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THE

BR/EF

News Worth Knowing



Airport expansions to cater for oil sector traffic require N\$3 billion – NAC

WEDNESDAY 20 MARCH 2024

MAIN STORY

Airport expansions to cater for oil sector traffic require N\$3 billion – NAC

The Namibia Airports Company (NAC) says expanding Hosea Kutako International Airport's capacity to handle the anticipated surge in flights due to the country's growing oil and gas industry will require an investment exceeding N\$3 billion.

NAC's Chief Executive Officer Bisey / Uirab emphasised the need for substantial investment to increase capacity from the current two million to over five million people to meet anticipated demand growth.

"Presently, we see just under two million people passing through the airport every day, so there's still considerable room for growth. However, based on our projections and estimates, we anticipate that this capacity will likely be exhausted within the next four to five years," he explained.

The CEO noted that discussions are underway between NAC and the government, the key stakeholder, to explore expanding the airport facilities.

Furthermore, he said NAC is adopting a proactive approach to meet future growth rates while also focusing on operational efficiency.

/Uirab highlighted the importance of strategic planning in infrastructure development, emphasising the need to conduct studies to forecast demand over specific periods.

"When it comes to infrastructure development, it's essential to conduct



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

studies to forecast demand over specific periods, such as the next five years, 10 years, and beyond. Therefore, any capacity provisions made must align with the projected demand at the time,” he said.

Whilst acknowledging the dynamic nature of the aviation industry, /Uirab highlighted the need for continual enhancements in airport infrastructure.

“So, while initially accommodating between two to maybe five million passengers, we will continue to enhance our facilities over the years. Airport infrastructure is not a one-time construction; it’s a continual process of providing for future expansion, and that’s precisely what we’re planning for,” he said.

This comes as this year NAC has reported investments valued at over N\$350 million in infrastructure developments aimed at enhancing the country’s airports’ infrastructural and service improvements.

NAC Chairperson Leake Hangala earlier said the development initiatives are particularly aimed at harnessing the opportunities presented by the recent oil and gas discovery and green hydrogen initiatives.

“The NAC is committed to improving its airport infrastructure to support the country’s national development initiatives and harness the natural resources brought about by the recent oil and gas discovery together with the green hydrogen initiatives,” he said.

Namibia is hoping that the recent energy



developments will bring in increased foreign and domestic investment into the gas and oil sectors, as well as the broader economy, in the short and medium term.

The Shell and TotalEnergies discoveries have the potential to generate annual taxes and royalties of between N\$60 to N\$95 billion and create 3,600 jobs at the peak of production, according to the Presidency.

Furthermore, international experts such as Wood Mackenzie estimate that Namibia could receive as much as N\$500 billion in foreign direct investment in this regard with an influx of passenger arrivals.



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Helping change the landscape of education in Namibia

As the country celebrates 34 years of independence, the FirstRand Namibia Foundation highlights the substantial progress made in the area of education through the collaborative efforts of individuals, government, civil society, and the private sector.

Namibia has set four broad goals for its educational system: access, equity, quality, and democracy. The country aims to ensure that all learners acquire the knowledge and skills needed to promote sustainable development and as a leading CSR investor, the FirstRand Namibia Foundation Trust is dedicated to complementing governments' efforts by lending a helping hand where it matters most.

Since inception, the FirstRand Namibia Foundation Trust has invested N\$29 million in Education in order to create an environment for children to grow and thrive from early childhood development through to university. This investment underscores our commitment to education as the greatest equaliser.

Investing in education and the right skills is vital for the Namibia's economic growth, development, and competitiveness. Over the years, with FNB's support the Amos Meerkat Early Childhood Development Programme has prepared 4380 children aged five to six for grade 1, while providing training to 2019 educators and 23 monitors. The project spans over various regions including Kunene, Kavango East, Oshana, Erongo, Hardap, Karas, Khomas, Otjozondjupa, and Omaheke.

Moreover, during the 2023 academic year with the support of the Foundation, the African Child Development Trust distributed 13 million books to over 360 000 pre-primary to grade 3 learners, across the 14 regions of Namibia.

In a nation like Namibia, remote schools often lack access to modern teaching and learning resources. FNB in partnership with Eduvision, has been instrumental in guiding teachers at Tsumkwe Secondary School to enhance their pupils' learning capacity. Through online learning, improved educational content and effective teaching methods, teachers are empowered to transform their practices. The project's current achievements are praiseworthy and remain an



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inspiration of how we can collectively transform Namibia, one learner at a time.

Furthermore, the Foundation also empowers the Mondesa Youth Opportunities Trust and the KAYEC Youth Development Programme to provide intensive educational support for 300 students from underprivileged backgrounds in Swakopmund and Rundu through financial assistance.

Additionally, in 2023, FNB through the FirstRand Foundation donated essential resources to numerous early childhood development centres and primary and secondary schools, ensuring that students have access to quality education regardless of their background. Our contributions have included equipment, school uniforms, shoes, stationery, and sanitary pads to 10 Primary and 14 Secondary Schools.

