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THE BRIEF

News Worth Knowing

NamWater, Husab Mine near financial closure for N\$3bn coastal desalination plant



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MAIN STORY

NamWater, Husab Mine near financial closure for N\$3bn coastal desalination plant

NamWater and Husab Mine are set to achieve financial closure for the planned N\$3 billion coastal desalination project by year end.

NamWater Chief Executive Officer Abraham Nehemia said the joint venture will see Husab Mine funding the construction of the project, ensuring NamWater does not need to independently mobilise the required N\$2.5 to N\$3 billion.

"This financial backing is crucial as it helps us avoid the need to mobilise between N\$2.5 and N\$3 billion on our own. The partnership is a joint venture, and we are also mobilising our resources to contribute to our share in the project. We are at an advanced stage and expect to achieve financial closure by the end of this calendar year," he said.

The plant is scheduled to be operational by mid-2026. Nehemia said the plant will initially address coastal water needs, with future expansions extending supply to Windhoek and Gaborone.

"The project is divided into three phases. Phase one, known as SS1, involves establishing the plant at the coast to meet the immediate coastal water needs. Phase two will focus on extending the plant's capacity to supply water further inland, including Windhoek, and eventually reaching Gaborone," he noted.

Nehemia noted that a bilateral committee, co-chaired by the Executive Director of the Ministry of Agriculture, Water and Land Reform, Ndiyakupi Nghituwamata, is overseeing the cross-border aspects of this



Crucial Dates

- Bank of Namibia Monetary Policy announcement date:
14 August 2024
23 October 2024
4 December 2024
- Mining Expo and Conference (07 - 08 August 2024)
- Namibia Oil and Gas Conference (20 - 22 August 2024)
- Namibia Oil & Gas Conference 2024
20-22 August 2024
Mercure Hotel , Windhoek
- Global African Hydrogen Summit (GAh2S)
Windhoek, Namibia from 03 - 05 September 2024

”
This financial backing is crucial as it helps us avoid the need to mobilise between N\$2.5 and N\$3 billion on our own.

project with Botswana.

"Our primary focus as NamWater is to ensure the coastal plant is established and operational, meeting the water needs of the coastal areas. The ministry will provide further updates on the ongoing discussions and progress regarding the inland water supply extension," he added.

This comes as declining underground water reserves in the coastal area are putting NamWater under immense pressure to continue to provide the commodity uninterrupted.

The plant is set to supply towns such as Henties Bay, Swakopmund and Walvis Bay, Arandis, Uis and settlements in Daures.

Namibia and Botswana have committed to a joint venture to address water scarcity in the region. The two countries will construct a desalination plant at Walvis Bay to extract water from the Atlantic Ocean.

The treated water will then be transported via a 1,490km pipeline to supply

both Windhoek and Gaborone.

The Bank of Namibia projects water supply interruptions in the coastal areas are expected to contribute to a slowdown in the country's uranium mining sector, with growth expected at 3.6% in 2024 from a robust 24.5% in 2023.



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NSA requires N\$250 million for optimal data collection

The Namibia Statistics Agency (NSA) says it requires N\$250 million to fulfill its mandate timeously.

NSA's CEO and Statistician General Alex Shimuafeni said financial constraints are hampering the statistics agency's ability to

THE
BRIEF | 06:40
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92FM

conduct crucial surveys.

Shimuafeni said lack of adequate funding has led to delays in critical surveys, such as the Population and Housing Census, which was postponed from 2021 to 2023.

"We make the best use of the budget we have. However, to be adequately funded, we would require N\$250 million for the NSA alone. With this level of funding, we could then undertake all the necessary tasks," he said.

This comes as the Agency is due to release the main report of the 2023 Population and Housing Census in October after the release of preliminary results earlier this year, which showed a population increase of over 900,000 since 2011.

"At the end of October, they're going to release the basic reports and other thematic areas from the census. It takes a lot of time to come up with those reports," he said.

Meanwhile, the NSA is also planning to undertake the Agriculture Census to provide a detailed picture of the agricultural sector in Namibia. The survey is conducted every 10 years alongside the population census.

NSA's Deputy Statistician General Otilie Mwazi said the housing and population census created the framework for the agricultural census to be conducted.

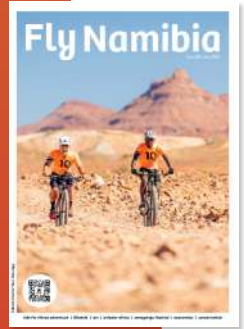
"Leveraging the data from

the population census, we've built a sampling frame for the upcoming Census of Agriculture, which takes place every 10 years. This in-depth survey will provide a comprehensive picture of Namibia's agricultural sector, going far beyond the basic information captured in the housing census about household involvement in agriculture. A pilot run is planned for next year to refine the methodology before the full census commences," she said.

