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THE BRIEF

News Worth Knowing



5G

**Govt calls for expedited
implementation of 5G network**

MONDAY 18 MARCH 2024

MAIN STORY



Govt calls for expedited implementation of 5G network

... as MTC conducts 5G trial

Minister of Information and Communication Technology Emma Theofelus has called for the swift implementation of the fifth-generation (5G) mobile network, acknowledging that the global focus has already started to shift towards the deployment of even faster 5.5G and 6G networks.

She emphasised the importance of embracing innovation and urged stakeholders to seize the opportunity to stay ahead in the technological landscape.

Theofelus said the government aims to bridge the digital divide, encompassing various demographics from rural to urban

Crucial Dates

- Bank of Namibia Monetary Policy announcement date:
17 April 2024
19 June 2024
14 August 2024
23 October 2024
4 December 2024
- Minister of Finance and Public Enterprises Ipumbu Shiimi, to table the FY 2024/25 Budget in the National Assembly on Wednesday, 28 February 2024.
- Africa Hospitality Investment Forum (Ahif).
25-27 June 2024
Mövenpick Hotel, Windhoek, Namibia
- Global African Hydrogen Summit (GAh2S)
Windhoek, Namibia from 03 – 05 September 2024

areas, men and women, and children.

“While acknowledging the challenge of ensuring digital literacy for all, the government recognises the imperative to keep pace with technology advancements,” she said.

Drawing on past successes like the leap from landlines to mobile phones, she noted that the government is committed to advancing connectivity and technology access, even as efforts to promote digital literacy continue.

Theofelus made these remarks during Mobile Telecommunications (MTC) Limited’s first 5G trial and technology demonstration in Windhoek, in collaboration with Huawei Technologies.

“Whether in education, health, manufacturing, transportation, communications, or any other sector, the enhanced benefits to be derived from 5G is a game changer, and as indicated earlier, it is now upon us to embrace this technology and derive the best out of it,” she said.

The Minister referenced a report by Oxford Economics, 5G commissioned by Qualcomm Incorporated, which found that 5G integration using mmWave spectrum has the potential to boost global productivity by 1.7% of global GDP in 2030 – equivalent to 10% of global GDP growth in this period.

Meanwhile, at the event. MTC Managing Director Licky Erastus highlighted that the company is not yet prepared for the commercial rollout of 5G plans.

He emphasised that 5G brings about reduced data rates, decreased latency, energy efficiency, cost savings, and significant system advancements.

“I draw your kind attention to note that 5G is a fundamental platform for the 4IR because it is not just another G on the path of mobile technology evolution. 5G

combines greater data transfer speeds and heightened processing power to enable the Internet of Things (IoT) connectivity on a massive scale. It will have a significant impact on every aspect of our digital lives,” Erastus said.

He added that in the upcoming months, MTC will be deploying their field service consultants to various industries to promote 5G and, hopefully, onboard them with service offerings aimed at enhancing connectivity solutions for enterprises across different sectors.

Huawei Technologies Managing Director Michael Zhang highlighted that 5G has a much lower latency, which makes it possible for all kinds of remote operations, for instance, remote driving and medical operations.

“5G also offers vast connections, in a more professional word, massive machine-type communication, and massive internet of things. Imagine not only your cell phones are connected, 5G will be able to connect all devices that you can think of at the same time, your car, fridge, lights, all different sensors, even your water meters,” he said.

He said 5G will fundamentally change the way people live, work, and communicate. It will enable a wide range of applications that will drive economic growth, enhance productivity, and improve the quality of life for the people of Namibia.

“At Huawei, we are committed, we will work closely with MTC to deploy cutting-edge technologies to ensure fast and high-quality 5G deployments and also to innovate together to bring more 5G services to our people, communities, companies and industries. We believe 5G will be a significant driver and enabler to our social and digital life and economy,” he said.

Bannerman extends Etango Uranium project's mine life to 27 years

Bannerman Energy says its Scoping Study reveals potential 27-year mine life for the Etango Uranium Project with expansion phases.

The study underscores the strong technical and financial feasibility of Etango-XP, boosting throughput capacity to 16 million tonnes per annum (Mtpa), and Etango-XT, extending the project's lifespan from 15 to 27 years.

"Key findings from the Scoping Study highlight the potential of both Etango-XP and Etango XT. Under the Etango-XP scenario, with an expanded throughput to 16Mtpa starting from year five, the project could yield a significant amount of uranium over 16 years, with a Life of Mine (LOM) U₃O₈ (uranium oxide) output of 95.2 million pounds (Mlbs)," Bannerman Executive Chairman Brandon Munro said.

He added that this translates to an annual average output of 6.7Mlbs of U₃O₈ and the expansion phase capital expenditure for Etango-XP is estimated at N\$5.7 billion (US\$325M), with a corresponding LOM average operating cost (AISC) of US\$42.5 per pound of uranium.

"Conversely, the Etango-XT scenario, maintaining a throughput of 8Mtpa projects a LOM U₃O₈ output of 95.2Mlbs over 27 years, with an annual average



uranium output of 3.5 Mlbs without requiring additional capital expenditure, with a LOM average AISC of US\$45.3 per pound of uranium," he said.

The Chairman highlighted the cost estimates for Etango, which include pre-production capital expenditure of approximately (N\$5.7 billion) US\$320 million, remain relatively stable, while



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the heightened operating expenditure projections associated with Etango-XP/XT are primarily attributed to increased strip ratios.

Munro added: “While the XP and XT cases are readily viable at our base case Etango-8 DFS price assumption of US\$65/lb, their economics are clearly supercharged in higher price scenarios. As such, what the Scoping Study emphatically evidences is the significant underlying value residing in Etango’s huge in-ground leverage to, and scalability with, higher uranium price outlooks.”

