



ENNE
Rössing Uranium
Working for Namibia



A Lived Legacy

Reflecting on 45 years of
'Working for Namibia'
1976-2021

Rössing Uranium Limited
(Incorporated in the Republic of Namibia)
Registration number: 70/1591

First published in July 2022 by Rössing Uranium Limited, Namibia
Produced by Virtual Marketing

Copyright © in published edition: Rössing Uranium Limited, Namibia 2022

Editorial team:

Rössing Uranium team: Amanda Horn, Daylight Ekandjo, Denise Dien

Virtual Marketing team: Thea Visser, late Alwyn Lubbe, Edna Cloete, Denise Brooks, Sam Dumeni,
Elaine Thompson, Willem Vrey, Karl-André Terblanche

We want to specifically acknowledge the late Alwyn Lubbe's contribution; Alwyn sadly passed away on 9 March 2022. He will be dearly missed.

All rights reserved. This publication is protected under the copyright laws of Namibia. No part of this publication may be reproduced, stored in a retrieval system or transmitted, in any form or by any means, electronically or mechanical, photocopying, recording or otherwise, or reprinted in any form without the prior permission of the publisher.

Printed and bounded by John Meinert, Windhoek, Namibia



A Lived Legacy

Reflecting on 45 years of
'Working for Namibia'
1976-2021



CONTENTS

Chapter 1: Foreword and introductory pages	04
Chapter 2: In the beginning...	10
Chapter 3: First decade – 1976-1986	20
Chapter 4: Second decade – 1987-1996	62
Chapter 5: Third decade – 1997-2006	98
Chapter 6: Fourth decade – 2007-2016	146
Chapter 7: Fifth decade – 2017-2021	210



FOREWORD FROM THE CHAIRPERSON



*Steve Galloway
Chairperson:
Rössing Uranium*

It is now increasingly accepted that corporates are an integral part of the economic and social fabric of the communities in which they operate. Rössing has lived this reality to the full since opening the mine in 1976, and the Rössing Foundation in 1978.

The legacies of Rössing lie equally in the world-class mining, processing and safety practices of the uranium mine which has sustained uninterrupted production of uranium for more than 45 years, in the significant taxes and royalties paid to Government, and in the massive contributions made to the employment and social upliftment of thousands of Namibians.

Rio Tinto's decision to proceed with mine development after the discovery of the uranium resource by the Louw family more than two decades earlier was a difficult one politically, socially, and technically.

The country was still governed by South Africa under the previously awarded but disputed UN mandate. The apartheid laws and the profound developmental, skills, and social inequalities that resulted from that dispensation provided a range of challenges. Technically, the deposit was very low grade, with the situation compounded by rock stability

and mineralogical problems, which made early production challenging.

Despite this, Rössing invested heavily in the wellbeing of its workforce and in the social fabric of the nation from the first year of operation. The Rössing Foundation initially focused its attention on the societal problems created by the apartheid system of discrimination based on race and the resulting backlogs in literacy, numeracy, vocational and technical proficiency, housing, health, and other social services for the majority of the population.

After Independence in 1990 the Foundation's focus was further aligned with the national priorities of addressing the shortcomings of the education system, as well as enterprise development and natural resource management to empower people to earn a living, including beyond the life of the mine.

Hundreds of projects were initiated over the past four-and-a-half decades and, once sustainable, handed over to private enterprise or to Government. Thousands of Namibians will attest to the impact Rössing Uranium and the Foundation have had on

their lives, including many who are now prominent private and public sector leaders.

The passing of majority shareholding to CNNC/CNUC in 2019 has been seamless in all respects with the worldclass technical, management, and corporate citizenship legacies built by Rio Tinto through the Rössing brand having been fully adopted and built upon. Corporate governance has been enhanced, and Rössing is ready to adopt global best-practices as the world adopts new Environmental and Social Governance ("ESG") frameworks in a resurgent resources and uranium market.

It is a privilege to chair the Board of this great Namibian company which has truly lived the values of the triple-bottom line, namely People, Planet and Prosperity, for more than 45 years.

Steve Galloway
Chairperson: Rössing Uranium

MESSAGE FROM THE MD



Johan Coetzee
Managing Director:
Rössing Uranium

On June 2021, Rössing Uranium celebrated its 45th year of the production of uranium oxide — a milestone that we are immensely proud of.

Rössing is a typical example of what can be achieved with tenacity, perseverance, and by holding onto a big dream. Rössing grew from a dream that Captain Peter Louw and his wife Margery had many years ago. And 45 years later, it is a streamlined mining company that is the pride of the mining industry of Namibia, one that has influenced thousands of lives.

With this publication, we want to reflect on those 45 years of **'Working for Namibia'**, looking back on where we came from, how we grew, where we are today, and what we have achieved in terms of making an impact.

Rössing has seen good and bad times — sometimes very good times, but sometimes also very bad times. A couple of times, our mine came to a standstill. But every time, the shareholders showed their commitment to keeping the mine operating — to the great relief of not only the employees, but the whole Erongo Region and Namibia, as our impact can be felt rippling through the whole country.

We've identified seven themes which show the impact Rössing has had on Namibia. Firstly, on PEOPLE. Rössing has always been a leader in leadership building and today, numerous Namibians leaders and prominent business people got their start at Rössing or through one of its many capacity building programmes.

TRAINING AND DEVELOPMENT has always been high on Rössing's agenda, as we strongly believe a well-educated and trained individual can influence the lives of many more people around them.

Equally so, COMMUNITIES AND SOCIAL DEVELOPMENT rightfully deserves attention, as healthy communities foster a healthy environment for businesses to thrive.

WORKING FOR NAMIBIA has been our ultimate goal for a very long time.

No business can survive or thrive in an environment where policies are not favourable to support private and public sector activities. Therefore, SUPPORT FOR GOVERNMENT INITIATIVES was key to our success, and we pride ourselves on our good relationship with the Government of Namibia.

Rössing has been a leader in MINING, PROCESSING AND ENGINEERING throughout the years and many 'world's first' were witnessed in our long history.

Lastly, SAFETY, HEALTH AND ENVIRONMENT concerns have been the backbone of our success.

June 2019 saw the formal handover of the majority shareholding from Rio Tinto to China National Uranium Corporation Limited (CNUC), a subsidiary of China National Nuclear Corporation (CNNC) — a key event in Rössing's long history that has had a significant effect upon its current life-of-mine.

Early in 2021 Rössing announced the commencement of a bankable feasibility study to extend the life-of-mine from 2026 by another ten years. By the end of 2022 the results of the study will be announced and if feasible to extend its life-of-mine, Rössing will continue to make a difference to the lives of thousands of Namibians for many years to come.

We trust you will enjoy walking along memory lane with us, and share in our lived legacy.

Johan Coetzee
Managing Director: Rössing Uranium



APPROACH TO THIS PUBLICATION

To compile a publication on Rössing Uranium's legacy based on its 45 years of the production of uranium oxide, was a massive task.

In considering our approach to this publication, we were very clear in our minds — we do not aim to give a historical narrative of Rössing's history from day one to day 16,425 (45 years).

We were not so interested in the cold historical facts; we were interested to showcase the impact that Rössing has had on the lives of its employees, employees' families, the inhabitants of Arandis, Swakopmund and Walvis Bay, as well as the rest of the Erongo Region and Namibia at large.

We wanted a reflection of our highlights, our achievements, and the road we walked so far, to show you where we are today. The best way we could illustrate this was by sharing what was written about Rössing throughout the years.

We decided to showcase it mainly through extracts from the Rössing News and e-Bulletin newsletters that were published throughout our 45 years. There is no better way to tell our story than through taking you on the road we walked.

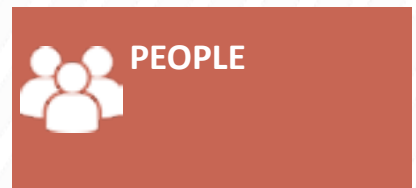
We also asked key stakeholders to contribute to this publication by sharing how Rössing has influenced their lives, and those of others.

We thank them for their openness and willingness to share their thoughts and memories.

We divided the publication in the logical categories of decades, namely:

- In the beginning...
- First decade - 1976-1986
- Second decade - 1987-1996
- Third decade - 1997-2006
- Fourth decade - 2007-2016
- Fifth decade (five years) - 2017-2021.

Information in this publication is presented according to the following seven themes:



We identified seven main themes that encapsulate our activities, namely:

- People,
- Training and Development,
- Community and Social Investment,
- Working for Namibia,
- Support for Government Initiatives,
- Mining, Processing, and Engineering, and
- Safety, Health, and Environment.

We present the extracts according to these themes in the different decades.

We believe that by sharing extracts from our newsletters and stakeholders' contributions in this manner, we can reflect on the long and rich journey that Rössing embarked upon 45 years ago.

Rössing's legacy will live on in the lives touched by its actions and programmes. And with its new majority shareholder China National Uranium Corporation on board, the mine's future looks bright for the next ten years.

It is hoped that this publication will make a worthy contribution towards showcasing our proud legacy.

Rössing Uranium and Virtual Marketing editorial team
July 2022

CHAPTER 02

IN THE BEGINNING...



Capt. Peter Louw at the entrance to the original tunnel that was later closed down due to it being unviable.

IN A NUTSHELL

Uranium was first discovered in the Namib Desert in 1928 by geologists who had done a sterling survey of the mineral wealth of South West Africa when it was part of the German Empire.

However, it was only in the late 1950s after intensive exploration by Capt. Peter Louw and his syndicate, that much interest was shown in the area.

In 1953, following many months of backbreaking work, testing the area with a small Geiger counter, with the added discomfort of exposure to the extreme harsh conditions of the Namib Desert, the Louw family pegged their first claim.

Peter Louw formed a registered company, G P Louw (Pty) Ltd in 1954, the shareholders being himself, his son Graham and two elderly friends, Major McLaren and Mr Beechcroft.

Interest was being aroused in the Louw prospect, which had by now obtained the exclusive rights to all prescribed material over an area of 1,200 square miles and in 1955, the Anglo American mining group expressed an interest and took a two-year option on the property.

At the end of 1956, after a great deal of exploratory work had been carried out within this area, stretching as far as Usakos, Anglo American withdrew their option on the grounds that, in their opinion, the project was not economically viable.

This decision was made despite the fact that a large deposit of low-grade ore had been identified by the Anglo

American exploration team. At that stage, nobody could have imagined that that specific area would one day form the heart of Rössing Uranium - the open pit.

In 1966, after discovering numerous uranium occurrences, mining company Rio Tinto secured the rights to the low-grade Rössing deposit.

Ten years later, in 1976, Rössing Uranium, Namibia's first commercial uranium mine, started production.

WHO WAS CAPTAIN PETER LOUW?

It is a fairly widely known fact that the low-grade uranium orebody that was to become Rössing Uranium, the largest open cast uranium mine in the world, was discovered by Captain Peter Louw (known as “Taffy” to close friends) and his wife Margery in the late 1920s and early 1930s, although his first official claim was pegged in 1953. However, very little is known of Captain Louw, the man, and how the course of his life unravelled to culminate in this remarkable discovery.

Peter was born in 1886 in the Cape Province to farming parents. In 1899, as a young lad of 13 years, his adventurous spirit developed when he used to accompany his father on sojourns to the interior to buy horses and mules for use by the armed forces who were fighting in the Anglo-Boer war.

Needless to say, schooling in those early years was restricted and difficult to come by, yet Peter was well read and particularly well known in journalistic circles as a South African Press Association (SAPA) correspondent throughout his life.

World War I

With the outbreak of the First World War in 1914, Peter enlisted with the South African troops serving under General Louis Botha. He was a trooper in the Imperial Light Horse, and was based in Swakopmund in what was then German South West Africa.

His first skirmishes with the enemy took place in the dunes around Swakopmund before the Germans evacuated the town and retreated up the Swakop and Khan rivers. They were pursued by the South African forces, and Peter was involved in further clashes near Rössing Mountain, Arandis, Trekkopje, and at Riet, below the Langer Heinrich.

One can imagine what a challenge this was to man and beast fighting a war in this inhospitable and hitherto

unknown territory. And little did he know that the area that he covered on horseback would one day lead to the discovery of a major ore deposit which would eventually bring untold prosperity to the town of Swakopmund and to thousands of Namibians.

Return to Swakopmund

At the end of the war, Peter returned to Swakopmund where he became involved in the collection of guano at Sandwich Harbour, which was

“At that stage, nobody could have imagined that that specific area would one day form the heart of Rössing Uranium – the open pit.”

loaded onto schooners and shipped to South Africa. Sandwich Harbour in those days was a large and well-known anchorage, and only in recent years has become silted up.

It was during this period that Peter widened his exploratory horizons and was one of the early discoverers of diamonds in the Conception Bay area. Again, a remarkable feat when the only mode of transport was on horseback.

Following this exciting discovery, Peter decided to try his luck at selling his wares in London. In the attempt to make his fortune, he

lost his heart to a modest young lady, Margery Burns, a 27-year old radiographer at Guys Hospital in London. Margery was an only child, had lost her parents as a young girl, and had been reared by her grandparents in Sunderland. Thus having no other family in England, and also filled with a spirit of adventure, Margery had no trouble in severing ties with her country of birth and sailing to Swakopmund with her new husband.

They purchased a small cottage in the sand near the jetty which became their home. Those ties still exist as their son, Graham, has his home on the same property today (1999).

During those years Swakopmund was becoming a hive of pro-Nazi activity and Peter once again enlisted with his old regiment on the intelligence side. So, when the Second World War broke out in 1939, Peter was already in situ and awaiting orders.

The years that followed revealed a chequered military career in which he saw action with the South African forces in Abyssinia and North Africa against the German Axis forces at Tobruk and El Alamein. Miraculously Peter avoided capture and, at the end of the war, once again returned to his family in Swakopmund.

Late 1940s

In the late 40s, following the splitting of the atom and the reality of atomic power, Peter’s natural talent as an

amateur geologist and prospector once again came to the fore. He and Margery returned to the area (situated approximately 5km west of today's open pit) which they had explored in the early 30s where they had discovered the occurrence of radioactive nodules, later identified as Davidite, a primary source of uranium. With her experience as a radiographer, Margery was able to expose these nodules on a photographic plate, showing the outlines of radioactivity. This was the first positive test of radioactive material in that vicinity.

In 1953, following many months of backbreaking work testing the area with a small Geiger counter, with the added discomfort of exposure to the extreme harsh conditions of the Namib, the Louw family pegged their first claim. It was in that same year that Margery passed away, sadly missing what was to be a vital turning point in the lives of her family and the beginning of the realisation of their dream.

G P Louw (Pty) Ltd

Peter Louw formed a registered company, G P Louw (Pty) Ltd, in 1954, the shareholders being himself, his son Graham and two elderly friends, Major McLaren and Mr Beechcroft.

Interest was being aroused in the Louw prospect, which had by now obtained the exclusive rights to all prescribed material over an area of 1,200 square miles and in 1955, the Anglo American mining group expressed an interest and took a two-year option on the property.

At the end of 1956, after a great deal of exploratory work had been carried out within this area, stretching as far as Usakos, Anglo American withdrew their option on the grounds that, in their opinion, the project was not economically viable.

This decision was made despite the fact that a large deposit of low-grade ore had been identified by the Anglo American exploration team. At that stage, nobody could have imagined that that specific area would one day form the heart of Rössing Uranium - the open pit.



Captain Peter Louw and his wife, Margery.

Following Anglo America's withdrawal, interest once again waned and the prospect lay dormant for another ten years, during which time the Louw's concession rights had lapsed and further renewal applications were rejected by the Mines Department.

At that stage, the Ministry of Mines in South Africa took over control of exploration for prescribed materials in South West Africa and, after a trying time and protracted negotiations with the Ministry, exclusive prospecting rights were once again restored to the Louws. A condition was to reduce the area to 400 square miles, which was the exact area where Rössing would one day be born.

Mining groups

It was during this difficult period that the Louw syndicate had on several occasions approached many mining groups, amongst which was Rio Tinto, offering them a free option in return for an assessment of the project. At this stage Anglo American's interest was once again aroused, but once more they withdrew.

Finally in 1966, Rio Tinto took an option on the project and an intense drilling programme and evaluation process began, which ultimately revealed an enormous low-grade uranium orebody.

Go ahead

Early in the 70s, Rio Tinto decided to go ahead with mining the orebody and, finally in March 1976, Peter's life ambition was fulfilled and Rössing Uranium went into production.

Captain Peter Louw, of medium stature, was a strong man with drive and tenacity, as well as a wonderful story-teller and adventurer.

He and his wife, Margery possessed eternal faith and optimism, which was eventually rewarded when, from his retirement home in Somerset West, he witnessed the chrysalis of his youth developing into the giant that it is today.

Peter Louw passed away in 1978 at the age of 92 - a great age for a great man.

(Compiled by Sue Southworth for the Rössing News, December 1999.)

JOHN BERNING AND RÖSSING

25 May 1979, Rössing News - John Berning and Rössing

John Berning has been with the Rio Tinto group for 27 years with experience in Zambia, Rhodesia, South Africa, Spain and South West Africa. He has been closely associated with the discovery, and development of the Rössing mine.

It was in 1958 when John, then manager of exploration for Rio Tinto SA, met Major MacLaren who on behalf of the Louw Syndicate approached the company to assess the Rössing situation. Rio Tinto concluded that the grade of the uranium was too low, and when approached by the Louw Syndicate on a second occasion in 1962, they were still not interested.

Finally, in July 1966, an agreement was concluded between G.P. Louw (Pty) and Rio Tinto Management Services SA (Pty) Ltd, in terms of which Rio Tinto undertook the prospecting of an area near Swakopmund for prescribed minerals.

In September of that year, it was John Berning who took the first team down into the Khan River to establish a small camp. Work commenced in a selected area, 16km by 5km in extent, where the Louw Syndicate pegged seven claims over the main ore body where the open pit is today. John managed a modest drilling programme with one percussion drill (commencing May 1967) and one diamond drill and by the end of 1967 the rate of exploration had increased rapidly.

By the end of 1968 negotiations with possible partners and potential customers commenced. The investigation of the numerous aspects involved in establishing a mining enterprise in a remote desert area and the availability of finance, water, power, as well as marketing was being studied.

The diamond drilling programme was completed in June 1971 when a total of 55,500 metres had been drilled. Results obtained indicated existence of a large, low-grade deposit of uranium which appeared to be economically viable if operated on a large scale.

In March 1970, Rössing Uranium Limited had its first board meeting and the directors were: Dr D.S.J. Kuschke (Chairman), Mr E.S.W. Hunt (Managing Director), Messrs. M.L. Fitzgerald, C.H. Geach, A.W.S. Schumann, G.A. MacMillan, R.W. Wright and J. Berning.



Photo: "The Director of the Rössing Foundation John Berning, has reached retirement age and will be leaving the foundation at the end of September 1979 to settle in Swakopmund with wife Hilda, who is well-known to many of us at Rössing."

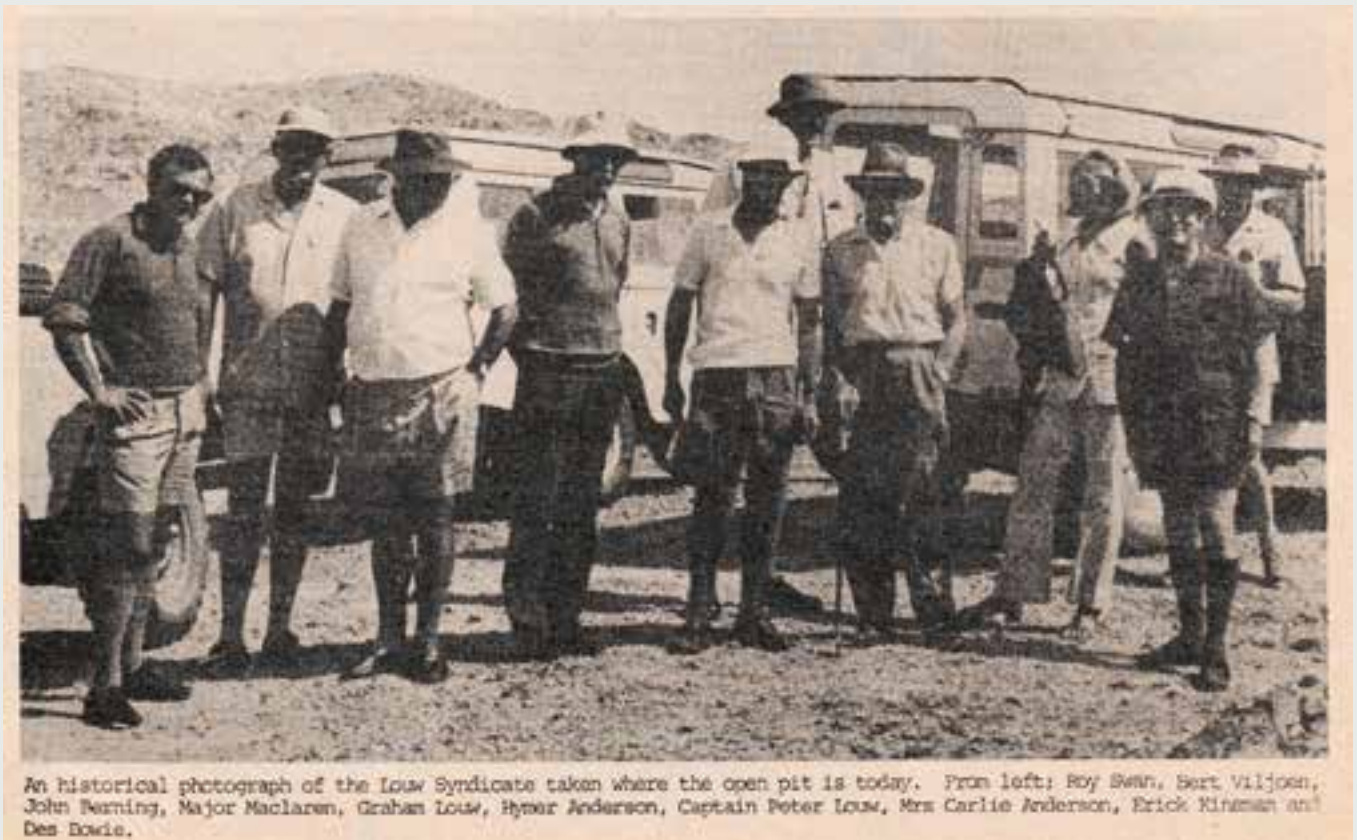
After discussions in Windhoek, the Administration of South West Africa formed an *ad hoc* committee consisting of representatives of Rössing, government departments, and of the municipalities of Swakopmund, Walvis Bay, and Usakos to consider the establishment of the required infrastructure, including water and power supplies, housing for employees, schooling, and health services.

Construction camps for contractors and housing schemes for personnel in Swakopmund and Tamariskia, as well as starting plans for Arandis town, which mushrooms in the desert today, were established.

John, who was on the project from 'day one', was involved in all the facets and many more, as he was the first General Manager (1970 – 1976) and a Director of Rössing from 1970 - 1978, and is at present Director of the Rössing Foundation, which was established in August 1978.

This foundation is a non-racial trust committed to making a contribution to the future wellbeing of South West Africa, and its objectives are based on the premise that the greatest need of a country is education.

An historical photograph of the Louw Syndicate taken where the open pit is today. From left: Roy Swan, Bert Viljoen, John Berning, Major MacLaren, Graham Louw, Hymer Anderson, Captain Peter Louw, Mrs Carlie Anderson, Erick Kinsman and Des Bowie.



THE ROAD TO RÖSSING

Article compiled by John Berning for Rössing News, 1999.
John was the mine's General Manager from 1970 to 1976,
and a Director from 1970 to 1978.

It may be of interest to employees of Rössing, past and present, to hear how it was that a mine such as Rössing came to be created in the Namib Desert.

The original Rio Tinto Company

The Road to Rössing really started in 1873. A group of international businessmen, led by London merchant banker Hugh Matheson, negotiated the purchase of the historic Rio Tinto Mines in Spain from the Spanish government for 3.5 million pounds. The first instalment, consisting of half a million pounds in gold coins, had to be delivered to the Spanish government in Madrid. The gold, packed in wooden boxes, then began an incredible journey, at times by train and at other times in ox-drawn carts across France and the Pyrenees. It also passed through the lines of warring factions in a civil war and was finally delivered safely to the Spanish government in exchange for the deed of sale of the Rio Tinto Mines.

As soon as Matheson and his partners had acquired ownership, they formed the Rio Tinto Company to operate the mines and to obtain public participation to raise the funds necessary to transform the old run-down workings into the

most profitable mining enterprise in Europe. Matheson became chairman and ran the company so successfully for 25 years that it became a legend with both mining men and the share-buying public. The company established itself as the greatest of all European copper and pyrite producers. Unfortunately the First World War, followed by the Spanish Civil War (1931-35) marked the beginning of economic difficulties for Rio Tinto that continued for the next 18 years, thereby posing major problems for the British-owned company.

The new Rio Tinto Company

The need for some new blood on the board of Rio Tinto became apparent and in 1947, Mark Turner, also a London banker, agreed to become Managing Director for two years, during which time he would find and nominate his own successor. He selected Val Duncan who thought that something should be done to make full use of the company's potential. He was not content to merely "sit back and try to get money out of Spain for the next thirty years".

At the beginning of 1952, Val Duncan offered Roy Wright the job of overseas manager. Roy Wright



FIRST AND EIGHTH...
John Berning (left) was Rössing's first General Manager from 1970 to 1976 and a Director from 1970 to 1978. Werner Haymann is Rössing's eighth General Manager.

replied that as far as he knew the Rio Tinto Company had no overseas business to manage. "That's quite true" came the reply. "But we shall have."

Since Rio Tinto needed capital to undertake new activities elsewhere, and as there were operating problems at the Spanish mines, an agreement was negotiated in 1954 with a consortium of Spanish banks to sell two-thirds of the mines to Mineral Search of Africa.

Mark Turner, Val Duncan and Roy Wright laid the foundation for the future Rio Tinto Group by initiating a programme of exploration in Southern Africa in 1952. A company, Mineral Search of Africa, based in Johannesburg, was formed with Oscar Weiss as Managing Director. Oscar Weiss appointed Noel Sharpe as Chief Geologist and John Berning as Deputy Chief Geologist. From the start, the company adopted an active exploration policy, directed at the search for major mineral deposits.