She further explained that the Agency is exploring ways to leverage existing data. The NSA is partnering with government ministries and development organisations to utilise administrative records, such as population registers, to complement traditional survey methods.

"As part of our strategic plan to improve data collection efficiency, we're collaborating with development partners like Norway. Norway's expertise in utilising administrative data is particularly valuable, as we're working closely with Namibia's Ministry of Home Affairs to develop a comprehensive population register. This register will track population movements, allowing us to accurately locate and capture data on every resident, regardless of their location within the country," she explained.

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NAMFISA's headquarters to create 150 jobs during construction

The Namibia Financial Institutions Supervisory Authority (NAMFISA) is set to create approximately 150 jobs during the construction of its new headquarters in Windhoek's central business district.

The project, involving 18 subcontractors, is expected to span two years.

"Specialised subcontractors will handle electrical, elevator, water boosting pump, CCTV, access control, LAN and telephone, UPS, fire detection and public address, solar PV, fire sprinkler, HVAC, water heating, standby generator, building management, earthing and lightning protection, joinery, audio-visual and signage installations,"

THE
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NAMFISA's Head of Strategy and Projects Elvin Kamana said.

NAMFISA's Chief Executive Officer Kenneth Matomola said the project, with an estimated cost of N\$236.8 million, represents a significant investment in the authority's infrastructure and capacity to serve the Namibian people.

"Our new headquarters will be a beacon of stability and progress, reflecting our dedication to safeguarding the interests of consumers and investors, and maintaining the integrity of the financial system while remaining financially sustainable," Matomola said.

He noted that the building will have four floors of parking and six floors of office space.

"The building will be constructed by a joint venture between Adaptive Building Land Construction JV China State Construction Engineering Corporation (Pty) Ltd," he explained.


NAMFISA Board Chairperson Hettie Garbers-Kirsten emphasised the importance of this new development.

"It is with great pride and excitement that we gather here today. As we turn the first sod of earth, we are not just laying the foundation for a building; we are laying the groundwork for a future of enhanced service delivery, increased efficiency and sustained growth," she said.

She noted that the new

headquarters is designed to be a state-of-the-art facility that will support NAMFISA's strategic and operational goals.

"Our strategic intent with this new building is clear: to create a modern, efficient and conducive environment that will enable NAMFISA to better serve the financial services industry, and, most importantly, the Namibian people," Garbers-Kirsten added.



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VACANCY

Manager: External Affairs and Communications
Patterson Grade D Upper
Fixed Term : 2.5 Years

The office of the Head of the Programme is overall responsible for the conception of and driving the implementation of the strategy for the Namibia Green Hydrogen Programme. It acts as a conduit between the line Ministry, the Joint Implementation Committee/Green Hydrogen Committee and staff, to inform the achievement of the Programme's priorities as well as act as a liaison between external stakeholders. This position will be in the office of the Head of the Programme and serves as the official communication and contact for the Programme with key stakeholders. The Environmental Investment Fund of Namibia (EIF) on behalf of the Namibia Green Hydrogen Programme (NGH2P) invites application from suitably qualified and experienced Namibian nationals to apply for the position of **Manager: External Affairs and Communications**

Project Management and Implementation:

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- Advise**
 - Constantly decides how to best assist others in managing the finer details of Corporate Communications, and how to put in place a support capacity that is user friendly and that adds value
- External Communication**
 - Oversee the distribution of information outside of the organization and ensure that this information is managed effectively
- Internal Communication**
 - Oversee the distribution of information within the organization and ensure that this information is managed effectively
- Reporting:**
 - Reporting of the Programme's activities
- Corporate Policy and Corporate Social Responsibility**
 - Manage the organization-wide Corporate/ Social Responsibility policies.
- Brand Management:**
 - Official custodian for the Programme's brand
- Media Relationship**
 - Structures the relationship with the media using own discretion, but within the framework of the Programme's policies, in order to maintain a healthy working relationship and understanding
- Stakeholder engagement:**
 - Relationship Management

Qualifications, Experience and Other Requirements

- A Bachelor in Business Administration or post graduate qualification in Marketing, Communication Management, Media Journalism, Public Relations or related field from a recognised institution. A Public Relations or Communications accreditation with a recognized institution serves a distinct advantage.
- Knowledge and experience of journalism would be a distinct advantage
- Minimum of five (5) years business or communication experience of which at least three (3) years are at managerial level with extensive exposure in the area of Strategic Communication,
- Project management experience in the implementation of information technology systems and processes at corporate level
- Namibian citizen, with a valid drivers' license is a requirement
- Availability to travel

