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# THE BRIEF

News Worth Knowing



## GREEN BOND

**ANIREP seeks to raise N\$5bn  
in NSX green bond issuance**

TUESDAY 19 MARCH 2024

## MAIN STORY

# ANIREP seeks to raise N\$5bn in NSX green bond issuance

**A**lpha Namibia Industries Renewable Power Limited (ANIREP) says it is aiming to raise N\$5 billion through a bond issuance on the Namibian Stock Exchange (NSX).

The Domestic Medium Term Note debut issue is expected to be launched in the second quarter of 2024, with Standard Bank as the Sole Arranger and Joint Sustainability Co alongside the IFC.

S&P Global Ratings has assessed ANIREP's Green Bond Framework as Dark Green, the highest sustainability rating, confirming that the framework is aligned with the Green Bond Principles (GBP), ICMA, 2021 and that its activities correspond to the long-term vision of a low-carbon climate-resilient future.

"We are excited that ANIREP is now set to launch its debut green bond, to add more firepower to complete the construction and development of further renewable energy projects," ANIREP Managing Director and Group CEO Iyaloo ya Nangolo said.

"We have positioned ANIREP to play a pivotal role as Namibia endeavors to attain self-sufficiency in generating its own electricity. We intend to develop more renewable energy generation to increase ANIREP's market share of renewable energy generation in the country, to our target of 30% of the forecasted 760MW in Namibia.



## 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



“It is imperative that we put in place the building blocks to provide enough energy for our people and to power our commerce, industry, and mining. We are pleased with ANIREP’s progress since our listing as a CPC in September 2019. ANIREP now has an asset base of almost N\$ 1 billion and generates sustainable long-term cash flows from its long-term power purchase agreements,” Nangolo added.

ANIREP initiated the Green Bond certification process in 2023, with the support of the International Finance Corporation, which assisted the SPO, under the IFC REGIO Technical Assistance facility sponsored by HSBC and the Kingdom of Netherlands.

“IFC’s support to ANIREP is part of our strategy to support the green economy in Africa,” said Indira Campos, IFC’s Acting Country Manager for Angola, Botswana, and Namibia.

“This green bond demonstrates the

capital market’s role in crowding in investors for climate-focused financing. This will ultimately support Namibia’s aspirations to transition to a low-carbon economy.”

ANIREP is a pure-play renewable energy company listed on the NSX, whose generation mix is currently 100% solar, and most of the proceeds under the framework will be used to finance renewable energy, with a focus on solar.

ANIREP was listed on the NSX in 2019 and is now included in the FTSE NSX Index Series as the only Alternative Electricity Utility entity on the main board. ANIREP provides a bridge for capital markets into utility-scale renewable energy IPP, with in-house EPC capabilities.

Currently, Namibia imports most of the electricity it uses from the Southern Africa Power Pool, while Namibia has access to some of the richest solar radiation and wind resources in the world.



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## Andrada secures N\$175m Bank Windhoek funding, plans 5MW Solar Plant

**A**ndrada Mining's subsidiary, Uis Tin Mining Company Pty Limited (UTMC), has entered into a N\$175 million conditional credit agreement with Bank Windhoek.

If agreed upon, the facilities will replace UTMC's current Standard Bank Namibia banking facilities of N\$111.3 million, with Bank Windhoek set to provide all main transactional banking services to UTMC in Namibia.

The proceeds from the facilities will be primarily allocated to working capital, strategic growth initiatives, and the retirement of existing facilities.

Of the loan, N\$100 million is a senior secured six-year debt with no capital repayments for the initial 12 months from the date of drawdown.

Additionally, the intention is that Bank Windhoek will refinance the Company's working capital facilities totaling N\$50 million, while also providing AfriTin Mining (Namibia) Pty Limited with a N\$10 million guarantee to Namibia Power Corporation Pty Limited in relation to a deposit for the right to supply electrical power.

"This comprehensive agreement aligns

perfectly with Andrada's current and future funding needs. The increased cash flow should empower us to execute key operational decisions. Notably, the improved working capital facility will better support our production increases year on year. We look forward to executing final documentation and entering into a collaborative relationship as we achieve our ambitious growth plans," said Andrada Chief Executive Officer Anthony Viljoen.

According to the African technology metals mining company, Bank Windhoek has indicated its interest in funding the construction of a 5MW solar plant at Uis.

"Although this is still at an early stage, the directors consider this support for the Company's wider objectives as indicative of a successful, collaborative future relationship," the company said.

Andrada Mining Limited is a London-listed technology metals mining company whose flagship asset is the Uis Mine in Namibia, formerly the world's largest hard-rock open-cast tin mine. The company aims to create a portfolio of globally significant, conflict-free production and exploration assets.