Moving forward, he said, the feasibility work on Etango-XP and Etango-XT options can be expedited efficiently, leveraging the extensive groundwork already completed during previous DFS-level project evaluations, covering resource drilling, geotechnical, metallurgical, process, and environmental assessments.

Meanwhile, Bannerman’s Chief Executive Officer Gavin Chamberlain emphasised the company’s commitment to developing the world-class Etango Project at an initial 8Mtpa throughput scale.

“As evidenced by the announced outcomes, the Scoping Study has categorically demonstrated

this further growth optionality. In short, the long-term scalability of the world-class Etango resource remains highly robust under the base case Etango-8 approach to initial project development,” he said.

- *miningandenergy.com.na*

adforce

PROCUREMENT NOTICE

MTC hereby invites companies to participate in the following procurement opportunities:

TENDER NO: MTC16-2024-O

REQUEST FOR PROPOSAL FOR THE PROVISION OF GENERATOR MAINTENANCE AND REPAIR SERVICES FOR MTC

BRIEFING MEETING:
7th March 2024 @ 11:00 AM Namibian Time

BRIEFING MEETING VENUE:
Microsoft Teams, the link will be on MTC's website.

CLOSING DATE:
15th March 2024 @ 14:30 PM Namibian Time

TENDER NO: MTC14-2024-O

REQUEST FOR PROPOSALS FOR THE SUPPLY AND DELIVERY OF PREPAID RECHARGE VOUCHERS FOR MOBILE TELECOMMUNICATIONS LIMITED (MTC)

BRIEFING MEETING:
7th March 2024 @ 10:00 AM Namibian Time

BRIEFING MEETING VENUE:
Microsoft Teams, the link will be on MTC's website.

CLOSING DATE:
22nd March 2024 @ 14:30 PM Namibian Time

TENDER NO: MTC11-2024-O

REQUEST FOR PROPOSAL FOR THE PROVISION OF DEBT COLLECTION SERVICES FOR MOBILE TELECOMMUNICATIONS LIMITED (MTC)

BRIEFING MEETING:
8th March 2024 @ 11:00 AM Namibian Time




BRIEFING MEETING VENUE:
Microsoft Teams, the link will be on MTC's website.

CLOSING DATE:
22nd March 2024 @ 14:30 PM Namibian Time

Terms of References are available at:
www.mtc.com.na/procurement

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Govt to spend N\$285.5m on new vehicles

The government plans to spend N\$285.5 million on vehicle purchases for the 2024-2025 fiscal year, an increase from N\$76.6 million allocated in the 2022-2023 financial year.

“Of this amount, N\$245 million (85.8%) is allocated [to purchase vehicles] for operational purposes, while the remaining N\$40.5 million is designated for purchasing vehicles for development purposes. This increase in public spending is expected to contribute to the continuation of an upward trend in vehicle sales in 2024,” Simonis Storm’s Researcher Halleluya Ndimulunde said.

This comes as Namibia’s total new vehicle sales hit 1,102 units in February 2024, marking a slight decline of 0.1% from last year’s 1,103 units, official figures show.

According to the latest data from Simonis Storm, the month-on-month data reflects a notable uptick, with sales soaring by 16%.

Simonis Storm said the performance aligns with historical trends, as February typically sees heightened sales volumes, attributed to post-festive season recuperation and tax-driven transactions.

“In February 2024, rental agencies purchased 38 new vehicles, all of which were Toyota passenger vehicles. Interestingly,

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there was no recorded data regarding vehicles sold to the government, despite an increase in budget allocation,” said Ndimulunde.

She added that commercial vehicles led the annual sales increase, accounting for 57.6% of total units sold as the category recorded 16.7% y/y growth.

Meanwhile, light commercial vehicles led the pack, with 572 new units sold, marking the highest figure since June 2023.

Medium commercial vehicles showcased an annual and monthly decline to only 15 units sold.

On the other hand, the firm noted that heavy commercial vehicles increased to 15 new units sold in February 2024 from five in January 2024 and eight in February 2023 – the highest since September 2022.

Similarly, extra heavy commercial vehicles also saw an uptick in new units sold, rising to 33 from nine in January 2024 and 24 in February 2023.

“Although these categories contribute a smaller portion to total vehicle sales for the month, an increase in heavy and extra heavy commercial

vehicle sales typically indicates growth in industrial and economic activity, suggesting potential expansion in sectors like manufacturing, construction, and trade,” said Ndimulunde.

Additionally, buses recorded no sales during February 2024 as passenger vehicles accounted for 42.4% of total sales, with 467 new units sold, representing a y/y and m/m contraction of 16% and 0.6%, respectively.

This comes as the annual inflation for transport category which accounts for 14.3% of the consumer basket stood at 6.5% during February 2024.

“Although inflation in this category is usually driven by the costs of personal transport, such as petrol and diesel prices, the recent increase can be attributed primarily to vehicle purchases, specifically motor cars. This led to an annual inflation rate of 10.5% y/y in February 2024, up from 5.3% y/y in February 2023,” Ndimulunde said.



NAMIBIA GRAPE COMPANY (PTY) LTD

Aussenkehr, Karas Region, Namibia

VACANCY: HUMAN RESOURCES MANAGER

Namibia Grape Company (Pty) Ltd is a leader in Table Grapes producer and export. The Company is situated 40 km West of Nordeower. We seek to employ a Human Resources Manager, who will strive to make his/her mark as departmental Head.

Nature of Post: Permanent Position
Location: Aussenkehr, Namibia

The Human Resource Manager reports to the Managing Director and is responsible for all Human Resources management functions of the organization.