Empress Nickel in Zimbabwe and Palabora Copper in South Africa were opportunities grasped at this time, both of which were investigated in great detail and

subsequently developed into successful mines. In 1959 Rio Tinto decided to reduce the exploration effort in Southern Africa to a minimum as metal prices had plummeted. They did however, continue the investigation of Palabora at a moderate rate under Ed Hunt who had been seconded from Newmont.

Rio Tinto Exploration (South Africa)

The investment climate improved at the end of 1965. Palabora had recently come into production, and it was anticipated that within the next year, dividends would begin to flow from this major copper producer. Ed Hunt joined the Rio Tinto Group and became Managing Director of both Palabora and Rio Tinto South Africa. A new company, Rio Tinto Exploration, was formed with Ed Hunt as Chairman and John Berning as Exploration Manager and it was decided to again adopt the aggressive exploration policy of the 1950s in Southern Africa.

Rössing Uranium Limited

In October, 1965 Roy Wright advised that he felt that the long-depressed uranium market could be in for an upward trend. He enquired about the mineral rights situation at the Rössing prospect. This had been offered to Rio Tinto on two earlier occasions by G P Louw (Pty) Ltd. Shortly afterwards, in January 1966, the Louw company offered the prospect for the third time and this time John Berning could say that they were definitely interested.

G P Louw (Pty) Ltd held a Prospecting Authority from the South African Atomic Energy Board for Uranium. An option agreement, whereby Rio Tinto would acquire a majority shareholding in the Louw company was concluded in August 1966. Robert Cooke was appointed Chief Geologist, responsible for the exploration of the Rössing prospect, using the methods that had served so well at Palabora.

As early as 1967, Roy Wright wanted to negotiate a possible sales contract with the British Atomic Authority. Using John Berning's "guesstimated" ore reserve figures, based on one line of shallow boreholes, he was able to conclude the first and most important sales contract.

Between September 1966 and March 1973, Rio Tinto Exploration investigated the Rössing prospect in great detail. This investigation indicated the presence of a very large low-grade uranium deposit that could be mined by low-cost, open-pit methods.

This, coupled with relatively simple extractive metallurgy, rendered the deposit viable at the planned production rate of 5,000 tons of uranium oxide per year. Rössing Uranium Limited was registered as a company in 1970 with the objective of developing and bringing the deposit into production. The first board of directors included Siegfried Kuschke as Chairman, Ed Hunt as Managing Director, Roy Wright, Alistair Macmillan and John Berning. The latter was also appointed as General Manager of the company.

Mining and construction

Pre-production mining and construction of the processing plant began in mid-1971. Commissioning of the plant and initial production of uranium commenced in July 1976, with the objective of reaching the 5,000 tons target by 1977. However, due to unexpected problems in the plant, caused by the highly abrasive nature of the granitic rock and the destruction by fire of half of the solvent extraction plant in May 1978, full commercial production was delayed until 1979.

As is well known, Rössing's production has decreased to about half its full capacity since then, due to market constraints, and major restructuring of the company is in progress in order to reduce costs.

In conclusion, I would like to add that in 1952, when I joined the first Rio Tinto exploration company, Mineral Search of Africa, Oscar Weiss told me that the intention was to establish a new mining house in South Africa and in Africa generally.

Little did he realise that Rio Tinto would within a period of about 45 years become the largest mining house in the world, with assets I believe somewhere near four billion pounds. This from an initial capital investment of eight million pounds!

Rössing has also played an important part in the development of the Rio Tinto group in that, apart from earning dividends, it has been a source of top management to many of the Rio Tinto operations worldwide."

A glimpse back to the beginning of Rössing mine

John Louw celebrated his 40th year as a Rössing Board Director in 2012. He is one of the three sons of the geologist Captain Peter Louw, who discovered the first traces of uranium in the Namib Desert, which ultimately led to the establishment of Rössing. Below is an extract from a speech given by him at the dinner held in his honour towards the end of 2012.

I would like to tell you a little story.

Rewind to the mid-1920s. My parents had settled in Swakopmund, which prior to World War One (1914-1918) had been part of German South West Africa. Swakopmund was little more than a village in the grips of the beginning of the Great Depression (1929-1934). The entire world seemed to be suffering, and Swakop was no exception.

With several friends, including German residents from earlier years, my parents started to investigate the possibility of local mineral prospects, particularly radium. Traces of radium had apparently been identified near Rössing Mountain by geologists who had done a sterling survey of the mineral wealth of South West Africa when it was part of the German Empire. My British mother, who came from a medical background, was quick to realise the possible value of radium, used to this day in the treatment of cancerous tumours.

So, the group went prospecting and searched certain target areas. Eventually, they found some of the smallish black stones which showed a 'metallescent' fracture when broken. These were considered to be markers for a possible radium source. Samples were duly collected and sorted, and under my mother's guidance they were dispatched to Teddington laboratory in Britain for evaluation. The samples were confirmed to be radioactive but, regrettably, of no apparent financial value.

Now fast-forward to the latter days of World War Two (1939-1945). I was a young sapper on active service in Italy. The war in Europe was clearly drawing to a close; indeed, hostilities in Europe ended in May 1945. In the Far East, however, Japan was still actively engaged in war against the USA and its allies, with considerable casualties on both sides and no sign of a Japanese surrender. In early August, the USA ended the war by dropping atomic bombs on the Japanese cities of Hiroshima and Nagasaki. Both cities were completely destroyed. The world instantly became aware of the awesome power of uranium.

By the mid 1950s, the energy potential of a peaceful application of nuclear power was fully recognised. The first nuclear reactors for the production of electricity were taking shape. This, in turn, led to a growing need for an adequate and reliable supply of uranium. As a student of industrial chemistry, employed in the laboratories of an energy-conscious petroleum company in Cape Town, I began to think again about the small black stones I knew as a boy. I understood from the Periodic Table of Elements that uranium

could belong to the same family of minerals as radium, and that the presence of radium might well indicate a source of uranium in the area of Swakopmund.

Some time later, on a visit to Swakopmund, I discussed my theory with my father and suggested we drive out to the old radium prospect area of those early years to investigate the possibility of a uranium presence. Somewhat reluctantly he agreed, and early the following morning we set out for what we remembered to be the original site. An hour or so later, my father turned off to the right of the main road, a bit beyond Rössing Mountain, and stopped not too far from where Rössing built its landing strip many years later.

It was time for a cup of tea, so we sat on the ground in the shade of the vehicle and planned our course of action. We would each take an area to either side of the vehicle and search for small black stones "about the size of a hen's egg". This we duly did, and when our canvas bags were full – some 20 stones in each – we returned to the vehicle to find out the truth with the aid of a Geiger counter.

We anxiously checked the first bag, small black stone by small black stone, slowly and carefully. Not a single chirp or beep from the Geiger counter. Only silence. Then we checked the second bag; again, deafening silence from the counter... until, about five stones from the bottom of the bag, the counter took off in wild excitement. That was the birth of Rössing Uranium Limited: one lonely black stone, not much bigger than a hen's egg.

As I had to return to Cape Town the next day, we carefully marked the spot so that my brother, Graham, would be able to find the area. Graham did a comprehensive check of the entire vicinity to determine the best location for his first four claims. Subsequently, as the 'family prospector', he identified more radioactive anomalies in the vicinity, which then led to the declaration of an official mining area. And the rest, as the saying goes, is history.



NOW...

Rössing at 45 years...

Well done, Rössing! Bravo!

Forty-five years of mining uranium in the Namib Desert, day in and day out, with no end in sight, is testimony to a worldclass operation.

Scooped on the threshold of Swakopmund, in a country now called Namibia.

And thus creating a bounty for our nation, with a legacy of achievements, far-reaching across our land and beyond.

Providing a source of boundless energy to light the cities of the world.

It is a time to reflect. A time to turn our clocks back to the birth of Rössing Uranium in 1966.

A time to pause and to pay tribute to a "tour de force" of unforgettable leaders who shaped the formative years of Rössing.

And then still further back, to Swakopmund in the early thirties.

A time of the Great Depression, when Peter Louw with his wife Margery, a trained radiographer from Guy's Hospital in London, identified sporadic radioactive material in the hinterland of Swakopmund.

As recorded in a biography of Rössing Uranium, events ultimately unfolded into a worldclass discovery in the foothills of the Namib Desert, eventually hatching into the present uranium mine.

Today, Rössing is well-placed to meet increased energy demands, and thereby uphold Namibian lives through education, skills and opportunities.

Equally, increased wealth is added annually to Namibian coffers through taxes, employment and purchases within the country.

Furthermore, an unprecedented 98.8 percent of Rössing employees are Namibians, which is impacted with a strong female workforce, employed in key roles, and thus defying all former critics.

A well-deserved ovation is due to company management!

Finally, as we now face a new world of climate change and energy demands, so has Rössing gained a new look.

With new co-partners and new challenges, Rössing is now entering a fresh chapter to meet the demands of a New Nuclear Age.

Graham Louw
11 November 2021

This is Rössing's story...



Mike Bates, former General Manager of Rössing, addressing the workforce at the 10th year celebrations.

CHAPTER 03

FIRST DECADE — 1976-1986



IN A NUTSHELL

Rössing celebrated 10 years of production of U_3O_8 on 26 June 1986.

Many individuals contributed towards making Rössing. It took vision, more than a little optimism, and a lot of guts to envisage building a mine in the Namib Desert, let alone produce uranium oxide, and the first U_3O_8 was produced on 26 June 1976.

John Berning, Rössing's first GM, was quoted by the Rössing Gazetteer in 1976: "Yes, I'm happy to say, most of our long-term assessments and calculations are now turning out to be spot on... our initial geological surveys and assessments are now being confirmed by results. We are finding the ore where we expected to find it, but from now on it will involve more intensive day-to-day planning." (Source: Rössing, The first ten years, 1986 p7.)

Over the first 10 years many sections of the mine worked together, laying the foundation for today's success. This involved management, mining, metallurgy, computerisation, engineering, environment and health, a safe place to work, human resources, and training and development.

At the same time the town of Arandis was developed for housing for the mine's workers and was officially opened on 22 June 1979

by Mr RS Walker, chairman of Rössing Uranium Limited. The Vineta and Tamariskia suburbs were also developed for worker housing. A highlight of the time was the Rössing Country Club and the Arandis Club to provide cohesive social facilities for the steady influx of people from all over the world.

Leisure activities of Rössing people focus heavily on sport and with time and input from the sport enthusiasts themselves many sport facilities were developed.

Right from the onset Rössing played a significant role in the community. A new permanent exhibition was established at the Swakopmund Museum. The exhibit explains the process of mining operations, describes environmental control measures and explains safety, health and medical care policies and facilities.

The Rössing Foundation is one of the broader horizons of Rössing Uranium and was established in August 1978 through a Deed of Trust as a vehicle to oversee and implement many of Rössing Uranium's corporate social responsibilities in Namibia. It was funded with contributions by the company.

The Rössing Foundation implements programmes and projects under the following mandates:

- To further the education of all Namibians in order to achieve greater national productivity and to enhance lifelong learning.
- To encourage the creation and/or to create opportunities for people to use their education.
- To promote the advancement of the living standards of all the people in Namibia.
- To do any act or thing, which in the opinion of the Trustees, shall benefit Namibia or any or all of its inhabitants.

DID YOU KNOW?

15 December 1979 - Biggest blast ever

On Friday 15 December 1979 at 14.05 Rössing had the biggest blast in its entire history (to date). It required 650 tonnes of explosives and 74 rolls of cortex (or 14.8 km). About 2 million tonnes of rock were moved on benches 5, 7 and 9.

(Rössing News)

From various newspaper reports in May 1978 following visits by the SA and SWA/Namibia and British press:

- Rössing is the largest uranium mine in the world.
- It has a staff of about 3,000.
- The lifespan of Rössing mine is estimated at 20 years.
- All electric power used at the mine is bought from SWAWEK. The mine is linked to the SWAWEK grid network. The mine has a standby generating plant to keep essential services going in the case of a major SWAWEK power break. Underground mining has been stopped and this branch of activity is now operated on a care and maintenance basis. The underground mining had reached a depth of 400 metres when it was suspended.
- Rössing has the biggest fleet of busses in South West Africa. It operates a total of 40 busses on a daily service between the mine and Arandis and the mine and Swakopmund and vice versa.
- After mining the processing of the ore takes about two days and at the moment recovery is about 76 percent. With the modifications being brought about this should push up to over 80 percent.

6 March 1981, Rössing News - Craig Gibson president of Chamber of Mines

Craig Gibson, Deputy Chairman and Managing Director of Rössing Uranium Limited, has been elected President of the Chamber of Mines of SWA/Namibia. In 1978 he was appointed Managing Director of Rössing Uranium Limited, and in 1980 he became, in addition, Deputy Chairman and Chief Executive of the Company.

19 March 1982, Rössing News

When Rössing began her exploration shaft in 1969, the neighbouring Khan mine situated in a tributary of the Khan river, had already been in operation from 1902 to 1904 when the German settlers first started it, and then again from 1965 till 1975, when it was finally closed down.

6 June 1986, Rössing News

The mine announced the donation of two developed parks and a row of palm trees to be planted along the top end of Kaiser Wilhelm Street, Swakopmund, to mark the 10th anniversary of its production.

14 March 1986, Rössing News - Looking at Gordon Freeman, The early years

Gorden Freeman leaves Rössing this week after nine years with the Company.



He came here in the role of troubleshooter, with instructions from Ronnie Walker, past chairman of Rössing, to produce uranium from a mine that was a financial embarrassment to Rio Tinto Zinc. He leaves behind him the well-ordered Rössing that newcomers and visitors tend to take for granted.

Rössing is not only one of the greatest money-spinners within RTZ today, but it is also generally recognised as one of the most technically-advanced mines worldwide. The Company's potential to win a NOSCART this year is evidence of a stringent and successful safety policy that last year won Rössing the title of the Safest Mine in Southern Africa.

Gordon has always believed in a logical order and a proper system for everything, and his philosophy is reflected in the standard instructions which he implemented in the early days. He personally scrutinized every directive before it was put in writing so that he would be clear on the direction the mine was to take.

Technically he insisted from the start that a 'shoestring and bubblegum policy' (sic) would not be tolerated. Production had to ensue from good equipment, no matter what.

A true democrat, he has always believed in giving employees a sense of their own importance and an awareness of their role in the matrix of the company. When he arrived in 1977, there were few standards, no change-houses for workshops, racialism was an ugly fact and the quality of life was terrible. 'People had no pride,' he said.

But people mattered to him: 'a shovel is not just a great machine hoisting boulders into truck; it's a vehicle with a PERSON at the wheel.'

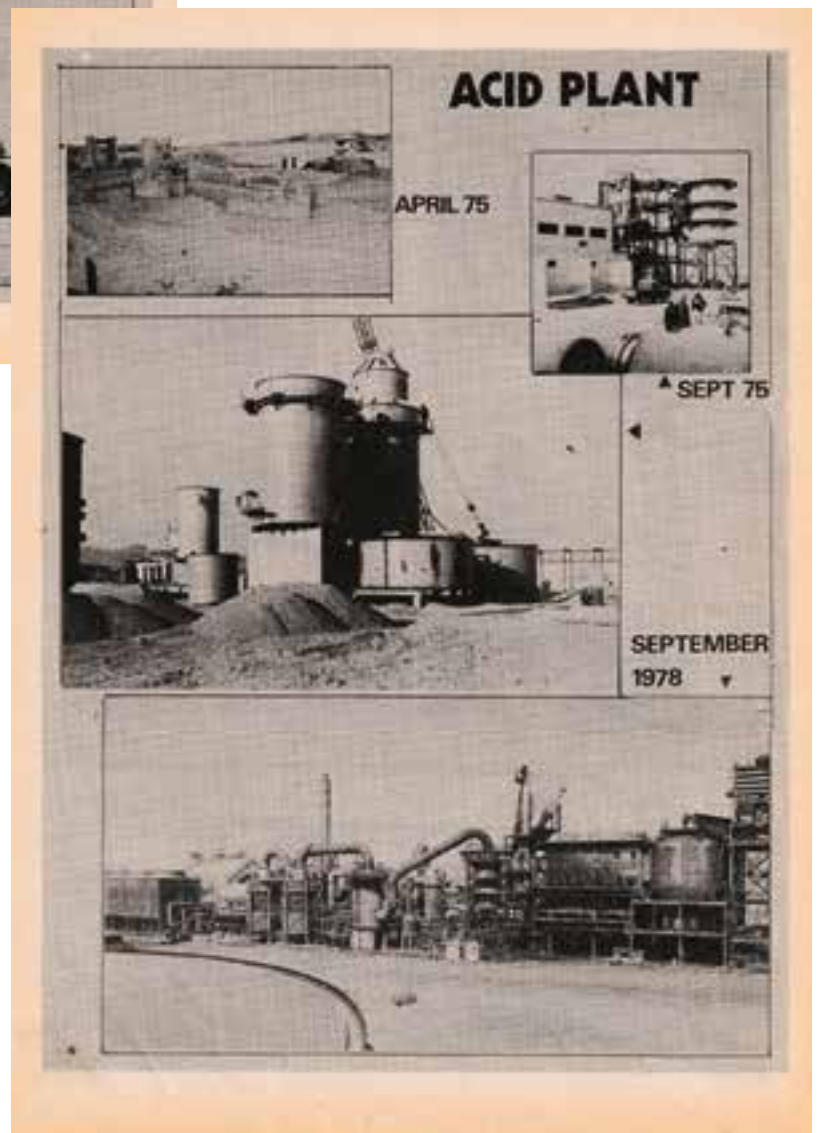
On his arrival at Rössing, Gordon made it a proviso with Ronnie Walker that he be given a free rein. This was agreed to, and the previous system of management by consensus in which ideas were thrashed out by some 13 men until a decision was reached (with obvious difficulty), was abolished. He realised that what was needed was 'firm, rapid, decisive action' in team spirit. You either had to run with the pack, or leave. It was therefore important for Gordon to create a Rössing identity. 'People basically like order, recognition'.

But unity was difficult in the early days when engineers and technicians came from varied industrial experience, with different methods, objectives and knowledge. Today, ten years later, one has the impression of order and inter-relatedness, and to a great extent this can be attributed to Gordon Freeman.

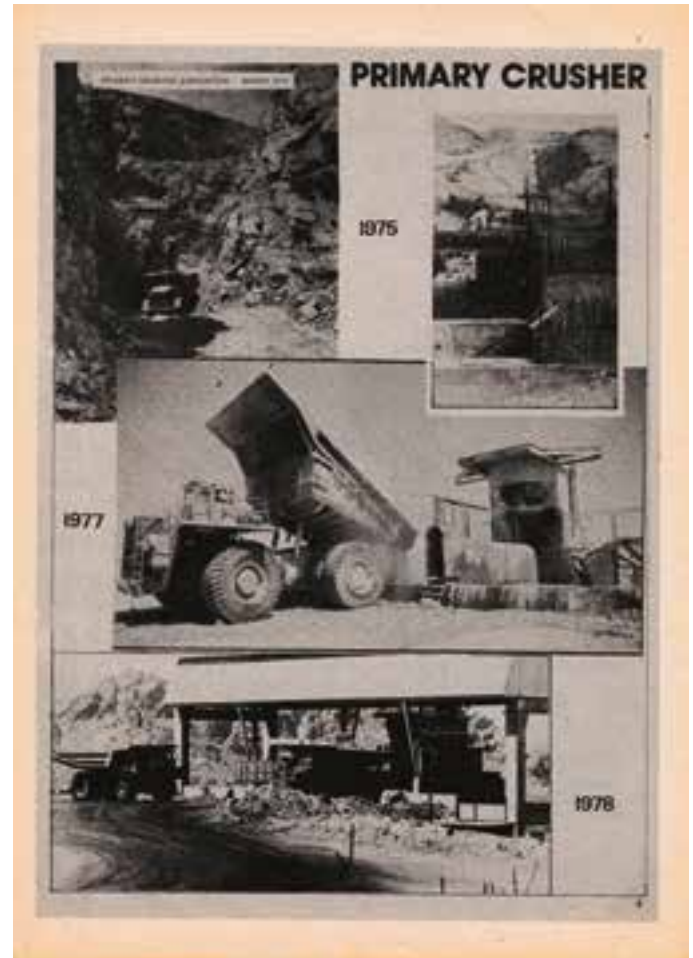
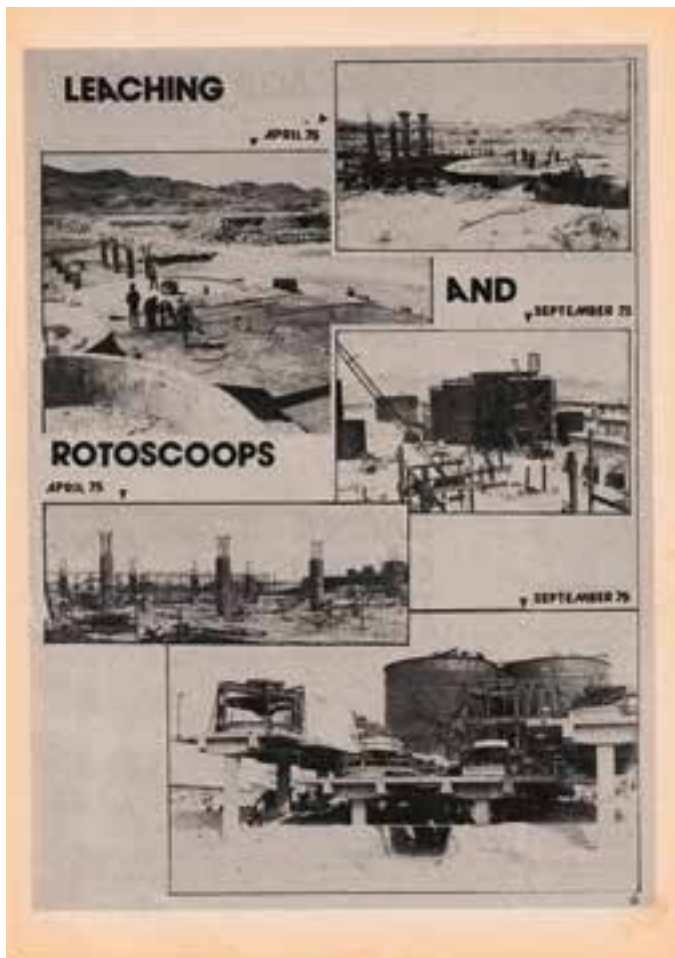
The early years...



A look at the mine's construction process in 1975.



The construction of the leaching and rotoscopes, as well as the primary crusher in 1975, 1977 and 1978.



Extract from the GeoScientist, the magazine of the Geological Society of London, "Beyond the forked twig" by Ted Nield, 2002

“ About 65km inland from the pretty, old colonial clapper-board town of Swakopmund, Namibia, lies one of the largest holes in the ground anywhere in the world.

Three kilometres long, 1.5km wide and 320m deep, Rössing Uranium Mine also boasts the world's largest granite-hosted commercial uranium ore. It is also the lowest grade ore-body still producing. Though it has been known to reach 1kg/tonne, the mine's average uranium yield is only 0.35kg/tonne.

Though the area was known to contain radioactive minerals from 1910, the Rössing ore body lay undiscovered amid a wilderness of gravel plains and rocky outcrops until 1928.

Then, mineral prospector Captain Peter Louw carried out an autoradiography test on a black mineral that Louw had picked up some 20km west of the present day mine.

Captain Louw and others made various unsuccessful attempts to interest mining companies in the deposit he had identified. But it was only in the mid-1960s that a subsidiary of the RTZ Corporation (now Rio Tinto plc) took an option on the prospect and began a long programme of geophysical and

geological surveys, drilling and evaluation.

The ore body was found to be an enormous low-grade deposit of uranium embedded in tough, abrasive alkali feldspar granite poor in mafic minerals, known as alaskite.

In 1973, RTZ decided to go ahead; the plant and mine were designed to produce up to 4,500 tonnes of uranium oxide per year and began operating in March 1976, reaching full production in 1979.”

The early years...



"First A.D.U. produced at Rössing at 1400 hours at 29.6.1971" Ammonium Di-urate (ADU) is the product of the precipitation reaction of OK liquor and ammonia. It is subsequently thickened, filtered and roasted to the finally produced U_3O_8 as the drummed product.



The original vertical shaft that was being constructed near the present day Haultruck Workshop. Rössing started as an underground mine before they discovered that grade was too variable and the ore band widths were too variable for underground mining to be successful.