- [miningandenergy.com.na](http://miningandenergy.com.na)





## Namibia passes aviation audit, exceeds regional, global average

The Namibia Civil Aviation Authority (NCAA) says Namibia's aviation safety standards have surpassed regional and global averages with the recent results of periodic safety audits indicating an effective implementation rate of 72.31% in 2024.

The country's current implementation rate surpasses the regional average of 60% for Eastern and Southern Africa and the global average of 69.3%.

The audits, which evaluate the implementation of eight critical elements essential for aviation safety, were long overdue.

Namibia, as a signatory to the Chicago

Convention, last underwent an audit by the International Civil Aviation Organisation (ICAO) in 2016 and was represented by the Directorate of Civil Aviation in the Ministry of Works and Transport. At that time, the overall effective implementation rate stood at 57.39%.

"On average, the preliminary results indicate a significant improvement on the effective implementation across the critical elements, with the percentage improving from 57.39% in 2016 to 72.31% in 2024," NCAA Board Chairperson Bethuel Mujetenga said.

Mujetenga added that other effective

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**BRIEF** | 06:40  
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implementations that were audited were primary legislation, which scored 86.21%, specific operating regulations at 72.22%, organisation at 81.05%, technical guidance tools at 92.73%, while approvals, certifications, and licensing stand at 72.47%.00000

“We are glad to share with you that Namibia did not

attract any significant safety concerns (SSC). An SSC does not necessarily indicate a particular safety deficiency in the air navigation service providers, airline (air operators), aircraft or aerodrome, but rather indicates that the state is not providing sufficient safety oversight to ensure the effective implementation of ICAO standards,” he said.

He also stated that in preparation for the audit, Namibia’s certification process of air navigation services received technical assistance from the African Civil Aviation Commission (AFCAC). Additionally, all audit areas benefited from technical support provided by the Southern African Development Community (SADC) Civil Aviation Safety Oversight Organisation in collaboration with AFCAC.

“Similarly, all audit areas received technical assistance from the SADC civil aviation safety oversight organisation in collaboration with AFCAC. Air navigation services were audited in 2016 and with the recent audit it has shown significant improvement from 30.19% in 2016 to 75.21% in 2024,” he said.

Mujetenga however cautioned that while these results reflect substantial progress, there are areas that still require attention.

Surveillance obligations and safety resolutions, for instance, scored at 52.48% and 56.1% respectively, indicating areas for potential enhancement.



**NAMIBIA UNIVERSITY**  
OF SCIENCE AND TECHNOLOGY  
Department: Biology,  
Chemistry and Physics

## Expression of Interest

### Participation in pilot research project for the cultivation of *Jatropha*, *Moringa* and indigenous Namibian tree species as a source of biofuel feedstock, GHG emissions reduction, food and feed ingredients

#### Background

The Namibia University of Science and Technology (NUST) in partnership with Debmarnie Namibia is spearheading a research project focused on the cultivation of *Jatropha*, *Moringa* and Namibian indigenous tree species as a source of biofuel feedstock, GHG emissions reduction, food and feed ingredients on sub-optimal agricultural land. Specifically, the research project aims to:

- Assess the suitability of sub-optimal land for the cultivation of indigenous trees, *Jatropha* and *Moringa* based on an agroforestry system;
- Produce biodiesel feedstock from the indigenous tree species, *Jatropha* and *Moringa*;
- Investigate the effect of the indigenous tree species-, *Jatropha*- and *Moringa*-based agroforestry

system on soil fertility enhancement and the carbon sequestration capacities;

- Investigate the indigenous tree species-, *Jatropha* and *Moringa*-based agroforestry system value chains and their potential to contribute to job creation and income generation.

Given the above, NUST and Debmarnie Namibia are inviting landowners with a vision for a greener, more sustainable future to participate in the pioneering research project. We are actively seeking suitable sub-optimal agricultural land for a pilot research project, which will play a crucial role in the success of the pilot research. We are committed to ensuring a mutually beneficial collaboration.

#### Benefits of Participation

By participating in this pilot research project, you will contribute to:

- Advancing sustainable agricultural practices,
- Contribute to biofuel revolution,

Reducing greenhouse gas emissions,  
Explore new avenues for food and

Feed ingredients and potentially unlock new economic opportunities.

#### Key Requirements

1. **Land Size and Availability:** The land should encompass a minimum of 5 hectares, with the potential for future expansion based on the success of the pilot project. The land should be available for assessment from 1 April to 30 May 2024.
2. **Sufficient Groundwater Table:** The land should boast a sufficient groundwater table within a depth of 100 metre to support the irrigation needs of the cultivation.
3. **Land Use and Productivity:** The current land use and productivity should be disclosed.
4. **Preferred Regions:** The land should ideally be located in the Hardap, Iikharas, or Erongo Regions.

