COMMUNICATION

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APPOINTMENT **Agribank appoints** Prof. Colin Stanley to Board





jump 13.2% to N\$18 billion

TUESDAY 01 APRIL 2025

MAIN STORY

GIPF's investment returns jump 13.2% to N\$18 billion

... assets grow to N\$167.16 billion

he Government Institutions Pension Fund (GIPF) recorded a 13.2% increase in investment returns, reaching N\$18 billion for the 2024 financial year, up from N\$6.5 billion in the previous year.

As of 31 March 2024, GIPF's total investment portfolio stood at N\$167.16 billion, diversified across equities, fixed income, derivatives, private equity, collective investment schemes, cash, and deposits.

"GIPF delivered an outstanding performance as the Fund Asset Value stood at N\$167 billion during the period, in comparison to N\$151 billion, an increase of 11%," said Penda Ithindi, Chairperson of the Board of Trustees, at the launch of the Integrated Annual Report on 1 April 2025.

The report, covering the financial and non-financial performance from 1 April 2023 to 31 March 2024, revealed that the Fund held investments in eleven primary listed counters valued at approximately N\$8.6 billion. These spanned the financial services, renewable energy, real estate, telecommunications, and consumer goods sectors.



Crucial Dates

- · Bank of Namibia Monetary Policy announcement date:
 - * 16 April 2025
 - * 18 June 2025
 - * 13 August 2025
 - * 15 October 2025
 - * 3 December 2025



Additionally, GIPF invested in 14 dual-listed counters worth N\$13.6 billion across multiple jurisdictions, up from N\$11.7 billion the previous year.

The Fund noted that these investments align with regulatory requirements mandating at least 45% of assets be invested within Namibia, with dual-listed assets capped at 10% of the total portfolio.

"Our investment strategy prioritises risk-adjusted returns while ensuring a socioeconomic impact, as seen in our allocation to unlisted Namibian investments," Ithindi added

In private markets, classified as alternative investments, GIPF allocated N\$18.5 billion, with N\$5.9 billion directed towards Namibian unlisted investments and N\$12.6 billion invested internationally.

As of 31 March 2023, the Treasury directly managed N\$20.7 billion in fixed income equities. comprising and N\$4.9 billion in the money market and N\$14.4 billion in bonds. The report noted that the monev market portfolio ensured liquidity for operational needs, while bonds focused on long-term securities. Internally managed strategic equities represented of total investments. amounting to N\$1.4 billion.

Swapped portfolios,

valued at N\$17.7 billion, involved exchanging Rand-denominated holdings for Namibia dollar-denominated corporate paper. Investments managed by investment managers stood at N\$117.1 billion, with N\$10.1 billion in direct investments, while the GIPF Treasury Portfolio was valued at N\$40 billion for the reporting period.

The Fund received N\$4.8 billion in contributions, reflecting a 3% increase from the previous year, while benefits paid stood at N\$6.3 billion in 2024, marking a 9% decrease compared to the prior year.

Ithindi noted that GIPF had 44 participating employers and 69 professional service providers during the period under review. The Fund's active membership increased by 2.24% to 99,722, up from 97,512 in 2023.

"Benefits payments decreased by 9% to N\$6.3 billion compared to the corresponding period ending March 2023, whereas N\$6.9 billion was paid in pension benefits, translating into a total decrease in benefits payments of over N\$585 million," he explained.

The Chairperson further highlighted that the benefit contribution ratio stood at 132%, while the cost-to-serve ratio increased slightly to 1.9% from 1.78% in the previous year.





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Namibia pork imports surge 158% to 716,671kg in February 2025

The Livestock and Livestock Products Board of Namibia (LLPBN) says demand for pork imports surged to 716,671kg in February 2025, marking a 158% increase from the same period in 2024. Of these imports, Spain accounted for 39.4% of the total, while China supplied 35.7%. Other notable suppliers included South Africa, Germany and Botswana.

According to the LLPBN's monthly bulletin, despite the overwhelming imports, YTD total marketing of pigs at LLPBN-approved abattoirs stood at 8,192 pigs in early 2025, slightly higher than the 8,154 pigs marketed during the same period in 2024. February 2025 alone saw 3,965 pigs marketed, a 3.1% increase compared to 3,847 pigs marketed in February 2024.

