Publishers
Foreword

DUMELANG...

“Only passions, great passions, can elevate the soul to great things!” Dennis Diderot

It is no secret that when you are determined and committed to achieving a goal or cause, infusing the right dose of passion is what it takes to carry you across the threshold, allowing you to excel in ways you might never have imagined.
Publishers
Foreword

Our Heritage is a great platform for Botswana residents, citizens, corporate, and individuals, to highlight their successes and tell inspirational stories about the different roles they are committed to playing in advancing our economy and building a better society for generations to come. We take great pride and joy in using this platform to showcase the natural beauty of our country in the form of breath-taking pictures of our charming people, unforgettable places of interest as well as the bountiful flora and fauna that make our cherished home such an amazing place to live.

The collection of narratives involving different markets and audiences, different organisations and different industries, provides a rich and wholesome look at what is possible for you to achieve in Botswana, perhaps even allowing you to extrapolate what pitfalls to avoid. Indeed, success stories inspire ideas that can add value to your own industry and life.

We applaud our contributors for continuing to demonstrate their faith in our ideas and committing their support to whatever ends our exciting journey will take us. While one can enjoy their riveting content, they may yet tell their own inspiring stories in a more profound and significant way in the future.

Thus saying, we take the opportunity to thank all our valued participants in this publication, our cherished contributors and kind sponsors, corporate and individuals, in making Our Heritage Volume 2 a success. We would like to thank our staff for their hard work and dedication yet again, and for ensuring, we delivered this edition on time. We also take this moment to recognise and appreciate the love and support of our spouses, family and friends.

We hope you enjoy our second Edition as much as you did the first. May you find your special connection to the profound stories of legacy and heritage showcased in this edition. We hope you will be sufficiently inspired to build and tell the story of your own legacy.

Be Blessed and Pula
Lebo and Delphene
On June 22, 2017, the Nation of Botswana lost one of her most beloved, iconic and charismatic sons, former President Sir Quett Ketumile Joni Masire. He continues to live on in our hearts and minds. Even at this hour, the staff and Management of Our Heritage take this opportunity to chime in to the chorus of national appreciation, remembrance, love and celebration of the inspiring and remarkable life that our former President lived.

Born Quett Ketumile Joni Masire, on 23 July 1925, into a cattle herding family in Kanye, the traditional capital of Bangwaketse in Botswana, Re Masire grew up in an impoverished community where the expectation was to drift into the mines of apartheid South Africa. He defied the odds by applying his very quick and agile mind, through his studies, and graduating at the top of his class.

Armed with his brand-new qualifications from Tiger Kloof in 1950, Re Masire crowned his triumphant return home by helping to establish Seepapitso II Secondary School, and serving as the school’s headmaster for some six years.

He married his sweetheart, Mme Gladys Olebile Masire in 1958 and they were blessed with six children. Re Masire was always a farmer at heart, such that in 1957 he earned himself a Master Farmer’s Certificate.

In 1961, Re Masire played a crucial role in the formation of the Botswana Democratic Party (BDP), serving as its first ever secretary-general.
The adoption of a new democratic constitution saw the holding of Botswana's first general elections in 1965, were Rre Masire was first elected to the National Assembly and becoming Deputy Prime Minister the following year (1966).

With the transition to formal independence under the visionary founding Presidency of Sir Seretse Goitsebeng Maphiri Khama in 1966, Rre Masire gracefully assumed the position of Botswana's first Vice-President. In 1980, he became the President after the unfortunate passing of Sir Seretse Khama.

During the eventful period between 1966 and 1980, Rre Masire emerged as a principal architect of Botswana’s steady economic and infrastructural growth, earning his acclaimed reputation as a highly capable technocrat. Under his watch and guidance, Botswana came to be recognized as a proud and unified middle-income country.

Thus we remain enthralled, engaged and inspired by the extraordinary life of a beloved son of the soil, the loving father of a proud nation, a towering legend beyond the land of his birth, a visionary driver of economic success, a formidable champion of democracy, a charming defender of peace and justice, an irrepressible crusader for equality, a selfless promoter of health for all, an inspiring believer in Pan Africanism, a strong supporter of good governance, a principled advocate of accountability, a skillful proponent of education for all, a humble practitioner of nation building and a shining example of great leadership in Africa.

May we all take this moment to once again salute a great statesman who ran his race well and left us a legacy we can be proud of. Pula!
Our Heritage

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Contributor’s List

VINCENT GRAFHORST:

He is a published nature photographer who has an immense passion and desire to capture the amazing natural beauty and wilderness of Africa and create visual art. Driven by an inexplicable passion for the Africa’s landscapes and its animals, Vincent Grafhorst aims to create inspirational artwork that evokes emotions and command respect for Nature. Vincent’s primarily focuses on photographing Southern Africa, and Botswana which are without a doubt his favourite places. As an award-winning photographer, Vincent expressed that wilderness areas found in Botswana are still very special, unique in Africa and the world.

PETE HANCOCK:

Pete Hancock is a man who has invested in his life as a field biologist, professional conservationist and photographer. He shares his wealth of knowledge and experience with kindred spirits inside and beyond our borders, as an accomplished author. As a prolific writer, he has co-authored amazing books like the wildly successful Birds of the Okavango. Another of his books, The Chobe Companion, is an all in one guide to common animals and plants of the Chobe while a similar treatise; The Okavango Companion, tackles the common animals and plants of the Okavango. Pete has gone on to co-author Birds of Botswana, which in particular reflects his special interest in vulture conservation.

WILDERNESS SAFARIS:

Wilderness Safaris is Africa’s leading authentic and sustainable ecotourism operator, specialising in extraordinary wildlife experiences and exceptional hospitality in the best portfolio of camps located in some of the most remote and pristine areas in Africa. Their vision is to conserve and restore Africa’s wilderness and wildlife by creating life-changing journeys and inspiring positive action.
ULF NEMARK:

Is a teacher, biologist and museum curator who has chosen photography as a tool to tell stories of Botswana’s development and culture. Ulf has actively been involved with natural resource conservation as well as utilization. He was part of the team that worked on the dossier of Tsodilo Hills to be a World Heritage Site. Ulf is an active member of Botswana Society for the Arts and the Thapong Visual Arts Centre. Through these organizations he has been involved in the training and development of photography in Botswana. He has taken his teaching and training skills a step further and he can now offer accredited basic photography training and image management training suitable both for private students as well as for staff working with PR/Marketing in corporations and institutions.

BEVERLY JOUBERT:

Beverly is an award winning film maker, conservationist and National Geographic Photographer who has specialized in African photography for nearly 30 years, with images in a dozen or more of National Geographic magazines and thousands of articles around the world. She strives to create image that ope a window into the souls of her subjects so that the viewer will feel the connection with the individual animals and will want to fight for their survival, thus stirring a long lasting passion. Beverly has exhibited her fine art photography across the world to raise awareness of the plight of Africa’s wildlife.

DERICK JOUBERT:

Derick is an award winning filmmaker, conservationist and CEO to the Great Plains Conservation and together with their business partners strive to secure African landscapes of a scale large enough to also protect its resident and seasonal wildlife population. Together with his wife, Beverly the co-founded the Big Cats Initiative with the National Geographic as an emergency initiative to slow the rapid decline of big cats around the world.
WELCOME TO OUR PARADISE
It is beyond debate that Botswana is easily the largest natural paradise in Southern Africa, based as much on its disparate land mass as on its long running socio-political and economic stability. Blessed with swathes of mineral rich land and the bountiful diversity of its treasured flora and fauna, Botswana is a truly beautiful country of spectacular extremes. Contrasting vast featureless plains of grass and scrub savanna against world heritage sites such as the cultural treasures of the Tsodilo Hills and the dramatic wonders of the Okavango River Delta system, the Southern African nation is a marvel to behold. In a pool of aggressively marketed regional competition, the landlocked and semi-arid country defies the odds by continuing to attract ever-growing numbers of carefully managed tourists and immigrants, in search of either a unique getaway or a permanent place in Africa’s own Garden of Eden.
Our amazing country is endowed with the famous northern wildlife areas encompassing the World Heritage site, most importantly the Okavango Delta, the Linyanti and the Chobe. Yet, Botswana has a lot more to offer than the northern attractions. It has awe-inspiring areas that are unique in their inherent remoteness and sheer wildness: visit them once and you will certainly fall in love with them.

We are talking about the Kalahari Desert at large. Despite its characteristic sandy porous soils and lack of surface water, the Kalahari, hardly evinces desert characteristics. Only the southern part, often referred to as the Kgalagadi (although Kalahari is in fact the anglicised version of the word), comes close to the popular perceptions of a desert. Nevertheless, it is a land of extremes: extreme heat and cold, scarcity and abundance of food, drought and flooded pans.
The sand dunes, dusty plains and the sparse hardy plant life contribute to the desert that Kalahari is. To the uninitiated, it may appear as inhospitable, endless expanses of visually monotonous land. Yet, it has mysteriously beautiful scenery with rolling red sand dunes carved by the wind, seas of undulating golden grasses waving in the wind, ancient fossil river valleys with massive aristocratic Camelthorn acacia trees and the ever shade-giving Shepherd’s trees, picturesque pans surrounded by dunes, rocky outcrops with ghostly Baobab trees in the middle of massive saltpans, open plains with endless horizons; the perfect stage for fiery sunrises and magical lightshows complete with rainbows and electrical lightning storms, not forgetting the skies filled with millions of stars on moonless and cloudless nights.
Drought is a common phenomenon in the Kalahari, and most of the year the land lies comatose under the scorching Botswana sun. Despite this land’s harsh hostility it supports a surprisingly vast array of life; animals, birds, reptiles, insects and even amphibians. All have adapted perfectly, and sometimes surprisingly and even mysteriously, in their own ways to life in the often unfavourable conditions of this thirst land wilderness.

During the summer season, however, things change when the rare rains do come. These hardly ever come unannounced and are synonymous with the most incredible and dramatic theatrical performances in the sky including terrifying lightning, awe-inspiring rainbows and continuously changing fiery colours.
The falling rain unleashes the power of life and almost instantaneously rejuvenates and greens the tired red earth, revealing the Kgalagadi’s true beauty, particularly under those epic summer skies. For a brief period, the desert is fresh and colourful, animals happy to be alive and kicking and to be able to slake their insatiable thirst. The ancient riverbeds and saltpans, with their mineral rich, moisture retaining, clay soils, turn into life-giving oasis that offer vital sources of sustenance, becoming wildlife magnets during summer and even beyond as long as there are nutritious grasses left to graze.

Wildlife is undoubtedly part of Botswana’s attractions. Now with the highly successful, ongoing rhino re-introduction programme, the country is once again home to the ‘Big Five’ – those potentially dangerous large animals which have fascinated travellers and explorers since the nineteenth century. However, there are other African countries which also qualify as Big Five destinations, but Botswana outranks most, if not all, of them and tops most travellers’ bucket lists.
There are not many places in Africa where one can see herds of between 2,000 and 3,000 buffaloes, such as still occurs in the Okavango and Chobe. By contrast, there is not another country which comes anywhere close to Botswana in terms of the number of African Savanna Elephants it supports – the country’s population is well over 130,000 – and no visit even of a few days, would be complete without good elephant sightings. The herds are exceptionally relaxed and approachable, and during the dry season, up to 2,000 elephants can be seen in an afternoon’s drive along the Chobe River floodplain.

Perhaps the Big Five is only part of the Botswana story. Could it be that the diversity of large game and birds that populate the country’s wilderness combine to give Botswana the edge? With over 70 larger mammals (excluding rodents and bats) and close to 600 bird species, Botswana is certainly a biodiversity hotspot, showcasing most of Southern Africa’s mammals and a large proportion of its birds. In addition, near-endemic species like the Red Lechwe and Slaty Egret, common in the Okavango, have a restricted distribution and are not easily seen elsewhere.

A visit to Botswana is an experience of a lifetime that offers each visitor a unique experience. It’s an experience that gives one reasons for investing part of his or her life-savings to travel from the other side of the globe to Botswana. However, in our opinion, the thriving wildlife together with the incredible variety of extraordinary landscapes in which it is found puts Botswana on a par with the world’s top tourist destinations. The Okavango Delta, in its entirety, is undoubtedly one of the world’s great places, but certainly not the only tourist destination in the country. The Tsodilo Hills, also a World Heritage Site, is of outstanding universal value, and the great Makgadikgadi Salt Pans are vastly under-rated. The Drotsky Caves otherwise known as the Gcwihaba Caves discovered by Martinus Drotsky in 1934, a farmer from Ghanzi, is another beautiful yet unusual National Monument in Botswana. It has been part of the Kalahari ecosystem for slightly less than three million years. The caves house huge populations of bats. The most common one is the large insect eating Commerson’s Leaf-nosed bat. Much of the cave ecosystem circles around the bats and the manure (guanao) they produce. It includes many different insects and spiders. Other animals that frequent the caves are rodents and some snakes.
The harsh wilderness of the Central Kalahari, one of the largest protected areas in the world, draws visitors back time and time again. And for something completely different, the Tuli area in eastern Botswana, with its spectacular rocky landscapes, takes a lot of beating. Throughout all these areas there is a pervading sense of wilderness which is difficult to find in other similar destinations. Undoubtedly wilderness is a key element of Botswana’s tourism product as Lonely Planet highlighted; Botswana as “wild Africa at its best”, a country that “boasts some of the greatest wildlife spectacles on Earth”, with “iconic landscapes and vast stretches of wilderness”.

The Botswana Government’s policy of low volume-high cost tourism which is integral to the perpetuation of wilderness has paid handsome dividends. Wilderness is a transient quality, often destroyed by the very people who seek it. The Government has also provided the enabling environment for top-of-the-range private operators to develop and promote the tourism industry; public transportation and communication services work well and above all, the country is politically stable and peaceful. All this adds up to a world-class tourism destination. Whatever your travel aspirations; you will find that Botswana has much more to offer than just the Big Five.
BACK TO THE BEGINNING
As Batswana, we ought not to take so much for granted, but must appreciate and most interestingly relate to the deep meaningful stories that lie in the answers to the big question of how we got here. We are a fiercely patriotic and proud nation that remains an ever-shining beacon of success by many standards. Having vigorously shaken off the shackles of extreme poverty and avoided the pitfalls of selfish and despotic leadership, we are the envy of many across Africa. A jewel of Southern Africa termed by some, so we must revel in telling the stories of our cultural, social, political and economic heritage, and delight in sharing how the generations of Botswana’s children of the soil before us helped to shape our identity and our destiny.

We must in turn, continue to cherish our responsibility to carry the baton swiftly forward, with much more focus, agility and vision to pass on an even better future for our children and their descendants.

As the saying goes, our history shapes the future. To chart our course effectively, it is therefore important to retrace the steps that our forebears took and in doing so, appreciate the environment and struggles that shaped their actions for better or for worse. In our welcome note to you in this, the second edition of Our Heritage, we choose to kick-start this journey with an uplifting narrative on the rise of Botswana’s capital city, Gaborone. We will attempt to shine a light on how an iconic squatter settlement played its part in preserving and nurturing many of the core traditional values of rural Botswana to shape much of cosmopolitan Gaborone’s unique sense of style, charm and character. Naledi’s story, often framed against the cold light of its mournful history, set within the indignity of grinding poverty and strife. Thus, our goal is to highlight instead the audacity of hope, spirit of perseverance, unity and the inevitable triumphs in whatever measure that would follow a determined community.

Now unflatteringly, but somewhat fondly known as Old Naledi, the colourful and culturally vibrant low-income suburb on the southern fringes of Gaborone was founded amongst a rash of informal settlements that flourished in the wake of Botswana’s independence in 1966. Above all others, however, it would worm its way to unlikely success in terms of cultural influence, and the pride of producing some of Botswana’s most enterprising, industrious and indeed illustrious citizen.
RETRACING THE STEPS
Naledi the name, (meaning star in Setswana) believed to have sprung from the fact that everywhere around the location stars were quite visible. Whether it was sitting outside chatting or in their shacks, the eyes could not miss the bright light of the stars.

When formal construction of Gaborone started in earnest in 1964, the activities set up myriad wage earning opportunities for Botswana’s largely uneducated masses. Multitudes of migrant workers steadily found their way to the fledgling city to claim their place in the sun that would surely rise with a self-governing Botswana.

It was a time when great challenges faced our large and sparsely populated country, which at this point ranked as the third poorest country in the world, owing much of its economic activity to livestock production. The increasingly visible activities of the new administration and ongoing diamond prospecting which began in 1954, might have sowed a new sense of nationalism among the enlightened few, and may conceivably have contributed to the kindling spirit of hope and optimism over a decade later.

Much of the modern road networks and robust communication infrastructure we enjoy and celebrate today, were still confined to paperwork, taking shape in the young administrations planning offices.
With only 12kms of paved roads in the whole country, rail was the main conduit and the rudimentary roadways catered largely for draft powered wagons and the tiny population of motorised traffic. People trekked long distances on foot over extended periods, across the miles of shrub and wilderness from their villages and cattle posts. These were people reeling from the crippling effects of unreliable rainfall on their agrarian and pastoral traditions. They were determined to participate in the new cash economy and make a new life in what was the anointed administrative capital of the young country. They had nothing to go back to, and simply had to make good on their new circumstances or perish.
They took up the challenge by organising themselves into a community, a huge family of "outsiders" that grew even larger as time passed. Though some perceived them as outcasts and an eyesore, they stood united in their struggle. Everyone knew each other; they supported each other and fought for each other, and embraced even more newcomers that were desperate. Even today, Naledi still holds firm its culture of standing by one another and supporting each other through good and bad times.

At face value, 1964 Gaborone itself was a modest collection of service points and administrative buildings surrounded by bush, not too different from some of the villages the migrants were coming from. However, it held great promise. The first construction companies, among them the giant multinational Costain, set up their bases strategically within the site of the proposed industrial zone, and near enough to the railway for logistical advantage. This influenced the siting of labour camps to the south, which would form a nucleus for the blight of illegal settlement as the migrant population exploded.
Daring to dream

While records allude to healthy debate on the final decision, it is said that Gaborone was ultimately chosen as the administrative capital of the country for logistical reasons, and because it was a Crown territory with no tribal claims to it. The relevance of the latter being the immediate availability of land for the development without the need to negotiate or purchase from surrounding ethnic groups. The availability of fresh water from the newly constructed Gaborone dam, initially completed in 1964, made that choice even more compelling. The seat of government would thus move from Mafikeng, skipping Lobatse along the way, which settled for judicial administration.

With the prospect of so many new civil service jobs looming, the new capital saw its population spike at an unprecedented rate of annual growth. In addition to the construction boom whose appetite for unskilled labour was insatiable, the transfer of national and municipal governments from Mafikeng fuelled an auxiliary deluge of varied classes of wage earners who with their families and dependants pushed the numbers to an astonishing 24 percent per annum. Just between 1966 and 1971, there were some 18 000 people settled in and around the growing city, and at least one quarter of this number were illegally settled in the southern industrial zone, now known as Naledi. Under the stars people built themselves what might have started out as temporary housing, using sticks mud, thatch and any available material that could provide shelter. Given that Gaborone originally was believed to have been designed to accommodate some 5000 or 20 000 people, depending on your source of information, the government tried but simply could not keep pace with the demand for housing supply. The situation was desperately untenable from a legal and planning perspective, but the community was not shaken.

Their fearlessness, courage, determination and spirit of ‘botho’ is what we celebrate today, as we trace back to where we came from, to a city that now holds a population of approximately 232 000 people. Gaborone is not only a Governmental capital but also the country’s economic capital. Since the migration of 1964, Batswana have not stopped to develop the city and the country as a whole. Today the city stands firm with well-lit streets, housing development and strip of businesses and so much growth in terms of infrastructure and economically.
The richness and development we now marvel and enjoy took great courage and commitment from our forefathers: a commitment to never ignore imperfections but always focus on the end goal. It is such Heritage that we hold on to and preserve and protect because it improves the quality of our lives.

As we pride in our heritage, we hope you have enjoyed the tour, and trust that you will take time to retrace all the steps we have taken you along, enjoying the Botswana experience for yourself. Welcome indeed, to Our Heritage. Pula!
Tourism

“Botswana is a true success story that combines natural riches, a plethora of wildlife great and small, and a visionary government to make it one of the most rewarding countries in Africa to visit and possibly the most exciting place to enjoy a safari.”

Keith Vincent  
CEO, Wilderness Safaris
Belmond Khwai River Lodge is located on a private concession nestled on the edge of the leadwood and fig tree forest of the Khwai River floodplains, bordering the Moremi Wildlife Reserve which allows free movement of animals within the Delta according to seasonal migrations. Khwai River floodplains are renowned for its large concentrations of mammals and are a year round destination for wildlife. Enjoy the option of safaris either the Moremi Wildlife Reserve or the private concession where guided safari walks and evening safaris are also offered.

Belmond owns and operates three luxury safari lodges in Botswana, each situated in a unique location and eco system, which gives guests the opportunity to experience a variety of safari experiences within one complete itinerary.

With large and luxurious accommodation, clients can experience the best of the wilderness combined with the finer luxuries in life. Belmond like other cluster safari lodges (including Belmond Savute Elephant Lodge and Belmond Eagle Island Lodge) in Botswana also offer air conditioned tented rooms.

All luxury tented rooms are housed on raised wooden platforms, offering great views, and are shaded by a traditional African thatch roof. The large private decks are furnished with easy chairs and a hammock, ideal for viewing wildlife or for enjoying a dinner in complete privacy. The interiors are luxuriously appointed with such comforts as an ensuite bathroom and a four poster bed complete with mosquito netting.
Belmond Khwai River Lodge offers an exclusive safari accommodation complete with a rim flow plunge pool, as well as his and her outdoor shower in their private suite. Guests also get spa treatments at the lodge, either in the spa treatment rooms, or in the comfort of their room or deck overlooking the magnificent vistas.

The Lodge facility also includes a large central indoor lounge and dining area, an outdoor Boma offering a traditional dining experience area under the stars. For those hot afternoons, guests can relax and enjoy a swim in the swimming pool. Belmond Khwai River Lodge also has a small reference library, complimentary wi-fi and room to room telephones.
Wilderness Safaris is Africa’s leading authentic and sustainable ecotourism operator, specialising in memorable wildlife experiences in some of the most remote and pristine areas in Africa. Wilderness Safaris offers life changing journeys as guests are exposed not only to new landscapes, cultures and ecosystems but also to new ways of viewing the world and its sustainability.

Recently in April 2017, Wilderness Safaris relaunched one of its camps, Little Vumbura. After an extensive refurbishment and partial rebuild, Little Vumbura Camp reopened in Wilderness Safaris’ private Vumbura Concession in the Okavango Delta, Botswana. With only six intimate tented suites, the camp offers a true Delta-island experience, complete with an array of both land and water-based safari activities.

“We are thrilled about Little Vumbura’s refreshed look and feel, with the tents now boasting spacious rooms that lead onto a lounge area, having increased in size by 30%. They also feature large windows that bring the feel of the outdoors within so that guests can enjoy the beauty of the bush whilst also relaxing in their suite. The family tent has also increased by 30% and the intimate nature of the camp remains the perfect choice for exclusive family safaris”, said Vumbura Concession Manager, Nick Leuenberger.

Other improvements to the camp include the extension of the bar area, which now includes a circular bar with a lot more space for guests to enjoy a range of cocktails or their favourite drink whilst watching the sunset.
The new shaded pergola, situated between the dining and lounge area, is ideal for afternoon tea or midday relaxation and also provides another scenic venue choice for communal dining. The main dining area now features new decking and free-standing furniture. The new fire deck will be used for pre-dinner drinks, offering the most incredible 360-degree views of the concession.

“One of the things that makes Little Vumbura special is the unique arrival into camp by boat which can only be experienced in a true year-round water camp in the Okavango Delta”, added Leuenberger. “Little Vumbura really does tick all the boxes in terms of exceptional wildlife viewing in addition to tranquil water experiences. You can begin your day by floating serenely through the waterlilies on a silent mokoro and end it on an expertly-guided game drive, watching a herd of 1000 buffalo against a golden African sunset”.

The rebuild of Little Vumbura follows the extensive refurbishment of the main area of Vumbura South Camp in October 2016. North Camp, South Camp and Little Vumbura all provide the perfect base from which to explore the diverse Vumbura Concession, renowned for its variety of activities on offer on land, on water and by air! It is a “hybrid” concession with the best of both worlds – permanent swamps, dry woodland and everything in between. It is the only Wilderness concession in Botswana that offers hot-air ballooning safaris – an absolute must-do bucket list experience. Pula!
Tuli Safari Lodge is an exceptional getaway destination, located in the far south-eastern corner of Botswana in the Northern Tuli Game Reserve. A hidden gem, Tuli is a unique, timeless corner of Africa with spectacular wildlife, breath-taking landscapes and fascinating history. Tuli offers its visitors stunning scenery characterised by huge vistas and big skies, rocky outcrops and baobab studded plains. The lodge itself is located between a beautiful sandstone ridge and the legendary Limpopo River. Often described as a yin and yang, the lodge is a peaceful green oasis in this timeless and dramatic reserve. Being in a semi-arid zone, Tuli Safari Lodge is a year-round destination with less of a pronounced difference between the greener season and the drier season than in other parts of Botswana.

Our camps our pride: promoting retreats and the wildlife experience

A History of service and Environmental Sustainability

The early history of Tuli Safari Lodge is a bit sketchy but it can be traced back to being a farm. Around 1964, the farm then was transformed into a safari lodge, making it one of the longest established photographic safari lodges in Botswana and Africa as a whole.

The heart of the lodge is little changed from these days, retaining the charm and character of the era. The bar is built around the base of a 500 year old Nyala berry tree. The guest accommodation was fully rebuilt in 2014 and features eight spacious tented suites, with large wrap-around decks and open-plan interiors which have a modern take on the classic ‘out of Africa’ décor, and two classic suites under thatch.
The lodge is a small, luxurious and relaxing retreat, a verdant oasis in a ruggedly beautiful wilderness. The elegant suites nestle in peaceful, spacious gardens shaded by ancient trees. It is located in the Northern Tuli Game Reserve - also known as the Land of the Giants due to the enormous baobab and nyala berry trees; the large herds of plains game; large herds of Africa’s largest land mammal; a breeding ground for Africa’s heaviest flying bird, the kori bustard and the world’s largest bird, the ostrich; as well as Tuli’s great historical heritage.

A variety of safari activities are on offer with guided game drives including night drives, a series of hides overlooking waterholes and guided bush walks. Game viewing and birding is diverse and has the added bonus of a really scenic backdrop. As well as good predator sightings, Tuli boasts the largest herd of elephant on privately owned land in Africa and Tuli’s elephant shrews are almost guaranteed sightings at one of our favourite sundowner spots overlooking the reserve.

Tuli also offers meaningful community visits in local villages and trips to the confluence of the Shashe and Limpopo rivers, a really unique and scenic spot where two great African rivers and three countries (Botswana, South Africa and Zimbabwe) meet.

Tuli Safari Lodge offers guests a ‘safari with soul’ - a chance to connect with Mother Nature and their inner being through the highest quality lodging and wildlife experience, as well as preserving the Heritage, Environment and beauty of Botswana. Pula!
Ta Shebube
KTP is one of the largest conservation areas in the world and one of the last truly unspoilt ecosystems. This vast wilderness is a protected area where the boundary between South Africa and Botswana has no physical barriers. This allows for free movement of animals along ancient migration routes that is so necessary for the survival of animals in this harsh desert environment.