The FirstRand Namibia Foundation Trust believes in the transformative power of education and youth development and reaffirms our commitment to building a stronger Namibia, starting with a solid foundation in education.



Namibia's February passenger arrivals reach 37,207

Namibia's visitor arrivals significantly increased in February to 37,207 passengers, reflecting an 8.1% month-on-month surge and 26.1% year-on-year rise, official figures show.

According to a tourism report by IJG Securities, arrivals in February 2024 exceeded pre-pandemic levels from February 2019 by 15.5%.

The increase is attributed to a rise of 11.4% in international arrivals and a substantial 141.6% increase in domestic arrivals, although regional arrivals experienced a slight decline of 3.5%.

"Passenger arrivals in February are trending below the 6-month moving average, indicating a deviation from the most recent months. We expect this average to be surpassed in Q2 when the peak season commences," the firm said.

According to the Hospitality Association of Namibia (HAN), year-to-date, passenger arrivals have risen to their highest point since 2016.

"This increase indicates a strong beginning

for travel both within Namibia and to the country, promoting hope for a prosperous tourism peak season that typically starts in May," the association noted.

The HAN reported that tourists from Germany, Austria, and Switzerland made up 40.9% of occupants, followed by Namibians who made up 23.1% of the total tourist pool in February, South Africa at 5.75% and France at 3.9%.

Meanwhile, IJG noted that in January, Namibia saw increased tourist arrivals from Europe, notably from Germany, Switzerland, Austria (up by 5.8 pp), France (up by 0.7 pp), United Kingdom, Ireland (up by 1.3 pp), and Scandinavia (up by 1.0 pp).

"As per the HAN, the high-end tourism segment has particularly garnered increased popularity, further enhancing overall industry performance," the firm said.

The highest occupancy rate was recorded by hotels (57.2%), followed by tented lodges (39.5%), tented camps (38.6%), and guest farms (34.5%).

We are not killing small businesses – NamRA



The Namibia Revenue Agency (NamRA) says it is committed to ensuring compliance with regulations and facilitating smooth operations for all businesses.

The country's tax collector dispelled concerns, particularly among 'order-with-me' businesses, that their processes might hinder or even shut down small enterprises.

NamRA acting Commissioner Nadine Du Preez said customs clearance can be a complex process for many.

"I understand the frustrations expressed by the public regarding lost parcels and delays in the clearance process. It is important to note that it is not NamRA's intention to kill businesses as some quarters in society want others to believe, but rather to ensure compliance and smooth operations," De Preez said.

"We are aware of the challenges and are committed to addressing them. It is important for all stakeholders, including cargo handlers, clearing agents and Customs to maintain transparent communication and uphold ethical practices to avoid misunderstandings and misrepresentations."

As a result of these concerns, NamRA is hosting a webinar

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engagement with clearing agents, the public and ‘order-with-me’ business personnel to iron out some of the burning issues. Du Preez made these remarks on Tuesday at NamRA Talks second edition, which stands as a beacon of knowledge, innovation and collaboration in the realms of customs, tax and trade matters, with a view of interrogating strategic issues and exploring innovative solutions.

Various speakers were invited to the talk show to share their thoughts on issues of tax and customs. Tjipenaandjambi Uatanaua emerged as the overall winner of the competition with N\$10,000, followed by Selma Sem with N\$5,000 and Nghalivali Nghihangakenwa came third with N\$2,500.

“It is my passionate wish that in the future, we expand these insightful discussions to other parts of our country beyond Windhoek, ensuring inclusivity and equal access to valuable debate and opportunities for all Namibians. The importance of NamRA Talks cannot be overstated, as it serves as a catalyst for our institution’s growth and continuous service improvements,” said Du Preez.

“The well-articulated presentations we have witnessed are a testament to the dedication and expertise

of our participants, and I personally commend each and every one of them for their contributions. Youth participation is not just encouraged but essential, as it brings fresh perspectives and ideas that drive positive change. Compliance remains a cornerstone, opening doors to endless possibilities and benefits for individuals and businesses alike.”

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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

enabling the connection




mtc.com.na

CRAN appoints Mufaro Nesongano Executive: Communication and Consumer Relations

The Communications Regulatory Authority of Namibia (CRAN) has appointed Mufaro Nesongano as Executive: Communication and Consumer Relations, effective 20 March 2024.

Nesongano, who joins CRAN from Old Mutual Namibia, brings with him over 20 years of experience in broadcasting, communication, public relations, and brand management.

He has successfully led various teams in executing communication and stakeholder management strategies across both the private and public sectors, with notable contributions in academia, tourism, and most recently, the insurance industry.

He holds a Master's degree in Journalism and Media Technology, an Honours degree in Journalism and Communication, and a Bachelor's degree in Journalism and Communication.

Additionally, he is a certified Executive and Management Coach, and holds various professional certificates.



