mates on board of his newly launched closed corporation. A friend and colleague of long standing, Nanguti Mattheus, is a partner.

"We're proud to be associated with the Langer Heinrich Uranium Mine where we believe we've been given a real opportunity to add value to the mine and its holding company, Paladin Energy Ltd," Kangura smiles.

"We do believe though that we've earned the privilege to be here and in doing so, helping everyone on the mine to work safely. Just as we've been given an opportunity to forge ahead, we will in turn uplift our own people with training. Although Nanguti and I personally check each bit of erected scaffolding, we're presently training Edmund Karunga to become a scaffold inspector."

Kangura gives credit to his former employers for teaching him about the business. He has also learnt that the business will not succeed without the financial side being managed and for this purpose, has appointed Levinia Kamuvaka to pay the bills and wages. Levinia is the only woman in the twelve-strong male line-up but her experience gained in financial administration makes her an important member of the team.



*Eva Kamuguma - Evaflo, Namdeb*

## EvaFlo - a Diamond in the Rough...

...that became a sparkling gem with the Namdeb foundation's assistance.

Everybody dreams of financial independence and taking control of their own life and the direction its taking. For most of us it remains a dream, but some people take matters into their own hands and make it a reality. Eva (Evangaline) Kamuguma, a former employee of Namdeb did just that. With the assistance of the Namdeb Foundation, she is the proud owner of EvaFlo Investments close corporation, a cleaning and facilities management company which now employs 23 people and has started expanding into new activities.

Aunty Eva started working for AngloAmerican (the predecessor to Namdeb) in 1984, as a cleaner and later as a tea lady. She always dreamed of a bigger and better job. Not just for herself and her own development, but especially for her four small children and husband. By taking initiative and continuously taking on any and all tasks she was given, she began to be noticed by supervisors at the company. They were so impressed with Aunty Eva's attitude and ability to grasp and perform the duties she was given, with the minimum of supervision, she was quickly promoted. Not only was she promoted, but AngloAmerican arranged for her to follow a one year course in Front Office Administration at the Polytechnic of Namibia. This allowed her to further develop her skills so she was no longer just in charge of cleaning but also started to get involved in the organising of events as well as filing and front office duties.

Seeing opportunities for herself, Eva took the bold step of leaving Namdeb in 2007 to fulfil her vision to own a cleaning company. She applied for a voluntary separation package and started to embark on pursuing her dream of becoming a business owner and entrepreneur. With the assistance of the Namdeb Foundation, this fledging entrepreneur was given the financial resources and know-how to establish the cleaning company she had dreamed of. From writing a business plan to giving guidance and insight into how to actually start and manage a business and employees, the Foundation was there every step of the way.



“ The assistance that the Namdeb foundation has given us as EvaFlo has been very valuable. I always dreamed of owning my own company, but that it would turn into this, I could not ever have imagined. The employees, Flora and I are very grateful to the Namdeb Foundation for their help and believing in us. ”

*Eva Kamuguma  
EvaFlo, Namdeb*

The support from the Foundation meant that EvaFlo Investments close corporation became a reality. The assistance that the Foundation provided allowed EvaFlo to tender for larger cleaning contracts. The small cleaning business was ultimately successful in winning tenders, including winning Namdeb's cleaning contract, allowing the company to go from strength to strength and hire more staff.

EvaFlo continues to grow and is no longer just a cleaning company but has diversified into catering and total office facilities solutions. The success that they have achieved is their own, through hard work and dedication, especially from Aunty Eva and her partner Flora Seibes.

The Namdeb Foundation and Namdeb itself were instrumental in the realisation of Eva and Flora's dream. The Namdeb Foundation is the organisation that incorporates all of Namdeb's corporate social initiatives into one social investment. Since the inception of the Namdeb Social Fund (NSF) in 1994, Namdeb has donated more than N\$20 million to various beneficiaries, including EvaFlo. The Namdeb Foundation continues to invest in SMEs and does so to not only give back to the communities, but also because Namdeb and the Namdeb Foundation believe that taking charge of your own life and owning your own business is good for the individual as well as the Namibian economy. EvaFlo has certainly proved them right as the company continues to expand and provides employment and livelihood to 23 employees and their families.

## From Macro to Micro

Rössing helps micro enterprises establish themselves.

In 2011, the Rössing Foundation, alongside the Development Foundation and Bank Windhoek renewed a Guarantee Fund Investment Agreement in terms of which credit is made available to micro enterprises in the Erongo Region that show growth potential. The last year saw the Foundation contribute N\$250,000 towards this fund, which awarded loans to 38 micro enterprises which were unable to source funding from commercial banks.

## Partnering the Poly

With the high demand for goods and services within the Namibian economy, Rössing has contributed significantly to an increase in the 'multiplier effect' where spending by one company creates income for and further spending by others leading to a long chain of value addition throughout the economy. Although it is often believed that the mining industry creates relatively few jobs in comparison to other sectors, there is little doubt that mining can make a significant contribution through the creation of secondary jobs through contractor companies and businesses.

In line with this approach, Rössing has upped its efforts to push for greater value addition in the communities in which it operates by entering into a partnership with the Polytechnic of Namibia's business development programme for SMEs. The programme aims to create a self-sufficient and sustainable business community within the Erongo Region. Late last year, the first class of participants graduated from the programme. A total of six small businesses are now better equipped to manage their affairs.



*SME development in Arandis*



*New business park supported by Rössing Foundation*

## Procurement Potential

From a procurement perspective, Rössing Uranium spent N\$2.6 billion in 2011, of which N\$286 million was utilised as capital expenditure. Despite challenges in sourcing local goods and services, a significant amount of the mine's spending which amounted to N\$1.7 billion was allocated to Namibian registered suppliers (N\$520 million) and the rest to South African and international suppliers (N\$466 million).

Even with 60 percent of the mine's procurement budget being spent locally, the challenge still remains for the mine to increase its local procurement spend on SMEs and previously disadvantaged local suppliers and an internal target, and progress reports are regularly presented to at the company's Board of Directors.

Moving forward, as part of their strategy to deliver value, suppliers may be awarded longer-term contracts with year-on-year savings targets. Additionally, suppliers will be challenged to deliver continuous improvement strategies and encouraged to offer rebates that will be channeled to develop the local community and support charitable work.

## Goats Against Poverty

The Skorpion Zinc Karas Region Goat Project was launched during the official Karas Region 12th Namibian Independence celebrations held in Karasburg. As a company that prides itself in fostering the entrepreneurial spirit and being a leading socially responsible company, the Skorpion Zinc Karas Region Goat Project truly embraces these virtues by reducing poverty through economic growth in the agriculture sector. This project is aimed at reducing poverty by supporting the Karas Region's inhabitants with a sustainable, socially and economically sound innovative strategy. With this project the company hopes to improve the livelihoods of 16 marginalised households in a deliberate attempt to capitalise on the Karas Region's comparative advantages in the production of quality small stock and thereby increase the incomes of poor Namibians.

The project is designed to be sustainable over the long-term and provides benefits to a wider group of beneficiaries through the multiplier effect as some of the offspring produced will be given to a further set of beneficiaries who will in turn reciprocate the process. This essentially creates a perpetual fountain of beneficiaries from the Skorpion Zinc Goat Project that will hopefully continue for many years. The original 450 goats used to establish the project were purchased from local communal farmers thus directly injecting cash into these rural families.



## Uranium puts Hendrik in the Driver's Seat

Any new mining project relies heavily on people to do the essential work to get it off the ground. These people all have one thing in common: they have to be transported safely to and from the site.

Without Swakop Uranium, Hendrik Blaauw and his company Corporate Logistics, would have never got off the ground. Hendrik runs a fleet of mini- and small buses to transport Swakop Uranium's employees and guests.

Corporate Logistics was founded in 2009 with a fleet of two Land Rovers and an 8-seater minibus. In those days, Hendrik relied heavily on airport transfers to establish himself.

"During that same year, I started transporting people for Swakop Uranium. The demand was such that I could justify buying two 21-seater buses, which was the stimulus that my company needed at the time," he says.

Corporate Logistics employs eight people, four of whom are drivers. All drivers have Code 10 licences and Public Driver Permits, allowing them to transport people. They also undergo additional training in First Aid and the rudiments of transporting dangerous goods such as liquid petroleum gas (LPG) and oxygen cylinders. With several round trips from Swakopmund to Swakop Uranium's Husab Mine site daily, a single trip of 200 km can quickly multiply into several thousand km each month. "We currently travel about 2,300 km for Swakop Uranium alone each month and I expect that this will increase as the project develops," Hendrik adds.

"We certainly don't cut corners on the maintenance of our vehicles, as this would jeopardise the safety of our passengers," he explains. "Our vehicles are maintained by the original equipment suppliers and we keep a stock of new tyres to ensure our vehicles are always roadworthy."

“The growth we are experiencing is exciting, but I will always be thankful to Swakop Uranium. The faith that the company showed in our small company was instrumental in helping us to get established so quickly.”

*Hendrik Blaauw*



*Hendrik Blaauw with Tanya Burger, Office Administrator, viewing the various certifications received.*

As a condition of Corporate Logistics' transport licence, the vehicles undergo strict roadworthy tests every year. The company is also registered with the Namibian Tourism Board.

Corporate Logistics recently added a new dimension to its business by obtaining a permit to transport radioactive material. Hendrik feels this bodes well for the future of the company, given the number of uranium exploration sites and uranium mines in the Erongo district.



## Quality Food No Pie in the Sky

"Our business received a huge boost since Swakop Uranium's arrival on the scene," admits Conny, a born and bred Namibian. "I learnt about food, its purchase and preparation and how to market it, at my mother's knee," Conny says. "She owned a fast-foods outlet in Swakopmund in the 1990s."

When Swakop Uranium hosts visitors to the proposed Husab Mine site, they are often treated to tasty lunch packs or a picnic at one of the camp sites. "Where do you get the food from?" the guests often want to know.

The answer is "blowing in the wind" because the food comes from the **Free-Fall Pub at Swakopmund's airport**, a haven for skydivers, pilots and flying enthusiasts. Owned by Conny Marais and her husband, Eddie, the pub is a literal oasis in the desert.

While the Free-Fall Pub has had a growing clientele since the couple took it over in 2005, Conny believed that they could add value by doing a limited amount of outside catering. "We're very careful about what we serve clients who request our catered meals and lunch packs," Conny emphasises.

"Although we can confidently cater for up to 200 people, we are conscious of quality and service. We select the meat we use and make our own hamburger patties and schnitzel cuts," she explains. "Apart from unquestionable quality in food preparation and presentation, we set ourselves uncompromising standards in hygiene and cleanliness."

You won't catch her skydiving but her husband and children certainly do. Eddie has close to 12,000 jumps to his name, her daughter Zandy is fast nearing the 320 mark, while her son, Jean, is already adept at packing parachutes.

*Conny Marais (left) and her daughter Zandy prepare a hamburger at the Free Fall Pub.*



*The reputation of Ellie Nowases and her daughter Paulina Gaoxas has stretched as far as Karibib where that municipality is looking to set aside land for similar entrepreneurial ventures, encouraging their own inhabitants to grow vegetables and flowers.*

## Lettuce Grow our Business

Employee or not employee? That was the bold question that is now bearing fruit for one brave woman ... and the town of Arandis.

When Ellie Nowases asked herself whether she was going to be an employee or an employer, she took one look at her green fingers and decided that she had the ability to grow far more than healthy vegetables.

She had the ability to grow a sustainable future for her family and her community. Ellie worked as a supervisor for a team of cleaners at the Rössing mine and had started a sideline business of flower arranging. When a community vegetable cultivation project in Arandis hit sustainability problems, Ellie decided to step in.

"I asked myself whether I wanted to continue being an employee or whether I should take the bold step and become my own boss," she says. "With the training I was getting from Florida Husselmann, CEO of the Arandis municipality, and the financial backing of a sponsor, I felt confident to tackle this challenge head-on. I'm proud to say that not only are we doing well with cultivating vegetables, but we've also managed to train some people as part of our commitment."

Ellie took over the vegetable cultivation project and soon established herself as the one person with truly green fingers in Arandis. "We grow our vegetables in wooden boxes that we make up from scrap wood donated by various mines," Ellie says. "To protect the plants from the harsh Namibian sun, we cover the growing areas with shade-cloth."

Her spinach, lettuce, green peppers, tomatoes, parsley, cabbage and carrots are in big demand in Arandis. The demand comes from the town's inhabitants as well as the local supermarket and restaurant. According to Ellie, the town-folk love coming to the garden and picking the vegetables themselves to take home produce as fresh as it comes.

Another aspect of their business is supplying businesses with shrub-like plants for office foyers and public areas.

"We also buy artificial flower petals from a Chinese shop in Windhoek and add them to sticks we find lying around," says Paulina Gaoxas, Ellie's daughter. "Our fresh flower arrangements are very popular for weddings and funerals and special occasions like Mother's Day."

### Hydroponics for Ellie

As a result of her success, Ellie was offered the chance to grow vegetables using hydroponic methods. The hydroponic project had been run as a pilot project and Ellie's success with the conventional growing method prompted the Town Council to offer her the chance to make this project work as well.

"Hydroponics means that you grow plants in nutrient-rich water, without the use of soil as a growing medium," Ellie explains. "Take lettuce as an example: the seedlings are wrapped in foam strips and planted in holes cut into polystyrene boards, which float on the water's surface. This helps to regulate the water temperature, isolating it from the hotter ambient temperatures."



"Hydroponics is something new to us and we've been grateful for the training we've received in irrigation methods, fertilisers, insecticides and seedling production," she adds.

Florida Husselmann is perhaps Ellie's biggest fan and for good reasons. "We believe that good things come to good people because Ellie and her team are passionate about what they do. They have been successful entrepreneurs as they have been prepared to take risks and commit themselves totally to the challenge."

### Hydroponics for the Region

The Swakop Uranium Foundation is excited about helping Ellie take her production under hydroponics to a new level, says Grant Marais, Swakop Uranium's Manager: Corporate Strategy and Business Development.

One of the first benefits of this backing showed itself when Ellie, accompanied by her mentor, attended a hydroponics course that was held in Pretoria, South Africa. "The two-day course was attended by 11 other people who came from all over South Africa. My mentor and I were the only people from Namibia," says Ellie. "It was a very informative course

and I learned many new and interesting things about cultivating vegetables the hydroponics way."

According to Grant, Swakop Uranium will also provide training in hydroponic methodology for Ellie's staff. "Once the training is complete and business plans have been agreed, we will also provide Ellie with the equipment and mentoring to expand and improve her production capability."

In an effort to broaden the training to benefit a wider audience, other budding entrepreneurs will also be invited to attend the hydroponic course in Arandis. "By broadening the focus, we hope to encourage the community to consider hydroponic vegetable growing as a means to support their families. Since hydroponics thrive in regions where there is limited water, our climate and conditions are ideal for this method of farming," enthuses Grant.

The grand vision is to ensure that Arandis is able to supply all households and businesses in Arandis with fresh vegetables in the future and then to provide Swakopmund as well.

Local is Lekker



## Mining and the Community Grow Vegetables Together

On 3 December 2010 Valencia announced a partnership with the Usakos Town Council and the Usakos Community which would see the start of the Usakos Community Vegetable Garden Project. Since then, significant progress has been made in turning it into a commercially viable vegetable business, servicing the needs of the Region. The Usakos Town Council demonstrated its commitment to the project by providing land, water and electricity. Valencia committed to providing the initial capital and covering the full operational costs for the first year and a continued commitment until the project became sustainable. Valencia has committed a minimum investment of N\$3.6 million out of which the 2012 budget contains N\$2.7 million.

The Usakos Project is but one key aspect of the Valencia High-5 Project, which is focused on social responsibility towards the Usakos community and its commitment to create job opportunities in the town. The Usakos community has been engaged at all stages of the project, from debushing the area, planting, harvesting, distribution and final marketing. The project will directly benefit at least 20 local beneficiaries each year, providing them with the necessary skills to start their own agri-business in the area where all can sell their produce through a common market to interested consumers. The scope of this project is such that it will indirectly benefit many community members.