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"Demand for pork imports increased significantly during the period under review. As such, pork imports totalled 716,671kg in February 2025, 158.0% higher than what was imported during the same period in 2024," it was reported.

It was further reported that the drought severely impacted the cattle sector, resulting in reduced market-ready livestock. YTD marketing during the first two months of 2025 totalled 25,386 animals, a decrease of 58.4% from 53,663 animals marketed during the same period in 2024. February 2025 alone saw 12,679 animals marketed, a drop from 30,497 animals in February 2024.

Live exports, which represent the largest segment, plummeted by 79.1%. Domestic abattoirs also recorded a decline, with throughput dropping by 30.4%. Beef prices saw an increase, with the s-VCF beef all-grade average reaching N\$67.28/kg, N\$8.86/kg higher than in 2024. The s-VCF B2 producer price averaged N\$71.53/kg in 2025, compared to N\$61.59/kg in 2024. The lumpy



skin disease outbreak and subsequent animal movement restrictions further limited the supply of animals, placing upward pressure on prices.

"During February 2025, 111,510 pieces of bovine wet blue and processed leather were exported to South Africa and Zimbabwe. This brings the YTD exports to 168,100 pieces," the report read

Similarly, the sheep sector was marked with a decline in marketing due to the shortage of market-ready animals. In February 2025, slaughter activities at export-approved abattoirs dropped by 74.8%, and domestic abattoirs saw a 9.4% reduction. Live exports also fell by 49.6%. As a result, mutton exports decreased from 73,673kg in February 2024 to just 38,472kg in 2025.

The Namibian A2 producer price for sheep averaged N\$89.36/kg in February 2025, up from N\$74.70/kg in 2024. Auction lamb prices averaged N\$36.24/kg and N\$36.78/kg during the first two months of 2025.

Furthermore, goat marketing also saw a decline of 13.8% in February 2025, with only 6,778 goats marketed compared to 7,861 in February 2024. The sector's challenges were compounded by the reduced availability of marketable animals. Goat auction prices averaged N\$42.31/kg in January and N\$38.14/kg in February 2025.

The dairy sector reported imports of 844,472 liters of milk and 1,374,146kg of various dairy products. These products were sourced from South Africa, the EU, the UK and Seychelles, highlighting the ongoing reliance on imports to meet local demand.

"The livestock and livestock products sector in general posted a negative performance in terms of output which saw producer prices rising. The current trend is mainly driven by a shortage of animals after drought while the advent of good rainfalls supports efforts to rebuild stocks," the report reads.



Daures Green Hydrogen Village to benefit from UK-funded A2D Facility

amibia's Daures Green Hydrogen Village has been named among the first recipients of the UK-funded Accelerate to Demonstrate (A2D) Facility, which will distribute N\$1.5 billion (£65 million) in support of green energy projects.
With backing from the United Nations Industrial Development Organization



(UNIDO), the funding will facilitate the production of Ammonium Sulphate Fertilizer at Daures, with the project set for completion in 2027.

UNIDO Director General, Gerd Müller, described the initiative as a major milestone in Namibia's green energy transition, highlighting its potential to produce the

country's first carbon-free green fertilizer to support agricultural growth and industrialisation.

"The A2D Facility is demonstrating what is possible with new sustainable development solutions. These first demonstration projects create scalable solutions where they are needed most,"

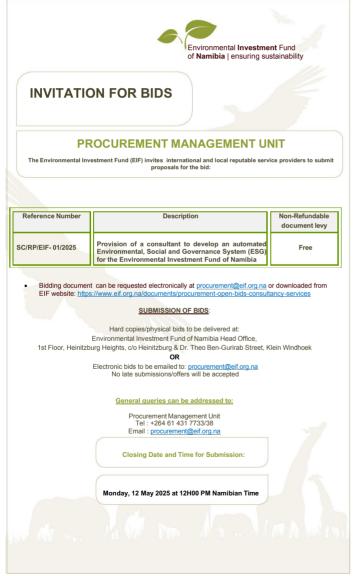
Müller said.

The production of low-carbon alternatives to traditional ammonia-based fertilizers is expected to enhance climate-friendly agriculture. By reducing greenhouse gas emissions, green ammonia is believed to align with global climate goals and decrease the carbon footprint of agricultural practices.

Daures Green Hydrogen Village CEO, Jerome Namaseb, welcomed the support, stating that the funding from UNIDO would enable the firm to produce Namibia's first green fertilizer.