The spirit of the Kgalagadi

There is nothing on earth quite like an adventure safari in the desert. It is a humbling experience that simultaneously captures nature at its most vulnerable moments as well as at the peak of its power, glory and raw resilience. Botswana is proudly home to such a domain. The serenely enchanting and yet wildly awe inspiring Kgalagadi Trans frontier Park (KTP), is the home to Ta Shebube.
Ta Shebube is a unique desert safari, which delivers an exceptional holiday adventure package inclusive of wilderness, thrilling wildlife and excellent accommodation facilities set in the middle of nowhere. Polentswa and Rooiputs Lodges cater to the seasoned tastes of discerning world travellers, with no shortage of comforts and conveniences, as well as a level of personalized service that make the Ta Shebube experience something to remember.

The chalets at Rooiputs are a haven for total privacy, sitting majestically on raised wooden decks with a perfect view of the waterhole. Constructed from a combination of glass, canvas and wood, they are decorated with bespoke furniture that reflects the rich textures of Southern Africa and the desert. Polentswa offers a classic tented camp experience, reflecting the romance of a bygone era. The main building is set on an elevated deck on top of a mature sand-dune, with a splendid view of the vegetated Polentswa pan known for its magnificent sunsets. Here the guests can either recline with a sun downer and a good book, watch the waterhole or simply contemplate the desert.

On the prowl, in the Ta Shebube wild
Wrapped up in a cosy blanket of characteristic calm and tranquillity, Ta Shebube, delves deep into the unspoilt recesses of the Kgalagadi, traversing a spectacularly remote part of Botswana that simply refuses to be tamed. It is truly one of the country’s last undiscovered treasures, showing off a sun drenched, rugged beauty by day, and revealing the glittering expanse and splendour of the star lit heavens by night. It is indeed a land of extremes - from scorching heat in the middle of a summer day to extremely cold nights in winter. Typically for the KTP are the strong raging winds that can appear from nowhere and sometimes turns into real sandstorms with everything impregnated by fine red sand. Although rains are scares they do make the land and its vegetation blossom, creating a strikingly colourful environment.

Teeming with some of the region’s hardiest, and most interesting creatures and plant life which have adapted to this harsh environment, Ta Shebube offers a delightful trove of nature’s bounty - Sixty species of mammals have been recorded in the park including the gemsbok, blue wildebeest, springbok, red hartebeest, eland (the world’s largest antelope), and steenbok.
Predators are the area’s big attraction and include the black maned Kalahari lion, leopard, cheetah, brown and spotted hyena, jackal and wildcat. Sightings of a cheetah kill or a lazy lion next to the lodge is not an impossible dream.

The area is considered a haven for birders with an impressive checklist of over 300 species. These include martial eagle, bateleur, secretary birds, and lappet faced vultures and are drawn to the dry river bed of Nossob and can easily be spotted on a drive through the park or from the privacy of the lodge. The Cori Bustard, the national bird of Botswana is also present.

The KTP is a great place for photography. The Park with its multitude of waterholes along the dry riverbeds show predators and antelopes off at a premium and provide excellent photographic opportunities.

The red rolling sand dunes, arid fossil river environment, open Acacia savannahs with its majestic Camelthorn trees, grassy plains and vegetated pans create exceptional backdrops for that ultimate wildlife picture.

The Ta Shebube facilities at Rooiputs and Polentswa provide comfortable environments for the photographers in order for them to be able to focus 100% on their job. A private game viewing vehicle accompanied by a guide, who with his great knowledge of the desert, the wildlife and the best waterholes adds real value to any photographic safari.

Ta Shebube offers an alternative to people who wish to experience the desert without roughing it, yet it actively recognises its responsibility to maintain the integrity of this ecosystem, as they continue to ensure that its operations are carried out in an ecologically sound manner, where flora and fauna are vigorously protected and conserved. Pula!
As the founders of the Crane Fund, Hoisting’s Solutions has embarked on a long-term strategy to contribute to the saving of the crane whose species continue to dwindle.

As part of our policy we wish to create awareness on the value of saving the cranes through contribution of funds, knowledge and outsourced skills to rehabilitate these lovely species.

**Crane Fund (IBA)**
Acc #: FNBB 62274560484
Branch Code: 284567

P O Box 2342, Gaborone
Tel/Fax: (+267) 392 2911
Email: cranes@hoistings.co.bw
Rhinos Without Borders is the latest initiative from Great Plains Conservation, in partnership with &Beyond. The partnership has committed to undertake the relocation of rhino on a magnitude never done before – their mission is to relocate no less than 100 threatened rhino from South Africa, to various safe havens in Botswana.

In April 2015, the first 10 rhinos were successfully relocated, and in August of the same year, 15 more were rescued and moved to safety. Each rhino costs $45 000 – this includes all costs associated with the move and monitor for 3 years. Great Plains Conservation &Beyond have already raised half of the budget needed to relocate 100 rhinos.

However, this initiative is not just about saving 100 lives alone, this protected seed population will form a breeding nucleus and a ‘Noah’s Ark’ for rhino genes, helping to stabilise and save a species rapidly heading towards extinction.

Why Botswana? - Botswana has the lowest poaching rate in the whole of AFRICA. It has limited public access on the ground, and in the air. There is a shoot to kill policy when it comes to poaching, and this large anti-poaching force has the Government backing. With few firearms in the country and all hunting banned, any gunshot is an illegal one. Pula!
Vultures are large, spectacular scavenging birds, and Botswana is home to seven of the ten African species. They provide a useful environmental cleaning service by eating dead animals and thereby preventing the proliferation and spread of disease. They are also valued by farmers for their ability to quickly find dead livestock, thereby alerting them to potential problems.

More importantly, vultures have become an integral part of our culture, as illustrated by the following Setswana proverbs and sayings (among others):

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Unfortunately six out of the seven Botswana vulture species are Endangered and faced with imminent extinction. This is due mainly to accidental and intentional poisoning of the birds: sometimes when a ‘problem’ predator has killed a farmer’s cow, the farmer misguided laces the carcass with pesticide which is consumed by the vultures which become the innocent, unintentional victims of the activity (in this way, 70 to 150 vultures are killed needlessly at each incident).

Recently, intentional poisoning of vultures by poachers has emerged as an even more serious threat; poachers are aware of how efficiently vultures find their illegally killed animals (elephant, rhino and giraffe) and, fearing that the Anti-poaching Units will home in on the circling birds, have embarked on a campaign to intentionally eradicate all vultures. After removing the tusks/horns/meat, the poachers strew poisonous agrochemicals over the remains and in this way kill up to 500 vultures at a time. It is no wonder that vultures are disappearing from our skies!

A local conservation organisation, Raptors Botswana, is alerting people to the plight of these birds by educating farmers and advocating improved enforcement of agricultural poisons to curb their illegal misuse for killing wildlife. They also encourage improved anti-poaching activities, particularly along our international borders where poachers are illegally exploiting our national resources. "Pula!"
My Wilderness Experience

Through Wilderness Safaris

Courtesy of Wilderness Safaris five members of different media houses were hosted on a trip to Xigera and Linyanti Camps in the Okavango Delta. In order to share stories one should have had the chance to immerse themselves in a place, its people and its culture. Likewise, Heritage Editor had an opportunity to experience first-hand the beautiful Okavango Delta. It is true that Wilderness Journeys do change lives. I came back with a better understanding of Botswana wilderness. From getting a world class welcome to being accepted as a young vibrant crowd, brought about an infectious feeling of wanting to take this hospitality, mannerism and passion for work back home. It was an amazing fun-filled yet educating experience for us, accompanied by a great company of hosts and guides.

As we walked into the airport waiting room in Maun we were warmly welcomed by Lesh Moiteela one of the masterminds for this awesome trip. He led us to Wilderness Safaris’ offices and presented us with gift bags. Lovely packages with literature and the water bottles we all got attached to.

Upon arrival at the airstrip we were met by Vasco (our other host) and Lucky our guide. Spontaneously, the body and mind immersed into the surrounding environment.

As we made our way to Linyati Camp, we were met by a herd of elephants, trumpeting and running towards the pathway we were driving on and a baby elephant blocked the pathway. Lucky explained of the dangers elephants faced with poachers in that area. Our hearts sank! Amazing how fast one connects to the wilderness, then I knew our journey had begun.
Upon arrival at Linyati Camp excitement levels for ‘The Young Wild & Free’ (our group name) were head rushing. We sat around the camp fire facing the river enjoying the sound of hippos in the river, trumpeting of elephants, the braai they had prepared and stories from staff.

Xigera Camp such a blissful, paradise island. The staff serenaded a welcome song as we arrived on a small boat, which we joined in and sang along. at that moment Xigera Camp became our new home.

The next two days gave birth to new friendships, wilderness experiences through game drives, boat drives, campfire chats and laughter, games, adventures (swimming in the lagoon) and picnics in the bush. Bucket lists were ticked off, spirit animals were discovered, mine being a leopard. The bush unearthed that I had to put my hunting gear on, be fearless like a leopard and go after my dreams & heart’s desires.

My most memorable moments were taking pictures in front of a baobab tree and waking up in the middle of the night to the purring of the leopard outside my tent, priceless!

It was an amazing experience awarded to us by Wilderness Safaris and we continue to support all their endeavours in order to have all Batswana visit some of these beautiful places in our nation. Pula!
During this contract the first rhino baby born in captivity in a reserve managed by the Department of Wildlife and National Park was born. Sadly due to the aggressiveness of the male and restricted area of the Gaborone Game Reserve the baby did not survive. The third contract for Ulf was to head the botanical garden and national natural history monuments under the National Museum. He was part of a team that worked on the dossier for the Tsodilo Hills UNESCO World Heritage listing.

Ulf continues to advice people and institutions on issues relating to fish farming as a novel approach to food production and he has lectured at the College of Agriculture. He manages a small demonstration project as a backyard activity to practically demonstrate how a fish farm operates.

In spite of the abundance of wildlife in the country, Ulf realised that he wanted to photographically document the society’s culture and development progress. It is very important to record this as Botswana is a very fast developing country. The hope is that it will show the positive human and social aspects of the country to the world, not only the wildlife that is usually shown internationally. The world needs to be educated about the normal Africa, away from all the negativity seen in the news.

Most of the educational book publishers in Botswana have published photographs by Ulf in many titles over the years. Many images and articles have also been used for tourism and promotional publications.

As a teacher, biologist and museum curator it’s perhaps not that strange that Ulf Nermark has chosen photography as a tool to document the development and culture of Botswana. Ulf came to Botswana in 1990 and found a new home and has lived here since then. He came to work as the first aquaculture officer in the country in the Ministry of Agriculture. His second contract was to head the wildlife conservation education division with its educational parks in Otse, Gaborone and Maun.
Ulf has a large image library covering the period from 1990 to present day. The library also holds images from several other southern African countries as well as images from around the world. Through his personal network with other photographers in Botswana he can also assist with sourcing of a wide variety of images on different topics, including historic photographs.

Ulf is an active member of both the Botswana Society for the Arts and the Thapong Visual Arts Centre. Through these organisations he has been involved in the training and development of photography in Botswana. He has been organizing and facilitating annual workshops for youth since 2006. He has taken his teaching and training skills a step further and he can now offer accredited basic photography training and image management training suitable both for private students as well as for staff working with PR/marking in corporations and institutions. Pula!
Dereck and Beverly Joubert
Their passion, for each other since high school days, for big cats, elephants and more recently in rhino protection shines from them both and they have used their notoriety to draw attention to these causes. An early film for National Geographic, Eternal Enemies has been estimated to have been seen by over a billion people and a recent talk in China watched online by 190 million viewers.

Dereck and Beverly Joubert are world renown dedicated conservationists and as the President of Botswana labels them, “True Children of Africa.”

Born and educated in Africa they have dedicated the past 30 years to saving wildlife and wildplaces, protecting wilderness areas and speaking out against the atrocities that are increasingly common today.
They have a philosophy about nature and its importance to us all that is grounded in years of thought and experience in the wild, observing and researching, filming and photographing the lives of big cats in particular. It circles back to the preciousness of pristine nature, connecting corridors but also working with communities and the global society to ensure that these animals not only avoid extinction, but are seen as vitally important to our own survival.

For over 35 years now, Dereck and Beverly Joubert have continued to make more than 30 award winning wildlife films for National Geographic and other major international broadcasters, written half a dozen scientific papers as well as many articles for the National Geographic Magazine, where Beverly is one of the very few women in the industry that can claim half a dozen “covers” for that prestigious publication. They have authored 12 books and speak regularly around the world.

Some of their creative accolades include; 8 Emmy’s, a Peabody Award, Wildscreen Panda Awards, The Grand Teton Grand Prize, and Outstanding Achievement Award and Lifetime Achievement to name a few.

The Jouberts have also received the World Ecology Award along Prince Charles and Richard Leakey. In 2009, they were inducted into the American Academy of Achievements. Not forgetting their most valuable award in 2011, when they were honored with The Presidential Order of Meritorious Work by the President of Botswana for the work they have done in Botswana.
In 2010, they looked at the crowded shelves of awards and compared their careers and lifetimes against just how well the big cats they love had done and discovered that it was a totally different story. Big cats, indeed all the large fauna, has fallen 95% in their lifetimes and so the two of them established the Big Cats Initiative to address these declines they were seeing. To date BCI has raised funds for 100 projects in over 27 countries, saving an estimated 2,500 big cats.

Ten years ago they started a new initiative to acquire critical land and corridors in Africa. Today, Great Plains and its Great Plains Foundation manages over 1.5 million acres of wildlife land.

Their greatest rewards are in initiating and seeing the results of projects like these because they feel that they are actually in the business of ‘changing the world.’

Pula!
“Hospitality is all about service. Service is a promise that cannot be seen or touched; however, you can feel it.”

Justin Jose
Director of ODE Hospitality
OUR HERITAGE
Room 50 Two
It is therefore essential for hospitality businesses to be seen improving their services and providing the best and unique services to keep attracting tourists and Batswana to their facilities. With such a competitive mind set and the desire to provide a niche and different lodging facility, emerged the luxury hotel Room 50Two.

Room50Two is a modern luxury hotel located in the Central Business District in Gaborone, which blends the concept of serviced apartments with the hotel. Room50Two is part of the ODE Hospitality Group, which also runs Travelodge in Gaborone and Kasane.

Sets the bar high in luxury hotels

The Hospitality industry is one of the fast growing industries in the world and this is also true for Botswana. It is one of the country’s main growth areas as seen through job creation figures and increased revenue from tourists and travellers who visit our paradise nation, as well as residents taking a break from their usual schedules and attending business conferences.
Room50Two comprises of 54 en-suite rooms with self-catering facilities, complementary Wi-Fi and other amenities one would expect to find in a premium hotel. The rooms are designed to suit long and short-stayers alike.

Justin Jose, Director of ODE Hospitality explains that Room 50Two is mainly a business hotel, in turn their guests are largely business travellers.

As Jose explains, ODE Hospitality is a locally grown company which employs local skills which are abundant in the country’s Hospitality industry in the country. Training is imparted on the staff by local as well as overseas experienced professional trainers. Within the group, 99% of employees are citizens.

“There is a shortage of reasonably priced, quality accommodation in Botswana. ODE Hotels are here to fill in that gap in the market. Our accommodation provides value for money to the guests and we strive to exceed the expectation of the business travellers,” Jose says.

ODE Hospitality is committed to contributing to the country’s economic diversification and sustainable growth, within and beyond the hospitality sector.

All the properties are headed by experienced hospitality professionals, assisted by a capable team of middle-level management and support staff with tremendous experience in the industry.
“Tourism contributes 12% of Botswana’s GDP. As the second biggest contributor to the GDP, it has an important place in providing sustainable economic development to the citizens of this country. Our mission is to provide affordable accommodation in all the major towns in Botswana. We employ people locally, so that the local economy also benefits from the activities surrounding our operations,” Jose says.

### An exciting future

ODE Hospitality has bright plans for future expansion, anchored on the robust support for the brand already received in Gaborone.

"With the group well received by the market, we have the confidence to roll it out to other towns in Botswana. We ensure that a proper feasibility study is carried out before venturing into any new property, thus protecting the interest of shareholders as well as employees,” Jose says.

ODE Hospitality is also actively involved in other social initiatives. The hotel supports various Non-Governmental Organisations and charities as part of its Corporate Social Responsibility, which includes programmes based in Gaborone and other locations.

ODE Hospitality looks forward to an exciting future with the new properties underway. They stand proud of their achievements to be known as a valuable player in the hospitality industry giving value for money accommodation to their customers and employment to citizens of Botswana – especially the youth, thus lending a helping hand in alleviating the unemployment situation prevailing in the country. Pula!”

Pula!
Masa Square Hotel
Masa Square Hotel is a business-first luxury hotel located in Gaborone’s Central Business District at the iconic Masa Square. The hotel is redefining the Hospitality experience of business travellers in Africa through its attractions and activities. The 4-star hotel has 152 rooms comprising of standard rooms, club rooms and suites. The rooms feature en-suite bathrooms, high speed internet access and a large work area perfect for the business traveller. Masa Square Hotel has recently added 30 Masa Executive Apartments for those travellers requesting spacious, self catering luxurious suites.
The Hotel has a well-equipped conference centre ideal for business meetings, conferences and functions, an infinity swimming pool at the rooftop where guests can relax and enjoy the afternoon sun. In the basement of the building is a state of the art digital cinema with 3D and 2D projection technologies with fully immersive Dolby Digital Surround Sound.

Masa Square Hotel’s highlight is their in-house restaurant Don Carlos, a connoisseur of food inspired by traditional and Mediterranean flavours. Alongside is Carlito’s Café for those in need of a quick coffee or a light bite.

Masa Square Hotel has immense pride in their success so far of redefining the hospitality industry through its location and services it provides. The management and staff look forward to more years of good service and traceable success. Pula!
E&E Boutique
Guest House
Gaborone
Botswana’s warmth, care and hospitality is woven into the very fabric of E&E Boutique Guest House culture, ensuring that any stay at the facility transcends beyond a place to sleep. The staff are committed to making the experience memorable, extraordinary and exceptionally enjoyable, leaving guests feeling special.

An Extraordinary & Exceptional kind of luxury

Elegant and Exclusive (E&E) Boutique Guest House is an aptly named luxury accommodation facility, nestled in suburban Tshimotharo, Broadhurst, in the pulsing heart of Gaborone. The conspicuously opulent facility is sited at Plot 6197, Ntsu Close, where it spares no expense in offering thoroughly modern amenities, comfortable environs and exclusive furnishings. The facility is characterised by ambience, serenity, exclusivity and uniquely upmarket in nature.
The characteristically spacious and well-lit guest rooms are individually crafted and luxuriously appointed, with imported pieces and design themes influenced by Southern African taste and aesthetics. The facility radiates an unmistakably premium visual and aural tone, surrounded by a stunning, well-manicured garden that attracts some of the most exquisite birdlife. The E&E brand seeks to deliver extraordinary individual experiences, with rooms designed around different themes, to continuously attract repeat guests.

The rooms are named after precious stones; diamond, ruby, emerald, sapphire and topaz, reflecting characteristic differences and opulence on offer.

The only constant in all the different client packages offered however, is the exceptional welcome and personalised service offered by well trained and friendly staff.
Standard features in every room are air-conditioning, televisions with DSTV channels, free unlimited Wi-Fi access, fully-equipped kitchenettes with appliances, tea and coffee making facilities, bathrooms with stand-alone showers and bathtubs, hair dryers, work desks, direct dial phones as well as irons and ironing boards.

E&E also offers leisure facilities, such as swimming pool, outdoor shower, barbecue station and outdoor relaxation areas in their beautiful garden. Pula!
E&E Boutique Brand Mahalapye
But it took her years of hard work, sacrifice and experience, running E&E World of Interiors, a business that she built around her passion for interior décor and design, with a CEDA loan in 2003. It was only a decade or so later, in 2014, that she felt buoyed enough by the success of that business to diversify into the hospitality industry.

An award-winning idea

Botswana’s small and sparsely spread population presents a great challenge for many startups and even established businesses seeking long term growth and stability. Mrs. Ruth Tshetsana Gabasiane, a married mother of four and an ambitious citizen entrepreneur in her own right, was able to grasp this fact, and execute a number of effective counter strategies. She had always dreamt of introducing Batswana to the world of luxurious boutique hospitality facilities, a concept she has personally experienced and enjoyed, in her extensive international travels.
The E&E Boutique Guest House brand is the ultimate expression of an idea that had simmered within Mrs. Gabasiane’s mind for many years. Her vision was clear and focused on creating a niche in Botswana’s hospitality industry, positioning herself to capture a hitherto unaddressed market. Boutique facilities are characterized by bespoke interiors, unrivalled décor, ambience and personalized service. Compared to corporate hotels or mainstream guesthouses, they provide an inherently intimate, one of a kind experience and offer very high standard of service.

The first of the E&E facilities opened its doors to delighted clients in Broadhurst, Gaborone in 2014, surprising them ever so pleasantly with an experience they had only been able to associate with economies like South Africa and the first world. As an attestation to this, Botswana Tourism Organisation (BTO) granted E&E Boutique Guest House five star grading, on their first grading visit to the facility.
The accolades continued, further affirming the uniqueness and high standards of the business with an award for Country Winner, Best Boutique Guest House in Botswana at the World Luxury Hotel Awards held in Doha, Qatar. At this ceremony, awards were bestowed to about 200 delegates from all over the world, who run facilities of similar distinction and class.

Once again in 2017 they have been nominated in the category of Best Guesthouse in the country. The ceremony for these awards will be in St Moritz, Switzerland.

They were also awarded guest review award by Book.com

Taking the experience to Mahalapye
Building upon the success of the Gaborone facility, the E&E brand has spread its wings to Mahalapye. They are now open and are situated at Mowaneng. Plans are also in place to eventually set up an E&E Boutique Hotel, and take the experience to a much grander scale. Pula!
Kondwane Boutique Hotel
Who we are

We at Kondwane Boutique Hotel have become a key player in the hospitality industry by following a fairly simple philosophy to offer a product of outstanding quality with equally outstanding values and service. The simplicity of that principle is backed up by a lot of dedication and commitment to what we do. Kondwane provides many services for its clients such as room and board, food and beverages, an outstanding venue for office parties, out-door conferencing, monthly markets, musical festivals, exposition venue, weddings and private party venue as well as pool side functions.

Dedication

We approach each day with a total dedication to excellence, which is reflected by each employee on every level. Every customer is treated as unique and therefore worthy of individual attention. We are dedicated to ensuring that each customers stay is memorable.
Management
To achieve peak efficiency, we support all our managers with constant training, and refresher courses. Our management incentive plan ensures that our management staff is constantly stimulated. Enrolment in our management training programme ensures opportunity for upward mobility and personal development.

Employees
We understand that the employees are the hotel’s front-line ambassadors. And we treat them with the same high level of consideration that we treat customers with, because in a sense, employees are as valuable as the guests. We provide comprehensive, ongoing training to assure their job and guest-related skills remain at the highest levels. Employees are evaluated regularly for their performance and rewarded for their outstanding service with incentives to keep our guest-relations program at the top of the industry.
Satisfaction
We have learned that customer satisfaction can be summed up in three words—details, details, details. We have achieved superior levels of customer satisfaction by paying attention to the finest details in everything we do. That’s how we have developed exceptional levels of repeat business. We know what is important to both business and pleasure travellers, and we deliver it. From the amenities and warm, homely interiors, to the meticulous maintenance program, we go the extra mile to make a stay at our facility a memorable experience.

At Kondwane, we accept nothing less than “Complete Customer Satisfaction... First Time, Every Time!” Pula!
Planet Lodge
A great family business built on true Botswana hospitality

Batswana are renowned for their welcoming and accommodating nature. Batswana love to spread joy and optimism in their interactions with others, as prescribed by the magnanimous principles of Botho, which are deeply woven into the fabric of our culture. There is nothing quite like Botswana hospitality, and the warmth of a Tswana welcome.

The Planet Lodge brand is a family owned and managed business. Their track record and enviable history of hospitality management brings a unique touch of class to the accommodation packages they deliver. From picturesque gardens to conference facilities, free parking and Wi-Fi, to air conditioning, laundry and ironing services to luggage storage, the Planet Lodge brand offers a blend of conveniences that are tough to match.
Room packages on offer range from the standard Single and Double sharing with a bathroom, to the more luxurious Single and Double en-suite. All rooms offer full air conditioning and elegant furnishings that include double beds, electronic safes, flat screen TV sets with DSTV, mini fridges as well as coffee and tea making facilities and so much more.

With a pool on the premises, Planet Lodge 1 is ideal, not just for weary travelers from out of town, but perhaps even as a romantic getaway from the dreary routine of home, or an extravagant outing for a small family wishing to escape familiar surroundings for a day or two, or more!

Gaborone currently hosts two distinct iterations of the Planet Lodge brand, one aimed at budget conscious clients and the other to meet more luxurious needs. Whichever category a client might fall into, both facilities score big on sheer convenience, value for money and service excellence.

**Affordable luxury - Planet Lodge 1**
Planet Lodge 1 is sited on Plot 514, Southing Road in Gaborone’s Extension 4. It is a charming 3 star Lodge that emphasizes affordable accommodation. The Lodge is located within walking distance of the Main Mall, South Ring Mall and African Mall. It is the perfect place to stay for extended periods at a delightfully affordable cost.
A distinct cut above the rest - Planet Lodge 2

Planet Lodge 2 is pitched as a world class hotel facility that promises exquisite accommodation at its very best. Sitting on plot 65877 along Bokaa road, off Kubu road in Block 3, Gaborone, Planet Lodge 2 is a few minutes away from most conference centres, as well as Government enclave, making it perfect for visiting business executives, civil servants and diplomats. Traveling families can enjoy friendly and easy access any time, with a 24-hour front desk, and the convenience of nearby shopping centres like West Gate, Sebele and Airport Junction Malls. Planet Lodge 2 also delivers excellent value for commuting travellers, who can reap the benefits of its proximity to major taxi routes linking almost all parts of the city, including an incredibly short 9.5km hop to Sir Seretse Khama International Airport. Airport transfers are in fact, available on request. Pula! ■
FINE DINING

“Forget everything and immerse yourself in the magical world of complete organic flavours”.

Lorraine Mpho Jouffroy
Owner & Head Chef, Lorraine’s Ntlo Maison
French Bistro Restaurant
Lorraine’s
Ntlo-Maison
Lorraine’s Ntlo-Maison brings this cozy experience to Botswana, as the first exclusive 100% citizen owned French Bistro restaurant, complete with an African twist. This uniquely French-Botswana fusion is the reason for the Setswana-French word play in the name Lorraine’s Ntlo-Maison, which describes a restaurant that is the wonderful brainchild of Lorraine Mpho Jouffroy.