Significant progress has been made at the project site. Since early 2011, the beneficiaries attended similar agricultural projects for familiarisation and training as part of their

programme. They then completed debushing and installed the irrigation system and fencing. Further, construction of office and nursing facilities were completed. Through the assistance of the Usakos Town Council, the project has a large well-suited parcel of land as well as supply of water and electricity to the site. Further, the beneficiaries have received on-the-job training in the preparation of the soil, the use of fertilisers and the actual planting and caring of the crops.

By mid 2012, cabbages, carrots, beetroot, onions, and lettuce had been planted in the open garden while green peppers had been planted in the nursery. The next step is to establish sales outlets and ensure that beneficiaries are suitably trained in the marketing and sales of their produce.

On 28 June 2012, Valencia announced the official opening of the Usakos Community Vegetable Garden Project. The Erongo Regional Governor, Cleophas Mutjavikua officially opened the project and the event was well attended by a number of special invited guests, the business people and community members in Usakos and stakeholders in the region.

To ensure sustainability and to encourage continued support to the project, a trust is being established with trustees consisting of members from the Valencia mining project, the Usakos Town Council, and elected members of the Usakos Community. Future plans for the Valencia High-5 project include a butchery, bakery, a wholesale outlet and a textile services provider for the supply of linen and repair of uniforms and protective clothing. Small transport services providers from the local area will be engaged to provide transport for the employees back to their homes when they are off shift.







# STRENGTHENING OUR COMMUNITIES

“ My greatest wish is to provide the children with the opportunity to live out their God-given potential ”

*Naftalina Mauha  
Tears of Hope, Rössing*

AREVA Namibia actively supports the communities living around the Trekkopje mine in areas of education, health, protection of vulnerable people, sports and culture, as well as sustainable development.

*Headman's new office at Spitzkoppe*



## Helping the Headman

The Headman's Office at Spitzkoppe was damaged by a storm in early 2011 and the #Oe !Gan Traditional Authority asked AREVA Namibia for assistance in either repairing or replacing it. The company offered a brand new modular building and construction and refurbishment were completed in late 2011.

## Securing the School

Another initiative in 2011 for Spitzkoppe was the construction of a new fence around the Katora primary school and hostel. The existing fence was in bad repair and too low to secure the premises against unauthorised entry.



## Oranjemund Town Proclaimed

Oranjemund was established to support the diamond mining activities of Namdeb. The town was recently proclaimed and the first ever Town Council was sworn in on the 23 March 2012. To date Namdeb Diamond Corporation has been responsible for all municipal services for the town. Proper planning and infrastructure development by the Town Council is required to manage the anticipated influx of people which will result in an increased population for the town.

While the Town Council is in its infancy, Namdeb will continue to render the municipal services and maintain the infrastructure of Oranjemund town. In 2011 Namdeb contributed a total amount of approximately N\$83 million towards the operational costs of running the town of Oranjemund.

## Ohorongo Otavi Community Trust

When Schwenk Zement came to Namibia for the first time in 2005, the town of Otavi was one of the first places visited. The town's charm and potential for growth and socio-economic development left a deep impression on the visitors. In order to play a contributing role in the development of Otavi, Schwenk's daughter company Ohorongo Cement joined forces with the Otavi Town Council and the Otavi business community and established the Ohorongo Otavi Community Trust (OOCT) on 13 August 2008 with an initial contribution of N\$100,000.

As specified in its Deed of Trust, the primary objective of the Trust is to assist the needy residents within the Municipality of Otavi to become self-sufficient, educated and responsible citizens so that they in turn are in a position to contribute towards the growth and development of Namibia.

With this long-term goal in mind, Ohorongo Cement in collaboration with the Otavi Town Council and Otavi community identified and executed a number of initiatives designed to make a positive contribution towards improving living conditions for the people of Otavi and ultimately boost the sustainable socio-economic development of the town. It is a sign of commitment that the Trust became active in Otavi long before construction of the Ohorongo cement plant was complete and any cement was produced.

### The Three Pillars of the OOCT

The Trustees, Ken Howes, Peter Koep, Heinz Kühl, Ndapewa Nambili, Hans-Wilhelm Schütte, and Moses Matyayi identified three focus areas, which they considered to have the greatest potential to improve the lives of the people of Otavi.

### Promoting Playtime

The first project tackled was the rehabilitation of the Otavi playground, which was in poor condition. Besides re-fencing the property and installing a new entrance gate, the playground equipment was refurbished and painted. Moreover, soft sand was distributed under the swings, slides, seesaws and roundtables. The frequent visits of the Otavi children to the playground suggest that this first project by the Trust was a real success.



## Support to those who Play a Role in Educating the Youth of Otavi

The youth of Otavi hold the future of the town and the advancement of Otavi in their hands. A number of good schools already exist in Otavi, but also here opportunities for co-operation and support between the Trust and the Ministry of Education exist, especially in terms of initiatives minding the youth during those hours not spent in school.

## Support to Medical Professionals Serving the Otavi Community

Access to good medical care is a basic human right which permits not only the physical wellbeing of an individual but is also an important precondition for the proper social and economic functioning of both the individual and the community. Although the health services provided by the Ministry of Health and Social Services through the Otavi Health Clinic are good, room for improvement exists, especially when it comes to non-core services such as supporting disabled people and people affected by albinism as well as training of medical personnel and provision of medical equipment.

## Improving our Infrastructure

The Otavi Town Council invests in the maintenance and development of infrastructure required to attract and retain businesses in Otavi offers a number of amenities to the citizens of Otavi. Such infrastructure is essential to the advancement of a community, both in terms

of economic development and social stability. The Trust recognises the opportunities to support the Otavi Town council in their effort to develop Otavi's infrastructure. Through the projects it supports, the Trust helps initiatives that are in the interest of these focus areas and it is always the intention in the medium to long term to leave the management of concluded projects in the hands of the Otavi community. Acceptance, co-operation and initiative from the side of the Otavi community and authorities are therefore essential to the effectiveness and impact of the Trust. The Trust has no illusions that its initiatives will change Otavi over night. Rather, under the motto "Together we'll grow from a village to a city", the Trust believes it can contribute to the steady socio-economic development of this small town.

So far the Trust has proven successful in winning partners from the local and national business community, non-profit organisations as well as private individuals. All donations and contributions are carefully accounted for to allow no opportunity for mismanagement. In support of this, international accounting firm PricewaterhouseCoopers agreed to conduct an annual audit of Ooct free of charge. Although every contribution, no matter how small it appears, is invaluable to the continued effort of the Trust to improve the living conditions of the Otavi community, it is important to mention three loyal partners to the Trust, namely SUPPORT e.V, the First National Bank Foundation and Agra Co-operative Namibia.



## Using the Sun to Banish Cold Showers

Together with the Ohorongo Otavi Community Trust, Namibia Engineering Corporation (NEC) and the First National Bank Foundation, installed four 300 litre solar water systems in the dormitories of the Johanniter Heime Khoab Otavi. The previous warm water systems in the dorms had been out of order for a while, resulting in cold showers of the pupils aged between preschool levels to grade 7. This condition did not favour good hygiene or general health of so many children living together, not to speak of the physical discomfort of the children while taking a shower, especially during winter. With the newly installed Solarhart system, the times of cold showers are finally over.

The Johanniter hostel was established by a group of Otavi farmers together with the Johanniter Hilfswerke during the late nineteen eighties to accommodate the children of the farm workers. Other Otavi hostels were filled to capacity and could not accommodate any more children, leaving many farm children without residence, thus jeopardising their access to school. Today the hostel accommodates 110 pupils and consists of three dormitories and one canteen, in which the children also do their homework. The children of the hostel are under 24-hour supervision and pupils also receive assistance with their homework.

## Continuing to Work

Rössing believes that by understanding the diversity of the communities in which it operates and through continuous interaction with them, the company is able to respond to communities' concerns and needs. The Rössing Foundation was established by Rössing Uranium in 1978 through a Deed of Trust to implement and facilitate its corporate social responsibility activities within the communities of Namibia. The Foundation undertakes a range of activities across a broad spectrum of community development areas, mainly within the Erongo region. These include support to the town of Arandis as well as investment in the fields of education, health, poverty alleviation, innovation, environment, and enterprise development. Over the past five years, the Rössing Foundation has spent over N\$120 million on a variety of programmes of community upliftment.



*A group of entrepreneurs in front of the Arandis Trade Centre, part of the Arandis Constituency Development Committee initiative to provide space for local entrepreneurs to exhibit and sell their products in order to generate income.*

## A Sustainable Town

The Foundation continues to support Arandis in its bid to become a sustainable town beyond the lifespan of the surrounding mines. To this end, 2011 saw several activities resulting in positive outcomes. One of these was a new service station for Arandis developed through a tripartite agreement between the Arandis Town Council, Puma Energy and the Rössing Foundation.

Another highlight was the successful construction of 11 trading units for SMEs. In 2011, an additional six were developed. These developments form part of the town's SME development strategy and were secured by the Arandis Town Council through the office of the Erongo Regional Council.



*Dirk Heinrich from the Allgemeine Zeitung receiving the Journalist of the Year 2011 award*

## Journalist Awards

Media Institute of Southern Africa Namibia Awards, MISA Namibia hosted its' annual Namibia Media awards on 23 November 2011. This is the occasion when the institution recognises journalists in Namibia for their hard work and providing the public with educational material on what is going on in the country and in global village. Skorpion Zinc contributed to this event by sponsoring the ultimate prize to the Best Journalist of the year 2011. Skorpion believes that the media is responsible for reflecting the values of society and creating new ones. This would not be possible if we didn't have journalists feeding us vital information through the print media, television, and the Internet. Skorpion Zinc shares its appreciation of the work of Namibia's journalists by partnering with MISA Namibia for the awards.

## From School Shoes to Windbreakers

The rainy season of 2011 saw record high rainfall in parts of Namibia. Although this was seen as a blessing, many people suffered losses as a result. Skorpion Zinc heard the cries of those affected and came to their assistance by donating school shoes and windbreakers through the Ministry of Education. These items were given to 399 pupils in the Omusati education district and 196 in the Ohangwena Region. The company also donated 250 mosquito nets which formed part of a wider anti-malaria project.



## Tears of Hope Nourish Dreams

Squeezing 18 people into a two-bedroom, one-bathroom house is not just a matter of logistics. It is a question of love for Naftalina Mauha and the 17 children in her care.

While most people cannot begin to picture the living conditions in such a small house, Naftalina says there is space for everyone to sleep at night, and preparing for school in the morning goes smoothly, despite having only one bathroom.

This situation is going to change in the foreseeable future, thanks to the assistance and sponsorships of several people and companies, including the Swakop Uranium Foundation.

The home is now registered as a welfare organisation called Tears of Hope, a name that links to the suffering of the children but with the promise of hope that people will help to improve their living conditions.

### There's no saying "no"

But how did Naftalina land up sharing a house with so many children? "It all happened gradually," she explains. "Way back in 1976 a child was entrusted to my care. I was 17 at the time. A few years later I started to care for my young nephew and I now had two children to take care of. In 1984 I moved to Mondesa, Swakopmund, in search of a job and yet more children came to live with me. At that stage I turned my home into an informal safe house for adults and children in need."

Naftalina takes care of the children whose parents ask her to do so.

A purpose-built orphanage would improve Naftalina and her foster children's living conditions immensely, but at a cost of around N\$400,000 this seemed an impossible dream.

However, the trustees of Tears of Hope have already managed to raise the bulk of the money and the Swakop Uranium Foundation has pledged N\$70,000 that will go towards a girls' dormitory in the new orphanage.

Steven Ambabi, Chairperson of the Swakop Uranium Foundation, says: "No one wants to see children roaming the streets because they have no home. Naftalina is doing a great job keeping these children off the street and providing them with shelter and other basic needs." During a visit to Naftalina's home, it was evident to the trustees that the children were well taken care of. "Their confidence, happiness and trust belie their circumstances."

“ I see a need in the community and I cannot say no. I am motivated by the positive change in the children’s lives after they have joined me. At least I know that they are better off than children who end up living at a dump site or on the streets. ”

Naftalina Mauha  
*Tears of Hope, Rössing*

## Discovering what we are

Naftalina became an Aids Action volunteer in 2002 and qualified as a counsellor and care-giver. She engaged women from the DRC settlement in Swakopmund and soon realised that those women who were infected with HIV would hide from the community, resulting in their children being neglected. During this time, she discovered many children who had been orphaned when their parents died of Aids, and began to take them into her home.

She approached the Erongo Governor in 2003 when she had just six children in her care. “I asked the Governor to put the children in foster care. Because the children were entrusted to me by their biological parents, the Governor said I should rather register a welfare organisation.”

It took almost five years to register as a welfare organisation. During that time three more children were brought to her and when the government officials came for their routine inspection, they noticed that Naftalina now lived with nine children. Because of the number of children she had in her care, she was advised to register an orphanage.

Registering as an orphanage came with its own set of conditions, which included bigger premises more suited to the number of people housed. This is where British nationals Ken and Doreen Mathews, who were in search of projects where they could lend a helping hand, got involved. They offered to help raise funds for a new orphanage, while the Swakopmund Municipality offered a piece of land at no cost, on condition that the Trust raised the funds to construct a new home of safety for Naftalina and the children. The new premises will accommodate 24 children. More than 80 percent of the money needed for the orphanage has been raised and it is expected that the rest of the funds will soon be sourced.

Help comes from everywhere. A firm of attorneys pays the municipal bill every month from the donations collected monthly from various businesses at the coast. Naftalina and the children also receive random donations of food, clothing and money, which goes into a fund for their daily needs. Five trustees were enlisted to oversee the management of local cash donations and one of the trustees does the home’s grocery shopping from this fund.

## Unemployed, yet still helping

A setback came when Naftalina lost her job a couple of years ago. The New Start centre for Aids counselling where she was employed, closed in 2010 and she’s been unemployed since. “It goes without saying that being unemployed makes it a bit tougher to make ends meet,” she says.

During school holidays, Naftalina loads the children onto arranged transport and they spend the holiday on her family’s communal farm in the Omatjete area, about 300 km from Swakopmund. Here the children learn to herd and milk while enjoying the open spaces. In trying to generate an income for the home, Naftalina sells freshly baked bread while she takes fish and canned food on her holidays to the farm to sell to the farming community. “I always look for ways to make an income to sustain the family,” she says.

“My greatest wish is to provide the children with the opportunity to live out their God-given potential,” says Naftalina. Although they do not have the ideal space to do their homework or study, the children get good grades and continue to pass. Tears of Hope will change its status from a welfare organisation to an orphanage once new premises are built. Staying true to its goals, the Swakop Uranium Foundation helps those who help themselves.



# IMPROVING EDUCATION AND SKILLS



*Alain L'Hour, Areva's Managing Director, handing out keys to Sandra Tjitendero, Chairperson of NLT*

## Walking and Running for Literacy

The AREVA Group has mobilised its 48,000 employees worldwide to combat illiteracy. The initiative in Namibia was to support the Namibian Literacy Trust (NLT) in cooperation with the Directorate of Adult Education whose task it is to ensure that the country reaches a literacy rate of 90 percent by 2015. The AREVA Walk and Run Literacy Challenge fundraising event was held in Swakopmund on 26 June 2011 and consisted of a 5 or 10 km walk and a 10 km run. All the proceeds went to the NLT.

## Helping Teachers Help Others

The Oxford Sound Reading Training Programme was hosted by the Rössing Foundation and co-funded by AREVA Namibia. The programme is aimed at training teachers to teach correct English pronunciation and through this preventing reading problems of learners at an early stage. Various schools were invited to participate and 25 teachers attended.