#### How do I express my Interest?

To express your interest, contact [Dr Marius Mutorwa](mailto:DrMariusMutorwa@nust.na) at [mmutorwa@nust.na](mailto:mmutorwa@nust.na) or [Prof Habuka Kwaambwa](mailto:ProfHabukaKwaambwa@nust.na) at [hkwaambwa@nust.na](mailto:hkwaambwa@nust.na) on or before 29 March 2024.

#### Submissions should include:

- An outline of your farm and region;
- The current borehole capacity; and
- Specify the potential for growth beyond five hectares.

#### Enquiries:

Dr Marius Mutorwa  
T: +264 61 207 2839  
E: [mmutorwa@nust.na](mailto:mmutorwa@nust.na)

Ms Kuda Brandt  
T: +264 61 2072056  
E: [kbrandt@nust.na](mailto:kbrandt@nust.na)



# FirstRand Namibia declares N\$322 million dividend to GIPF

**F**irstRand Namibia declared dividends amounting to N\$321,971,760 to the Government Institutions Pension Fund (GIPF).

According to FirstRand Namibia, the dividends were from the financial year ended June 2023.

“The GIPF’s 15.7% shareholding in FirstRand Namibia Ltd ensures financial stability, growth, and security for GIPF’s members and beneficiaries funds, through the dividends from FirstRand Namibia. This gesture solidifies the deep and enduring partnership between the two organizations as they work towards delivering shared prosperity for Namibia,” said Hileni

Amadhila, FNB Namibia Communications Specialist.

The portfolio of financial services businesses under FirstRand Namibia includes FNB Namibia, RMB Namibia, WesBank Namibia, Ashburton Investments Namibia, and PointBreak Wealth Management.

Meanwhile, GIPF said, the dividend declaration is a reflection of FirstRand Namibia’s commitment to creating value for its shareholders.

GIPF is a statutory pension fund that provides pension and related benefits to civil servants and employees of participating employers in Namibia

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# CRAN generates N\$91.4m revenue in 2023

The Communications Regulatory Authority of Namibia's (CRAN) revenue surged by 152% to N\$91.4 million for the fiscal year 2023, an increase from N\$36.3 million recorded in the previous year.

The revenue generated by CRAN stems from various sources, including telecommunications and broadcasting licences, regulatory levies, spectrum fees (radio frequency licences), numbering fees (utilisation of numbering plan), and type approval fees (utilisation of equipment).

“Revenue increased significantly by 152%, reaching N\$91.4 million, driven by regulatory levies, spectrum fees, numbering plans, and type approval fees. Operating expenses decreased by 34% to N\$92.4 million due to improvements in the expected credit loss allowance on trade debtors,” CRAN’s Board Chairperson Tulimevava Mufeti said.

Notably, the Authority has issued various licences, including 1 Individual Telecommunications Service Licence, 40 Class Comprehensive (ECS & ECNS)

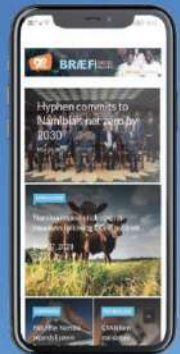


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Telecommunications Service Licences, and others catering to different sectors and services within the telecommunications industry.

Mufeti said CRAN generated positive cash flows from operating activities, amounting to N\$71.8 million during the period under review reflecting settlements with licensees who initially challenged the original levy regulations in court.

Moreover, she said CRAN has played a pivotal role in facilitating the introduction of emerging telecommunications technologies by releasing spectrum for endeavours such as 5G, IoT, WiFi6E, and WiGiG, among others.

“CRAN has actively encouraged the deployment of new technologies and services, particularly in underserved areas, to bridge the digital divide and ensure universal access to communication services,” she said.

However, challenges persist, including labour disputes, litigation, and limitations in enforcement capacity and accessibility.

Moreover, concerns over high data and voice prices underscore the ongoing need for regulatory intervention and market oversight to ensure affordability and accessibility.

“Among these challenges include pending enablement of the Electronics Transactions Act, continuous litigation by licensees, slow procurement process which affects completion targets of our strategic initiatives, delay in the amendment of the Communications Act No. 8 of 2009 not allowing for the full regulation of the Postal sector, and a lack of gazetted Postal QoS standards to measure the operator’s

performance,” Mufeti stated.

Mufeti further explained that the organisation intends to prioritise the implementation of two key governance initiatives in the upcoming year.

She said CRAN intends to finalise the development of its IT Governance Framework which is designed to establish principles, accountabilities, strategies, policies, and procedures in line with ISO 38500 and ISO 27000 standards for IT governance and security.