French Bistro Restaurant

Among avid restaurant aficionados around the world, the Bistro genre shines as a popular option for enlightened patrons who demand a great dining experience, at a modest price.
Lorraine is more than the vivacious Motswana culinary entrepreneur you meet when you visit; she is also a highly decorated Chef with extensive experience in the creation of amazing dishes for high flying patrons on the world stage. She is a well-travelled Motswana whose cooking skills have catered to diverse nationalities, tastes and a cross section of first world clientele in European hotels, as well as creating signature meals for well-heeled patrons on oceanic cruises. She is a believer in the empowerment of African women in general, and has particular ambitions for Batswana. Upon her return to Botswana, Lorraine saw a gap in the market for the French Bistro experience and wanted to share it with others. She first opened her doors to an eager clientele in Broadhurst. Lorraine welcomed her guests to a 76-seat facility that could be extended or re-arranged as needed. She also offered private dining options and bespoke catering for functions, workshops, seminars, conferences, bridal showers and parties. Lorraine’s standard menu is categorized in soups, salads, appetisers, main courses, cheeses, desserts as well as hot and cold beverages – all designed around the fusion of French and African cuisine.
Lorraine has poured so much of her heart and soul into the business, with a singular determination to give Batswana a taste of her years of experience, and it shows in the support she continues to receive. In the relatively short time since she started the business, Lorraine counts among her most revered clients, some of Botswana’s past and serving political leadership including the late Sir Ketumile Masire, and the sitting President of Botswana himself, His Excellency Lieutenant General Dr. Seretse Khama Ian Khama, as well as high profile personnel from blue chip organisations. With such an impressive and prestigious clientele, Lorraine’s Ntlo-Maison has had to review its location to allow for more convenient access, security and bigger parking facilities. The move to Fairgrounds has expanded horizons, making it possible for the restaurant to deliver services to an even wider client base.

As a wildly popular pioneer in her niche market, Lorraine has also used her star power to champion Setswana cuisine by collaborating with the Embassy of Botswana to take the taste of Botswana to Ethiopia.

This effort is just one of many examples of her commitment to building a nationally relevant and recognised brand that uses the proverbial kitchen to ramp up participation of women in Botswana’s economy. Pula!
Fine dining is a vibrant niche in the restaurant business that caters to avid socialites with discerning palates and a keen preference for the perfect ambience. To deliver this idealised service to their swelling numbers of well-heeled and ambitiously driven clientele, Room50Two Hotel has taken the market by storm with its Table50Two restaurant in the sky. It is an upmarket establishment with the pedigree and passion to take a commanding position in a market where, as the term “fine dining” suggests, the country’s top restaurant businesses go all in to give their patrons the best in food, service and atmosphere money can buy.

Sitting atop the iTowers South building on the 28th floor, this jaw dropping establishment could easily take the crown just for being the highest dining venue in Botswana. In this unique and hallowed space, Table50Two provides an exclusive outdoor dining experience that offers breath taking views of Gaborone. At these heights, one tends to forget where they are when the mystical allure of the CBD lights takes over the sprawling landscape under the glorious evening sky. If the magical light show isn’t enough to pacify one’s fear of heights, the indoor setting is a classy and comfortable alternative, offering guests a calm and exquisite experience.

Baked into the sumptuous mix of Gaborone’s beautifully fluid cityscape and its elite roster of dining establishments, the restaurant offers an exclusive multi-cuisine menu complemented by a wide-ranging choice of wines and beverages.
Table50Two is committed to working hard, and smart, to earn its growing reputation as the perfect place for productive breakfast meetings, corporate power lunches or quiet family dinners that the kids will nostalgically recount to their children and grandchildren in years to come. Such is the unwavering goal that inspires the passionate service ethic that drives Table50Two staff, to ensure that every client leaves with fond memories of their experience, highlighted by impeccable service and amazing food. That’s why the business goes to great lengths to train and motivate all staff, whether client facing or not. Just as importantly, Table50Two leaves nothing to chance when sourcing and availing fresh food and ingredients of the highest quality, in many cases locally, allowing the seasoned and immensely talented chefs to reliably and consistently deliver mouth-watering, and perfectly prepared signature dishes.

Options for a typical dining table or special event of any size generally include an international a la carte menu, a buffet selection for sheer convenience, and a platter based menu. Designed to cater to a wide cross section of tastes and palates, the dishes are well-balanced and delicately flavoured, making them suitable for whatever occasion. The menu ranges from local cuisine, to Asian and Western inspired dishes. With an extensive variety of quality wines and cocktails on hand, as well as the lively yet calmly sophisticated atmosphere that Table50Two patrons demand, the restaurant is an ideal place to wind down after an inspired day of hard won corporate victories or the odd family get together. Pula!
Fego Caffé
What makes an Ordinary experience Extraordinary

Eating out is an indulgent convenience for families, friends and business people and individuals. The growth, success and sustainability of the food service industry is assured in a modern economy, where vast amounts of time are consumed in the daily challenges of earning a living, conducting business or simply managing a productive lifestyle.

In our work and remuneration driven society, time is increasingly evolving into the most valuable commodity, and the distraction of home cooking is a luxury many cannot afford. While this may be a sad development that erodes core cultural traditions in society by many accounts, it undoubtedly offers opportunity for a better, more fulfilling way to live in a fundamentally changed world.
Fego Caffe is a franchised brand, whose origins can be traced back to trendy Johannesburg South Africa. The Brand was founded in 1997. The Fego Caffe Gaborone franchise was established in 2008 as a wholly citizen owned establishment. Fego Caffe promises to make an ordinary experience extraordinary, based on fine food and fine dining. After its acquisition in 2012, the Famous Brands Group now owns the brand. Fego Caffe is positioned as more than a high-end coffee shop, offering a full menu that includes breakfast, lunch and dinner.

Staying abreast of the latest developments in a highly competitive industry, Fego Caffe has cut a trend-setting niche with its coffee house charm and its traditional full service Italian Bistro orientation. It boats an up to date cuisine, served in a clean and pleasantly fragrant environment. As an alcohol free business with abundant seating and a diverse menu that caters for all ages, Fego Caffe has built a solid reputation for delivering a wholesome and fulfilling customer experience, making it a popular destination for families and discerning members of the business community. The establishment’s ambience is designed around stylish continental décor, where patrons can take a break from their demanding schedules and enjoy perfect espresso based coffees and quality, freshly prepared food. Indeed it is the perfect blend of amazing coffee, fine food and a signature atmosphere that is distinctly "a la mode".

Fego Caffe draws a cross section of business people with its respectful and non-intrusive approach to service, which is ideal for productive meetings over breakfast, lunch or dinner. Free uncapped Internet is another great attraction for busy professionals who may need to sit down for a healthy meal, while getting some work done.
Because of its success as a business in Botswana, Fego Caffe believes in giving back to the people and communities who have contributed in different ways to the environment it operates in. Whenever its resources allow, the company continues to assist deserving individuals, groups and communities in various charitable ways, including financial and food donations. Fego Caffe believes that the success and sustainability of any business in a modern economy depends on good stewardship of a country and its resources. Pula!
Mediterranean cuisine is a multi-ethnic collection of tastes and culinary trends sourced from many peoples. It is the ultimate expression of diverse cultural influences and exchanges among some of the world’s earliest civilizations that bordered the Mediterranean Sea, nurtured by the rich soils and temperate climate that allowed agriculture to thrive. We see Asia, Europe, and Africa effectively collide in Mediterranean cuisine, into a deliciously distinctive ensemble, perhaps in the same manner in which such a major trading hub evolved to become so globally relevant. Built on the trade and exchange of cultural commodities such as spices, Mediterranean ingredients are widely disseminated and uniquely sourced from disparate regions and peoples.

For the cultural enthusiast with a discerning palate, Don Carlos Restaurant at Masa Square Hotel is the only place to sample the delights of Mediterranean cuisine. As the name suggests, patrons can expect to be entranced in, and to savour the taste of Provence, right in the heart of Gaborone. The culinary experience offered at Don Carlos is largely inspired by the Provencal style of cooking, and is characteristically given a local twist. The mouth-watering masterpieces fuse a unique style of cooking with the use of the fresh locally and regionally sourced ingredients, that are sure to impress the most judicious tastes.
Defining ingredients typically include, but are not limited to vegetables, olive oil, grains, fish, wine and meat (white and red, including lamb, poultry, rabbit and pork). Other key ingredients include olives, cheese, aubergine, courgette, lemon juice, herbs, breads and yoghurt.

Don Carlos restaurant elegantly spills out onto the Masa Square central piazza, allowing diners to relax and enjoy tantalising meals as they watch the world around them go by. It is a place for cheerful chatter and laughter, as well as signature momentary silences, where the tastebuds are so engaged that words can wait, because there is so much great food to be had. Pula!
INTERIOR DESIGN

“The key to great design is capturing the spirit of the client and the essence of the space”.

Ruth Tshetsana Gabasiane
Director, E&E World of Interior
Indulging in rich colours and lavish decors, interior designers and decorators have a way of using a fine array of styles to transform spaces.

Such can be said about E&E World of Interiors, a Botswana based interior design company, who are experts in transforming interior spaces through customised decors as well as influences from our culture.

E&E World of Interiors was incorporated in March 2003 by Mrs Ruth Tshetsana Gabasiane, primarily specializing in the sale of up market interior finishing products.

Although at inception, E&E World of Interiors’ focus was on exclusive up market interior finishing products, Mrs Gabasiane and her team shifted their primary focus to both, high-end and low end markets, responding to the dictates of a free market economy.

Design and interior decoration is the company’s forte, thus they design the best for each client and also approach each project with the objective of offering customised service which resonates well with clients’ taste.

Mrs Gabasiane’s spurning creations, uniquely with her practical and fashion forward ideas, armed with a trusted team of interior design experts have expanded the company’s portfolio. Her Team believes in communication and care of their clients regardless of the size of the project. They work with a carefully selected professional list of suppliers and manufacturers who deliver the finest materials from fabric to furniture-drawn locally, in South Africa and abroad.

They provide uncompromised confluence of style and quality, and take pride in ensuring customer satisfaction for the mutual benefit of both the business and its ever growing clientele.
Their clientele range from the individual, public, organizations, companies, hotels and lodges. Projects they have undertaken amongst others, are with the following: BA ISAGO University, Daily News, Jams Consultancy, Elements Pty Ltd, Mulamulele Building Construction, Botswana Information Services, Botswana National Productivity Centre, to mention but a few.

Mrs Gabasiane’s business philosophy is to create a brand that is original, distinctive and accessible. Being true to her brand of design, she aims to position the company centre stage in the sourcing and provision of high quality, superb, elegant and exclusive interior finishing products for home and office use.

Over the years, E&E World of Interiors has increasingly made a considerable impact in the areas of interior design and decoration consultancy as well as supply of quality products. They were recently subcontracted (September 2016) by Murray and Roberts to do all interior works for one of their clients.

As they continue to create dynamic world class decor with the rightful steer from the Directors, who continuously attend relevant Expos and Fairs locally and internationally in order to stay abreast with the latest trends in style and quality products, E&E World of Interiors are proud of their achievements so far and look forward to the future.

Its Directors, like many of their counterparts in the corporate world, cannot wait to see an improvement in Botswana’s economy. A depressed economy as has been the case in the last few years, does not sit well at all with the kind of business they run. Pula!
Sasa Interiors
CREATIVITY PERSONIFIED
One cannot say interior design is a modern skill but it is the reviving of historic activities made better; a restoration of history. As humans it has always been about being in a comfortable environment, thus the efforts people made even from the beginning of time to have their houses be homes through interior design. And now space experiences are shown through workplaces, schools and public spaces. Still on the same wave length of creating functional space and adorning a space to beautify it, gave birth to Sasa Interiors Botswana’s best-known interior designer firm.

**Heritage preservation through interior design**

Interior design is one of the fast-growing industries in the world, defined as the process of shaping the experience of interior space, through the manipulation of spatial volume as well as surface treatment for the betterment of human functionality. A skill we managed to inherit and adopt from our culture (‘go kgapha’).
Market leading designs with a conscience

Since its establishment in November 2002, Sasa has rapidly gained an impressive portfolio of clients, built through a commitment to creative, innovative and sustainable design solutions. With a client list featuring the crème de la crème of public and corporate clients, Sasa Interiors is led by Nomsa Moyo as lead consultant and five other designers. The female-led team shares a vision of distinguishing itself through “creative, innovative and sustainable design solutions,” in line with its slogan of “Creativity Personified”. Some of the satisfied clients and projects served and completed over the years include: Debswana Mine (Communication Centre), BTC (Head Office), BTC Retail Shops (Kasane, Game City, Francistown) and Commercial Building, DTCB, BITC, Botswana Oil Limited and Mineral Development Company.

Nomsa and her team are highly skilled and experienced in developing design concepts from conceptual stage through to full implementation. Sasa Interiors has developed a system for coordination of projects across all the design stages. The process is driven by four main teams; conceptualizers / presentation team, technical documentation team, quality control team and project supervision team. The design process from initial contact with the client to handover includes tailor made designs according to client’s demands. Sasa Interiors also has experience with multi-disciplinary project teams made up of consultants from companies. This has led them to develop strategies on information exchange between team members and standardizing the formatting of electronic data.

However, it is in sustainability that Sasa Interiors distinguishes itself as a company committed to leaving a positive impact in all of its projects, over and above the aesthetic and practical value enjoyed by clients and their stakeholders.

Sasa Interiors endeavors to contribute significantly to reducing the carbon footprint both on the space and in its design methodology. The company is dedicated to environmentally friendly solution designs and is in the process of developing design principles to ensure that new projects are designed.

Building a legacy of opportunity and sustainable growth

Another facet of the commitment to sustainability can be seen in Sasa Interiors’ robust Social Responsibility programmed, which is embedded in its business philosophy. The company recognizes the importance of making a difference in the communities in which it operates, thus they championed the refurbishment of Boikhutso Primary School library by converting a cooking facility to a fully-fledged learning environment.
In 2013 – 2014, the interior design firm was involved in a feeding scheme programme for children from under privileged families through contributing food baskets during the Christmas period in Jwaneng Township. This provided dignity to the children and their families during the festive period.

Again, Sasa Interiors deploys its tradition of social responsibility in various charities such as Cancer Association of Botswana through the Tshwaragano Adventure Trust and the most recent initiate the Tshwaragano Literacy Challenge to promote literacy among primary school going children with a target to distribute a minimum of a 1000 books to 10 schools along the route. Sasa Interiors has pledged to donate 50 books towards this challenge.

Sasa Interiors is therefore not only the go-to design company for the highest quality, but a responsible and committed corporate citizen engaged in sustainability and community development in Botswana. Pula!
ARCHITECTS & HOUSING

“Our role as Architects is not to give you what you want but what you don’t know you want until you get it”.

Pedriel Mokwadi Nyame, 
Managing Director, Architects International
Architects International
The company currently employs 11 people, under a core management team made up of the Managing Director himself, overseeing three highly qualified architects, a specialist interior architect, two senior technologists and a professional accountant who takes care of the firm’s financial administration and health. The gender split is heavily skewed towards males at the moment; with eight men employed against a complement of only three women, and it is the firm’s hope to correct this imbalance as it grows, and more women enter the market. The company thrives on hiring industry professionals who are goal driven problem solvers, self-managing, planning oriented and independent decision makers.

Architects International is a leading player in this vibrant market of architecture. It is a young, dynamic and proudly citizen owned business, established in 2009 to deliver top shelf architectural and project management services by Chartered Architect, Mr. Pedriel Mokwadi Nyame.
It has shown commitment to building a regionally and internationally recognised architectural practice that is sustainable. Architects International continues to provide amazing career growth and wealth creation opportunities for its employees, while delivering a remarkable value for money and phenomenal return on investment for clients.

Because Architects International is a home-grown company, that is owned and run by patriotic citizens with an ambitious vision for their country, it is essential for Government to reserve the most significant tenders for Batswana as their interests go beyond just making a profit. The firm also encourages the public and corporate clients to engage citizen professionals like Architects International on their projects, to ensure that the country's architectural landscape paints a beautiful picture of a progressive and modern society. Well-trained partners like Architects International handle project design and planning based on a sound understanding of function, aesthetics, economy and consequence, resulting in housing and infrastructure projects that deliver maximum economic value, utility, environmental harmony and lasting durability. Actively listening to customers is key to Architects International philosophy, allowing the company to articulate their vision more accurately and deliver the project at the lowest possible cost, in the least amount of time.

Environmental impact is always a key consideration in the way the company approaches a project, and sustainable design is at the core of this policy. Architects International's approach is not only qualitative in its endeavour to understand the underlying conditions affecting a project and generating insights on appropriate solutions and techniques, but also demands active emphasis on new methods of conceptualising and constructing projects. Critical considerations include the need for aesthetic integration into the environment, use of planet friendly and energy efficient materials, as well as promoting the preservation of natural resources.
Integration into the environment promotes sustainability when the completed project complements, enhances, or looks and feels like part of its surroundings, allowing it to connect with the host community’s ideas of aesthetics, utility and social acceptance.

Use of materials is typically guided by a conscious appreciation of the environmental cost of chosen materials, based on their life cycle from manufacture to potential recycling. Preferred materials are those with the least amount of grey energy during extraction, transportation, transformation, packaging and storage as well as elimination and recycling. Grey energy is defined as the hidden parts of an energy chain, which are not readily associated with, but form part of the complete life cycle of a product.

The preservation of natural resources is a step above simply saving energy. Through the application of deliberate technical interventions, this concept guarantees efficient use of available energy, in a manner that reduces consumption of resources and effects a related fall in harmful emissions into the environment. The Architects International approach is based on a principle known as ‘Trias Energetica’, which is a concept developed around showing ways to tackle energy use generally. It translates to minimising demand for operational energy, optimising the use of renewable energy and having recourse to low energy use techniques. Water management is also taken into consideration, which is particularly critical and relevant for Botswana and indeed the SADC region. Key concerns are the treatment of this resource according to nature and planned use, ranging from available drinking water to rainwater and wastewater, with a view to saving supplies and reducing potential pollution.

Architects International is indeed a proud citizen company with a grand vision for Botswana’s infrastructural development, and the successful achievement of her economic diversification goals. With active support from government in terms of citizen focused policy and sector prioritisation, the company is determined to lead the march to first world status, and empower others to play their part. 

Pula!
This explicit mandate covers the provision of housing to the general population through a variety of initiatives and structures that include the Government housing pool, sales of houses to government and its agencies, assistance with project management services, as well as the undertaking housing projects for extensively staffed government departments such as the Botswana Defence Force and Botswana Unified Revenue Service.

Botswana Housing Corporation was established by an Act of parliament (CAP 74.03) of 1971, and is constituted as a parastatal under the Ministry of Lands and Housing. Section 14 of the BHC Act unambiguously states that among other responsibilities, the Corporation exists to provide for the housing, office and other building needs of the government and local authorities.
At the core of its explicit mandate however, lies the Corporation’s defining responsibility to make housing for citizens more affordable. BHC offers Batswana opportunities to rent or buy the properties that it builds and maintains, at affordable rates. In defiance of a difficult operating environment exacerbated by global financial shocks, BHC has acquitted itself well over the years, adapting to changes in order to survive and thrive as a business.

As a parastatal, the Corporation also recognizes its implicit mandate, as expressed through Government Policy pronouncements, with respect to directives, economic or business imperatives, as well as public and other social considerations. In this vein, the Corporation’s mandate was expanded in April 2012, in accordance with Presidential Directive Cab 20 (B)/2010. The directive pronounced that all Government housing implementation programmes be transferred to BHC, to operate as Government’s Single Housing Authority (SiHA). In compliance with the directive, BHC is with effect from 1 April 2012, now responsible for the construction of turnkey SHHA projects, Public Housing Initiative, Youth Housing as well as District Housing.

The Corporation has since completed a number of SHHA projects in various constituencies around the country, and is continuously engaged in the process of identifying plots for the Public Housing Initiative.

KEY RESPONSES TO RESURGENT HOUSING CHALLENGES

**SHHA Turnkey**
The programme involves the design and construction of basic core houses for eligible low-income households. Upon occupation, beneficiaries pay the cost of the built houses for a period of 20 years at the rate of P375.00 per month at no interest, save for a penalty interest charged to beneficiaries who default.

**Public Officers Housing Initiative (POHI)**
Having acquired land and funds, the Corporation has started constructing POHI houses, with the first project being rolled out in Kgatleng. Public Officers Housing Initiative was launched as part of the Government Economic Stimulus Programme in Machangela earlier the year 2016, and the Corporation is currently building 25 houses to address shortage of accommodation among civil servants. This is a project where BHC build housing units in different parts of the country to alleviate shortage of accommodation amongst public officers.

Instalment Purchase Scheme & Youth Housing
The scheme involved the design and construction of three storey flats, (2 beds) at Tsholofelo, Gaborone. The Corporation has started the construction of the houses, which will mainly house the youth and Batswana earning between P3 000.00 and P 7 000.00 per month.
The Scheme will be piloted first in Gaborone and the first project was started in May 2016 in Gaborone. It will be subsequently extended to Francistown and Palapye respectively, where the high demand for housing persists.

**Tenant Purchase Scheme (TPS)**
Tenant Purchase Scheme is a BHC program designed to allow tenants to purchase their leased BHC property through instalments. The instalments are determined from the price of a housing unit, and the age of the tenant. The scheme assists Batswana to purchase properties on instalment terms over a maximum repayment period of 25 years. It is deliberately set up to encourage home ownership, with tenants eventually becoming owners of the properties they are leasing from BHC.

Typical customers are those who cannot afford or qualify for mortgages with commercial banks largely due to loan pre-requisites such as deposit, transfer costs and registration fees required upfront. Through TPS these upfront payments are eased into the instalments regime and conveniently spread throughout the payment period.

The re-introduction of Tenant Purchase Scheme seeks to accommodate Batswana trying to buy new properties with limited purchasing power to achieve it through financial institutions. BHC will vet buyers that would otherwise not qualify for mortgages from financial institutions for possible sales through TPS.

**Densification Projects**
Acquisition of land for construction is currently a major challenge in towns and cities. The Corporation has therefore resolved to revisit developed plots in Gaborone for maximum utilization. So far twenty two (22) plots identified for possible redevelopment. Gaborone City Council authorities are currently upgrading infrastructure to accommodate more buildings in the city. A total of 339 units proposed under the densification project. These are three and two beds units with carports, boundary walls and security guard office by the entrance. These will be sold through sectional titles to Batswana. Pula!
Letlole
La Rona
The company was set up as a veritable vehicle for empowering Batswana with an opportunity to invest in real estate. Effectively, LLR is a real estate fund. It therefore affords individual investors an opportunity to invest in a large scale diversified property portfolio. LLR boasts ownership of property cutting across sectors such as residential, leisure, commercial office, retail and industrial.

Letlole La Rona Limited (LLR) is listed in the Botswana Stock Exchange (BSE) as a variable rate loan stock company. The vision of the company is to be the premier real estate company in Botswana and selected markets in Africa. Its mission is to invest prudently in real estate and real estate instruments that create a quality, balanced and diversified property portfolio for optimal returns.

Ascends to a higher platform of operational efficiency
Management and the Board continue to find ways and means of diversifying the company’s hard real estate assets. While from the time of establishment in 2011 to 2015, growth of the Company was largely attributable to organic growth, the incoming of executive management from 2015 resulted in a decisive drive towards inorganic growth on the back of acquisitions. In the last two financial years the Board gave Management approval for investing in a quality residential estate situated in a prime location in Gaborone. The said investment was to the tune of P42 million. Furthermore, the Company invested in a retail facility in Francistown owned by a Partnership, valued at P105 million, and LLR’s stake in that investment amounts to a third of the total value.

Since it listed on the BSE in June 2011, LLR’s share price has grown from P1.50 to P2.33 as at May 2017, a gain of over 55%. Furthermore, over the same time frame, the aggregate value of the Company’s property portfolio enjoyed a growth of just over 80% from P400 million to P723 million. This growth is exclusive of the P35 million invested this financial year in a partnership owning a vibrant retail centre in Francistown.

The Board and Management of LLR will continue making value based investment decisions geared toward growing both portfolio value and market capitalisation of LLR. These decisions will always be predicated on viability of either acquisitions or developments on the strength of basic investment parameters such as; net present value, internal rate of return, initial and forward yields. Owing to its low gearing, LLR is placed at a prime position to acquire value enhancing property. The capital structure assumed by LLR allows it to acquire more property without having to suffer initial negative cash flows often associated with debt financing that demands payment of interest and part principal over the project life.

The importance of investing in real estate cannot be over emphasised. LLR’s property portfolio verily provides individual investors with a non-capital intensive but liquid way of investing in property and achieving a reasonable return. Furthermore, investors benefit from performance of the company, as some of the earnings are distributed to unitholders. Moreover, the running of the company gives investors the peace of mind of knowing that they have invested in a company that is regulated through the Company’s Act and BSE’s listing requirements. This transparency gives our unitholders a sense of comfort, as Management’s compliance with legislation and listing requirements ensures that corporate governance protocols are observed and LLR continues to be managed professionally in the best interests of its unitholders.
There is a strong appreciation of fundamentals that drive investment in real estate; being a competitive return on investment and generation of shareholder value. For LLR, these fundamentals are predicated on the need for sustained growth in rental income and capital appreciation. Additionally, the Company recognises the importance of providing investors with a regular and growing income stream through annual distributions, and for this reason, over the last few years; LLR has consistently provided its unitholders with a growing biennial distribution.

LLR recognises that while consolidation of investment base in Botswana would be preferable, there are few properties of investment worth locally. Therefore, driven by its quest to diversify its portfolio, not only across sectors but also geographic areas, the Company is looking at spreading its wings to the continent. The decision on markets and sectors to target will be informed by potential revenue and margin growth to be generated. There will be a drive toward balancing cash flow positive properties with capital growth properties. Sustained growth through these initiatives will be enhanced by LLR’s capital structure that seeks to optimise investment returns. The view maintained by the Board and Management is that diversification of LLR’s hard property assets will lead to a recalibration of the Company’s investment portfolio and by extension facilitate a sharper growth trajectory. Targeted acquisition of assets will generate higher future earnings and enhance the Company’s potential for paying competitive distribution in the future.

LLR is therefore braced to continue asserting its place as a prolific player in the local property market. For the half year ending 31st December 2016, the Company performed well achieving a growth of 15% profit before tax relative to prior year’s performance. For the same period, revenue increased by 20%. There are a number of pipeline projects that the Company is working on, and these will be pursued with a view to converting some of them into meaningful and solid investments. Pula!
Unique forms of technology and artistry are incessantly evolving, constantly changing the way we view and interact with the urban environments around us. Some architectural expressions have gone the way of blending ancient and modern architecture, to create iconic statements that inspire viewers, as well as ultra-modern to futuristic designs that energize.

A towering pillar of strength in Botswana Architecture

Architecture stands as one of mankind’s most visible and long-term forms of artistic expression, as witnessed by the great Pyramids of Egypt, the Pantheon of ancient Greece, or even closer to home in Southern Africa, the great Zimbabwe ruins. Buildings and infrastructure have continued to be an expression of our different cultures.
In the world of Botswana Architecture, Trimium Architects (Pty) Ltd stands tall as a proudly citizen company with the depth of knowledge and wealth of experience to execute projects of any magnitude, having delivered strongly on key regional mandates that include preparing Master Plans or Development Plans in Botswana, Namibia, Tanzania, Zambia and Zimbabwe.

Trimium Architects (Pty) Ltd was established in 2008, as a highly ambitious and motivated purveyor of construction and architectural services in Botswana. The company has overarching expertise in building surveying, interior design, project management and planning. Over the last few years, Trimium has steadily expanded its portfolio of deployed services, projects and clients, all the while building a solid reputation as one of the most respected and dependable architectural firms in the industry.

Trimium is particularly favoured in the market for the sheer quality and creativity of its design solutions, which are backed by sound technical knowledge, practical innovations and client centric service. This reputation has been righteously earned from the company's successful completion of an impressive variety of private and public sector developments, both within Gaborone and in its outer environs.

Quite reasonably within budget and time, the company has managed to deliver education buildings, social housing (including special needs housing), office development, retail environments, industrial infrastructure (new build and refurbishment), commercial, interior design, medical and care centres, as well as providing critical maintenance to various buildings.