Key Performance Areas

- Coordinate Performance Management Programs, recruitment, and selection process.
- Manage VIP payroll system and remuneration strategy.
- Company policy updates and all administration related to employees like contracts, leave and record keeping.
- Ensure compliance with Namibian labour laws and manage employee relations.
- Handling of Disciplinary hearings and grievances.
- Manage training and development programs.
- Advise directors on HR matters.

Qualification and Requirements

- Degree/Diploma HR Management.
- Minimum of 5 years' experience in HR Management. Experience in the agriculture sector will be an added advantage.
- Excellent written and communication skills and problem-solving ability.
- Experience in operating of Sage VIP payroll system.
- Extensive knowledge of MS Office programs.
- Knowledge of Namibian Labour Act and related legislation.
- Driver license and own transport.
- Namibian Citizen.

Remuneration:

The successful candidate will receive a market related package and performance – based bonus. Other fringe benefits include car and fuel allowance, pension, medical aid, and free housing.

Interested candidates who meet these requirements should send their detailed CV and certified copies of qualifications to: The HR Department, Namibia Grape Company (Pty) Ltd, send by email to fernandu@csnam.co.na On or before Friday, 12 April 2024 by 16h00. Kindly send all your documents under one attachment.

Please note that, if you are not contacted three weeks after the closing dates, then consider your application as not successful. No copies will be returned.



Standard Bank Namibia records N\$770m after-tax profit

Standard Bank Holdings Namibia reported a profit after tax of N\$770 million for the period ended 31 December 2023, a 23.3% increase from the previous year's N\$624 million.

The growth is primarily attributed to several factors, including a 24.6% rise in net interest income driven by continued repo rate increases, a 32.2% increase in trading revenue, a 28.5% growth in bancassurance,

and higher property-related revenues.

According to the group's financial results, the financial institution achieved a 160 basis points difference between income growth and cost growth due to strong income growth. The cost-to-income ratio improved to 60.7% (normalised to 57.6%) from 61.7% in 2022.

Meanwhile, the group reports that basic earnings per share rose to 147 cents from 119 cents, while the net asset value per share

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increased to 970 cents from 912 cents.

The board recommended a final dividend per share of 58 cents, up from 46 cents per ordinary share in 2022. Headline earnings per share also increased from 119 cents to 150.

Gross loans and customer advances (excluding banks) dropped to N\$22.4 billion from N\$23.0 billion the previous year. The Corporate and Investment Banking (CIB) portfolio saw a 2.4% decrease to N\$5.2 billion, primarily due to the early redemption of preference shares.

The Personal & Private Banking (PPB) and Business & Commercial Banking (BCB) portfolios experienced a 3.0% decline, totaling N\$17.2 billion. The decline was particularly notable in the home services (4.1%) and other loans and advances (5.4%) categories. However, vehicle and asset finance saw a 3.7% growth attributed to successful campaign runs throughout the year.

While deposits from customers and banks increased significantly by 10.4% to N\$30.2 billion, primarily due to a rise in demand deposits, this was offset by a decrease in negotiable certificates of deposits (NCDs). The shift in deposit composition aligns with the company's strategic objectives.

Debt securities decreased by 11.8%, mainly due to the redemption of the SBKN23 bond worth N\$300 million upon maturity during the year. Despite these changes, the company maintained a robust liquidity

position within its approved risk tolerance limits. SBN Holdings Return on Equity (ROE) improved to 15.6% from 13.7%, surpassing the group's target of a minimum of 15% by 2025. It remained well-capitalised with a total regulatory capital ratio at 20.7% (compared to 17.7% in 2022) and a total tier 1 capital ratio at 18.2% (compared to 15.6% in 2022), both exceeding regulatory minimums.

The bank's strategic focus areas include enhancing client experience, operational excellence, and driving sustainable growth and value for stakeholders.

The timeline for dividend-related activities includes the last day to trade cum div on May 10, 2024, the first day to trade ex-dividend on 13 May 2024, the record date on 17 May 2024, and the payment date on 31 May 2024.

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SCOPE OF SERVICES

Namdeb Diamond Corporation (Pty) Ltd hereby invites reputable and suitably qualified service providers to submit an Expression of Interest (EOI) for alternative primary stripping technologies which can strip up to 100 million tons per annum of overburden material at its mining operations near Oranjemund.

This requires introducing low-cost, high-throughput alternatives to Namdeb's conventional stripping methodologies, whilst upholding Namdeb's core value of Safety in its operations.

PURPOSE OF EOI

The purpose of the EOI is to identify proven and capable service providers using an evaluation criteria. Service Providers shortlisted through this process, will be requested to submit proposals for technical solutions to perform overburden stripping.

ENQUIRY DOCUMENTS

Interested parties may contact Minsozi Kompelli to register and obtain a copy of the EOI documents, at the below listed details :

Email: minsozi.kompelli@namdeb.com
Tel.: +264 (63) 238 502

SUBMISSIONS

All documents in support of the requirements must be submitted via e-mail to tender@namdeb.com
The closing date and time for submissions is: **14h00 on Monday, 02nd April 2024.**

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Legislating for transparency in the newly born oil and gas sector: A lesson from the Fishrot Scandal in Namibia

By Juan Simson Kauluma

The Namibia Fishrot scandal shook the nation to its core, exposing pervasive corruption within the country's fishing industry and revealing deep-seated governance failures.

This scandal, which led to the incarceration of high-ranking officials and prominent businessmen, underscored the urgent need for systemic reform and integrity rebuilding within Namibia's governance structures. However, despite the glaring lessons learned from Fishrot, little has been done to strengthen governance systems. Moreover, beyond the corruption and theft, the scandal also shed light on the catastrophic mismanagement of vital fish resources, impacting the economy. As Namibia attempts to rebuild transparency and accountability, valuable lessons must be gleaned from the Fishrot corruption scandal and applied across other sectors, notably the oil and gas industries. Amid significant discoveries of oil in the oil and gas sector, Namibia stands at a critical juncture where the adoption of Extractive Industries Transparency Initiative (EITI) principles is imperative.