## Partnership for Primary Schools

In partnership with the Ministry of Education, Bannerman Resources commenced its Learner Assistance Programme in early 2011, whereby underprivileged primary school children throughout the Erongo Region receive assistance with school uniforms and fees. The Ministry of Education identifies the learners who require assistance. Bannerman employees source the required school clothing and shoes which they then individually package. The employees travel across the Erongo Region visiting the various schools and distributing the packages. Since the beginning of 2011 nearly 600 learners have received assistance through the scheme.



### UNAM./ Polytechnic Bursaries

B2Gold representatives visited UNAM and Polytechnic Engineering departments and have received a shortlist of students from the Otjozondjupa Region with a good academic record but who were struggling to pay their fees. B2Gold is committed to sponsoring at least two students in 2013.

### Namibian Institute of Mining and Technology (NIMT) Bursaries

B2Gold asked Khorab Secondary School to recommend Grade 12 students from the class of 2011 for possible sponsorship to NIMT in Tsumeb. Two students were subsequently awarded bursaries by B2Gold and are currently excelling in the fields of Diesel Mechanics and Electrics. A third man, training to be a Millwright was recommended by NIMT and all three are attending practical training. B2Gold has sponsored all tuition fees and monthly allowances for their job placement.

In addition, B2Gold donated a much needed lathe to NIMT's welding workshop as well as an industrial guillotine.

## OTAVI TEACHER SUPPORT

Good quality formal education (grades 1-12) provides the foundation skills needed for employment of trainable people and increases the numbers of school leavers who can enter the tertiary levels of education and training. Currently a large number of Namibian school leavers do not possess the foundation skills they ought to have acquired. Competency in the subjects of English, Maths and Science are essential for Namibia to reach its Vision 2030.

Of the 1,159 teachers in Otjozondjupa, 88 are without teacher training (7.6%) Source: MoE Draft Education Statistics 2011, EMIS report. Even those who are formally qualified still lack competencies critical to improved student learning in English (which is the medium of instruction from grade 4 onwards). Adding to this many teachers have difficulties interpreting and implementing the curriculum.

Recognising the proven benefits of the Rössing Foundation's Education Centres for English, Maths and Science, B2Gold funded 26 Otavi teachers to attend the centres in Swakopmund.

The Maths, English and Science teachers from Khorab Secondary School, Otavi and Shalom Primary schools attended a three day workshop on skills development. B2Gold funded their

travel, subsistence and accommodation.

In addition, each school was given a donation towards the purchase of equipment for maths, science and English, which was wisely used.

For example, a portion of the money allocated to the Khorab school for maths and science was used to fund a half day trip to the Edugate Science Fair which took place in Otjiwarongo. Science teachers from Otavi shadowed the judges and familiarized themselves with the judging process. Learners saw the standard of projects at an experienced school.

The B2Gold General Manager and Corporate Affairs Manager attended the Otavi Schools Science Fair and donated baseball caps for the best science projects on display.



## Early Childhood Development

There is much empirical evidence to support the premise that investing in Early Childhood Development has far-reaching benefits. These benefits for the children continue throughout their lives and include: reduced instances of stunted growth, heart disease and mental illness, improved school readiness, lower grade repetition and rates of dropout, reduced teenage pregnancies, improved overall academic performance, all leading to higher earnings as adults.

B2Gold has sponsored nine Early Childhood Development teachers from the Otjozondjupa Region, who are in the process of attaining Certificates in Early Childhood Development at the Namibian College of Open Learning (NAMCOL).

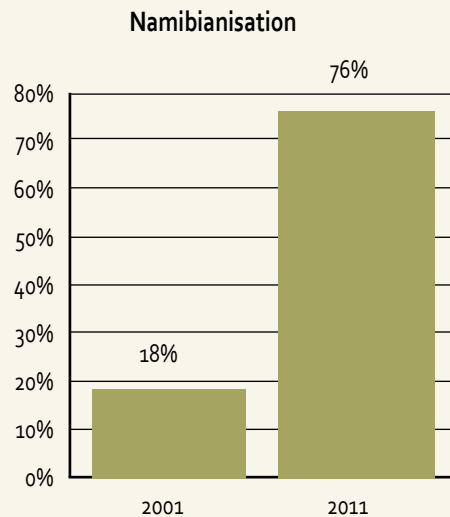
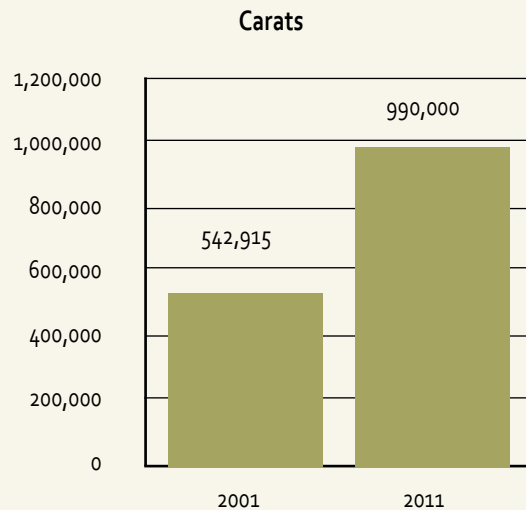
## Building Strong Foundations

Craton Mining and Exploration officially launched the Craton Foundation on 28 September 2011 at Olof Palme School in Katutura strategically timed to take place on Namibia's 'Day of the Child'. The Craton Foundation aims to create long-lasting relationships with the communities in which Craton Mining and Exploration operates, by providing assistance for the social upliftment and educational advancement of Namibian citizens. The Foundation has four well-known trustees: Florence Kabukabu Kamona (Managing Director, African Geo-Resources), Elise Mutaleni Angula (Partner, AngulaColeman), Kobus Van Graan (Group CEO, Frans Indongo Group) and Ziggy Hartmann (Company Secretary, Craton). The Craton Foundation is financed through annual grants made by Craton Mining.

The launch saw a donation made to Olof Palme Primary School by the Craton Foundation. The Olof Palme Primary School had two tented classrooms which housed some of the lower primary classes but a new classroom was constructed with help from the Foundation. The new classroom, with space for between 30 and 40 pupils built at a cost of some N\$80 000, was donated to the school by the Craton Foundation. According to Olof Palme Primary School, Principal Julia Hangula, the high number of pupils and classroom shortage meant that grades 5 to 7 lessons had to be conducted in the mornings and grades 1 to 4 lessons in the afternoons. In addition, tents in a poor state of repair had to be used as makeshift classrooms. Craton Foundation Chairperson, Kobus van Graan announced that the new classroom was the first major project to be funded by the Foundation since its inception. The Foundation hopes it will be the first of many.

For more information see [www.cratonfoundation.com](http://www.cratonfoundation.com)

*Debmarine bursars, study assistants and graduates*



## Changing Lives Through Investing in Skills

Debmarine Namibia has achieved astonishing success in a relatively short period of time. At the time of its creation in 2001, the company was mining approximately half a million carats of diamonds from Namdeb's offshore licence areas. Just five years later, production had risen to over one million carats. Nowadays, Debmarine regularly accounts for two-thirds of Namdeb's total production of rough diamonds thereby making a major contribution to the country's economy and the Government's tax revenues.

This has been achieved by making optimal use of Debmarine Namibia's most precious resource – its people. Following the Namibianisation of the company in 2001, Namibianisation of the workforce has been a key initiative driven at the highest level to ensure commitment to investing in the development of local talent, empowering the company's employees and its communities, and delivering new economic opportunities for the country.

Namibians made up less than 18 percent of the workforce when the company migrated from South Africa in 2001. By the end of 2011, Debmarine Namibia had 740 permanent employees of whom 76 percent were Namibians. The company also promotes women in managerial and technical marine positions. Training and development remain an integral part of the overall strategy to ensure a competent and skilled workforce. The Debmarine Namibia bursary programme funds students in the fields of geology, accounting, chemical engineering, mechanical and electrical engineering. General and skills development training is also provided for marine engineering and navigation courses through technichons in South Africa. Leadership and professional development programmes with accredited institutions assist employees in their personal development and enable them to be more productive and therefore contribute more to the achievement of business goals. But training does not come cheap. Debmarine Namibia spends approximately N\$25 million every year on training and development.

## Diamond Award for Science

Debmaring Namibia's investment in people also extends to Namibians outside its workforce the best example of which is the Diamond Award for Science. Launched in 2005, the Diamond Award for Science is a scholarship programme designed to help previously disadvantaged Namibians to study in any field of science. The first recipients of this award were Ms Aune Sekete from the Kavango Region and Ms Anneke van der Merwe from the Khomas Region.

During its participation in Careers Fairs across the country in 2010–2011, Debmaring Namibia also became aware that there is a critical shortage of science teachers in the country. The Diamond Award for Science was changed to cover both science students and teachers. The award will be rotated on an annual basis. The first recipient of the Diamond Award for Science for Teachers was Mr Linus Erastus from the Oshana Region.

*From left to right: André Liebenberg, Aune Sekete and Leizl Davies*



## Mining with Debmaring Namibia Changes Lives:

### Four Debmaring Namibia Success Stories

## Maenge Shipiki-Kali

### Vessel Manager

Maenge has been mining diamonds for 18 years. She first joined the De Beers family of companies in 1994 as a metallurgist in training. Since then she successfully participated in the skills development programme, which saw her rise through the ranks, working on strategic projects at a number of different operations including Namdeb (for six years), De Beers Headquarters in Johannesburg (for two years), and at De Beers Canada and various operations in South Africa and Botswana, before joining Debmaring Namibia as Metallurgical Superintendent and now Vessel Manager.

#### *What is your role at work?*

My current role is a dream job. There is never a dull moment. I manage a team of 180 people. At sea, my day starts at six o' clock in the morning with a walk around the mining and processing facilities before I attend the various safety discussions. Thereafter we get down to the business of the day, reviewing production and plans, discussing efficiency improvements around processing, mining recoveries, maintenance, diamond control and cost management. The bulk of my time is spent on people management with the focus on personal development, growth and coaching.

#### *What are the most memorable opportunities you have experienced in this industry?*

My memorable experiences include being involved in the commissioning of the 100tph DMS on wheels and SAP business systems projects, working on assignments for De Beers South African and Canadian operations, diving to a water depth of 120m in the Atlantic Ocean with the JAGO submarine, training through the London Business School, and finally my current role which gives me a great opportunity to work with first class professionals and colleagues!

#### *What are your views on the developing role of women in mining?*

When I joined this industry, the ground for women in mining had already been broken by my colleague Corlia Esterhuizen (then Du Plessis). Today there are a lot of women in mining, quietly slogging away. Although mining is a tough and challenging industry, there are many women like me, who find this industry the natural match to their

technical and science orientated minds. This industry is for women who feel at ease in an environment dominated by technological equipment, gravel and the rawness that is the mining beast!

#### *How is life at sea?*

One must have the right mindset and attitude to enjoy working at sea. As a mother of three children, it is essential to have a lot of support and love at home. I am fortunate to be married to an incredibly supportive husband, which makes it easy for me to be at sea.

#### *How do your skills contribute to the development of the marine diamond industry in Namibia?*

I contribute to the carat production of Debmarine Namibia, the revenues of which are fed back into the Namibian economy. I am also responsible for the continuous assessment of the skills level of our workforce and come up with recommendations to address the growth and development of employees.

#### **EDUCATION**

- 1993 BSc Mineral Processing, University of California at Berkeley (USA)
- 2001 Development Programme for Managers, GIBBS (RSA)
- 2008 Accelerated Development Programme, LBS (UK)
- 2010 A3 Safety Certificate, Anglo American Risk Management Programme
- 2011 Certified Workplace Coach

#### **CAREERS**

- 1994 Joined Namdeb as a metallurgist in training
- 2000 Seconded to De Beers Headquarters in Johannesburg to establish metallurgical best practices, knowledge management and cost benchmarking across De Beers operations. This included leading a three-month project at De Beers Canada in charge of an exploration sampling treatment facility which resulted in the establishment of the Victor Mine.
- 2002 Joined Debmarine Namibia as a metallurgical superintendent in charge of four diamond mining vessels.
- 2005 Appointed as vessel manager in charge of two diamond mining vessels and a team of 180 people - managing production, safety, cost, training, technological implementation and efficiency improvement.

“Today there are a lot of women in mining, quietly slogging away. Although mining is a tough and challenging industry, there are many women like me, who find this industry the natural match to their technical and science orientated minds.”

*Maenge Shipiki-Kali  
Vessel Manager  
Debmarine Namibia*



# Godfrey Ngaisiue

Resource Evaluation Manager

## *What does your daily role encompass?*

I work on various mineral resource management related projects, for example creating an alternative resource model for our deposit (Atlantic 1), sample optimisation studies and investigating diverse methods of estimating the deposit. My team and I are routinely responsible for sampling data validation and resource estimation and evaluation, which is an ongoing exercise.

## *You are fortunate to have moved around with your career quite a bit, what are some of the most memorable opportunities experienced?*

There are plenty of memorable experiences that come to mind. From being submerged over 100m below sea level in a submarine "JAGO" for several hours to physically view the mineral deposits, to working on a project at the De Beers mine in Canada, to being afforded the opportunity to study at the prestigious Paris School of Mines in France and the chance to try out skiing in the French Alps. However, what I value most is that I have had the privilege to work with and learn from some of the world's leading technical authorities in my field and I still work with an amazing team of people. Long may the development adventure continue!

## *What attracted you to a career in marine mining?*

Through an interesting turn of events, marine mining found me. As I was about to take up employment with De Beers Group Exploration in South Africa, the Debmarine Namibia offices migrated to Windhoek and I was offered this exciting career opportunity locally. I have always been interested in the mining industry. After having had the opportunity to work on projects in "hard rock" mines, my opinion is that marine diamond mining is more exciting because every day presents a different and unexpected challenge.



### *How do your skills contribute to the development of the local marine diamond industry in Namibia?*

In my own small way, I am involved with helping to shape the future of the company. Working with the mineral resource and being involved in projects that seek to optimise our sampling and evaluation strategy and gauging future production strategies as well as sitting in strategic forums with other professionals like engineers, metallurgists and accountants where I have an input into major strategic projects, makes me feel that in my own way I am helping to shape the future of the company. Working with a team that values my input and encourages continuous development is a bonus. I am proud to work for a company that is not only at the forefront of technology but which also places the development of local technical expertise at the core of its social agenda.

#### **EDUCATION**

- 1993 Matriculated from St Joseph's Roman Catholic High School, Dobra
- 1997 BSc Physics and Geography, University of Namibia
- 1999 BSc (Hons) Exploration Geophysics, University of Pretoria, (RSA)
- 2002 Masters in Exploration Geophysics, University of Leeds, (UK)
- 2008 Postgraduate Diploma in Engineering (GDE) in Mineral Resource Evaluation, University of the Witwatersrand, (RSA)
- 2009 Advanced Specialisation Diploma (M. Eng) in Geostatistics, National Superior School of Mines of Paris, (France)

#### **CAREER**

- 1999-2003 Joined the Geological Survey of Namibia as a Geophysicist
- Mid-2003 Joined Debmarine Namibia as a Project Geoscientist  
Worked at DBM SA (Cape Town) on resource evaluation projects for Debswana and six months at De Beers Canada



“ I am proud to work for a company that is not only at the forefront of technology but which also places the development of local technical expertise at the core of its social agenda. ”

*Godfrey Ngaisiue  
Resource Evaluation Manager  
Debmarine Namibia*



## Renier Botha

### Supply Chain Manager

#### *What is your average daily role at work?*

Ensuring that the supply channels and activities are aligned with the maintenance and operational needs.

#### *What are the most memorable opportunities experienced while working for the company?*

The most memorable was being part of the migration team of employees when the company moved offices from South Africa to Namibia in 2001.

#### *What allured you to a career in marine mining?*

I thrive on unique and challenging environments. Working for Debmarine Namibia is exciting due the nature of our distinctive business model. "Doing but not being able to see."