With great respect for client goals and ambitions, Trimium places great emphasis on completing every project on time and on budget, without sacrificing design and quality.

Trimium employs a unique method of project management, which delivers the best possible results for a client by linking various experts from numerous disciplines into a coordinated project team. Projects of all shapes and sizes are tackled in this way, in all fields that typically fall into the company’s area of operation, allowing flexibility in the ways in which Trimium can be engaged or appointed.

**Shaping an attractively functional landscape for the petroleum industry**

Trimium has worked in the Petroleum industry for the last 30 years as Architects and Project Managers for international oil companies and petroleum retailers throughout Southern Africa, some of which include Puma, Shell, Caltex, as well as major local retailers and dealers up and downstream.

**OUR HERITAGE**
In Botswana, the company established an especially successful relationship with Vivo Energy Botswana from early 2010, and has since been keenly involved in the development of new buildings, refurbishing assignments, as well as petrol station construction. Trimium is currently still under contract to deliver more of Vivo Energy’s numerous petrol stations throughout the country on an ongoing basis. The company has used this particular opportunity to offer the client valuable innovations, such as new concepts and format designs.

With proven expertise in delivering solutions at various levels for the client, Trimium has successfully conducted re-piping and tank installations, acquisitions, refurbishment and extension of existing sites, through to the building of brand new petrol filling station environments, including convenience stores and roadside and roadway services areas.

As Architects, Lead Designers and Project Managers, Trimium Architects has indeed proved its mettle in dealing with any aspect of development, from feasibility through planning consent to detailed construction design and management of the contract and programmes on site. Trimium Architects also provides design services to contractors on Design and Build contracts.

Trimium Architects understands the importance of engaging the right partner in any building adventure, and believes the strength of the relationship is key to the success of the project. That is why they are the Gurus for Architectural Concepts for Service Stations, Truck Stops, Travel Centers, Roadhouses, Combo Service Stations & Fast Foods and Service Station Retrofits/Upgrades.

Trimium provides a complete and professional building design and architectural drafting service, consulting to property developers, multi-national clients and building companies.

Trimium demonstrates respect and value for client’s time and money by providing a service that is practical, commercially viable, thoughtful and time conscious.

Trimium works diligently and exhaustively, with both clients and their advisers in order to provide effective design solutions in a totally transparent manner.

Trimium’s key value is to treat client’s interests as if they were its own.

Trimium actively promotes its client’s interests at every possible opportunity.

Trimium has learnt from years of mutually beneficial service and experience, the value of long term relationships. Pula!
REGULATORS

“Consumer demands have shifted leading to reduced consumption of voice services and increased consumption of bandwidth intensive data services fuelled by increased use of social media platforms. This shift has brought with it new challenges, challenges which requires all stakeholders, the regulator, service providers and consumers to work together to ensure mutual understanding in this new growth area”.

Tshoganetso Kepaletswe
Acting Chief Executive Officer, BOCRA
Botswana Communications Regulatory Authority (BOCRA)
Human communication is particularly vital for collaboration and the institution of social cohesion. As humanity evolved over the centuries, so too did our means and methods of communication develop and expand. We may have started with the most primitive cave paintings, gestures and sign language, but at this point of our journey when our knowledge of the world around us is at its deepest levels, we have developed endless ways of receiving and transmitting instant and accurate information to and from individuals and multitudes anywhere on the globe, without a thought about the vast distances and physical barriers that exist.

With great power comes great responsibility

While all creatures on earth have some system of communication in place, humans are perhaps the only species capable of spoken language. In fact, this unique ability has allowed us to dominate and exercise a measure of control over all other living things on the planet. In general, effective communication is essential for a variety of purposes that include the sharing of information, motivation of peers, expression of emotions and building relationships as well as establishing authority and maintaining peaceful control of organized groups and communities.
Today we take for granted our ability to send and receive from even the palms of our hands, still and moving full colour images, text, music, sound, voice and large amounts of computer and machine data for any conceivable purpose. This kind of power does come at an enormous cost, in terms of the immense human, technological, economic and social investment that makes it possible. And somewhere therein lies the need for regulation, which allows for stakeholder concerns such as promoting fair competition, universal access to opportunities and services, affordability, sustainability and ethical practices.

Profile of an effective regulator
Botswana Communications Regulatory Authority (BOCRA) was established through the Communications Regulatory Authority Act, 2012 (CRA Act) on the 1st of April 2013. Headed by a CEO who reports to a Board of Directors, the organization was born with a mandate to regulate the communications sector in Botswana, which currently comprises telecommunications, Internet and Information and Communications Technologies (ICTs), as well as radio communications, broadcasting, postal services and related matters.

Because communication has proved to be the key to human collaboration, cooperation, civilization and social advancement, a strong communications industry is easily both the spark and fuel for a vibrant economy. As a dedicated gatekeeper in such a strategic sector, BOCRA is a valuable partner in making Botswana’s economic diversification dream an attainable, sustainable and tangible reality.

BOCRA’s mission is to regulate the Communications Sector for the promotion of Competition, Innovation, Consumer Protection and Universal access. Its vision is to achieve a connected and informed society in Botswana.

BOCRA values, and is motivated by its commitment to being transparent, consistent, people centred, innovative and accountable
In its efforts to be transparent, BOCRA strives to ensure that all decision making is open and informed by consultation with various stakeholders. The benefit for Batswana, and all concerned, is an impartial arbiter whose motivations and rulings are fair predictable, unquestionably well-meaning and trustworthy. In the same vein, BOCRA embraces the diverse interests of its different stakeholders.

The goal of consistency may also be achieved and maintained by ensuring that BOCRA’s decisions are always fair, predictable and dependable. Beyond this, however, objectivity must factor into the process, guaranteeing that any applicable remedies are proportionate to the circumstances. This is key to sustaining universal support and acceptance of BOCRA’s hand in all regulated activities by interested parties.

BOCRA thrives on understanding that its people are indispensable assets who drive the organisation’s success through their commitment to excellence.
The organisation is always finding ways to empower citizen talent, pooling the best human resources together, and harnessing the diversity of individual skills and strengths BOCRA needs to deliver its mandate efficiently and effectively. Indeed, when proud and patriotic Batswana work for Botswana, the results can be phenomenal, and it shows in BOCRA’s impressive record.

Innovation, of course, remains a major contributor to BOCRA’s success, as the organisation continuously explores new ways of designing proactive, effective and time sensitive regulatory interventions that are responsive to environmental changes, market demands and the latest technological trends. This positioning goes a long way in keeping the organization relevant to the country, the economy and the lives of Batswana.

Intentions, however good or bad are nothing without accountability, and that’s why BOCRA takes responsibility for its actions and decisions as seriously as it does. The organization continues to take within its stride, all due care in the use of public resources, and passionately adheres to internationally accepted governance principles.

### A timeline of significant achievements in Botswana’s communications sector

**1996**  
Approval of the Telecommunications Act of 1996 [No. 15 of 1996]; Establishment of the Botswana Telecommunication Authority (BTA) and the beginning of liberalisation of the telecommunications market.

**1997**  
Setting up of the BTA with the assistance of the Swedish Management Group (SMG) and publishing of the tender for the procurement of mobile telephone services.

**1998**  
Beginning of competition and awarding of the first fifteen year mobile licences to Mascom Wireless (Pty) Ltd and Vista Cellular (now Orange Botswana (Pty) Ltd). The licences were awarded with a ten (10) year exclusivity period.

**1999**  
Licensing of the first two commercial FM Broadcasting Radio Stations; Yarona FM and Gabz-FM. BTA awarded the first Internet Service Providers’ licences.

**2000**  
Hosting of the Telecommunications Regulators Association of Southern Africa (TRASA) Programme office. BOCRA moved into its own building (the current office). National Roaming was suspended. BOCRA issued two rulings directing Botswana Telecommunications Corporation (BTC) to provide leased line capacity to two Internet Service Providers (ISPs).

**2001**  
Implementation of the new seven digit-numbering plan. The International Telecommunication Union (ITU) conducted a study on the BOCRA and declared it a best practice model for regulators and policy-makers to emulate.

**2002**  
Study on the Pricing of Telecommunications Services in Botswana. ITU Secretary General Mr. Yoshio Untsumi officially opened the BOCRA Office.
2003
BTC was granted a fifteen (15) year licence. BOCRA issued Interconnection Guidelines and the first interconnection ruling between Botswana Telecommunication Corporation (BTC), Mascom Wireless and Orange Botswana.

2004
Study on Further Liberalisation of the Telecommunications market in Botswana that led to the August 2006 Minister’s pronouncement on the lifting of the restriction on the provision of Voice Over Internet Protocol (VoIP) by Value Added Network Service Providers (VANS) and permission for mobile operators to self-provide transmission links.

2005
Installation of the Automated Frequency Management System (AFMS) which simplifies many of the responsibilities of radio Frequency Spectrum administration such as licensing, engineering analysis, frequency assignment and monitoring. Study on Cost Model and Pricing Framework for the Telecommunications Market in Botswana. eBotswana (Then GBC) was licensed.

2006
Development of Telephone Numbering Plan and Draft Universal Service and Access Policy.

2007
Introduction of the Service Neutral Licensing Regime leading to the birth of the BTC mobile phone service arm - beMOBILE. DUMA FM was licensed to increase number of Commercial Radio Broadcasters to three.

2008

2009
Official opening of the spectrum monitoring facility – The Spectrum House which houses the technical function of BOCRA. Market study of the telecommunications sector in Botswana and the beginning of the Mobile Phone Sim-cards Registration requirement.

2010

2011
Directive on the implementation of the Recommendations of the Cost Model and Pricing Framework for Communications Services in Botswana leading to the reduction of wholesale and retail tariffs.

2012
Parliament passes the Communications Regulatory Authority Act (CRA): The Act provides for the regulation of Telecommunications, Broadcasting, Postal and Internet services under a converged environment.
2013 • Establishment of the Communications Regulatory Authority (BOCRA). Implementation of structural separation of the Botswana Telecommunications Corporation (BTC) to create Botswana Telecommunications Corporation Limited (BTCL) as a retail business and the Botswana Fibre Networks (BoFiNet) as a wholesale business.


2015 • BOCRA facilitated reduction of regional retail roaming tariffs in line with the 2014 SADC ICT Ministers policy directive for reduction of regional tariffs. Botswana, Zambia, Namibia and Zimbabwe commenced the reduction of tariffs in November 2015. BOCRA developed and published minimum specifications for Integrated Digital TVs, Mobile / Portable devices and Set-Top-Boxes (STBs) to facilitate transition from analogue to digital broadcasting. Botswana and South Africa signed of a Joint Communiqué for "Cooperation and Coordination of Cross Border Interference for Terrestrial Services and Other Related Matters." Botswana Telecommunications Corporation Limited (BTCL) listed on the Botswana Stock Exchange, (BSE).

2016 • BOCRA facilitated the hosting of the Africa Internet Summit (AIS16) and the World Telecommunication Indicators Symposium (WTIS). BOCRA implements new ICT Licensing Framework. BOCRA licenses postal operators under the new licensing framework. BOCRA conducts study on Cost Model and Pricing Framework for Communications Services in Botswana.

2017 • Following the 2016 Cost Model and Pricing Framework Study, BOCRA issues Regulatory Directive No.1 2017 mandating service providers to reduce tariffs for several communications services including Fixed Termination Rates; Mobile Termination Rates; Off Net Mobile Voice Call Tariffs; Wholesale Fixed Broadband Tariffs; International Voice Transit Tariffs and others.
Civil Aviation Authority of Botswana
In order to regularly pursue its mandate, CAAB continues to monitor new trends emerging in the aviation industry including issues of the safety of the Botswana skies and effectively advise the Government on the emerging trends.

In recent times, a new technology in Remote Controlled Aircrafts (RPAs) or, Drones, has made a debut in Botswana. These RPAs are in large numbers. The unmanned aerial vehicles first used in the United States military before have been adapted for commercial use; have become a regular sight in Botswana.

Operating a drone in Botswana: Know the rules

The Civil Aviation Authority of Botswana is a statutory corporation established for among others the regulation of air transport in Botswana and enforcement of civil aviation regulations, the provision of air navigation services as well as the management and the operation of airports and advising Governments on civil Aviation Matters.
Drones have transformed from major sporting and entertainment events to private video recording, and are increasingly being used for a variety of uses, including agricultural and climate studies, as well as wildlife conservation and research. Batswana were afforded the opportunity to see a drone in action during the massive Bot50 celebrations at the National Stadium last year, 2016.

CAAB has seen a significant increase in the procurement and use of drones over the past few years, but regrettably, not all of these drones have been licensed by CAAB, thus posing a threat to privacy, security and safety of citizens, an offence which is punishable by law.

In this light, CAAB advises all those who currently own or wish to acquire a drone to contact CAAB for licensing and to further obtain information on fees, penalties, modes of operation and other pertinent information. The understanding in CAAB is that we can all work together to avoid accidents and keep our skies safe and secure.

Individuals and organisations wishing to register are required to pay BWP250 to CAAB for them to be issued with a certificate of use. The Certificate will contain the name, contact information and addresses of operators.

The Authority further advises that when operating an RPA, the operator shall have his or her Certificate available for inspection and when registering, the operator shall make available to CAAB upon request, the drone for inspection as well as testing and also make available any associated documents and records.

A drone shall not be lent, sold or leased without the authorisation of the CAAB. Operators shall be citizens or residents of the Republic of Botswana. Non-citizens or non-residents wishing to bring a drone into Botswana for purposes of flying it within the country should apply to the Authority in writing giving seven days notice.

CAAB further advises that upon registration, an operator shall be issued with an Aeronautical Information Publication (AIP) and a copy of regulations governing the use of drones in Botswana at a cost.

Before registration, CAAB is required to obtain a clearance certificate for the operator. The operator shall be 18 years of age and above.

There are penalties for non-compliance with the regulations surrounding the use of drones in the country. The penalty for infringing any of the regulations governing the use of drones is a maximum of BWP5,000 and/or confiscation of the drone and in the event that the drone is used in the commission of any crime, the maximum penalty shall be BWP50,000 and/or two (2) years imprisonment.
About CAAB

The Civil Aviation Authority of Botswana (CAAB) is responsible for the regulation and development of air transport, providing air navigation services, managing airports and advising Government on all aspects of civil aviation.

It is a Statutory Corporation established by the Civil Aviation Act of 2004, and commenced full operations as an autonomous regulator on 1st April 2009. The continued existence of CAAB was provided for by the Civil Aviation Act, 2011 which repealed the previous Act establishing the Authority. Before its establishment, most of its functions were performed by the former Department of Civil Aviation (DCA).

The airports under CAAB’s management portfolio are Sir Seretse Khama, Kasane, Francistown and Maun International Airports as well as the Selibe-Phikwe and Ghanzi Airport. The Authority is also responsible for strategic airfields dotted across the country, which are essential in cases of emergency rescues and are useful for the tourism sector. Pula!
Engineers Registration Board (ERB)
While the concept of engineering is the singular thread that binds all of these ongoing advances together, the discipline of engineering itself remains so broad that it cuts across a range of specialized fields, each with specific emphasis on particular areas of applied science, technology and types of application.

Engineering Botswana’s keys to sustainable development

Building upon the evolving legacies of our humble ancestry, mankind's successive generations have progressively acquired the skills and knowledge necessary to become the masters of their environment. In our time, we have achieved tremendous feats that have vastly improved our lives on earth, and perhaps in the future, hopefully beyond our own planet.

We continue to push forward using knowledge to invent, innovate, design, build, maintain, research, and improve structures, machines, tools, systems, components, materials, processes, solutions, and organizations.
A precision instrument for protecting engineering related public interests

Engineers Registration Board (ERB) is a statutory body that goes some distance towards the attainment of this goal. Established through an Act of Parliament CAP (61:06), ERB has the mandate to regulate the activities and conduct of engineers in Botswana. To this end ERB is already playing a pivotal role in the country’s economy by simply ensuring that providers of engineering services do so with competently skilled personnel. The Government of Botswana is currently the largest consumer of engineering services through its critical and invariably costly infrastructure development projects, which makes it even more essential to ensure that engineering professionals serving across all disciplines in the market are properly vetted to meet the highest standards and get things right first time. The ERB is sufficiently empowered and equipped to provide checks and balances, helping to avoid wastage of public resources on projects that would otherwise be doomed to fail due to incompetence.

The Board’s pursuits are clearly defined around the registration and licensing of engineers within Botswana, including core monitoring of the activities and conduct of engineers, as well as setting the standards of practice for the profession on the one hand and maintaining oversight of the same on the other. The ERB also participates in the accreditation of engineering programmes offered in the country, all aimed at not just promoting the highest standards of engineering, but to ultimately protect the welfare and interest of the public in the advancement of engineering practices in Botswana.

The road to developing “Ethical Engineering Practice” – a brief history and profile of ERB

The ERB commenced operations in 2011 under the leadership of the late Armando Vasco Lionjanga, and is currently doing business under its second CEO, Mr. Dennis Aupa Olaotse who took over in 2015. Mr. Olaotse is an Electrical and Electronic Engineer by profession, who graduated with a BEng Degree in Electrical and Electronic Engineering from the University of Botswana in 1994. He went on to add to his resume, an MBA from the same university in 2003. He served with distinction at Botswana Power Corporation from 1999 as an Assistant Telecommunications Engineer upon completing a 4-year graduate training programme with the Corporation, and rose through the ranks to his appointment in 2007 as Manager Transmission Projects and Technical Services and ultimately Manager Telecommunications Services in 2013. He only left BPC in 2015 to accept the position of CEO at ERB, and has never looked back.

Operationally, the ERB is structured around seventeen key positions, of which only thirteen are currently filled substantively. The unfilled vacancies include Registration Manager, Finance and Administration Manager, Monitoring Manager and Monitoring Officer, allowing for two serving staff members to discharge the related duties in acting capacities as both Registration and Finance and Administration Manager, and contributing to capacity development.
Driven by the vision to deliver “Ethical Engineering Practice” in Botswana, ERB exhorts staff to live by the values set out for the organization, namely integrity, excellence, innovation, value creation and transparency. The company relies on forging realizable strategies throughout its various planning periods, to leave no room for doubt about how ethical engineering practice could be realized. The tangibility of this goal is a great source of motivation and excitement for all those entrusted with carrying out this mandate.

ERB is spurred on by the rate at which its message and mandate is making contact with stakeholders, as year upon year, the numbers of engineers registering is on an upward tick. The exciting challenge for the Board is the necessity of reviewing and integrating efforts towards truly universal regulation of the industry, so as to keep pace with the rising expectations of customers. The growing numbers will afford ERB the critical mass required to greenlight, develop and roll out specific programs that will serve to benefit the industry.

The Board can then rightly assume a more pivotal role in advocating for the engineering practice in the form of soliciting or offering advice between Government and the industry at large.

ERB considers that the foundation for professionalizing the industry has already been set, and that it is now a matter of improving legislation to ensure that pitfalls and grey areas identified thus far are dealt with, to assure the country of the desired results.

ERB looks forward to a situation where issues of traceability, accountability and openness would be the order of the day for the engineering practice. The compulsory continuing professional development would quite deliberately instill a learning culture that should take the industry even further in terms of innovation, creativity and development of contemporary solutions to everyday problems. In addition to providing gratification to the engineers themselves, there is ample opportunity for ERB to help deliver an enriched and empowered society. Pula!
As said by Herman van Velze, “Like any successful business, creating a solid portfolio of shares for investors is about making the connections between seemingly unrelated aspects that result in higher chances of success”.

Thabo Moipolai
Managing Director, Stanlib
STANLIB was founded in 2002 when Standard Bank Asset Management and Liberty Asset Management joined forces. STANLIB is fully owned by Liberty Holdings Limited and is a subsidiary of the Standard Bank Group.

Our largest client is our parent company, Liberty Holdings. Such large-scale, long-term investment ensures we are strongly supported and well resourced. At the same time, being a separate registered company gives us the freedom to manage our clients’ assets according to our philosophy.

About STANLIB

We are a Pan-African multi-specialist investment company, active in ten African countries. We have business partners in North America, the United Kingdom, Europe, the Middle East, and Asia. We manage USD37 billion assets under management and administration (ZAR584 billion, as at 30 June 2016) and we have over 500 000 retail and institutional customers across Africa.
We’ve built our business on the same foundation as our parent companies Standard Bank and Liberty Holdings – focusing on today while always preparing for tomorrow. This allows us to continually meet our clients’ needs no matter how they evolve.

Our head office is in Johannesburg, with regional offices in other major urban centres around South Africa and in nine other African countries, with further expansion plans afoot. This gives us the knowledge that can only come from on-the-ground presence on the continent. In addition, we leverage our group presence, which complements our own.

Who is STANLIB Investment Management Services (STANLIB)

STANLIB Botswana
STANLIB Investment Management Services (STANLIB) is a registered investment manager, established in 2002 as a joint venture between Stanbic Botswana and STANLIB Limited.

Our clients
Our clients are mainly institutional and corporate investors with short-term cash management and medium to long term investment needs, including retirement funds asset management and retail investors with surplus cash to invest at regular intervals or in once-off lump sum investments. Our retail clients comprise of individual investors, high net-worth individuals, clubs, small business associations and community cooperatives.

Our heritage
Our parent company STANLIB is one of Africa’s leading asset managers with its headquarters in South Africa. STANLIB manages and administers over R560 billion (USD46 billion) assets as at 30 June 2015, for over 437 000 retail and institutional clients across the African continent. STANLIB was founded in 2002 when Liberty Asset Management and Standard Corporate and Merchant Bank Asset Management merged. Liberty Asset Management and SCMB Asset Management had managed investments for over 25 years prior to their merger.

Benefits of investing in our unit trust funds

Affordability: Unit trusts are a convenient and low cost vehicle into the investment market. All our funds provide you with well diversified, efficiently managed portfolios.

Accessibility: All our unit trust funds are liquid and easily accessible, meaning you can withdraw funds at short notice. There are no withdrawal penalties or minimum “lock-in” investment periods, unlike other term deposits that charge high fees for early withdrawal. It is however recommended that an investment in unit trusts be viewed over the medium to long term, typically one year for money market funds and three years or longer for other funds.
Safety: Our unit trust funds are strictly regulated by NBFIRA, acting as regulator for the unit trust industry in Botswana. The funds are also overseen by a dedicated trustee/custodian, whose role is to ensure that the funds act in the investors’ best interests and that investment best practice is adhered to. The funds’ financials statements are further audited annually by an independent audit firm.

Flexibility: Investments in one fund can be switched between other funds in our product suite, and income from one fund can be invested in other funds.

Professional Management: Our unit trust funds are managed by the largest unit trust company in Southern Africa, with offices in South Africa, Lesotho, Swaziland, Botswana, Namibia, Kenya, and Uganda. STANLIB is a member of the Standard Bank Group and is thus well placed to service your particular investment needs and through dedicated and experienced fund managers diligently manage your money, ensuring your peace of mind.

Defined Risk Profile: All our unit trust funds have clearly defined risk profiles, from conservative to moderate and moderate-aggressive.

Diversification: All our unit trust funds are well diversified within their respective investment mandates, thus enhancing the stability of our respective funds.

Regular feedback: Depending on the fund, clients receive individual monthly or quarterly statements, providing feedback and transparency on the management and performance of the fund.

Distribution periods: All our unit trust funds are priced daily, with income distributed at varying frequencies as per fund mandate. Pula!
The biggest obstacle faced by Botswana’s business sector is *cash flow*. If you can speed up the rate at which cash flows into your business, you can overcome almost any other problem.

Cash flow is the reason why organisations don’t grow at the rate they should. They are stagnate because of clients who pay late. They get killed by clients who don’t pay at all.

But cash flow problems are also *preventable*. And that’s what BECI has been helping clients do for more than 20 years.

**Harnessing the power of credit and powering growth for over 20 years**

Looking to accelerate the growth of your business and generate actual results that you can see and touch? BECI has a suite of tools that work for businesses of any shape and size.
TRADE CREDIT INSURANCE:
sell on credit with confidence
Trade Credit Insurance from BECI is a simple solution which could save the life of your business, like it has for many before you.

Simply put: if you acquire a valid Trade Credit Insurance policy, BECI will compensate you if one of your customers defaults, goes bankrupt, or delays paying you for too long.

Are you constantly making a high level of sales, but struggling to collect cash on time? Your business will always struggle to scale up and pay you the rewards you deserve.

‘Trade Credit Insurance provides year-round protection for businesses with both domestic and external customers, which is especially valuable in uncertain times like these,’ explains BECI General Manager, Cowell Habana.

If you’re worried about not getting your money from customers on time, this policy will take uncertainty and risk out of your business, allowing you to focus systemically on your strengths – and on growing. ‘We’re all about faster growth and less stress,’ Habana emphasises.

‘BECI can also help you to credit vet new customers – allowing you to filter out those with bad credit histories. If you could access valuable business information about the customers you were about to do business with, wouldn’t you?’ he asks.

CONSTRUCTION BONDS:
our helping hand for citizen contractors
Botswana’s construction industry is still experiencing significant growth, and smaller, citizen-owned contractors have on many occasion been given the chance to shine.

However, in order to make the most of these opportunities when they arise, many local contractors need a little extra help.

With that in mind, BECI has launched the Citizen Contractors’ Programme.

This initiative has been designed specifically to give smaller, highly motivated citizen-owned construction businesses the performance bonds, financial backing and business mentorship they need to compete for – and deliver – large projects on time.

In this way, BECI is helping to promote sustainable economic empowerment for Batswana.

‘We are calling on citizen contractors of all sizes to learn more about this opportunity,’ encourages BECI Marketing Manager, Bonani Dube.
INVOICE DISCOUNTING: a big hit with the business community
Invoice Discounting from BECI is a fast-acting, flexible financing option that gives you the power to grow based on the value of your current sales.

Invoice Discounting eliminates your need for expensive overdrafts or bridging finance loans, freeing you to focus on the big picture.

‘Now, you can use the money you haven’t even collected yet as collateral in exchange for a cash injection into your business. When you invoice a client, this can entitle you to receive up to 70-80 percent of the invoice amount instantly and directly from BECI, which you can start drawing on straight away,’ says Dube.

‘As you make more sales, so the cycle repeats,’ he explains.

PURCHASE ORDER FINANCING: get faster growth now
Entrepreneurs need to be in the right place at the right time, with the right product at the right price.

If you’ve won a tender or a government contract but don’t have enough cash on hand to fulfil your obligations and deliver as agreed, Purchase Order Finance is for you.

Provided you have a valid Purchase Order from a blue-chip organisation, government department or parastatal, BECI can help to provide the finance you need and keep your promises.

‘Purchase Order Finance is open to companies of any size — even if you’re brand new. We qualify our clients based on their Purchase Orders, not on their size or previous financial performance ’ says Mr Dube.

BECI in the international spotlight

In 2017, BECI played host to an international delegation of Credit Insurance experts for the annual Prague Club Committee Spring Meeting.

Over 30 different organisations from around the world convened in Kasane for the event, where a wide range of credit-related topics were examined in detail.

‘It was a unique opportunity for us,’ says Habana.

‘Hosting the Prague Club Committee Spring Meeting has enabled us to adopt internationally relevant strategies which will give our clients in Botswana a real advantage.’

‘It’s important for us to stay up to date on emerging trends and give our staff access to the very best thought leaders in the Trade Credit Insurance and related industries,’ he concludes.
Capital Bank
WHERE YOU COME FIRST
Aiming for the sky

The success of banks depends largely on their strategy and the same applies to Capital Bank Botswana. Their focus has been on building a sustainable business with a sound balance sheet and a good reputation in the market through personal relationship banking.