Leach rotoscope area, April 1975



Fine Crushing area, April 1975



Solvent extraction area, April 1975



View from Point John, 1975



Acid plant, 1975



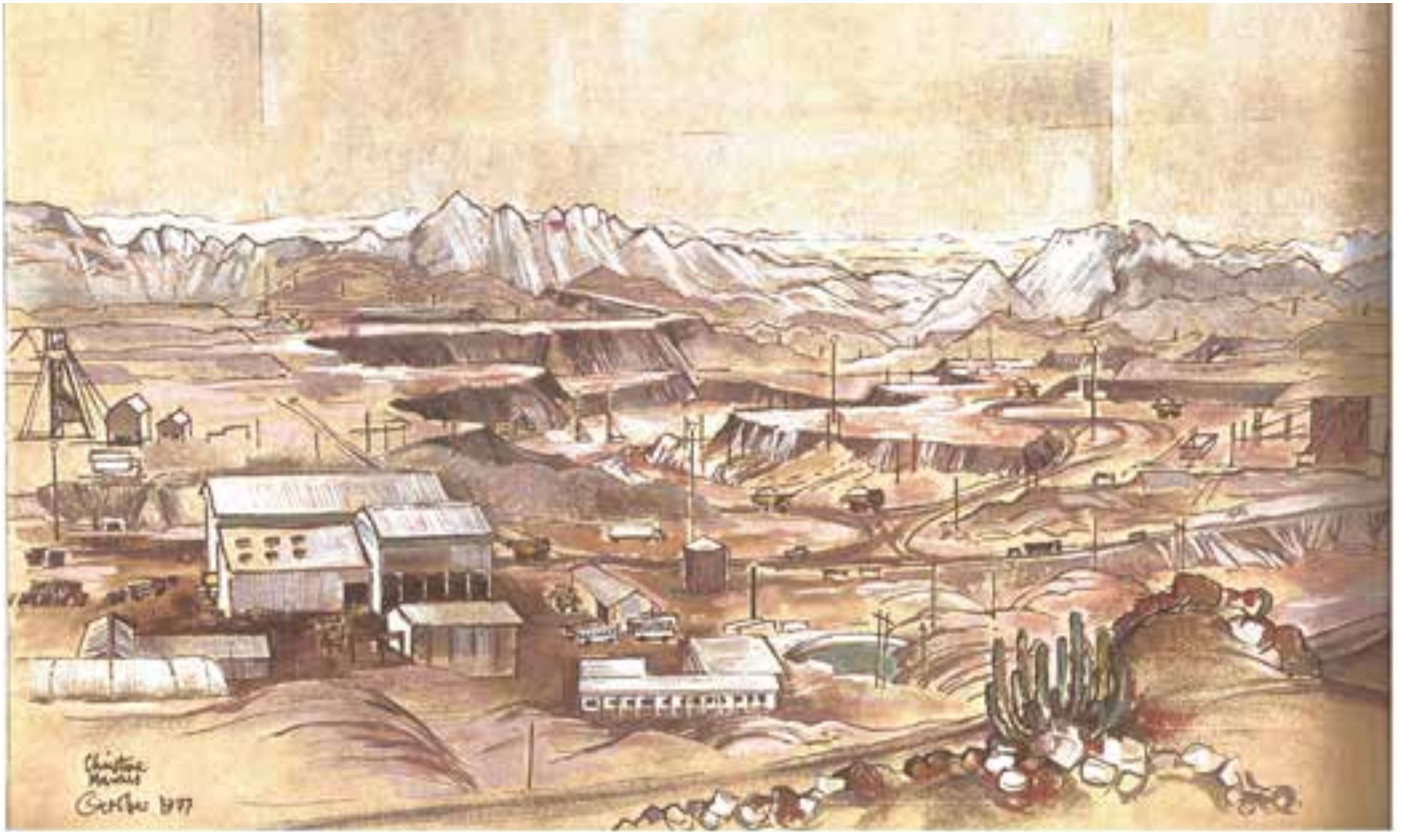
Open pit in the 1970s

The early years...

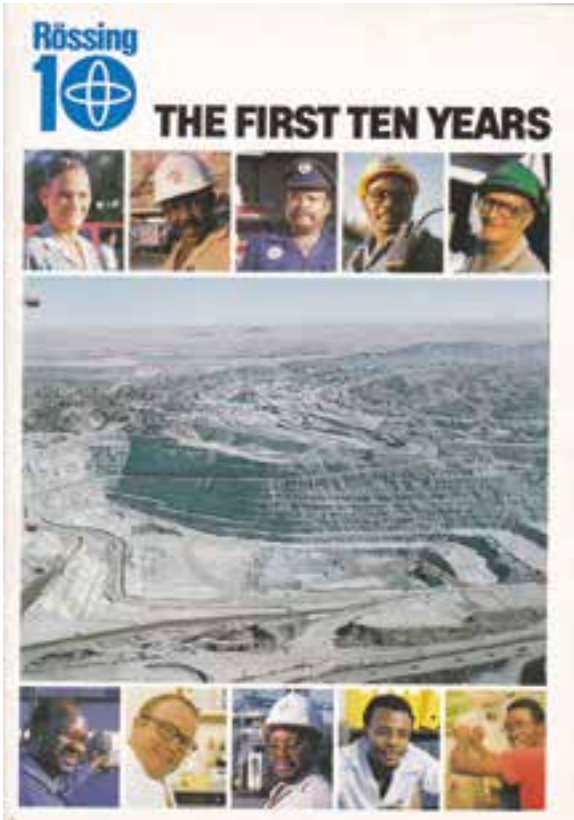


The heart of Reading — Pit Control





The early years...



Extracts from the First Ten Years' publication



The open pit after ten years of production.



Rössing's workshop — a NOSA-judged five-star mine.



An aerial view of Vineta, Swakopmund, before the first gardens.



The park homes at Rössing Country Club.



Members of the Arandis Club enjoy drinks on the patio.



(Above) Rössing after ten years in production. Insert: View of exploration camp in the pre-production days. (Below left) The mine's buses pass Rössing mountain on their way back to Swakopmund. (Below right) Part of the open pit.





PEOPLE

The saying goes that a company is just as good as the leadership leading the workers, and for the first ten years it was crucial that the mine had the best leadership. In the words of the mine's first General Manager, Gordon Freeman: "Rössing really is the story of Ronny Walker, Craig Gibson, Brian Burgess, Steve Kessler, George Macras, George Deysel, Mike Bates, Frank Fenwick, Jerry Parker, Barry Aitken, Sean James, Wotan Swiegers, and other notable members of the team. Certainly it was a team that was my privilege to lead and one that I would doubt could have been bettered."



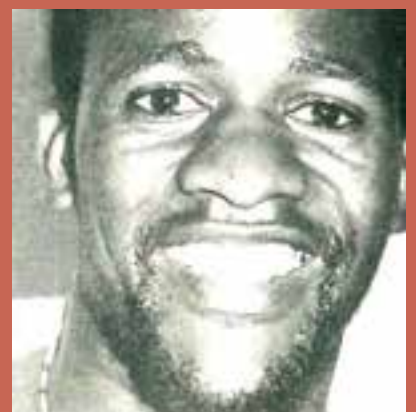
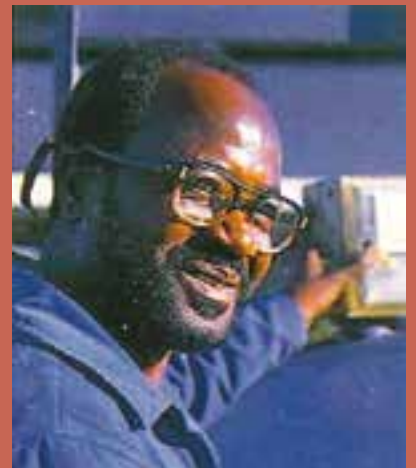
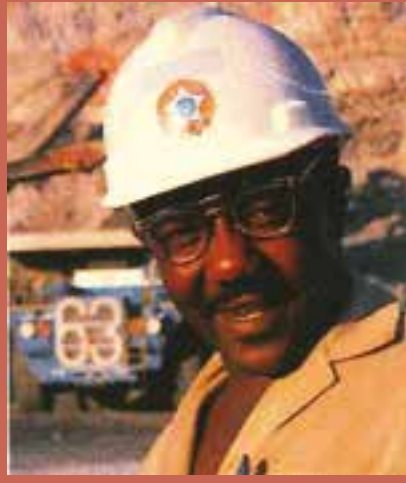
25 July 1980, Rössing News - Directors on visit

Rössing's Board of Directors paid a visit to the mine last week. They had a look at various sections on the mine and held a meeting at the RCC (Rössing Country Club) discussing mine matters. Pictured are from left (back row): K Lendrum (secretary), P Daniel, KL Kingma, P Arnold (financial assistant to MD), JS Kirkpatrick, CH Geach, RG Connochie and WA Gilbert. Front row: GA Macmillan, JS Louw, C Choiset, RS Walker (chairman), CA Gibson (managing director) and AJ van den Berg.



20 August 1982, Rössing News - Sir Anthony Tuke, chairman of RTZ visits the mine

Chairman of RTZ, Sir Anthony Tuke made a visit to Rössing on Tuesday. Sir Anthony, who was chairman of Barclays Bank prior to his appointment with RTZ. Photo: Craig Gibson, managing director, Sir Anthony Tuke, chairman of RTZ and Gordon Freeman, general manager.





24 September 1982, Rössing News - The Winners inter-mines first aid competition

“From the moment the team was escorted ceremoniously through the Rössing gates on their way to Windhoek by Alf Butcher, (with his buzzing siren and flashing lights) to the moment they stepped out in their smart new blue Rössing tracksuits, our First Aid team were winners. Their performance in the competition proved beyond doubt that we have the finest First Aid team, and for that matter, the second finest team as well, in the whole country.”



1 October 1982, Rössing News - Rössing gives Swakopmund a special birthday gift

“Rössing gives Swakopmund a special birthday gift... A very special birthday present given to Swakopmund on the occasion of its 90th anniversary ceremony held at the Woermann Art Gallery on Monday night. The mayor, Jörg Henrichsen, accepted the gift from Rössing general manager, Gordon Freeman, who said: ‘We are grateful to those people of Swakopmund who opened their homes, burst their facilities at the seams, and accepted our people. There is the traditionalist in all of us who knows that change has to be but still often finds difficulty in accepting it.’

In presenting this picture to the people of Swakopund, Rössing is acknowledging the past, recognising the present and looking forward to the future. That this is painted by a South West artist is fitting and that it is painted by Christine Marais makes it family – and that’s what birthdays are all about.”



17 February 1983, Rössing News - Yippee! Athletes triumph at Inter-mines

“Rössing finally reached her goal in Saturday’s Chamber of Mines Inter-mines Athletics Competition, to become the first mine in SWA to take every section, winning the A-division, B-division, ladies’-, veterans’- and both weight divisions of the tug-of-war.

Photo: Rössing panel operator Rudolf Kgobetsi, didn’t look like a record breaker when he started out on his 10 000m run but as the race developed all events stopped to watch him pulling ahead to finally clip 52.7sec off the record, winning in a time of 33min 19sec. Both Kayele of TCL and George Mukuahima of Rössing, who came second and third, bettered the record.



30 Aug 1985, Rössing News - Ronnie Walker retires, Dr Zed Ngavirue is new chairman

“The appointment of Dr Zed Ngavirue as chairman of Rössing Uranium Limited was announced in August 1985. Dr Ngavirue, a D Phil graduate (Political Science) of Oxford, joined the board in March 1983. In June last year he was appointed deputy chairman of the board, He will be based in Windhoek, unlike the previous chairman, Mr Ronnle Walker, who was at RTZ headquarters in St James’ Square, London. Ronnie Walker retires from Rössing after a long association with the company. He was chairman of Rössing since 1977 and will remain a director of RTZ. He plans to continue his business associations, living In the U.K.”

Rössing's influential early leaders

Chairmen:

- 1970 – Dr Siegfried Kuschle
- 1972 – Dr PE Rousseau
- 1977 – Ronnie Walker
- 1986 – Dr Zed Ngavirue

Managing directors:

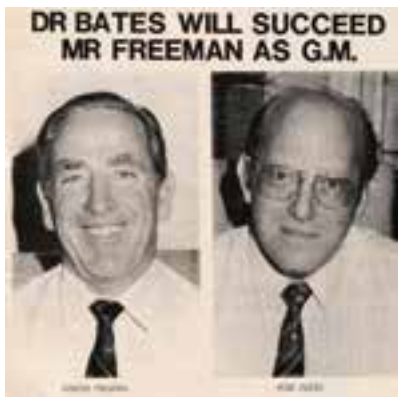
- 1970 – Ed Hunt
- 1976 – Al Leroy
- 1978 – Craig Gibson
- 1982 – Colin Macaulay

General managers:

- 1970 – John Berning
- 1976 – Rich Hughes
- 1977 – Gordon Freeman
- 1986 – Dr Mike Bates



Mr Craig Gibson (second from left) congratulates Dr Zed Ngavirue on his appointment as Chairman of Rössing. Dr Ngavirue succeeded Mr R S Walker (left) who retired in August last year. Mr Colin Macaulay (second from right) succeeded Mr Gibson as Chief Executive of Rössing in 1982. Mr Gibson is now based in London, where he is a main board director of RTZ, Rössing's parent company.



17 January 1986, Rössing News - Dr Bates will succeed Mr Freeman as GM

“It was announced last Friday that Mike Bates will succeed Gordon Freeman as general manager of Rössing following Mr Freeman’s retirement from the company. Dr Bates will take over on 3 February with Mr Freeman remaining on the mine in an advisory capacity until 16 March.”



25 April 1986, Rössing News - 720 years for Rössing

“Tuesday afternoon saw the celebration of 72 loyal Rössing employees having worked 720 years altogether. This was the first of 4 such occasions this year. Last year 129 people received their 10-year service awards; the total for this Year is 358, and next year 372 employees will have worked 10 years for Rössing. This means that in 1987 more than 850 people will have 10 or more years’ service with the company – 30% of the workforce and an excellent achievement!

Everyone realises the value of a stable workforce and there are many benefits to be derived from such a low labour turnover - better productivity, profits, and most important, better people.

Those who carry the company’s interest at heart, who like working for Rössing, can almost be called shareholders.

Ten years is a long time in anyone’s life and a quarter of anybody’s work life. What made their celebration so special was the fact that they were not only celebrating their 10 years but their decade at Rössing coincided with the miners 10 year birthday which will be celebrated In June this year.”



TRAINING AND DEVELOPMENT

From the early days Rössing demonstrated its willingness to assist people to qualify in their various roles, trades, and careers. The mine was clear that it was to develop the people for growth, allowing the employees to recognise the Rössing values in terms of learning.

12 January 1979, Rössing News - Cadets now further studies

Now that the 1978 cadet's year of departmental training has come to a close they are thinking of furthering their studies at university and college. Clockwise, from right is Barnabas Tjizu who is going to Peninsula College to take a diploma in Administration and Commerce which is a two year course. Clifford Bailey, a personnel cadet has only two more subjects to do for a BA Psychology which he is taking at the University of Western Cape. Max Mouton, another BA Psychology student, is also off to University of Western Cape to do three subjects to finish his degree.

Fanuel 'Chippie' Tjipangandjara is on his way to the University of Lesotho where he will take a three year course of BSC Engineering. Brian Mitton is going to spend six months at Pretoria Technical College for a National Diploma for surveying. Two cadets who have already left for their destinations are Emil Cloete who has gone to University of Stellenbosch for a five year BSc Engineering, and Axel von Schmettau who is doing a National Diploma in Electrical Engineering.



24 August 1979, Rössing News - Jerry Awarded Rössing Foundation Bursary to study in London

Jeremiah Tobias, the Rössing Foundation's Leadership Scholar for 1979, left Windhoek by air for London recently. Jerry has enrolled at the London University Institute of Education for a one year diploma course in Education. His main subjects will be Comparative Education and Education in developing countries. He was born in Usakos some 26 years ago, obtained his matric at the Augustineum College in 1973, worked as a process operator in a fish factory in Walvis Bay before obtaining his BA degree at the University of the North in 1977. He majored in Education and Afrikaans/Netherlands and then went on to graduate from the University of Fort Hare with a University Education Diploma in 1978.

Photo: John Berning, Director of the Rössing Foundation, wishing Jeremiah Tobias good luck, prior to his departure to London.





14 September 1979, Rössing News - Rössing man first to write trade test in SWA/Namibia and pass with a 75% plus

Lazarus Gariseb, a assistant-mechanic in the Light Vehicle Workshop, has made history by becoming the first ever to sit for a trade test in SWA/Namibia. In 1977 he joined Rössing. Shortly afterwards he read in the Rössing News that Rössing was willing to assist people to qualify in their various trades. He then went to Windhoek to sit for his test and passed it with flying colours. When asked what his reaction was when he heard that he had passed, Lazarus said he was very grateful that he was given the chance to qualify and so advance his career.

SWA/NAMIBIAN GRADUATES STUDYING IN U.K.



Photo: From left Rikki Kukuri, Jerry Tobias and Colin Machin, group management development officer, RTZ services.

2 November 1979, Rössing News - SWA/Namibia graduates studying in UK

Thanks to scholarships from the Rössing Foundation and the good offices of Group personnel services in London, two young men from South West Africa/Namibia are now engaged in post-graduate studies at British universities. They are Jeremia Tobias, a teacher, and Rikki Kukuri, whose interest lies in finance.



24 August 1984, Rössing News - Rössing students – hello and goodbye

The six Rössing students who are presently studying at the Davies, Laing and Dick College in Baywater, London, are back on the mine for a working holiday. Freddie Koujo and Abraham Amushila beamed with excitement when they related their experiences.

Freddie said that London is an interesting place and quite different from SWA, especially the lifestyle. He said that he has no difficulty with his studies – chemistry and physics.

For Abraham, London is a place with far too much going on and too many different accents floating around. He said that in the beginning they (the six Rössing students) stuck together. "We now, however, mix with the other students and enjoy London to the full."



1 February 1985, Rössing News - Meet Rössing's Oupa Appies / Rössing cadets

Apprentices recruited internally for first time - This is the first year at Rössing that a big effort has been made to identify and select candidates for apprenticeships internally. Of the eleven new apprentices who started this week, no fewer than eight are Rössing employees who have been with the mine for a number of years already. To choose possible apprentices from existing mine employees advertisements were placed in the Rössing News for applicants, and also divisional training officers were asked to suggest candidates who had been recommended by their foremen or overseers. Although they have been nicknamed the "Oupa Appies", none of the eight is over 25 years old.



8 March 1985, Rössing News - First Rössing Science Scholarship Award

The dearth of science graduates in Namibia is a problem rooted in the nation's educational system, related to the shortage of science teachers. Few pupils matriculate in science because it is regarded as a difficult subject compared to other 'softer' options. Noting the shortage, and wishing to encourage the progress of indigenous scientific research, Rössing instituted an annual National Science Competition for high schools last year. June Horwitz of Head Office in Windhoek is responsible for contacting schools throughout the country, from Karasburg to Katima Mulilio, informing them of the competition and organising the judging. She works in co-operation with the Department of Education. The first winner of the R2 000,00 scholarship was recently announced. He is Gideon Nasima of Khorixas whose project dealt with the king cricket and contained much original research. Gideon is studying towards a BSc at the Academy in Windhoek.



1 November 1985, Rössing News - Rössing student top in Analytical Chemistry From Cadet to General Manager

Bernard Morwe, a Rössing cadet completing his practical at the mine, was named Best Student in Analytical Chemistry at the Peninsula Technikon this year. Bernhard, who spent the first six months of the year studying in Cape Town, received the news of his top placing among 45 students last week. Before starting the Chemistry Diploma, Bernhard worked at Rössing for a full year. Next year he will again study at the Peninsula Technikon, his subjects being Maths, Chemistry, Physics, Chemical Works and Organisation, with Chemistry Practicals as well. He plans eventually to obtain a BSc (with Chemistry as major) at UCT, before returning to work full-time at Rössing.

[Bernard became a General Manager Operations in later years at Rössing.]



COMMUNITIES AND SOCIAL INVESTMENT

During the first decade of the Rössing mine, many corporate social investment activities were established, many of which are still in place today, 45 years later. One such initiative was the Rössing Foundation, which was mandated to implement and facilitate the corporate social responsibility development activities of Rössing Uranium, and of course for Rio Tinto Zinc at the time, to the benefit of SWA at the time, and in time Namibia.

17 February 1978, Rössing News - Arandis: A town is born

The existing Arandis Township was constructed in 1975 and 1976 to designs prepared for the Bantu Administration Department by a South African firm of architects. Rössing Uranium acted as Agent for the Bantu Administration in that they managed the contracts for its construction.

The township was built just within the boundaries of Damaraland and comprised 616 houses, a group of shops, Post Office, Administration Building and kitchen and canteen for Rössing Uranium, schools, police station and a courthouse. In September 1977, Rössing decided to review the whole situation at Arandis. A new professional multi-disciplinary team was created specially for the purpose, led by Hamish Smith from R.T.Z. Head-quarters in London. The team had two main objectives, one to examine the existing town and to make proposals for its improvement, the other to plan for expansion of the town by doubling the number of houses and providing full amenities.



6 February 1981, Rössing News - Celebration as new schools open in Arandis

Although the construction of the two new schools to be built in Arandis are in their early stages, the pupils for these schools have been registered for 1981, and lessons are well underway. The secondary school, under its new headmaster, is operating in the Arandis Gymnasium. The primary school is conducting classes in the afternoons at the present Arandis Primary School. Both schools are parallel mediums, with lessons being conducted both in Afrikaans and in English. The schools are being designed to accommodate 840 pupils each. They are being built by the Rössing Foundation, and once in use will be administered by the Damara Government. Facilities available in each school include a library, an art room, a woodwork room, and in addition to these the secondary school will have a music room and three laboratories. The primary and secondary school should be completed by 20th July and 17th August [1981], respectively.





19 May 1978, Rössing News - ...and Rössing hits the news

The news headlines carried various articles on Rössing Uranium following a visit by South Africa and SWA/Namibia and British media in May 1978. Mr Ronnie Walker, Rössing board of directors chairman addressed the media. The media visited the mine and Arandis.

On Arandis Mr Walker said the following: "Referring to Arandis, he said that this would one day be one of the finest villages, created by a mining company for its people, in the whole of Southern Africa."



4 August 1978, Rössing News - Rössing Foundation formed

First Rössing Science Scholarship Award

"The board of Rössing, believing that the creation of greater educational opportunity is essential to the future prosperity and success of South West Africa / Namibia, has decided to establish the Rössing Foundation, a non-racial Trust, as a

direct contribution to the future wellbeing of the country. The Foundation will be funded by an annual grant from Rössing accounting to 2 percent of all dividends distributed to shareholders after tax, or such greater amount as the Board of Rössing may decide, according to the results of the preceding financial year."



6 August 1982, Rössing News - Rössing Foundation's educational centre opens

"It was an historic occasion for education in SWA/Namibia when the Rössing Foundation's new one million Rand education centre was officially opened on Friday 30 July 1982.

Opening the impressive complex – the first of its kind in SWA/Namibia – Rössing's Chief Executive, Mr C A Gibson, revealed that since its inception in May 1979, the number of students registered had steadily increased to current figure of 448. The chairman of the Rössing Foundation's board of trustees, Mr G L Stobart, welcomed the guests before handing the microphone to Mr Gibson. Earlier, the "Weavers" men's choir entertained the audience – about 100 selected guests and members of the media who attended – with a lively welcoming song.

There is a great need for literacy training in the country, and the education centre will contribute significantly towards providing SWA/Namibia with this and other forms of practical education.

The secretary of National Education, Mr Ferdie Theron, was also present, and remarked that "SWA/Namibia has been in need of an educational centre like this for a long time".

Rössing makes history with a book

Tjamuaha Maherero, Hendrik Witbooi, Will Jordaan - who were they? Light is shed on these Namibian historical characters and many others in a new book 'HISTORY MAKERS' recently launched by Rössing

A passage in the introduction explains the idea behind the book. 'Part of the strength of any nation is a sense of its own history. To a country such as ours, poised for its step into independence, the feeling of knowing where we have come from is particularly important. It is in this spirit that Rössing dedicates this book to the young people of SWA/Namibia.'

The book took two years to complete, as a great deal of research went into it. Drawings were made from photographs, by Sonia van der Westhuisen. In one instance, the only available illustration of Chief Ipumbu was a hasty, rough sketch, made of him in his coffin.

Over 20 000 copies of the book, in both English and Afrikaans, are being distributed to schools around the country via the various education bodies.



Presses Messing and Collin Poozangobu chat to Alexander Kaputu, direct descendant of Pabusana.

4 March 1983, Rössing News - Rössing makes history with a book

Tjamuaha Maherero, Hendrik Witbooi, Wil Jordaan – who are they? Light is shed on these Namibian historical characters and many others in a new book 'HISTORY MAKERS' recently launched by Rössing.

A passage in the introduction explains the idea behind the book. 'Part of the strength of any nation is a sense of its own history. To a country such as ours, poised for its step into independence, the feeling of knowing where we have come from is particularly important. It is in this spirit that Rössing dedicates this book to the young people of SWA/Namibia.'

The book took two years to complete, as a great deal of research went into it. Drawings were made from photographs by Sonia van der Westhuisen. In one instance, the only available illustration of Chief Ipumbu was a hasty, rough sketch, made of him in his coffin.

Over 20 000 copies of the book, in both English and Afrikaans, are being distributed to schools around the country via various education bodies.

Rössing Contributes to Tamariskia Sports Complex

The Swakopmund Town Council recently made a unanimous decision to hand the central sport complex over to the Administration for Whites and to withdraw from the running of these sport facilities.

It was then decided that the Coloured Administration, Swakopmund Municipality, Rössing and the residents of Tamariskia will undertake a combined effort and establish a new sports complex in close vicinity to the Tamariskia High School.

Rössing will assist with the construction of the proposed complex up to a value of R50,000, and it is expected that work on the project will soon commence.

In 1983, 2 April 1983, as a member of the Swakopmund Municipality Council, Messing and the residents of Tamariskia will undertake a combined effort and establish a new sports complex in close vicinity to the Tamariskia High School.

Rössing will assist with the construction of the proposed complex up to a value of R50,000, and it is expected that work on the project will soon commence.

Rössing will assist with the construction of the proposed complex up to a value of R50,000, and it is expected that work on the project will soon commence.

6 April 1984, Rössing News - Rössing contributes to Tamariskia sport complex

The Swakopmund Town Council recently made a unanimous decision to hand the central sport complex over to the Administration for Whites and to withdraw from the running of these sport facilities.

It was then decided that the Coloured Administration, Swakopmund Municipality, Rössing and the residents of Tamariskia will undertake a combined effort and establish a new sports complex in close vicinity to the Tamariskia High School.

Rössing will assist with the construction of the proposed complex up to a value of R50,000, and it is expected that work on the project will soon commence.



Rössing rooms open at museum

29 July 1983, Rössing News - Rössing rooms open at museum

"The extensions to the Swakopmund Museum were officially handed over to Dr Weber and the Municipality by Gordon Freeman at a ceremony attended by many Swakopmunders on Saturday evening.

The Rössing Hall houses the mine exhibit with ample space over for special exhibitions like a 'young scientist exhibition' or other similar projects. Adjoining the the hall is a forty-seat Rössing Lecture room which may be used by organisations such as the Arts Association for films, slide-shows and meetings.

Dr Weber, in accepting, commented that Rössing had created a cultural bridge between the mine and the town which was greatly valued and appreciated."



6 July 1984, Rössing News - OPEN – Rössing Cottage Hospital

The new Cottage Hospital started functioning on Monday 2 July 1984 for all Rössing employees and dependants. The thirty-bed hospital has an infrastructure sufficient to cope with all the needs of Rössing employees, and is sub-divided into the following areas: administrative, emergency or trauma section, outpatients consulting area, X-ray and theatre facilities, wards, and supporting functions such as the sterilising department, kitchen, etc. There is a dispensary, which supplies medicines to the in-patients. After 1 August a dispensary to supply medicines for outpatients will also start functioning.