#### *Work life at sea?*

The supply chain industry in the marine industry requires regular site visits.

Collectively over the years I have spent two-and-a-half years at sea.

#### *How do you feel your role contributes towards the development of a vibrant local marine diamond industry in Namibia?*

A key part of my daily responsibilities is ensuring that effective and economical supply chain activities and practises are in place in order to ensure that the maximum benefit is achieved for the shareholders, which is responsible and sustainable in terms of current and future contribution to the Namibian economy.

#### *What makes you proud to be a Debmarine Namibia employee?*

Knowing that we "Do what we say we can do".



## EDUCATION

- 1999 Matriculated from Etosha Secondary School, Tsumeb
- 2001 National Diploma in Maritime Studies (T1 and T2), Cape Peninsula University of Technology
- 2003 Deck officers Certificate of competency, SAMSA
- 2006 Completed T3 Maritime Studies, Cape Peninsula University of Technology
- 2008 Higher Diploma in Maritime Studies (T4), Cape Peninsula University of Technology
- 2009 Achieved Chief Navigating Officer (CNO) certificate of competency
- 2012 Achieved Masters (Chief Mate) certificate of competency

## CAREER

- 2001 Joined Debmarine Namibia
- 2002 Promoted to Second Navigating Officer
- 2009 Promoted to Chief Navigating Officer
- 2012 Designated Coach (mentor) at Debmarine Namibia



“When the night is at its darkest point, it means day break is only 30 minutes away.”

*Renier Botha  
Supply Chain Manager  
Debmarine Namibia*

# Talent Kapapilo

## Chief Navigating Officer

Born with a passion for the ocean, Talent was drawn to a marine career since he matriculated from Etosha Secondary School in 1999. He has been working for Debmarine Namibia for just over ten years. Talent joined the company as a Deck Cadet and was promoted to Second Navigation Officer in late 2002. After successfully completing the training and development programme, he attained the Chief Navigating Officer certificate of competency in 2009 and was subsequently promoted to Chief Navigating Officer. Driven to further excel in his chosen career and complete his development programme, Talent achieved the prestigious Chief Mate (Masters) certificate of competency in early 2012. As if that is not enough, Talent also recently completed the leadership development programme "Leading with Coaching in Mind", and is now a designated Coach.

### *What does your daily role encompass?*

My day starts at four o'clock in the morning. I spend four hours in the bridge moving the vessel during mining operations, conducting a navigational and security watch as per International Ship and Port Facility Security Code (ISPS) requirements, preparing the vessel for helicopter, launch or personnel movements. I also spend time doing audits, audit findings, maintaining the safety management system, vessel stability and training, safety meeting findings, incident investigation, compiling safety statistics, ensuring that the vessel complies with local and international regulations, and planning maintenance work for the deck department to ensure that the vessel is safe and in good working order.

Debmarine Namibia has been instrumental in my professional development and continues to develop and train its people, Namibians, in all sectors, including mining, engineering, marine as well as grooming great managers and leaders.

### *What attracted you to a career in marine mining?*

I have always been interested in marine mining. Working at sea is very challenging and it requires a lot of hard work and dedication. I took it as a challenge, because everything was new to me: the environment, the concept, the processes and the mental challenge which came with it definitely spurred me into this career. I feel privileged to be where I am and to be able to contribute to the marine diamond industry with my expertise. Debmarine Namibia has been instrumental in my professional development and continues to develop and train its people, Namibians, in all sectors, including mining, engineering, marine as well as grooming great managers and leaders.



“Debmarine Namibia has been instrumental in my professional development and continues to develop and train its people, Namibians, in all sectors, including mining, engineering, marine as well as grooming great managers and leaders.”

*Talent Kapapilo  
Chief Navigating Officer  
Debmarine Namibia*

## EDUCATION

- 1999 Matriculated from Etosha Secondary School, Tsumeb
- 2001 National Diploma in Maritime Studies (T1 and T2), Cape Peninsula University of Technology
- 2003 Deck officers Certificate of competency, SAMSA
- 2006 Completed T3 Maritime Studies, Cape Peninsula University of Technology
- 2008 Higher Diploma in Maritime Studies (T4), Cape Peninsula University of Technology
- 2009 Achieved Chief Navigating Officer (CNO) certificate of competency
- 2012 Achieved Masters (Chief Mate) certificate of competency

## CAREER

- 2001 Joined Debmarine Namibia as a Deck Officer while undergoing training
- 2002 Promoted to Second Navigating Officer
- 2009 Promoted to Chief Navigating Officer
- 2012 Designated Coach (mentor) at Debmarine Namibia.



## Producing Human Gems

Namdeb is the sole owner of Oranjemund Private School (OPS) which makes up a separate department in the company. OPS is the only school in Oranjemund. The first phase of the high school was established in 2009 when the company added grade 8 to the existing primary school. Since then, the school has added a grade every year. Prior to the expansion of the school, learners were forced to leave their home towns to go to schools in either other parts of Namibia or in South Africa. This experience was traumatic and emotionally and physically draining for both learners and parents.

All 49 teachers at the school are permanent employees of Namdeb. It offers both primary and secondary education to approximately 793 learners of which 229 are at the secondary education level. OPS follows the Namibian national broad curriculum and is registered as a private school within the Karas Region.

The school offers Design and Technology with a very strong practical and theoretical Drawing component. Additional mathematics is available to learners who wish to follow a career in engineering, or any of the sciences. Music as a subject is an additional subject for both primary and secondary school learners with both practical and music theory examinations offered through UNISA. All learners in the lower and senior primary phase are exposed to computer literacy, art and music on a weekly basis. Computer studies is offered as a subject up to Grade 10 level with full internet access facilities for each computer station.

A bridging class is available for new learners who experience English language or numeracy difficulties in the primary school phase. Class facilities also available for learners who are academically challenged, together with remedial education offered to learners in the primary phase. 'Motorical' exercises for learners who are physically challenged are provided for lower primary learners in the afternoons.





The school prides itself in having a fully functional library with more than 15,000 books catering for reading ages from pre-school to grade 12 as well as research books for all school subjects. Internet access for research purposes is available in the library for all learners.

Learners from grade 3 to senior secondary level participate in the school's internal science fair project annually. For the past four years, OPS has won the national science fair award in Windhoek as best science school in Namibia, either at primary or secondary level.

Even though the OPS finds itself very isolated from other schools, it participates in most major sport codes at regional and national level. Sport and educational tours are organised for learners to major sporting centres in either Namibia or South Africa on an annual basis.

The school boasts a heated indoor swimming pool which is used on a daily basis. Learners from grade 1 to grade 3 are given special swimming classes during the day and each learner from grade 4 onwards is expected to be able to swim.

Chess is offered in the afternoons, with debating and oratory competition also on offer. An environmental club sees to the needs of learners who wish to get involved in environmental matters and a newly founded group is working with Radio Oranjemund as programme compilers, journalists and announcers.

The school has devised its own disciplinary code of conduct for all learners which assist in maintaining good discipline amongst learners in a learning environment conducive for educational excellence.





## Okorusu Ploughs Back into Education, the Seeds of our Future

Each year, Okorusu mine donates N\$ 25 000 to each of the fourteen schools in Otjiwarongo. These funds are utilized by each school in accordance with their most pressing needs. In addition to this annual donation, Okorusu continues to assist the Ministry of Education and the individual schools by constructing new classrooms, ablution blocks and many other buildings, as required by the schools.

Under the logo "improving the quality of life of an increasing number of human beings", there is no better way to support the local community than by boosting the quality of education the schools are able to offer our children – the key to our future.





GIVING BACK TO THE EARTH

## Okorusu Community Trust



## A Focus on Maths and Science

Recognising that a good education forms the foundation of a prosperous and well-balanced society, Rössing Uranium through the Foundation's activities invests heavily in educational programmes. This entails focussing on not only primary and secondary learners but also their teachers and communities.

The Foundation was able to reach out to learners across a broad spectrum of fields, including maths and science, through the Rössing Foundation Maths and Science Centres. Two English language centres were built in the Erongo region and one in the Oshana region to support senior secondary learners and adults with English language proficiency. Libraries also formed part of the Foundation's ongoing effort to enhance access to information as well as to support school leadership and management.

## Reaching Out to Our Youth

Rössing Uranium is committed to building enduring relationships that are founded on mutual respect, active partnership and long-term commitment. Through this approach, Rössing strives to engage Namibia's communities and disseminate information to stakeholders, to listen and respond to their needs and embark on collaborative projects that benefit all parties.

Through the company's outreach programme to secondary schools, Rössing was able to continue – for the third consecutive year - to inform senior learners at schools in the Erongo Region of Rössing's operations, specifically in terms of the health, safety and environmental practices undertaken at the mine. Additional topics include radiation, bursary opportunities with the company, recruitment and possible career opportunities at the mine and within the field of mining.

To date, over 800 students have been reached at various schools within the Erongo Region. To further extend the coverage of the outreach programme, the material was adapted for broadcast by radio by the coastal based radio station West Coast 107.7FM, which included competitions which allowed learners and schools to win prizes. In future plan is to take the Rössing message to an even wider audience through regional and national broadcasters.



*Skorpion's Management Science Leadership Group at the coast*

## A Top Club

Skorpion Zinc has partnered up with the University to promote and develop the leadership potential of young Namibians. MALTAS is a Management Science Leadership and Talent Search academic club which operates under the University of Namibia which acts as an umbrella body. Skorpion sponsors activities such as the leadership workshop and the Skorpion Zinc MALTAS Distinguished Leadership Award. The objective of the partnership is to expose young Namibians to the leadership and entrepreneurial opportunities that exist within the various regions of Namibia.

## Bursary Boost

Through the Karas Regional Governor's Office, Skorpion Zinc awarded two students with the special Skorpion Zinc Karas Governor's Bursary Awards. This bursary is tailor-made for the Karas region and given to the best student and best deserving student in the community. The bursary covers tuition fees, accommodation, other fees such as a scientific calculator and computer as well as books and travel allowances. Both students were given the opportunity to study at any institution of their choice and in any field of their choice.

Education is the key to building any nation and Skorpion Zinc believes education is one of the company's biggest social corporate responsibilities that it takes extremely seriously. Educating the country's children is a source of great satisfaction.



*This Husab Sand Lizard study is  
sponsored by Swakopmund Uranium*



# PROTECTING OUR ENVIRONMENT

“As a result of strong support from the mines, a number of Namibian students will get the opportunity to learn, both as fieldworkers and as postgraduate students.”

*Dr Theo Wassenaar*  
DRFN

## Supporting #Gaingu

Since 2010, AREVA Namibia has assisted the interim management committee of the #Gaingu Conservancy by providing financial audits, book-keeping software and training, as well as office furniture and equipment including internet access. In addition, the mine funded community outreach visits in preparation for the 2011 annual general meeting at which a new executive committee was elected. The new committee will explore the establishment of tourist facilities and other development initiatives.

## Biodiversity Protection

Biodiversity is the diversity among living organisms, the ecosystems they inhabit and the ecological processes that they are part of. Mining can affect biodiversity by reducing the size of habitats and by disrupting ecological processes. AREVA Namibia has commissioned a number of studies and actions to understand the level of biodiversity within its mining license and to protect this diversity.

## Scorpions and Herpetofauna

During the last two years AREVA Namibia has carried out additional surveys including a baseline survey of scorpions and herpetofauna in its mining license area with the aim of building on the baseline invertebrate fauna assessments done in 2008 and 2009. These two faunal groups are known for their high endemism on the central Namib gravel plains and are of great environmental importance.

Six sample plots were selected and the survey (which was carried out over three months) took the form of manual sampling of reptiles and pitfall and manual sampling of scorpions. Sixteen reptile species were recorded during the survey with highest abundance being in the gecko group. Of particular interest were the uncommon Western sand snake *Psammophis trigrammus*, wedge snouted skink *Trachylepis acutirostris* and velvety thick-toed gecko *Pachydactylus bicolor*. Scorpions from four species were collected with the largest diversity of species recorded in the mine's Fossil Dunes survey area. All those collected were from the family Buthidae (thick-tailed scorpions), including two endemic species of *Parabuthus namibensis* and *Uroplectes pilosus*.

Seeing that fewer species of reptiles and scorpions were recorded than initially expected, a year-long survey was commissioned using pitfall traps at five sites in different habitats. The collected material will be identified and preserved for further study. The study found a total of 68 taxonomic groups of insects on the mine. Although the number of organisms increased, diversity within specific groups was found not to have increased dramatically. This held true especially for the scorpions since the current survey only added one new species to the known list. The areas showing the highest invertebrate diversity are of great conservation importance to the mine and will be protected.



©Chris van Rooyen - Ludwig Bustard

## Birds

AREVA Namibia is assisting a national research project being undertaken by the Namibian Nature Fund (NNF) and NamPower into the extent of bird mortality due to power lines.

Power lines constitute one of the major causes of unnatural deaths for birds due to electrocution and fatal collisions. With approximately 70.5 million km of power lines throughout the world, this poses a major threat to bird populations and it seems that larger birds in particular are more affected.

In South Africa, 12 percent of blue cranes and 11-15 percent of Ludwig's bustards are dying annually in collisions with the growing number of power lines. According to a recent international review on the issue, hot spots for electrocution are found in open habitats lacking natural perches or nesting trees for the birds, such as deserts and wetlands. Bird collisions, on the other hand, occur in every habitat type, with hotspot being areas where large numbers of birds congregate, such as near water bodies or in migration corridors.

AREVA Namibia's contribution involves inspecting the power lines between Trekkopje Mine and the Erongo Desalination Plant at Wlotzkasbaken on a monthly basis. Any dead or alive birds are noted and identified. Findings so far have indicated that the birds that tend to collide into the power lines are flamingos and Ludwig's bustards and these collisions are worse in windy conditions. This data is being collected and analysed by NNF to determine the appropriate measures for Namibia to minimise these collisions.

## Lichen Fields - Uniquely Namibian Heritage

A milestone in biodiversity conservation for the central Namib was achieved when the construction of a cable fence by AREVA Namibia around the Wlotzkasbaken lichen field was completed in 2011.

Approximately 80 species of lichen are found in the Namib and 20 of these are endemic to Namibia. Namibia's lichen fields can be considered unique on a global scale and are worth protecting as part of Namibia's biological heritage. These areas are known to be very vulnerable and off-road driving is one of the leading causes of damage. To drive over a lichen field is to destroy billions of organisms that can take up to 500 years to rehabilitate given that they only grow a few millimeters every year.

The lichen field north of Wlotzkasbaken is internationally known among scientists for its large variety and high cover density of lichens. This site was chosen by a German university for a project to monitor changes over time (the BIOTA Project). Possible damage to this lichen field from the construction of the desalination plant was one of the concerns raised by members of the public during the EIA process.

Given that the Erongo Desalination Plant is located on the southern edge of the Wlotzkasbaken lichen field, AREVA Namibia took the initiative and, using the pipeline as the southern boundary to vehicle movement, closed off the northern and eastern sides and extended the fence on the western side along the Henties Bay road that the Ministry of Environment and Tourism had built. Signs were placed at the four corners of the seven square kilometre area to indicate the purpose of the fence.



A rusted metal sign with jagged edges is placed on a sandy, rocky desert floor. The sign is dark brown with white text that reads: "CONSIDER THE ENVIRONMENT NO VEHICLES BEYOND THIS POINT!". The background shows a vast, arid landscape with rolling sand dunes under a clear sky.