“It has all been about building a sustainable business and not a one-day wonder. It’s an approach focused on sustainability and our board has been very conservative, low on risk taking which has stood us well over time such that we have not run into trouble when times were tough,” says Chief Executive Officer, Jaco Viljoen.
Capital Bank of Botswana opened its doors in 2008, being majority owned by Malawi’s publicly listed First Merchant Bank. Today, the Malawian parent has diluted its shareholding to 38 percent, with the entry of other local shareholders.

Capital Bank of Botswana has an independent board of seven, of which six are resident in Botswana, allowing a dynamic and localised approach to decision-making. Since its establishment, the bank has continuously grown and is currently employing 120 staff members, with more than 90 percent citizens of Botswana. It has also expanded its spectrum of products and services to customers. Capital Bank has four branches being the Main Branch along Old Lobatse Road, Mogoditshane, Broadhurst and Francistown.

The bank, which introduced Internet Banking in 2008 and visa debit cards in 2009, boasts a sound technological platform capable of supporting its customers who are mainly Small and Medium Enterprises (SMEs), Corporate and Commercial Companies. Capital Bank’s strategy of steady growth based on establishing sound personal relationships has allowed it the distinction of being the only bank in Botswana not to ever run a loss.

The achievement is even more stellar when viewed in light of the fact that Capital Bank’s establishment in Botswana came months before the onset of the global financial crisis in late 2008, which had a direct impact on the banking industry overall performance.

Viljoen explains that “Capital Banks’ niche in Botswana was, and is still focused on relationship building”. With the niche in mind the bank reassessed and adjusted its strategy during 2012/2013 financial year to improve momentum in service delivery, ensure more value to clients, and increase profitability.

The bank has set itself ambitious growth targets and is already gaining momentum in achieving them. Capital Bank of Botswana aims to attain a five percent market share in the local banking sector by 2020 in terms of balance sheet, a plan which means it needs to double its volume of business in the next three years. Already, the revamped growth approach has seen the transactional business grow by 40 percent every year for the past three years. Although banks ideally aim for more branches countrywide, Capital Bank is primarily focused on SMEs and the corporate sector as opposed to retail, which generally demands rapid infrastructural expansion. Capital Bank has established itself in the market in the last nine years, with a balance sheet of more than BWP1.8 billion.

Capital Bank’s story and its vision for the future are remarkable considering that its growth has been anchored on SMEs, a sector associated with high risk.
SMEs, particularly start-ups, are known for high rates of failure and a tendency by entrepreneurs to “talk up” their ideas and expect financing, request financing with no sustainable track record. Capital Bank remains focused on the SME sector as players in this market are significant drivers of the economy and have the highest potential for growing the local employment market, explains Viljoen.

“Capital Bank strive to develop its brand in the market as a local bank who can be trusted in the financial industry”, Viljoen says. “We want to be known as a Botswana bank with majority Botswana shareholding”.

Capital Bank also contributes towards the community through Corporate Social Responsibility sponsorships in sport and youth culture development. The Capital Bank Cycle Challenge has become a fixture on the local sporting calendar, with the proceeds going to worthy causes that include the Red Cross. Capital Bank has also sponsored the annual Colour Run and scored a first when it sponsored local football premiership team, Township Rollers for two years, the first time a bank had done so. The sky is the limit for Capital Bank. Pula! ■
“Now, more than ever, science, technology and innovation matters as a tool to saving lives, feeding the hungry, creating jobs and improving living standards sustainably. As well as interventions to enhance productivity, create competitiveness, wealth creation and spur the knowledge-based economy”.

Alan Boshwaen
CEO, Botswana Innovation Hub
Botswana Innovation Hub
Even more telling is the country’s proven commitment to investment in research, education, science and technology as reflected in the plurality of purpose built institutions over the years, such as the National Food Technology Research Centre (NFTRC), Rural Industries Promotion Company Botswana (RIPCO-B), Botswana Technology Centre (BOTEC), Botswana Institute for Technology Research and Innovation (BITRI), as well as the Botswana University of Science and Technology (BIUST). In this intellectually driven and well populated environment that has in some cases seen strategic changes and mergers; BIH’s mission is to offer a unique platform for advanced scientific, technological and indigenous knowledge-based innovation.

Catapulting Botswana into the Innovation Economy

The Botswana Innovation Hub (BIH) is a highly ambitious, audacious and crucially relevant project for the country, built around a clear vision to become the leading destination for innovation in Africa. As a beacon of remarkable social cohesion, political stability and economic progress in the region, Botswana is ideologically equipped to achieve this vision.
This emerging world is characterised by inventive new business ideas, as well as radical economic and social models, which are powered by universal access to rapidly advancing new technologies. The company’s approach is to navigate this journey with intelligence, culture, and due process.

BIH will continue to thrive on forging valuable partnerships with diverse individuals and groups who bring unique perspectives and skills. By tapping into such relationships both from within and outside the country’s borders, BIH can leverage on cross-boundary collaboration to create a globally-connected innovation ecosystem, and deliver world-class client services.

The most visible and stimulating part of the company’s deliverables is its specific mandate to develop and operate a state-of-the-art Science and Technology Park, designed to attract and accommodate innovators from within and outside the country. BIH supports the growth of technorich business enterprises over the long term to increase the wealth of the local knowledge intensive community, promote a culture of innovation, and stimulate the competitiveness of member companies and knowledge based institutions. The company is angling for a strategic position in a global transformation that is conspicuously underway.
When fully developed, the Science and Technology Park is envisioned to be a truly world class facility offering telecommunications infrastructure, with high capacity international connectivity and secured power, professional business services, and business development services. With its commitment to highly effective development programs, together with support for Research & Development (R&D) and the promotion of innovation and entrepreneurship, Botswana Innovation Hub is setting itself up to be a solid crucible for business development. Botswana Innovation Hub is focused on a few key sectors which hold the greatest potential for expansion through their Strategic Partners such as: New Field Holdings, AllGreen Holding, Realty Africa, Techno

Brain, Weblogic, OmniSat, IT-IQ Botswana, ONE BCG, Academe™, Finland Ministry of Foreign Affairs – Southern African Innovation Support (SAIS), North West University, BCL – Limited CleanTech and Mining Replicable Projects and Vibration Signature Analysis and Design CC (Pty) Ltd. Pula!
NextWave Investments
Founded in 2003 and duly registered with the Public Procurement & Asset Disposal Board (PPADB), NextWave has steadily evolved into a leading Information Technology (IT) solutions and services partner for its private and public sector clients. The company continues to differentiate itself as a next generation company focused on delivering innovative information technology-enabled solutions and services that meet and exceed the dynamic demands arising from social transformation and international trends.

“We can put a man on Mars if the budget is right”

NextWave Investments (Pty) Ltd is a 100% Botswana Citizen owned Information and Business Solutions Technology Company that is dedicated to building that much-needed support and more.
The nine-member, all citizen team brings together a wealth of relevant local and cross border experience, built upon diverse backgrounds in business consulting and hard core technical development capabilities. This has resulted in a patriotic, homegrown company that produces world class business applications, making NextWave the go to service provider for effective solutions designed for Botswana by Batswana.

‘Dynamite Comes in Small Packages’
From its pristine and very upmarket base in Gaborone’s famed International Finance Park, NextWave runs an efficient operation that stretches across the country and spills confidently over into the region. In fact, as a way to adequately service the hotly contested South African market and advance NextWave’s credentials as an aspiring international brand, the company has since established an office in South Africa. Trading as NextWave Business Solutions, the new operation is a strategic launch pad for the company’s regional ambitions. This is in addition to a series of calculated working relationships with various regional companies across industries, where NextWave continues to build influence and mutually beneficial opportunities for industry players in countries like Kenya, Namibia.

At home NextWave takes great pride in being Botswana’s leading Microsoft Dynamics GP Enterprise Resource Planning (ERP) partner, as well as being likely the only Microsoft Dynamics GP accredited Independent Software Vendor (ISV) Developer for Microsoft Dynamics GP in the country. In terms of years in the market and available resources, NextWave might still be considered a small organisation, but in terms of impact and influence, the company has really outdone itself in becoming the only organisation servicing all Local Authorities in the country.
The company’s roster of public sector clients is widely sourced from both the Ministry of Local Government & Rural Development as well as from the Ministry of Land Management, Water and Sanitation Services.

NextWave Company lists among its standard offerings, Project Management services, Business Process Analysis, Business Solution Consulting services, Full Cycle Implementation, Training services, Support Desk services, System Integrations, Bespoke Development as well as Cloud Hosting services.

Delving deeper into NextWave’s portfolio, one can see the profile of a company that is geared to help build a strong foundation for strong, efficient and highly competitive Botswana organisations and businesses that can hold their own anywhere across the world. These key services include but are not limited to:

**Enterprise Resource Planning** – integrated, adaptable business management solutions that automate and streamline financial and supply chain processes to drive business success.

**Business Intelligence** – to provide ability to transform data into valuable information through data and information strategy.

**Capacity Building** – through formal and In-service training.

**Information Technology** – Software Development & Support, Systems Security, IT support, Network monitoring and consultancy.

**Financial Management and Accounting systems Implementation** and support.
As a growing company doing business in a country blessed with valuable mineral wealth that includes diamonds, NextWave is awake to the dangers of an economy that is overly reliant on finite resources. There is a deliberate effort in the company’s approach to become more than just an employer, but rather a vehicle for wider citizen empowerment. Based on the rationale that so many countries that don’t have the benefit of our resources are still able to run healthy economies, we must actively use our current platform to emulate their methods to elevate ourselves, and in so doing find other means to drive the economy.

NextWave subscribes to the view, as an organisation, that it can and must contribute to the diversification effort beyond its core functions. Skills development is the primary tool that the company uses, through an active programme that allows relevant knowledge transfer to employees, giving them the power and opportunity to become employers in their own right, thus empowering them to empower others in a self-perpetuating cycle. NextWave is particularly pleased that some of its ex-employees have indeed become entrepreneurs in a variety of different fields, with employees under their wings. On a social level, NextWave is privileged to have had the opportunity to furnish a home built under the Presidential Housing Appeal by Segotsa Molelo Burial Society in Mmuputswane Kgotla, for a disadvantaged citizen. On a community level, the company was proudly able to help with Bot50 Independence Day Celebrations at Nkoyaphiri Kgotla and is determined to do so much more for Batswana in the future.

Under the very capable leadership of Operations Director, Mr. Lazarus Joseph supported by the Director of Skills Development, Mrs Rosemary Nkgokga and the Director of Support Services, Mr Lameck Takobana, the company is powering ahead to deliver on its founding mandate, shrewdly adapting to changing conditions in Botswana and the world, and helping to shape as well as improve our collective capacity to do business. With the support of all stakeholders and business partners, NextWave is determined to continue firmly on its path to create a successful Botswana for our children and their descendants to enjoy. Pula!
Botswana
Fibre Networks
(BOFINET)
Opening a door to a new reality for Batswana

A woman residing in Kazungula makes a living by ordering and reselling traditional African print material and garments. Every so often, she sends her clients pictures of the stock she has via Whatsapp. Those interested make their selections and send her the purchase price via eWallet. The woman then ships off the selected items to her buyers via courier service and in a few days, the entire transaction is completed.

This transaction relies on a sound Information Communication Technology backbone, from which services such as Whatsapp and eWallet can springboard. The organisation responsible for maintaining and further developing this backbone is called the Botswana Fibre Networks Ltd, more commonly known by the acronym, BoFiNet.

BoFiNet is a 100 percent government owned agency tasked with providing and operating a world-class telecommunications backbone network infrastructure, anchored on the Maitlamo or National ICT policy and the Broadband Strategy.
BoFiNet provides high quality, affordable and accessible wholesale broadband connectivity for both national and international customers.

The organisation, headed by telecommunications veteran, Chief Executive Officer, Mabua Mabua, has 191 employees spread across offices in Palapye, Francistown, Kasane, Maun, Jwaneng and other areas. Most of the staff, even those in non-technical roles such as sales, are trained engineers drawn from other industry players, while a robust internship programmes ensures the injection and grooming of new talent on a continual basis.

As the organisation's Communications, Public Relations and Marketing Specialist, Shadi Linchwe explains, BoFiNet is a “carrier of carriers” through which other entities in the ICT space are able to provide products and services that are transforming the lives of ordinary Batswana such as the woman in Kazungula.

“We look after and expand the backbone infrastructure so that access is there across the country,” she says. “In a sense, you cannot come directly to buy services from BoFiNet because we sell wholesale to the likes of the Botswana Telecommunications Corporation, Mascom, Orange, BeMobile and other Internet Service Providers (ISPs) such as Broadband Botswana Internet and they in turn create products for customers.”

Linchwe has a simpler analogy for the role that BoFiNet plays in providing Batswana with access to fast and reliable Internet services.

“It’s like if BoFiNet has a sack of oranges. Mascom would come and say they want four of them, which they then cut into pieces and sell, while also making orange juice and selling that too. “That’s our role in the value chain.”

In recent years, ICT has exploded in Botswana most notably through the growth of cellphone connectivity and usage. Internet has largely lagged behind, although in recent years, it has received a boost through its availability on mobile phones.

“Our mandate involves encouraging open access, which is the principle that no one should be denied connectivity for any reason,” Linchwe explains. “Over the past three years, BoFiNet has cut wholesale prices by up to 90 percent and we are breaking those barriers where price is sometimes an obstacle. “We have also been encouraging more ISPs to come up and it's pleasing to see more and more of them, including those owned and operated by young Batswana.”
BoFiNet’s goal is to bring the Internet closer to Batswana and to this end, it has been ramping up the development of Fibre-to-the-X (FTTX) or the installation of high capacity fibre optic cables and their delivery closer to businesses. By the end of March, 1,531 sites had been installed and the target for 2017 is to reach 2,000.

BoFiNet has also scored success with its Botswana Hotspots project, which is a network of high-speed wireless Internet deployed strategically around the country, in malls, hospitals and other areas, for use by members of the public at subsidised rates.

The infrastructure is in place and prices are falling, but as Linchwe notes, Batswana are only now realising the value of the Internet, particularly the critical need to have it in the home.

"In terms of broadband penetration, this is a challenge where many still think of having Internet access in their homes as a luxury," Linchwe says. "Most people recognise that you cannot run a business without the Internet, but this is not the case for the home. "It will take time, but Batswana must take advantage of the heavy investment government has made in providing the infrastructure for broadband."

Some enterprising citizens have caught the Internet wave and have established businesses based online either in part or in full. Online products such as Facebook are also rapidly customising their services and enabling entrepreneurial growth by providing specialised pages and even bookings or purchase buttons.

Linchwe points out that some leading global entities such as Airbnb and Uber are entirely based on online connectivity and information sharing, without having actual physical assets.

"We really want to see a globally connected Botswana. The currency nowadays is information globally and that’s such a critical part of marketing and driving business. "There’s a potential for greater e-commerce and a strong ICT sector supports Foreign Direct Investment and economic diversification, while also providing direct jobs. “Our role is to put Botswana on par with the rest of the world in terms of ICT and harnessing these opportunities."

Linchwe continues: “Our parents grew up looking forward to their children being teachers, policemen or nurses, but now there’s much more out there. "In fact, a World Bank study has shown that an increase of 10 percent in broadband penetration would increase GDP per capita growth by between 0.9 and 1.5 percent."

A whole new world is opening up and more Batswana are overcoming geographic limitations to connect to the opportunities. Pula!
AVIATION

“Today, who can imagine a world without Aviation, it is part of our reality and day-to-day life. It is our responsibility to keep it safe and secure for everyone”.

Mark Sampson
Chairperson, CAAB
Air Shakawe

Air Shakawe had humble beginnings from a small village called Shakawe in June 2010. Shakawe is more of a big village than town, situated on the border of Botswana and Namibia in the North, North Western part of Botswana, were the Okavango River flows in from Namibia to eventually drain into the majestic Okavango Delta. The 1 aircraft at the time was to carry out scenic flights over the pan handle area and Okavango Delta.

In its second year of operations, a second aircraft was procured and the operation moved to Maun to cater for the buzzing Okavango Delta. On the 8th of February 2014, Air Shakawe was certified under the new Civil Aviation Authority of Botswana (CAAB) legislation which is in accordance to the International Civil Aviation Organisation (ICAO) standards.

This coincided with the addition of yet another aircraft bringing the total to 3. The certification also meant that it could extend its air charter and cargo operations to the whole Southern African Development Community (SADC) region. On January 2016, Air Shakawe became a subsidiary of Advanced Global limited through its sale of shares from the founder as a pilot, Mr. George Teessen.

Advanced Global Limited is the shared services and holding company for the growing group of companies that span across industries like aviation, education, defence, skills development, engineering, property and family oriented entertainment designed to foster ambition and lasting memories.

Air service plays a vital role in the Botswana tourism industry as they provide aircraft to transport guests and tourists to camps, scenic sites and resort destinations within and outside Botswana. It is in light of this that Air Shakawe provides excellent air services to its clients in Maun & Gaborone.
Air Shakawe now owns 6 light aircraft and will soon add a 14 and 29 seater aircraft to its fleet extending air taxi services on domestic destinations like Francistown and Maun from Gaborone. Although they do the occasional cargo run, most of Air Shakawe’s business is in the transport of passengers mainly in the Northern parts of Botswana as well as carrying out scenic flights in Maun and Gaborone. A Gaborone base (at the Sir Seretse Khama International Airport) is in the pipelines to provide ease of travel inside Botswana and nearby airports and cities.

Air Shakawe is proud and stands tall for a successful 6 years of service and growth in aircrafts and clientele. Today they stand as one of the most reliable and used air services in Tourism sector. Pula!
Aero Maintenance Centre (AMC) is the first wholly citizen owned Aircraft Maintenance Organisation to be approved by Civil Aviation Authority Botswana (CAAB) making us their first “Green field” approved project certified on 10th March 2017. With this achievement we once again made history in the aviation realm of being the only enterprise in Botswana to hold all three aviation licences ie of an ATO – Aviation Training Organisation, AOC – Air Operators Certificate & AMO – Aircraft Maintenance Organisation ie AMC was first established as an extension of International Aviation Solutions (IAS - Aviation Academy) to maintain the training fleet, however due to the increase in fleet from our charter company (Air Shakawe Maun and Gaborone), AMC now has over 20 aircraft under their care.

AMC is based at the Sir Seretse Khama International Airport in Gaborone, Botswana at Hangar No.12. Not only is AMC maintaining IAS and Air Shakawe’s fleet, but also providing maintenance service for private aircraft owners and operators in the country.

Aircraft maintenance is a skill that is currently in demand globally, due to increase in air travel. We have planned to develop AMC into an aircraft maintenance and engineering training facility in late 2018.
The AMC engineers have a combined experience of over 25 years in aircraft maintenance in established AMOs in the country with some experience overseas. In the many years of experience, our engineers are certified to maintain an array of components. All piston engine aircraft including (but not limited to):

- Cessna
- Piper
- Britten Norman
- Beechcraft and many more

Our maintenance also covers avionics and electrical service on:

- Garmin
- Bendix
- King, and others

Our team of expertise are able to handle all kinds of aircraft maintenance, 50 Hour checks, 100 Hour checks, Certificate of Airworthiness, Parts Replacements and Engine Overhauls.

As a subsidiary of Advanced Global, excellent working relations with suppliers have been established and this enables AMC to offer the lowest rates on aircraft maintenance, service and repairs. We aim to return the joys of owning an aircraft, as opposed to the current monopoly driven exorbitant services who makes owning an aircraft seem mere worthless. Pula!
“Botswana is one of our key markets for Transport and Logistics services. The AGS will complement our existing suite of services, enabling us to expand our service offerings to effectively meet the domestic market needs”.

Jody Wilson
Country Manager, Aramex Botswana
OUR HERITAGE
Aramex
Global Shopper
What makes AGS really stand apart from the competition is the world-class service it offers, enabling its members to shop from a variety of countries like the US, UK, Hong Kong and Germany as well as 14 other countries around the world. If your favorite international webshop does not ship to Botswana or if you feel the shipping fees are too high, you can benefit from an AGS membership.

Aramex Global Shopper (or AGS for short) is an international online shipping service for people who love to shop. With AGS you get a smooth, hassle-free and secure online shopping experience.
With an Aramex Global Shopper membership, you can take advantage of online sales events abroad as and when they happen, giving you opportunities to get products at remarkably lower prices. It also goes without saying that AGS members no longer have to wait for their product to release in Botswana but instead have access to their desired product as soon as released in any of the 18 destinations worldwide that AGS covers. Be it the next iPhone or the next installment of a popular book series, Botswana shoppers can order it at the same time as someone in the US does.

As Aramex Global shopper provides its members with 18 local addresses around the world, geographical boundaries will no longer be a hindrance to online shopping. From accessories and beauty to appliances and electronics as well as car parts, books and magazines, computers, fashion, gifts, toys, shoes and sports products, Aramex Global Shopper has every customer’s shopping needs covered, enabling them to take their pick from all around the world.
That’s not all, the variety of special services that Aramex Global Shopper provides – like the AGS Protect Service – ensures the safe and secure delivery of shipments, thus letting members relax and enjoy a stress-free shopping experience, no longer having to worry about lost or damaged shipments. And for added transparency, you can track your shipment on the AGS website using a tracking number. Members can also use the website to calculate shipping rates by simply entering their required destination and the approximate weight of what they want to ship. Furthermore, with Aramex Global Shopper’s Moneyback Guarantee, if at any time during the first year of having an active AGS account, a member believes that the service hasn’t met his expectations, he can simply ask for a refund – no questions asked!
What's more, Aramex Global Shopper also handles and clears customs for your deliveries, thus sparing you the hassle. This further proves just how far AGS goes in ensuring that its members always come first.

The variety of options that Aramex Global Shopper provides members, coupled with their exceptional service, has resulted in the company's quick growth in popularity. This is further helped by the competitive shipping rates that AGS offers, with members being charged only for the actual weight of their shipments rather than by volumetric weight. This means more transparent shipping costs. In other words, Aramex Global Shopper has no hidden fees and it is this openness and transparency that has resonated with a lot of now-loyal customers.

If you want to try out Aramex Global Shopper for yourself, visit aramexglobalshopper.com and use the promo code AGSHERITAGE on the signup page to get a discounted membership for just USD1. Pula!
Botswana Couriers & Logistics was incorporated in 2001 as a private registered company, under the Botswana Companies Act (Cap 42:01). The business is governed by a full Board of Directors, and is headquartered in its own building, the iconic Botswana Couriers & Logistics House on plot Plot 89, Tshukudu Road, Gaborone International Commerce Park.

Profile of a logistics dynamo in a vast land of opportunities

Botswana Couriers & Logistics is indeed one of the home grown pioneers in the industry, to the extent that it is acknowledged as one of the country’s visible transport and logistics players. The organisation has perhaps the largest share of human and capital resources actively deployed in the industry.
The business thrives on continuously innovating and creating customized, best in class solutions that meet or exceed local and international standards.

For Botswana Couriers & Logistics, the company’s brand line, “Going beyond” is more than just a slogan. It is largely a bold promise to deliver more than its clients, stakeholders, shareholders and employees expect from the business, and also a clear indicator of how far the company will go to achieve its desired goals.

Botswana Couriers & Logistics harbours within its mission, a passion to leverage local expertise and global collaborations, to deliver tailor made, secure and efficient logistics solutions that enable institutional customers, which include Government, to focus on their core activities.

In its sustained efforts to deliver a unique customer experience, the company draws upon a set of important organisational values that include a passion for Entrepreneurship, Partnerships, Innovation, Service Excellence and Accountability.

Botswana Couriers & Logistics continues to grow its capabilities and service offerings at a rapid pace, and is proud to enumerate the significant number of milestones it achieved in its 2015 calendar year of business.

**Growing the business through enhanced customer service**

The company embarked on a deliberate strategy to enhance customer service as a way to firmly maintain the loyalty of its existing client base, while aggressively acquiring new ones. The establishment of a responsive Call Centre, which is trained to deliver immediate and effective responses to customers in a friendly and professional manner, is helping to achieve this.
Supporting health and development through specialised Life Science services
Botswana Couriers & Logistics created a Life Sciences division, which specialises in logistics solutions for the health and science industry’s exacting needs. Through our partnership with the Ministry of Health, the company has taken over warehousing, inventory management and distribution of medicines, as well as providing outsourcing services for the country’s Central Medical Stores.

Enhancing cross-border efficiencies through Hub25 Logistics
A subsidiary called Hub 25 Logistics was set up in Johannesburg, South Africa, as a strategic initiative to extend the regional reach of Botswana Couriers & Logistics, and allow it to compete in new markets. It is an invigorating new development with exciting potential.

Expanding horizons through Freight Forwarding and Clearing
The company’s establishment of international freight, air & ocean cargo forwarding, customs clearance and daily cross border express courier services provides further growth opportunities. The new division caters for cross border shipments of various sizes with tailor made solutions that allow clients to enjoy reliable and cost effective delivery services.

Effective customer support through Warehousing and Inventory Management
The organisation’s comprehensive warehousing and distribution facilities are designed to offer highly competitive rates, with an extensive range of capabilities that include warehousing, packing, delivery as well as the dedicated services of experienced logistics experts who handle the nuts and bolts of each customer’s supply chain requirements.

Promoting self-sufficient communities through Corporate Social Responsibility
Botswana Couriers & Logistics CSR policy is dedicated to teaching people how to fish, rather than merely giving them the proverbial fish for a day. By developing and supporting programmes that empower or enhance people’s ability to sustain a livelihood, the company believes it can sustainably do a better job of helping the communities in which it operates. The organisation specifically focuses on Life Skills development in targeting these communities as well as less privileged individuals in society, ensuring that they enjoy access to economic opportunities. Pula!
EQUIPMENT & CONSTRUCTION

“The standard you accept, is the standard you get”.

Ian Nuttal Smith
CEO, Hoisting Solutions
Hoisting Solutions
With a full complement of vibrant personal in sales, marketing, accounting and HR, and our dedicated service personal who are remarkably on standby 7 days a week and 24 hours a day. Ensuring our mobile equipment remains safe for our stakeholders. Safety remains a top priority at all times.

In the front line our competent and dedicated crane operators, who are the window to our customers. Operate our cranes to the highest international standards. CEO Ian Nuttall-Smith ensures that the company always aligns its self with providing a quality service anytime, all the time and anywhere.

Recognised leaders in lifting solutions

Hoistings Solutions, the biggest home grown Botswana based Crane Company. The dynamic CEO Ian Nuttall-Smith “Nutty” leads Hoistings Solutions team with passion driven performance. His team thrives on his abundant energy.
At Hoistings, we put trust in our employees/people. CEO Nuttall-Smith believes that when you identify talent, "Retain and maintain," he maintains that in a competitive business like ours that is both technical and very high risk. Individuals employed by Hoistings should possess both Hard and soft skills. Hard skills, to be enabling our employees to overcome any operational outcome and must be safety orientated. Soft skills, an employee must effectively perform and deal with administrative situations at any level and anywhere.
With Hoistings head office based in Gaborone! CEO Nuttall-Smith envisions the company as being partly nomadic. Where the work is situated and the crane operates at sites out of town. That particular site should evolve into an office, without any need of setup costs and yet remains effective thus simultaneously increasing our foot print and market share, creating a competitive advantage where ever we chose to operate.