"Fertilizer application rates seen in Namibia are low, and this locally produced low-carbon fertilizer can address this by providing a more affordable and accessible alternative to expensive imported synthetic options, enabling farmers to increase nutrient input without prohibitive costs," Namaseb said.

However, he did not disclose the specific allocation Daures will

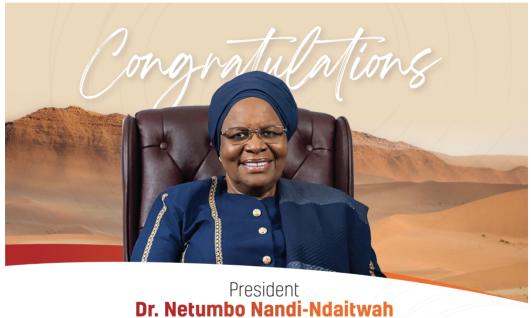


receive from the overall N\$1.5 billion funding.

The A2D Facility aims to advance green energy solutions by demonstrating the feasibility and effectiveness of green hydrogen in various industrial applications. The initial projects will focus on fertilizer production, storage, and utilisation of green hydrogen, with an emphasis on collaboration among member states, the private sector, and research institutions.

Other recipients of the funding include Kenya, Nepal, Nigeria, and the United Republic of Tanzania.

Lindsay Samantha Skoll, Ambassador and Permanent Representative of the United Kingdom of Great Britain and Northern Ireland to the United Nations. described the initiative as a significant step in implementing innovative solutions and delivering transformative results in developing countries.



The NTB Board of Directors, CEO, and the entire staff extend our heartfelt congratulations to Her Excellency Dr Netumbo Nandi-Ndaitwah on her achievements!

Your vision, dedication, and commitment to the growth of Namibia's tourism sector continue to inspire us all. We look forward to the exciting journey ahead as we work together to elevate Namibia's tourism to new heights.

> The NTB Board of Directors, CEO, and Staff Members Namibia Tourism Board



Navigating office politics through effective communication

By Loide Nantinda

complex social the landscape of anv workplace, simply being professionally competent is often not enough to successfully navigate intricacies of organizational life. The subtle dynamics of office politics, though sometimes met with skepticism, reflect the interplay of relationships, influence, and unspoken agendas that shape career paths and project results. Within this context, effective communication extends beyond just sharing information; it becomes a strategic tool and an essential skill that sets apart those who adeptly maneuver through these currents from those who may get lost in them. Mastering the art of communication is not about manipulation but about fostering understanding, building alliances, strategically positioning oneself and one's ideas within the organization - a pivotal aspect of the game you need to learn to play.

At its essence, effective communication within office politics serves several vital strategic functions. It lays the groundwork for building rapport and trust, allowing individualstodevelopmeaningfulconnections with colleagues across various levels and departments. By articulating thoughts clearly and practicing active listening, professionals can create an atmosphere of mutual respect and understanding, which is crucial for collaboration and conflict resolution. Furthermore, adept communication is kev for persuasion and influence. The ability to present ideas in a way that resonates with different stakeholders, addressing their specific concerns and highlighting shared benefits, is essential for gaining support and

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Diplomacy and tact are vital tools for any communicator, particularly when

handling sensitive situations or delivering tough news.

buy-in for initiatives. It also significantly impacts how perceptions are managed, helping individuals control how their contributions are recognized and valued within the organization.

Successfully navigating the subtleties of office politics through effective communication requires a thoughtful and adaptable approach.

Active listening is foundational to this skill set, requiring focus that goes beyond spoken words to include tone, body language, and underlying intentions. By genuinely understanding the viewpoints and concerns of others, individuals can adjust their communication to be more impactful and relevant. Clarity and conciseness are also critical, especially in a fast-paced and politically charged environment where ambiguity can be easily misunderstood or exploited. Expressing ideas and requests directly and without unnecessary jargon reduces the chance of miscommunication and enhances the message's effectiveness. Strategic framing means presenting ideas in ways that align with organizational objectives

and address the priorities of key stakeholders, demonstrating an awareness of the broader context and increasing the likelihood of acceptance.