Understanding EITI

The Extractive Industries Transparency Initiative (EITI) stands as a beacon of hope in the fight against corruption and

mismanagement within resource-rich nations. As Namibia grapples with the aftermath of the Fishrot scandal, the imperative to domesticate EITI principles into legislation becomes paramount. EITI embodies a global standard for the governance of extractive industries, emphasising transparency and accountability throughout the resource extraction process. It mandates the disclosure of critical information, ranging from license allocation to revenue utilisation, fostering collaboration within governments, among companies, and civil society to enhance governance practices.

Role of Legislation in Domesticating EITI

In the wake of Fishrot, legislative action emerges as a powerful tool to institutionalise transparency and accountability within Namibia's extractive sectors. Parliament, as the representative voice of the people, assumes a pivotal role in crafting and enacting laws that codify EITI principles into the national legal framework. This attempt not only aims to rectify past wrongs but also serves as a crucial lesson learned from the depths of corruption exposed by the scandal. Additionally, a legal regime advocating for local content.

Crafting Comprehensive Laws: Legislation must go beyond superficial reforms,

addressing systemic issues highlighted by the Fishrot scandal. Parliament's mandate involves drafting laws that mandate transparency in license allocation, revenue reporting, and contractual agreements within the oil and gas sector. These laws should be comprehensive, covering aspects such as beneficial ownership disclosure, fiscal arrangements, and environmental protection measures. Laws that does not only obliges companies to disclose and report their revenue, but also obliged the state to disclose the money it received from those companies.

Ensuring Accountability: The mismanagement of fish resources in the Fishrot scandal underscored the need for stringent accountability mechanisms. Legislation must hold both public officials and private entities accountable for their actions, imposing penalties for corruption, bribery, and non-compliance with the law. By enacting laws that mandate strict enforcement and prosecution of lawbreakers and corrupt activities, Parliament upholds the rule of law and safeguards public trust. The rule of law which is a foundational principle of our Constitution and the principle of accountability inherent in our constitutional values would require the State to prosecute those who transgress these legislations without bias in order to serve the public, which is better served by the State addressing the scourge of corruption within the operation of the rule of law.

Limiting Discretionary Powers: The Fishrot scandal exemplifies the dangers of granting excessive(wide) and unchecked discretionary powers granted to government officials, in resources and licence allocation. Legislators must learn from past mistakes by imposing checks and balances on administrative bodies involved in resource allocation. The must give effect to the constitutional values that calls for limitation, clear and checked powers of public functionaries, as it is well known that failure to so lead to corruption

and misuse of powers.

Promoting Stakeholder Engagement: Legislation should encourage proactive participation from civil society and extractive companies in EITI processes. Parliament can mandate the establishment of Multi-Stakeholder Working Groups, ensuring inclusive governance and fostering dialogue among diverse stakeholders. By enshrining provisions for stakeholder engagement in EITI legislation, Parliament strengthens accountability mechanisms and promotes transparency across the extractive industries. This legislation must go beyond actively promoting and safeguarding whistle-blowers.

Enforcing Compliance: Laws without enforcement mechanisms remain toothless. The Government agencies (GA) tasked with this role must play a proactive role in implementing and enforcing EITI legislation. GA charged with oversight should be adequately resourced and empowered to monitor compliance, conduct audits, and investigate allegations of wrongdoing. The executive branch through policy formulation and enforcement, hold both public and private actors accountable to the law.

As Namibia stands at the cliff of significant developments in its oil and gas sector, the lessons learned from the Fishrot scandal serve as a stark reminder of the perils of unchecked corruption and mismanagement. By legislating for transparency and accountability, Parliament not only addresses past grievances but also paves the way for a more sustainable and equitable future. Through comprehensive laws that domesticate EITI principles, Namibia can emerge as a beacon of good governance in the realm of extractive industries, safeguarding its resources for generations to come, while at the same time promoting and attracting investors in the sector.

****Juan Simson Kauluma is an LLM Candidate in the Law of Mineral and Petroleum***



The Bank of Namibia (BoN) has been awarded a Transparency Award after emerging as the overall winner in that category, for its efforts in broadening the reach and depth of its monetary policy communications and enhancing transparency in the execution of its price stability mandate.

The prize, won at the annual Central Banking Awards, will be presented at a ceremony in London on 12 June 2024. The annual awards are organized by Central Banking Publications, with the aim of celebrating outstanding performance in the Central Banking community.

“I am deeply honored to accept this prestigious award on behalf of the Bank of Namibia. It serves as a testament to our unwavering commitment to transparency and stakeholder engagement in safeguarding price stability. Through our Strategic Plan (2022-2024), we have prioritized expanding the reach and depth of our interactions, ensuring that every decision we make is communicated clearly and comprehensively,” said BoN Governor Johannes !Gawaxab.

“Granted solely on merit through a competitive selection process, the award

reflects the Bank’s exemplary efforts surrounding monetary policy communication which have garnered international recognition and serve as a testament to the Bank’s commitment to becoming a future-fit and competitive central bank on the global stage.” In addition, !Gawaxab said, promoting transparency not only ensures accountability for policy decisions but also offers clarity regarding BoN’s objectives, strategies, and decision-making processes.

“Moreover, transparency strengthens the credibility of the Bank. When the public understands the central bank’s objectives and trusts its dedication to achieving them, it can anchor inflation expectations and stabilize financial markets. Whereas office use only or general operation with openness fosters confidence in the financial system,” he said.