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OTESA IS CURRENTLY IN THE PROCESS OF FILLING THE FOLLOWING VACANCIES:



SITE AGENTS x2

General description of the position
To provide operational leadership, management, quality workmanship, and operational efficiency in the execution of contracts/projects.

Key performance areas:

- Implementation and updating of appropriate systems (costing, reporting, plant & equipment, human resources, etc.) to provide operational support for the efficient and effective functioning of the site/s.
- Planning & scheduling of resources (e.g. employees/staff, plant & equipment, materials, fuel, etc.) for the site/s.
- Identification of deficiencies and training needs of personnel, as well as the direct training of subordinates on the effective and efficient application of resources on the site/s.
- Ensuring the correct and timely work measurement is done and agreed upon with the Engineer or Employer.
- Preparation of progress reports for the monthly site meetings.
- Preparation of monthly management reports containing the site's finances, cost cash-flow projections, difficulties, milestones, quality control, plant & equipment, labour statistics, materials on site, and fuel consumption records.
- Coordination, training, and management of SMEs and subcontractors on site/s. This includes the planning, requisitioning/ordering, and controls on materials for the said subcontract works.
- Ensuring all vehicles, equipment, and machinery are maintained according to the requirements of the service level agreements (i.e. day-to-day maintenance and check).
- Ensuring offices, equipment, personnel, and the site/s reflect the professional image of the company.
- Daily engagement with the Engineer's representative and staff on the site/s.
- Ensuring quality control procedures are implemented and followed.
- Monitoring and controlling of operational cost of the site/s.
- Ensuring all works executed are agreed upon with the Engineer or Employer for payment purposes.

Minimum requirements:

- Engineering degree or National Diploma in Civil Engineering.
- Minimum 8 years' experience as a site agent on roads and infrastructure projects.
- Must have a sound knowledge of contract specifications, specifically FIDIC Red Book, and Namibian GCC.
- Must have practical knowledge of working with standard specifications, such as COLTO 1998 and SANS 1200.
- Must be willing to work anywhere in Namibia and must be able to operate independently.
- Ideally registered with the Namibian Council of Engineers or eligible to register.
- A valid driver's license.



QUANTITY SURVEYORS x2

General description of the position
The quantity surveyor will be tasked with analyzing existing budgets and making improvements, reviewing plans, preparing quantity estimates, negotiating with various contractors and vendors, as well as building relationships with clients and site managers.

Key performance areas:

- Reviewing construction plans and preparing quantity requirements;
- Preparation of valuations and financial statements;
- Scrutinizing maintenance and material costs, as well as contracts to ensure the best deals.
- Preparation and negotiation of claims;
- Liaising with site managers, clients, contractors, and subcontractors.
- Preparing reports, analyses, contracts, budgets, risk assessments, and other documents.
- Advising managers and clients on improvements and new strategies.
- Keeping track of materials and ordering more when required.
- Documenting any changes in design and updating budgets.
- Establishing and maintaining professional relationships with external and internal stakeholders.
- Vendor relations;
- Monitoring the cost of site resources;
- Assist with the execution of estimates;
- Responsible for managing project development and costs;
- Traveling from the office to various sites as required.

Minimum requirements:

- 3-5 years experience in Roads Infrastructure & Building projects;
- National Diploma in Quantity surveying, engineering, or similar from a reputable University.
- Construction estimating or finance experience is advantageous.
- Proficient in Candy's BuildSMART System.
- Ideally registered with the Namibian Council for Architects and Quantity Surveyors;
- Must be willing to work anywhere in Namibia and must be able to operate independently.
- A valid driver's license.



PROCUREMENT OFFICER

General description of the position

The procurement officer will oversee purchasing activities and ensure that purchased items are both cost-efficient and of high quality. The procurement officer's responsibilities include supervising staff, maintaining positive supplier relations, evaluating supply options, approving purchases, and maintaining accurate records. The incumbent should be able to negotiate well and ensure that all purchases comply with company standards.

Key performance areas:

- Overseeing and supervising employees and all activities of the purchasing department.
- Preparing plans for the purchase of equipment, services, and supplies.
- Following and enforcing the company's procurement policies and procedures.
- Reviewing, comparing, analyzing, and approving products and services to be purchased.
- Managing inventories and maintaining accurate purchase and pricing records.
- Maintaining and updating supplier information such as qualifications, delivery times, product ranges, etc.
- Maintaining good supplier relations and negotiating contracts.
- Researching and evaluating prospective suppliers.

- Create and maintain relationships with vendors/suppliers.
- Maintain purchase records and other important data.
- Negotiate pricing and supply contracts.
- Ensure that the products and supplies meet quality standards.

Minimum requirements:

- Degree in Supply Chain, Accounting, or a similar field preferred.
- 2+ years of experience as a procurement officer or in a similar position.
- Must have practical knowledge of working with BuildSMART.
- Must be willing to work anywhere in Namibia and must be able to operate independently.