Although Hoistings has a fleet of modern cranes from 35ton to 220ton All Terrain Hydraulic mobile cranes. CEO Nuttall-Smith ensures that the company keeps up with the latest crane technology and encourages continued learning of employees. This enabling Hoistings to introduce more cost effective ways of executing lifts to its stakeholders.

With a citizen staff compliment of 90% Hoistings will continue to provide job security for its employees and opportunities for our suppliers and continue to create wealth for its shareholders into the future. We will remain socially responsible in effectively growing our communities.
Situations can arise where cranes are inadequate for lifting and shifting of heavy cargo in confined or restricted spaces. Hoistings has in-house developed Jacking & Sliding techniques to provide our customers with the safest and most economical solutions. With our combination of JACKS which are able to jack weights from 10 tons to 3570 tons in any given industry.

We provide consultation and solutions to our customers for the best methods and equipment to be used to shift a load in confined spaces by using practical and safe methods. At Hoistings we believe in using the right tool for the right job.
We offer synchronized Jacking and sliding services like no other in Botswana. Our jacking and sliding crews ensure overweight and over-sized cargo are shifted and placed on foundations with the precision accuracy. Hoistings range of equipment is suited to a wide variety of payloads ranging up to 3000 tonnes. With our latest measuring and monitoring software, each hydraulic jack can be monitored individually to avoid any chance of over loading any singular jack at any given time, thus making us confident in any job we execute. Included with the Jacking Equipment with have an array of railway sleepers, packers, rails and shims that allows has to level, raise, pack, move and lower the load. Pula!
Mont Catering and Refrigeration
Established in 2003, Mont Catering and Refrigeration is a proudly Botswana Headquartered company that has earned a solid reputation for reliable service. It has steadily risen to become the largest supplier of not just commercial refrigeration equipment, but also air conditioning systems, catering supplies and electrical spares in the country. The company stands in its own league as the sole distributor of Ozone friendly Midea Commercial and Domestic Aircons & HVAC solutions, which is backed by strong, bullet-proof warrantees and the proven reputations of this big international brand.

Mont Catering and Refrigeration is one of Botswana’s most visible players in a very important field, supporting catering and other businesses with quality refrigeration equipment and supplies.
Mont Catering and Refrigeration caters to a wide range of clientele, customizing its services to meet the needs of domestic individuals, startup companies, institutional corporate customers and even larger public enterprises and government bodies. Since opening its doors wide to customers in 2003, the company has provided equipment and services to hotels, butcheries, bakeries, wholesalers, hospitals, schools, High rise buildings, warehouses and countless private companies.

Under its refrigeration portfolio, the company offers domestic and commercial air conditioning units, cold-room refrigeration systems, drop-down refrigeration systems, ducted refrigeration systems, roll-up refrigeration systems as well as remote systems (including pre-assembled). Mont Catering and Refrigeration provides all the required electrical accessories to suit the different installations.

The company’s catering operations provide bakery equipment, butchery equipment, Chef and cooking equipment, as well as dish washing equipment and utensils. All catering tools and machines can be supplied, including ice cream machines, juice dispensers, chicken rotisseries and milkshake makers. In addition to its exclusive Midea Air conditioning & Midea household lighting, Mont Catering and Refrigeration also represents the Emerson, Copeland, Dixell, Crown National, A-Gas, Tombake, Danfoss, Blauberg, Symphony and BCE brands.

Mont Catering and Refrigeration believes in being "Always Ahead for You", expressing within its brand promise, a commitment to always find the best solutions for clients in terms of quality, efficiency, usability, durability, maintenance and pricing. The quest to deliver the best is evident in the company’s recruitment, training and staff retention strategy. Right across the business, Mont Catering and Refrigeration invests in the best available talent, empowering them in significant ways and promoting a sense of goal minded competitiveness. As a result, the collective need to always be the best is what sets the business apart from competitors. Mont Catering and Refrigeration staff members are characteristically driven, motivated and determined individuals who love what they do. For them, working for the company is not just a job, but rather a calling that shines through in every single aspect of the legendary service that Mont Catering and Refrigeration provides.

Because staff at every operational level of Mont Catering and Refrigeration, from management to the newest members of the team, are always striving to better themselves, the sense of empowerment remains with them even when they leave for other pursuits. When staff takes the decision to leave, the company can only be proud to contribute its confident and highly entrepreneurial employees to Botswana’s pool of future employers.
It is indeed the staff of Mont Catering and Refrigeration that have ensured its services stay abreast of Botswana’s fast moving, increasingly competitive and challenging catering and refrigeration market. It is a point of pride that whichever member of the Mont family one deals with, they are assured of only the best, passionate, honest, moral and ethical service. It is also an attitude that the company would wish to see becoming part of Botswana’s mainstream service culture, for the greater good of our National development. Pula!  ■
Thistle Contractors

Securing the future by ensuring water sustainability

Thistle Contractors is a 100% citizen owned business, which is committed to providing a range of civil engineering and building construction solutions and services across Botswana.

As a fully integrated and strategically diversified construction and equipment supplies entity, Thistle Contractors has over time built mutually beneficial and lasting relationships with clients by always going beyond the call of duty to deliver satisfaction, no matter how big or small the client or project is.

The company is registered with the Public Procurement and Asset Disposal Board (PPADB), which has recognized its capabilities to execute traditional building and civils contracts.

Thistle Contractors are the sole distributors of AquaTrip leak detection products in Botswana. AquaTrip is a permanently installed leak detection and reaction system installed on various types of water supply lines. It continually monitors the flow of water across a valve, and can recognise normal water usage and flow over leaks. AquaTrip will respond to all leaks and thus eliminate both known and unknown water wastage.

AquaTrip has a unique patented product that reduces water wastage in buildings. The technology has already been installed in numerous government buildings and by various municipalities with great success. To date over 4,000 units have been installed across Botswana and South Africa.
With water being a key resource in Botswana, AquaTrip is the solution as it monitors the flow of water across a water line in real time. If it detects a leak, it will automatically shut off the water to that line which is the key to water savings. AquaTrip is programmable and has the capability of switching the water back on when it is required by users through the use of occupancy sensors and product settings.

This technology is highly successful in commercial, government buildings, and school buildings.

Going forth, Thistle Contractors intends to roll out AquaTrip technology in large infrastructure development projects as a way of helping to reduce water wastage and address the country’s critical water situation. Pula!
AGRICULTURE & MANUFACTURING

“To maintain socio-economic growth, we need to start manufacturing locally in order to empower our people as well as our nation”.

Nigel Bellamy
Managing Director - Sirocco
Sirocco is the only manufacturer of Mining and Construction Chemicals in Botswana. Speciality cleaning Chemicals have been manufactured for some 23 years. Sirocco manufacture locally and supply a broad and varied product range of powder and liquid products to the Construction, Mining and Engineering Industries. Factories are situated in Gaborone, Maun and Francistown where there is consignment stock and in Selebi Phikwe where all product manufacturing takes place.

Sirocco (Pty) Ltd was established in 1995 to take over the business of Fosroc (Pty) Ltd Botswana which was established in 1989, and who were part of the Fosroc International Construction Chemicals Company of the United Kingdom. Sirocco’s continued policy of local production and supply, coupled with close customer liaison and an awareness of market needs, has placed the company favourably with both new and established customers alike.

An enduring legacy of quality
Sirocco has not only withstood the test of time, but grown its brands and market presence. Much of this success has been as a result of the investment in the company’s committed and talented workforce, which grew from an initial 6 in to 35 today.

According to Sirocco’s Managing Director, Nigel Bellamy, each employee hired over the years, has come unskilled, and has benefited from in house training and upskilling. In Phikwe, the company has an Executive Committee comprising of three long-time staffers who are empowered to make decisions about the company in the absence of executive management.

The company has a policy of recruiting from within, in order to empower its workers. As a result, many of Sirocco’s work forces are loyal and capable men and women. This high level of staff empowerment is in line with some of Sirocco objectives. The company has always focussed “not on First World automation, but on Third World employment” with the workers on the shop floor producing high quality products capable of competing regionally.

Sirocco’s other objectives include growing the company and contributing to the broader economy by producing local products that would otherwise be imported by industry. In this light, Nigel Bellamy is hoping to see greater enforcement of Presidential Directive CAB 34 (B) of 2014 which requires government tenderers to purchase all their products from locally based manufacturers and service providers, provided that the goods and services are locally available, competitively priced and meets tender specifications in terms of quality.

Sirocco is also very much aware of its corporate responsibility to the local community and as such follows the tenets of Rotary and drive to Pelothomogi.
Nigel Bellamy having been a member of the Rotary Club for more than 25 years, an organisation that is engaged in destitute feeding, wheelchair distribution and other charitable works in the community and beyond.

Nigel Bellamy was also a founding member of Morula Primary School in Selebi Phikwe, which recently celebrated its 25th anniversary with over 280 children in its ranks. He was recently honoured with the naming of a field after him, in recognition of his long contribution to the school as a Board Member and Chairman for 17 years.

Looking forward, Sirocco will leverage on its heritage, tenacity, strong brand and reputation, to move from strength to strength. The company has also established a small team to move from being a supplier of products to application of its products also. Our Motto remains “International Technology – Local Expertise”. Pula!
Agro-tourism is a form of niche tourism defined as any agricultural base operations and activities that bring visitors to the farm or ranch. This type of tourism is slowly penetrating in many communities around the world. The aim is to connect people through food, farm and education as well as exploring the beauty of the fields and the fresh farm environment. Agro-tourism involves a variety of activities including, buying produce direct from the farm, picking fruits, feeding animals or staying at the farm’s B&B (bed and breakfast) which agro-tourists can choose from depending on what is offered at the farm or ranch.

This was not a far-fetched dream for Lebonye and Gopolang Kesolofetse, as they knew that people are now interested in where their produce comes from, how it is processed and have connection to the farm experience. This gave birth to Titan Farms, a subsidiary of wholly-owned citizen group, Stocksure Holdings, located in Kweneng District. The developing wilderness paradise will soon offer visitors a unique agro-tourism experience far removed from the hustle and bustle of city life.

Titan Farms directors, Lebonye and Gopolang are excited about the emerging development in the wilderness of Kweneng. The farm currently employs five workers, but the number is expected to rise as it comes into full operation.

"At present, Titan Farms is an integrated farming operation, mostly featuring animals such as sheep, goats, cattle, horses, poultry, beekeeping and others. It has limited crops being grown, mainly to feed the animals present," explains Lebonye.
Being part of the Stocksure Holdings’ group, Titan Farms benefits from administrative expertise and experience, with professional human resources, supervisors and support staff to tap into.

According to the couple, Titan Farms is not being developed as a typical party or conference venue for city dwellers. Rather the farm and the amenities being built there will allow visitors to retreat from the city lifestyle to a scenic quiet tranquillity, rich in wildlife and livestock to behold and interact with. As well as offering an educational experience for children, to have a background knowledge and experience of where their favourite foods come from.

“There is a huge resource of wildlife in the area and we plan to tap into that. Titan Farms will be different because we do not want to be hosting parties there, but for people to rather visit and unwind from their busy town life. It must be a tranquil place to rest,” said Gopolang.

With developments progressing quickly on site, it will not be long before city dwellers begin trekking to a home away from home in the Kweneng wilderness. Pula!
“We are actively involved in Corporate Social Responsibility initiatives and have an active portfolio of social investments designed to empower the communities within which we operate”.

Dr Stefan Schwarzfischer
Chief Executive Officer, BPC
Botswana Power Corporation
Heritage through Empowering Communities

The Botswana Power Corporation (BPC) is synonymous with the efficient and stable generation and distribution of electricity across the country, powering households, industry and the general economy. From its establishment in 1970, BPC has grown its portfolio of generating assets, transmission and distribution network to currently being at an operational capacity to supplying electricity to more than 73 percent of the population.

The Corporation’s contribution throughout the years has contributed to the growth of the mining, manufacturing, agriculture, tourism and other sectors, leaving an enduring heritage of development for future economic endeavours. However, the Corporation does more than that, BPC is actively involved in Corporate Social Responsibility (CSR) initiatives and has an active portfolio of social investments designed to empower the communities within which it operates.
The Corporation does all its CSR initiatives as per the BPC CSR regulations which provide a framework for setting and achieving the Corporation’s social responsibility objectives and giving mileage to the BPC brand. The BPC CSR program takes into cognisance the development of sectors such as Education, Health Care, Environment, Social Empowerment, Sports and Culture, Generation of Employment and Infrastructure Support.

Since 2015 BPC has been supporting the Window of Hope Centre in Ghanzi, a Non-Governmental Organisation. The Corporation has made a donation of P75 000 to the Centre to support development of education and other needs. The Window of Hope Centre focuses on serving orphans, vulnerable children, and youth through mentorship, after-school programmes, feeding programmes and community outreach amongst other initiatives geared towards bringing hope, care guidance and support to the hopeless. The Corporation has also donated 73 pairs of school shoes (36 girls and 37 boys) to the Window of Hope Centre in 2016 and the event allowed the Corporation to bring various stakeholders from Ghanzi together with the leadership of the area, to actively take part in the program and identify other areas for possible sponsorship for the Centre in future.

In 2016, the Corporation’s staff based in Nata village initiated the construction of an enclosed two-roomed house, external toilet and fence for 96-year-old Ms. Gasedirelwe Ntake of Nata village. The idea was conceived in January 2016 after BPC employees in Nata met and put their ideas together on how they could give back to the community in which they live and operate from. The employees had a burning desire to attain the Vision 2016 pillar of “A Compassionate, Just and Caring Nation”. After the employees built the house from the ground to window level, the Corporation then completed the structure by electrifying and connecting water. The Business Community had rendered support to the project at the point start up.

The completed house was handed over to Ms. Ntake during the event that was held on Friday 16 September 2016, with the total value of the project being pegged at P75 000. This exercise was done as part of the Corporation’s celebration of the country’s Golden Jubilee of Independence under the Presidential Housing Appeal initiative.

Botswana Power Corporation has also adopted Ngarange Primary School in Shakawe for a period of three years starting 2017/18 financial year. For the current financial year, the Corporation will support the execution of the Prize Giving event in order to promote it to a standard that will be motivational on the students so that they are stimulated to improve on academic performance. Beyond the Prize Giving ceremony, BPC will be able to disseminate information about its products and services as well as safety and energy efficiency messages through the school’s communication structures.
In addition to the projects mentioned, BPC extended its noble gesture and has made tremendous impact to the lives of many in the Borolong District by donating an electrified bakery to the Gopong Support Group. The Corporation invested about P60,000.00 in the project and had undertaken construction of ablution block, repainting and branding of the bakery structure. The bakery is expected to create jobs and close the gap in local supply of bread in the area. For continuity purposes, BPC will support the bakery business by promoting the various bakes from the bakery in order to gain access to market outside the boundaries of the Borolong District.

In relation to Sports, Botswana Power Corporation is in its second year of being the official sponsor of the annual Otse Kanye Cycle Challenge. For the 2017/18 financial year, the preparations for the race are underway with more improvements being planned such that the community within which the race is held benefits economically through establishment of stalls, catering and others leading to potential opening of tourism development.

BPC has excelled in its CSR initiatives through the collective contribution of its dedicated staff and their spirit of ‘botho’ which we inherited from our country’s forefathers, to continue to empower others so that the nation can be empowered. Pula!
“Education should increasingly equip learners with highly innovative, creative and fit for purpose skills and knowledge that sharpen their horizons and wets their appetite for self-employment and generating employment prospects for others”.

Odile Gabasiane  
Founder and Managing Director -  
BA ISAGO University
“Children are the world’s most valuable resource and its best hope for the future”, (J.F Kennedy). It is only through our children that we could hope to secure a lasting legacy and extend our influence in the world, beyond a single lifetime. It stands to reason that we should seek to spare no expense in preparing our children for prime roles in securing the future of our world.

As an International Preschool Curriculum (IPC) franchise, specialising in providing early childhood education, Brookhills Montessori School (BMS) is proudly the only Montessori school in the country. Named after the famous Italian physician and educator, the late Dr. Maria Tecla Artemisia Montessori, the school subscribes to a strong belief she held that from the moment a child enters the classroom, each step in his or her education is seen as a progressive building block, ultimately forming the whole person, in the emergence from childhood to adulthood. Brookhills Montessori describes itself as a child-centered, parent-inclusive school that provides a stimulating environment, all critical ideas which are uniquely supported by providing trained teachers referred to in Montessori as “Directress”.

Unpacking the International Preschool Curriculum (IPC)
The IPC was founded around the need to strengthen and harmonize early childhood education standards.
As an IPC school, BMS students are taught from a curriculum containing fifty-six themes, which encompass six trans-disciplinary content learning areas to language arts, socio-emotional skills, numeracy, creative and visual arts, sciences and fine and gross motor skills. There are also five underlying themes and objectives which are designed to cultivate critical thinking, raise self-awareness, promote an understanding of other cultures and encourage internationalism and multilingualism.

**International standards with local significance and relevance**

BMS values and encourages the development of the child’s sense of independence, self-discipline and confidence in a safe, supportive, culturally and academically diverse environment. Putting all focus on the needs of the child, and understanding the related importance of actively challenging a developing child in order to stimulate and nurture their growth.

The BMS approach is designed to help children with their inner development as they grow from childhood to maturity. Every child has a different personality and varying intellectual needs and BMC takes pride in meeting each student’s needs. BMS classrooms provide a quality environment where children are free to respond to their natural tendency to work. The children’s innate passion for learning is encouraged by giving them opportunities to engage in spontaneous, purposeful activities like how to pour and scoop, use kitchen utensils, food preparation, dish washing, sweeping activities, wash their hands etc.

Located in Tlokweng, BMC shares a healthy respect for all people, a passion for local culture, and a keen responsibility for the environment. This is reflected throughout the school’s operations, interactions and even its facilities. BMS is undeniably the best partners to help raise Botswana’s next generations.

BMS takes particular pride in accepting students, faculty and staff members regardless of race, national origin or religious beliefs. A racial and ethnic mixture is considered important to the health of the school and to the full social development of Botswana’s children. **Pula!**
IAS was at the time and still is the first and only flight school to offer Commercial Pilot Licence under approval of Civil Aviation Authority of Botswana (CAAB).

It also gained accreditation by the Botswana Qualifications Authority (BQA). (being the first institution to train pilots to Commercial level in the country), IAS graduated the first 15 pilots in history, to be trained in the country in March 2016.

Around this time, IAS gained International Civil Aviation Organisation (ICAO) recognition through the TRAINAIR PLUS Program, making it the only flight school in southern Africa to be given this recognition, and one amongst the 14 ATO’s in the entire African continent. A very proud achievement because it defines our commitment to international standards and our quality of training.

Today, IAS has a fleet of 14 aircraft with different configurations (Old and New generation, Single and Multi-Engine), the only FNPT II simulator in the country and over 100 students into Commercial Pilot program with 60 graduates holding their Commercial Pilot Licence and already employed by local operators including our own charter subsidiary Air Shakawe. This is a major achievement considering the time-frame in which this was achieved.
As a continued effort to rise above local and regional standards, IAS was approached by International Airline ATO’s like Kenya Airways – The Pride Centre that offers aviation courses. Our recent partnership with them allows us to offer these IATA approved soft skill courses like customer service, dangerous goods training, cabin crew training, ground handling etc. which are delivered by expert Kenyan Instructors here in Botswana. These trainings cater to industries like cargo, freight forwarding, hospitality & aviation etc. Now you can improve the quality of your company's service by training your employees with IAS.

To further our reach in training IAS as of 23rd May 2017 has recently also partnered with East African School of Aviation – EASA they specialise in aviation industry related complex courses for Civil Aviation Authority personnel. We continue to excel in the field of Aviation Training making us a sort after one-stop ATO in the SDAC region. "Learn to fly with IAS". Pula!
BA ISAGO University
Having started with just 50 students and a solitary Campus in Francistown, BA ISAGO, under the guidance of founder and Managing Director, Odirile Gabasiane, has overcome the odds associated with trailblazing the growth of the private tertiary education sector, and now sits on the edge of history.

The University is set to embark on the development of Phase II of its landmark Gaborone Block 7 Campus (Peolwane), a project that will cost over P430 million and significantly enhance BA ISAGO’s enrollment capacity as well as the quality and diversity of the facilities provision.

A glittering future beckons at BA ISAGO University

From humble beginnings fifteen years ago as a torchbearer of private tertiary education, BA ISAGO University has built a remarkable heritage of excellence in providing education with quality curricula that is not only bespoke for the local market, but also produces globally competitive graduates.
The Peolwane structure was to evolve in phases with Phase I already complete. Phase II consists of a multipurpose hall with the capacity to accommodate 2,500 people, a pavilion with ample space for about 500 students, a recreational facility, and a six storey building with office space, laboratories, lecture rooms and an auditorium. Phase II is already 60 percent complete and due for completion sometime later this year, 2017.

When Phase II is complete, BA ISAGO will be able to enroll 5,600 students in Gaborone alone and will have a staff complement of about 400. The ongoing development underlines the heritage of pursuing quality in education BA ISAGO has built over the years.

After establishing its first Campus, in Francistown, BA ISAGO set up its second Campus at Gaborone’s BBS Mall in 2005, boosting its enrollment from the initial 50, to 300. In 2007, the Gaborone Campus relocated to Commerce Park, a move that coincided with Government’s decision to start sponsoring students in home-grown private tertiary education institutions. This gesture by government was a shot in the arm for BA ISAGO, which saw its student population soar dramatically to 890.

Upto this point, the University had operated in rented premises and management decided it was time the institution had its own structure. This became a reality in April 2012 when it moved to its own facility in Peolwane. The construction of Peolwane enabled BA ISAGO to more than treble enrolment to a total of 3,000 inclusive of the student population at its Francistown Campus.

The expansion of the Campuses has meant greater access to the growing range of qualifications offered by the University and its various partnerships, with students enjoying market-leading facilities and a teaching environment primed to produce globally competitive graduates.

BA ISAGO has four faculties which are: the Faculty of Commerce offering 33 courses; the Faculty of Education offering eight courses; the Faculty of the Built Environment, Arts, and Sciences offering 8 courses; and the Faculty of Law and Para-legal Studies offering six courses. Altogether, the four faculties offer just under 50 courses comprising of one Masters Degree programme; 28 Bachelor’s Degree programmes; 14 Diploma programmes; two Professional Qualifications; and 10 Certificate programmes. Some of the degree and diploma programmes are run in collaboration with internationally renowned institutions such as the University of South Africa (UNISA), and the National University of Science and Technology (NUST) in Zimbabwe.

In addition, BA ISAGO in October 2008 established the Centre for Research, Entrepreneurship, and Project Management (CREPM) which conducts a total of 45 short-term courses across a whole spectrum of disciplines offered through short-term training seminars, workshops, and community engagements to corporate business organisations, Government, parastatals, NGOs, civil society, and private individuals.
The institution has just set up another faculty, the School of Graduate Studies and Research which will be devoted to running Masters and PhD programmes. The Botswana Qualifications Authority will soon be considering a number of the institution’s Master Degree Programmes. BA ISAGO has also been working closely with the Botswana Education to extend its footprint outside the country.

The institution boasts an array of very well-qualified lecturers at Masters and PhD level and is already reputed as the best remunerating private institution of learning in Botswana with the most attractive conditions of service.

BA ISAGO University is spearheading the expansion of quality education and facilities provision to students across the country, with the upgrading of its Campuses in Francistown and Maun.

Francistown: From a legacy point of view, Francistown is BA ISAGO’s birthplace, as the University traces its origins to the second city where it established an office in 2001 next to the now defunct Botswana Book Centre. The BA ISAGO Institute, as it was known then, offered mainly placement services, however, in 2002, the Institute opened a Campus offering mainly Boston Business College franchise programmes.

From those early unassuming years, BA ISAGO’s founding Campus in Francistown has grown in size, enrollment and range of qualifications offered, even as the broader institution has expanded as well. In its early days, BA ISAGO had 50 self-sponsored students in Francistown, but today, the campus has just under 300 students, the result of various initiatives that have facilitated the expansion of enrolment, programmes offered and infrastructure.

Current programmes offered at the Francistown Campus include BCom Real Estate, Bcom Banking & Finance, Bcom Economics, Diploma in Transport Management And Logistics, Diploma In Real Estate, Diploma in Occupational Health and Safety, Diploma in Insurance, Bcom Early Childhood Development, Certificate In Vocational Education and Training (CVET) and CAT.
The Campus has fifty-one staff members, thirty-six of whom are academics. The Francistown Campus has two computer laboratories and a library with a broad title range, computer access and a reading room. In addition to these services there is Internet connectivity via both WI-FI and ADSL.

Overall, it boasts ten lecture halls and a capacity of 400 students. The latest additions are the offices of Finance/Accounting and Student Advisory Services/Marketing.

Latest developments at the Francistown Campus also include the recent acquisition of additional space in the building, the set-up of an Occupational Health and Safety (OHS) Lab and equipping all venues with projectors. Almost all of the venues are carpeted and fitted with air conditioners. The student Lounge and East Wing Lecture Hall have capacity for 80 and 100 people, respectively and have been used to host various events such as seminars, orientations, examinations and other events.

An exciting development on the horizon revolves around BA ISAGO’s recent acquisition of a 28-hectare plot in Gerald Estates, Francistown, where it intends to build its own Campus.

**Maun:** In 2010, BA ISAGO established a satellite Campus in Maun, starting with only three full time staff members and just 21 students. At that time, the Maun Campus offered certificate-level programmes on a part-time basis, with these programmes including Certificate in Real Estate, Certificate in Law and Certificate in Human Resources Management.

The area served by the Maun Campus is a proud part of the legacy contribution the University has made to the country’s skills development. Opportunities for high quality tertiary education in the Ngamiland region are few and the area largely comprises poor villagers who depend on farming and cannot afford to pay fees especially with the scourge of Foot and Mouth Disease. Both students and potential members of staff in any sector, generally gravitate towards Gaborone for better opportunities.

The University has, however, since 2010, been able to not only grow its student body and staff, but also the level and diversity of programmes offered, affording learners globally accredited courses in the convenience of their location.
It is testament to the organic growth of the broader BA ISAGO University that similar leaps in enrollment, programmes offered and infrastructure provision were witnessed at the Maun Campus in the years after its establishment.

As with the Francistown and Gaborone Campuses, one of the major drivers of enrollment and consequently infrastructure for BA ISAGO in Maun was the 2013 decision by the Department of Tertiary Education Finance to sponsor students for programmes offered by the University in Maun. Enrollment in that year ballooned to 123 percent and today, the total number of students is 129, while staff compliment increased from three at inception in 2010 to the current 16.

In July 2013, the Campus introduced diploma level programmes, deepening the offering available to students from the region. Today, the Maun Campus offers diplomas in Real Estate, Accounting, Transport Management and Logistics, Occupational Health and Safety, Marketing, Court Administration and Law. Certificates offered include those in Real Estate, Business Management, Human Resources Management, Court Administration, Law and Vocational Education and Training.

Today, BA ISAGO’s Maun Campus has four tutorial rooms which all have projectors and air conditioners. The Campus also has a computer lab with capacity of 20 students, a Campus Administrator and Campus Manager’s Office as well as a staffroom with a capacity of six lecturers.

Partnerships have also been key to the Campus’ success as library services are provided via agreement with the Maun Public library, while space limitations are being addressed through a collaborative partnership with Maun Technical College. Pula!
HEALTH & WELNESS

As the old saying goes, “The foundation of success in life is good health: that is the substratum fortune; it is also the basis of happiness”.