“By providing clear insights into our actions, investors and market participants can better comprehend our interventions, thereby reducing uncertainty and mitigating market volatility. This award reaffirms our resolve to uphold the highest standards of transparency and accountability as we continue to navigate the complex landscape of monetary policy.”



By Marlice Horn

Authentic leadership – leading with heart, not ego

The idea of Authentic Leadership in the business world gained significant attention in the early 2000s when Bill George's book "Authentic Leadership: Rediscovering the Secrets to Creating Lasting Value" was published.

Although Authentic Leadership only became prominent over two decades ago, its principles align well with other leadership qualities, such as ethics and integrity.

The essence of being an authentic leader is to be true to yourself, to stay grounded in your value system and to build trust with your colleagues and team by taking ownership of both successes and failures. It is also about self-awareness of your strengths, development areas, intentions, and understanding what triggers you.

Being an authentic leader, you act from the heart and intend to impact your team and the broader organisation positively. A leader's title is just the vehicle of authority and legitimacy through which they act. As the saying goes, "trust is earned", so too does it apply to authenticity in leadership; it is earned over time. Authentic leadership doesn't manipulate to gain short-term compliance; it inspires to foster long-term commitment and growth. It transcends position and power and embodies the

change you wish to see, guiding with empathy and leading by example in every action and decision.

To me, authentic leadership, in its most simplistic terms, means to be the leader you want to follow, to be honest about your intentions and to focus on "we" instead of "me".

In my 29 years of experience in the corporate world in South Africa and Namibia, I have encountered many authentic leaders who have enriched and informed my journey as a leader. However, there were also leaders in my path with less than genuine traits, which just encouraged and motivated me to do better and be better as a leader.

Over the years, I have learned in abundance from all the leaders I worked with, whether they were authentic in their approach or not. Life is always about learning and developing, even under challenging circumstances. If you do not make the most of any given learning or growing opportunity, it is an unnecessary waste and missed opportunity in your own development journey.

As the word implies, authentic leadership is often associated with the qualities of genuineness and truth, which are key pillars

of a strong and effective leadership approach. Such leaders possess deep self-awareness that encompasses a keen understanding of their strengths, weaknesses, values, and beliefs. All authentic leaders exhibit similar traits, including empathy, ethical decision-making, courage, resilience, servant leadership, and passion.

The element of sincerity in their interactions and not engaging with others with an agenda stands out.

In my experience, authentic leaders value honesty and transparency in communication. It's not the loudest voice that defines authentic leadership but the most genuine one that listens and responds with integrity. They willingly share information with their team and peers and are open about their own challenges and uncertainties. They listen attentively, are comfortable showing their vulnerability or revealing their weaknesses,

and seek help and guidance when needed. On the other hand, leaders who lack authenticity may claim to have everything under control and refuse help or support from others. This behaviour is often ego-driven and can hinder the team's success.

An essential quality of authentic leaders is their consistency. They demonstrate the same behaviour and values every day, whether in their personal or professional lives. They don't pretend to be someone they're not and make decisions based on their principles and values, even when faced with difficult choices. Authentic leaders are also willing to take risks and confront challenges head-on. They dare to stand up for what's right, even if it's not in their own best interests. This leads me to another essential quality of an authentic leader, and that is accountability. Authentic leaders hold themselves accountable for their actions, decisions and commitments and follow through on their responsibilities. This creates a sense of reliability and integrity.

The benefits of authentic leadership for an organisation are endless. Leaders who embrace authenticity positively impact organisational culture, enhancing employee engagement, building strong teams and contributing to overall success. In today's intricate business landscape, authentic leaders serve as a compass, directing organisations towards sustainable growth and success.

Becoming an authentic leader in the dynamic world of business can be challenging, but it also offers an opportunity to demonstrate courage



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HOW TO APPLY:

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FIELDS OF STUDIES:

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- Master of Environmental Engineering
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 - Boilermaking
 - Electrical
 - Carpentry / Joinery
- National Vocational Certificate in Horticulture and Crop Husbandry (Level 2)

NOTES FOR APPLICANTS:

Incomplete or late applications will not be considered. ONLY short-listed candidates will be contacted one week after the deadline of this application, and no further correspondence will be entertained after the deadline.

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and resilience by standing up for what is right and acting in your team’s and the organisation’s best interests, even when it means standing alone or being sidelined. This can be challenging, especially when faced with obstacles and setbacks in an environment that may not always prioritise authenticity.

By remaining committed to promoting genuine leadership can inspire other leaders and create a positive impact on their team and a ripple effect in the organisation. Authentic leaders prioritise serving the team’s and the organisation’s needs over seeking personal power or authority. Their infectious passion for the team’s success fosters a culture of trustworthy leadership. This, in turn, empowers others, encourages collaboration, and places the team’s development above their individual growth.

Leaders should always remember to stay true to themselves and lead authentically, even in challenging situations. Authentic leadership, however, does not demand perfection. Their openness to feedback, whether positive reinforcement or constructive criticism, sets authentic leaders apart. They perceive such feedback as an opportunity for self-reflection and personal growth.

In my journey as a leader, I make it a point to reflect on my actions and decisions at the end of each day. I aim to ensure that

my decisions are motivated by pure intentions and geared towards serving the greater good, without bias towards personal gain or ego. By doing so, I hope to set an example for future leaders and inspire others to lead with integrity and purpose.

In today’s world, we must acknowledge and celebrate those who lead authentically, guided by unwavering values and principles.

These leaders build lasting connections and inspire others to follow their lead with an open heart and a selfless spirit.

When given the privilege to lead, do so with heart, not ego.