Diplomacy and tact are vital tools for communicator, particularly handling sensitive situations or delivering tough news. Choosing words carefully and steering clear of accusatory language fosters constructive conversations and maintains relationships, even during disagreements. Nonverbal communication, often occurring below conscious awareness, also significantly perceptions. Maintaining influences professional body language, a respectful tone, and appropriate eye contact reinforces verbal messages, conveying confidence and sincerity. Conversely, strategic silence can serve as an effective communication tactic, allowing for thoughtful responses or avoiding unnecessary comments in delicate situations. In written communication. precision and professionalism are crucial, as emails and memos create enduring records. Ensuring clarity, conciseness, and accuracy in written correspondence protects against misinterpretations and strengthens credibility.

Ultimately, mastering communication in office politics is about building connections authentic relationships. fostering By engaging in open and respectful conversations, showing genuine interest others' perspectives, and support when possible, individuals can cultivate a network of allies who provide valuable insights and assistance within the organization. Effective communication. therefore, is not a manipulative strategy but a fundamental skill for building influence, navigating complexities, and achieving professional success within the unspoken rules of the workplace. It is a game that requires continuous learning and refinement, but when played with integrity and skill, it can lead to more positive and productive outcomes for both the individual and the organization as a whole.

*Loide Nantinda is a seasoned communications coach professional and storyteller with expertise in corporate communications, change management, project coordination and stakeholder engagement. Email her @loideinvictus@gmail.com for consultancy services.



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SME Ioan scheme disburses N\$462 million

he Small and Medium Enterprises (SME) Economic Recovery Loan Scheme disbursed N\$462 million by the end of last year, representing 92.4% of the total allocated N\$500 million.

According to the Bank of Namibia's (BoN) 2024 Annual Report, the scheme,

established by the central bank in collaboration with the then Ministry of Finance and Public Enterprises, aims to support SMEs through targeted financial interventions.

"The Scheme is a loan facility established by the Bank of Namibia in collaboration



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with the Namibian Government through the Ministry of Finance and Public Enterprises, aimed at reviving the Small and Medium Enterprises sector," the report states.

The disbursed funds were channelled through four local commercial banks responsible for lending to qualifying SMEs.

The report highlights that as of 31 December 2024, nearly all allocated funds had been utilised.

However, "relative to 2023, activity under the scheme slowed during the period under review, as some participating banks had utilised their total allocations."

Sector-wise, the construction, accommodation, and business services subsectors received the largest share of the funding.

The BoN noted that the geographical

distribution of the loans was concentrated in the Khomas, Oshana, and Omusati regions.

Although the SME Loan Scheme targeted a specific group of borrowers, the central bank emphasised that recent monetary policy adjustments had broader economic implications.

"While this scheme targets a limited subset of borrowers, the repo rate reductions announced by the bank from August 2024 have reached all borrowers in the economy," the report noted.

Furthermore, the BoN underscored the positive impact of inflation control measures.

"The benefits of the lower inflation that has been achieved similarly accrue to the economy in general," the report added.



Your personal board of advisors: A critical success factor

By Ipupa Fadeyi

Success Is Never a Solo Journey

Success is never a solo journey. No matter how brilliant your vision is, you cannot achieve it alone. Behind every great leader, entrepreneur, or professional excelling in their career, there is always a circle of trusted advisors—people who provide guidance, challenge their thinking, and help them make crucial decisions.

This is what is known as a personal board of advisors. Having such a support system is a critical success factor, as it ensures that you receive valuable insights, avoid costly mistakes, and seize the right opportunities at the right time. The most accomplished individuals understand that their achievements are not just a result of personal effort but also of the wisdom and support they have received from those around them.

Why You Need a Personal Board of Advisors

A personal board of advisors is not just a fancy term; it is a crucial strategy for career growth and leadership success. Many professionals focus so much on setting goals, acquiring skills and pushing themselves forward, but they forget one key element—having the right people in their corner. These are the people who offer different perspectives, share knowledge, hold them accountable and open doors to new opportunities. Without them, even the best vision can remain just a dream.

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Many professionals focus so much on setting goals, acquiring skills and

pushing themselves forward, but they forget one key element—having the right people in their corner.

Think about the corporate world. Every major organisation has a board of directors that provides strategic oversight, ensuring the company stays on track and makes the right decisions. If businesses understand the importance of such guidance, why shouldn't individuals do the same for their careers?

Who Should Be on Your Board?

Building a personal board of advisors is not about finding people to tell you what you want to hear. It is about surrounding yourself with those who will push you to be better, challenge your ideas, and help you grow.