**CONSIDER  
THE ENVIRONMENT  
NO VEHICLES  
BEYOND THIS POINT!**

Who Says Mining and Tourism  
Can't Work Together

## Keeping Our Promise

When Bannerman Resources started its exploration activities close to the Goanikontes Oasis in the Namib Naukluft National Park in 2006, it promised to rehabilitate areas disturbed from past exploration activities. In the 1970s a significant amount of uranium exploration was performed in the Erongo Region. In one of Bannerman's exploration license areas, some 6.6 km of trenches and exploration samples from 13,500 m of drilling and other waste products were left behind. Bannerman successfully cleaned and rehabilitated the entire area. Together with Elga Environmental Rehabilitation, the Bannerman team removed 225 tonnes of waste products arising from these legacy exploration activities and re-established the environment as close as possible to what it must have looked like prior to any exploration activities ever having taken place.

## Moon Landscape Viewpoints now an Even Better Tourist Attraction

The moon landscape viewpoints are a popular tourist attraction for self-drive tourists as well as organised tourist groups. Unfortunately over the years illegal off-road driving has seen significant scars inflicted onto this sensitive environment. A workshop initiated by the Hospitality Association of Namibia and Bannerman Resources in May 2011, designed to explore the synergies between the tourism and mining industries, resulted in one project being initiated involving the rehabilitation of the moon landscape viewpoints. The tourism industry wanted to enhance the experience of the tourists visiting the area and Bannerman Resources agreed to take on this project as it was close to its licence areas.

After meetings with important stakeholders such as the Ministry of Environment and Tourism, the Coastal Tourist Association of Namibia, and farm owners in the Swakop River near Goanikontes, the project kicked off. Overall the project took some three months to complete, employing the rehabilitation skills of the Bannerman staff and the contractor Elga Environmental Rehabilitation as well as the production of numerous signs designed to discourage future illegal off-road driving and directing tourists to rest areas at the Goanikontes Oasis. Bannerman invested over N\$200,000 in this exciting environmental activity which ended up rehabilitating over 15 km of tracks and receiving praise from broad sections of the community.



### Cleaning Up Dune 7

Bannerman Resources' community policy encourages all employees to participate in the company's community activities and when one of its employees, Augustinus Mungunda, identified that the Dune 7 tourist area was in need of some serious cleaning, all Bannerman employees took up the challenge. On an agreed day, the team went to visit the area each collecting the rubbish that had collected on the dune itself and around the camping areas. The team also realised that there were insufficient rubbish bins available for the public and added a number of additional bins at strategically placed intervals. In excess of thirty bags of rubbish were collected and employees interacted with the community encouraging them to keep the area clean.

## Never Fear, the 'Corru Buster' is Here!

One of the local tour operators in the Erongo Region approached Bannerman Resources with the following request: "Can you assist me to devise a tool that will reduce the corrugation on the tracks where I drive with my tourists?"

The corrugation of certain tracks in the Dorob National Park increases over time to such an extent that the driving experience of tourists is seriously impeded and many tourists take the option of driving next to existing tracks thereby increasing the damage to the fragile Namib desert environment. Local tour operator, Gerald Kolb took it upon himself to try and find a solution to this problem. Bannerman Resources employees put their heads together and together with a local engineering company, Swakop Engineering, produced the first prototype 'corru-buster' in 2011.

After several trials and modifications the final version of the corru-buster went into service. Existing tracks now get serviced weekly by the corru-buster which gets pulled behind the tour operator's vehicle. The success of the corru-buster has been remarkable and the ride now experienced by tourists is so much better that driving next to existing tracks has been virtually eliminated thereby keeping the environmental footprint of the tourism industry as small as possible. Cooperation between the tourism and mining industries ensures that both industries understand each other's needs and achieve results that otherwise would not have been achieved.

“Can you assist me to devise a tool that will reduce the corrugation on the tracks where I drive with my tourists?”

*Local Tour Operator*

*Kori Bustard*

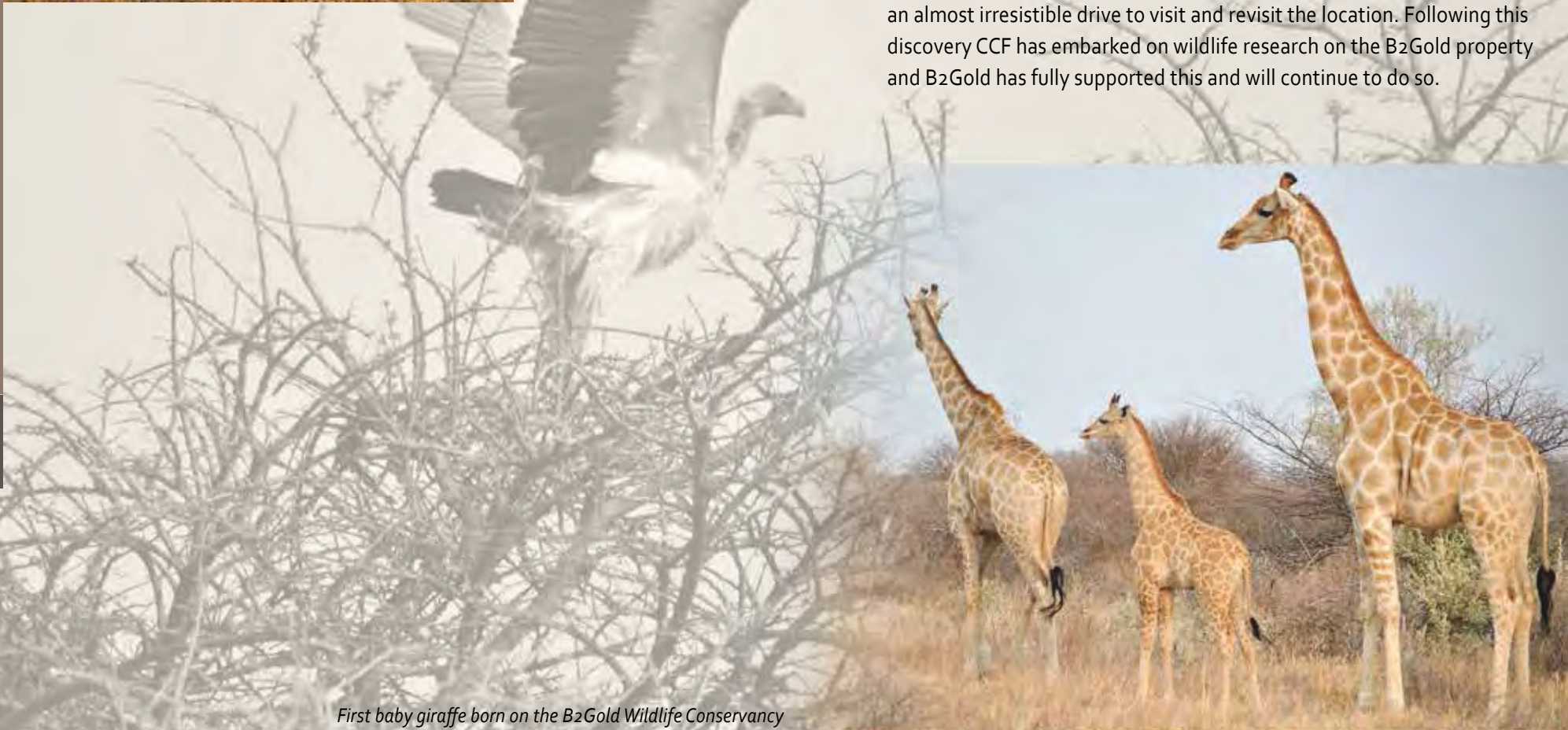


*Cheetah playtree*

## Contributing towards Cheetah Conservation Foundation (CCF)

A significant contribution was made to CCF. This financial assistance was used in support of their conservation efforts.

CCF visited the B2Gold Wildlife Conservancy and was pleased to discover a Cheetah "Play Tree" on the property. Such a tree is a gathering point for Cheetahs and an extremely important component of their lives. It is mainly used for communication and for generations Cheetahs experience an almost irresistible drive to visit and revisit the location. Following this discovery CCF has embarked on wildlife research on the B2Gold property and B2Gold has fully supported this and will continue to do so.



*First baby giraffe born on the B2Gold Wildlife Conservancy*



## Bush Clearing on Otjikoto

The land surrounding the planned operational area which is approximately 10 000 hectares in size, is currently being developed into a wildlife Conservancy. The construction of a conservation and education facility located on this property is already underway. This will be made available to schools and learning institutions as well as government departments, such as wildlife and forestry.

In the past the property was heavily overgrazed resulting in significant bush encroachment (predominantly Blackthorn) and land degradation. Rehabilitation of the natural environment has commenced with an extensive de-bushing program. The program is two tiered, firstly: The wildlife conservancy is employing a selective debushing programme which is carried out manually, and currently provides employment for approximately 20 local people. Secondly, the debushing of the planned mine operation area is being completed mechanically. This presents significant environmental benefits.

By returning the land back to its natural state, de-bushing of the wildlife area will dramatically improve the environment, while at the same time providing employment to many people for a number of years. In an effort to increase the number of browsers on the property, 60 Impala were introduced, also contributing to opening up previously impassable areas.

B2Gold Namibia has entered into an agreement with Energy for Future (EFF). EFF is currently clearing the planned mining area. The harvested renewable biomass is then being used to fire the Ohorongo cement kiln. This is seen to be a win-win-win in the true sense of the term as not only is the site being cleared which it would have to be by necessity, but the by-product is being used productively while at the same time improving the land.

B2Gold Namibia has supported the publication of the book The Wonders of Etosha's Pans which, photographed from the air, showcases a unique natural environment of Namibia.



*Examples of the old exploration areas before and after clean-up and rehabilitation.*

## The Win Win of Scrap Metal Removal

As a responsible corporate citizen, Namdeb takes its role in the wider economy and community extremely seriously. This includes ensuring its operations impose the least impact on the landscape and surrounding areas as possible. Putting words into action, Namdeb has partnered up with SA Metal Namibia (SAMN) to mitigate the environmental impact by removing scrap metal from its mining areas. The programme recently reached a significant milestone as a result of cleaning up 29 scrap yards containing metal in the form of redundant vehicles, earthmoving vehicles, transformers, pipes and other steel components from the mining operations.

The partnership with SAMN has also completely rehabilitated the mining areas by removing all hazardous waste, domestic waste, rubber, tyres, and oil drums. The programme is of huge benefit for Namdeb and the environment in which its mining operations are based. Apart from significant environmental benefits, this programme also makes good financial sense as the project is totally self-sustaining in terms of revenue. Since its inception, more than 100,000 tonnes of scrap have been removed while Namdeb has made profits of around N\$40 million from the project.



## Cleaning Up Before We Go

Namdeb has a government-approved rehabilitation plan that covers all legacy issues relating to the four components of the plan: infrastructure removal, waste and pollution, landscaping, and biodiversity. All new projects and operations incorporate rehabilitation planning into their operational design so as not to add to the existing liability. Various pilot projects and cleanup initiatives have been ongoing since 2004. These assist in determining suitable methods of rehabilitation and help set more accurate costs. All the contractor sites in the northern licence areas have been rehabilitated and sign-off has been achieved from government on these sites. The rehabilitation component of the closure cost provision currently stands at N\$516 million, a figure which gets updated annually considering changes in activities and interest rates.

Namdeb follows the EIA process for all new activities. These include doing baseline assessments of the natural environment, designing monitoring programmes for significant aspects and incorporating progressive rehabilitation design into the process. Namdeb has done several impact assessments following the compilation of Environmental Management Programme Reports for all its licence areas in 1997. To date more than 20 EIAs have been successfully completed.

## The Okorusu Trust Turns to the Environment

Although the Okorusu Community Trust has always supported conservation and environmental projects, it has recently focused significant support towards several conservation organisations in dire need of funding. The first significant support of a conservation organisation was awarded to the Cheetah Conservation Fund and its "Future Farmers of Namibia" programme.

### AfriCat / Okorusu Communal Carnivore Conservation Programme

Each year, large numbers of lions are unnecessarily shot in conservancies and around the borders of Etosha National Park as a result of conflict with farmers. This continuous loss to Namibia's wild lion population cannot be sustained and, together with increasing loss of ideal habitat due to human encroachment, could have potentially devastating effects on one of the last remaining FIV-free strongholds of wild lions in the world.

Tammy Hoth, a passionate and outspoken conservationist and founder of AfriCat North has long dreamed of reversing this trend. It now seems as though the genie in Tammy's lantern has awoken from a deep slumber and made her first wish come true. Realising the importance of AfriCat North's project, Solvay - Okorusu Fluorspar mine, owned by the multinational Chemicals group, Solvay, has made its largest donation yet by its Community Trust, in the field of Environment and Conservation. Okorusu signed an agreement worth N\$1.68 million with AfriCat North, to sponsor and actively support on an ongoing basis what is considered by many to be the most important conservation project in Namibia at the moment. And so the Communal/Carnivore Conservation Project was born.

Okorusu Mine management is no stranger to the dilemma of making a living out of the earth and conserving our natural heritage. One of the main reasons for Okorusu's support for this project has been that it recognises AfriCat's change in emphasis from "capture and release" to an organisation concentrating on "conservation through education". While still attempting to remove carnivores from areas in which they have absolutely no chance of survival, AfriCat's new focus will be to work with farmers to find ways of living with these wonderful animals and protecting them in their natural habitat.

This is fantastic, very exciting news for Save the Rhino Trust. We are so happy that Namibians are willing to support Namibia's rhinos and our work. We really hope that other local companies will follow Okorusu's example.

— Sue Wagner



ENDANGERED ... Two white rhino approaching the feedlot at Oropoko Lodge outside Okahandja. Rhinos are protected animals in Namibia and internationally. But the poaching of the animals for their horns has underlined that the animals are still endangered.

## Rhino trust a quarter-million richer

• STAFF REPORTER

THE Okorusu Fluorspar Mine has donated NS250 000 to the Save the Rhino Trust (SRT) to support its conservation work.

The Save the Rhino Trust will be celebrating 30 years of existence on Saturday, where a massive fundraising campaign is planned.

"The Solvay-Okorusu Fluorspar's trustees decided to contribute a whopping quarter of a million [dollars] to support the work of Save the Rhino Trust in protecting the unique desert-adapted black rhino in the Kunene and Erongo regions of Namibia," a statement issued by Okorusu said.

The donation, the company said, is to give expression to its

slogan of 'Giving back to the Earth' and will help SRT continue their valuable and successful monitoring and patrolling of the black rhino which began 30 years ago.

"SRT's story is a truly remarkable one that needs to be heard," said Mark Dawe, MD of the mine, after a presentation given by SRT to the mine's senior personnel and trustees.

"This dedicated group of passionate people have achieved a quadrupling in the size of the rhino population they care so much about... and this through three decades of consistent hard work in a very challenging and tough environment Dawe explained. I believe this is one of the most worthy and successful conservation projects this country has ever seen

and is clearly deserving of much needed support", he added.

"This is fantastic, very exciting news for Save the Rhino Trust. We are so happy that Namibians are willing to support Namibia's rhinos and our work. We really hope that other local companies will follow Okorusu's example," said Sue Wagner, SRT's fundraising manager.

The donation will be officially announced on International World Rhino Day tomorrow.

The 30-year celebration of the SRT comes at a time when rhino organisations and concerned individuals all over the world raise awareness of the plight of rhino being "viciously and cruelly slaughtered for their horn to be used as traditional medicine in China and Vietnam", said Oko-

rusu in its statement announcing the donation.

While Namibia has so far been fortunate not to experience much poaching, in South Africa alone, 448 rhinos were killed in 2011 and predictions for the 2012 total are as high as 600 or more.

"The fear that the organised and sophisticated crime syndicates will soon turn their focus on Namibia is ever-present," the mine management said.

The World Rhino Day and the 30-year anniversary will be commemorated in Swakopmund. There will be an informal evening function with presentations by SRT's field directors to invited supporters, donors, sponsors and friends of the trust.

## We Can Live Together

Okorusu supports the Farmer Education Project at the Cheetah Conservation Fund.