For inquiries, please contact the Human Resource Department at recruitment@EIF.ORG.NA or +264 61431 7701 or +264 61431 7730

All applications should be directed to:
Ms. Lizl Timbo
Manager: Human Resources
Tel: +264 61 4317730/431 7710

A full Terms of Reference outlining the detailed job description and other requirements can be obtained from the EIF website, www.eif.org.na/documents/vacancies or through email request, recruitment@EIF.ORG.NA

NO HAND DELIVERIES
Applications with cover letter, recent CV and copies of qualifications should be emailed to recruitment@eif.org.na



Namibia
Green Hydrogen
Programme

Due date: 31 July 2024



The common mistakes made by poultry farmers

By Hanks Saisai

Rearing poultry for business can be an exciting and rewarding experience when done properly. From the onset, one needs to conduct thorough market research in order to determine the vital information that can be used to establish a viable and profitable business. When poultry farming, a few small mistakes can be very costly, so it's important to identify and control them.

The first mistake that farmers make in a poultry venture is overlooking buying feed in bulk and having it stored on-site at the farm over the entire production cycle. It is crucial for a farmer to create a budget for poultry feed by understanding the daily feed needs of the birds.

If someone chooses to start an egg production business, they should be aware that during the 12-month production cycle,

there are 243 days of summer. During this time, layer hens need to consume 110 grams of feed per day per hen. During the winter months, there will be about 122 days of which the hens will need to be fed 130 grams per day. If one sets up an enterprise of 50 hens, it is essential to create a feeding plan that has feed available daily for the hens.

From January to April and September to December (Summer months), the 50 hens will utilize 5,500 grams (5.5 kg) daily and over the 243 days of summer, the hens will make use of 1,336,500 grams (1,336.5 kg) and with the feed packaged in 50 kg bags, a total of 27 bags will be utilized. At the current unit price of N\$ 530.95, the total cost incurred by the business for the feed will amount to N\$ 14,335.65.

During the winter months (May to the end of August), the 50 hens will be fed with 130 grams of layer mash per hen daily. Over the 122 days, 793,000 grams (793 kg) will be

utilized by the hens. With feed being packaged in 50 kg bags, 16 bags in total will be needed. As the bags cost N\$ 530.95 each, the farmer will incur a total cost of N\$ 8,495.20. The farmer shall purchase a total of 341 bags of feed at a total cost of N\$ 22,830.00.

Upon determining the above, the farmer can devise a procurement strategy to acquire 16 bags of feed, sufficient to last for four months. This approach will eliminate the need for regular feed expenses during that period, thereby enabling the business to reduce spending on feed and transportation, leading to a significant increase in profit margins.

The second mistake that farmers often make is not having a vaccination program for their birds. This can result in economic losses due to high mortality rates. Additionally, it's common for this mistake to be associated with not having a designated sick bay (isolation house) where sick hens can be separated from the rest to prevent the spread of diseases. It is essential to have a sick bay house and a vaccination programme that utilizes remedies that prevent Newcastle Disease, Infectious Bronchitis, Infectious Bursal Disease (Gumboro) and Infectious Coryza. Additionally, farmers are encouraged to keep

antibiotics such as SWA-Doxy-Mycin and DoxyMaxx 50% to curb poultry ailments.

The third common mistake made by poultry farmers is not implementing biosecurity measures in their enterprises. This mistake is the one that often leads to chickens being vulnerable to poultry diseases as it allows many people to have access to the poultry. By restricting access to the poultry through a fence and a thorough disinfecting station at the entrance of the operation, one eliminates the possibility of disease occurrence in the operation.

Avoiding these three common mistakes can be the first step for one to build a poultry enterprise that is profitable and not exposed to disease threats that can lead to economic losses that can hurt the sustainability of the enterprise.

****Hanks Saisai is Technical Advisor: Crops & Poultry at Agribank***



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Date	Town	Venue	Time
18 July 2024	Rehoboth	Dr. Lemmer Secondary School	14:00 – 17:00
24 July 2024	Okahandja	Okahandja Secondary School	14:00 – 17:00

MEMBER EDUCATION/ACTIVATIONS

Date	Town	Venue	Time
16 July 2024	Groot Aub	Java Groot Aub Wholesaler	10:00 – 15:30
16 July 2024	Groot Aub	Groot Aub Primary School	14:00 – 17:00
17 July 2024	Rehoboth	Old Bus Stop	10:00 – 15:30
19 July 2024	Dordabis	Dordabis Clinic	10:00 – 15:30
22 July 2024	Ovitoto	Ministry of Agriculture	10:00 – 15:30
23 July 2024	Okahandja	Okahandja Shopping Centre	10:00 – 15:30
23 July 2024	Okahandja	Okahandja Secondary School	14:00 – 17:00

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NSA allocates N\$94 million for household income survey

The Namibia Statistics Agency (NSA) has allocated N\$94 million for conducting the 2025/2026 Namibia Household Income and Expenditure Survey.