BOILER MAKER

General description of the position

Responsible for constructing, assembling, and installing boilers. The responsibilities of a boilermaker include casting and shaping pieces, testing complete boilers, and upgrading boilers to match environmental standards.

To be successful as a boilermaker, you should be proficient in welding skills, be physically fit, and demonstrate good reading comprehension. Ultimately, a top-notch boilermaker should have the ability to detect and fix problems, excellent mechanical skills, and be able to work in tanks at any height.

Key performance areas:

- Proficient in welding process including, Mig and Tig welding and mass production metal fabrication processes.
- Assists in troubleshooting manufacturing process problems and putting forth Root Cause/Corrective Action to these issues. Ability to make process adjustments to weld processes and tooling.
- Administers process checks on the manufacturing floor to verify compliance and capability.
- Verifies floor process documents are at the workstation and are updated to the latest revision levels and process changes.
- Notifies the Plant Manager of any process improvements being addressed on the floor and to deviate or alert accordingly.
- Runs capability studies and fills out all appropriate documentation.
- Trains manufacturing personnel on all process changes as per Alert Notices or Deviations
- Ensures that this is communicated and implemented correctly.
- Assists in the running of sample parts and new job launches by following parts through the operation.
- Makes the manufacturing floor aware of product specifications and places material in Quarantine for review by appropriate departments.
- Reviews scrap and rework on their respective shifts and takes corrective action.

Minimum requirements:

- Technical and vocational education and training qualification.
- Apprenticeship training.
- Good mechanical aptitude.
- Excellent reading comprehension.
- Physical stamina.
- Valid code BE driver's license;



HR/IR OFFICER

General description of the position

Human resources and industrial relations officers help to improve the working environment within an organisation. This role involves assisting with recruitment, training, and the implementation of policies. HR/IR support to the HR team and employees to ensure consistent application and integration of policies, procedures, and practices, the incumbent will work under the supervision of the HR manager to provide administrative support to the HR department.

Key performance areas:

- Use discretion and maintain confidentiality at all times.
- Advise HR manager on all matters that involve conflict between employees.
- Work with management on the staff evaluation process and receive and file evaluations from department supervisors.
- Assist in the development of HR, IR, and EBR labour protocols, operating procedures, and handbook.
- Where necessary support the HR Manager on any Labour court referrals.
- Post job advertisements to job boards, social media, and newspaper platforms, and remove advertisements once vacancies have been filled.
- Updating company databases by inputting new employees' contact information and employment details.
- Screening potential employees' resumes and application forms to identify suitable candidates to fill open job vacancies.
- Organizing interviews with shortlisted candidates.
- Assist the HR Manager in gathering market salary information.
- Preparing and sending rejection letters or emails to candidates.
- Responding to staff inquiries regarding HR policies, employee benefits, and other HR-related matters.
- Assist in the organization and induction of new staff on the code of conduct, HR and IR protocols, and operating procedures.
- Assist with the process of Exit Interviews
- Filing of all HR Documents
- Ad hoc admin assistance to the wider HR team.

Minimum requirements:

- Degree in Industrial Relations/ Diploma in Human Resource Management
- 3 years' experience in HR/IR Administration.
- Sound knowledge of Namibian Labour legislation.

Please forward your comprehensive application with certified copies of your qualifications to: recruitment@hr@otesa.com.na or Hand deliver to Human Resources Manager, P.O Box 96504, 46 Theo Ben Gurib Street, Windhoek.

OTESA is an equal-opportunity employer and is committed to EE principles. Only shortlisted candidates will be contacted.

Closing date: 29 March 2024



Govt allots N\$88m to complete Lüderitz Waterfront Development

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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 Minsozi Kompeli to register and obtain a copy of the EOI documents, at the below listed details :
Email: minsozi.kompeli@namdeb.com
Tel: +264 (63) 238 502

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



www.namdeb.com



A NAMDEB DI BEKAT PARTNERSHIP

The government has allocated N\$88 million in its budget to complete phase II of the Lüderitz Waterfront Development Company (LWDC) project.

Phase II of the project focuses on renovating and upgrading Lüderitz's Old Power Station.

The project, which began in 2008 following Cabinet approval, was set for completion in 2014, but could not be realised due to financial constraints. The project is estimated to cost about N\$400 million upon completion.

The allocation is in the N\$100.1-billion national budget tabled by the Minister of Finance and Public Enterprises, Iipumbu Shiimi.

Speaking to The Brief, LWDC Chief Executive Officer Fluksman Samuehl, highlighted that construction is well underway, with most major construction (wet works) completed. However, he emphasised that some finishing touches are still required in certain areas.

“It should be noted that the second

phase of the Lüderitz Waterfront Development relates to the major transformation of the Lüderitz Old Power Station into an attractive waterfront space for all to enjoy. This flagship project consists of a wide range of facility offerings, facilitating smart city initiatives,” he said.

So far, the CEO said they have successfully completed the sea view gym and the state-of-the-art conference facilities to position the harbour town of Lüderitz as a business, education, culture and sports destination.