A good personal board should be diverse. You need mentors who have experience and wisdom, sponsors who advocate for you in rooms you have not entered yet and peers who walk alongside you, sharing experiences and lessons in real time. You also need

someone who challenges you—a 'truth teller' who is not afraid to give honest feedback.

How to Build Meaningful Relationships

One of the biggest mistakes professionals make is assuming they have to formally ask someone to be on their board. In reality, most advisory relationships happen naturally. You do not need to say, "Will you be on my personal board?" Instead, nurture relationships with people who already add value to your growth. Seek their advice, learn from their experiences and keep them updated on your progress.

Engage with Your Advisors Intentionally

Investing in a personal board of advisors requires intentionality. It is not enough to have them; you must engage with them actively. Reach out regularly, ask for feedback and most importantly, act on the guidance they provide. Show them that their input matters by implementing their advice and sharing your progress. When people see you taking action, they are more likely to stay invested in your journey.

The Power of Reciprocity

Another important aspect is reciprocity. Relationships should not be one-sided. While your advisors guide and support you, find ways to add value to them as well. Sometimes, it is as simple as showing appreciation, sharing insights, or connecting them with someone in your network. Building a strong relationship with your advisors ensures that their support is long-term and meaningful.

Success Requires Support

Having a personal board of advisors is not a sign of weakness; it is a sign of strength. It shows that you are committed to growth and understand the power of collaboration. Many professionals struggle in silence, afraid to seek help or admit that they do not have all the answers. But the truth is, no one does. The most successful people are those who learn from others and build strong support systems. If you look at the leaders you admire, you will realise that they all have trusted advisors behind them. Whether it is a mentor who shaped their thinking, a coach who pushed them to aim higher, or a sponsor who opened doors - their success is never a solo effort. It is the result of collective wisdom, shared experiences and strategic guidance.

Final Thoughts

This article serves as a reminder of the power of having a Personal board of advisors—people who not only believe in your potential but actively advocate for your success and connect you with opportunities you may not even be aware of. These are individuals with whom you have built trust, demonstrated your abilities and positioned yourself to earn their support. They are the ones who will mention your name in rooms filled with opportunity.

But there's another side to this that is just as important: Are you doing the same for others? Success is not just about who lifts you up but also about who you are lifting as well. It means recognizing talent, opening doors, making key introductions, and speaking up for those who deserve recognition. If you are in a room where decisions and opportunities are being discussed, consider who you can elevate with your voice. Many talented individuals never get the recognition they deserve simply because no one thought to mention them.

*Ipupa Fadeyi is the founder of IpupaK Grow You, a career mentorship and leadership coaching firm dedicated to Raising a Generation of Young Professional Leaders. Through the CEO of Your Career initiative, her mission is to empower young professionals and emerging leaders to take charge of their growth, unlock their potential and achieve lasting career success.



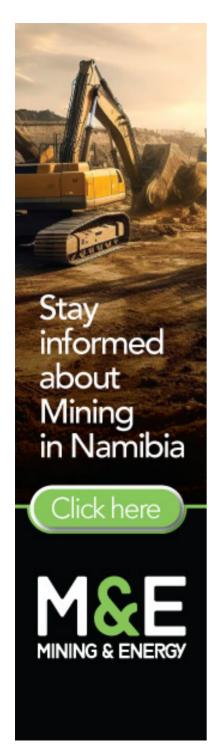
Rundu accounts for N\$90 million of Bank Windhoek's N\$226 million northern home loans

Bank Windhoek has provided home loans worth N\$226 million in northern Namibia, with Rundu accounting for 109 transactions,

contributing N\$90 million to the total value in 2024.

Speaking at an event, Bank Windhoek's Chief Financial Officer and Interim





Executive Officer for Specialist Finance, Zenaune Kamberipa, highlighted the bank's contribution to the region's real estate sector.

"In 2024, Bank Windhoek financed 281 transactions worth N\$226 million in the northern region, with Rundu accounting for 109 of these transactions, contributing N\$90 million to the total value," Kamberipa stated.

He emphasised that real estate extends beyond buying and selling property. "It is about creating opportunities, fostering relationships, and building the future. Northern Namibia is experiencing renewed growth, and estate agents are at the forefront of this transformation," he said.

Kamberipa also acknowledged the challenges in the industry, particularly the shortage of serviced land.