7 September 1984, Rössing News - Cottage hospital officially opens

The Rössing Cottage Hospital was a dream that has become a reality and something outstanding has been achieved, said Mr R.S. Walker, chairman of Rössing Uranium Ltd, when he officially opened the Cottage Hospital last week. The Board of Directors and many of the mine's senior staff were in attendance when Mr Walker unveiled the plaque that is fixed to a huge block of granite outside the modern hospital. Mr Walker spoke proudly about Rössing and the uranium industry which produced the world's cheapest and cleanest energy for the betterment and upliftment of living standards for humanity. The hospital was designed not only to be the most modern anywhere, but to have a friendly and cosy atmosphere that would make patients feel at home.



7 September 1984, Rössing News - Lynn Freeman pre-primary – an enchanting opening

It was a grand day that meant much to the Tamariskia community with the opening of the Lynn Freeman Pre-primary School. It all began when the Tamariskia community approached Rössing to ask their help with the building. This Rössing readily agreed to do. The community got together and helped with the gardens and playing field and the Administration for Coloureds installed all the furnishings and equipment. Lynn Freeman, wife of general manager, Gordon Freeman, unveiled the plaque and declared the school open.



12 October 1984, Rössing News - Rössing Foundation opens a training centre in Ovamboland

The official opening of the Ondangwa Training Centre by the Rössing Foundation took place on Friday, 28 September. The Centre will teach sewing, domestic science and agriculture, and so far one hundred and ninety two students have attended courses. At the opening ceremony, the Chairman of the Board of trustees of the Rössing Foundation stated that assistance by the Foundation to the rural communities was a very important part of the work of the Foundation, and in particular the encouragement of food production should be given a very high priority. It is hoped that in this regard, the Centre at Ondangwa will play a significant role. The ceremony was attended by representatives of the Board of Trustees of the Rössing Foundation, and many students and friends.

Photo: The plaque, commemorating the establishment of the Centre at Ondangwa, was unveiled by Dr Zed Ngavirue (Chairman of the Board of Trustees). From left D Godfrey (director of Rössing Foundation), S Dumeni (supervisor of Ondangwa training centre), Dr Zed Ngavirue, G Stobart (financial director of Rössing), C Macaulay (Chief Executive of Rössing).

15 November 1985, Rössing News - New Rössing exhibit in Swakopmund Museum

In his speech delivered on Thursday evening at the inauguration of the Rössing exhibit at the Swakopmund museum, Mayor Jörg Henrichsen said that Rössing was undeniably part of the town's heritage. Although the mine was just ten years old, Mr Henrichsen said that its footprints would be evident for at least one thousand years.

The motto of the Swakopmund Museum, founded in 1951 by Dr Alfons Weber, is 'Build on your heritage'. The new exhibit room which aims to depict Rössing in its widest context - both socially and industrially, appropriately portrays the uranium mine's influence and its links with the town and the country.

The purpose of the new Rössing exhibit is to serve as an information centre for the mine. Visitors to Swakopmund, unable to undertake one of the regular bus tours to Rössing, can gain an impression of the mine from the exhibits in the Rössing Room. A visit to the room will also consolidate impressions gleaned on a tour.

The new Rössing Room reflects the latest concept in museum design, popular in Europe, but novel to Southern Africa. The exhibit hall houses a series of curved screens which describe Rössing from the blasting stage to operations right through to the activities of the Rössing Foundation Educational Centre. However, the room also doubles as a theatre where illustrated lectures can be given.

Rössing's general manager, Gordon Freeman, said at the ceremony that as a policy, "Rössing accepts the need for community development" which included "taking a healthy interest in the community with the means at (our) disposal, to be good neighbours and citizens."



7 February 1986, Rössing News - Foundation Budgets R2 million for farm scheme in North

The Rössing Foundation, based in Windhoek, has budgeted R2 million this year to be spent on a project of small, independent, agricultural training centres in northern Namibia. Dave Godfrey, Director of the Foundation, returned last week from the USA where he visited a project of Superior Oil in Southern California. In this area, which has a climate almost identical to that of Ovamboland, he discussed ideas on how to establish similar training centres likewise using simple methods and many people.

The Rössing Foundation has already had success with the Ondangwa Training Centre, built at a cost of R110 000 and run on operating costs of more than R100 000 per year. Vegetables have been grown successfully and sold at roadside stalls. The training farm scheme would not be technical in nature, but 'dead simple and labour intensive'. Ideas would not be superimposed on the local people, but rather guidance given so that the projects could eventually be self-supporting and autonomous.





WORKING FOR NAMIBIA

Rössing shows the way... From its start as a mining operation Rössing Uranium strived to be in the forefront to support the development of SWA/Namibia. It was suitable to ascribe to Rössing Uranium as “Working for Namibia”. In the first ten years, many new programmes were established to benefit Namibia, such as the town of Arandis, hospitals in Arandis and Swakopmund, schools in Arandis, the Rössing Foundation training centre, country clubs in Arandis and Swakopmund, and many more. In addition, Rössing excelled with human resources policies, labour practices, equal opportunities for all workers, and company accommodation.

7 February 1978, Rössing News - Thousands watch as Argelius Ilonga makes history

Argelius Ilonga, our very own running superstar, carved a niche for himself in the athletics annals of South West Africa/Namibia on February 11 when, shortly after 17h00, he stepped onto the winners’ podium in the Otjiwarongo stadium.

Although Argelius stood on the level of the podium reserved for athletes placed second in events, the event was historic in that he was the first Black man ever to step up onto a podium in a multi-racial athletics meeting in the country.

Argelius was placed second in the 10,000m event during the African Eagle athletics championships.



21 April 1978, Rössing News - John Berning reports on mining in SWA/Namibia

Rössing Uranum is undertaking major modifications to its plant in order to achieve its full rate of production, said John Berning, director - external relations of Rössing, in his presidential report of the Association of Mining Companies of South West Africa for the 1977/78 year.

Mr Berning, who steps down as president after a two-year term of office, stressed in his report that the mining industry in South West Africa/Namibia can continue to feature prominently in the economy of the country provided that political stability, peace and order are ensured; the state’s fiscal policy is such that it encourages investment in exploration and mining; and that the necessary infrastructure such as water, power, transport and communications, is developed.



18 August 1978, Rössing News - GM message, General Manager Gordon Freeman

(Extract from “A message to all Employees” by Gordon Freeman, General Manager, Rössing News, 18 August 1978)

“A year ago this week, the Rössing News was born, and a very lusty infant it has been. A year ago too, my wife and I arrived here to commence employment. This period has been very meaningful to us and a lot has occurred. Naturally whenever an anniversary appears, one looks back at the events of the previous year and takes stock of the situation. Certainly we are no exception and I thought it would interest you to read of some of the successes of the mine and some of its failures.

Areas of change and improvement which are most worthy of note are:

- Extensive improvements to the Arandis township;
- Opening of the successful Rössing Country Club;
- Commencement of change house buildings;
- Formation of Rössing and Tamariskia Ladies’ Clubs;
- Appointment of Welfare Officers;
- Establishment of Training Centre;
- Painting and gardens at the mine;
- Printing of the weekly Rössing News;
- Improvement in the facilities of the Rössing ‘A’ village;
- Employment of a Sports Officer;
- Cleaner buses;
- Visits of families to the mine;
- Lifting the veil of secrecy about our operations;
- Introduction of formalised briefing groups;
- Revitalisation of Liaison Committees;
- Introduction of Quebec Safety System;
- Introduction of housekeeping campaigns;
- Introduction of Cadet Scheme;
- Introduction of Apprentices; and
- Introduction of Supervisory Training Courses.”



5 October 1979, Rössing News - Election results out for the first Rössing Employee Representative Committee

The first elections for the new Rössing Employee Representative Committee are over and counting of votes has been completed. The results mark the end of a programme which began in August with the distribution of pamphlets on the Committee System.

Now that the spotlight has moved from the elections, the second phase of the Employee Representative Committee swings into operation. Management and Employee Representatives will be having their first meetings together within the next week or so. In addition, over the next two to three months, both groups of representatives will attend a number of training courses designed to assist them in performing their new duties as effectively as possible.



Mike Crumpton (in chequered shirt) DPO for mining assisted by Edgar Williams left, and on his right is Alpheus Naruseb and Brian Davies, candidates in the election, who are all counting through hundreds of votes cast by employees in the mining division.

Reflecting back...

By Clive Algar, Manager: Corporate Affairs, 1980-1994

When I started at Rössing's Windhoek office in January 1980 two main tasks lay ahead of me:

- To devise and implement a public relations strategy that would enable the company to dispel negative perceptions, nationally and internationally, especially about its safety, employment policies and environmental responsibility, and its overall role in the country that was to become Namibia;
- To prepare and implement a plan that would enable the company to make a smooth transition through the Namibian independence process, in spite of the campaign against it at the United Nations and elsewhere.

It is a well known fact in public relations that the image can never be good unless the substance is good — and this is what simplified our PR strategy. Rössing already had a good story to tell: it was just a matter of telling it effectively.

By the end of 1978 the company had broken with the southern African mining industry's racially discriminating employment practices and had introduced a non-discriminatory employment

policy which included a single pay and benefit scale for all employees, accelerated training, family housing, as well as educational and recreational facilities.

Rössing's progressive programmes of safety, health care, environmental control and corporate social responsibility were well under way by 1980 and had already notched up several achievements.

However, before 1980 Rössing was widely considered to be a secretive and rather sinister organisation, hidden from public view. The doors had to be thrown open for the public and the news media to see Rössing for themselves. So we built a visitor centre, with various exhibits, and started a programme of regular bus tours from Swakopmund, with trained guides showing the public around. We invited media representatives, local and overseas, to visit the mine and report on it to the wider public.

The Rössing Foundation, established in 1978, was getting into its stride by 1980, under the leadership of David Godfrey, and people were becoming aware of its good work, including occupational training, agricultural training, literacy and language lessons.



Several other corporate responsibility initiatives developed over the next decade, including

- sponsoring and organising the Namibian Young Scientists programme, including visits to rural schools by an expert in the field employed by Rössing, and an annual Young Scientists Exhibition;
- sponsorship of the Namibia Youth Award Scheme, on the lines of the Duke of Edinburgh's Award Scheme in the UK;
- the Rössing Conservation Trails programme for both adults and school children;
- university scholarships providing full funding, awarded annually;
- sponsoring the efforts of nature conservation NGOs working to protect endangered wildlife species in Namibia.

We introduced the slogan “Working for Namibia” to describe how the mine made such a huge contribution to the economic and social welfare of the country.

With regard to the political future of the then South West Africa, we recognised that Swapo would become the government of an independent Namibia so in 1981 we set out to open a channel of communication with them. I visited Zimbabwe and an opportunity arose for me to have a drink with the man who was then Swapo’s chief representative in central Africa, Aaron Mushimba. This was the beginning of a long series of meetings between representatives of Swapo and Rössing. My main contact was Hage Geingob, then Director of the UN Institute of Namibia, in Lusaka, and now of course President of Namibia.

At my first meeting with Mr Geingob I arranged for David Godfrey to visit the UN Institute to brief its leadership on the work of the Rössing Foundation. Later there was a meeting between Craig Gibson, MD of Rössing, and Sam Nujoma at State House, Lusaka, under the auspices of President Kenneth Kaunda.

Subsequently Charles Kauraisa (who joined Rössing when he returned from exile) and I travelled to New York, Washington, London and elsewhere renewing the company’s dialogue with the Swapo leadership. We were able to give truthful accounts about Rössing to these leaders, to help counter the disinformation that had been circulating internationally about the company. It was essential that key Swapo people had to learn enough of the truth about the company to be able to associate with us with a clear conscience.

Rössing helped in various ways with arrangements for the independence celebrations in 1990. In fact John Kirkpatrick, then chairman of Rössing, was asked by the then Prime Minister, Hage Geingob, to be chairman of the government’s independence finance sub-committee.

And I felt a certain amount of personal satisfaction at the outcome of our long pre-independence dialogue with Swapo when Prime Minister Geingob asked me to be part of Namibia’s delegation to the United Nations for the country’s admission to the General Assembly in April 1990.



Rössing shows the way...

The South West African press has been full of lively debate in the past few weeks over the passing of the 'Abolishment of Racial Discrimination (Urban Residential Areas and Public Amenities) Act' in the National Assembly. The Act has been welcomed by Rössing as it is in accordance with the Company's declared policy of non-racialism. The introduction of the Paterson job grading system last year and the establishment of the Discrimination Committee earlier on this year have provided clear evidence of our determination to treat all our employees on the basis of merit alone. Further steps have been taken with the revision of our Conditions of Employment to ensure that where any differential benefits apply (e.g. leave, holiday bonus), these are awarded on the basis of job grade seniority alone. The 'Abolishment of Racial Discrimination Act' has enabled the Company to introduce its new Housing Policy. A cornerstone of the Policy is that in future employees will be entitled to live in different categories of Company housing based solely on their grade of job. Having learned from the mistakes of others, there will be no forced integration and the decision as to whether or not to accept the area or standard of housing to which entitled, in terms of job grade, will rest with the individual employee.

QUARTERLY BRIEF



General manager - Gordon Freeman

17 August 1979, Rössing News - Rössing shows the way

The South West African press has been full of lively debate in the past few weeks over the passing of the Abolishment of Racial Discrimination (Urban Residential Areas and Public Amenities) Act in the National Assembly. The Act has been welcomed by Rössing as it is in accordance with the Company's declared policy of non-racialism. The introduction of the Paterson job grading system last year and the establishment of the Discrimination Committee earlier on this year have provided clear evidence of our determination to treat all our employees on the basis of merit alone. Further steps have been taken with the revision of our Conditions of Employment to ensure that where any differential benefits apply (e.g. leave, holiday bonus), these are awarded on the basis of job grade seniority alone. The 'Abolishment of Racial Discrimination Act' has enabled the Company to introduce its new Housing Policy. A cornerstone of the Policy is that in future employees will be entitled to live in different categories of Company housing based solely on their grade of job. Having learned from the mistakes of others, there will be no forced integration and the decision as to whether or not to accept the area or standard of housing to which entitled, in terms of job grade, will rest with the individual employee.

7 December 1979, Rössing News - Extract from: GM's quarterly brief (General Manager, Gordon Freeman)

Housing remains a problem for all levels but our major priority remains Arandis since it is our earnest desire to provide married accommodation for all employees who wish it and to eliminate 'A' Village. The board of directors has approved a further R2 million expansion on both married and single accommodation in Arandis during 1980. Other improvements planned include the tarring of the approach road to Arandis and the construction of a fly-over across the railway line.

In Swakopmund the sum of R0.5 million has been provided to increase the number of single quarters and to carry out improvement at the Namibsee Park Homes. All in all, therefore, 1980 should see an all-round improvement in meeting the housing requirements of our employees.

During 1979, the company has had several discussions with Swakopmund Municipality, the Swakopmund Chamber of Commerce and a large national retail store over the cost of food and other essentials in Swakopmund and Arandis. It is hoped that developments in 1980 will assist in reducing the cost of living for all Rössing employees.

18 April 1980, Rössing News - A new centre for education – The Rössing Foundation

A new education centre enabling the Rössing Foundation to do even more towards the education of the people of South West will be started in September this year with the occupation of the first buildings in April 1981.

In an interview the director of the foundation, David Godfrey, said conceptual drawings and sketches of new buildings for the education centre have been approved and the buildings will be constructed over a five year period on a site made available through the courtesy and kindness of the Windhoek Municipality and the Katutura Advisory Council.

The new centre will accommodate a large number of students and will have a series of departments catering for a variety of courses. The estimated development cost is R1 million over five years.





June 1979, Rössing News - Arandis Grand Opening / supplement

(Extracts from the speech of Mr Ronnie Walker, Chairman of Rössing, at the official opening of the town of Arandis on 22 June 1979, Rössing News Supplement June 1979)

“The first Arandis Town, completed by the end of 1976, was a joint venture by Rössing and the South African Bantu Trust. At the time, Arandis was a great achievement but progress moves so swiftly in Namibia that by mid-1977, the town had already become inadequate.

Rössing Uranium Limited is an international company led by the Rio Tinto Zinc Corporation Limited. The philosophy and policy of RTZ are to contribute substantially to the wellbeing and advancement of the people who work for it, and also to the wellbeing and advancement of the countries in which it operates.

For these reasons, Arandis had to be something quite special. What you see around you today is only the beginning, but I hope you will agree that it is an outstanding beginning.

In mid-1977 we decided to change Arandis from a collection of houses without a soul to a real living social community which the people of Rössing would increasingly come to love and care for as their home. This meant providing houses with greater privacy for each family and which would have enough character to be made into homes, streets which would be safe enough for little children, and clubs, churches and shops to create a community. I cannot thank all who have contributed to the new Arandis sufficiently for all their efforts and their success.

We have done much, but there is even more to be done in the future. There are not enough schools and hospitals in Arandis. We must take action to provide education and hospital services for all the families of Arandis.

Multi-national companies are accused at times of being exploiters of national wealth solely for their own benefit. This is not true of the Rio Tinto Zinc Corporation and Rössing Uranium. The total cost of this mine and its related activities, such as housing, exceeds R300 million. To date, there have been only minor loan repayments, and the shareholders have not received any of their investments and have not received any profits. No taxes have been paid to South Africa nor to any other government.

We believe that the individual is of great importance, both within his family surroundings and at work. For this reason, the family unit is the basis on which this town has been designed. At work, all men and women should have equal opportunities for advancement, and in this company they are entitled to identical rights, privileges and benefits according to their position, training and ability.

To assist the education of Namibians in general, we started the Rössing Foundation in August of last year. The Foundation has opened an adult Education Centre in Windhoek and there are now over 70 students in the Basic English and adult literacy classes.”

Rössing 10 year publication 1986 - The origins of Arandis and the Rössing Foundation

While Rössing mine was being developed, an urgent need was the construction of houses for workers. Single employees initially lived in camps previously used by the contractors who had built the plant. To accommodate married employees, John Berning (first GM of the mine), negotiated the building of 615 houses at Arandis. The original town layout was similar to housing schemes built elsewhere in Southern Africa with individual houses built roughly in the centre of small sites. In 1977, under Ronnie Walker, Arandis was recreated to the tune of N\$14 million to include amenities like a town hall, an interdenominational church, a shopping centre and renovated houses. The town was officially opened by Ronnie Walker on 22 June 1979.



Greg Gibson, past Managing Director, and Ronnie Walker, past Chairman of Rössing, at the opening of Arandis town in 1979



Arandis in the 1970s.

Reflecting back...

Florida Husselmann, former CEO of Arandis Town Council

I had the pleasure of working with Rössing Uranium during my time as Chief Executive Officer of the Arandis Town Council (2001 to 2018) and this was indeed an experience that I will treasure for the rest of my life. This partnership impacted my life on so many levels, both personally and professionally, and resulted in me viewing my environment with a completely different perspective: becoming more result-driven and ensuring that there is always a Plan B in place.

From the above, I recollect the significant impacts achieved from a complete organisational overhaul, to the implementation of a performance management system. This influenced our strategic intent and made the attainment of our goals and objectives realistic.

Amidst the cultivation of a high performance culture, Rössing Uranium always placed the social wellbeing of people and its environment first. This taught us the importance of caring for the ones that made our existence possible, and to plough back and from the inputs they provided, develop them as part of a conjoined value chain.



Arandis hospital in the 1970s.

Various community education programmes have been implemented to contribute towards a cohesive and well functional society, and the integration of mine workers residing in town.

If there is one word that I can cite from the years of working with Rössing Uranium, a word that contributed to the successful transformation of our organisation and town, it would be “sustainability”. Whatever we did, we had to ensure that it would have a sustainable outcome.

From the beginning of the partnership, Rössing Uranium invested in conducting a Socio-Economic Baseline Study which became the corner stone of our strategic plans and our Sustainable Development Project. This initiative again portrayed the importance the Mine attached to ensuring that Arandis become an independent and thriving town.

Thank you Rössing Uranium for investing in me, the Arandis Town Council and its leadership and our precious members of the community.



Arandis in the 1970s.



1 May 1981, Rössing News – 1980 – What a great year!

In an interview in Windhoek yesterday, Graig Gibson, Managing Director, said that he was proud of Rössing's achievements in 1980, and paid tribute to the hard work and dedication of Rössing employees who made this possible.

At the same time, he drew attention to Rössing's beneficial role in SWA/Namibia. He said that Rössing was introducing and developing skills and enterprise and freeing the country's natural wealth. Freeing it, not so that it could be taken away and stored elsewhere for someone else's benefit, but so that the country and its people might move further along the path of progress.

He said that, in respect of Rössing's employees, the company's objective was to build up a work force that would develop the skills necessary to control the sophisticated Rössing operation – a work force which could contribute to the stable development of the economy in the future.

Apart from the employees, Mr Gibson continued, Rössing served the interests of the country as a whole. In 1980 we paid out in wages and salaries a total of R40 million, while we spent a further R56 million here on supplies and services. In effect though, we fed R96 million into the cash economy of SWA/Namibia. There can be little doubt how the economy would be like without the money and work it generates.



6 July 1984, Rössing News - Rössing conservation trail

Seven fortunate school boys, who were specially selected by their school principals, spent most of last week hiking and camping in Northern Damaraland under the expert guidance of Garth Owen-Smith, who is senior field officer of the Endangered Wildlife Trust. Also accompanying the trail was a ecologist from the Department of Nature Conservation at Etosha, Trevor Knott. These two experts afforded the seven boys a rare insight into the ecology of this unique part of SWA/Namibia. Rössing sponsored the trail as part of the company's commitment both to people (in this case, future leaders) and the environment. Schools represented were Duneside, Tamariskia, De Duine and the German High School.

Reflecting back...

A success story: Rössing Conservation Trails

I worked under Clive Algar who was then public relations manager. The Rössing Conservation Trails had been started by Len le Roux several years before when he was the Principal at the Kolin Foundation School in Arandis, but it went into abeyance after he left to join Rössing Foundation in Windhoek. Initially I had to decide what camping equipment was required and where to take the participants.

Initially I took the participants (maximum of six) to the Namib Desert Park but then discovered the Waterberg Wilderness hiking trails that were organised and very ably run by Trygve Cooper, the principal nature conservator in charge. Trygve had developed a series of four small camps (each with five two bed huts) on the edge of the 18,100-ha wilderness area, from where a maximum of eight participants were taken on day-long hikes along the rhino footpaths by the game ranger and tracker, as no vehicles were allowed in these areas at all.

This meant that the participants could often get very close to the game (including rhino, which had the hearts racing),

as everybody kept their voices down and their eyes open. The ranger and tracker would inform the guests about the park and the game that was to be found therein, as well as to point out the different tracks and other points of interest. At various times the participants were also left on their own for an hour or more to experience real solitude and to see what life there is in these wild places. For some city dwellers this was a unique experience and quite scary, and for some this was the first time in their lives that they had really experienced total peace and quiet.

The discussions during the day and in the evening around the campfire were centred around conservation matters in general: was it important or not, and what the role of the public, conservation bodies, politicians are and what could and should be done to increase awareness of the fact that we have only one planet which has been severely abused by us humans, but also to hopefully create awareness that each and every one can make a contribution towards correcting past and preventing more mistakes, no matter how small the contribution.

Pieter Mostert, December 2021

30 May 1986, Rössing News - First agricultural training courses presented at Foundation's farm

Farmers from the Klein Aub area were amongst the first people to attend courses at the Rössing Foundation Agricultural Training Centre, which opened recently on the Rössing farm near Windhoek. Pictured during the practical lesson on the control of animal diseases, are Paul Venter (Supervisor of the Training Centre) and three farmers from the Klein Aub area.



6 June 1986, Rössing News - Hoba meteorite

Rössing yesterday announced a new environmental project - the protection and promotion of the world's largest meteorite, at Hoba, near Grootfontein.

It is common knowledge that the meteorite was for quite some time a target for vandalism. With the co-operation of the Department of Transport an improved access road (which is five times shorter than the original one) to the meteorite was built a few years ago in collaboration with Mr Jannie Jooste, former owner of the farm Hoba on which the meteorite is situated. Unfortunately, this led to even greater vandalism at the site. At long last, however, ways and means have been found to end this vandalism.



Less than a year ago, after repeated reports in the news media about the vandalism and an appeal to the public for co-operation, Rössing took the initiative by making funds available to the National Monuments Council for the purpose of taking permanent measures against vandalism at the meteorite, and at the same time making the environment more attractive for visitors.

4 July 1986, Rössing News (souvenir tenth anniversary issue - Happy birthday Rössing

Dr Mike Bates described the occasion as certainly unique for Rössing and probably the first time that something like that had been done on any mine worldwide. He acknowledged the achievements of the six divisions at Rössing, adding that by far the most important in his opinion was that Rössing had brought together a workforce of 2 and a half thousand trained and motivated people. The Rössing employees were 'our most important success,' he said.

Dr Zed Ngavirue said that it was right that the celebrations should take place alongside the pit as the surveying, drilling, blasting, loading and hauling that take place there could be considered as 'the source of those ripples which today spread far across Namibia, improving the lives of our fellow Namibians'.

He announced that in 1985, Rössing was responsible for 17% of Namibia's gross domestic product, and in the period from 1981 to 1985, Rössing's uranium accounted for 31% of the value of all exports by Namibia.





17 October 1986, Rössing News - Foundation opens new hall at Education Centre

A dream came true last week when the Rössing Foundation opened its new hall at its Education Centre in Windhoek. Chairman of the Rössing Foundation's Board of Trustees, Dr Zed Ngavirue, expressed the wish in his opening speech that the hall be used by people of many backgrounds for the purpose of sharing their cultural heritage with others.

The Education Centre operated originally from premises in central Windhoek and enrolled its first students in May 1979. Subsequently, several satellite education centres were opened across Namibia.

The decision to build the present complex in Windhoek was taken by the trustees in 1979 after extensive research at similar centres in Zimbabwe and the Republic. Over 3 000 students have attended courses since its opening in 1982. "The new hall represents the final phase of development, which to date has cost R1,6 million.

Reflecting back...

As far back as 1971, Derrick Southworth and colleagues (Rio Tinto pilots) were flying from Johannesburg to Arandis with geologists, mining and construction engineers from all over the world in order to establish if the ore body which had been discovered by 'Taffy' and Margery Louw was a viable proposition. An engineer from Salt Lake City then developed a process whereby uranium oxide could be extracted from the ore using a process called ion exchange. Once this proved to be feasible, construction of the plant, workshops etc. commenced. At that stage they were developing an open pit and a shaft, the latter proving to be unviable. The mine officially went into production around late 1975.