“We therefore welcome the allocation from our government, we appreciate the support we continue to receive from our government so that we implement strategic infrastructure development which is critical for facilitating private sector participation including SME development in the Lüderitz economy,” said Samuehl.

“Under the circumstances and taking into account the growing needs of the nation and the balancing act the government has to make, it is sufficient and our priorities are clear in view of doing more with little.”

Part of the phase II development includes the NUST Lüderitz Campus, which is also nearing completion.

“We are now focusing on the logical completion of the Namibia Maritime Museum, which is a must visit destination for all visitors. Apart from the old power station project, the Lüderitz Waterfront Development Company shall soon roll out projects that include a beachfront

hotel, private hospital, sea view apartments, offices and tourist-focused retail outlets,” stated Samuehl.

The first phase of the project included Harbour Square, shops, restaurants, offices and flats. The purpose of Phase I was to lay the foundation for further development of the project and approximately N\$35 million was spent on infrastructure, public facilities and various structures.



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 Debmarine 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 Debmarine 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:	Reducing greenhouse gas emissions,
Advancing sustainable agricultural practices,	Explore new avenues for food and
Contribute to biofuel revolution,	Feed ingredients and potentially unlock new economic opportunities.

Key Requirements

- 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.
- 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.
- Land Use and Productivity:** The current land use and productivity should be disclosed.
- Preferred Regions:** The land should ideally be located in the Hardap, I!Karas, or Erongo Regions.

How do I express my Interest?

To express your interest, contact Dr Marius Mutorwa at mmutorwa@nust.na or Prof Habauka Kwaambwa at 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

Ms Kuda Brandt
T +264 61 2072056
E: kbrandt@nust.na

www.nust.na

CMA cross-border payment changes for Namibia set for April

Namibia's banking sector will roll out changes to how clients make and receive payments between Namibia, Eswatini, Lesotho, and South Africa, also known as 'the Common Monetary Area,' as of 15 April 2024, in line with regulatory requirements.

This means that all cross-border Electronic Fund Transfer (EFT) payments processed and received by clients within the Common Monetary Area (CMA) will no longer be permitted through domestic payment methods and channels. All cross-border payments to an individual or a business in the CMA must instead be initiated as a Global Payment on the FNB App and FNB Online Banking. According to FNB Namibia Payments Manager Albert Matongela, when making cross-border payments from FNB Namibia to other CMA countries (South Africa, Lesotho, and Eswatini), clients will need to capture and process payments on the Foreign Exchange (Forex) tab within the existing online banking platform or FNB App, which can be found on the online banking and App menus.

"Once the change has been affected, clients will receive an error message when processing a cross-border EFT payment with any transactional value. This error will inform clients that they cannot proceed with the payment. In this regard, clients are advised to delete existing EFT cross-border recipients or beneficiary lists, including EFT Folders and EFT Bulk Payment files. Clients need to reload all saved beneficiaries as Global Payment beneficiaries and input all the necessary information such as the Name of the Bank, Name of Branch, Swift Code, Payment Receiver's Physical address, and Reason for the payment. Additionally, Online



Banking Enterprise (OBE) clients will require channel limits and permissions to be set for individuals capturing and authorizing global payments," Matongela explained.

He further explained that Global payments can only be made from a transactional account and not a credit card, adding that the Pay2Cell functionality as well as the scheduled payments functionality will also be disabled for global payments.

"Clients and their beneficiaries can expect longer payment turnaround times as the beneficiary will also be required to provide Balance of Payments (BOP) information to their bank before the release of the funds into their account and will be required to provide additional disclosures concerning the reason

for the payment and the payment beneficiary to enable the fulfillment of Balance of Payments (BOP) regulatory reporting requirements,” he said.

Matongela said the payment changes are necessary because of the need to comply with regulatory requirements while also being in line with modernization expectations at

national and regional levels.

“Despite relatively longer turnaround times, payments will be made and received in a way that meets regulatory expectations. Additionally, clients and beneficiaries will be able to self-service, via their preferred channel, to release incoming payments,” he said.

NAMIBIA AT 34

HAPPY **INDEPENDENCE DAY**
TO OUR BELOVED NATION!



Today, we celebrate the spirit of freedom, unity, and progress that defines us as a people.





By The Brand Guy

Email marketing: What you need to know

I am a bit lazy about keeping links for citable articles but trust me on this. A survey of marketers found that, given the choice between email and social media, marketers would mainly opt to keep email. Why?

The answer is blindingly obvious. If someone signs up for a marketing mail, that consumer, at that point, is committed to the brand. Social media is fleeting. Your posts appear in a feed, then age and are replaced by different posts. If you aren't consistently boosting posts, your exposure will be organic (low impressions). However, once you have captured the email lead, you have persistent, low-cost presence in the inbox, if only with the subject line. Email marketing gives value from the subject line to the content. The open rate will range from 15% to 30% according to industry standards and the degree of specialization of the content.