CRAN also plans to complete the development of its Business Continuity Plans which will encompass risk and threat identification, response structures and plans for incidents and crises, continuous improvement, adaptability to changing environments, and delivering measurable value through defined key performance indicators.

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**EXPRESSION OF INTEREST**  
**E032-ND-2024**  
**ALTERNATIVE OVERBURDEN STRIPPING SOLUTIONS FOR SOUTHERN COASTAL MINES**

**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 Minszi Kompeli to register and obtain a copy of the EOI documents, at the below listed details:  
Email: [minszi.kompeli@namdeb.com](mailto:minszi.kompeli@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](mailto:tender@namdeb.com)  
The closing date and time for submissions is: **14h00 on Tuesday, 02<sup>nd</sup> April 2024.**

  
[www.namdeb.com](http://www.namdeb.com)

  
A NAMIBIA DE BEERS PARTNERSHIP



# Govt plans N\$6.2bn construction sector injection in FY2024/25



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## THE RÖSSING FOUNDATION SCHOLARSHIP SCHEME

### 2024 CALL FOR APPLICATIONS

The Rössing Foundation is delighted to offer scholarships to young Namibians under the age of 40 years to return at recognized public and private universities and vocational training centres across Namibia.

The Rössing Foundation Scholarship Scheme is designed to give young women, people with disabilities, orphans, and marginalized Namibians with excellent academic record an opportunity to further their studies. The Scheme targets academic degrees, diplomas and certificates that fall within the priority growth sectors, as well as critical and scarce skills areas as outlined in the National Human Resource Development Plan.

#### HOW TO APPLY

Interested qualifying Namibians are expected to request the application form via email: [info@rf.org.na](mailto:info@rf.org.na) and return the completed form, proof of registration or acceptance at a tertiary institution, and all other required supporting documents by the deadline of Thursday 28 March 2024.

#### FIELDS OF STUDIES:

- Master of Agribusiness / Food Systems
- Master of Sustainable Energy Systems
- Master of Environmental Engineering
- TVET Level 2 or 3 Diploma:
  - 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.

[www.rossingfoundation.com](http://www.rossingfoundation.com)

The Ministry of Finance and Public Enterprises has projected a slight upturn for the construction sector in the fiscal year 2024/25, with an anticipated injection of N\$6.2 billion.

According to IJG Securities, the capital boost is poised to propel the sector's growth by 8.9% year-on-year in 2024 and 5.8% year-on-year in 2025, marking a noteworthy reversal from the consecutive declines observed since 2020.

IJG said the outlook for construction has turned slightly positive after the government has announced the 2024/25 National Budget.

"The development budget for the new financial year has increased by 50.8% y/y from the revised estimate of 2023/24 to N\$12.6 billion. Of this, 23% were allocated for the construction of roads of which 25% will be funded by external loans and

grants,” said the firm.

Meanwhile, the pipeline for construction activity in Windhoek remains subdued as a total of 165 building plans were approved in February, a 129.2% m/m increase compared to January’s figure, translating to a 1.2% y/y decrease.

“The value of approvals has surged by 251.7% m/m and 158.9% y/y to N\$188.2 million, compared to N\$53.5 in January and N\$72.7 million in February 2023. On average, the applications that were approved had a time-lapse of 103 days,” reports IJG.

Windhoek saw a 42.0% y/y drop in completed buildings, falling from 50 in February 2023 to 29 in February 2024. The firm noted that the completion of two commercial buildings, valued at N\$3.6 million, 11 additions at N\$5.0 million, and 16 residential buildings valued at N\$13.7 million, equated to the total value of completions of N\$22.3 million.

“Indeed, the number of applications submitted to the City of Windhoek increased by 52.5% m/m, translating to a 7.9% y/y decline in submissions, due to the month-on-month increase being from a low base,” IJG said.

The firm said engagements with stakeholders in the banking space have indicated that demand for loans is high, but affordability is low hindering individuals from obtaining loans. Furthermore, a similar trend exists in Swakopmund, as the Municipality approved 50 building plans in February, which is 20.6% lower than in February 2023.

In the coastal town, 40 residential

plans were approved, at a value of N\$35.7 million, six institutional plans worth N\$288,414, and four commercial and industrial building plans worth a total N\$89.3 million. In February, 123 property additions gained approval, totaling N\$140.7 million. While this marks a 3.1% year-on-year decrease in additions, the value surged by 198.3% from last year.

36 residential units were approved, up 89.5% month-on-month but down 2.7% from February 2023. The total value of N\$37.1 million represents an 11.3% drop from the previous month but a 57.7% increase from the prior year.

Similarly, February saw approvals for five commercial and industrial buildings, valued at N\$10.3 million, a 242.0% month-on-month increase from the preceding months and a 428.7% year-on-year increase from low bases.