A high percentage of the remaining 10,000 free-ranging cheetahs are found outside protected areas in Africa and are killed in response to livestock or wild game depredation. In Namibia, cheetahs - despite their classification as a protected species - have been persecuted heavily by farmers. Often, cheetahs are killed as a pre-emptive measure to prevent predation. Changing the perception that cheetahs are a significant threat to livestock and game is of vital importance. The Cheetah Conservation Foundation's (CCF) research has shown that the levels of tolerance toward cheetahs can be increased through awareness-building and education.

The CCF believes that education and training combined with economic development need to take place if cheetahs are to survive on Namibian farmlands. The CCF has developed an integrated multi-disciplined approach to educating communities, which focuses on the reduction of human-wildlife conflict and promotes livestock and wildlife management, thereby alleviating poverty. The CCF does this through its training programmes and creating opportunities for entrepreneurship. To meet growing demand, the CCF now plans to expand its programmes by conducting more school and community

and farmer training programmes as well as training more trainers on how to use the available resources developed by the CCF that promote mixed livestock and wildlife management practices that accept predators as an integral part of the ecosystem.

The CCF works with livestock farming communities to develop ways to reduce livestock-wildlife conflict, most especially emerging commercial farmers, re-settled farmers and communal farmers. Many of these farmers are dependent on livestock for their daily livelihood so livestock losses through predation have a significant impact on their incomes. Most of these farmers have not farmed in the presence of predators before. Livestock-predator conflict in these regions is common because there is not enough wild game in some of the communal areas to support the predators and livestock management is not practised. In the absence of non-lethal predator control alternatives, predator numbers will continue to decline.

The CCF believes that conservation efforts will not succeed if the targeted communities are not benefiting. In 2008, the CCF spearheaded the creation of the Greater Waterberg Complex, an area covering some 1.77 million hectares and comprising the Waterberg Conservancy, the Waterberg Plateau Park, and four recently registered communal conservancies, namely the African Wild Dog, Okamatipati, Otjituu and Ozonahi Conservancies. The CCF is actively involved in the development of conservation training



and education programmes in this region of Otjozondjupa. The CCF's Community and Education Officers travel to communities in this area to help with the correct identification of predators causing problems and finding solutions.

Examples of the practical and effective solutions offered by the CCF include land conservancies, a broad spectrum of livestock management training courses, and a range of CCF material. Over the past five years, more than 2,500 communal, conservancy, re-settled and emerging farmers have attended one of the CCF's week-long training courses. The CCF's Cheetah Survival on Namibian Farmlands and Integrated Livestock and Predator Management training manuals are available in both English and Afrikaans and given to all farmers who come in contact with the CCF. Through direct contact with individuals and conservancy meetings, the CCF informs the community of its progress and the community guides the CCF with how it can best assist these communities.

As a result of the CCF's past efforts, the CCF will take these training courses on the road into communities, to train more community members, and plans to train over 1,000 community members every year in four-day training courses. The training programmes include presentations on livestock and game management, livestock veterinary care, and non-lethal predator control methods, including the boma design and

the use of livestock guard dogs. Participants also are exposed to hands-on exercises on predator identification, such as spoor identification, identification of livestock losses, and predator behaviour.

In addition, the CCF breeds and donates livestock guard dogs, a successful form of non-lethal livestock protection and works closely with the farmers to properly train their dogs. Since 1994, over 350 Anatolian Shepherds have been donated as livestock guardians, which has had a dramatic impact on lowering the number of wild cheetahs trapped and killed in Namibia. Annually, the CCF breeds and places about 30 livestock guard dogs and travels throughout the country to monitor these dogs and others placed in previous years to provide advice and assistance to the farmers.

The CCF's outreach education programmes will embrace towns and the communal areas in cheetah regions of the country, with a focus on surrounding Otjiwarongo and the Otjozondjupa region and in areas that are largely populated by subsistence farmers. These areas have had limited exposure to training of integrated system of livestock and wildlife managed through conservation principals. The CCF's educational programmes will target primary and secondary schools by conducting assemblies at schools, as well as teacher training and community workshops. These assembly programmes offer students and

teachers the opportunity to participate in cheetah conservation activities and increase student awareness of the threats to survival of this endangered species.

The CCF team goes into local schools with its "cheetah-in-a-box" – props of skins, pictures, slides and videos. In addition, cheetah conservation student activity books have been developed and are distributed to every student attending the assembly programmes, approximately 10,000 per year (over 250,000 to date). These subject-specific educational materials assist teachers with follow-up work in the classroom and focus on the need to conserve the world's biodiversity, and, specifically, to address the cheetah's unique role as a predator in the ecosystem. In co-operation with the Ministry of Education, the CCF has written a 100-page, cross-curricular teacher's resource guide titled *Cheetah: A Predator's Role in the Ecosystem*, which emphasises cheetah and general predator conservation. This guide is distributed to schools throughout Namibia, with the CCF conducting teacher-training workshops to introduce the guide to teachers, teacher trainers, and volunteer teachers. These workshops have met with

great enthusiasm and continue to be an important component to CCF's education programme. The CCF works to build up a relationship of trust and to truly strive to find solutions to farmer's livestock losses by reaching out to farmers and finding common ground from which to work towards practical solutions.

Through education and support of Namibians, the cheetah will become recognised as a resource and a source of pride for Namibia. The CCF believes farming can be done holistically and in harmony with the natural environment. Predation in any natural system is healthy for the removal of sick and weak animals and prevents overpopulation, which may become a problem if not controlled. Cheetahs have been observed by farmers to prey on at least sixteen species of wild animals and birds. The greater the variety of natural prey available on the farmlands, the less likely it is that cheetahs will kill livestock and the greater their chances of survival. The whole concept behind the CCF's education programme is to enrich the lives of those that it touches. Not just through education, but through the CCF's core message – "We Can Live Together".

## Watching Our Water

Rössing Uranium is situated in an arid desert where the climate is characterised by low and erratic rainfall, high temperatures and strong seasonal winds which contribute to challengingly high water evaporation rates.

To tackle this challenge, in 2005 the mine implemented a formal water strategy that built on previous work and water management plans. A water risk assessment was carried out with key stakeholders, which identified further opportunities for water savings and improving the mine's water balance and accounting.

Facing its water usage challenges, Rössing has worked to reduce its water consumption by:

- Implementing a water recycling target of 65 percent at the mine;
- Extracting and reusing water from the tailings dam;
- Minimising high evaporation water losses;
- Using alternative, lower-quality water sources; and
- Creating awareness to conserve water.

In 2011, the mine's usage of fresh water was close to the set target of 3.06 million cubic metres, or 8,390 cubic metres a day against an operating plan target of 2.92 million cubic

metres a year or 8,230 cubic metres a day. The water usage for 2011 was slightly higher than anticipated, at a rate of 0.29 cubic metres per tonne of ore milled against a target of 0.26 cubic metres per tonne of ore milled.

Rössing's freshwater consumption remains a challenge and was above target in 2011 due to a reduction in the recycled solution from the tailings dam as a result of deposition in drier paddocks. Drier paddocks tend to absorb more water before it can be decanted or seep through to the seepage areas.

The predicted demand for 2012 is set at 3.31 million cubic metres based on operating plan requirements. The focus will be on optimising the tailings deposition in order to maximise the recovery of recycled water and further reduce water usage by introducing mechanical seals on pumps in the processing plant.

Moving forward, the on-going water-saving activities at Rössing will include a study to determine the true value of water in the local context, continuing cooperation with local farmers, enhancing the water recovery systems at the mine, introducing water awareness training for all new employees and contractors and introducing mechanical seals on pumps to reduce freshwater usage.



*Willem Swartbooie (Senior Water Control Officer) taking water samples from borehole for diesel and oil contamination analysis*



## 47,000 Welwitschias ... and Still Counting!

The task of painstakingly counting the Welwitschia mirabilis plants within Swakop Uranium's exclusive licensing area is continuing unabated. The count reached 47,000 in mid-2012 ... and the end is still not in sight!

Swakop Uranium geologist Hosen Nampala started the counting and recording exercise in 2009. In November 2009, Immanuel Kalomho and Ignatius Katopao took over from him. To speed up the process, their ranks were strengthened in February 2011 by Abraham Amuthemu, Kleophas Tuutalen, Olgen Upora and UerihorekaTjizu.

Why do the census? Says Michele Kilbourn Louw, Environmental Manager for the Husab Uranium Project:

"We want to know whether any of our activities could affect the plants. Although they are not directly affected by the proposed Husab Mine, we would like to know what makes them 'tick'. It's a project that Swakop Uranium voluntarily decided to undertake separately from the environmental impact assessment process."

The survey data that is being collected on the actual position of the Welwitschia plants as well as their size, gender and condition will soon be used by scientists to determine more about the plant, why it grows where it grows, what keeps it alive and what causes it to die.



“From what we’ve seen, it is clear that the Husab Uranium Project team has the interests of the environment at heart,” he added. “Minimising the impact of the mine on the environment is clearly a major objective and we appreciate that.”

*Michele Kilbourn Louw  
Environmental Manager  
Husab Uranium Project*

*Immanuel Kalomho records a  
Welwitschia’s GPS reading.*

“The information and photograph for each individual Welwitschia is stored in a database. Analysis of this data will enable us to detect certain trends. For example, there appear to be more dead plants on a specific hillside than there are in the channels. One can work with the data to get a whole load of the statistically meaningful data on the Welwitschia field,” explains Michele.

During a visit to the Husab Mine site, José Kaumba, the new warden for the northern section of the Naukluft National Park, commended Swakop Uranium on the census: “We’re very impressed with the lengths to which the Husab Uranium Project team has gone to count the Welwitschia plants. This gives us food for thought to possibly motivate for a similar census, counting game and studying migration patterns in the area when considering that the proposed mine fence may affect movement of wildlife in this area. It would be useful to know what possible pathways to access water in the Khan River will be affected.”

José and Swakop Uranium both agree that transparency is the key to the way forward for this exciting project that will bring additional infrastructure and economic growth into the Erongo region while keeping in mind the very special location of the proposed mine.



## Three Wizards for our Lizard

Three specialists are involved in a fully-fledged study of the Husab Sand Lizard. Their research will determine where it lives, how it thrives and what chance our children have of encountering it in the future. Their efforts may even get it onto the "A" list of conservation.

The Husab Sand Lizard is a small, agile, elusive little fellow found in the rocky outcrops of the vast Namib Desert. He is also the subject of a special research project sponsored by Swakop Uranium.

Meet the Husab Sand Lizard, scientifically known as *Pedioplanishusabensis*. In terms of its Environmental Management Plan, Swakop Uranium is committed to caring

*Got you! Drs Hans-Werner Herrmann (left), Theo Wassenaar and Tom Wilson (right) admire the Husab Sand Lizard, which is the subject of a study sponsored by Swakop Uranium.*

for all species of fauna and flora found near or within its exploration and mining areas. No matter how big or seemingly insignificant such plants, animals, reptiles or insects may be, Swakop Uranium believes they all deserve to be treated with respect.

To this end, the Gobabeb Training and Research Centre has launched a pilot survey to determine where the Sand Lizard occurs, how and when it is active and what habitat it prefers. The study is guided by Gobabeb's Research Manager, Dr Theo Wassenaar, and supported by Swakop Uranium.

Dr Wassenaar has pulled in some scientific heavyweights to help with this research: Drs. Hans-Werner Herrmann and Tom Wilson, both from the University of Arizona in the US. These two well-travelled academics visited the proposed Husab mining site and, in consultation with Dr Wassenaar, started planning for what is to become a fully-fledged study of the Husab Sand Lizard.

According to the three scientists, the main aim of the pilot study is to establish where the lizards occur and what the extent of the area is. Secondly, they also hoped to get a better understanding of the species' ecology, population dynamics and genetic structure. Finally, the researchers

would start the process of getting the species formally listed on the International Union for Conservation of Nature's (IUCN) Red List. [see Red Alert]

"Studying the genes of lizards from different isolated rock outcrops allows one to get a sense of how related these populations are to each other," says Dr Wassenaar. "Modern genetic analysis techniques using microsatellite markers' (a type of DNA sequence) allow a detailed measurement of this relatedness, giving us an important tool to monitor the effect of all the activity associated with uranium mining in the central Namib on lizard populations."

Dr Herrmann, associated with the Human Origins Laboratory in Arizona, specialises in the genetic make-up of species. "Once we've looked at the physical aspects of where the Husab Sand Lizard lives and what its populations are, we look at what we can learn from its genetic information," he explains. "We can use genetics to study populations further as biodiversity actually translates into genetic diversity. From this we can learn how resilient the lizard is to change."

He says genetics can tell us more about the fitness of the species, and therefore how its evolutionary potential enhances its ability to survive in the long term and to keep reproducing.

"We would want to sample the population right across the range, especially within the proposed mining area, thereby allowing us to set up a baseline study," he adds. "If, for example, we find three populations that differ from one another, we would not like to lose one of them due to human or other intervention. We would also then monitor

the populations to see whether their genetic diversity increased, decreased or remained the same."

The pilot survey was carried out near the site of the planned Husab Mine. The occurrence of the species, activity patterns and habitat preferences were noted. "We conducted the survey from sunrise to sunset over five days with slightly more emphasis on the early mornings and late afternoons," says Dr Wassenaar. "We conducted transects on foot, varying in length and direction, traversing as many habitats as possible throughout the study area."

Preliminary findings agree with earlier observations that the Husab Sand Lizard is highly specialised, as it is exclusively associated with rocky substrate and rough terrain, specifically marble ridges surrounded by other bare rock types. "This highlights the importance of better understanding the species' ecology and genetics," says Dr Wassenaar. "Scarce, patchy habitat implies greater threat to a specialist species' continued existence in a region, as its survival is so closely linked to the amount of habitat available and its degree of fragmentation and connectivity."

Future research will investigate the natural history, basic ecology and habitat requirements of *Pedioplanishusabensis*. This research will be enlarged to ultimately include the genetic research findings in a species management plan. Monitoring of the genetic structure of the Husab Sand Lizard will inform wildlife management about a population's status and trends, which will allow early detection of declines in dispersal rates and sub-population size.

The Husab Sand Lizard therefore looks set to become a model for how threats to species with a very small range

should be addressed. But the improved knowledge and better management that will result from this project, is only part of the story.

Says Dr Wassenaar:

“We are grateful for the strong support given by Swakop Uranium for capacity building at all levels in Namibia. As a result, a number of Namibian students will get the opportunity to learn from the study, both as fieldworkers and as postgraduate students. Because of its highly technical nature, this research project will have the added benefit that young Namibian scientists, who are still seldom exposed to genetic work on native species, will be introduced to some highly specialised laboratory skills. This can only be to the benefit of the country.”



### Red Alert

The International Union for Conservation of Nature (IUCN) Red List is the world's most comprehensive inventory of the global conservation status of plant and animal species. It uses a set of criteria to evaluate the extinction risk of thousands of species and subspecies. With its strong scientific base, the IUCN Red List is recognised as the most authoritative guide to the status of biological diversity. The overall aim of the Red List is to convey the urgency and scale of conservation problems to the public and policy makers, and to motivate the global community to try and reduce the species extinctions.

## Living Stones Get Tender Treatment

A few hardy inhabitants have been found on the marble outcrops within Swakop Uranium's mining licence area – but they have been forced to move. *Lithops gracilidelineata* ("living stones" or "live stones") are some of the vulnerable and endemic plant species of the Namib and are protected by legislation.

A few of them will be affected by Husab's mining activities and Swakop Uranium was granted permission by the Ministry of Environment and Tourism (MET) to remove the affected plants to safer ground.

Angie Kanandjembo, Swakop Uranium's site environmental manager, says two Lithop experts from the National Botanical Research Institute (NBRI) helped remove the Lithops to a new location.

"Seventy plants were carefully removed from the site, of which 60 were assigned for relocation trials on site, five were donated to the live plant collections of the National Botanical Gardens (NBG) in Windhoek and five others to the embryonic Namib Botanical Gardens near Swakopmund."