The survey is a comprehensive examination of Namibian household finances which will provide crucial data for policymakers and planners seeking to understand how Namibians earn and spend their money.

According to NSA's CEO and Statistician General, Alex Shimuafeni, the N\$94 million allocated for the survey is split into two parts, with the initial pilot survey allocated N\$43 million to cover startup costs like training and materials for a smaller team.

The remaining N\$50 million funds the year-long main survey, which includes hiring a larger field team, tablets for data collection, household expense booklets, and data processing for the full-scale nationwide effort.

"For the 2024/2025 financial year, N\$43,184,910.50 is made available for the pilot survey, logistics, training and other related costs. For the 2025/2026; 2026/2027 financial years an amount N\$50,859,729.50 will be sourced from the Namibian Government for the NSA to undertake the 2025/26 Namibia Household Income & Expenditure Survey," he said.

He also said that the NSA will be bringing on temporary staff including team leaders and enumerators for the main survey.

To get things started, NSA will hire 24 people for the pilot survey this year. Then, for the year-long main survey next year, they'll need a larger team of 147 workers.



The survey will span all 14 regions of the country and will involve a representative sample of over 10,000 households.

The pilot will run for 21 days and commence on 30 September until 18 October while the main fieldwork for the Namibia Household Income & Expenditure Survey is scheduled to begin in March

2025 and continue for a full year to account for seasonal variations in income and expenditure patterns.

“It is against that background that the NSA intends to recruit individuals within their respective regions. The nation will be informed when the application process starts,” he said

Shimuafeni also said that to ensure accuracy and efficiency, the NSA is adopting a technology-driven approach.

The survey will use two methods to collect data on spending and income. The first is a computer-assisted personal interview on tablets that captures basic household information, regular and irregular purchases (like furniture), and details from other survey sections, such as jobs, wealth, health, and education.



The second method is a Daily Record Book paper booklet for households to record their daily spending on things like food, drinks, and tobacco.

Interviewers will help households who can't read or write to fill out this booklet, and then


transfer the information to the digital system.

“The completed Daily Record Book will then be captured in Computer Assisted Personal Interview by the Team Supervisor. Households will be shown how to record daily transactions in the Daily Record Book, however, where there are no literate persons in the households, interviewers will visit them daily to help with the recordings,” Shimuafeni said.


The Namibia Household Income and Expenditure Survey 2025/2026 is the fifth of this type of survey to be conducted in an independent Namibia, and the second to be carried out by the NSA under its strategic priorities and objectives as stipulated in the Business Plan for 2022/2023 to 2026/2027.



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Republic of Namibia



NAMWATER
Namibia Water Corporation Ltd

Invitation for Bids [IFB]
Works
(Without Prequalification)

IFB Number:
Employer:
Project:
Contract title:
Country:
Loan No. / Grant No.:
Procurement Method:
OCBI No:
Issued on:

W/OIB/NW-001/2025
Namibian Water Corporation Limited (NamWater Ltd)
Oshakati Water Purification Plant Extension (C-NOSH116)
Construction Contract for the Oshakati Purification Plant Extension
Namibia
2000200004682
Open Competitive Bidding (International) (OCBI)
W/OIB/NW-001/2025
12 July 2024

1.

The Government of the Republic of Namibia has received financing from the African Development Bank hereinafter called the Bank toward the cost of the Oshakati Purification Plant Extension and intends to apply part of the proceeds toward payments under the contract for the Construction Contract for the Oshakati Purification Plant and Associated Works. For this contract, the Borrower shall process the payments using the Direct Payment disbursement method, as defined in the Bank's Disbursement Guidelines and procedures for Investment Project Financing.

2.

The Namibia Water Corporation Limited now invites sealed Bids from eligible Bidders for the Construction of the Oshakati Water Purification Plant Extension and Associated Works.

3.

Bidding will be conducted through the Open Competitive Bidding (International), OCBI procedures as specified in the Bank's [Procurement Framework](#) dated 2015) and is open to all eligible Bidders as defined in the Procurement Framework.

4.

Interested eligible Bidders may obtain further information from Namibia Water Corporation, BidsA@db@namwater.com.na and inspect the Bidding document during office hours (08h00 to 17h00) at the address given below.

5.

The Bidding document in English may be purchased by interested eligible Bidders upon the submission of a written application to the address below and upon payment of a non-refundable fee of **NAD3,000**. The method of payment will be cash/EFT. The document will be sent by Electronic transfer or Hard Copies to be collected from NamWater as per the Bidder's preference.

6.