****Marlize Horn is Group Executive: Brand & Corporate Affairs at Capricorn Group***

www.capricorn.co.za

REQUEST FOR PROPOSALS

First date of publication: 31 January 2024

REQUEST FOR PROPOSALS

DBMNE0495 – CONSULTANCY SERVICES FOR CONCEPT DEVELOPMENT OF SUB-SEA DIAMOND RECOVERY SYSTEMS

SCOPE OF WORK:

Debmarmine Namibia is looking for consultant(s) / research institutions to contribute to the development of new concepts for extracting marine diamonds from both soft sediment and coarse gravels. Qualified and interested partners will receive detailed geological information.

DOCUMENTS TO SUBMIT:

1. Business profile.

2. A demonstration of competencies (via appropriate CV's) for the overall provision of services.

3. Track record: comprehensive detail of concept development capability to find solutions for technical challenges, with timelines of contract period(s); reference people and contact numbers (where applicable).

CLOSING DATE: 22 March 2024.

Registered businesses interested in providing such services are requested to submit the documents

Email: Tenders@debmarine.com

Subject line: **DBMNE0495 – CONSULTANCY SERVICES FOR CONCEPT DEVELOPMENT OF SUB-SEA DIAMOND RECOVERY SYSTEMS**

ENQUIRIES:

The Procurement Officer

Tel: +264 61 297 8460

Email: Tenders@debmarine.com

Subject line: **DBMNE0495 – CONSULTANCY SERVICES FOR CONCEPT DEVELOPMENT OF SUB-SEA DIAMOND RECOVERY SYSTEMS**

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.

DEBMARINE

NAMIBIA



Gondwana adds The Ekipa and The Nest to its Secret Collection

Gondwana Collection Namibia has added The Ekipa and The Nest to its Secret Collection offering.

The Nest, situated in the Gondwana Kalahari Park just 30km northeast of Mariental, offers unparalleled relaxation with a plunge pool overlooking a private waterhole.

The Ekipa, located just 10km south of the Andersson Gate to Etosha National Park, takes its name from the handcrafted decorative button symbolizing wealth and tradition worn by Aawambo women. The Ekipa offers privileged access to a harmonious blend of culture and wildlife, including the Etosha National Park.

“Our vision with The Ekipa and The Nest is to provide guests with an extraordinary journey that transcends time and space, leaving an indelible mark on their souls,” said

Gys Joubert, CEO of Gondwana Collection Namibia.

“We therefore invite travelers to surrender to the allure of these exclusive sanctuaries, where Gondwana’s well-known hospitality meets complete luxury, and embark on an unforgettable journey of discovery and connection.”

Both The Ekipa and The Nest will be open as of 1 November 2024, adding to the Secret Collection of Gondwana Collection Namibia.

Nestled in the heart of Africa’s most captivating landscapes, as part of Gondwana’s Secret Collection, each sanctuary offers an immersive experience tailored for two, seamlessly blending natural surroundings with modern luxury.

Gondwana is a hospitality group that operates 16 tourism properties located in community areas and conservancies.

OPEC Secretary General to address Namibian International Energy Conference

Secretary General of the Organization of Petroleum Exporting Countries (OPEC), Haitham Al Ghais, will grace the Namibian International Energy Conference (NIEC) this April, sharing insight into global oil trends.

The sixth edition of NIEC 2024 will connect foreign investors to Namibian energy projects.

The event will provide an update on ongoing developments, regulatory reform, and upcoming opportunities.

The Secretary-General will be joined by a delegation from the organization who will lead technical discussions around the outlook for oil and the potential role Namibia plays in the global market.

OPEC's participation during NIEC 2024 further underscores the organization's commitment to improving the oil market for upcoming producers such as Namibia.

With the development of offshore oil and gas discoveries, Namibia is poised to become a major player globally. Discoveries made by energy majors TotalEnergies, Shell, and



QatarEnergy in 2022 and 2023 opened the Orange Basin, with recent drilling success further highlighting the potential for billion-barrel deposits in Namibia.

Multinational energy corporation Galp made two discoveries at the Mopane-1X well in 2024, while TotalEnergies announced its second Orange Basin find, with hydrocarbon intervals revealed at the Mangetti-1X well this year. - [miningandenergy.com.na](https://www.miningandenergy.com.na)

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Sanlam awards 6 bursaries, welcomes 17 Interns

Sanlam Namibia has awarded six bursaries and welcomed 17 interns under its Sanlam Bursary Scheme. The bursaries aim to provide promising individuals with the opportunity to

pursue tertiary education in key fields such as Accounting/Finance, Business/Investments, Marketing/Communication, Law & Compliance, Human Resources, and Actuarial Science. “The Sanlam Bursary Scheme is our way of providing access to quality education and enabling students to contribute to the nation’s development while addressing socio-economic challenges among the youth,” said Laurencia Prinznosky, Marketing and Communication Manager: Brand at Sanlam Namibia.

The bursary recipients are now part of the 110 previous cohorts who have benefited from Sanlam’s bursary scheme. In addition to the bursaries, Sanlam also welcomes 17 interns into its fold, who will embark on a three-month work-integrated learning experience. “The Sanlam internship program is a unique opportunity for young talents to gain hands-on experience, develop practical skills, and make valuable contributions to our organization. We believe in providing a platform for growth and learning that goes beyond the classroom,” said Selma Shilunga, Senior HR Consultant at Sanlam.

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TENDERS

REQUEST FOR INFORMATION: E0244-ND-2024 - NAMDEB CORPORATE COMMUNICATION SERVICES
(PLEASE NOTE THAT THIS ADVERTISEMENT SUPERCEDES PREVIOUS RFI E0244-ND-2024)

1. OVERVIEW
Namdeb Diamond Corporation (Pty) Ltd (Namdeb) is a wholly owned subsidiary of Namdeb Holdings (Pty) Ltd, and performs land-based prospecting (exploration), mining and rehabilitation operations.