The Southworth family were transferred from Johannesburg to Rössing in 1976, where Derrick became Rössing's chief pilot when they purchased their own aircraft.

In order to accommodate its new employees Rössing started building houses in Vineta which, at that stage, was a relatively unpopulated suburb of Swakopmund. While the houses were being constructed, many families were very comfortably accommodated in caravans/park homes which were based at the newly purchased Country Club and Mile 4 caravan park.

The Country Club was the only real source of entertainment for employees and became extremely popular. One must remember that, until that time, Swakopmund was a small, German seaside resort which really only came alive during peak holiday times. At the Country Club, Rössing built a squash court, tennis court, swimming pool and opened a very good restaurant where all major events, dances, visiting entertainment artists, theme evenings, Christmas trees etc. were held. The Club was really the core of the Rössing family in those early years, where an amazing camaraderie existed.

All employees were fortunate to have on-site training from other employees in the various training departments. Data Processing was a very busy department with every employee learning computer skills (a basic concept in those days before computers became much more sophisticated and powerful.) Each employee had to attend First Aid Training and Fire Fighting and the sporty members joined various teams, which would participate in inter-mine competitions with other mines in Namibia.

Rössing's medical centre was staffed with highly qualified doctors, nurses and radiographers and they were ready for any onsite emergency. All employees had to undergo their annual medical check on site. Once Rössing built the Cottage Hospital in Swakopmund its medical facilities expanded and became better equipped for all medical procedures. Employees were also able to consult visiting specialists from South Africa who visited on a monthly basis.

The Southworths remained members of the Rössing staff until 1998/9 when we retired. We will always regard our Rössing years as the best time of our lives. We were taught so much by Rössing, not only working skills, but discipline, punctuality, quality and pride in all that we do. Thank you for those amazing years, Rössing.

**Susan Southworth, wife of Derrick Southworth,
first pilot for Rössing Uranium**
February 2022



SUPPORT GOVERNMENT AND OTHER RELATIONS

Since the early days, Rössing Uranium has always had a comprehensive stakeholder engagement programme, which included visitors to the mine, career exhibitions, media visits and engaging technical specialists, as well as good relations with the government of the day.

11 June 1982, Rössing News - Prof. Chris visits the mine

“Professor Chris Barnard, world famous heart transplant surgeon this week delivered a talk to the Rössing Foundation. His address – “Medicine Negated” – covered the world starvation crisis and the heart transplant operations that he had performed to save the lives of 58 people. The Rössing Foundation quarterly invites prominent people to discuss topics of significance to SWA/Namibia. Before his speech Professor Barnard visited Rössing mine with David Godfrey, Director of the Rössing Foundation.

Not totally unnoticed, the Arandis Hospital last week celebrated its first birthday on Thursday the 3rd June. Professor Chris Barnard visited Rössing and was taken on a tour of the hospital on this memorable day. The world-famous Professor was indeed impressed by the excellent conditions found there and congratulated the doctors and staff on the fine job they were performing at the hospital.”

22 July 1983, Rössing News - Rössing visit Rössing

Shed new light on our namesake...

Rössing took a step back into the past on Wednesday when descendents of our namesake, Lieutenant General Nounus Freiherr Von Rössing visited the mine. Götz Freiherr Von Rössing, his family and a niece, all from Germany, presented the mine with a photograph and documents of their great-great uncle, who was the ninth of seventeen children.

He told Rössing News that his ancestor was the Commanding Officer of the Railway Brigade which was responsible for the construction of the railway line from Swakopmund inland. Von Rössing was based in Berlin, however, and never actually visited South West Africa/Namibia. His brigade must have admired him greatly as they sent a petition to the Imperial Government in 1892 requesting permission to name the 39km stone marker after Von Rössing. Rössing mountain was named after the stone marker which then became the Rössing siding.

Although the family have followed the mine’s development with interest, they were nevertheless still surprised that such a huge industrial complex was hidden away in the desert.



NATURE CONSERVATIONISTS VISIT THE MINE



27 June 1986, Rössing News - Nature Conservationists visit the mine

On Tuesday, Rössing hosted a visit by group of interested persons and Nature Conservation officials attending the Coastal Conservation Symposium in Swakopmund. The group was taken on a tour of the Open Pit and the Metallurgical Plant and viewed the tailings dam from Craig's Peak. They were given a talk on Rössing's environmental control programme by Bill Jooste.

One of the tour group members was Dr Alan Heydorn of the CSIR, who is a marine biologist at Stellenbosch. He commented on the high degree of efficiency with which the company operated in a hostile, environment, and was also impressed by the efforts made by Rössing to protect the environment as much as possible from the effects of mining. In any community a balance has to be struck between the economic and environmental needs of that community, and Rössing is evidently doing its best to maintain such a balance, was Dr Heydorn's conclusion.

Article in The Times which is a British daily national newspaper based in London, dated 18 October 1982, republished in Rössing News, 5 November 1982.

What the press said

For Rössing News comments, see over-page.

THE TIMES MONDAY OCTOBER 18 1982

How Rössing copes with middle age

Windhoek - Rössing, the world's biggest uranium mine, and the disputed territory of Namibia is whose desert it lies are painfully accustomed to controversy and conflict. But just as the mine is entering middle age, a period in which its contribution to the development of this potentially prosperous country could be crucial, progress is in danger of being restrained by falling uranium prices and renewed doubts about Namibia's political future.

A set-back at Rössing would also be a blow to Rio Tinto Zinc, the giant British mining finance house which holds a 48.3 per cent beneficial interest in Rössing Uranium. (The mine made a nominal profit in 1978, two years after production started, earned Rand 64m (£37m) pre-tax in 1980 and R105m last year.

The importance of the mine to RTZ has grown even faster. RTZ's share in 1981, was 21 per cent of the whole group's net attributable profits. Moreover that percentage is likely to increase as low demand and weak metal prices depress group profits.

In the first half of this year, helped admittedly by the depreciation of the Rand against the dollar in which uranium is priced, Rössing contributed £13.5m to RTZ, an increase of £3.1m over the same period of last year, or 29 per cent of interim profits.

It is possible, however, that next year will not be so good for Rössing. Output this year is expected to be 4,900 short tons (of 2,000 lbs) a fall of 200 tons from 5,250 tons of 1980 when the mine was operating at full capacity.

The stagnation of world trade has reduced the rate at which electricity demand is increasing and only a handful of new nuclear power stations will start generating before the middle of the decade.

All of the mine's uranium is sold on long-term contracts, one of which stretches to the end of the century. Prices are reviewed yearly, so the value of these contracts for 1983 is already known. Negotiations on contracts for 1984 are proceeding at the moment. But South African Atomic Energy legislation prohibits discussion of customer contract details such as the ore grading, that Rössing does not disclose these figures to anyone who argues for a United Nations resolution that the Republic's jurisdiction does not run in Namibia.

Nevertheless there are holes in the legislation through which winners to Rössing can thwart that the mine shifts authority. On the assumption that the mine produces 60 million tonnes of rock annually to produce approximately 3,000 tons of U308 and that about 91 per cent of the uranium contained in the rock is recovered, the ore grade works out at about 0.3 per cent. The 1980 mine plan foresees the open pit will be three kilometres long, 1.5 or 2 kilometres wide, and 450 metres deep.

The ore grade is very low - so low in fact that other mining houses considered the project impossible. It has forced Rössing to develop and exploit the most modern production techniques, such as radiometric testing which are unique to the mine. Only by moving huge quantities of rock at the lowest cost can Rössing pay. The mine has an advanced computer and mathematical model of the body which can provide only annual or monthly mining plans but weekly and even daily recovery. use of water an expensive commodity in Namibia which is in its eighth year of drought - and elaborate mining programmes have pushed up productivity by eight per cent a year.

Indeed, it is developing the skills of Rössing's 3,127 workers that the management has given greatest priority. The company's natural concern is profit, although the results speak for themselves. But there is also a recognition of the mine's central position in the Namibian economy and a conviction that only by being a "good corporate citizen" will the mine survive.

This conviction partly stems from RTZ experience in Zimbabwe. Last year Rössing spent R1m on medical and accident prevention training and as much again on training schemes which on average occupied each worker for one day a fortnight. The company is also effectively responsible for the construction, finance and administration of the nearby town of Arandis where it tries to provide all its workers with low cost housing at standards well above those prevailing elsewhere in the country.

Arandis is an open town with all amenities and no racial zoning, whose population has grown from almost nothing six years ago to 3,000 today and it is still expanding.

One result of this concentration of skills and improving the living conditions of a largely illiterate rural population is that 56 per cent of workers have been with the company for more than 3 years. There is always a queue of applicants for jobs.

Yet sometimes the project seems to dwarf Namibia itself. A potentially rich country the size of Europe, Namibia has only 1.1 million people. Its gross national product in 1980 (the last available figure) was R1,328m, of which mining generally made up about half. Rössing pumps R100m a year into the economy and its exports of R283m are almost one-third of the national total.

It is no wonder that Rössing's shareholders who include the South African Industrial Development Corporation, which has a controlling vote, and national organisations such as the South West Africa People's Organisation (SWAPO) are passionate about their different standpoints about the future of the mine, and its growing community.

Michael Prest



MINING, PROCESSING AND ENGINEERING

Rössing has always been in the forefront with regard to technical development, of course with the support from its employees, local professionals and Rio Tinto Zinc. Rössing's mining, processing and engineering practices were hailed worldwide as the best, keeping in mind that the operation is in the desert.

22 December 1978, Rössing News - Solvent extraction plant

This week sees the culmination of intensive effort by a large group of people over the period from 24 May to December 1978. On that fateful day in May an operating section in the solvent extraction area was reduced to a pile of smouldering rubble and twisted steel. Since that time, a new system has been designed, equipment ordered, a new system fabricated and the entire section rebuilt and is now ready for operation.

The programme called for completion of the mechanical construction of the plant mid December 1978 and as scheduled, the new plant stood ready to operate. For this project to have been completed under budget and on time, the participants in this exercise can be justly proud of their efforts, which carry the thanks and appreciation of Rössing.



15 June 1979, Rössing News - Remote, but self-sufficient in desert

Rössing is remote in a desert, far from suppliers and engineering facilities, so Rössing has established an excellent maintenance department which has the capabilities of carrying out practically all technical and electrical repairs.

The maintenance department is built around a component change-out philosophy. By removing and replacing complete components from the machines operating in the pit, the repair and maintenance work can be carried out in the clean and convenient surroundings of the workshops. This means a better job and a quicker job!





27 March 1986, Rössing News - Make Way for No 1! New heat exchanger arrives

Last Wednesday an extra large load arrival at Rössing's gate, having trundled all the way from Johannesburg with a police escort. The VIP (Very Important Part) was a new No 1 heat exchanger for the acid plant. To get it to the Mine, telephone lines had to be lifted and diversions made all along the route. When it arrived at Rössing, a slip road had to be specially graded to avoid the bridge which the 6,2 metre-high load was too big to pass under.

According to the manufacturer's recommendations, this particular type of vessel needs replacing every 8 to 10 years. At Rössing, this will happen for the first time during the annual acid plant shutdown, due to begin the last week of April. The whole replacement project will cost approximately R800,000.



20 June 1986, Rössing News - 500,000,000 tonnes moved from open pit

Coinciding appropriately with Rössing's ten years of production, which will be celebrated in grand style next week, the five hundred millionth tonne of rock was moved from the open pit at 14h00 last Friday.

Aboard the truck were supervisor, Vaino Samuel, (ten years at Rössing) and driver of the magic tonne truck, Leonard Abisai (the oldest truck driver on the mine). Well done! We look forward to the billionth.



8 August 1986, Rössing News - Trucks take off on Trolley Assist

Trolley Assist took off at Rössing last week when the first haultrucks negotiated the Primary Crusher Ramp on trial runs.

As the pantographs - attached to the haultrucks - connected with the overhead wires of the trolley system, the huge vehicles were suddenly silent as electric power took over from the noisy diesel engines.

Pictured above are instructor Joseph Kambrude and driver Isak Festus of Helmut Mack's D-Shift, who were among those who test-drove the new method. Joseph had been to Rössing's sister mine in Phalaborwa, Palabora Mining Company, to witness an established trolley system before being involved with the implementation of the training programme at Rössing, together with Louis Fouche, Gerry Arnat and others.

Driver Isak Festus, spoke of some of the advantages of Trolley Assist when interviewed by Rössing News - less fuel will be used, haultrucks will negotiate the ramps faster, and less maintenance will be necessary. He said that he had thought it would be difficult to adapt to the new driving rules for the electrified ramp, but he had coped well on his first occasion and had no problems.



SAFETY, HEALTH AND ENVIRONMENT

From the early years the safety, health and environmental practices were seen as exceeding any competition. The focus was on caring for the workers' safety and health and caring for the environment in which they operated by implementing best practices, and a significant highlight in the first 10 years was receiving the sought-after NOSCART award in 1986.

6 June 1980, Rössing News - Top medical centre

In the picture you see the new medical centre being erected at the gate of the mine which will be one of the most modern in the world and will be occupied in September 1980. This medical centre will not be replacing the present first aid centre, but will house the occupational health section and the environmental section.

In future all pre-employment, periodicals, and termination examinations will be performed in this building.



5 December 1980, Rössing News - New theatre opened

The new operating theatre at Marie Douglas Heim was officially opened on Saturday, 29th by Gordon Freeman, General Manager.

Rössing have now contributed an operating theatre to the home and have rewired and renovated the whole building and equipped it.

Mr Freeman felt that if Rössing could put something back as a mining Company, it would really be contributing to the town.



21 November 1980, Rössing News - Three cheers for four stars

Well done! Gordon Freeman (general manager) presenting Alf Butcher (Chief Loss Control Officer) with the Four Star NOSA award, while Mike Brett looks on. Mr Freeman expressed the following: "I am absolutely delighted to tell you that we have now been awarded the National Occupation Safety Association 4-star rating. This achievement is something we can all be proud of, as the mine was judged as a whole and there is no doubt at all that without the co-operation of every person, this high rating would not have been achieved."

The highest award one can achieve is 5 stars, and this must be our objective for 1981.





5 June 1981, Rössing News - Arandis Hospital opened

The heavy cloud and cold weather could do nothing to dampen the spirits of the gathering at the opening of the new Arandis Hospital on Wednesday morning of this week. After months of hard work, the hospital was now complete and about to be officially handed over to the Damaraland Government.

Craig Gibson, Deputy Chairman and Chief Executive of Rössing, explained that once it had become clear that more extensive hospital facilities were necessary at Arandis, Rössing had entered into discussions with the Damaraland Government, who are responsible for health services in this area. As a result of these discussions it was agreed that in order to assist in the extension of medical facilities in the area, Rössing would build a hospital in Arandis, which in turn, would be operated by the Damaraland Government.

The Arandis Hospital was completed at a cost of some R700,000, and of this total R100,000 is to be contributed by the Central Government. The Damaraland Government will operate the new hospital, but Rössing will continue to assist by providing the services of doctors and specialists, a radiographer, a pharmacist and a dentist. In addition, Rössing will be providing the services of the medical superintendent, Namibian-born Doctor Sam Heita.



12 March 1982, Rössing News - We are a five star mine

We were smiles all-round the mine today as news filtered through that Rössing had been awarded five NOSA stars.

Gordon Freeman, General Manager, said it was a great day for the mine. 'Four or five years ago I said that it was every man's right to return home safely to his family at the end of the day, but it is one thing to say this and another to ensure it.'

Photo caption: A five star welcome to a five star mine from all at Rössing. Above, Gordon Freeman, General Manager; Frank Fenwick, Assistant General manager; George Deyzel, Engineering manager; Brian Burgess, Personnel Manager; Mike Bates, Metallurgical Manager; George Marcas, Administration Manager; Dave Bohach, Manager Mining; Alf Butcher, Chief Loss Control.



25 February 1983, Rössing News - Over two million manhours

At 15h30 on Friday afternoon, Rössing employees broke not only a Rössing record, but one that few plants in Southern Africa have managed to break. We worked for 2,000,000 manhours without a single disabling injury, exceeding our previous record of 1 659 629.

If one considers that of about 30 000 plants in South Africa, only some fifty have reached this target, then one can appreciate the significance of this achievement. Not only is it a record that will go down in Rössing's history, but it seems that our men and women are working with an increased awareness of safety, and they are also working in a safer environment. We have a record of 2,000,000 hours without a serious accident to prove it.



5 August 1983, Rössing News - Rössing wins yet another safety award

Rössing has won the Northern Transvaal 'Regional Safety Effort and Experience' competition. This competition was won by De Beers Premier Mine in 1980 and 1981 and is considered to be one of the toughest competitions in the world. We are now much closer to winning the coveted NOSCAR award.

28 October 1983, Rössing News - Our target made – 3 million manhours without a lost time injury

Alf Butcher, Chief Loss Control Officer: "I have seen Rössing rise from a three-star mine to our present position as one of the top mines in the country, poised to achieve to coveted NOSCAR award."

23 March 1984, Rössing News - New Rössing Safety Centre

The Safety Centre was recently opened adjacent to the Public Relations department. Visitors to the mine, including NOSA auditors, insurance auditors and members of the general public, can find all the information concerning Loss Control at Rössing in this one central spot. There are also continually updated graphs dealing with injuries and incidents, and a display of trophies and certificates awarded to and by Rössing. The centre will play a central role in safety and industrial relations programmes, as well as being the venue for safety meetings, discussion groups and visiting groups.

30 May 1985, Rössing News - We're the tops - Rössing awarded trophy as safest mine in SA

Rössing was awarded the trophy for the safest mine in Southern Africa at a banquet in Cape Town, organised by the National Occupational Safety Association of South Africa. This year, for the third year in succession, Rössing was awarded five stars on the NOSA system, meaning that we achieved a score higher than 91%.

31 October 1986, Rössing News - We've won the Nascar

Rössing Uranium Ltd was the thirty-fourth company in Southern Africa, of a total of 33,000 firms, to achieve the ultimate safety award on Monday - the National Occupational Safety Association's NOSCAR. In a special brief to employees on Tuesday, General Manager Dr Mike Bates congratulated all employees on "this magnificent achievement... The mine has never looked so good", he said "and it is clear that you have all worked very hard for our success. We have come a long way on the safety road."

Unlike the S.E.E. competition, which Rössing won in May this year, when we were acknowledged as the best of the top companies in Southern Africa, the NOSCAR is not a competition. It is a standard - the highest indeed - to be obtained in a NOSA safety audit. The NOSA system is more than a safety system alone, said Dr Bates in his brief. "It is a discipline that results in success in all activities and in achieving the NOSCAR, we have demonstrated that we are not only a very safe mine but also a very efficient and successful mine."

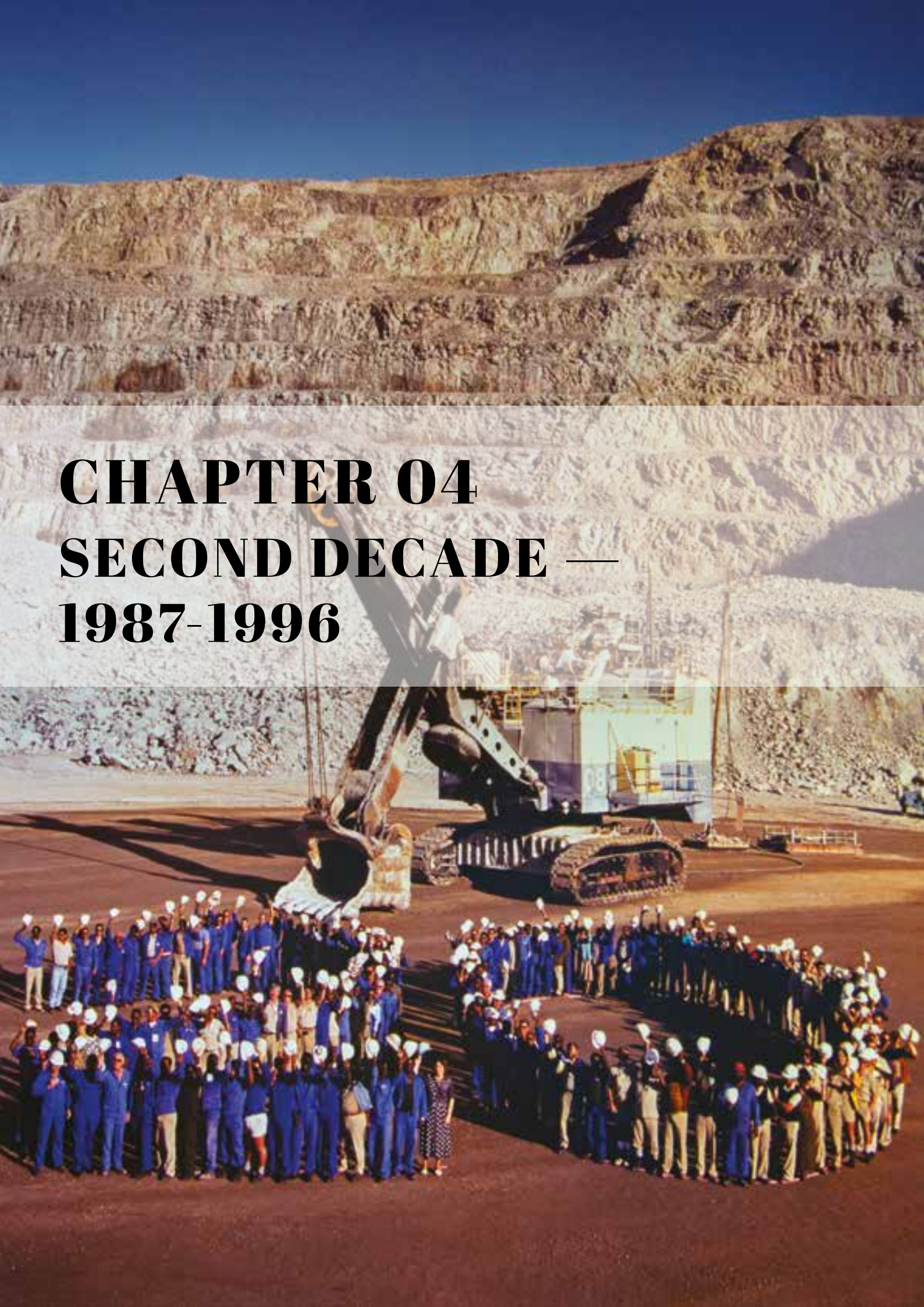


Reflecting back...

George Macras, former Administration Manager November 2021

Let me start by saying that in all my years Rössing was the most fulfilling company I have ever worked for. I had the privilege of working for the General Manager, Gordon Freeman, whose vision of embracing and interacting with all the parties, at and off the mine, making Rössing a great success, greatly impressed me.

Rössing was a place where people worked hard and played hard. We managers found time to be socially involved with our employees along with their wives and children. I am proud to say that when I asked them the question "What value do you add to this company?", I received plausible instant replies all aimed wanting to help put Rössing on the map.



CHAPTER 04
SECOND DECADE —
1987-1996

IN A NUTSHELL

Following the foundation-laying years of the mine (1976 to 1986) the years 1986 to 1996 (second decade of operations) are widely considered to be the time of significant highlights, such as Namibia's Independence on 21 March 1990 and the growth of the mine due to new sales contracts, but also of people reductions and letting go of some of the mine's iconic features, such as the town of Arandis.

At the time of Namibia's Independence in 1990, then RTZ board director, Mr Bob Wilson, responsible for the Mining and Metals portfolio in London, said: "Rössing has played, and will continue to play, an important role in the future of Namibia."

"Bob Wilson, and indeed RTZ on the whole, feel encouraged by the Namibian Government's stance advocating a policy of reconciliation, and that it is working towards a mixed and open economy. This augurs well for the future of Rössing and overseas investment in general." (Rössing News, 13 July 1990)

For Bob Wilson, Rössing is an 'outstanding example of contribution to a developing country' and the Government's participation in the running of the mine with their recent acquisition of 3.5 percent of Rössing's shares is welcomed by RTZ. This shareholding gives the Government 50.04 percent of voting rights at general meetings of shareholders.

"Our role is to make a profitable investment, but RTZ has never subscribed to the view that capital investment is inconsistent with social responsibility", Bob Wilson added.

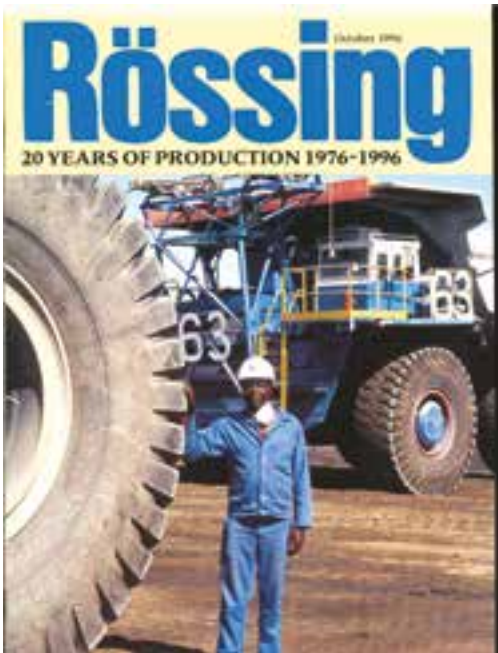
"The capitalist system has contributed in a major way to the local community. Indeed, the Rössing Foundation's contribution to Namibian agriculture and education, and the Community Development programme in Arandis, encompassing schooling, training and various social activities, is evidence of the commitment of both Rössing and its parent company to social responsibility.

"A clear example of this is Rössing's Independence gift to the nation of the new Namibian School of Mining Technology in Arandis, which will benefit not only the local Rössing mining community, but the entire country. (Rössing News, 13 July 1990)

But this was also the decade of Rössing Uranium's first reduction in workforce numbers, following a reduction in the mine's production of uranium oxide due to a lack of contracts and an over-supply of uranium on the world market. General Manager, Dr Steve Kesler said: "Although we had planned to continue at present production levels in 1991, the mine management are preparing contingency plans at a lower level if contracts are not obtained."

It was also the decade in which Namibia's first free-and-fair elections took place and Namibia gained independence.