Bids must be delivered to the address below on or before 11h00AM on 28 August 2024 Electronic Bidding will not be permitted. Late Bids will be rejected. Bids will be publicly opened in the presence of the Bidders' designated representatives and anyone who chooses to attend at the address below on **11h15 on 28 August 2024**.

7.

All Bids must be accompanied by a Bid Security of **NAD19 million** (Namibian Dollars Nineteen Million Only) in the form of an unconditional bank guarantee.

8.

Attention is drawn to the Procurement Framework requiring the Borrower to disclose information on the successful bidder's beneficial ownership, as part of the Contract Award Notice, using the Beneficial Ownership Disclosure Form as included in the bidding document.

9.

The address (es) referred to above is (are):

Client: Namibia Water Corporation Ltd
Attention: Namibia Water Corporation Ltd
Address: 176 Iscor Street, Aigams Building
Floor/ Room number: Ground Floor, Cash Office-Bid Box, Aigams Building
City: Windhoek
ZIP Code: N/A
Country: Namibia
Telephone: +264 (61) 712270
Electronic mail address: BidsA@db@namwater.com.na



Trigon Metals secures working capital advance for Kombat Mine

Trigon Metals says it has secured a N\$46 million (US\$2.5 million) working capital advance for its Kombat mine in Namibia from IXM S.A., the mine's off-taker.

According to Trigon's CEO and Executive Chairman, Jed Richardson, the advance will be provided in two tranches of N\$22 million (US\$1.25 million) each.

Trigon has already received the first tranche, with the second tranche scheduled to be received between August 19 and August 30, 2024.

"The advance payment from IXM reiterates our stakeholders' commitment to the Kombat Project in Namibia and is off the back of Kombat's ability to consistently meet and exceed our projections and consistently deliver to IXM a high quality copper concentrate. We thank IXM for their continued support," he said.

He added that the agreement includes an interest rate on the advance, set at a 30-day SOFR average plus 2.5%. Repayment will occur over the next year

through monthly deliveries of copper concentrate starting in October 2024.

In June, Trigon announced that it planned to extract a significant amount of copper ore, ranging from 250,000 to 280,000 tonnes in 2025, from its Kombat Asis West underground mine.

The copper content within the ore is expected to be between 1.95% and 2.3% on average. This translates to a projected haul of 5,500 to 6,100 tonnes (roughly 12.1 to 13.4 million pounds) of refined copper metal.

Trigon is a publicly-traded Canadian exploration and development company with its core business focused on copper and silver holdings in African jurisdictions.

Currently, the company has operations in Namibia and Morocco. In Namibia, the company holds an 80% interest in five mining licences in the Otavi Mountainlands, where it is focused on exploration and re-development of the previously producing Kombat Mine.

- miningnandenergy.com.na



Change management for sustainability

By Paulina Mbango

Sustainability has transitioned from a “nice-to-have” to a critical business imperative. Senior leaders are increasingly tasked by shareholders and stakeholders with developing and implementing a sustainability strategy, which requires integrating sustainable practices into the fabric of their organisations. To be successful, leaders must approach these changes strategically and at the enterprise level.

Sustainability Transformations and Change Management

Organisations committing to sustainability can face complex, enterprise-wide and transformational change with broad impacts on their customers, people and stakeholders. This article delves into how change management can be a potent tool in executing sustainability strategies effectively, especially for those at the helm of sustainability programs and projects.

Before we dive in, let’s briefly recap what we mean by sustainability and how it relates to organisations.

What is organisational sustainability?

In essence, “sustainability” means enduring into the future and over the long term. Whether for organisations or countries, the

classic Brundtland definition of sustainable development is “Development that meets the needs of the present without compromising the ability of future generations to meet their own needs.”

In the context of organisations, this emphasizes the importance of ensuring that today’s businesses operate in a way that doesn’t jeopardize the opportunities and resources available for tomorrow’s generations.

Sustainability in organisations extends beyond environmental stewardship. It represents a commitment to operate in an economically, socially and environmentally responsible manner with a focus on the triple bottom line of planet, people and prosperity. This holistic approach aligns closely with Environmental, Social and Governance (ESG), a framework which collectively measures an organisation’s ethical impact and sustainability practices.

What is driving organisations to be more sustainable?

Internationally, sustainability is gaining momentum due to investor and regulatory pressures, emerging global reporting standards, evolving market demands and opportunities, skills shortages, and a growing consciousness about climate change. Increased sustainability brings with

it significant benefits, including:

1. Enhanced financial performance – in terms of cost reductions, revenue growth, innovation, and access to new markets and investment capital. Sustainable products and services tap into growing, as well as established markets globally where environmental and social offerings are in high demand. The sustainability challenge also spurs innovation that leads to new products, services, business models and revenue streams.
2. Greater employee retention and engagement, stakeholder relations, and brand loyalty – because people, especially Millennials and Gen Z, want to have a positive impact on the world. This extends to doing purpose-driven work as well as buying products from brands that forge

deeper connections with communities and stakeholders through their commitment to ESG.