Some of the plants were found to have mature and fresh seed capsules. These were collected and handed over to the Namib Botanical Gardens and NBRI for propagation and some were given to the National Plant Generic Resources Centre (NPGRC).

The 60 plants on trial were watered once every two weeks until the end of March 2012, where after they were left to fend for themselves.

Says Angie: "Their survival will be monitored closely for at least the next five years and the results will be shared with the public. The success of this experiment and the plants' long-term survival rate will guide future rehabilitation exercises especially after mine closure."

Frank Löhnert, initiator of the Namib Botanical Gardens (NBG) project, says the idea for the project "germinated" a few years ago, prompted by the burgeoning mining prospects in the Namib. If mine sites were to be cleared, then protected plant species needed a safe home.

"The NBG project sources a variety of fairly mature specimens of protected plants from authorised sources and relocates them in the botanical gardens, within themed displays, for public and environmental benefit," informs Frank.

The Lithops specimens cleared from the Husab mining area are temporarily being kept in pots, waiting to be replanted within more permanent displays. The public, learners and interest groups would then be able to view and study a collection of live specimens of uniquely adapted desert plants. "These little botanical gems are indeed very rare and hard to spot in nature," he says proudly of his new occupants.

Besides the reward of rescuing protected plant species from mining developments, the gardens also provide another tourism attraction for Swakopmund. "I would hope that this awareness of the Namib flora would instil and further enhance a public culture of care for our desert environment," says Frank.

*A closer look at a Lithops plant, which is only about the size of a 50 cent coin.*

## Elephant's Foot

*Adeniapechuelii*, commonly referred to as Elephant's Foot, is a plant found in the central and northern Namib that was long thought to be endemic to Namibia until it was recently found in south-western Angola. *Adenia* belongs to the family *Passifloraceae* and is related to the passion fruit. The species is dioecious meaning that male and female flowers occur on separate plants. The conservation status of this species has been evaluated according to the criteria used by the IUCN (International Union for the Conservation of Nature and Natural Resources now called the World Conservation Union) and was found to fall outside the threatened categories.

Initial environmental investigations revealed that the population of Elephant's Foot is significant and the development of the Valencia uranium project will impact significantly on its numbers due to the envisaged infrastructure and mining activities. Following an extensive survey during 2007 of Elephant's Foot plants in the proposed Valencia mine area, it was recommended that an experiment be conducted to test various methods of transplanting 60 of these plants. Replanting began in November 2008.

## Transplant Experiment

The area eventually selected as a sanctuary for these plants was just a few kilometers away, south-west of the pit area. The sanctuary area was relatively flat with a few granite rocks and outcrops. Soil was sandy and formed a layer up to half a metre in depth in places above the rocky layers in an area traversed by a few shallow watercourses.

Different sized plants were carefully selected from random areas of the proposed pit as well as waste and stockpile dumps. Manual digging with spades and crowbars was used to carefully free the roots out of the soil. The main roots of plants were followed as far towards their tips and removed with as little damage as possible. Care was taken to position the plants either on their sides or on the branches to minimise breakages of their rather brittle roots. The branches were more elastic and did not break as easily as the roots.

Positions for new plants were selected at random. Once replanted each plant was watered sufficiently to settle the loose soil around roots.

There were four scenarios for transplanting:

- remove plants and replant immediately as is (same or next day);
- remove plants and store at planting site for 8 weeks, then replant;
- remove plants, seal any wounds with wound sealer (contains fungicide), then replant;
- remove plants, treat roots with rooting hormone, replant.

For each scenario above, some plants were watered every two weeks, others every four weeks, while some were not watered at all. These plants were compared with ones already growing in the area. Monitoring of the experiment continued for a year on a two-monthly basis.

There were no losses among the plants relocated during the year the experiment lasted. All plants survived and most showed some signs of vitality. The presence of newly formed branches, leaves, flowers and fruit was noted at each monitoring visit.

The conclusion of this experiment is that relocation of elephant's foot is possible. Since the length and number of roots remaining on removed plants did not have an effect on plant establishment and growth, the conclusion is made that excessive care is not necessary when removing and transporting plants. No conclusive differences in plant condition between the different pre-planting treatments were apparent. Since an unusual amount of rain fell in the area during the study period, no firm conclusion can be drawn about the effect of prolonged watering after relocation.

Valencia would like to make a special thanks to Herta Kolberg for leading this project and to Tyrone Tholkes and a team of personnel from the Gobabeb Training and Research Centre for their contributions.



Sister Maria  
Otavi Health Clinic

# TAKING CARE OF OUR PEOPLES' HEALTH



## St Gabriels to the Rescue

St Gabriel's Ambulance Trust is a registered not-for-profit organisation based in Walvis Bay. It provides free ambulance services to everyone without financial or social discrimination. In 2011 St Gabriel's Ambulance Trust approached AREVA Namibia to sponsor the purchase and conversion of an additional vehicle. Together with Sandvik, the company agreed to sponsor the cost of the project subject to the vehicle being based in Arandis, where there was no ambulance. The provision and conversion of the vehicle was completed in 2011 and AREVA-Sandvik have committed themselves to contributing to its running costs into 2012 and 2013.

## Skills for Life

An essential First Aid and Life Skills Programme was developed and rolled out to 15 primary schools in the Erongo Region. The programme is aimed at Grade 7 learners and provides guidance and information on health-related life skills including HIV/AIDS awareness and teenage pregnancy.



## Clinical Treatment

During the visit of the delegation from German NGO Support e.V. to Namibia, the delegates visited the Otavi Health Clinic. This visit showed that, although the clinic under the management of head nurse Sister Maria serves the Otavi community well, some room for support especially in terms of material and medical equipment existed. In co-operation with Support e.V, the Trust invested in the upgrading of the Otavi Health Clinic.

During their visit of the Otavi Health Clinic, the delegation from Support e.V not only considered the renovation of the clinic, but also the refurbishment of the clinic with additional medical equipment. The NGO sourced medical equipment in excess of N\$700,000. The equipment included 35 hospital beds, 39 mattresses, 26 hospital bedside lockers, four baby cots, one child's cot and a lifting platform for patients. The equipment was transported from Walvis Bay to Otavi at no charge by MACS Shipping, Manica Group Namibia, Woker Freight Services and Wesbank Transport. At the public hand-over ceremony on 25 August 2009 the Honourable Minister of Health and Social Services Richard Kamwi as well as the Regional Director of the Ministry of Health and Social Services for the Otjozondjupa region, Mr Taapopiwere present.

The Otavi Health Clinic was renovated in a concerted effort between the OOCOT, the Otavi Town Council, Ohorongo Cement, the Otavi business community and Support e.V. The roof was fixed and broken fixtures replaced. Cracked walls and ceilings damaged by the leaking roof were repaired before all four treatment rooms, the entrance hall as well as storage and other rooms were painted. This investment was money well spent and today Otavi patients are treated in neat and pleasant surroundings.



## The Albino Corner

As part of the renovation of the Health Clinic, one room was furnished as a support station for people affected by Albinism, of which a small number live in Otavi and the surrounding areas. Albinism is a genetic disorder that results from inheritance of recessive gene alleles. The malaise is characterised by the complete absence or defect of an enzyme involved in the production of melanin. Due to the very light skin of the albinos, people affected are extremely susceptible to sun burn and skin cancer. The OOC, with assistance from Support e.V, stocked the Albino Corner with hats, long-sleeved shirts and sun glasses which Sister Maria can supply to the people affected by albinism on demand. Moreover, Support e.V. committed itself to securing a continuous supply of specialised sun protection lotions, which can be collected free of charge at the Albino Corner.

## A Wheelchair for Mr Kodiva

Mr Ken Howes, a trustee of the OOC donated a wheelchair to young Kodiva Dausab who had contracted tuberculosis arthritis in his knee. Due to this infection, Kodiva was unable to walk and could not attend school. When Norma Gaoas, teacher at Kodiva's school, realised that her pupil could not attend school due to his illness, she approached the OOC for a wheelchair. The teacher was concerned that her student would have to permanently drop out of school due to his illness, thus forfeiting a bright future. The donation of the wheelchair enabled Kodiva to again attend school on a regular basis.

Tuberculosis arthritis is an infection of the joints by the tuberculosis bacteria. Although rarely fatal, if untreated this form of tuberculosis is highly destructive to affected joints and by severely damaging the articular cartilage usually leave tissue permanently damaged. Tuberculosis arthritis is treatable using the same medication used to treat ordinary pulmonary tuberculosis, but in order to limit the permanent damage to the infected joint, as well as to prevent

the spread of the bacteria to other joints, it is important that the disease is treated promptly. Orthopedic devices such as wheelchairs help to rest the affected joint, which is essential in reducing the strain on the joint.



## Knowledge Sharing

Support e.V and OOCT formalised the relationship with the Ministry of Health and Social Services (MoHSS) through a Technical Co-operation Agreement. The key areas of this agreement embrace the relevant areas of health care provision and include raising awareness among the public and also MoHSS staff on issues relating to communicable diseases with an emphasis on HIV and Aids as well as reproductive and child health, stigmas and misperceptions surrounding mental and physical disabilities. A further focus area is the facilitation of knowledge sharing between the MoHSS staff, patients, the wider public, as well as experts in their respective area of medical expertise. Moreover, the agreement entails co-operation and discussion on opportunities and projects concerning the improvement of the health infrastructure and service delivery particularly in the Otavi region, but also in Namibia at large.

## Going Further than Otavi

Support e.V did not limit its contributions to Otavi only. Support e.V in co-operation with the OOCT also donated medical equipment to Tsumeb and directly to the Ministry of Health and Social Services. With regards to the donation to the Ministry of Health and Social Services, the equipment was too sophisticated for the Otavi Health Clinic and contained mainly operating equipment including vital signs monitors, operating theatre tables, suction apparatuses for operation theatres and anesthetic machines. Also part of the donation was modern hospital clothing designed to minimise risk of infection as well as sixteen childrens' cots – enough to furnish an entire children's ward. The container with the equipment was transported from Walvisbay to Windhoek by Namship free of charge.

## Wheelchairs for the Tsumeb Hospital

A total of 120 wheelchairs were donated by the Ohorongo Otavi Community Trust to the Tsumeb Hospital. The Trust received the donation from Sanimed, a manufacturer of specialised medical equipment, and SUPPORT e.V. Transport and shipment from Walvis Bay to Tsumeb was organised and financed by Manica Logistics in partnership with Wesbank Transport. The donation of the wheelchairs was made on the condition that the private hospital would distribute the chairs to all those in need. Moreover, no financial gain was to be drawn from the donation. The hospital management of the Tsumeb Hospital gladly accepted the donation and the administrative task of handing out the wheelchairs to those in need. A committee was established to administer the handing over of the wheelchairs. The committee informed old age homes, other hospitals in the region as well as other institutions that the wheelchairs were available. For those who have received wheelchairs, their lives have changed forever. Mrs Erika Kubes, one of the recipients, aged 81 did not have any means to move around besides by pulling herself forward with her hands. With her new wheelchair, she can move freely around her house and garden. Emma, a young mother of a severely disabled child can now take her son to work. Before that she had to carry the already heavy child on her hip over long distances.



## Medical Exchange

During June and July 2011 two medical doctors volunteered to assist Sister Maria at the Otavi Health Clinic. The doctors were to spend six weeks in the region to share their professional experiences with the staff of the Ministry of Health and Social Services, but also assess the situation of the Otavi Health Clinic in order to assist the OOCT with the conceptualisation of future projects.

The task of the doctors was primarily to provide training in trauma treatment in co-operation with the doctors of the district hospital in Otjiwarongo. Sister Maria was to be included in this training programme. Moreover, the doctors were to support Sister Maria and the other nurses at the Otavi Health Clinic in their daily work while continuously sharing methods common in hospitals in Germany.

Although the doctors did not conduct the trauma training, the six weeks were a fruitful experience for Sister Maria, the patients from Otavi and also the two doctors who were able to gain a lot from the time shared with Sister Maria and her colleagues at the Otavi Health Clinic.

## Helping Those with Walking Disabilities

During April 2011, Support e.V sent another consignment of medical equipment to Namibia. The consignment included 92 wheelchairs, 8 wheelchairs for children and 48 walking frames. The equipment was shared between the Usakos Hospital and the Otavi Health Clinic. The equipment was transported by Blaauw's Transport free of charge.

# EYE SEE THE WORLD.



The central image is a black and white photograph of a young boy with short hair, wearing glasses, looking slightly to the side. To the left of the boy are four logos stacked vertically: the Craton Foundation logo (featuring a stylized 'C' with orange and blue stripes), a pair of orange-rimmed glasses, the 'spec savers' logo (with 'spec' in blue and 'savers' in green), and the BDO logo (in blue and red). Below these is the 'the Book Den' logo with the tagline 'PLEASURE IN THE PAGES!'. To the right of the boy are four identical images of a pair of colorful, multi-colored-rimmed glasses stacked vertically. The entire graphic is framed by a collage of various animal eyes, including a frog, a human, a bird, and a snake.

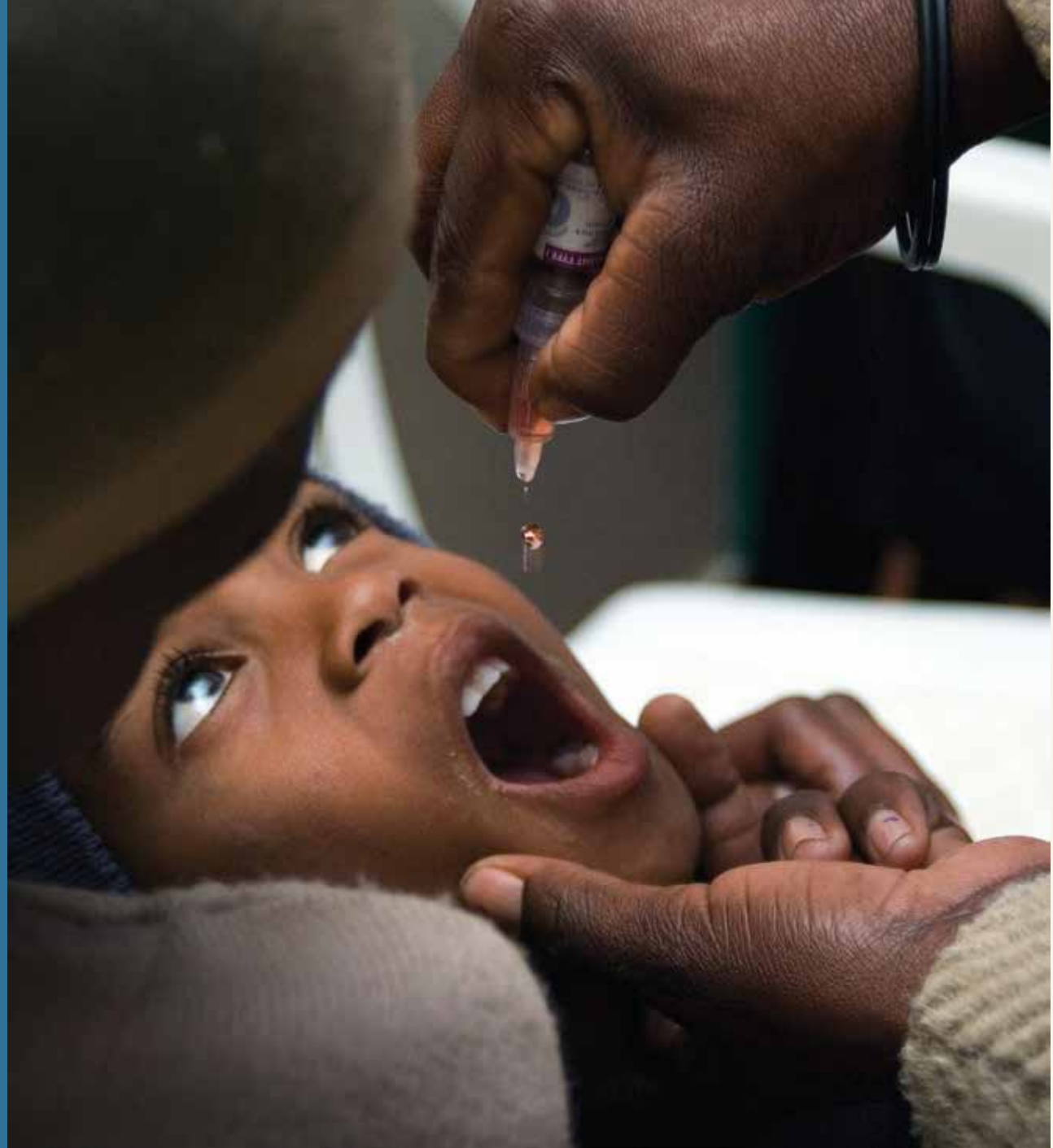
**A CRATON FOUNDATION INITIATIVE -  
PROVIDING GLASSES TO  
NAMIBIAN CHILDREN**



## The OHEAP programme

Realising the need for an effective education and support system aimed at combating HIV/AIDS, Okorusu founded the Occupational Health Education and Awareness programme (OHEAP). For many years, the entire funding requirements of OHEAP were derived from Okorusu but as the organisation grew, funding came from many sources although Okorusu continued to provide the lion's share of OHEAP's financial requirements. Okorusu handed over the management of OHEAP to the Chamber of Mines.