Duncan Thela
Managing Director,
Associated Fund Administrators
Associated Fund Administrators
A passion for effective fund administration services and sustainable healthcare in Botswana

Associated Fund Administrators Botswana (Pty) Ltd (AFA) was born into this environment in 1990, and has grown in leaps and bounds, steadily establishing itself as an independent, world class fund administration company. With a shareholding structure that has consistently attracted and continuously evolved to actively embrace citizen participation, AFA is committed to a legacy of championing the economic interests of Botswana citizens, especially since it has built its reputation on providing fund administration services for government and private medical aid health insurance schemes that deliver an invaluable service to vulnerable segments of this group.

A thriving healthcare industry is essential to the success of Botswana or any other progressive country, as it is a sector concerned with maintaining or improving the well-being, and by extension, productivity of individuals and communities.
Based on years of experience and a team of highly skilled personnel, AFA brings to the table a bouquet of fund management services and solutions for its clients, critically ramping up efficiencies, guaranteeing accountability and ensuring reliability in the end product delivered to the public and other stakeholders. Consecutive re-appointments to the fund portfolios under AFA’s management since 1990, clearly indicates the depth of confidence clients have in its contribution to their success. Indeed the company has mastered with demonstrable finesse, what it takes to manage, disseminate and provide quality health fund and health risk management services. Since 1990 and 1991 respectively, AFA has administered the Government of Botswana (GoB) health insurance scheme, otherwise known as Botswana Public Officers’ Medical Aid Scheme (BPOMAS), and its private corporate health insurance equivalent, Pula Medical Aid Fund (PULA), which has among its members; premier companies with interests in diamond mining, polishing, Non-governmental organizations and financial institutions; as well as a diversity of small to medium enterprises with a hunger for growth.

During its decades long tenure in a challenging healthcare landscape blighted by the HIV/AIDS scourge, AFA has demonstrated invaluable expertise in developing, implementing and managing customized Managed Care Programmes and Health Risk Management services, which capabilities it continues to deploy for its portfolio of administered medical aid schemes and to assist the Government of Botswana. In 2005 AFA developed, implemented and managed a unique Disease Management Programme (DMP) for HIV/AIDS, wherein the Government of Botswana fully funded patients were accessing Antiretroviral Therapy (ART) in the private sector. The program had at its peak (2010) about 17,000 patients on antiretroviral therapy. The AFA DMP for HIV/AIDS is the largest such programme in the Botswana private sector and, nationally, it is the second largest after the GoB programme.

With a complement of over of 130 employees servicing some 210,000 lives covered through the schemes, AFA recognizes its people as its greatest asset. The company is committed to providing a nurturing environment that allows personal growth and promotes a passion for service. The range of skills sets developed and maintained by AFA enables the company to adapt quickly to changes in the sector, industry and market forces. Pula!
Pula Medical Aid Fund
The Fund is managed by the Board of Trustees which consists of members elected from major employer groups, and/or individuals who are elected to be Trustees based on their individual skills and competencies and are principal members of the Fund. Currently the Board of Trustees (Board) comprises of nine (9) substantive members. The Board is entrusted with providing strategic guidance and oversight, as well as ensuring that the Fund is run in accordance with relevant and applicable laws and regulations, as well as current governance principles. The Board ensures that financial and operational reporting to members is done every year at members Annual General Meetings (AGM).

Pula Medical Aid Fund Trust (PULA) has been providing medical aid cover, countrywide, to various member organizations’ employees and their dependents since 1991 when it was established. PULA has since its inception been administered by Associated Fund Administrators Botswana (Pty) Ltd (AFA). PULA is the second largest open medical aid scheme in Botswana and largely services corporate clientele. The Fund has grown from providing medical aid services to a few private companies in 1991 to a major player in the medical aid services industry of Botswana providing cover to an excess of 17,600 principal members and over 41,000 lives.
In keeping up with the Non-Bank Financial Institutions Regulatory Authority, the Fund appointed Dr Thato Moumakwa as its Principal Officer with effect from October 2014. Dr Moumakwa has previously served in the Board and previously was employed by Debswana as the Principal Medical Officer.

Pula Medical Aid Fund (PULA) has continuously believed in providing products that are simple and yet serve the needs of its customers and clients. This ethos has seen the development of major benefit options which are primarily intended to serve the medical aid needs of different tiers of the economic sector, these options are: Standard Benefit Option - which is targeted at the low income market, small medium and micro enterprises, the De-luxe Benefit Option - caters for the middle to upper income individuals and companies who seek comprehensive cover for their employees. Comprehensive cover ensures that employees gain access to a wider variety of services including out-patient, in-patient (hospitalization), acute and chronic medicines, and the dread disease benefit which ensures access to medical assistance for specified diseases and or medical conditions.

With effect from 1 July 2015, the Fund introduced a breakthrough benefit option called the Executive Option; this option was an upgrade of the Deluxe Benefit Option with a cap of BWP 2,000,000.

Furthermore the Fund introduced BWP 2,000,000 International Travel Cover (insurance) for the De-luxe and Executive options.

During the 2017/2018 Financial Year the Fund went on to introduce the following benefits which will see the product range starting to appeal to other Market segment especially the low earning, the benefits are the Galaxy benefit option which offers efficient health care (effective 01 July 2017), the Flexi benefit option which offers flexible out-patient cover (effective 01 July 2017).

PULA provides for Emergency Medical Services (EMS) through a contracted partner Emergency Assist 991 (EA 991). The service is available 24/7 and 365 days a year ensuring that members are covered in times of need. The Fund also provides, International Travel Insurance for members on the Executive and De-luxe Benefit Options. The product is the single largest group of International Travel Insured persons in Botswana. In addition to the above additional benefits, the Fund provides a Funeral benefit at no additional cost to the monthly contributions. The benefit is envisioned to assist our beneficiaries during the hardships of the loss of a loved one. PULA has also introduced a PULA Baby Maternity Programme that offers the best of care for expecting mothers through the PULA Maternity Programme, Premium Waiver Benefit, providing cushion through extension of medical aid cover period to ensure that the dependents that are left behind by a beloved family member being a principal member on PULA continue enjoying the best health care and Preventive Care Benefit to members on the Executive Benefit Option effective 01 July 2015 and to members on the Deluxe Benefit Option effective 01 July 2016. The Preventive Care Benefit includes annual medical examination inclusive of screening tests to prevent illness, disease and other health related problems.
COVER OUTSIDE BOTSWANA
PULA offers medical aid cover throughout in Botswana. However, those covered are also able to get access to health care services in any country outside the borders of Botswana. Most of our members regularly access health care services in South Africa and Namibia and Internationally through travel Insurance. In the event that members pay for themselves when accessing healthcare outside Botswana. PULA will reimburse them fully according to the agreed tariffs.

Health Risk Management/ Managed Care
The Health Risk/Managed Care Department (MCD) is charged with ensuring the Fund and individual members get the best possible value for money spent on the various healthcare interactions whilst ensuring sustainable, cost effective and quality health care provision via;

HIV /AIDS Disease and Benefit Management
MCD works closely with relevant stakeholders, using cost effective options for delivery of quality HIV/ AIDS care, to ensure that members timeously access Antiretroviral Therapy (ART) and other relevant services, are managed in line with internationally acceptable standards of treatment.

Pharmaceutical Benefit Management
MCD formulates and implements medicine pricing and reimbursement models appropriate for the Botswana market to ensure cost effective medicine acquisition as well as rational utilization.

Hospital Case Management
MCD implements a hospital Case Management model with particular emphasis on inpatient admissions, specific surgical procedures and Dread Disease conditions.

Utilization reviews/profiling and appropriate intervention
MCD uses claims data to profiles and review all benefit utilization trends that lend themselves to improvement, clinically and financially, and identify outliers requiring targeted interventions. Pula! ■
BPOMAS
Botswana Public Officers’ Medical Aid Scheme (BPOMAS) is considered the epitome of medical aid providers in Botswana. Enjoying the largest of the market share, BPOMAS is a closed Scheme providing cover to employees of the Botswana Government, and to employees of parastatals qualifying (that were previously Governmental Departments). The employees are eligible for a 50% subsidy on their monthly contributions from the government, making the scheme affordable.

The Scheme was established in 1990 and has been since inception under the care and administration of Associated Fund Administrators (AFA); the largest fund administrator in Botswana offering vast experience and a depth of knowledge and skills that are unmatched. Over the past 3 decades, BPOMAS has been the pinnacle of the medical aid industry, proving instrumental in the growth of private healthcare as it ensures that its 73,000 principal members (a translation of 175,000 lives covered under the Scheme) have access to high quality medical facilities from local and international healthcare providers.
All this is possible by ensuring a world class financial, governance and health risk management practices. AFA has employed state of the art technologies such as Electronic Data Interchange (EDI) which enhances the process of claims submission to provide a real time submission by the service providers, resulting in faster turnaround times for payments. BPOMAS’ slogan “Your health is our concern” is drawn from the main mission of “to assist members to access quality, innovative and effective healthcare solutions that meet their needs.” As such, the members have three options to choose from.

The Premium Benefit option with a cover of P500,000 per annum is the most comprehensive. It includes P300,000 for Dread Disease cover and a P200,000 annual basic limit. At P300,000 per annum, High Benefit Option offers a comprehensive cover with 87% of the Scheme’s membership opting for it. The cover is split into half, P150,000 Dread Disease cover and P150,000 annual basic limit.

Our entry option, Standard Benefit option has an annual basic limit of up to P30,000. These options are varied and cater for a wide market in a highly price sensitive and competitive environment.

Within the last 5 years, the Non-Banking Financial Institution Regulatory took it upon itself to regulate the Medical Aid Funds/Scheme (MAFs). One of the requirements of the MAFs was to appoint a Principal Officer (PO). BPOMAS complied and appointed Mr. Thulaganyo Molebatsi. Mr Molebatsi has more than fourteen (14) years of progressive experience in the Financial Services Industry (Actuarial Consultancy, Life Insurance and Health Insurance). As the Executive Officer of the Scheme he is responsible for overall running of the organisation, including development and implementation of the organisation’s strategy; overseeing the financial performance of BPOMAS subsidiaries and strategic assets, contracting and providing oversight on contracted third parties (Scheme Administrators, asset consultants & investment managers, and actuaries etc.).

The Scheme enjoys great Corporate Governance with a Management Committee which ensures that BPOMAS is administered in accordance with the Rules of the Scheme and legislation, where applicable. The affairs of the Scheme are managed under the direction and supervision of an 8 member Management Committee, which convenes in accordance with the Rules of the Scheme. Members of the Management Committee are appointed by the relevant appointing authorities as prescribed in terms of the Rules. The Permanent Secretary of the Ministry of Health sits as the Chairman of the Management Committee. The Management Committee is empowered to delegate any of its powers to a Sub-Committee(s) consisting of such of its members and co-opted individuals with the requisite knowledge and experience required to advise the Committee. The Sub-Committees serve to enhance the functions of the Management Committee through specific recommendations on specialist areas of knowledge.
BPOMAS has continuously invested in the health care industry of Botswana and aims to attain greater heights with its members and valued stakeholders.

The Scheme has ownership in Lenmed Bokamoso Private Hospital through its property investment and co-owns the managing company with Lenmed from the Republic of South Africa. Pula!
Established in 2009 by entrepreneurial couple, Lebonye and Gopolang Kesolofetse, LBK Physio Clinic is fast becoming the go-to practice for physiotherapy, rehabilitation and general wellness.

Its managing director, Lebonye, spent 11 years working at Princess Marina Hospital as a physiotherapist, applying for a licence to operate the clinic during those years as part of a vision of venturing into private practice. In March 2009 he resigned from his long-time career and in April, LBK Physio opened its doors.
The 100 percent citizen-owned clinic offers general physiotherapy, sports physiotherapy, corporate wellness and rehabilitation, with three highly qualified physiotherapists and state of the art equipment. LBK Physio receives private patients and corporate clients supported by nearly all local medical aid societies.

Services provided include helping patients recover from respiratory neurological, muscular skeletal, orthopaedic and other medical ailments. This is done through physical exercise sessions, therapeutic massages, specialist therapies such as hydrotherapy, electrotherapy, Manual Therapy and others.

The Clinic is part of Stocksure Holdings’ group of companies and thus benefiting from professional, highly qualified and experienced administrative support such as Finance and Accounting, Business Administration and Human Resources. The Administrator Ms Gopolang Kesolofetse is very excited about LBK’s future, which is shining brightly. The Clinic has ambitions of building a rehabilitation hospital by mid-2018. The feasibility study and other works are underway the couple reveals. The private Hospital will be the first of its kind in Botswana and yet another example of the Kesolofetse’s vision of contribution to the healthcare sector in the country.

In line with the Stocksure Holdings’ values of ‘integrity’, ‘excellence’, ‘uncompromising Ethic of Quality’ and absolute ‘customer satisfaction’, LBK Physio Clinic continues to fly their flag up high. Proud of their attainments, Lebonye and his staff remain rooted on their path to providing the best physiotherapy services for Batswana. Pula!
Camelot Spa
Set against the pristine backdrop of Gaborone’s majestic Grand Palm Hotel, Casino and Convention Resort hotel, Camelot Spa presents a delightful treat for the body and senses. From opening its doors to the public in July 2013, Camelot Spa has built up an enviable reputation as a highly regarded luxury spa brand, which is right at home in one of Botswana’s premier five-star hotels.

Your world of wellness

As a country that is richly endowed with a diversity of indigenous medicinal plants along with strong traditions of herbal remedies and local knowledge, it is easy to see how Batswana could embrace the concept of spas. Such is the case that motivated the shareholders to invest in the health and well-being of Batswana through their Camelot Spa franchise.
Camelot Spa has the relentless drive and ambitions of a truly international brand, but remains deeply rooted in legendary African hospitality and etiquette. Camelot Spa offers a blend of professional service and luxurious spa treatments to the same high quality standards, with the added pampering and flavor of a Botswana welcome. Under the innovative and effective guidance of Miss Caroline Apiko, Camelot is known for its signature bouquet of high quality spa treatments and care, which are literally fit for a king or queen.

The Spa is managed by a dedicated team of local personnel led by Mr Isaiah Katsande supported by Caroline Apiko, the Assistant Spa Manager. Camelot Spa delivers an effective range of spa treatments and therapies designed to help clients physically de-stress, re-energize and rejuvenate their bodies, as well as massaging deep into their minds and souls for ultimate peace. The treatments are conducted in a truly serene environment, which is deliberately arranged to please the eyes and caress the nostrils with heavenly aromas and fragrances that put mind and body instantly at ease. Clients are treated to a medley of nasal, aural and visual indulgence, in an atmosphere of manifest opulence underlined by regal themes of precious and other metals including gold, bronze, copper, ochre and silver. Contrasted with the luxurious blend of textures and nuanced fragrances of leather and wood, Camelot Spa offers a uniquely charming and elegant way to experience the calm, serenity and peace everyone deserves at least once in a lifetime.

Signature treatments at Camelot include a Hydro-bath, Vichy Shower, Manicure & Pedicure Lounge, Relax Room and five Treatment Rooms, all designed to contribute in different ways to the singular purpose of transforming your body, mind and soul into a heightened state of rejuvenation and wellness. The Camelot experience caters to all five senses in a deep and meaningful way, giving credence to their wholesome brand promise, and making the words “Your World of Wellness” synonymous with the brand.
Camelot Spa’s experience starts with the luxurious furnishings, relaxing and ergonomic design of the environment you walk into. The signature Frangipani scent is prevalent every corner of the spa, relaxing and cocooning you into a sense of peace, comfort and security. At Camelot Spa, treatment begins with tea infusion rituals, helping to deepen your relaxation and leave the stresses of the outside world. Skilled therapists delight your whole physical being with highly professional massaging techniques and empathetic touch, taking you on a soothing journey of Wellness. The Camelot music catalogue is chosen for its ability to penetrate your mind, taking you along the journey to your World of Wellness on a dreamy cloud of peace and melodious tranquility.

Camelot Spa offers an array of treatments ranging from nail treatments, facials, body treatments and the complimentary Body Composition Analysis machine that is afforded to first-time spa visitors, which helps to ascertain your current level of health and assists with in-house treatments as well as home care to bring you to a healthy state of wellness. They offer spa treatments for all occasions and celebrations, ranging from baby showers to bridal showers, or wedding anniversaries to corporate wellness outings.

Camelot Spa looks forward to an amazing future providing the best health and well-being services and continues to be a major player in the wellness industry. As they carry on executing their aims, beliefs and expertise. Pula! ■
The beauty therapy industry is a niche segment that answers a distinctive demand of a clinical concept of beauty and wellness. Needless to say that as Batswana we were at first not open to the idea of spending our hard earned money on spa treatments as we believed it to be a luxury not a necessity, yet there is always that need to achieve a sense of belonging and confidence which mostly comes from how you look and feel. With time we warmed up to the clinical concept as we discovered that the world is revolving and wellness is a must have for one to live more years, thus giving birth to Urban Space.

Urban Space is a haven of tranquility situated in the heart of Gaborone, which was conceived in 2007. The day Spa offers an empowering, all-inclusive approach to well-being, carefully calibrated to suit each and everyone’s needs to transform the mind, body and soul on a journey to radiance and self – discovery. Urban Space has well thought out packages to help its clients regardless of gender or age to find their paths to wellness so as to relax and rejuvenate them in a professional environment.
Urban Space offers the best spa treatments. Their friendly, skilled and experienced staff always brings out the innate vitality and natural vibrancy of each client individually. The spa experiences offered at Urban Space are lavishly designed with massage therapies which include therapeutic, hot stone, aromatherapy, pregnancy, deep tissue and Indian head. Their facials are of expert level and address individual skin concerns. The Spa uses Guinot, Thalgo and Nimue Professional skin care products. These have been specially formulated to target and correct different skin conditions, such as hyperpigmentation, acne, sensitive and ageing skin. They also offer advanced and specialised facial skin treatments such as peels and micro-needling. For those with great skin, the spa offers radiance boosting, rejuvenating and maintenance facials.

The main reason Urban Space is famous amongst Batswana is its collection of services that also include men and children, thus, saying ladies can have either girlfriends’, couples’ or family spa day. They also offer corporate, group and kiddies’ packages. They have tailor made packages especially for hosting functions such as bridal or baby showers; high teas not forgetting kiddies’ pamper parties. Other packages include make up, hair removal, manicures and pedicures. At Urban Space everyone has a chance to feel and look good.

10 years and still growing, Urban Space continues to provide its clients with the best professional, skilled and up to date spa treatments that leaves one’s body relaxed and rejuvenated. Urban Space continues to maintain its mandate of putting its clients’ wellbeing first so that they can be able to tackle their day to day lives with an awakened inner spirit and restored energy. Pula! 

Our Heritage
CLEANING

“This earth is a heritage for generations to come, create a legacy of clean environment for a healthy nation”.

Gopolang Kesolofetse
Business Development Director,
Stocksure Holdings
Eight years ago, Lebonye and Gopolang Kesolofetse were the typical married working couple, going through the paces at their respective places of employment. Lebonye, a physiotherapist by profession, was in his eleventh year at Princess Marina, while his wife, Gopolang was continuing her role as Sports Development Administrator at the Botswana National Sports Commission.

The couple had a dream, however, of one day pursuing their passion to create a sustainable, job creating and economy-diversifying business. A business that would provide financial stability and upskilling for them, their families, employees as well as making a positive impact on the community around them.

In 2008, the Kesolofetses established the 100 percent citizen-owned Stocksure Holdings, which carries out contract office cleaning, hospital cleaning, laundry services, sanitary bin maintenance as well as chemical and clinical waste disposal. Some of its clients today include Letsholathebe II Memorial Hospital, BIUST, Botswana College of Agriculture, several government hospitals, Sabrana Psychiatric Hospital, Institute of Health Sciences in Gaborone and many more.
Stocksure Holdings employs 498 employees and boasts a footprint that includes Lobatse, Kanye, Molepolole, Maun and Palapye, besides the head office in Gaborone. The company has been founded not only on innovation and contributing to the diversification of the economy, but also upskilling Batswana, from highly experienced professionals such as the Human Resources Manager, Infection Control Nurses, Business Administrators, Operations Managers, Supervisors and the semi-skilled. We believe in staff retention and those who started with the couple in 2008 as cleaners are now supervisors, an example of the empowerment and encouraging growth in its employees.

“Stocksure Holdings is contributing to the broader economy through the creation of jobs, particularly for the semi-skilled, which is part of our goals. Also, we are playing a role in government’s outsourcing of non-core services, saving government revenues, while at the same time providing standardised, regulated high performance, quality services. In addition, we contribute to environmental sustainability by taking care of hazardous material,” says the couple.

High performance and quality are the cornerstones of Stocksure’s service offering and the company subscribes to the prestigious Council for Health Service Accreditation of Southern Africa (COHSASA), the only internationally accredited quality improvement and accreditation body for healthcare facilities based in Africa. Stocksure Holdings is also in the process of securing membership in the International Society for Quality in Healthcare (ISQua) and certification with the Botswana Bureau of Standards (BOBS).

The company’s growth has also enabled it to directly impact the community through various interventions, such as assistance to churches and working with schools to conduct clean-up campaigns and waste management. Stocksure Holdings also frequently assists needy individuals such as children who owe school fees and thus unable to secure their certificates or those who wish to go back to school after leaving for whatever reason.

With almost a decade in service, Lebonye and Gopolang stand proud of their achievements so far and look forward to a promising future of offering quality and superior products and services in the cleaning industry. They delight in the legacy they have built and are building through dedication, passion and pursing their dreams. Pula!
Kennedy Schasher Cleaning is a wholly owned division of Kennedy Schasher Holdings (Pty) Ltd, which is in turn a diversified, proudly 100% citizen owned family business, shaped by a strong family culture, which is characterized by an intense entrepreneurial spirit, a fiery passion for professionalism, and a compelling desire to offer practical, impactful and socially relevant solutions. "We are focused on exceeding your expectations!" declares the company as its mission, premised on delivering world class professional cleaning and hygiene services. While primary focus is on large scale office and industrial cleaning services, the company uniquely offers customisable and highly effective solutions for sanitizing domestic, healthcare, retail, education and hospitality environments.

The company has invested in extending its core capabilities to specialist outsourcing of solutions, equipping it with the necessary resources to deliver required services anywhere, on time and within budget. Kennedy Schasher Cleaning is proud to consistently deliver a high level of professionalism, through which it has built an outstanding portfolio of satisfied clients across the domestic, industrial and commercial cleaning landscape. Operating since 2014, the company has expanded from just delivering a standard range of cleaning services to include regular, programmed and emergency response cleaning options.
Presentation, citizen empowerment and safety

Presentation is everything in the cleaning business, that’s why Kennedy Schasher Cleaning service team are always professionally attired in smart, well-designed uniforms, and are accompanied by well-trained supervisors that remain on-site at all times. In all of its operations and practices, the company is always keen to demonstrate its commitment to citizen empowerment. Over the years, the company has generated great opportunities for employment, training and skills development as well as class leading professionals who deliver a high-quality cleaning service and allied needs. Kennedy Schasher Cleaning believes there could be no Kennedy Schasher Cleaning without its people, and thus takes their health, safety and well-being to heart.

A prevention of occupational injury and illness policy is faithfully implemented, establishing measurable objectives and targets that are continuously reviewed and improved upon. Key aims are to providing and maintain safe systems of work and plant, provide written procedures and instructions to ensure safe systems of work, ensure compliance with legislative requirements and current industry standards, provide information, instruction, training and supervision to all workers and contractors to ensure their safety.

Kennedy Schasher Cleaning is committed to implementing and maintaining a safety management system that is compliant with standards, recognizing the importance of compliance with legislative and regulatory performance standards, as well as maintaining a documented management system with appropriate records of performance. The company will always prioritise the achievement of an accident free workplace, prevent work related injuries and illnesses, as well as continuously improve the safety culture of all workers. Pula!
"Fashion is something that comes from within, so let your beauty within reflect on the outside with a print".

Oshalle Monyatse
Business Development Manager - African Prints Botswana
It is often said that the history of fashion is the history of mankind. Indeed, for as long as people have existed, there are those among the group that have dared to stand out, establishing popular styles and practices in their manner of clothing and footwear, and sometimes even going as far as distinctive behavior, speech and personal grooming. To this day, fashion shapes and inspires entire communities, maintaining a powerful influence on popular culture, with clear effects on personal as well as group identity, individual self-worth and confidence within societies.

As a key player in Botswana’s urban fashion and lifestyle scene, addressing a large, predominantly youthful market, Urban Soul bears the responsibility of helping to shape the minds and attitudes of our country’s succeeding generations. A brand that started its legendary life with the edgy, provocative and somewhat rebellious name ‘Mafia Soul’ took a bold decision to mellow its character and ‘mature’ its message over the years, into the more progressive, sophisticated yet authentically streetwise ‘Urban Soul’. The brand continues to be a credible torchbearer for its fans, consolidating its place as a trail blazing company, trend setting market leader, as well as a strong voice for the youth, who are a diverse and vibrant audience that includes the young at heart. Urban Soul’s unique understanding of global fashion trends and the serious business of helping its discerning customers make the right statement with timeless style, has allowed the brand to command respect, loyalty and passionate support.
The brainchild of a young citizen entrepreneur, Molefi Nkwete, Urban Soul’s history can really be traced back to the corridors of the University of Botswana, and is an inspiring journey of vision, courage, perseverance and national pride. Indeed, the business has been described as Botswana’s own national brand, helped in no small way by Molefi’s patriotic signature Rep-Gabs, which remains a rallying call for fans to represent Gaborone, and by extension, Botswana itself. The Urban Soul brand distinctly has its roots in hip hop culture, and is ever focused on delivering genuine experiences, whether in terms of style, taste or quality. It is such a deeply felt commitment that there is no room for fakers and posers – Urban Soul customers know what they want and that they will get it at only the best price.

Needless to say, premium quality and genuine brands are never cheap, so it is really the experience of buying such world-class fashion from a knowledgeable and reputable retailer that makes it all worthwhile.

By constantly updating its fashion lines and keeping a vigilant eye on popular culture and global trends, Urban Soul helps Botswana’s youth stay on par with the very best in the fashion world. Throughout their impressive chain of retail centres, Urban Soul continues to work hard to reward customers for coming through, offering a purchasing experience that is second to none within an instore environment that simply delights the eyes, massages the ear drums and excites the senses.

In keeping with its millennial credentials, Urban Soul stays in touch with its customers and fans beyond the retail stores, sharing content as well as stimulating peer-to-peer conversations about the latest and greatest on social media platforms. Urban Soul truly is a progressive and inspirational brand for Botswana’s young and most vibrant. Pula!
African Prints
Botswana
(APB)
In fact, the Kanembu ethnic group of Chad in North-Central Africa has a clothing tradition which dates as far back as the 800s. Bogolan textiles, otherwise known as “mud cloth” come from a long tradition of weavers in Mali, as do the famed Kente fabrics of Ghana, which blend silk and cotton.