If you have 5,000 subscribers to a specialist mail and get an open rate of 15% you have in the region of 750 engagements. Correlate that to the size of your market to get an estimate the value in terms of engagement, the sense of value that you are broadcasting and the ability to prevent churn.

Assuming your domain has a high Google rating for EEAT (expertise, experience, authority and trust) and if you follow sound technical email practices that avoid the dreaded spam box, you have a high chance of showing in the main inbox. That means that your subject line needs to be perfect.

In this case it is important to note that the EEAT principle in the mail will not affect your SEO ranking, but it will definitely affect your engagement with the audience.

Your subject line can, in a nutshell, reinforce your presence, what you communicate about and reinforce the

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sense of EEAT on the part of the audience. For instance, much like a doctor, the content of the message is not fully understood, but the level of EEAT counters churn. You are unlikely to abandon your doctor. You are also unlikely to unsubscribe from the mail of a brand that offers value.

Email opens may be varied. Some may open it every time they receive it, using the knowledge to stay up to date or interact. Others may open it sporadically, as inboxes tend to be crowded. The sporadic openers need the subject line to remind them of the value and induce the person to open.

Also note that any links in the mail must show a high degree of EEAT to get a click-through.

I have an unconventional approach to click-throughs. The standard best-practice is to contain a summary of the info on offer in the clickbait. However, my preference is to contain all the information in the mail even if it becomes lengthy. If your reader has made the effort to open the mail, why ask them to go to the effort of assessing the clickbait and clicking yet another link.

I am validated in this thinking by low percentages of click-throughs on open rates. What is 5% of 15%? If you offer value, put it up front.

Thanks for making it this far. My word count is running out, and I don't want to abuse your attention span.

If you want more of the competitive edge, look out for my next column in which I will deal with how to get sign-ups and subsequent lead management.

****Pierre Mare has contributed to development of several of Namibia's most successful brands. He believes that analytic management techniques beat unreasoned inspiration any day. He is a fearless adventurer who once made Christmas dinner for a Moslem, a Catholic and a Jew. Reach him at pierre.june21@gmail.com if you need help.***



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

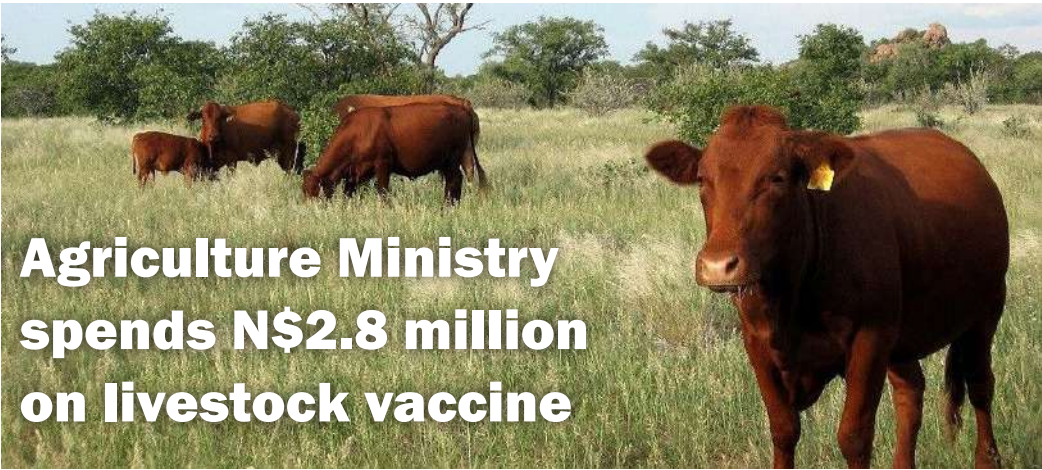
- Develop and implement overall business strategy and ensure a robust approach is taken to deliver responsible and responsive performance. Ensure operational excellence and competitive advantage (quality, standards and throughput).
- Overall responsible for the financial reporting, raising of capital 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 you application, together with an updated, detailed Curriculum Vitae. Mail your completed application to 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.



Agriculture Ministry
spends N\$2.8 million
on livestock vaccine

... as 585 cattle die in Zambezi

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

The Ministry of Agriculture, Water and Land Reform’s latest investigation into livestock deaths in the Zambezi Region shows that 585 cattle died by the end of 2023.

The Ministry says it has to date spent N\$2.8 million towards procurement of medicine and vaccines in response to mass cattle deaths.

The Ministry’s head of Veterinary Services, Albertina Shilongo, said most of the cattle that died were old, pregnant, lactating, and young ones.

They died from 23 homesteads or 12 crush-pen areas namely Mbalasinte, Ihaha, Isize, Ikaba, Limai, Musekese, Silubaba, Nan’ombe, Ivilivinzi, Kalimbeza, Mpola and Liselo.

The investigation was carried out in the Kabbe South Constituency where several deaths occurred between June and November.