In 1996, the Rössing Mine celebration 20 years of production. As new Managing Director, Andrew Hope had the following to say about Rössing's 20 years of production:

"Rössing has an enormous amount to be proud of. The high standards of operation that we established in the last 20 years, in technical, safety, environmental and employment areas to name just a few examples, make us one of the very best mining companies in Africa, and indeed in the whole world.

"We continue to be viewed by other members of the RTZ-CRA group as an example of how things should be done. In particular, all Rössing employees can be proud of the achievements of the last five years that have enabled the Company to continue to operate despite extremely difficult markets. There is, of course, much that still needs to be done.

"We must continue to develop in a rapidly changing world. We must do more to improve understanding throughout the organisation of what we must do to succeed. In addition, many of our systems are now overdue for overhaul, which will entail a lot of work. Most of all, we must continue to build on the achievements of recent years by ensuring that through cost-effective operations we can compete with other uranium producers in what at long last seems to be an improving market.

These are major challenges, but ones to which I have every confidence that Rössing will once again effectively respond." (3 May 1996, Rössing News)

Message of congratulations to Rössing Uranium Mine on its 20th year of production 26 June 1976 to 26 June 1996

from Minister of Mines and Energy,
Hon. Andimba Toivo Ya Toivo



Minister
Andimba Toivo ya Toivo

MANAGING Director and entire staff of Rössing Uranium Mine.

I, on behalf of the Ministry of Mines and Energy, would like to join other Namibians of good will in wishing you a happy anniversary on the occasion of your 20th year of production.

Since independence six years ago, this Ministry and Rössing Uranium Mine have been maintaining a very sound and fruit-

ful working relationship which we are all proud of. This good relationship has not only been between this Ministry and Rössing Uranium Mine but also between the mine and the entire Namibian Government.

The Ministry of Mines and Energy is proud of Rössing Uranium Mine for its achievements in setting the highest standards of health and safety not only in the Namibian mining industry but also in the world as the 1992 report of the IAEA states. The Ministry of Mines and Energy would like you to keep it up and if possible improve on it.

We are also proud of Rössing Uranium Mine for the contributions it has been and continues to make towards Namibia's socio-economic development, particularly in the field of education, through the Rössing Foundation.

It is my hope and expectation that the good working relationship that exists between my Ministry and your mine will continue to grow from strength to strength.

It is also my hope and belief that Rössing Uranium Mine will continue to make its selfless contributions towards the human resources development of this country.

Once again congratulations on your 20th year of production and I wish the mine many more years of productive operations.

28 June 1996, Rössing News - 20th Anniversary Issue

Statistics

Employees

- Total number of employees:
1 208 [10% female]
- Highest number of employees (March 1982):
3 251
- Number of employees still here from day one:
184
- One employee is still here who was employed in 1966:
Billy Wozholt
- Number of employees employed in 1974 who are still here:
9
- Number of employees employed in 1975 who are still here:
43
- Number of employees employed in 1976 who are still here:
131
- Total number of people employed over 20 years:
7 500

Acid production

- Very first production:
80 tonnes on 23 April 1976
- First month's production:
2218 tonnes
- Total production since '76:
3.6 million tonnes produced (This will fill 150 large thickeners)
4.6 million tonnes consumed (balance imported)
- Pyrite used per ton acid:
± 0,7 ton

Looking back over 20 years in the life of a company not only brings back many memories but when you dig a bit deeper you find very interesting statistics. Here are some:

Uranium production

- Total amount of ore mined:
785 million tonnes
This will fill 5.4 million haultrucks
- Tonnage processed in Plant:
230 million tonnes
- U₃O₈ produced (total):
60 000 tonnes
This was shipped off in 200 000 drums.

Transport: Haultrucks

- Total tonnage hauled:
785 million tonnes
This will fill 5.4 million haultrucks.
- Distance covered:
20 million kilometres
This is the equivalent of about 500 times around the earth or 26 times to the moon and back.

Transport: buses

- The first buses:
Bought in 1976 - 3 Mercedes Benz buses
- Biggest fleet:
1982 with 3 251 employees - fleet of 47 buses
- Present fleet:
19 Bussing
4 ERF
2 ERF bus trains [108 seaters]
3 Mercedes Benz semi-trailers [88 seaters]
- Kilometres:
All the Bussing buses have done more than a million kilometres each.

Each of the buses covers about 240km per day. The fuel consumption is 2,6 km/litre.

During a 5-week month about 80 000km is covered, and during a 4-week month 62 000km.

Total distance covered by the buses over 20 years is equal to 475 times around the earth or 25 times to the moon and back.

- Female drivers:
First female driver was Zola le Roux. Linza Brockerhoff, who is still an employee, was the second. The third and last female bus driver was Renée Liebenberg. She even won the "Driver of the year" competition! There are no female drivers at present.

- Passengers:
At the moment the fleet carries 8 500 passengers in a 4-week month and 11 800 in a 5-week month on day shift only.





PEOPLE

With the dawn of Namibia's independence on 21 March 1990, the Rössing Mine and the activities of the Rössing Foundation attracted the attention of many heads of state and other very important people (VIPs). Namibia's Founding President, Dr Sam Nujoma, along with other heads of state, such as Botswana and Nigeria, visited the mine on several occasions.

It was also a time when Rössing was one of many Namibian operations in the eye of the international media thanks to numerous visits to the mine, with positive reporting on the world's newest democracy.

In addition, the second decade was the time that the name 'Frankie Fredericks' became well-known.



27 February 1987, Rössing News - Rössing shines at Inter-Mines – 7 of 8 trophies won by our athletes

The 1987 Chamber of Mines Athletics and Tug-of-War Competition took place last weekend in Windhoek. The Rössing athletes dominated the field throughout the day, winning the Men's A-division, Men's B-division, Ladies' Teams and the Tug-of-War. The President's Cup was also awarded for the first time. This award honours the spirit of participation and is given to the mine with the highest number of points. Henry Penderis, Rössing's co-ordinator, received the cup on behalf of the Company.



9 March 1989, Rössing News - New Chairman for Rössing

Mr John Kirkpatrick has been appointed Chairman of Rössing in succession to Dr Zedekia Ngavirue, who is about to take up the position of Director General of the National Planning Commission with the new government on 14 March this year. John Kirkpatrick, who has been a Board member of Rössing since 1977, is a senior partner in a Windhoek firm of attorneys.

John Kirkpatrick is a founder trustee of the Rössing Foundation. He is a member of the National Steering Committee on Independence Celebrations and is Chairman of its Finance sub-committee.

10 November 1989, Rössing News - SWAPO leaders visit mine

President of SWAPO, Mr Sam Nujoma, visited the mine last Thursday. He was accompanied by leading party members, Election Director, Mr Hage Geingob and Head of Foreign Liaison, Mr Theo-Ben Gurirab. On arrival at the Visitors Centre, Mr Nujoma was briefed on environmental health and safety policies. The party was then taken on a tour of the Open Pit where Mr Nujoma expressed his surprise at the scale of the operation. This was followed by a walk around the Mine Maintenance Workshops, a tour of the Metallurgical Plant and discussions on Rössing's personnel policies. After lunch at the Arandis Club, the visit was concluded by a tour around the town, including the Activity Centre and Community Enterprises, during which Mr Nujoma met with a rapturous reception from party supporters who turned out in large numbers to bid him welcome.



Mr Nujoma said of his visit that he was highly impressed by the progress Rössing has made and especially by the working relations between management and the employees and by the health care for all workers.

9 February 1990, Rössing News - International Health and Safety experts on site

On Monday, Rössing hosted a visit from the MUN and experts from the Canadian Labour Congress. The purpose of the visit was to study the mine's health and safety systems and see how they are applied in the workplace.

Head of the Division of Occupational Medicine at the State University of New York and Advisor to the MUN on Health and Safety, Dr Parkinson, commented that Rössing's Health and Safety standards and programme are as good as any he had seen. General Secretary of the MUN, Mr Ben Ulenga, said that it was an historic event as it was the first time that the MUN had had an opportunity to visit a Namibian mine accompanied by their health and safety consultants.



Top international journalists visit Rössing



27 April 1990, Rössing News - Top international journalists visit Rössing

Thirteen top financial and economic journalists from major international media organisations visited the mine last Tuesday as part of a UN sponsored programme. They are pictured at the Open Pit with Rössing representatives. The journalists are visiting the mine during a ten-day tour of Namibia, an opportunity for them to learn, first hand, the present social and economic conditions facing the country.

With this unprecedented visit, the United Nations aims to spread information abroad via the international media about the new independent state of Namibia, of which few people outside Africa are well informed.

The journalists will travel throughout the country meeting a wide range of people from industry, mining, education, health, nature conservation, fisheries and agriculture. The journalists come from Australia, Canada, China, Egypt, West Germany, Finland, France, Japan, the Netherlands, Norway, Sweden and the United Kingdom and represent various news agencies, newspapers, radio and television services.



6 July 1990, Rössing News - Mueller to head Namibian School of Mining Technology

“The school is Rössing’s Independence gift to the nation and will cost an estimated six million rand.

The aim of the school is to provide Namibians with technical skills essential to the mining industry and its support industries. The main need has been identified as training to artisan and technician level in the fields of engineering, mining, metallurgy, geology, survey, draughtsmanship and chemistry. These will therefore form the core courses of the school.

As Director, Mr Mueller will take responsibility for the project, assist in school design and participate in developing course content. Construction is scheduled to commence in September, with the school opening for engineering training in July 1991, and the other mining-related courses in January 1992. He is at present Physical Educational Planner at the Department of National Education. When asked about his appointment, which comes into effect in August, Mr Mueller said that he sees it as a tremendous challenge.



27 July 1990, Rössing News - Rössing welcomes two state presidents

Rössing honoured by visit from Botswanan Head of State.

The first foreign head of state to visit the nation since Independence arrived in Namibia this week. President of Botswana, Dr Quett Masire, landed in Windhoek on Monday for an official four-day visit at the invitation of the Namibian Government. On Wednesday President Masire visited Rössing with Namibian President, Dr Sam Nujoma. Assistant General Manager, Mr Sean James, describes operations in the Open Pit to Presidents Masire and Nujoma.

The delegation visited Rössing because of the important contribution it makes to the Namibian economy. After the party had received a presentation from Assistant General Manager, Sean James, on Rössing’s Health and Safety policy, they went to view the Open Pit. This was followed by a tour of Arandis.

The Swapo delegation visited Rössing because of the important contribution it makes to the Namibian economy.

Reflecting back...

The fruits of Rössing's legacy

I was appointed Managing Director of Rössing in 1991, a year after Namibian independence. With the lifting of trade sanctions against Namibia on independence, the perception had been that there were prospects for improved Namibian uranium sales into a gradually expanding market. In June 1990 the spot price had increased by more than 25 percent, from US\$9.25 to US\$11.60 per pound.

However, with the sweeping political changes which took place in the Soviet Union and Eastern Europe, a fresh perception emerged in the West during the second half of 1990 of large quantities of excess uranium from Eastern Bloc sources entering the market. The expression “turning swords into plough shares” entered the industry vocabulary, reflecting the expectation that the Eastern Bloc would dismantle its stockpile of nuclear warheads, process the uranium, and sell the finished product for use in nuclear reactors.

Consequently, at the time of my arrival, the uranium market was in free fall with the spot price approaching US\$7 per pound and the company was in danger of breaching its banking covenants. A radical restructuring was required to restore the company to financial health and ensure a long-term future.

At the time, Rössing had a number of different shareholders, but was managed by RTZ, now Rio Tinto. Rössing's fortunes were obviously highly dependent on the state of the uranium market. In the eighties, the company had enjoyed a bull market, and in one year it was the highest contributor to the world wide profits of RTZ.

The Rössing ethos and culture was very strong, and there was an unwritten understanding that there would be no redundancies. This paternalistic approach had created a very successful company which expected hard work and loyalty in return for taking care of its employees, including housing costs and maintenance.

The mindset was that the way to reduce costs was to increase production, and for this reason expansion plans were always on the table. Unfortunately, this approach was now unviable, since uranium was being stockpiled and could no longer be financed. It was clear that only a significant cutback in production and workforce could safeguard the future, and that the old paternalistic approach had to change.

The Namibian Government would have to agree to any major reorganisation, which in turn would have to be negotiated with the unions. While the new Government had initially been understandably sceptical about the company, by the time I was appointed, they had had the opportunity to witness at first hand the high standard of working and living conditions at the mine.

They had seen the fruits of the Rössing scholarships. In 1991 we established the Namibian Institute of Mining and Technology in Arandis. Most importantly, they had been introduced to the work of the Rössing Foundation. The Foundation had been set up in the early days of the mine by the Rössing Board with the establishment of a Deed of Trust which provided for it to receive three percent of the company's pre-tax profits.

The Rössing Foundation had flourished along with the company, and by 1991 there were 12 centres throughout the country. This farsighted initiative was to become a blueprint for Rio Tinto operations in other countries.

I have no doubt that the work of the Foundation played a vital role in establishing trust between the company and the Government. We were able to explain at many different levels the financial challenges facing the company and why the restructuring was necessary. The then-Prime Minister, now President Hage Geingob, listened carefully to what we had proposed and agreed that the mine's future had to be secured.

With the support of the Board, the restructuring plan was endorsed and the difficult process of retrenchment and reduced output took place. The outstanding loans were rapidly repaid and the company finances restored. The relationship with employees became normalised with no more company country club or golf course, and Arandis was handed over to the Government. Many would miss the old Rössing, but the new one would endure for many more years and was well equipped to cope with the lower prevailing prices.

Jonathan Leslie, former Managing Director

November 2021

Reflecting back...

Against all odds..

Firstly, I would like to congratulate Rössing on the magnificent achievement of 45 years of uranium production. This really has been done against all odds.

My association with Rössing began at the end of the 1980s when I was appointed a Director of Rio Tinto Mineral Services Ltd (“Minserve”) in London, with responsibility for uranium sales in the Asia Pacific region. It was an especially interesting time to be joining, as it coincided with Namibian independence.

With the lifting of sanctions, new markets opened up and governments around the world were keen to help this newly-independent nation. Rio Tinto’s global network helped open doors. However, we faced enormous challenges with strong competition from mines with significantly higher ore grades and consequently much lower costs. An added problem was that uranium prices remained low throughout the 1990s.

On joining Minserve, **I was immediately struck by the dedication and enthusiasm of all those working at the mine. The challenges were so big, but there was a great team spirit focusing on keeping costs as low as possible, coupled with a tremendous emphasis on safety.** On the marketing side, we were dedicated to travelling around the globe, building long-term relationships with many utilities and negotiating contracts to secure Rössing’s future.

One of the many things which makes the company special, is the Rössing Foundation. The wide-ranging work that they do, is hugely impressive. I was particularly struck by the passion of those working in the Foundation, whether in education or helping women develop their considerable skills in arts and crafts and it made me proud to be part of an organisation that was doing so much for the country.

One of the difficulties was getting potential customers to come and see the mine due to distance and the cost implications for utilities, who were operating on very tight budgets. However, in the early 1990s, Rössing hosted a most successful Uranium Institute Conference and we had very good attendance from utilities from all over the world. For most attendees it was their first visit to Africa and it really put

Rössing and Namibia on the map. The company organised a magnificent programme and visitors were most impressed by the mine, the Foundation and indeed the country.

One of the markets we were trying to break into was the United States. This was especially difficult because they were very price conscious and with low cost Canadian mines on their doorstep, they were much more reluctant to enter into long-term contracts than utilities in Asia and Europe.

At the time, Frankie Fredericks was studying in the US and he was able to visit potential customers with the marketing team. It was a privilege to work with him and he was a wonderful ambassador for Rössing and Namibia. There was great interest in the fact that he was competing in the Olympic Games in Atlanta in 1996, where he won two silver medals.

In 1994, I became Managing Director of Minserve and a Director of Rössing, so from that time my visits to Namibia became much more frequent. It was always a pleasure to visit the country and an honour to have the responsibility to negotiate contracts, which would enable the mine to keep on producing.

With prices continuing to remain low until I retired in 2005, it was a constant challenge. In the early 2000s, the outlook was very bleak. It was clear that we would have to make a significant investment in the mine to keep it open. The company faced a very difficult decision whether to make the investment or to close the mine. With the clock ticking, we were desperately trying to get enough support from customers to keep the mine open.

Thankfully, we were able to do this and managed to develop important new relationships with utilities in China, the US and Europe. It was great privilege to be able to contribute to the team effort of keeping Rössing in business. I’m delighted that, against all odds, we can celebrate 45 years of production in 2021.

Mike Travis, a Director of Rössing Uranium Ltd, 1994-2005

November 2021



20 September 1991, Rössing News - Frankie, quite frankly

Surprising shy and softly spoken, in spite of all his recent exposure to the media, Frankie Fredericks recently explained to the Rössing News how he is still the person he was before his fame.

“Running is a talent that God gave me and I’m just using it. Fortunately, all the steps that have benefitted my career have fallen neatly into place. There is no reason for me to get big-headed.”

Frankie’s main goal in life is to be the number one sprinter in the world, yet he still appreciates the importance of a sound academic career.

He will be sitting his final exams in December when, all being well, he will graduate from Brigham Young University in Utah with a BSc Computer Science. As his degree has been financed through a Rössing bursary, he may then return to the mine. Or alternatively he is thinking about doing an MBA or a Masters in Computer Science. Reconciling his sporting and academic lives is not proving an insurmountable problem. He says, ‘Sure, it has been tough, but I know how to handle it. In fact, it’s better for me to do both than just one, as I know how to cope with my time.’

There is little time left for any other interests, but when he has a moment to relax, Frankie enjoys listening to music, soft music for easy listening. But he’s philosophical: “To be a good sportsman you’ve got to give up something, make a sacrifice. But you can have a lot of fun and still be a world class athlete.”



24 January 1992, Rössing News - RTZ chairman visits Rössing on Southern African tour

Chairman of RTZ, Rössing’s parent company, Sir Derek Birkin, visited the mine on Wednesday. This is the first time he has been to the mine since his appointment as Chairman on 1 June 1991. He flew up from South Africa where he had been visiting RTZ’s Richards Bay and Palabora operations.



24 March 1995, Rössing News - Charles to chair Rössing Board

The Board of Directors of Rössing Uranium Limited announced last Friday that Charles Kauraisa will succeed John Kirkpatrick as Chairman of Rössing from 1 April this year. Mr Kirkpatrick will be retiring from the Company, having reached the age of 65.

Charles joined Rössing in 1981 as an Industrial Relations Officer. He was promoted to Superintendent: Industrial and Public Relations in 1985 and was transferred to the Corporate office in Windhoek in 1989 as Governmental Affairs Manager, a position he still holds until end March 1995. Charles was appointed to the Board of Directors in November 1993.

Born in Windhoek in 1935, Charles obtained his Ph.D. in Political Science at the University of Stockholm, Sweden and a Post Graduate Fellowship at the Woodrow Wilson School of Public and International Affairs of Princeton University, America. John Kirkpatrick has been a Board member of Rössing since 1977 and Chairman since March 1990. He will remain on the board of the Company as a non-executive director.



TRAINING AND DEVELOPMENT

Training and Development activities of both Rössing Uranium and the Rössing Foundation made remarkable growth, such as the Rössing Foundation's Adult Literacy Education Classes and training centres in various fields such as tailoring, pottery and other arts & crafts. A highlight in this decade is Rössing's announcement that a Mining and Technology centre will be build at Arandis as an independence gift to Namibia.

5 June 1987, Rössing News - Rössing shows new science teaching method to education leaders

An important new method of science teaching was demonstrated to eight senior representatives of Namibian education departments recently at Kolin Secondary School, Arandis, under the auspices of Rössing.

Rössing Uranium Ltd, the Rössing Foundation and the SEP (Science Education Project) organisation are conducting a year-long experiment with the introduction of the SEP method into three Namibian schools. The method has shown excellent results elsewhere in Southern Africa. SEP is a non-profit educational agency, with headquarters in Johannesburg, based on the use of portable kits of scientific equipment and pupil worksheets. It is of particular value to schools which do not have proper laboratory facilities. Teachers are given an intensive training course by SEP, and even unqualified teachers are able to make successful use of the system. At present 200,000 pupils and 2,000 teachers in various parts of Southern Africa are using the SEP method and in many cases, science marks have improved considerably. The method enables pupils to complete much more practical work than is normally the case.



3 November 1989, Rössing News - Adult scholars receive literacy awards

On Friday night in the Arandis Town Hall about 100 people attended a prize-giving ceremony and dinner-dance celebration to mark the end of the adult education literacy classes that have been taking place during the last year. Assistant Superintendent Community Services, Maria Dax, and Welfare Assistant, Leonard Shapamba, were on hand to give out the certificates and congratulate the new graduates from the Adult Literacy classes.

The students have been following a basic education programme at the non-formal education centre in Arandis studying a variety of subjects such as Afrikaans, maths, needlework and English. The classes take place during the evenings in the local school after the regular pupils have gone home.



7 September 1990, Rössing News - Rössing sponsors math kits

Rössing's Young Scientist programme has sponsored the first ten sets of a new maths kit to be used in pilot schemes in two Windhoek schools. The kits, designed and made by Pieter Erwee of the Namibian Mathematics Institute, will be tried out with a Standard 6 class at Augustineum High School in Windhoek. Rössing Education Officer, June Horwitz, commented that, 'Namibia desperately needs a workforce with a strong mathematical background, such as engineers and technicians and the current school system has difficulty in coping with the demand for matriculants with these subjects.

Very few students take mathematics and science to matric level and the results are generally poor.' The Namibian Mathematics Institute was established in an attempt to redress these problems. Extra mathematics classes and science practicals are currently offered to more than seventy Standard 9 and 10 pupils in Windhoek to enable them to enter scientific fields of study. Mathematics classes are presented at the Rössing Foundation Education Centre and students also attend science practicals at the University of Namibia. Unlike the current school approach, the institution places a high value on independent and creative thinking. Students are encouraged to discover mathematical and scientific facts in order to develop sound concepts.

28 September 1990, Rössing News, Early Learning Training Centre Opens in Arandis

Rössing is opening a new 'Early Learning Training Centre' in Arandis to train and upgrade the skills of people working with pre-school children in Namibia. At Early Learning Training Centres, young children are equipped with the necessary skills to make them school ready. However, Namibia suffers from a lack of qualified early learning trainers. The new project will be managed by Rössing personnel from the mine's Community Development department in Arandis, and will be funded with the help of various companies and organisations.

Photo: Esther Nongolo, Lucy Lester and Hilde Solomons of Arandis Playgroup will all be involved in the new Early Learning Training Centre being set up in Arandis. Esther and Hilde will be teaching the principles of early learning to course participants from all over the country, while Lucy will be coordinating the project.

9 November 1990, Rössing News - Early Learning Centre Opens in Tamariskia

A new Early Learning Centre at the Rössing Community Centre in Tamariskia opened its doors on Monday morning to fifteen eager youngsters. The children, who are between three and four years of age, all have parents employed by the Company. Their daily routine will include a variety of activities such as painting, drawing, cutting out, building with blocks and music and movement. The language of instruction and all reading material is to be English. The centre is open from 06h30 to 17h30 to fit in with the Rössing bus arrival and departure times. This makes it easy for parents to arrange to drop off and collect their children. However, for those sleepyheads who find the day a little too long without an afternoon nap, there is a room where they can go for a snooze. While it is appreciated that there are many more parents who would like to enrol their children, and indeed there is already a sizeable waiting list, the centre at present only has facilities to accommodate fifteen children. However the scheme is still very much in its pilot phase. A Parents Committee has been formed to raise funds for the centre and hopefully expansion will be soon on the cards. As Project Co-ordinator, Lucy Lester, says 'This is just a very little start to meet a very great need.'



'This is just a very little start to meet a very great need.'



Foundation sponsors fifty-five students

The Rössing Foundation held its annual student gathering at the Education Centre in Khomasdal on 12 April 1991. This gathering was attended by students receiving financial support from the Foundation to further their studies with local institutions.

Director of the Foundation, Mr David Godfrey OBE, explained that the main objective of the Foundation in launching this programme was to present students with the opportunity to pursue a high standard of academic education. This year the Foundation is funding fifty-five students, studying in a variety of fields.

Mr Godfrey informed the students that this assistance has been granted to them as a result of their willingness to better themselves academically. Each student should be prepared to strive each and every scholastic term to achieve a high standard of performance.



26 April 1991, Rössing News - Foundation sponsors fifty-five students

The Rössing Foundation held its annual student gathering at the Education Centre in Khomasdal on 12 April 1991. This gathering was attended by students receiving financial support from the Foundation to further their studies with local institutions. Director of the Foundation, Mr David Godfrey OBE, explained that the main objective of the Foundation in launching this programme was to present students with the opportunity to pursue a high standard of academic education. This year the Foundation is funding fifty-five students, studying in a variety of fields. Mr Godfrey informed the students that this assistance has been granted to them as a result of their willingness to better themselves academically. Each student should be prepared to strive each and every scholastic term to achieve a high standard of performance.

Pictured at the students gathering are: (back) P Haushaona, J H van Wyl, F A Demas, V Goraseb, J Abed, F Npula, FEK Gertze, M Mushabafia and Rössing driver, R Moshosho; (middle) B J Kaura, M Mannetti, N Kapose, L Mutwa, F Simbanda, E Nwanjেকে and Administrative Assistant, R I Saleus; (front) H L Shipale, R E Kila, R J Aoxamub, E Kaakunga and Foundation Director, D A Godfrey.

NIMT examination results are the best in the country

At its Namibian Institute of Mining and Technology (NIMT), announced the best results in the country in the national N2 theory examinations written in November last year. This was announced by Chairman of the Board of Trustees of the Institute, Mr Sean James, at a meeting of the Trustees held at the Institute in Arandis on Friday, 11 March 1994.

The apprentices achieved a 100 per cent pass rate in five of the seven subjects taught at the Institute and also achieved the highest group average marks in the country in all seven of the subjects offered. These include electrical trade theory, industrial electronics theory, diesel theory, fitting and turning theory, engineering drawing, engineering science and mathematics.



The apprentice apprentices with their teachers at NIMT. In the back, from right to left are the Director of NIMT, Sean James, Director of Training, David Godfrey, Sean James, James Barber, William Smith, Desmond Mwanza and Gordon West. In the front are Andrew Mwanza, James Barber, James Barber, Chris Hansen and David Carr. Andrew Carr and James Barber are also shown in this photograph (see below).