3. Improved operational efficiencies – from waste reduction, optimized use of resources, process improvements, and the cumulative efficiencies from streamlining at the organisational level.

4. Stronger risk management, resilience and competitiveness – due to proactive measures that enable businesses to avoid penalties, minimize disruptions, and protect their reputation as focus on sustainability expands globally. Adapting to the changing landscape positions companies for long-term success while lessening the effects of external disruption or “black swan” events.

5. Better alignment with global goals and initiatives – especially for larger businesses that are global or do business across multiple regions. These organisations will face greater obligations in terms of sustainability reporting.

What are the “change challenges” in implementing sustainability projects?

Many executives are highly aware of the benefits of becoming a sustainable business. They have heightened aspirations around sustainability and



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TENDER

First date of publication 12 July 2024

DBMNE0509 - GEOTECHNICAL SITE INVESTIGATION: MUDBELT AND COARSE GRAVEL ENTITIES

DESCRIPTION:
Debmarmine Namibia is looking for a contractor with the right expertise and experience to undertake a geotechnical site investigation utilising existing proven site investigation techniques to obtain detailed geotechnical data.

SCOPE OF WORK:
The locations are primarily the inshore portions of the license area known as Mudbelt South, Mudbelt Central and Mudbelt North and consist of Holocene material overlying coarse gravel and cobbles. A central area characterized by very thick gravel orebodies will also most likely be part of the targets. Water depths range from 90m to 140m. The data will be used to build a site ground model in conjunction with the geophysical data and previous geological data already available across the site.

CLOSING DATE: 23 August 2024 at 12:00, by electronic submission.


REQUEST FOR ELECTRONIC TENDER DOCUMENT:
Registered businesses interested in providing such services are requested to obtain the tender document with reference number DBMNE0509 GEOTECHNICAL SITE INVESTIGATION: MUDBELT AND COARSE GRAVEL ENTITIES.

Email Address: Tenders@debmarine.com
Subject line: DBMNE0509 - GEOTECHNICAL SITE INVESTIGATION: MUDBELT AND COARSE GRAVEL ENTITIES

ENQUIRIES:
The Procurement Officer
Tel: +264 61 297 8481
Email: Tenders@debmarine.com
Subject line: DBMNE0509 - GEOTECHNICAL SITE INVESTIGATION: MUDBELT AND COARSE GRAVEL ENTITIES

DISCLAIMER:
Debmarmine Namibia shall not be responsible for any costs incurred in the preparation and submission of a response to this tender and furthermore reserves the right not to extend this tender into any future tenders, negotiations and or engagements.

Debmarmine Namibia shall not accept submissions rendered after the closing date and time.



ESG, and want to implement their strategy but have difficulty translating it into action. Every organisation begins the journey from a different place.

From a change management perspective, success for many organisations depends on their people, customers and stakeholders “adopting and using” sustainability in the first instance. They also need people to adopt and use the technical solution delivered by each sustainability project or initiative. These are distinct change journeys, and success in one may not deliver the other.

Resistance to sustainability-oriented change is a significant hurdle. This can stem from a lack of understanding or buy-in for sustainability in principle or fear of the unknown arising from sustainability projects. Measuring and reporting sustainability outcomes can be complex, requiring new systems and processes. Retrofitting sustainability into existing business models can require a fundamental rethink of operations and strategy. Every change or initiative may also have significant impacts on the way people do their jobs. So, despite the clear benefits, the road to sustainability involves very real change challenges.

As we conclude Part 1 of our exploration into change management for sustainability, it's evident that embedding sustainable practices within an organisation is both a strategic necessity and a complex challenge. The journey toward sustainability requires not only a clear vision and robust strategies but also the active engagement and adaptation of all stakeholders. Through the lens of change management, we can better understand the multifaceted nature of sustainability transformations and the crucial role of leadership in guiding organisations through this process. In Part 2, we will delve deeper into practical change management approaches and tools that can facilitate successful sustainability initiatives, ensuring that organisations can effectively realize the long-term benefits of their commitment to a sustainable future.

**Paulina Mbango is a PROSCI-certified change practitioner and communications specialist with experience in the financial services, mining, and governance sectors. Write to her at paulina@andchange.com or learn more at andchange.com.*

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Windhoek, San Antonio to renew water management partnership

The City of Windhoek says it will renew its Memorandum of Understanding (MoU) on water management with San Antonio, Texas in the United States of America.