“The investigating team also observed that over 80% of cattle in visited areas were in poor body condition at the time of investigation and most visited areas were still with poor grazing pastures,” she said.

“According to farmers and cattle herders, the common clinical signs observed in most cattle before they died were recumbency (failing to stand) and emaciation (very poor body condition). Most cattle deaths occurred during the months when grazing was very poor and in cattle with poor body conditions thus concluding that most animals died due to drought.”

Shilongo said when the team conducted a post-mortem examination of some cattle that died during the week of the investigation, lesions of liver fluke and heart water were found to be among the common diseases responsible for cattle deaths in the region.

Other cattle deaths were associated with diseases such as pasteurellosis, black quarter, and worm infestation, Shilongo said.

“It was further observed that about 80% of the affected farmers do not vaccinate nor de-worm their livestock against common diseases and

worm infestation. In addition, 75% of affected farmers do not give any much-needed feed supplements to their cattle which are essential during dry periods,” she said

Furthermore, the Chief Veterinarian said disease investigation activities by Directorate of Veterinary Services officials are still ongoing including testing for exotic diseases such as Theileriosis, thus urging farmers to cooperate by reporting any disease suspicion to DVS officials.

“In response to the mass deaths of cattle in Zambezi region, the Ministry’s decision was to offer free service and procure different drugs and remedies to assist farmers at a cost of N\$2,801,975,” she said.

“The procurement included vaccines against Anthrax, Botulism and Black-quarter, multiminerals, vitamins, dewormers (for worm infestation) and some antibiotics as per the below list: 1,000 bottles of Kyron Ivermax 1% inject



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.

500ml, 200 bottles of Multimin SE+CR+CR 500ml, 100 Automatic roux syringes 30ml, 2,000 bottles of Flukazole C 250ml, 2,000 bottles of Supavax 100ml, 198 bottles of Flukazole 1L, 200 bottles of Agramycin 23% LA 500ml.”

To date, Shilongo said veterinary officials in the Zambezi region vaccinated 89,152 cattle against Anthrax, Botulism and Black- a quarter out of the 90,000, which is 99% of the targeted population in the

eastern part of the region.

“De-wormers and multimineral have been reserved for use at a later stage and are to be given together with Pasteurella vaccine that is yet to be purchased,” she stated.

“It is therefore recommended that farmers should practice annual vaccination of their cattle against common diseases, including frequent de-worming of their livestock and regular tick control. They should also provide feed supplements for the weaker animals during drought”

Farmers were further advised to participate and benefit from the established Government drought relief programs and report any deaths of livestock to DVS officials without delay.

Further mitigating measures conducted by the Ministry was offering training from August to December, to farmers in areas of Luhonono, Ikaba, Ibbu, Impalila, Nsundwa, Kasheshe, Masokotwane, Lizauli, Chimchimane, Sachona, Lubuta, and Sangwali; to create awareness and empower farmers on how to properly institute herd health programmes.

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 Kerbehuk 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>





Capricorn Group calls for sustainable reporting

Capricorn Group has called on industry stakeholders to embrace transparent and sustainable reporting practices to bring about positive change.

Capricorn Group has called on industry stakeholders to embrace transparent and sustainable reporting practices, highlighting this will drive positive change and a more sustainable future.

The Group’s Chief Executive Officer, David Nuyoma, highlighted the importance of transparency and accountability in corporate governance and emphasised the role of integrated reporting in meeting the evolving information needs of stakeholders.

“Transparency and accountability are crucial in our journey to bring about positive change. We should take this opportunity to explore how we can enhance our Integrated Reporting, share insights,



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- Locations:**
- Windhoek
 - Coast
 - South
 - North

- Why Choose a Puma Energy Franchise?**
- Proven Business Model: Our business model has a track record of success, with established profitability and growth.
 - Strong Brand: We are a well-known and respected brand in the industry.
 - Training and Support: We provide comprehensive training and ongoing support to ensure your success.
 - Marketing Assistance: Benefit from our marketing expertise and campaigns to drive customers to your door.

What you will bring to the partnership?
We’re looking for motivated individuals who share our passion for Energising Communities and who are committed to delivering exceptional service. You will manage and build a business of your own, while relying on the expertise, training programmes and operational support from Puma Energy’s world-class team.