18 March 1994, Rössing News - NIMT exam results are the best in the country

The current third-year apprentices at the Namibian Institute of Mining and Technology (NIMT) received the best results in the country in the national N2 theory examinations written in November last year. This was announced by Chairman of the Board of Trustees of the Institute, Mr Sean James, at a meeting of the Trustees held at the Institute in Arandis on Friday, 11 March 1994.

The apprentices achieved a 100 percent pass rate in five of the seven subjects taught at the Institute, and also achieved the highest group average marks in the country in all seven of the subjects offered. These include electrical trade theory, industrial electronics theory, diesel theory, fitting and turning theory, engineering drawing, engineering science and mathematics.

"This is confirmation that the manner in which the Institute has been structured and managed is now reflecting in the end product," commented Mr James at Friday's meeting. The Namibian Institute of Mining and Technology opened its doors to its first apprentices in January 1992, two months prior to the handover of the N\$6 million Institute to the Government by Rössing Uranium Limited as the company's Independence gift to the nation.



"It's like to encourage young people to consider becoming riggers as a career option because it is a very good qualification to have." Markus Basson

Made in Namibia

RÖSSING has produced its first qualified Namibian rigger. Markus Basson successfully completed his trade test in March this year after a three-year training programme on site. Markus joined Rössing in 1977 as a Crane Operator in

position and Rössing decided to start training him as a rigger. A lot of effort was put into his training with the assistance of the other riggers and Foreman of the Riggershop, Lawrence Carr.

At the beginning of the year Markus completed the three-year training programme

24 June 1994, Rössing News - Made in Namibia

Rössing has produced its first qualified Namibian rigger. Markus Basson, who successfully completed his trade test in March this year after a three-year training programme on site.

Markus joined Rössing in 1977 as a Crane Operator in the Mobile Equipment Operations Section. He worked himself up from a 15 tonne crane operator to operating the 150 tonne crane. From the start he showed a lot of potential. His hard work paid off and he was upgraded to Civil Controller at Outside Services where he was in charge of the drivers of the tipper trucks, the road sweeper as well as road construction. It became clear that Markus was still not in the right position and Rössing decided to start training him as a rigger. A lot of effort was put into his training with the assistance of the other riggers and Foreman of the Riggershop, Lawrence Carr.

At the beginning of the year Markus completed the three-year training programme tailor-made for Rössing. He was sent to a training school at Luipaardsvlei, Krugersdorp in South Africa for three months to polish up his skills before he took the trade test in March at Olifantsfontein. Markus' Section Head, Reiner Przybylski, said that he is now a big asset to the Company as a qualified rigger and crane operator.



COMMUNITIES AND SOCIAL INVESTMENT

Rössing Uranium's corporate social investment (CSI) activities demonstrate the company's commitment to the development of Namibia and its people. In this decade, the headlines reflected a wide range of CSI activities that Rössing supported. Some of these headlines are: World's largest meteorite site in Namibia developed as a heritage site; New Rössing Foundation centre in Arandis opens and the Maritime Training Centre in Luderitz opens; the Rössing Foundation Okashana Centre in northern Namibia supports agriculture; and Rössing Foundation opens Childcare Centres in various parts of Namibia.



13 February 1987, Rössing News - Rössing's Bonzo turns movie star and earns SPCA R1000

You heard of Lassie? Well, meet Bonzo, Rössing's own canine film star. He's just earned his first salary in the four-figure bracket, and being the soft-hearted kind, he's donated all R1,000 of it to the SPCA.

Bonzo, one of Rössing's security dogs, is a cut above his fellow mutts, having starred recently in *Nomad*, the million-dollar movie being made in the Swakopmund district. He played the part of a dog befriended by *Nomad*, alias movie star Patrick Swayze, in the futuristic movie filmed in the barren Namib Desert. His first cue was to act the loner, but gradually Bonzo befriends *Nomad* and a real bond forms between man and dog. The relationship extended off-set too, for Patrick Swayze "was crazy" about Bonzo and learned to give him directions in his American-Afrikaans.



29 May 1987, Rössing News - Rössing Foundation donates classrooms to Kolin Foundation

The growing student population and an increase in staff at the Kolin Secondary School have given rise to a demand for additional classrooms. Consequently the Rössing Foundation has donated R110,000 for the construction of additional classrooms. Last Friday David Godfrey, Director of the Foundation, Rolf Luchtenstein, Engineering Services Supt, and Naas Maritz, Director of Damara Education, accompanied by Len le Roux, Headmaster of Kolin, inspected the classrooms to see if all was in order for the official handover later this year. Due to the pressing need for space the classrooms will be used while the finishing touches are being made.

31 July 1987, Rössing News - New facilities at Hoba

A joint project of the National Monuments Council and Rössing Uranium which consists of the provision of extensive facilities at the Hoba Meteorite near Grootfontein has been completed and is to be opened today. The facilities include information boards for visitors, braai and toilet facilities and a house for a full-time caterer. The Hoba Meteorite project came about as a result of a newspaper report in 1984, which highlighted the issue of vandalism at the meteorite. Over the years many visitors have tried, and some succeeded, in removing small pieces of the world's largest meteorite. In keeping with its policy the company approached the National Monuments Council and a plan was produced for the protection of the meteorite. One of the main aims of this project was to promote environmental education. For this purpose information panels were designed to supply details about the meteorite and the plants of the area. Rössing made a substantial sum available for the erection of the facilities which were completed over a period of two years.



26 May 1989, Rössing News - Rössing sponsors school driver education programme

Rössing, together with Volkswagen South Africa and Caltex, is sponsoring and coordinating a school driver education programme at schools in Arandis and Swakopmund. Schools currently participating are Kolin, Tamariskia High and Deutsche Oberschule. It is hoped that other senior schools in the area will join the programme next year.



The objective of the school driver education programme, originally launched in South Africa by Volkswagen, is to teach Std. 9 and 10 pupils driving skills, highway code and driving so that they have a sound base from which to start their driving careers.

Speaking at the handover ceremonies, Dr Kesler said that the most serious injuries to Rössing employees and their families had occurred in private vehicle accidents, and the majority of the accidents involved young and inexperienced drivers. In the last five years, fifteen Rössing employees have died in accidents in private vehicles. Rössing thus welcomed the opportunity to assist in improving driving standard in the community and, in particular, sponsoring and co-ordinating the schools driver education programme.

25 May 1990, Rössing News - President opens Rössing Foundation's new Lüderitz Centre

On Monday President of Namibia, Mr Sam Nujoma, opened Rössing Foundation's new centre in Lüderitz. The centre is the fastest growing of the centres in the Foundation's chain, and it is appropriate that it should be sited in Lüderitz which appears to be one of the fastest growing communities in the country.

'It is only right and proper that profits generated by the mines should be used for the development of the Namibian people and I find it particularly pleasing that a mining company has for so many years followed a policy of putting efforts and money into developing the other two major pillars of our society, namely fishing and agriculture.'

These words were spoken in praise of Rössing by President Nujoma at the official opening of the Rössing Foundation's Lüderitz Centre on Monday.

'The partnership between the Government and the company doing business should be based on mutual understanding and sound co-operation.' Mr Nujoma appealed to all business companies in the country to do more in the area of job creation and support the Government in its efforts to curb the soaring unemployment.

These objectives are the *raison d'être* of the Rössing Foundation, the first centre of which was established in Windhoek 1979. The Foundation now boasts eight centres scattered throughout Namibia, at which a wide range of practical skills are taught.





8 March 1991, Rössing News - President opens Foundation's Okashana Centre

'Namibia has vast deposits of minerals but these are not renewable and are capital intensive to exploit... I strongly believe that our future lies in agricultural development as agriculture is a renewable undertaking'. This was the view expressed by President Nujoma at the official opening of Rössing Foundation's Agricultural Training Centre at Okashana, Northern Namibia on Wednesday 27 February. President Nujoma praised Rössing for becoming involved in community projects so far removed from the field of mining, demonstrating the company's commitment to the nation. He also congratulated the Foundation's Board of Trustees on their farsightedness in recognising the agricultural potential of Northern Namibia.

The Okashana Centre offers courses in animal husbandry and crop cultivation to farmers throughout Northern Namibia. It also serves as an experimental centre at which the viability of introducing new crops into the region can be tested. The centre is situated on the eastern edge of the Etosha salt pan where there is no natural source of fresh water, but an apparently infinite amount of saline water with up to two thirds of the salt content of sea water. The variety of crops that can thrive under such conditions is very limited.



8 November 1991, Rössing News - First Lady opens Usakos first childcare centre

"Whether the country will boast of responsible, forward-looking and democratic leaders very much depends on the kind of upbringing that young people get in pre-primary education centres." These were the words of First Lady, Mrs Kovambo Nujoma, at the opening of the Usakos Childcare Centre last Saturday. The centre has been set up by Mrs Isabelle Guriras, leader of the Rössing Foundation satellite sewing classes in Usakos. The kindergarten is, however, something that she has started up completely on her own initiative.



14 August 1992, Rössing News - Okombahe Development Project harvests first crop

The Okombahe Development Project last week harvested its first crop; two tonnes of crisp, high quality carrots. Yet the Rössing Foundation has had no need to eat carrots to improve its vision.

Its ability to see the road ahead through the gloom of unemployment, particularly in underdeveloped rural areas, led to the establishment of the Project in May 1991. Since then the six hectares of land made available by the Government have thrived under the care of elected members of the Okombahe community (one per hectare), and those who they in turn employ, who now stand to profit from the fruits of their labours. These gardens existed prior to the Foundation's involvement in the area and the Foundation has undertaken to champion their cause, as well as that of the commercial area.

Director of The Rössing Foundation, David Godfrey, stressed that what is happening at Okombahe is much more than just selling crops for cash. The project is teaching people planning and organisational skills, the acquisition of business skills, and how to handle money and reinvest it to create wealth for the general benefit of the community as a whole.

Reflecting back...

A success story: Rössing Foundation Okashana Agriculture Training Centre



Overview

Situated 90km from Ondangwa, the Okashana Centre was established in 1986 as an extension of the Rössing Foundation Ondangwa Centre. The aim was to set up an agricultural training centre to cater for the basic agricultural needs of the people in the North, as their livelihood depends on subsistence farming in the form of livestock and crop production.

Background

Subsequent to a detailed discussion with the then-Assistant Director, Axel von Gerlach, in mid-1986 at the Ondangwa Centre, the question was directed to Sam Dumeni, head of the Ondangwa Centre: "Should development funds be available, what would you like to invest in?" He paused for a second in excitement and replied: "Improved basic agricultural training techniques for our people, considering their passion for livestock and crop production chiefly, as millet crops for mahangu is the staple food in the North".

Von Gerlach nodded in agreement. He also expressed the need to invest in a hotel farm. It was finally agreed that training in a variety of crops, mainly mahangu production, and a small hospitality facility should be invested in.

Land acquisition for Okashana Centre and infrastructure development

In pursuit of land to construct the training centre, various consultative meetings have been facilitated and held at the palace of the late King Immanuel Elifas. The King was very supportive of the idea and instructed Dumeni to drive through the jurisdiction boundary of Ondonga Traditional Authority in search of a suitable piece of land. During the pre-independence era, movement was difficult and restricted; however, with the assistance of the late king Elifas this was made possible.

Eventually a suitable piece of land was identified and allocated to the project, at the outskirts of Okashana in Omuthiya, near the Etosha National Park. This led to the naming of the centre as Okashana Rössing Foundation Agricultural Training Centre. Today it is renamed as the Okashana Rural Development Centre.

Management

In the beginning, there was a challenge to recruit a qualified person to run and manage the Centre. Wolfgang Lechner, an agricultural technician, was eventually recruited and appointed as Okashana Manager towards the end of 1986.

The Centre eventually saw its official inauguration on 27 February 1991 by His Excellency Dr Sam Nujoma, then President of the Republic of Namibia and the Founding Father of the Namibian Nation.

Implementation Phase

Various initiatives were undertaken, mainly to identify suitable rain-fed crops for Namibia. A variety of millet and sorghum seeds were imported from countries such as Zimbabwe and India to try and test it for the local climate.

Eventually, suitable mahangu millet and sorghum types were identified. These were named after the Centre as Okashana Number 1, Okashana Number 2 and Kangara. After numerous inputs, experiments and research with the assistance of Mahenene Research Station (a Government agricultural research centre), Okashana Number 2 and Kangara stood out and were found to be the most suitable and sustainable seeds for the crops producers in the Northern part of Namibia.

For the first time in history, quality seeds were then distributed among northern crop farmers. With low to little rainfall in the area, harvests were guaranteed with this new

type of millet. The Okashana Number 2 millet type has become a household name throughout Namibia and during the early stage it was referred to as “Okarossinga”, literally meaning the Rössing mahangu seed.

Short training courses were organised and conducted to equip farmers on new crop farming technics, as well as animal husbandry.

Handover to Government

In 1996, the Rössing Foundation ceased its operations at Okashana and handed the entire infrastructure over to the Government of the Republic of Namibia, including the human resources to continue with the activities as per the Government’s developmental goals.

Currently the Centre is run by two Ministries, namely the Ministry of Local Government, Housing, Urban and Rural Development (MLGHURD) and the Ministry of Agriculture, Water and Land Reform (MAWLR).

The MLGHURD is currently running the hospitality facility as a guest house. The Rössing Foundation left behind the biggest accommodation facility in the Oshikoto Region, which can accommodate up to 50 workshop participants at one time.

The MAWLR continues with the initial objectives of the Okashana Centre, which is the production and distribution of quality crop seeds to subsistence farmers.

Annual training workshops to farmers are introduced and a number of farmers are registered as seed growers under various funded programmes. On an annual basis, they produce quality-certified seeds of millet, sorghums and cow peas that they sell to Government; these seeds are distributed and sold at a subsidised price to the communities in the regions of Oshikoto, Ohangwena, Oshana, Omusati, Kunene and Ohangwena.

The Rössing Foundation’s legacy lives on in the Okashana Centre. The livelihood of the community – not only in Oshikoto but throughout Namibia – has been positively impacted and food sustainably improved.

Regina Nehale, Oshikoto Registered Seed Grower, Omboto Village, Omuthiya Constituency, Oshikoto Region

Well-known in the community, Regina Nehale registered herself with the Okashana Agricultural Centre as a seed grower in 2019. She was trained on how to grow and take care of mahangu – from the ploughing stage up to harvesting.

She grows Okashana Number 2 and a cow pea variety called Nakale. She started in 2019 on a five-hectare piece of land. When there is a good rainfall, she harvests between eight to ten tonnes for mahangu and four to five tonnes per annum for cow peas. This earns her an income of between N\$60,000 to N\$90,000 per annum from the qualified seeds that she sells to Government for distribution.

Apart from being a registered seed grower, she also sells her surplus mahangu and cow peas to farmers in other regions, such as Khomas, Ohangwena Oshana and Omusati.

Asked about the value gained in her life, Nehale said: “With the income earned from growing seed, I were able to pay for my three children’s university fees and relevant expenses. I learned how to save for tomorrow. My daily livelihood improves. I also train and encourage other farmers, especially women, to take part in the seed growers’ project, to introduce them to improved crop farming technics and at same time enable them to buy the Okashana Number 2 and Kangara millet from my surplus seeds. I will forever be grateful for the training provided by the Okashana Centre, as I can now look after myself and my family without having to rely on anybody else.”

Laimi Haufiku, Oshana Seed Grower, Ompundja Village, Oshana Region

Laimi Haufiku joined the Seed Growers Cooperative in 1995. As an 80 year-old subsistence farmer, she cultivates her five-hectare mahangu field, planting and growing Okashana Number 2 seed that she sells to Government each year.

Elaborating on the difference it made to her life, she said: “My livelihood has improved in such a way that I was able to build for myself and my family a modern house, powered by solar energy electricity with the income I earned throughout the years. I also involve my local community by offering them better agricultural techniques and every household is now engaged in growing Okashana number 2. Our food security has improved tremendously. Six other farmers from my neighbourhood have joined the Seed Grower Cooperative, thanks to my early involvement with the Rössing Foundation Okashana seed project.”



WORKING FOR NAMIBIA

As a long-standing mining business in Namibia, Rössing Uranium can say that we have been “Working for Namibia” through creating employment opportunities for the Namibian people, providing them with skills training, buying local goods and services, and paying wages and salaries and taxes to benefit the socio-economic development of the country. These have been made possible through the Government of Namibia’s leadership through growth-focused policies, enabling legislation, national development plans and specialised support, not only for the mining industry, but the Namibian economy at large. Rössing Uranium celebrated 20 years of production in 1996.

In the second decade, Rössing achieved many milestones, such as a historic Union Recognition Agreement in 1987; the Rössing Foundation training centre in Windhoek is established in 1988 and the Adult Education Centre in 1995; the Rössing Foundation Celebrates 10 years; Rössing donates the school of mining as a Independence gift to Namibia and the 10th anniversary of the Cottage Hospital is celebrated in 1994.

20 March 1987, Rössing News - Athletes bring home 23 golds

The Stanswa SWA Athletics Championships took place in Windhoek last weekend. This was the final test for the 26 Rössing athletes who qualified to participate. The athletes gave an excellent account of themselves, bringing home 38 medals. There were 23 first places, 11 second places and 4 third places. Only 5 results were below the SWA qualifying standards.

Frankie Fredericks, known for setting new records in the 100m and 200m events did well to equal his 10,2 sec 100m sprint. His time for the 200m was 20,8 sec.

Rössing’s athletics coach Henry Penderis commented that as Frankie is a determined athlete he should guard against burning himself out during the next two weeks at competitions, and must save himself for the SA Championships in April.



27 March 1987, Rössing News - Artists donate paintings to Arandis Hospital

Christine Marais and her art pupils have donated ten original paintings to the Arandis Hospital. The hospital has recently been painted and new curtains have been hung in the wards to allow patients more privacy. There is an on-going effort to improve standards at the hospital and this includes aesthetic aspects. The paintings add warmth to the atmosphere and the generosity of the artists is appreciated. The hospital was built by Rössing.



Christine Marais's art pupils pose outside the Woermann House. Pictured are (back) Sue James, Isobel van Rooyen, Erna Wojtas and Heide Hoppe. (front) May Kloot, Mary Bates and Christine Marais. Missing from the picture : Lore Hust, Traude Krause and June Owen-Smith.

16 April 1987, Rössing News - Frankie earns Springbok colours

Frankie Fredericks on Saturday become the fourth Namibian to receive Springbok colours. Living up to the reputation of being one of the best sprinters Namibia has ever produced, Frankie excelled against the formidable South African sprinters, Johan Roussouw and Wessel Oosthuizen, and came first in the 200m at the SA Championships meeting in Germiston. Frankie clocked 21,05 sec, missing the SA record by mere split-seconds. The Springbok colours came as a surprise to Frankie, who had aimed for Junior Springbok colours rather than the more competitive Senior Springbok colours.

"I'm glad it happened but I don't want it to go to my head. I just want to stay Frankie," he says. Asked to comment on his achievement, athletics coach Henry Penderis said, "Frankie was honoured and he deserves it."



4 September 1987, Rössing News - New era launched with recognition of Trade Union

The signing of the historic Union Recognition Agreement was the beginning of a new era, rather than the end of one when after more than a year of negotiations, the Union Recognition Agreement of the Rössing Mines Workers' Union was signed last Friday.

Negotiations between Rössing Management and Union members have been extensive, and although this historic step has been reached, communication on other issues yet to be finalised will continue between the two parties. Whilst the working function of a union is foreign to most employees, things will not change overnight. The new system will be instated gradually as the union and the company learn to live together.

In the agreement signed last week, the company recognised the right of employees to associate freely, as well as the right of the Rössing Mine Workers' Union to represent the best interests of its members. (Union representation exists for Grades 1 - 10, i.e. the Union will negotiate on behalf of its members in these grades).



Seated are Winston Groenewald, General Secretary of the Union, General Manager, Mike Bates, Acting Chairman of the Rössing Union, Julius Khuncab, and Assistant General Manager, Steve Kessler. Standing are Union Executive Members, Paul Rooi and Leonard Shapumba, Industrial Relations Officer, Dougie Smith, Union Executive, Clinton Southgate, Industrial and Public Relations Supt., Charles Kauraisa, Council Officer, Annamarie du Preez, Union Executive Daniel Okamaru and Personnel Manager, Phil Brown.



23 September 1988, Rössing News - Rössing Foundation – laying the foundations of a great nation

The Rössing Foundation was established in 1978. Its objectives are:

- to further the practical education of young people in order to achieve greater national productivity and to increase understanding between the different races.
- to encourage the creation of and/or to create opportunities for people to use their education.

to promote the advancement of the living standards of all the people who live in Namibia. To this end, the Foundation has provided such facilities as an Education Centre, a Health Education Unit, Rural Training Centres (as far north as Ondangwa and south as Lüderitz), aid to schools, guidance seminars, as well as the construction of schools and creation of scholarships.



13 January 1989, Rössing News - Rössing donates a microbus to Topnaars

It was smiles all round when Public Relations Officer, Charl Bester on behalf of Rössing handed a set of Microbus keys to head of the Topnaars, Seth Kooitjie. "The vehicle would be ideal" said Mr Kooitjie, "for transporting their pensioners to Walvis Bay in order to collect their pensions."

The Topnaars, who were the first in Namibia to trade with Europeans, are an impoverished but extremely proud Nama tribe who inhabit the area along the Kuiseb River. Further to educational assistance, Rössing has already donated "History Makers" books, environmental maps, and provided scrap material for the building of two extra buildings.



2 June 1989, Rössing News - Rössing Foundation: A decade of service to Namibia

The Rössing Foundation celebrated its tenth birthday on Wednesday. Festivities to celebrate the occasion included a cocktail party at the Education Centre on Wednesday night, and an outing for Foundation employees on Thursday. From its humble beginning in 1979, the Foundation has grown into a multi-faceted institution which satisfies the educational needs of thousands of Namibians. Dr Zed Ngavirue, Chairman of the Foundation's Board of Trustees, said in his address that it was estimated that approximately 10 000 Namibians have completed courses over the past ten years.

"Our activities are mainly at what is commonly called 'grassroot level' and we do see this as being the area in which there is the greatest need. To this end we have concentrated our efforts mainly on basic agricultural training, basic skills training and we have attempted to provide people with help that will allow them to survive."

Dr Ngavirue said he would like to think that in the next ten years, the Foundation would grow as it had in its first ten years: "I am confident that ten years from now,

we will be able to look back upon our efforts and the efforts of everybody in this country, and with some satisfaction say that together we made it work."

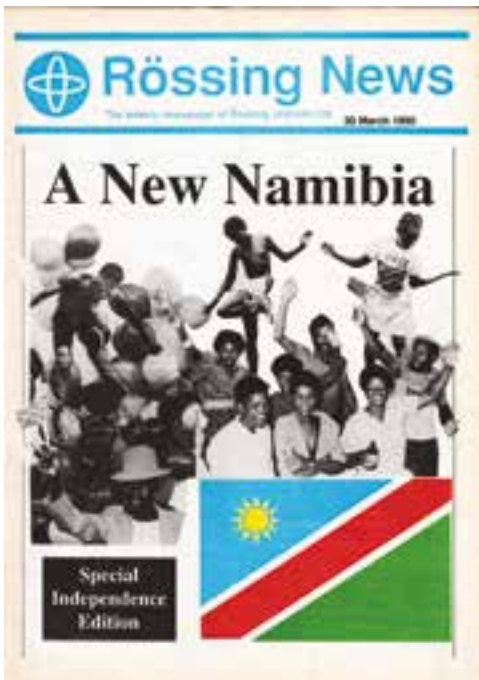


16 March 1990, Rössing News - Rössing to donate school of Mining Technology to Namibia

As an Independence gift to Namibia, Rössing Uranium Limited is to construct and fund a national school of mining technology. This was announced today in Windhoek by Managing Director of Rössing, Dr Michael Bates. "The school is expected to cost R6 million and aims to provide Namibians with the technical skills needed in the mining and mining-support industry which is the mainstay of the economy, Dr Bates said. "Design of the school facilities and curricula will need input from the Ministries of Education and of Mines and from the Chamber of Mines to ensure that training is appropriate and meets the needs of the nation. A project team will be assembled, with the aim of completing the first phase of construction and having a student intake by 1991. "Initially,

training for the following engineering trades will be provided: Instrumentation Technicians, Electricians, Fitters and Turners, Diesel and Motor Mechanics, and Diesel Fitters.

Maths and Science Education will be available to upgrade standards and assist in the attainment of appropriate technical certificates. The school will cater initially for one hundred students, with residential accommodation. It is to be sited in Arandis as the town has good infrastructural, sporting, and recreational facilities. Its proximity to Rössing Mine will allow students good access to practical training. The school will be donated to the nation when it is complete and Rössing will commit itself to continuing financial and administrative support to ensure adequate staffing and facilities.



30 March 1990, Rössing News - A New Namibia

"The sun has risen". This was emblazoned across many T-shirts worn to the Independence celebrations; a bold slogan above a brightly coloured Namibian flag from which the sun shone benevolently.

"And the feeling one had on sharing in the festivities was indeed that a new day had dawned. A day filled with new hope and plans for a united and peaceful future.

Before raising the flag in Swakopmund on the morning of 22 March, Mayor of the town, Councillor Jörg Henrichsen, also commented on the symbolism of this sun and expressed the following hope: 'May the warmth of the sun depicted on our flag find its place into the hearts of the people and its light guide us in the times to come.'

The following day, Minister of Finance, Dr Otto Herrigel, spoke to the crowds assembled at the Swakopmund Sportsgrounds. Addressing a crowd largely dependent on the mining industry for employment, Dr Herrigel stressed the importance of the role the mining sector will play in the success of an independent Namibia. However, he emphasised the need for Namibia to start processing her raw materials before export and the necessity for considerable industrial development.

Rössing certainly looks forward to a bright future in an independent Namibia. Chief Executive of the RTZ Corporation PLC, Rössing's parent company, Derek Birkin, commented on the company's future prospects in this country in a news release: 'Things are going remarkably well... We are optimistic ... We have no reason to be otherwise.'

"As an Independence gift to the new nation, Rössing is to construct and fund a National School of Mining Technology in Arandis. The school is expected to cost R6 million and aims to provide Namibians with the technical skills needed in the mining and mining support industry. Rössing has also provided assistance in various ways to the National Steering Committee on Independence and the local organising committees. R100,000 was donated to the Independence Celebrations Fund. An additional R7,500 was later donated to the Arandis Celebrations Fund.