The Mayor of San Antonio, Ron Nirenberg, is set to lead a delegation on a five-day visit to Windhoek from 24-28 July 2024, with the signing of the revised MoU as a key highlight.

“During his visit, Mayor Nirenberg and his delegation will tour several key sites and projects in Windhoek, including the internationally acclaimed direct potable reuse plant, the new Goreangab Water Reclamation Plant operated by WINGOC, and the affordable housing project developed jointly by the City of Windhoek and the National Housing Enterprise,” the City of Windhoek says.

Moreover, the existing partnership between the City of Windhoek and the San Antonio Water System has fostered knowledge sharing and cooperation since its inception in 2016.

“Windhoek is the first city in Africa to have signed a sister cities agreement with San Antonio. This visit marks Mayor Nirenberg’s first trip to Windhoek following the inaugural visit by former Mayor of San Antonio, Councillor Ivy Taylor, who played a pivotal role in the establishment of the Windhoek-San Antonio relationship,” the City of Windhoek said.

Furthermore, the City of Windhoek emphasised that the relationship between Windhoek and San Antonio extends beyond water management.

Since the signing of the Sister Cities Agreement, the two cities have collaborated



on various initiatives, including economic development, renewable energy solutions, staff development programmes and cultural exchange.

The week will culminate with a public lecture delivered by Nirenberg at the Namibia University of Science and Technology.

Titled: "The Sustainability Agenda for Our Cities: What San Antonio is Doing to Address Current and Future Challenges," the lecture will delve into San Antonio's efforts towards a sustainable future.

Are You a Content Pirate?

By Roger Gertze, MultiChoice Namibia
Managing Director

Imagine a world where you can no longer watch addictive series like Suidooster, homegrown movies such as Penda's Dilemma, or your favourite sports event like the Premier League or the Olympics. This could be a reality if copyright is not protected.

While streaming a series from a dodgy site may seem harmless, content piracy cripples Africa's creative industries.

Piracy occurs when an individual, who is not the copyright holder, copies content and resells it for a significantly lower price than the copyright holder charges. Many perpetrators of piracy do not realise the impact it can have...

It starts when producers have less money to invest in new projects, technology, and talent. Investors lose faith in Africa's creative industry as their rights aren't protected, and then the quality and variety of content dwindles.

Soon, local productions are replaced with mainstream, one-size-fits-all material, which means there's less and less work for local content creators – along with less investment in local economies and livelihoods.

If you're unsure that the content you're consuming comes from a legit source, follow this decision tree:

Piracy might seem like a victimless act, but it impacts Africa's entire entertainment industry, from studios to individual creators.

By choosing legal options, you're supporting the local movies, shows, and music you love

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ARE YOU A CONTENT PIRATE?

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If you're unsure that the content you're consuming comes from a legal source, follow this decision tree:

- 1. ENJOYING SOME ENTERTAINMENT?**
Answer: Let's make sure it's legit. Did you pay for this content yesterday?
YES, PAID FOR IT DIRECTLY. **NOPE, GOT IT ANOTHER WAY.**
You're supporting creators. No judgement. Let's check a few things.
Move to **QUESTION 2**.
- 2. DID YOU BUY IT FROM AN OFFICIAL SOURCE, LIKE MULTICHOICE?**
ABSOLUTELY! You're getting happy with your entertainment. I saved for a long time. Great and supporting African creatives. **MAYBE NOT.** It's easy to be unsure. Let's take it a step further.
Move to **QUESTION 3**.
- 3. HOW DID YOU GET THE CONTENT?**
SOMEONE SHARED IT WITH ME. Sharing is caring, but with content, it can be tricky. **I DOWNLOADED IT ONLINE.** The internet is a big place. Let's make sure it's from a safe source.
Move to **QUESTION 4**.
- 4. DID THE PERSON WHO SHARED IT PAY FOR THE CONTENT, OR WAS IT ALLOWED TO SHARE?**
NOT SURE, OR PROBABLY NOT. Ah, that's a grey area. Piracy hurts creators. **YES, THEY'RE A PAYING SUBSCRIBER AND IT'S WITHIN THE SHARED RULES.** Answer: Legit! and there's no need for judgement.
Move to **QUESTION 5**.
- 5. DOES THE SOURCE ON THE PRICE SEEM TOO GOOD TO BE TRUE?**
TOTALITY WHY CHEAPER, WEIRD WEBSITE. There's a reason. And for the price, it can harm your device and it supports illegal activity. **PRICE SEEMS FINE, BUT I'M STILL NOT 100% SURE.** When it comes to content, it's best to look for official logos, licensing info, or ask us at MultiChoice.
We're happy to help!