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Applications close on **12 April 2024**

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## Namibia's camping surges as guests hit 577 in February

Namibia's campsite occupancy soared in February 2024, with guests around the country and the SADC region increasing to 577 during the month compared to 22 in January, latest data shows.

According to Simonis Storm's latest report, the surge in visitor numbers contributed to a total of 202 campsite nights for the month, indicating a significant rise in the popularity of camping as an accommodation option among Namibian and SADC guests in February.

Meanwhile, the firm said that 247 international guests occupied campsites in February, up from 49 in January 2024, with a total of 130 campsite nights in February 2024.

Across the nation, around 94.3% of establishments were occupied for leisure purposes in February, marking an increase

compared to February 2023.

Business-related occupancy remained moderate at 4.7%, while the conference-related occupancy rate dropped to 0.9% from 5.2% in February 2023.

"In February 2024, the percentage of Namibians visiting hospitality establishments decreased to 23.1%, down from 24.9% in January 2024 and 33.0% in February 2023. In terms of regional preferences, Southern areas were the most favoured destinations for leisure purposes, while Central areas were primarily chosen for business and conference activities," said Simonis Storm Researcher Halleluja Ndimulunde.

She expressed optimism for future increases, citing ongoing independence specials by Namibia Wildlife Resorts (NWR), offering a 60% discount until March 31, 2024, along with upcoming



public holidays.

In February 2024, the Hospitality Association of Namibia conducted a hospitality statistics study involving 60 participants.

The Hospitality Association of Namibia noted 48,445 available rooms in February, mostly in Northern Namibia. However, the national occupancy rate of 36.4% was lower than the 2019 rate of 41.0%.

Meanwhile, the Central area led with a 53.5% occupancy rate, followed by Coastal areas at 40.6%, and Northern and Southern areas at 31.0% and 32.0% respectively. Nationally, there were 100,940 beds available with a 31.7% occupancy rate.

“As usual a notable portion of visitors, accounting for 61.5%, originated from Europe, showing an improvement from February 2023 figures. Among these visitors, a significant proportion came from German-speaking countries, including Germany, Switzerland, and Austria,” noted Ndimulunde.

South Africans constituted 5.8% of visitors, followed by Asians at 3.8% and North Americans at 2.8%. Visitors from the rest of Africa, the Middle East, South America, and other parts of the world accounted for 1.4%, 0.2%, 0.82%, and 0.56%, respectively.

Ndimulunde noted that survey results indicate that economic concerns are the primary obstacle hindering the recovery of international tourism.

“In January 2024, 69% of

respondents highlighted the economic environment as a major factor. Additionally, over half (55%) of respondents expressed concerns about higher transportation and accommodation costs impacting the tourism industry,” she said.

Similarly, geopolitical issues, including the war in Ukraine, were cited as concerns by 14% of respondents, while other geopolitical risks were flagged by 19% of respondents.

“Other potential factors affecting the recovery of international tourism include staffing shortages, extreme weather events, and ongoing COVID-19 concerns. It is important to note that the survey was conducted among tourism experts and may not fully reflect the perspectives of tourists themselves,” Ndimulunde said.

www.debmarmine.com

# 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](mailto: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](mailto: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



## Growing potatoes: What you need to know

By Hanks Saisai

Potatoes are grown globally and are the third most consumed crop after wheat and rice. Potatoes scientifically known as *Solanum tuberosum*, belong to the Solanaceae family and originate from South America, specifically the Peru – Bolivia region.

Potatoes are a high value crop that has seen ever-increasing demand in different market segments of Namibia. On average, N\$ 14 million is spent on potatoes by wholesalers, retailers, and fast-food establishments every month. Growing potatoes can be quite a profitable venture for farmers, however, yielding a good return on investment from



### 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 Noorddowier. 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](mailto: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.*

this crop, requires fundamental understanding on how this crop must be grown and nurtured. To this end, before one decides to venture into the production of potatoes, it is essential to understand the fundamental requirements of the crop, specifically it's morphology and growth stages.

When considering potato production, it is important to note that potatoes grow best in deep and well-drained loamy and sandy loam soils with a pH level between 5.0 and

7.0. It is also essential that the soil contains organic matter that can supply the necessary nutrient reserves.

It is therefore vital to carry out a soil analysis to determine the fertility levels of your soil to help you develop a fertilization programme for your potato production.

Another consideration is the climatic conditions of the area in which one intends to grow potatoes. The optimum temperatures for growing potatoes range between 7 to 30 degrees Celsius. In temperatures that exceed 30 oc, potatoes usually experience a slowdown of carbohydrate accumulation in the tubers, resulting in small tubers. An important point to note is that potatoes are susceptible to frost and extremely cold temperatures, therefore, the best time to plant potatoes are September to January and February to the end of April.