"One of the biggest concerns in Namibia's real estate market remains land delivery. The demand for affordable, serviced land continues to outpace supply, making homeownership difficult for many Namibians. The high cost of land, lengthy bureaucratic processes, and limited infrastructure development in key areas create significant barriers," he said.

Bank Windhoek's Far North Regional Manager, Elisse Mire Christof, described 2024 as a positive year for the property market. "We credit the collaboration between the estate agents in and around northern Namibia for the growth of the north property finance book," she said.

Bank Windhoek also revealed that it financed 186 vehicles worth N\$13 million in the northern region in 2024.

Christof noted that salespeople's contributions drive the sector's success, making vehicle ownership and fleet expansion possible for many individuals and businesses.

"With your support, Bank Windhoek has shown stability, indicating strong and consistent performance. Bank Windhoek has demonstrated its dedication to supporting the motoring industry market in northern Namibia," she said.

The Far North's vehicle financing book grew by 111% in Year-on-Year value, comprising 66% new vehicle sales and 34% used vehicle sales.

NCRST calls for greater investment in biomedical research



The Chief Executive Officer of the National Commission on Research, Science and Technology (NCRST), Anicia Peters, has urged greater investment in biomedical research to strengthen Namibia's healthcare system.

Speaking at the Namibia Institute of Pathology (NIP) Research Trust Fundraising Breakfast, Peters stressed the importance of research in shaping the country's healthcare future. She noted that biomedical research should be both proactive and reactive in addressing current and emerging health challenges.

"It must be proactive in anticipating future challenges and working towards long-term solutions for diseases such as cancer, HIV/AIDS, tuberculosis, and non-communicable diseases that continue to burden our healthcare system," Peters said.

The event, sponsored by Mobile Telecommunications Company (MTC), Motor Vehicle Accident (MVA) Fund, Ongwediva MediPark, and Momentum Metropolitan Empowerment Fund, highlighted the crucial role of research in tackling both national and global health concerns.

Peters emphasised that investment in biomedical research is an investment in a healthier Namibia, benefiting future generations through medical advancements. She added that it would also equip healthcare professionals with the necessary knowledge and tools to address emerging health threats and improve prevention strategies.

She called for increased funding mechanisms, greater knowledge-sharing among institutions, and more resources for Namibian scientists and researchers. While the NCRST administers the National Research Fund, Peters acknowledged that government investment in research has declined over the past decade, making it necessary to secure additional funding to sustain the research ecosystem.

"We provide grants, but research talent, equipment, accredited lab facilities, a conducive regulatory environment, and collaboration are absolutely necessary," she added.

The fundraising breakfast served as a platform to mobilise support for the NIP Research Trust Fund, which aims to finance groundbreaking research and innovative medical approaches. NIP's Research and Development division showcased its ongoing projects, including Antimicrobial Resistance (AMR) Surveillance, HPV research, Candida Surveillance studies, and Influenza tracking initiatives, all designed to tackle pressing public health challenges and bolster Namibia's healthcare resilience.

For Daily Namibian Finance and Business news





Agribank appoints Prof. Colin Stanley to Board

gribank has appointed Prof. Colin Stanley as an additional board member to its current Board of Directors.

Prof. Stanley currently serves as Acting Deputy Vice-Chancellor for Research, Innovation, and Partnerships at the Namibia University of Science and Technology (NUST).

During his tenure there, he has been involved in leading initiatives at NUST's new Lüderitz Research Satellite Campus, focusing on green hydrogen, oil and gas sectors.

"He plays a key role in transdisciplinary research projects like the InForange project, which aims to improve the efficiency of rangeland-based livestock systems using machine learning and digital technologies," Agribank said.

"His approach to CBCD is to integrate Ubuntu moral values and Afrocentricity as a foundation for conducting Afrocentric research to establish and maintain humanness before CBCD can occur," the bank added.



18.3889

19.2300

23.7547

7.2699

1.0806

1.2918

3.60%

6.75%

10.50%

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Commodities Currencies 3128.58 USD/ZAR Spot Gold Platinum 991.03 EUR/ZAR Palladium 987.04 GBP/ZAR Silver 30.95 USD/CNY Uranium 64.45 EUR/USD **Brent Crude** 74.90 GBP/USD USD/RUB Iron Ore 96.86 9679.23 CPI Copper Natural Gas 4.01 Repo Rate Lithium 9.85 Prime Rate