2. SCOPE OF WORK:
Namdeb Diamond Corporation (Pty) Ltd hereby invites submissions from reputable and suitably qualified service providers specializing in work pertaining to corporate identity and branding requirements as listed below. Information received will be used to update the data base of potential creative service providers to collaborate with on an ad hoc basis in support of Namdeb's marketing and public relations strategy requirements. Detailed scope of work to be obtained from the Procurement Officer in relation to the following:

1. Creative Services
2. Social Media and Website Management Services
3. Photography and Videography Services
4. Exhibition Services
5. Signage and Billboard Production
6. Corporate Apparel and Gifts
7. Event Management Services

3. ENQUIRIES:
Procurement Officer: lynne@nbelsa@namdeb.com
Cut-off date for Enquiries: Friday, 15 March 2024

4. SUBMISSION OF DOCUMENTS:
Submissions must include a company profile accompanied by a track record of similar work done supported by appropriate references with contact details. Information must be submitted via e-mail to tenders@namdeb.com in a PDF non-editable format. RFI number E0244-ND-2024 must reflect in the subject line of the submission.

The closing date and time for submissions is no later than **16H00 pm (Namibian time) on Wednesday, 20 March 2024.**

www.namdeb.com

NAMDEB
A NAMIBIA DE BEURS PARTNERSHIP



Bank Windhoek awards outstanding Real Estate Agents

Bank Windhoek held its annual Bank Windhoek Central Estate Agents Awards ceremony on Friday where various organisations and individuals were awarded for exceptional business performance and dedication to the development of the property market in Namibia in 2023.

Bank Windhoek's Executive Officer of Retail Banking Services and Specialist Finance, James Chapman, said the commitment is evident in its recently launched Sustainability Loan product, which was well received in the market.

"I am proud to say that Bank Windhoek stands ready to partner with our customers and stakeholders to realise our collective vision for a sustainable and prosperous future for Namibia," said Chapman.

At the awards, Aqua Real Estate Trust came out tops in central agencies while Rightmove Properties Windhoek was in second place and Just Property Group in third place.

Liv-In Real Estate and Okamita Property Development were recognised as agencies with the highest volumes of transactions.

In the category of submitting loan business

of N\$20 million and more, Aqua Real Estate Trust's Hermanus Dreyer was recognised as the top estate agent, followed by Okamita Property Development's Jacko Koen.

"In addition, real estate agents with the highest volume of transactions were recognised with special awards, with Okamita Property Development's Jacko Koen in first place. Liv-In Real Estate's Linda Visagie in second place and Rightmove Properties Windhoek's Anita Dames in third place. "The property market was good, with positive outcomes. Namibia is a small country, so word of mouth spreads quickly. When we serve our clients well, they spread the message, and we get more referrals," said Dreyer of Aqua Real Estate Trust which specialises in agricultural land sales.

On her part, Schantal Teichmann from Just Property Group said the year has been hectic observing a strong buyer's market.

"To reach my targets and maintain business, I have adopted an open-door policy and work with great agents who offer good service. Marketing is essential. Hence, we rely on social media platforms to market our services," she said while reflecting on the industry business.



Windhoek secures funding to improve urban agriculture

The City of Windhoek (CoW) has secured funding of N\$728,000 from AfriFOODlinks for a project aimed at enhancing the food environment, urban agriculture, and sustainability efforts within the City.

The project will be implemented in 2025.

AfriFOODlinks aims to improve food and nutrition security while delivering positive outcomes for climate and environment, and building socio-ecological resilience in over 65 cities in Africa and Europe, of which CoW is part.

City of Windhoek Local Authority Councillor, who serves as the Chairperson of Economic Development, Public Safety and Citizen's Welfare Advisory Committee, Austin Kwenani, said the workshop aims to stimulate mutual knowledge exchange and skills-sharing in the field of urban food and nutrition systems improvement, collaboration, and innovation.

He underscored that urban agriculture presents a unique opportunity to explore how other cities are paving the way towards a greener, more resilient future.

“In this forum, we seek to foster meaningful dialogue, share best practices, cultivate, and further strengthen partnerships that will not only enhance food and nutrition security but also, accelerate economic development and environmental sustainability in urban landscapes,” said Kwenani.

“I fully understand and appreciate the pivotal role that urban agriculture plays in ensuring food security, enhancing urban resilience, and fostering sustainable development within our community.”

He said to strengthen food security and nutrition, the Municipal Council of Windhoek established Farm Okukuna in 2017, as an urban agricultural hub with a focus on social protection and empowerment of our residents by implementing integrated community development programmes.

Since then, Kwenani said Farm Okukuna has evolved into a model centre for capacity building, food production and entrepreneurship activities, hence transforming the lives of beneficiaries from consumer to suppliers, and eventually contributing to improved livelihoods.

“Our focus, moving forward, is to achieve improved access to markets, increasing scale of production and value addition. Despite resource limitation challenges, we are committed to finding sustainable solutions and partnerships for urban

agriculture in our city. We are currently exploring innovative practices such as vertical farming, rooftop gardens, and hydroponics to maximise the use of limited space,” he said.

Additionally, Kwenani stressed that the CoW is actively promoting community gardens to increase local food production.

“Importantly, we are working to address water scarcity through the implementation of water-efficient irrigation systems and rainwater harvesting techniques. By integrating these sustainable practices into our urban landscape, we aim to create a more resilient and food-secure city for all residents,” he said.

AfriFOODlink recently concluded a city-to-city five day exchange visit to Windhoek.