During winter avoid growing potatoes as it may result in crop failure and major financial losses for a farmer.

To establish a successful potato production enterprise, the cultivation of the soil must be done correctly. Primary tillage using mouldboard ploughs and disc rippers must be done to a depth of 30 cm. Moreover, it is essential to apply basal fertilizer (400 – 500 kg of Superphosphate 10.5% and NPK 3:1:5) depending on the fertility levels of your soil. The seed



## VACANCY

Savanna Beef Operations (Pty) Ltd was established in 2023 by the Beef Value Chain Forum of Namibia and is in the process of setting up an export abattoir and a red meat processing facility outside of Windhoek. Savanna Beef Operations (Pty) Ltd is an equal opportunity employer and invites suitably qualified and experienced candidates to apply for the following position:

### CHIEF EXECUTIVE OFFICER

(5-year performance-based contract)

#### PRIMARY PURPOSE OF THE POSITION

The Chief Executive Officer will be fully accountable to deliver on the vision and mission of Savanna Beef Operations (Pty) Ltd, delivering on performance and financial objectives as defined in the business plan and management agreement. A leading role will be played in establishing a world-class operation by providing leadership, strategy, and performance excellence, ensuring sustainable operations, operational scalability and shareholder value.

#### KEY DUTIES AND RESPONSIBILITIES

- Develop and implement overall business strategy and ensure a robust approach is taken to deliver responsible and responsive performance. Ensure operational excellence and competitive advantage (quality, standards and throughput).
- Overall responsible for the financial reporting, raising of capital and overall health of the Company.
- Build and lead an executive team, to ensure sufficient shared purpose alignment and leadership impact. Constantly drive performance improvements.
- Manage sales and marketing to the best benefit of Savanna
- Develop and maintain partnerships for positive impact with all relevant stakeholders, associations and the shareholders.
- Establish a high-performance Company culture, characterized by performance excellence in the work environment.

#### QUALIFICATIONS, EXPERIENCE AND SKILLS

- A relevant post-graduate qualification. An MBA or master's degree in Engineering / Science / Management / Marketing will be an advantage.
- Fifteen (15) years' plus experience of which eight years' experience in an executive position within the industry with a successful track-record and substantial senior leadership exposure.
- Experience with leading a start-up operation will be beneficial, with a track-record of bringing innovative products and services (relevant to the industry) to market.
- Familiarity with the dynamics of the industry and regional and international industry regulatory compliance.
- Demonstrated ability to raise capital and manage finances effectively.
- Exceptional business acumen and leadership skills.
- Emotional intelligence and team management abilities.
- High stress tolerance levels to cope with complexity and challenges coupled with high energy levels.
- Unquestionable integrity.
- Strategic thinker
- Ability to network and build excellent stakeholder relationships.

#### APPLICATION PROCEDURE

Savanna Beef Operations (Pty)Ltd offers a competitive market-related total cost to company package. Submit a signed cover letter, providing a detailed motivation for your application, together with an updated, detailed Curriculum Vitae. Mail your completed application to [info@savannabeefnamibia.com](mailto:info@savannabeefnamibia.com). The application closing date is 9 April 2024 @ 12 noon. The appointment date is negotiable and as circumstances dictate. No late applications will be entertained. Only short-listed candidates will be contacted, and no documents will be returned to applicants.

beds on which potato tubers are to be planted must be raised to a height of 35 cm using a ridger that has a width of 45 cm. Furthermore, it is recommended that potatoes must be planted at spacing recommendations of 75 cm between rows and 30 cm within rows and the sowing

depth of the seed potatoes (tubers with sprouts) must be 10 to 20 cm.

To prevent fungal diseases in areas where humidity is relatively high, farmers are urged to utilize the drip irrigation system which only allocates water to the stem of the growing potato plants. Additionally, farmers must re-ridge the seed beds at least 3 times to cover the tubers forming on the roots to prevent the greening of the tubers. Weed control is also essential to enable potatoes to grow without competition from unwanted plants.

Furthermore, during the production cycles, farmers are urged to keep production and financial records which are all essential to evaluate the profitability of the business.

As a precaution, inexperienced farmers can always trial potato production on a small-scale operation.

During this period, a beginner farmer should learn important aspects of production, note down challenges and how to overcome them and ensure that a good insight into the crop is gained before they can scale up production.

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

adforce

# PROCUREMENT NOTICE

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

TENDER NO: MTC16-2024-0

## 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: MTC14-2024-0

## 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: MTC11-2024-0

## 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](http://www.mtc.com.na/procurement)







## Labour Ministry addresses fishing sector working conditions

**T**he Ministry of Labour, Industrial Relations and Employment Creation says it is establishing the National Coordination Mechanism to address poor working conditions in the fishing industry.