Piracy might seem like a victimless act, but it impacts Africa's entire entertainment industry, from studios to individual creators. By choosing legal options, you're supporting the local movies, shows, and music you love and ultimately helping to protect Africa's creative industry.

To learn more or find a safe, reliable source of local content, visit: <https://www.multichoice.com/partners-against-piracy>

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Why you shouldn't halt premiums for life insurance and retirement funds

By Wendy Naruses

With the rising cost of living, many Namibians are burdened by financial pressure, which is aggravated by inflation.

Facing increasing financial pressure, many policyholders are tempted as a first reaction to cancel or stop paying their insurance and retirement premiums to ease the financial burden.

Skipping contributions can have severe long-term impacts.

If you cancel risk cover now, it may cost you a lot more to reinstate at a later stage.

By tracking spending for a month,

using a budgeting app or paper record, you can identify unnecessary costs and create a realistic budget that prioritises vital financial safeguards.

Insurance policies, particularly life insurance, provide critical protection for loved ones in the event of an unexpected death, ensuring they are not left with financial burdens.

Similarly, maintaining retirement savings contributions is essential for building a secure future, as stopping payments can lead to inadequate funds during retirement.

By continuing to honour these premiums, individuals can safeguard

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their financial well-being and avoid potential hardships down the road.

If finances are extremely tight, consider these alternatives rather than cancelling your risk cover:

1. **Adjusting benefit amounts:** Instead of cancelling your cover altogether when you experience financial pressure, you can reduce your cover amounts. When your financial situation improves, you have the flexibility to increase your cover back to the original level without having to undergo full underwriting, subject to certain terms and conditions. This allows you to maintain some level of financial protection in case of illness, disability, or death. Some insurance cover is better than none.

2. **Premium holiday options:** Some insurance products offer a premium holiday option, allowing you to temporarily pause payments without losing your cover. Contact your provider to see if this is available to you.

3. **Healthy lifestyle discounts:** If you've maintained a healthy lifestyle, such as quitting smoking for over a year, you may be eligible for lower premiums. Contact your insurer to enquire

about revising your rates.

Costs will continue to rise, and life events may make it harder to get cover later if you cancel your policy now. While insurance may seem burdensome, cancelling it can lead to bigger problems. Consulting a financial adviser for a risk analysis to determine your cover needs and potential risk exposure is crucial before you make changes.

Moreover, planning for the future with the assistance of a financial adviser can also help you cut costs, prioritise essential expenses and secure long-term financial stability for you and your loved ones.

****Wendy Naruses is Marketing and Communications Manager: Distribution at Sanlam Namibia***



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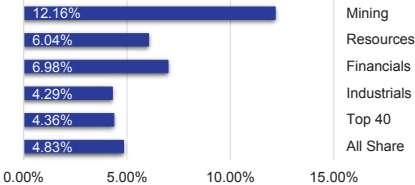
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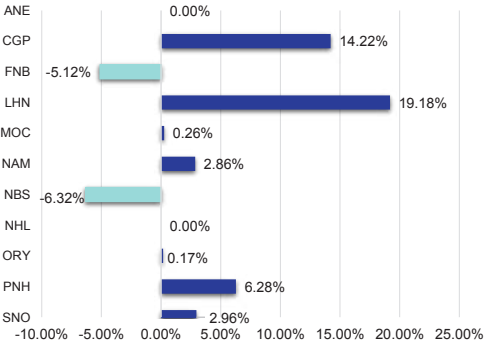
Commodities	
Spot Gold	2426.18
Platinum	958.23
Palladium	944.73
Silver	29.34
Uranium	83.50
Brent Crude	81.57
Iron Ore	96.07
Copper	9090.92
Natural Gas	2.15
Lithium	11.95

Currencies	
USD/ZAR	18.3103
EUR/ZAR	19.8735
GBP/ZAR	23.6471
USD/CNY	7.2648
EUR/USD	1.0854
GBP/USD	1.2916
USD/RUB	86.3504
CPI	4.60%
Repo Rate	7.75%
Prime Rate	11.50%

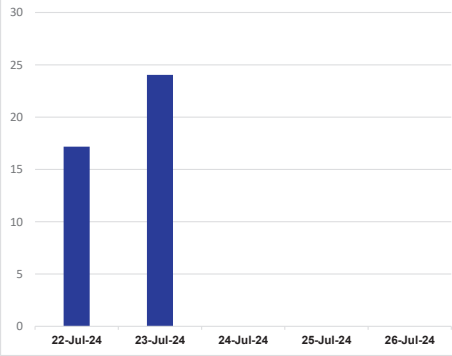
JSE Indices: Year to date movement %



NSX Local Stocks: Year to date price movement %



JSE ALL SHARE VALUE TRADED (ZAR BILLIONS)



Global Indices: Year to date movement %