The HIV/AIDS pandemic was clearly far bigger than the local community. Okorusu management decided to operate and manage OHEAP through the Chamber of Mines, thereby ensuring its roll-out to the entire mining industry. Very soon, almost all mines, most parastatals and many private enterprises adopted the programme and had their own "peer educators" and counsellors trained up by OHEAP. OHEAP played a very significant role in combating the scourge of HIV/AIDS in our country and in fact became internationally recognised as one of the most effective industrial HIV/AIDS programmes. It was so effective in fact, that by 2011 the HIV prevalence rate among the "most effected" age grouping - 18 to 24 year olds - had dropped to zero on most mines and businesses and Okorusu and the Chamber shut OHEAP down in 2011. OHEAP had effectively realised its goal of working itself out of business. The story of Namibia's success in the war against HIV/AIDS has become legendary and is being seen as a model for other countries to emulate. This is in no small part to OHEAP and its dedicated staff.



*@ Hugh Collins*





# PROMOTING SPORT



## The Rock Spitzkoppe Challenge

The Rock Spitzkoppe Community Run and Mountain Bike Challenge was hosted on 10 September 2011 and sponsored for the third year running by AREVA Namibia. The event attracted almost a third more entries (a total of 435) than in 2010.

Runners, walkers and cyclists from all over Namibia participated in the 21.1 km run or walk and relay run or walk (2 x 10km) as well as the 35 or 70 km cycle route around the famous Pontok mountains.



## Helping Namibia's Sportsmen

For a second time Erich Goeieman, one of the top road runners in Namibia, was officially sponsored for 12 months by AREVA Namibia. In return for the payment of coaching, entry fees, travelling costs and equipment, Erich represented the AREVA brand at local, national and international athletic events.



## Bringing the Bounce Back into Football

One of the projects tabled by the trustees concerned the renovation and upgrading of Otavi's sports facilities. Given the significance of the game of soccer in Namibia, the soccer field was tackled first. The support by the Otavi community clearly showed the relevance of this project: the business communities as well as private individuals were keen to contribute or share a helping hand in renovating the stadium and upgrading the field. It was no surprise that the celebration of the completed project on 3 April 2011 turned into a major event that united the entire town of Otavi for a day of fun. For the occasion, the Ooct invited Global United FC e.V., an NGO that consists of more than 300 of the world's most famous former players and coaches, including stars such as Fredi Bobic, Mark Fish and Lothar Matthäus who have the mission of fighting for a better environment by playing exhibition football matches at various locations worldwide that are affected by climate change. In an historic soccer match kicked-off by the Honourable Minister of Trade and Industry, Hage Geingob, international, regional and local soccer legends gathered for a historic soccer match on Otavi's soccer field. Soccer legends such as Lolo Goraseb, Phil Masinga, Sunday Oliseh and Guido Buchwald were part of the team challenging players from regional soccer teams, while well-known Namibian artist Gazza entertained the crowd with a musical performance.

## Singapore or Bust

Skorpion Zinc sponsored the Namibian National Netball team gear and medical allowance to the Six Nations Cup games in Singapore in December 2011. The company was proud that the National team had been selected to participate in such an extraordinary event. Being selected among the African nations to represent Namibia and the African continent is indeed an incredible honor. Skorpion is proud to report that its donation was not in vain. The Namibian team did so well it has been invited to participate in the 2012 edition of the Singapore Six Nations Cup.

## A Decent Home for Local Sport

Skorpion Zinc has invested in the upgrading of the Keetmanshoop Stadium ensuring that state-of-the-art seats were fitted for the VIP stand and the main grand stand of the stadium. Such investments in community infrastructure are long-term investments and so benefits people of different generations. This intervention came at an opportune time for the town of Keetmanshoop and the Karas region at large as it helped tip the bidding in its favor, thereby resulting in the hosting of the annual The Namibian Newspaper Cup. The event brought together people from all over the country and provided a much-needed boost to the local economy while the local population was afforded a free display of upcoming talent from all the 13 regions in a showcase of Namibia's future soccer stars.

## The Kaizen Football Academy

Skorpion Zinc is the proud sponsor of several sporting events and sporting bodies. The Kaizen Football Academy (KFA) is one such group. KFA is a football academy located in the town of Rosh Pinah catering for the development of soccer as a sport among the youth of the town for children up to the age of 15. Apart from honing their football skills, the children also receive mentoring to become responsible citizens and caring individuals. Keeping them occupied during the afternoons and some weekends when they have sponsored tournaments in town and elsewhere in Namibia and South Africa minimises their exposure to dangers such as alcohol and drug experimentation and other evils in society.



*Namibian National Netball team members in their Skorpion's sponsored outfit*

## Annexure 1

### Mine Safety in 2011

The Chamber of Mines of Namibia takes the issue of mine safety extremely seriously. The Chamber contracts Safe-First SHE Consulting & Services to compile and analyse mine safety data for all fatalities and Lost Time Injuries (LTIs) reported by Chamber A, B and C Class members. LTIs are defined as all work related injuries where the injured person lost one or more shifts. These numbers exclude LTIs reported by exploration companies (D Class members) and Chamber associate members. Mining companies are obliged to report certain incidents as laid out in mining regulations. However, not all reportable injuries are LTIs. One fatality is assumed to lead to 6,000 shifts lost.

	2011	2010	2009	2008	2007	2006	2005	2004
Number of accidents	35	48	40	61	83	44	50	44
Fatalities (included in above)	3	0	2	0	2	1	2	0
Shifts lost per accident	533.80	23.85	325.43	19.48	167.13	160.86	259.08	23.50
Frequency rate	1.08	1.61	1.67	2.15	2.96	1.70	1.91	1.76
Seriousness rate	573.87	38.34	541.95	41.95	494.45	272.88	494.15	41.34

Chamber members reported a total of 35 LTIs during 2011, 13 less than during the previous year. However, tragically three fatalities took place during 2011 following the fatality-free year 2010. The number of shifts lost per LTI rose to a record high of 533.80 compared to the previous year's 23.85. Generally speaking, a more serious LTI will lead to a greater number of shifts being lost.

The frequency rate provides a measure of the number of accidents in proportion to the number of hours worked. It is defined as the number of LTIs divided by the number of hours worked multiplied by 1,000,000. The frequency rate fell to 1.08 in 2011 compared to 1.61 in 2010 showing that LTIs became less frequent.

The severity rate gives a measure of how serious the accidents were. It is defined as the number of shifts lost divided by the number of hours worked multiplied by 1,000,000. The severity rate rose to 573.87 in 2011 compared to 38.34 in 2010 showing that the accidents reported were more severe.

The table below contains the results of the Chamber of Mines Annual Inter-Mine Safety Competition for 2011.

A Division (more than 10,000 shifts per month)				
Position	Competitor	Frequency Rate	Severity Rate	F * S
1	De Beers Marine Namibia	0.00	0.00	0.00
5	Purity Manganese (Pty) Ltd	0.39	15.69	6.15
6	Navachab Gold Mine	1.50	32.08	48.24
7	Namibia Custom Smelters	3.11	27.50	85.63
9	Namdeb - Southern Coastal	1.45	1783.42	2587.95
1	Areva Resources Namibia	0.00	0.00	0.00
3	Rosh Pinah Zinc	0.75	7.49	5.61
8	Rössing Uranium Mine	1.95	45.71	88.92
2	Skorpion Zinc	0.28	5.03	1.41
4	Langer Heinrich Uranium	0.45	12.73	5.69
10	Okorusu Fluorspar	1.88	5654.07	10649.07
B Division (less than 10,000 shifts per month)				
Position	Competitor	Frequency Rate	Severity Rate	F * S
3	Namdeb - Northern Coastal	1.70	10170.72	17240.58
1	Namdeb - Orange River Mines	0.00	0.00	0.00
1	Salt & Chemicals (Pty) Ltd	0.00	0.00	0.00

## Annexure 2

<b>Mining and the Namibian Economy</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>
Namibian Gross Domestic Product (GDP N\$m)	62 081	72 946	75 070	81 136	90 842
Diamond mining value added	3 535	5 500	2 749	4 042	6 567
Other mining value added	3 281	6 272	5 254	2 840	2 092
Diamond mining contribution to GDP	5.7%	7.5%	3.7%	5.0%	7.2%
Other mining contribution to GDP	5.3%	8.6%	7.0%	3.5%	2.3%
Total mining contribution to GDP	11.0%	16.1%	10.7%	8.5%	9.5%
Diamond mining growth in value added	-3.1%	-0.6%	-50.8%	36.6%	-2.6%
Other mining growth in value added	19.4%	-12.3%	-0.6%	23.2%	-24.4%
Total mining growth in value added	0.5%	-2.9%	-42.2%	32.7%	-8.5%
Namibian Gross Fixed Capital Formation (GFCF)	14 696	17 838	16 609	18 531	19 115
Mining Gross Fixed Capital Formation	3 367	4 274	3 720	4 380	3 208
Namibian merchandise exports (N\$m)	27 264	34 326	30 050	31 934	33 797
Live animals, animal products and crops	1 118	1 495	1 070	1 633	1 596
Fish and other fishing products	425	240	230	162	308
Ores and minerals	11 488	15 615	11 037	12 614	13 321
Metal ores including uranium ore	5 451	7 867	5 790	6 398	6 222
Other minerals	255	304	198	264	209
Diamonds	5 782	7 444	5 049	5 952	6 890
Electricity	21	34	44	51	58
Manufactured products	14 212	16 942	17 669	17 474	18 514
Meat and meat preparations	1 125	1 436	1 495	1 540	716
Prepared and preserved fish	4 353	4 744	4 791	4 156	4 750
Other food products	115	180	197	189	211
Beverages	955	1 237	1 505	1 472	1 577
Copper	358	892	1 011	218	435
Zinc refined	3 693	2 289	1 807	2 824	1 194
Manufactured products nec	3 613	6 164	6 863	7 075	9 631
Mineral products as percentage of total exports (excludes cut and polished diamonds)	57%	55%	46%	49%	44%
<i>Source: National Accounts 2000-2011, Namibia Statistics Agency</i>					

<b>Tax revenue (N\$m)</b>	<b>07/08</b>	<b>08/09</b>	<b>09/10</b>	<b>10/11</b>	<b>11/12</b>
Diamond mining profits tax	220.7	498.8	511.3	354.5	573.5
Other mining profits tax	779.9	730.9	61.2	212.7	263.8
Diamond mining royalties	600.4	451.8	230.8	602.0	350.0
Other mining royalties	42.9	92.8	261.0	280.0	360.0
Namdeb dividends	-	-	-	-	-
Rössing dividends	8.2	8.6	8.5	0.6	5.3
NDTC dividends	-	25.0	100.0	85.0	50.0
Total direct taxation from mining	1 652.0	1 807.9	1 172.8	1 534.7	1 602.6
<i>Source: Ministry of Finance</i>					
<b>Licences issued</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>
Non-exclusive Prospecting Licences (NEPL)	443	467	311	439	348
Exclusive Prospecting Licences (EPL)	194	165	176	230	402
Claims registered	223	241	305	233	428
Mining Licenses (ML)	7	4	4	2	4
<i>Source: Ministry of Mines and Energy</i>					
<b>Output and Employment by Major Operating Mine</b>	<b>FY2007</b>	<b>FY2008</b>	<b>FY2009</b>	<b>FY2010</b>	<b>FY2011</b>
Langer Heinrich (tonnes of uranium oxide)	321	1 052	1 170	1 678	1 694
Namdeb (carats)	2 176 000	2 122 000	929 000	1 472 000	1 336 000
of which Debmarine Namibia (carats)	1 177 000	1 055 000	600 000	980 000	990 000
Navachab (kg of gold bullion)	2 519	2 115	2 014	2 773	2 063
Ohorongo Cement (tonnes of cement)	-	-	-	-	389 538
Okorusu Fluorspar (tonnes of acid grade fluorspar)	118 766	118 263	80 857	104 494	90 834
Rosh Pinah					
Zinc concentrate (tonnes)	94 855	94 236	94 000	101 040	89 236
Lead concentrate (tpnnes)	21 876	20 155	20 000	19 202	15 776
Rössing (tonnes of uranium oxide)	3 046	4 067	4 150	3 628	2 137
Skorpion (tonnes of SHG zinc)	150 080	145 396	150 400	151 688	144 755
Salt & Chemicals (tonnes of coarse salt)	665 000	642 000	720 000	792 000	738 000
Weatherly Mining Namibia (tonnes of copper concentrate)	5 726	8 354	4 763	-	14 071
<i>Source: Chamber members (company financial years may differ according to company)</i>					

Permanent employees by A B and C class Chamber member at year end	2007	2008	2009	2010	2011
AREVA	-	-	213	206	149
Debmarine Namibia	622	684	489	509	606
Langer Heinrich	132	167	215	268	310
Namdeb	2 940	2 594	1 480	1 651	1 363
Namibia Custom Smelters	268	245	269	321	467
Navachab	267	360	405	405	382
Ohorongo Cement	-	-	-	-	296
Okorusu Fluorspar	248	273	213	254	252
Rosh Pinah	556	523	593	575	586
Rössing	1 175	1 307	1 415	1 592	1 637
Sakawe Mining Company	n/a	n/a	37	30	28
Salt & Chemicals	110	110	46	46	46
Salt Company	79	78	83	85	85
Skorpion	669	690	674	682	751
Weatherly Mining Namibia	914	956	-	2	31
<b>Total</b>	<b>7 980</b>	<b>7 987</b>	<b>6 132</b>	<b>6 626</b>	<b>6 989</b>
<i>Source: Chamber members</i>					

## Training and employment

The mining industry spent some N\$55 million on training and skills development, awarding 110 new bursaries to tertiary institutions in 2011. NIMT continues to produce between 300 and 500 artisans of excellent quality each year. These critical skills form the backbone of our industry. The mining industry is fully supportive of NIMT by sponsoring hundreds of students on full bursary, as well as offering job attachments to many more students.

Including temporary employees and full time contractors, the total employment figure of the Namibian mining and exploration industry is 14 328.

The mines and exploration companies directly employ 7306 people in permanent positions, an increase of 459 employees or 6.7% on the employment figures for 2010. It is estimated that the multiplier effect for each employee is around 7. Therefore it is likely that the mining industry directly and indirectly provides an income for some 100 000 people.

This is indeed a significant figure in a country with a population of only 2.3 million but with an exceptionally high unemployment rate.