The National Coordination Mechanism is a body that will address the decent work challenges and opportunities in the fishing supply chain.

A 17-member board will further address issues such as occupational health and safety, forced labour, as well as violence and harassment on some vessels using Namibian ports.

Minister of Labour, Industrial Relations and Employment Creation Utoni Nujoma said despite the fisheries sector playing a crucial role in Namibia's economy, providing employment and uplifting the livelihood for many of our citizens, is

marred by several challenges.

"The status of employment relations in the fishing sector remains unabated. It is for this reason that the government has once again shown its commitment to addressing key issues that affect the operations in the fishing sector, hence the constitution of the National Coordination Mechanism and the business forum that is aimed at creating awareness, discuss issues that pave ways for improvement, promotion and bring about opportunities in the Namibian fisheries supply chain," said Nujoma.

In addition, he said the forum will also present an opportunity for Namibian businesses to explore the existing local and international markets and enhance business sustainability and diversification.

Nujoma stressed that decent work is not just a moral imperative, rather it is essential

for sustainable development.

“When workers are treated fairly, paid a decent wage, and provided with safe working conditions and environment, they are more productive, profitable and contribute more effectively to economic growth. It is therefore of utmost importance to take cognisance that adequate and appropriate measures to promote good basic conditions of employment, prevent accidents and diseases at work are of paramount importance,” he said.

“Hence, it is disheartening to note that these measures are often not available, especially in some organizations where employee welfare, safety and health are ignored and not prioritised.

“In an effort to foster and ensure that we deliver in one of our main mandates of ensuring harmonious labour relations key milestones have been achieved,

through the Ministry of Labour in addition to our national labour legislations ratified by the International Labour Organisation (ILO) legal instruments that are pivotal to our fisheries sector’s operations. Among them is the Convention on Work in the Fishing, No. 188, Convention on Elimination of Violence and Harassment in the World of Work, No.190 to mention,” added Nujoma.

He said other milestones include the finalisation and gazetting of the second variation in the fishing sector, whereby certain conditions of service/employment have been varied in certain provisions of Chapter 3 of the Labour Act, 2007 (Act No. 11 of 2007) for the fishing sector.

The variation Nujoma said does not intend to disadvantage workers or employers but rather aims to promote decent work in the Fishing Sector and promote its sustainability.

“In the same vein, ILO in cooperation with the European Union through the Sustainable Supply Chains to Build Better (SSCBFB) project assisted Namibia in addressing decent work challenges and opportunities in the fisheries supply chain in Namibia. Together we constituted the National Tripartite Advisory Committee members to spearhead and facilitate the implementation of the SSCBFB project,” he said.

**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](mailto: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>





Ama Owusu-Agyemang

## For rich and for poor: Achieving Shared Prosperity in the Namibian House

**N**amibia is many things. It is a country of peace. It is a country of blinding natural beauty. It is a country embracing a green revolution. But it is also the second most unequal country in the world, according to the World Bank's Gini Index.

As we stand on the brink of expanded economic diplomacy, the need for a truly "Just Transition" in Namibia has never been more pertinent.

And it presents us with one of two paths towards our future as a nation: (i) intensify our implementation of Corporate Social Responsibility (CSR) that aligns with the National Prosperity Plan, or (ii) adopt and integrate Corporate Shared Value (CSV) into our business strategies to accelerate our national progress towards Vision 2030.

We know a fair amount about CSR – we've seen it in annual reports and optics-driven press releases.

Shared Value, on the other hand, is a much more attractive and rewarding option for a future that is as resilient as it is sustainable.

Shared Value is about our collective future. Business. Communities. Nation state and our World. It allows corporations

to find business opportunities in societal needs, reiterating industry theory that the long-term profitability of a business depends on an enabled society.

It is a revenue strategy that shifts businesses away from profit versus purpose, and towards profit and purpose. Shared Value goes beyond CSR. It goes beyond philanthropy. Beyond donations.

To achieve true shared prosperity in the Namibian House, it is important that we understand the differences in sustainable impact strategies, and their respective returns.

While the local vocabulary is steadily shifting from CSR towards ESG, there is often the confusion between action and framework. Hong Kong's Dream Impact (a network of social enterprises and ventures to build and grow Hong Kong's impact ecosystem) unpacks this in a triad of CSR/ESG/CSV:

**Corporate Social Responsibility (CSR):** The action of a company supporting external organisations that "do good" in the form of monetary contributions or volunteering.

This has reputational and societal benefits usually via third parties.

**Environmental, Social and Governance**

(ESG): The framework of accountability that companies use to look beyond profit maximisation and analyse the impact of its business on these 3 ESG factors. This approach has reputational, regulatory and financial benefits.

Corporate Shared Value (CSV): The action of a company “doing well by doing good”.