Celebrating a colourful tradition of textiles and clothing

In some of the most enduring images of mankind’s historical record, Africans are often portrayed as naked people, walking around innocently with no clothing. This would suggest the absence of African textile tradition, which would be entirely false because evidence points to the great Emperor Kankan Moussa of Mali for example, leading an entire delegation on a pilgrimage to Mecca in the 1300s, with everyone adorned in cotton garments woven with golden threads. This was well before the first Dutch textile company, often credited with Africa’s textile tradition, was installed in Togo, Africa around 1846.
Africa as a continent does indeed have a long and proud tradition of clothing and textiles, which is why to this day the phrase “African print” instantly conjures up assorted images of long, flowing, visually and physically textured, as well as bright, colourful and regal materials. African Prints Botswana (APB) is a homegrown business that is unambiguously named, and is deliberately designed around this noble tradition. It is widely regarded as Botswana’s number one supplier of African print fabrics, fashion design services, tailoring services and accessories. The company is strongly invested in its belief that the beauty of Batswana shines through at its brightest and most brilliant, when imbued with a touch of African Fashion. With this in mind, the business offers its clients an unmatched combination of value, convenience and affordability by delivering a 360-service package under one roof. With APB’s service offering, clients do not need to hop from fabric shop to designer then to tailor, only to end up at the accessory shop. Everything is available in one place.

The African Print touch to Fabrics sales (wholesale & Retail)
APB works with Africa’s top fabric manufacturers to give Batswana access to a wide choice of the best quality and most affordable fabrics in the SADC region. Within its community friendly business model, the company works to empower young entrepreneurs and women by supplying them with top shelf fabrics at the most competitive prices in the country, enabling them to create income for themselves. This is achieved through an in-house initiative that is aptly named the “Be your own Boss” programme.

The African Print touch to Fashion Design Services
APB is committed to working with Botswana’s top fashion designers, bringing the country’s best creative talent under one roof for the benefit of clients. In addition to the company’s in-house design programme, ABP offers access to on-call designers outside its walls, who have unique specialisations in different fashion fields, and are ready attend to clients’ needs at the shortest notice.

The African Print touch to Tailoring
APB offers its clients the most competitively priced and highest quality tailoring services. Because the company supplies the fabrics and employs the tailors, ABP is able to transfer the resulting cost savings and turnaround time benefits to client orders, affording them a high level of convenience and better profit margins.

The African Print touch to Accessories
Basic fashion accessories such as bracelets, necklaces and head wraps are part of the extensive inventory at APB. By working with Botswana’s top suppliers and manufacturers of
African fashion accessories, the company is able to save customers time and money that would otherwise be spent running around town. APB remains committed to bringing convenience choice, variety, quality and affordability to all its clients.

The African Print approach to improving communities – African Print Night and Be Your Own Boss
APB is proud of its African Print Night initiative, which is currently hosted at My Kind Of Place (MKOP) on the last Saturday of every month. The glamorous event was conceived as a special night of networking and fun, with food and drink to celebrate the pride of being African through wearing and promoting traditional attire.

To help empower Batswana with viable income generating ventures, APB offers opportunities for individuals to prosper in the business of buying and selling African print materials, as well as in the more lucrative pursuit of value addition by designing, sewing and selling complete outfits. To allow customers to enjoy profitable margins, APB guarantees the best pricing deals on the market. Pula! ■
Timba Trading

QUALITY TEXTILES FOR THE
CREATIVE INDIVIDUAL
Timba Trading was the brainchild of both Mr. Ayoob Khan, who had chosen to make Botswana home after coming from India as an adolescent, in partnership with his wife Late Hajira Bibi Khan, a resourceful daughter of the soil who was born in Otse.

Painstakingly, they built their business over the years, adapting to exciting changes in the market and the infectiously optimistic operating environment within the fledgling democratic republic of 1970s Botswana.

Conceived out of an ambition and vision to become the leading fabric, haberdashery and related accessories provider in Botswana, Timba Trading (Pty) Ltd was registered in July 1970. Against the modest means and background of early, post-independent Botswana, the business likewise kicked off from humble beginnings as a general dealer in Gaborone’s African Mall.

**History of excellent service & building a legacy through eminent textile**
Ever conscious of the community’s growing sophistication and tasteful needs, Timba Trading developed its business model and morphed into its current trade in answer to the market’s burning desire for a reliable supply of quality fabrics. It was in the 1980s however, that the pair fully committed to the viability of servicing the gap that then existed in the market, allowing them to consolidate and define their core business around the fabrics, haberdashery and accessories niche.

Needless to say, it took a special kind of entrepreneurial instinct, discipline and commitment from founders Ayoob Khan and the Late Hajira Bibi Khan, who remains more fondly known and remembered as Mma Khan. They believed very strongly in taking the risk to pioneer their type of business based on a real need in the local market, as Batswana were forced to make difficult trips to South Africa for simple purchases that we take for granted today. In fact, Mma Khan also believed there was enough creative talent within the local community to nurture and encourage downstream activities and employment opportunities in the garment making, clothing and fashion business. Thus, the success of Timba Trading would significantly depend on fueling and supporting the innate spirit of innovation and self-reliance among local communities, helping to increase the expression of their creative talents and flair, unlocking significant economic value.

47 years on, Timba Trading remains true to its motto and is proudly known by its legion of loyal customers for providing affordable quality products and customer service for all sewing needs.
The company continues to stand by its stated mission to deliver world class service based on offering convenient, affordable and customized solutions, which are readily accessible right within every customer’s radius.

As Ms Sumaya Khan (the current Managing Director and daughter of the pair), is proud to say with a smile, "Our aim is always to meet and exceed the expectations and needs of our customers by delivering a convenient and efficient shopping experience".

Timba Trading remains to provide excellent and convenient access to products at affordable prices. At the core of its operations, the company will continue to prioritize and maintain reliable supply, as well as keeping abreast of current global trends to ensure that customers are always up to date with the world’s dynamic fashion industry. They are currently focused on developing it brand, strengthening its influence and expanding its service footprint across the nation. This next phase of growth is projected to help the company fulfil its cherished goal of becoming a truly national brand within the next year.

As a successful citizen owned business that has grown with the nation, Timba Trading takes this opportunity to thank Batswana and all other valued clients for their support to date. The company looks forward to building and strengthening rewarding relationships with current customers and stakeholders as well as welcoming new partners, clients and stakeholders. Pula!
Standing tall and proud at the professional end of the hair styling and personal grooming business is JD Signature Hair Salon, an ambitious citizen owned enterprise established over six years ago. Fondly known as “The Hair Shop”, JD Signature Hair Salon has worked hard to build a reputation for excellent service, based on the dedicated efforts of friendly, motivated and skilled staff as well as investment in class leading quality products.

Founded and run by Mr. Jude and Mrs. Poelo Mkpayah, the salon rebranded and opened shop at Middlestar. This newly established outlet is a one stop shop for hair care and maintenance, nails and beauty bar. J.D Signature has a partnership with one of the leading local hair brands Wazzala, which offers a wide range of quality premium virgin remi hair extensions and accessories.

As a brand, the Salon promotes a nurturing and enjoyable work environment for staff, recognizing that they spend so much of their productive time there. Jude revealed that he fully understood and embraced the practice of fairness and commitment to staff welfare, as a key strategy towards maintaining a refreshing, pleasant, and memorable experience for clients, which would ultimately play a part in stimulating loyalty and frequent patronage.

As a Chartered Accountant by profession Poelo is no stranger to hard work, ethics and dedication. Under her watchful eye and expert administration, it is easy to see why the Salon team strives to achieve and maintain such a culture of excellence.
Jude is a hands-on manager, with a passion for training and leading by example. Under his guidance, the Salon rolled out a training and internship programme to mentor GTC students and has offered hair care demonstrations at Cinderella and Brookhills pre-schools and free services to Thuto Boswa Centre children in Ramotswa. By volunteering his time and expertise, he believes he is only doing his part to develop and promote professional hairdressers. No doubt his efforts will contribute to uplifting standards in the industry, making it a more lucrative career and business option for the next generation.

While the possibilities for the industry are endless, the key avenues to growth are innovation and diversification. Diversification allows the business to find more opportunities to solve more of their clients’ grooming and beauty concerns, whilst innovation will deliver those solutions more safely, much quicker, and more affordably while increasing the revenues needed to sustain the business.

JD Signature Hair Salon currently offers men’s office and brush cuts as well as women’s designer cuts and styles. The women’s portfolio deepens into highlights and color, braiding, relaxing and flat iron, natural perm as well as fixing hair pieces and bonding. Pedicure and manicure services are delivered with care and so much flair, under the same roof.

The company keeps abreast of global trends, anticipating changes in fashion and aesthetics in an effort to offer clients the best possible look for their body type, helping to enhance and promote pride and confidence in Botswana’s increasingly sophisticated social circles. Pula!
“We strive to inspire people to tell their stories, to have their voices be heard and to make their dreams count. We create a brand in them that will make an impact to society”.

Thuso Oitsile
Managing Director, Flame Power Multimedia
Phakalane, a plush neighbourhood on the northern outskirts of Gaborone, plays a worthy host to Cigar Lounge. An upmarket specialty bar for the well heeled, Cigar Lounge is the perfect place to go after a long day’s work. It offers a relaxed and luxurious environment for taking a deserved break and unwinding to the soothing sound of music, pleasant chatter of conversations and the stimulating company of friends. Nothing beats a stiff drink in your hand and the satisfying taste of a hand rolled cigar in your mouth, infusing its richly textured aroma into the air. The Cigar Lounge experience is really something to be desired and savoured.

As a 100% citizen owned and managed business, Cigar Lounge is a concept that reflects the heightened sophistication of urban society in Botswana. It is the realisation of yet another savvy business move by Chartered Architect and serial entrepreneur, Mr. Pedriel Mokwadi Nyame. Cigar Lounge started life as La Casa del Habano, which was an exclusive retreat for a close-knit, member’s only club of cigar connoisseurs. Mr Nyame was one such member, who appreciated cigar smoking as a great way to celebrate special occasions, and enjoy a unique tradition that is more of a hobby than a habit.

While maintaining the concept of cigar smoking, he re-launched it as the Cigar Lounge in 2014, adding upmarket nightclub facilities that opened doors to a wider clientele. Cigar Lounge thus offered a more rounded experience, hosting entertainment and social events with inimitable flair and sophistication.
The terrace is the highlight of the lounge, being a popular section of the lounge where one can sit and enjoy the evening air and scenic night views of Phakalane. The VIP area offers a luxurious and exclusive environment for more privacy-oriented patrons, who insist on enjoying the scenery in their own space. To promote relaxing feelings of freedom and homely opulence, loungers are encouraged to buy their drinks in full bottles. Cigar Lounge offers a full bottled range of whiskies, brandies, champagne, wines and liqueurs. Cocktails and beers are also available.

To maintain the characteristic sophistication and luxurious ambience favoured by the business’ key audience of mature and well-heeled patrons, Cigar Lounge is age restricted to 23 years and above.

A dress code of smart casual is enforced to ensure that revelers meet the minimum standards of decorum. No trainers, caps, sneakers and other items of casual wear are allowed.

The safety, security and well-being of customers are an important part of the Cigar Lounge experience. Among many ethical considerations, the lounge does not let in revelers who display visibly obvious signs of intoxication. Mr. Nyame is so committed to providing a secure and relaxed environment for clients that entry is strictly denied to anyone who might present themselves as disruptive in any way.
It is an exciting world of creativity, innovation where any kind of information can be represented, archived or curated, transmitted and processed digitally. Because human beings have an innate craving for entertaining content and intellectual stimulation, multimedia provides a diversity of powerful vehicles that deliver relevant messages in a way that connect with our emotions and can persuade us to act one way or the other.

Conceived in 2001, Flame Power Multimedia has grown into a prominent player in Botswana’s bubbling creative industry, offering an impressive bouquet of services that range from print communications to web based content as well as radio and television production. Flame Power brings to the table, a highly skilled and experienced hand at formulating advertising concepts, graphic design execution, brand creation, development and management. The versatile, citizen owned company holds such a commanding position, with logistical and technical capabilities in its areas of expertise, that it also a reputable supplier of Broadcast equipment.

Headed by a young and talented Botswana citizen who has proved to be a respected serial entrepreneur and seasoned businessman, Mr. Thuso Oitsile, Flame Power was founded around a mission to provide high quality services in Print and Electronic Media. The young company’s edge over the competition has always been a passionate focus on innovation, driven by the prevailing dynamics of the local market.
Over the 16 years that it has successfully operated in the market, Flame Power has relied on being equipped with the latest technology, and applying some of the best creative minds in the country to every project. Mr. Oitsile sits proudly at the helm of this well-oiled machine, deftly steering it towards a promising future as Botswana broadcasting goes fully digital, and the creative industry expands. With a quiver of impressive academic credentials earned from Cambridge and the University of Wolverhampton under his belt, Thuso is not just a highly trained creative executive, rather, his exposure to best practices in the developed world, as well as his vast experience and success in business puts him in a growing class of elite citizen entrepreneurs.

As a content generator, Flame Power enjoys the responsibility of collecting and telling Botswana’s stories to local communities and the world at large, helping to shape our identity on the global stage. As a business, Flame Power recognises its obligation to create wealth and opportunities for its employees, shareholders and other stakeholders within their sphere of influence, helping to achieve sustainable economic growth and diversification in Botswana. These are challenges that the dynamic and progressive company continues to take on with unmitigated passion. Pula!
As eminent brand strategist and one of the modern era’s great authors, Laura Busche writes in her book, ‘Powering Content: Building a Non-stop Content Marketing Machine’, “Design is your silent storyteller. The visual aesthetic you share with the world tells a story about the values you uphold. When your audience is not ready or willing to listen, a strong visual can capture even the most evasive of minds. Design is not ornamental or secondary: it can propel your stories far beyond the spaces you initially planned for.” Effective, engaging and empowering design must be at the centre of every branding, marketing or communication project in order to deliver significant results for brands.

Refa Creations is a proudly 100% citizen owned company that embraces powerful world class ideas, and takes them to their full expression from a local perspective, in order to deliver sales goals, desired behaviour change and clear engagement for clients and their brands. Translated from Setswana, Refa means “we are here”, declaring the indisputable rise of this vibrant, one-stop solution media production house for all corporate branding, promotional materials and media related products and services. Refa Creations commits to provide personalized products and services that exceed client expectations, drawing upon the skills and experience of multi-talented professionals that are driven by dedication, hard work ethic, as well as creativity and innovation. This has propelled the company on a rapid growth path since its inception in February 2013, to a corporate wear and gifts powerhouse, a dynamo in creative and graphic design, a television production and videography juggernaut as well as a print services guru.
Refa Creations operates with the guiding principle of providing the best work to the best of its ability at all times, in a manner which best represents the values, ideals and objectives of its clients, helping to make them stand out from the rest. While it has invested in a wealth of technological resources, infrastructure and up-to-date equipment, Refa Creations place more value on its people, relying more on their energy and human spirit to deliver work that connects with audiences and inspires them in meaningful ways.

The Refa Creations team brings so much passion to every project that clients thoroughly enjoy the experience of arriving at a solution, as much as they love the breathtaking results.

By setting itself up as a one-stop-shop across a range of branding and media-related services, Refa Creations has placed itself in a unique position above and beyond the capabilities of any competitor. Only Refa Creations can currently offer the entire portfolio of products and services that it does, under one roof, as well as delivering it all at highly competitive prices.

**Corporate Wear & Gifts (Branded and Unbranded)**

Refa Creations specializes in supplying a variety of products that are ideally suited for branding and corporate gifting, some of which include but are not limited to, mobile technology, stationery, business and leisure bags, home and living, pamper gifts and headwear.

**Creative Graphic Design**

The company deploys its graphic design capabilities across the widest range of applications which include but are not limited to branding, design and print, packaging and label design, brochure & flier design, interactive media development (kiosk display; feedback forum) photography, as well as book layout and cover design.

**Television Production**

Refa Creations has vast experience in script writing, television commercial production and television show conceptualization as well as television program development.

**Videography**

The company has also flexed its muscle in music video production, training videos, promotional videos, as well as wedding and event coverage.

**Print Services**

Refa Creations is adept at delivering the most complicated design and layout projects, including brand manual development, business card design, envelopes, banners, and posters.

**Portfolio of Clients**

Some of the clients that Refa Creations has proudly served include Botswana Tourism, Botswana Accountancy College, Furnmart, Ministry of Health, Botswana Innovation Hub, Metropolitan, Botswana Qualification Authority, Ministry of Defense, Justice and Security, Botswana Television (BTV), NACA, BOTASH, Department of art and culture, Flamingo, HRDC, NaProp, Sowa Town Council, BITC, PCI, and BIUST. Pula!
Let the Brand do the talking

Heritage specializes in creating and launching brands, as well as rebranding. Our role as a branding agency is to create, plan and manage branding strategies for clients. We believe that a brand is the most valuable asset vital to the success of the company as a result we greatly care to ensure that across all media it is displayed consistently.
We are not just about pretty logos, or nice looking business cards. We are about all the intangibles that come together to create a memorable brand experience in the eyes of the consumer. We influence our customers’ brand promises by smart ‘right and left brain’ thinking which generates innovative brand strategies that reach out and connect emotionally with the desired target audience.

Using our creativity and ideological potential, we offer our clients solutions that are not only visually beautiful, but also increase the sales. Of course, before taking on any business, we carefully study the client, the product and the market, to provide a stable basis for our ideas.

At Heritage we believe; a brand name is more than a word, it is the beginning of a conversation. By providing a single source of reference on all key elements of the brand, we help you to ensure a consistent brand message throughout all activities related to your brand.”

Our service in helping you develop this tool for your brand includes advising on what should be included, writing the necessary content where it is not already available, and structuring it in a way that facilitates convenient reference by users.
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Tel: (+267) 391 0930  
www.advancedglobal.co.bw/aero-maintenance-centre |
| 268  | African Prints | Shop S Logan House, African Mall, Gaborone  
Tel: (+267) 311 0897  
facebook: africanprintsbw  
Instagram: AfricanPrintsBW |
| 178  | Air Shakawe | Ngami Data Services, Mathiba Road, Maun  
P O Box 1936, Maun  
Tel: (+267) 686 3620  
www.airshakawe.com |
| 184  | Aramex | Plot 69369, Unit 3 Gaborone  
P O Box AE 337 AEH, Gaborone, Botswana  
Tel: (+267) 390 6868, Fax: (+267) 390 0676  
www.aramex.com |
| 112  | Architects International | Plot 115 Unit 26, Millenium Office Park, Kgale Mews  
P O Box 26401, Game City, Gaborone, Botswana  
Tel: (+267) 390 1789, Fax: (+267) 390 1722  
www.architects-international.co.bw |
| 238  | Associated Fund Administrators | **Gaborone:**  
AFA House, Plot 61918, Showgrounds Office Park  
P O Box 1212, Gaborone  
Tel: (+267) 395 1166/365 0500, Fax: (+267) 395 1165  
www.afa.co.bw  

**Francistown:**  
Plot 31966, Unit 2, Ground Floor, Baines Avenue  
P O Box 323, Francistown  
Tel: (+267) 241 2290/2390, Fax: (+267) 241 2340 |
| 230  | BA ISAGO University | 11 Koi Street, Peolwane, Gaborone  
P/B 149, Suite #268 Kgale View, Gaborone  
Tel: (+267) 395 7744, Fax: (+267) 395 7744  
www.baisago.ac.bw |
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<td>Botswana Housing Corporation</td>
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<td>Plot 54353 New CBD, Cnr Khama Crescent &amp; Western Avenue, Gaborone</td>
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<td>Heritage Branding &amp; Marketing Communications</td>
<td>Plot 111 Block B, Samdef House, Gaborone International Finance Park P O Box 81169, Gaborone, Botswana Tel: (+267) 311 1282, Fax: (+267) 391 2492 <a href="http://www.heritagebw.co.bw">www.heritagebw.co.bw</a></td>
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<tr>
<td>196</td>
<td>Hoistings Solutions (Pty) Ltd</td>
<td>Plot 54607 Unit 2, Gaborone North P O Box 2342, Gaborone, Botswana Tel: (+267) 392 2911 <a href="http://www.hoistings.co.bw">www.hoistings.co.bw</a></td>
<td></td>
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<tr>
<td>228</td>
<td>International Aviation School</td>
<td>Sir Seretse Khama International Airport P O Box AD 655 ADD, Gaborone Tel: (+267) 391 0930 <a href="http://www.flyias.net">www.flyias.net</a></td>
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<tr>
<td>276</td>
<td>JD Signature Salon</td>
<td>Shop No 3, Middlestar Complex, Gaborone Cell: (+267) 7175 9139 / 7324 7235 Facebook: JD Signature Hair Salon</td>
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<tr>
<td>262</td>
<td>Kennedy Schasher Cleaning Company</td>
<td>Plot 111, Millenium Office Park, Gaborone International Finance Park P O Box 47671, Gaborone, Botswana Tel: (+267) 318 2647, Fax: (+267) 318 2765</td>
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<tr>
<td>82</td>
<td>Kondwane Boutique</td>
<td>Plot 932 Francistown (Next to Marang Hotel) Tel: (+267) 241 5111, Fax: (+267) 2415112 facebook: Kondwane Boutique Hotel</td>
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<tr>
<td>250</td>
<td>LBK Physio Clinic</td>
<td>Plot 4921, Village Medical Centre, Gaborone P O Box 47676, Gaborone, Botswana Tel: (+267) 392 2040, Fax: (+267) 392 2707</td>
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<tr>
<td>122</td>
<td>Letlole La Rona</td>
<td>Plot 54373, 1st Floor, 5 Matante Mews, CBD P O Box 700 ABG, Gaborone Tel: (+267) 318 0303, Fax: (+267) 318 0358 <a href="http://www.letlole.co.bw">www.letlole.co.bw</a></td>
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92  Lorraine’s Ntlo Maison French Bistro Restaurant  Unit 5A, Fairscape Precinct, Fairgrounds, Gaborone P O Box 668 ABF, Block 8, Gaborone Tel: (+267) 311 2391, Cell: (+267) 7530 1555 / 7150 5899 www.lnm-frenchrestaurant.com

70  Masa Square Hotel  Plot 54353, New CBD Cnr Khama Crescent & Western Avenue, Gaborone Tel: (+267) 315 9954/76, Fax: (+267) 391 5713 www.aha.co.za/masasquare

204  Mont Catering  Plot 14459, Kamushongo Road 1st Floor, Gaborone West Industrial Tel: (+267) 391 8644, Fax: (+267) 3900126 www.mont.co.bw

166  Next Wave Pty (Ltd)  Plot 117, Unit 2A, Ground Floor, Kwen House Gaborone International Finance Park P O Box 403374, Gaborone Tel: (+267) 391 4117, Fax: (+267) 318 1784

86  Planet Lodge  Plot 27280/1 (65877) Bokaa Road, Block 3, Gaborone P O Box 46015, Gaborone Tel: (+267) 391 0116 / 391 0117, Fax: (+267) 391 0118 www.planetlodges.com

242  PULA  Gaborone: AFA House, Plot 61918, Showgrounds Office Park P O Box 1212, Gaborone Tel: (+267) 395 1166 / 365 0500, Fax: (+267) 395 1165 www.pulamed.co.bw
Francistown: Plot 31966, Unit 2, Ground Floor Baines Avenue Tel: (+267) 241 2290/2390, Fax: (+267) 241 2340

284  REFA Creations  Plot 111 Block B, Samdef House, Unit DB 14, Gaborone International Finance Park P O Box 923 ADD, Poso House Gaborone Tel: (+267) 316 4181/393 5182, Fax: (+267) 316 4182
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| 52   | Rhinos Without Borders | Cell: (+27) 82 579 9055  
www.rhinoswithoutborders.com |                                                                     |
| 66   | Room 50Two            | iTower South, New CBD  
Tel: (+267) 397 5557, Cell: (+267) 7751 0298  
www.room50two.com |                                                                     |
| 108  | Sasa Interiors        | Plot 6334, Mmankgodi Road  
Broadhurst Extension 19, Gaborone, Botswana  
P O Box 601391, Gaborone  
Tel: (+267) 390 3558, Fax: (+267) 390 3518  
email: design@sasainteriors.com  
www.sasainteriors.com |                                                                     |
| 212  | Sirocco               | Plot 8908, Industrial Sites, Selebi Phikwe  
Private Bag 0067, Selebi Phikwe, Botswana  
Tel: (+267) 261 1486, Fax: (+267) 261 1120  
www.siroccobw.com  
Facebook: siroccobw |                                                                     |
| 148  | Stanlib               | Plot 70667, 6th Floor, Fairscape Precinct  
Fairgrounds Office Park, Gaborone  
Tel: (+267) 391 0310, Fax: (+267) 391 0311  
www.stanlib.com/Botswana |                                                                     |
| 260  | Stocksure Holdings    | Plot 4921, Village Medical Centre, Gaborone  
P O Box 47676, Gaborone, Botswana  
Tel: (+267) 392 2040, Fax: (+267) 392 2707  
www.stocksureholdings.co.bw |                                                                     |
| 96   | Table 50Two           | iTower South, New CBD  
Tel: (+267) 3975557, Cell: (+267) 7751 0298 |                                                                     |
| 46   | Ta Shebube            | P O Box 694 ABG, Sebele, Gaborone, Botswana  
Tel: (+267) 316 1696  
www.tashebube.co.bw |                                                                     |
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<td>Thistle Contractors</td>
<td>Plot 111, Millenium Office Park</td>
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<td>Gaborone International Finance Park</td>
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<td>P O Box 47671, Gaborone, Botswana</td>
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<td>Tel: (+267) 318 2647, Fax: (+267) 318 2765</td>
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<td>Timba Trading Pty Ltd</td>
<td>Plot 936, Mogwe Road, African Mall</td>
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<td>P O Box 72, Gaborone, Botswana</td>
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<td>Tel: (+267) 395 3470 / 3959289, Fax: (+267) 395 7609</td>
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<td><a href="http://www.timbatrading.co.bw">www.timbatrading.co.bw</a></td>
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<td>Titan Farms</td>
<td>P O Box 47676, Gaborone, Botswana</td>
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<td>Tel: (+267) 392 2040, Fax: (+267) 392 2707</td>
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<td>Trimium Architects</td>
<td>Plot 61750, Northgate Mall, Gaborone</td>
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<td>P O Box 202298, Gaborone</td>
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<td><a href="http://www.trimiumarchitects.com">www.trimiumarchitects.com</a></td>
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<td>Tuli Safari Lodge</td>
<td>Northern Tuli Game Reserve</td>
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<td></td>
<td>P O Box 83, Lentswe Le Moriti, Botswana</td>
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<td></td>
<td></td>
<td>Cell: (+267) 7740 2388 / (+27) 073 303 6295</td>
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<tr>
<td></td>
<td></td>
<td>Skype: tuli.ops</td>
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<td>SAT No: 870776725788</td>
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<td>266</td>
<td>Urban Soul</td>
<td>Airport Junction Mall Shop No. 41</td>
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<td></td>
<td></td>
<td>Cell: (+267) 7366 6666 / 7182 2997</td>
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<td></td>
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<td>Instagram: urbansoulstores</td>
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<td>Facebook: Urban Soul Botswana</td>
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<td><a href="http://www.urbansoulapparel.com">www.urbansoulapparel.com</a></td>
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<td>256</td>
<td>Urban Space Spa</td>
<td>Plot 258/9, Molefi Street, Extension 5</td>
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<td>(Opposite Motheo Apartments)</td>
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<td>Next to Independence Surgery</td>
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<td></td>
<td></td>
<td>Tel: (+267) 318 7434, Cell: (+267) 7252 6944</td>
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<td>Facebook: Urban Space</td>
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<td>42</td>
<td>Wilderness Safaris</td>
<td>Private Bag BR159, Broadhurst, Gaborone Botswana</td>
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<td></td>
<td></td>
<td>Tel: (+267) 392 6886, Fax: (+267) 393 2677</td>
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<td><a href="http://www.wilderness-safaris.com">www.wilderness-safaris.com</a></td>
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