- Requirements:**
- Ability to follow solid and well-defined processes and standards defined by the Franchisor
 - Excel in operational efficiency, image and customer service
 - Enthusiastic and committed to work exclusively in the business
 - Solid business skills, highly motivated and well organised
 - Prior experience in running successful franchises or retail businesses, especially in the petroleum and FMCG sectors is desirable
 - Traceable Retailing experience.
 - A strong commitment to compliance with country and local rules and regulations
 - An unwavering commitment to Health and Safety
 - Sufficient working capital and ability to hold adequate own buffer stock

Next Step:
Visit our Puma Head Office in Independence ave, 4th Floor, Mutual Towers, Windhoek, to learn more and receive our franchise information package and application form. For further information or to submit your applications, please contact Alma Angula on +264 81 146 0914 or email: Alma.Angula@pumaenergy.com

Applications close on 12 April 2024

SUCCESSFUL APPLICANTS WILL BE NOTIFIED OF THE SELECTION PROCEDURE.
PUMA ENERGY (NAMIBIA) (PTY) LTD RESERVES THE RIGHT TO REJECT ANY APPLICATION IN ITS SOLE AND ABSOLUTE DISCRETION. PUMA ENERGY (NAMIBIA) (PTY) LTD ACCEPTS NO LIABILITY FOR APPLICATION WHICH DO NOT REACH PUMA TIMELY OR NOT AT ALL.

challenge assumptions, and work together to contribute to the narrative of a sustainable future,” Nuyoma said during an Investor Relations Workshop, held in collaboration with GreymatterFinch.

He traced Capricorn Group’s journey since its inaugural integrated annual report in 2016 stating that the evolution of reporting practices mirrors the shifting landscape of stakeholder expectations. He also emphasised the growing significance of sustainability disclosures alongside financial metrics.

“Capricorn Group’s own Integrated Report journey started in 2016 when we published our first Integrated Annual Report as part of our commitment to sound corporate governance, transparency and best practice. Since then, we have matured and evolved our reporting to ensure that we meet the needs of our

stakeholders, whose information needs are changing, calling for more transparency and data on non-financial disclosures,” Nuyoma said.


During the workshop, a panel of speakers provided insights into various aspects of reporting, from the changing role of corporate boards to the integration of environmental, social, and governance (ESG) considerations into mainstream reporting.

Johannesburg Stock Exchange (JSE) Chief Sustainability Officer, Loshni Naidoo, emphasised the pivotal role of financial markets in driving sustainable value creation.

“The JSE, as a leader in sustainability in emerging markets, recognises the importance of integrating the long-term perspective into financial markets to reduce socio-economic and physical risks and contribute to enhanced financial stability and a low carbon economy through a just transition,” she said.

Meanwhile, reporting strategist at GreymatterFinch Hymli Krige spoke about the evolving responsibilities of corporate boards amidst increasing investor focus on ESG matters.

The event also culminated in a panel discussion moderated by Capricorn Group’s Head of Sustainability, Ruan Bestbier, joined by industry experts including Emilie Iyambo from the Government Institutions Pension Fund (GIPF), Jaco Visser of Gondwana Collection, and Robin Hollmann from Deloitte Africa.



THE RÖSSING
FOUNDATION

"Transforming Lives through Community Empowerment and Innovation"

**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 study 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@rff.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



SIMONIS STORM

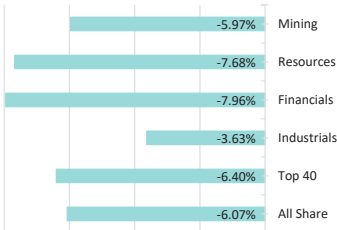
Financial Market Monitor

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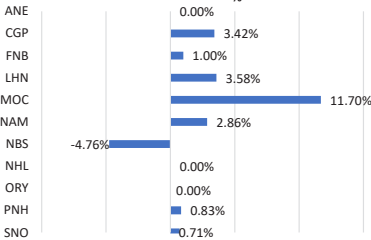
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Palladium	1000.56	GBP/ZAR	23.9498
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Uranium	85.00	EUR/USD	1.0840
Brent Crude	86.29	GBP/USD	1.2692
Iron Ore	98.41	USD/RUB	92.5074
Copper	8910.07	CPI	5.05%
Natural Gas	1.71	Repo Rate	7.75%
Lithium	14.85	Prime Rate	11.50%

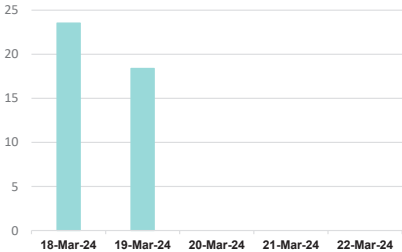
JSE Indices: Year to date movement %



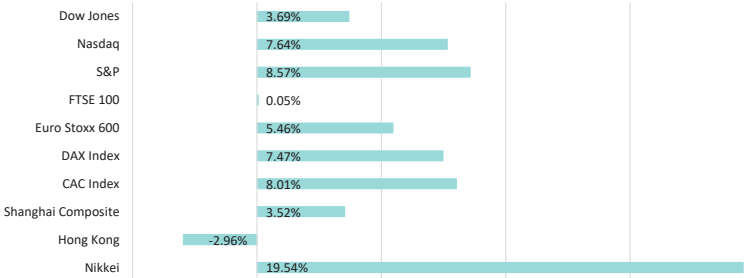
NSX Local Stocks: Year to date price movement %



JSE ALL SHARE VALUE TRADED (ZAR BILLIONS)



Global Indices: Year to date movement %



*Prices as at 15:40, 20-Mar-2024