It sees social impact as a competitive advantage that contributes to the company’s long-term success.

This has rolling returns for everyone involved and creates sustainable resilience for corporate citizens and civil society at large.

Below we address the crux between actions that amplify framework.

- Corporate Social Responsibility
- Corporate Shared Value
- Donation Profit creation

Volunteerism Stakeholder alignment

Philanthropy Competitive Differentiation

Corporate Foundations Business Development

Siloed Strategically aligned Marketing Strategy Revenue Strategy

At Advantage Advertising, reframing impact from a marketing strategy to a revenue strategy is work that excites us, but also drives us to amplify the good business that corporates want to do in Namibia.

Consequently, we have created a dedicated department called The Alliance which focuses specifically on developing data-driven impact solutions for our clients.

With a foundational principle of Shared Value, The Alliance guides corporates on the path away from profit vs purpose and towards profit & purpose.

Housing a researcher and strategist, The Alliance is equipped to amplify the CSR and ESG efforts of businesses looking to go beyond business as usual - towards a sturdy Namibian House in which no one is left behind.

True to its name, The Alliance is about working together for desired impact, and we would love to collaborate with you.


Please get in touch on [info@advantage.com.na](mailto:info@advantage.com.na)

*\*Ama Owusu-Agyemang is Head of Strategy & Shared Value at Advantage Advertising*

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**TENDERS**



**REQUEST FOR INFORMATION: E024A-ND-2024 - NAMDEB CORPORATE COMMUNICATION SERVICES**  
(PLEASE NOTE THAT THIS ADVERTISEMENT SUPERCEDES PREVIOUS RFI E024-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: [lyn.robbeiaa@namdeb.com](mailto:lyn.robbeiaa@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](mailto:tenders@namdeb.com) in a PDF non-editable format. RFI number E024A-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](http://www.namdeb.com)







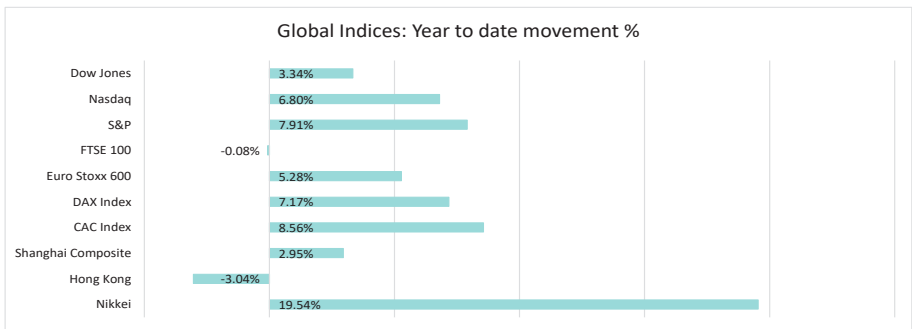
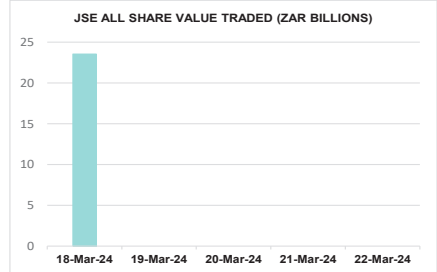
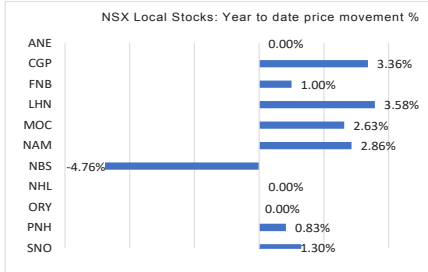
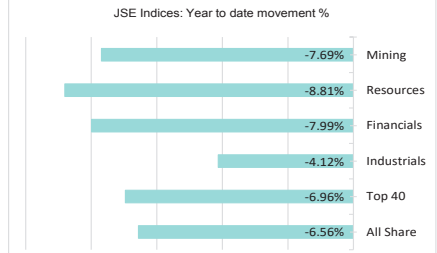
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# Financial Market Monitor

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Commodities		Currencies	
Spot Gold	2152.46	USD/ZAR	18.9378
Platinum	895.29	EUR/ZAR	20.5621
Palladium	984.57	GBP/ZAR	24.0679
Silver	24.91	USD/CNY	7.1993
Uranium	91.00	EUR/USD	1.0858
Brent Crude	87.54	GBP/USD	1.2709
Iron Ore	98.41	USD/RUB	92.3783
Copper	9025.45	CPI	5.05%
Natural Gas	1.76	Repo Rate	7.75%
Lithium	14.85	Prime Rate	11.50%



\*Prices as at 17:11, 19-Mar-2024