ENVIRONMENTAL IMPACT ASSESSMENT PROCESS –
DRAFT ENVIRONMENTAL ASSESSMENT REPORT FOR PUBLIC REVIEW

PROPOSED DEVELOPMENT OF KERBEHUK RIDGE WIND FARM PROJECT AND ASSOCIATED
INFRASTRUCTURE, SOUTHERN COASTAL MINE, ORANJEMUND

Anglo American, DeBeers Group and Namdeb have committed to achieve carbon neutrality by 2030. In contribution toward this goal, Namdeb is proposing the development of the Kerbehek Ridge Wind Farm Project, a ~34 MW Wind Energy Facility (WEF) located 50 km north of the town of Oranjemund. The Project will be owned and operated by a Special Purpose Vehicle (SPV) and on conclusion of the environmental impact assessment (EIA) process, all rights and responsibilities allocated to Namdeb will be transferred to the SPV.

Location: The Project will be located within Mining Licence 43, within the Tsau/Khaeb National Park (TKNP).

Application for ECC: An application for environmental clearance (MEFT ref:230428001399) has been submitted to the Competent Authority (Ministry of Mines and Energy (Energy Directorate)), and will ultimately be submitted to the Ministry of Environment, Forestry and Tourism (Environmental Commissioner) in terms of Section 32 of the Environment Management Act, (Act No.7 of 2007) for a decision on the Project.

SLR Consulting has been appointed to undertake the EIA process for the proposed development. The Project is currently in the Environmental Assessment (EA) Phase of this process and the Draft EA Report is available for review and comment.

A copy of the Draft EA Report is available upon request, please email: namdebwind@slrconsulting.com or it can be accessed on the SLR website at (<http://slrconsulting.com/za/slr-documents/>). A copy of the report will also be made available at the following locations:


- Namibia Scientific Society (Windhoek)
- Oranjemund Library
- Oranjemund Town Council office
- Namdeb Mine gate (ML43) / front office
- Namdeb Social Performance office

Submission of comments: The Draft EA Report will be made available for a three-week (21-day) review and comment period, from **14 March to 5 April 2024**. As part of this public consultation process, an information session and public meetings will be held to provide information on the EIA process followed to date and the findings of the environmental assessment phase.

Public meetings for Interested and Affected Parties

| Meeting | Venue | Date | Time |
|------------------------------|------------------------------|---------------|---------------|
| Formal public meeting | Oranjemund Recreational Club | 13 March 2024 | 18:00 - 19:30 |
| Informal information session | Oranjemund Recreational Club | 14 March 2024 | 17:00 – 18:00 |
| Formal public meeting | Oranjemund Recreational Club | 14 March 2024 | 18:00 - 19:30 |

Should you be unable to physically attend the public meetings, online access has been made available, please find a link for these on the SLR website: <https://www.slrconsulting.com/public-documents>





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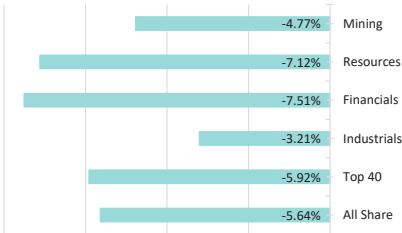
Commodities

| | |
|-------------|---------|
| Spot Gold | 2157.28 |
| Platinum | 920.73 |
| Palladium | 1056.42 |
| Silver | 25.17 |
| Uranium | 91.00 |
| Brent Crude | 85.60 |
| Iron Ore | 100.38 |
| Copper | 8970.25 |
| Natural Gas | 1.73 |
| Lithium | 14.85 |

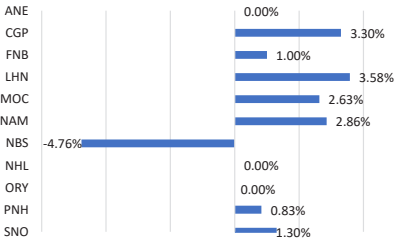
Currencies

| | |
|------------|---------|
| USD/ZAR | 18.9357 |
| EUR/ZAR | 20.6192 |
| GBP/ZAR | 24.1110 |
| USD/CNY | 7.1983 |
| EUR/USD | 1.0889 |
| GBP/USD | 1.2734 |
| USD/RUB | 91.8542 |
| CPI | 5.05% |
| Repo Rate | 7.75% |
| Prime Rate | 11.50% |

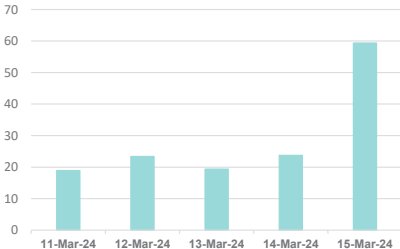
JSE Indices: Year to date movement %



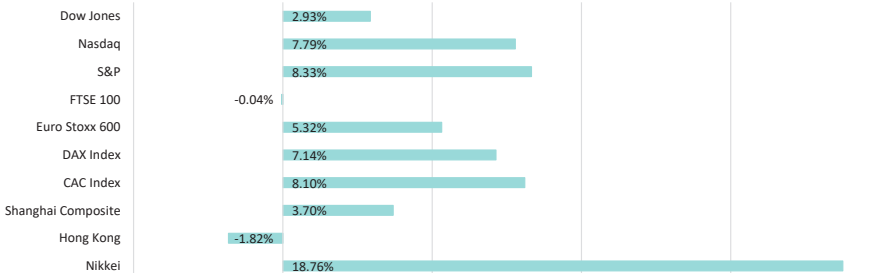
NSX Local Stocks: Year to date price movement %



JSE ALL SHARE VALUE TRADED (ZAR BILLIONS)



Global Indices: Year to date movement %



*Prices as at 16:00, 18-Mar-2024