The company's Purchasing Department in Windhoek assisted in the ordering and manufacturing of one million paper flags, Independence T-shirts and other souvenirs. Locally flags were produced by Damar Clothing Enterprises in Arandis. These were distributed throughout the mine and the communities of Swakopmund and Arandis.

3 August 1990, Rössing News - President praises Rössing

Comments written in the Visitors' Book at Public Relations by President of Botswana, Dr Quett Masire, (top) and Namibian President, Dr Sam Nujoma during their visit last Wednesday.

“The Government is satisfied with the way that Rössing management is managing the mine”.

This was the comment of Namibian President, Dr Sam Nujoma, when he accompanied President of Botswana, Dr Quett Masire, on a tour of the mine and Arandis last week.

In an impromptu speech at lunch at the Arandis Club he praised the company, and said that the Government was especially pleased with the way Rössing trains its employees, the health and safety policy and employee benefits, especially housing. The President was also impressed with Rössing's efforts to eliminate racial discrimination in the work place. He said that he had noted these during his previous visit to the mine prior to independence. He expressed his hope that the company would continue with both its progressive training policy, and its promotion of good relations with its employees.



10 August 1990, Rössing News - R55,000 for Namibian football

Rössing's involvement in Namibian sport goes back quite a considerable number of years - not only through our sponsoring of various sporting events, but also through the participation of many of the Company's employees.

Rössing is sponsoring the Namibian Football Association Cup Competition to the tune of R55,000. It was announced on Friday night by Rössing Chairman, John Kirkpatrick, at a reception held at the Rössing Foundation, Windhoek.

The competition, in which the country's top thirty-two teams will be participating, is the largest of all the cup competitions, and the single biggest sponsorship for Namibian Football. The competition will be known as the 1990 Rössing NFA Cup.



22 March 1991, Rössing News - Production Cuts

The Managing Director of Rössing, Dr M P Bates, announced on Monday that the Board of Directors had decided to reduce the level of production at the Mine from the planned 4,300 short tonnes per year to a level of 3 250 short tons per year.

The revised production plan would take effect from the beginning of April. The total production for 1991 would be about 3,500 tonnes.

Dr Bates explained that the decrease in production at Rössing had been necessitated by a reduction in sales caused firstly by the international trade sanctions which were applied to Namibia before independence and, secondly, by the current oversupply of uranium in the world market. During the period of sanctions, Rössing was unable to retain a satisfactory foothold in the uranium market. Since Namibia's independence, Rössing had been treated by the market virtually as a new supplier; because of this there had been little opportunity to secure new business. The immediate impact on the operation of the mine would be in the open pit where, until now, production has continued 24 hours a day, seven days a week. With the cutback, the open pit would work 24 hours a day, five days a week.

As a result of this arrangement the mining division would require fewer employees; those in excess of requirement would be offered alternative jobs in other divisions of the mine. Any employee who is asked to move to another job but who was not prepared to do so would be offered a redundancy package, the terms of which are at present being negotiated with the Mineworkers Union of Namibia.

Dr Bates assured employees that there would be no involuntary redundancies in 1991, other than in the above circumstances, unless there was a further serious deterioration in the Company's trading position.





15 July 1994, Rössing News - Happy tenth birthday, Cottage!

The Cottage Hospital is ten years old this year. It was officially opened on 29 August 1984 by the then Chairman of Rössing, Mr Ronnie Walker.

Mr Walker said at the opening that the hospital was the realisation of a dream. Today, ten years later, the hospital is still fulfilling a vital role, not just for Rössing employees and their families, but for the whole community.

In 1989 it was expanded when the state hospital was built in Swakopmund. The Marie Douglas Heim subsequently lost its subsidy and it was decided to build a maternity ward at the Cottage. The original casualty section was converted into a maternity ward and a new casualty section was added.

The Cottage Hospital, which can provide all medical services at reasonable prices, has an important role to fulfil in the community. The hospital's facilities include a fully equipped operating theatre for minor and major operations, a 4-bed maternity ward, a 2-bed general ward, a paediatric ward with eight cots and beds, and a pharmacy for in-patients.

Photo: "We're all family Pioneers. Christentia Bogosi (left), Santjie Bierman (middle) and Thelma Kamho (right) are among those who have been working at the Cottage Hospital since its opening ten years ago. Christentia said that in the beginning they even had to wash windows and scrub floors. "I've enjoyed my work over the past ten years," said Thelma. "We've become like a family."



27 January 1995, Rössing News - International award for the Rössing Foundation

"The Rössing Foundation has won the prestigious 1994 Worldaware Award for Social Progress for two of its development programmes in Namibia.

"The two programmes are the Maritime Training Centre in Lüderitz, which offers a variety of courses in seamanship; and the Crafts Development Programme, which enables women in several parts of Namibia to become both skilled and self-sufficient.

"Worldaware is an independent education charity whose aim is to increase understanding in Britain of world development issues and Britain's interdependence with developing countries. Six awards are made to British companies and their subsidiaries working in developing countries in Africa, Asia and Latin America. The awards are presented in six different categories every year. More than 30 companies entered for the awards last year.

The judges' comments on the two Foundation projects were: "The Maritime Training Centre addresses a crucial area of need for a country whose off-shore fishing grounds are among the richest in the world, but have been exploited up to now by large foreign fishing fleets. A trained marine workforce will help Namibia to take increasing advantage of this important export-earning industry.

"The Crafts Development Programme is also exemplary in concept and implementation. Women in rural areas have traditionally been left to survive and to raise their families while the men seek work in urban areas. The crafts projects are starting to empower such women and to raise living standards in the communities. Exhibitions of Namibian crafts have already begun to create interest where they have been shown in Europe and this will help to sustain demand for them."

Photo: GETTING THE KNACK OF IT... The Rössing Foundation's Maritime Training Centre is one of the Foundation's two programmes that won the Worldaware Award for Social Progress. The Foundation competed with more than 30 other companies for one of the six awards.



17 March 1995, Rössing News - New centre will benefit Rössing Foundation

The building of a new Adult Trainers Training Centre next to The Rössing Foundation in Windhoek will commence at the end of next month. The Foundation made the land adjacent to its centre available at no cost, and the Dutch Government invested the money for the centre which is worth over N\$5 million. The Dutch Government decided to assist the Namibian Government to establish the centre under the auspices of the Ministry of Education and Culture.

The building, which is scheduled for completion by May next year, will consist of an extended resource centre, two classrooms, a small office block, and accommodation facilities for approximately 30 students.



4 August 1995, Rössing News - Many Arandis residents become home owners

Many of us dream of owning a home one day. Since the beginning of July this dream has come true for employees living in Arandis just as it came true for employees from Swakopmund two years ago.

The Arandis Town Council is selling a total of 897 houses of which approximately 400 are occupied by Rössing employees.

The Administrator of the project, Sam Nuuyoma said he has been very happy with the response. A total of 30 applications has already been approved and the first two contracts have been signed.

The Town Council is selling the houses at bargain prices, from N\$21 000 to N\$30 000, until January next year. Although Mr Nuuyoma has had lots of interest from Windhoekers and people elsewhere in the country, Arandis residents will get first option during the first six months. Any resident whose accounts are fully paid qualifies to purchase a house.



26 April 1996, Rössing News - Cottage now a private hospital

At the official handover of the cottage Hospital to the Hospiplan Group last week, the Director of Hospiplan, Dr Niel Stegmann, said one of their main aims is to establish the Group's "we care mission" to ensure the highest standard of medical care. "You can look forward to the Hospiplan culture we will bring here which includes serving the community as one of our biggest challenges," Dr Stegmann said. He added that it is important that doctors work as a unit and "our wish is to establish very good and strong co-operation with the other doctors in Swakopmund."

Rössing's Managing Director, Andrew Hope, said: "Today we conclude a lengthy process of review to identify the best means to ensure the most effective possible operation and development of the Cottage Hospital. Andrew said that Rössing

has always prided itself on providing all employees with good conditions of employment which led to the building of the Cottage Hospital in 1984. "Since then employees and their dependants have enjoyed the benefits of the very high standard of care and service that this excellent facility provides."

Mr Peter Sander, gave the assurance that Hospiplan intends to continue and even better the service of the hospital. These would include facilities to enable patients to be treated at the Cottage instead of going to Windhoek or Cape Town.

"Rössing employees and their families have had a good deal up to now and we will continue with that."



SUPPORT GOVERNMENT AND OTHER RELATIONS

Rössing Uranium's aim continues to be a world-class, low-cost, long-term sustainable operation. As stated by the Minister of Mines and Energy, Hon. Andima Toivo Ya Toivo in 28 June 1996 at Rössing's 20th year of production: "Since Independence six years ago, this Ministry and Rössing Uranium Mine have been maintaining a very sound and fruitful working relationship which we are all proud of. This good relationship has not only been between this Ministry and Rössing Uranium Mine, but also between the mine and the entire Namibian Government."

21 October 1988, Rössing News - British Ambassador visits Rössing

The British Ambassador to South Africa, His Excellency, Mr Robin Renwick visited Rössing last Thursday on a familiarisation tour.

He was accompanied by his wife, the charming Mrs Annie Renwick. The Ambassador and his wife were taken on a thorough tour of the mine site. They enjoyed lunch at the Arandis Club and were then taken on a tour of Arandis with Supt. Housing and Community Development, Keith Jenner as host. Later that afternoon they walked through historic Swakopmund in the company of the Mayor Jörg Henrichsen.

Mr Renwick appeared highly impressed by what he saw, in particular with Arandis and its social and community development programmes.

The Ambassador's visit was significant in that Rössing is one of the most important companies in Namibia and its major shareholder, RTZ is British.



February 1998, Rössing News, British Diplomat visits Rössing

Mr Peter Wallis of the British Foreign and Commonwealth office visited the Mine on Tuesday. He is pictured here with Public Affairs Manager, Clive Algar.





17 April 1989, Rössing News - Thatcher visits Rössing

A great honour was bestowed on Rössing last Saturday when the British Prime Minister, the R.T. Hon. Margaret Thatcher, concluded her visit of the African states with a visit to the mine.

“The Prime Minister’s visit was certainly the single most important visit which we have hosted. The amount of time spent at the mine in relation to her time in Namibia was an outright compliment and seal of approval. This cannot fail to impress customers and future customers.” said the Managing Director of Rössing, Dr Mike Bates.

Her visit was also well-timed for Namibia as a whole. Chairman of Rössing, Dr Zed Ngavirue commented: **“The visit of the British Prime Minister at this crucial moment in our history was well-timed. I believe that it will prove to be of great benefit not only to Rössing as a company but to Namibia as a whole. The recognition paid to the company by one of the top leaders in the western world holds potential benefit with regard to Namibia’s export earnings, which is vital to the economic wellbeing of our country.”**

Throughout her visit, the Prime Minister was extremely complimentary about Rössing and its policies. This was very evident in the answers given to members of the international press who were present during the visit.

“I was very impressed by Rössing’s safety record and by the housing, welfare, health, training, pensions and other programmes for the advancement of the workforce which are outstanding in this territory. Rössing is also making an important contribution to the community generally through the Rössing Foundation.”

“The main purpose of my visit overall was to demonstrate the strong commitment of the British Government to the successful implementation of the UN plan leading to elections on 1 November in which all the parties can participate, and to internationally recognised independence for Namibia.”



7 September 1990, Rössing News - Rössing secures new sales contract

A major contract has been agreed between Rössing and ten percent shareholder Total Compagnie Miniere for the supply of uranium for onward sale to Electricite de France.

The contract is for 5,200 short tonnes of uranium oxide, the supply of which will commence in 1995 and run into the next century. The agreement is, however, still subject to approval by the Euratom Supply Agency.

This is the first contract to be secured since independence. It is a clear demonstration of the degree of faith placed in Rössing and Namibia by the French industrial community.

Nuclear-generated electricity accounts for approximately seventy-five percent of France’s electricity production. The first French nuclear power stations commenced operations in 1962, and now the country’s fifty or so units account for 52 600 megawatts of installed power.



5 April 1991, Rössing News - First Uranium Contract Signed

Rössing has signed an agreement with Gulf States Utilities of Beaumont, Texas to supply uranium oxide for the generation of electricity.

This is the first American contract to be obtained by Rössing since US sanctions were lifted in March 1990. Delivery of uranium will commence this year and continue until 1997.

Managing Director, Dr Mike Bates, welcomed the contract, but stressed that it represented sales on a very small scale.

He said, “Unfortunately the amounts involved are too small to make any significant difference to Rössing’s business in the short term. The news does not affect Rössing’s recent decision to reduce production.”



20 September 1991, Rössing News - Board approves cutback – Retrenchments become unavoidable reality

MANAGING Director, Jonathan Leslie, announced on Monday that at their meeting on 13 September the Board had approved management proposals for a production cutback and retrenchments. Therefore, with effect from 26 September, production will decrease from the present level of 3,250 to 2,500 short tonnes per year. This means that the mine will be operating at approximately half its rated capacity.

The cutback requires the restructuring of the Company's labour force and, regrettably, approximately 750 employees will be retrenched on 27 September. Details of the retrenchment package are at present under discussion between Rössing and the Mineworkers' Union of Namibia.

MUN officials have visited the headquarters of the Rössing Foundation in Windhoek for a briefing on training possibilities and facilities that could be made available to retrenched employees. The lower production level brings production closer to our actual contracted sales of uranium. Meanwhile the international uranium market remains oversupplied, with depressed prices.

It has also been decided that it is no longer appropriate for the Company to involve itself in a wide range of non-mining activities. The responsibility for these will be transferred to other agencies, including the Rössing Foundation. As a further contribution to cost-saving, the non-executive directors of Rössing have agreed to waive their directors' fees and to pay their own travelling expenses to future Board meetings. **While it has been necessary to take drastic steps to ensure the continued viability of the company, Rössing's prospects in the longer term are promising. The Company remains committed to playing an important economic and social role in Namibia.**



10 April 1992, Rössing News - Rössing obtains Japanese sales contract

Managing Director, Jonathan Leslie, announced yesterday that Rössing has succeeded in obtaining a uranium sales contract with the Kyushu Electric Power Company Incorporated of Japan. Rössing will deliver a total of 1,000 short tonnes of uranium oxide to Kyushu over a period of five years, starting in 1994, in quantities of 200 tonnes per year. Mr Leslie said that Rössing's policy of reducing its operating costs was making the company more competitive in the difficult international uranium market. If costs could be kept down through increased efficiencies and economies, there would be a reasonable chance of securing further new business. "Our aim is to be a world-class, low-cost mine with an assured long-term future," he said.

25 September 1992, Rössing News - Arandis proclaimed a town

"Quietly, with no pomp and ceremony, Arandis has become a town." In spite of the low key publicity that this Government announcement has received, it does in fact have far reaching implications for Arandis residents. Not the least of these is that very shortly they will be required to elect seven local councillors to whom they will entrust the administration of their town.

In an interview on Tuesday, Town Clerk of Arandis, Mr Philemon Mwapangasha, discussed the decision to proclaim Arandis a town and the impact this will have on its residents.

"There is no doubt", continued Mr Mwapangasha, "that after the elections, people will realise what is meant by a town. They still have the legacy left by the mine - they were dependent on the mine and the mine did everything for them. They cannot understand why this has changed. People do not realise that this office (the PUDB) is a facilitator. They see themselves as being exploited - paying for services is something new."





HAND OVER... Minister of Mines and Energy, Dr Andimba Toivo ya Toivo (right) receives the Occupational Health, Safety and Environment Agreement from Rössing General Manager, Andrew Hope (left), and Chairman of the Rössing Branch of the MUN, Alpheus Muheua.

12 May 1995, Rössing News - Rössing breaks new ground, Minister welcomes OHSE Agreement

“With the Occupational, Health, Safety and Environment (OHSE) Agreement now firmly in place at Rössing, the Company took the opportunity this week to present the Minister of Mines and Energy, Dr Andimba Toivo ya Toivo, with this ground breaking agreement which is a historical first for the industry in Namibia.

At the handing-over ceremony on Monday held at the Rössing offices in Windhoek, Minister Toivo ya Toivo said: “I am happy to say that this agreement is a good example of meeting changing requirements in the workplace. We do hope that this agreement will create a new and better climate to safeguard workers’ rights to a safe working environment.”

Before handing over the agreement with Rössing, Branch Chairman of the MUN, General Manager, Andrew Hope, said that Rössing regards the health and safety of all its employees as a fundamental priority for the business. “Turning the goal of high standards into a reality requires commitment and continuous hard work. But it is not enough just to maintain standards, we must always strive for even higher standards. Involving all employees through the systems established in this agreement gives us, I believe, an excellent opportunity to secure a step change in safety performance, and thus move towards our goal of zero accidents.”

Chairman of the Rössing branch of the MUN, Alpheus Muheua, said the conclusion of the agreements is one of the single most important achievements in the history of the branch. “We see this gathering as not only a step in the right direction, but also as a stepping stone towards the relationship that we so much cherish - tripartism, as manifested in the body and spirit of the resolution in question.”



OVER TO YOU... Minister of Fisheries and Marine Resources, Hifikepunye Pohamba (right) unveiled the plaque after the Maritime Training Centre was handed over to his Ministry by outgoing Chairman of the Foundation, Sean James (left). David Godfrey, Director of the Foundation is at the back.

22 March 1996, Rössing News - Rössing Foundation hands Maritime Centre over to Government

“The Rössing Foundation’s Lüderitz Maritime Training Centre was handed over to the Ministry of Fisheries and Marine Resources last week. The centre was purchased by the Ministry of Fisheries and Marine Resources last year at a cost of N\$1 million with funds from the Norwegian Aid agency, NORAD. It will, however, still be managed by the Rössing Foundation as per contract for a period of five years, while the Ministry will be responsible for funding the running of the centre. This makes it one of the first centres in Namibia, and perhaps Southern Africa, where the Government owns the buildings, but the private sector remains responsible for the management.

Outgoing Chairman of the Rössing Foundation, Sean James, said at the handing over ceremony that partnerships such as this one demonstrate how development can be successfully complemented by society as a whole. Minister of Fisheries and Marine Resources, Hifikepunye Pohamba, said the co-operation between Rössing, the Rössing Foundation, NORAD and his Ministry demonstrates far more than a partnership.

“The most important ingredient in this particular relationship is the trust that we have in one another.”

Minister Pohamba added that the long-term objective of the Centre is “to train and have most, if not all, sea-going positions filled by Namibians by the year 2004. This will be achieved by this Centre in conjunction with the Walvis Bay Maritime Institute. The Ministry is trying to bring this Centre and the school in Walvis Bay under the management of an independent Board of Trustees.”

Why would a mining company get involved in maritime training? Sean James explained that it is a Rössing and RTZ philosophy that “we contribute and assist the communities in the countries in which we operate over and above the requirements of the authorities in respect of taxation. One of the ways in which Rössing does this is by means of the Rössing Foundation, which operates educational facilities countrywide.”

The Rössing Foundation began its educational training programme in Lüderitz in 1985.



MINING, PROCESSING AND ENGINEERING

Rössing has reached remarkable achievements in the mining, processing and environmental areas during the second decade of operations. One such achievement is “Rössing sets a new world record” with the rebuilding of the haultruck Wabco 55 in a record time. Another world-best achievement is the design and installation of the trolley assist on 10 percent, rather than the normal 8 percent gradient.

16 January 1987, Rössing News - New computer goes live

“Information Services are in the limelight following twelve months of intensive work. The new Persetel computer, with four times the capacity of the old ICL mainframe, is now up and running. A comprehensive network across the mine with 120 terminals linked to the mainframe has been installed. This was no small task. Throughout 1986 all Rössing’s commercial systems and the planned maintenance system had to be rewritten using the latest computer languages. Most of the systems were enhanced in the process, while others were completely new, such as that for Materials Supply.

There are over 20 different systems linked into the mainframe and all went live in the month of December 1986. Information Services do not know of another company that has changed to a different mainframe that way. Obviously there have been some teething problems, but the Information Services staff are responding to all incidents.

Plans for 1987 include installing more terminals across the mine. Eventually there will be two hundred terminals networked. It is also planned to link the Perkin Elmer computers to the Persetel mainframe.

24 April 1987, Rössing News - Rössing then... 1976, Rössing now... 1987

1976: Louis Fouche of Open Pit Training recently came across some old photographs of the Mine. The view above shows the shallow Open Pit of March 1976, looking across to the Plant. The Coarse Ore Stock Pile, clearly visible, seems a molehill by comparison with a decade later.

1987: Our Rössing News photographer snapped this view of the Plant while out on the beat some weeks back. Shot from Craig’s Peak, it shows the reverse view of the early photograph, looking across the Plant to the hills above the Pit (which is now down to Bench 16). The Stock Pile, a lot bigger today, is again visible.





Then...

The way things used to be - the Mine Workshop Area in 1976. What, no pit?



and Now!

And today, some of the old structures exist but they are joined by many more. The 15m benches of the pit make a geometrical contrast with the rough mountain tops behind.

8 May 1987, Rössing News - Then... and Now!

The way things used to be - the Mine Workshop Area in 1976. What, no pit?

And today: some of the old structures exist, but they are joined by many more. The 15m benches of the pit make a geometrical contrast with the rough mountain tops behind.



Wabco 55 rebuild a milestone in Mine Maintenance history

Rössing men install sophisticated computer system on haultruck

A milestone would not be reached if the Wabco 55 in just 5 weeks the haultruck was reassembled from the chassis upwards. What made this rebuild different from other ones was the speed with which it was done, coupled with the fact that a PLC system was installed on it by Rössing labour, in collaboration with specialised electrical contractors.

The initial 'PLC' stand for Programmable Logic Controller and made it the operation of the truck to be controlled by a computer system.

and adapted to Trolley Assist are operated by means of a GEC relay logic system: the relay distributes signals on an electric system right across the haultruck. By contrast, the PLC system is like an on-board computer in that all electric wires are housed in a self-contained panel on the cab deck. It is pre-programmed with the necessary instructions.

The PLC system has definite benefits. It is a lot safer as the 15m benching work means that the haul truck is always in a controlled position between the

24 July 1987, Rössing News - Wabco 55 rebuild a milestone in Mine Maintenance history

A record-time rebuild was completed recently on Haultruck 55. In just 5 weeks the Wabco was reassembled from the chassis upwards. What made this rebuild different from any other was the speed with which it was done, coupled with the fact that a PLC system was installed on it by Rössing labour, in collaboration with specialised electrical contractors.

The initials 'PLC' stand for 'programmable logic controlled' and relate to the adaption of the truck to the overhead trolley assist system. Trucks not yet adapted to Trolley Assist are operated by means of a GEC relay logic system: the relay distributes signals on an electric system right across the haultruck. By contrast, the PLC system is like an on-board computer in that all electric wires are housed in a self-contained panel on the cab deck. It is pre-programmed with the necessary instructions.

30 October 1987, Rössing News - Rössing sets world record

In the beginning of October the first ever 10 percent trolley assist ramp in the world came into operation at Rössing. Now, after a month of operating on the new system, it is possible to report that this has turned out to be yet another Rössing success story.

"The significance of 10 percent gradient as opposed to the 8 percent gradient used in the past, is that for every 15m bench a ramp at 10 percent is approximately 37m shorter than the equivalent ramp at an 8 percent gradient. This also means that 1km will be saved per single trip in the pit. The reduced ramp length will lead to a significant reduction in the amount of waste stripping which is necessary to develop the main ramp system in the Open Pit. This may eventually have to extend over 30 or more benches and the reduction in stripping will lead to significant cost saving.

Haul truck operators have been specially trained to operate under new conditions. With the 10 percent ramp it is necessary to get the truck under the line faster and special modifications have been designed to cater for this, e.g. in specific areas the ramp has been designed in such a way as to provide optimum opportunity for building up speed. On the other hand the speed on the 10 percent ramp cannot be allowed to drop below 6km per hour as then the possibility of rejection is almost certain.



25 October 1991, Rössing News – Geology produces first computerised photographs of Rössing

The Geology Department is currently involved in a new phase of computerised development to assess the structure and quality of the Rössing orebody with far greater precision.

Part of the process involves the generation of computerised images, such as the Open Pit for August 1991 (shown in photo). Similar images have been produced for the folded rocks within the pit, the physical topography of the Rössing area, and the Tailings Dam. It is hoped that in time the new systems will refine many aspects of our mining operations, including those concerning the environment, and ultimately assist in the reduction of costs.



17 February 1992, Rössing News – Okanjande Graphite receives Ministerial blessing

“Rössing is doing a fantastic job”, said Minister of Mines, The Hon Andimba Toivo ya Toivo, at the Okanjande Graphite Project a week last Wednesday. “I wish them the best of luck in their endeavour.”

It was the Minister’s first visit to the project’s pilot plant, just outside Otjiwarongo. He was accompanied by Managing Director, Jonathan Leslie, senior management from Windhoek Office and representatives of the national media.

Throughout the visit Mr Leslie made it clear that it would take the balance of 1992 to determine whether a viable mine does in fact exist - a point which has been carefully stressed since the inception of the project in August 1990.

While the ore reserves look promising and the graphite is high quality material, the deciding factor will be whether suitable markets can be found. Graphite is a soft, black form of carbon with the same chemical composition as diamond, yet quite different structures and physical properties.

Concluding the visit, the Honorable Andimba Toivo ya Toivo said that his Ministry was ‘satisfied with what Rössing is doing’. He hoped that Rössing would exploit the deposit to the good of the Namibian people and emphasised the urgent need for training the indigenous people. “Once the mine is in full swing, it will boost up Otjiwarongo, employment of indigenous people and the economy.’



17 November 1995, Rössing News - Southern African record for Rössing Wabco - 100,000 hours and still going strong!

One of Rössing’s haultrucks made history when it recently became the first Wabco haultruck in Southern Africa to operate for more than 100 000 hours. This long-time survivor. Haultruck no. 64, was manufactured by Wabco and commissioned on 7 May 1976. Apart from the 100 000 hours, no. 64 has clocked up one million kilometres and carried 29 million tonnes of rock during this time.

One million kilometres is 25 times around the world, 100,000 hours means driving non-stop day and night for 11-and-a-half years, and 29 million tonnes of rock will cover the road from Swakopmund to Noordoewer on the Orange River to the height of a Rössing bus.

The life expectancy of a haultruck, as determined by the industry, is approximately 65,000 hours. The average operating hours of the Rössing Wabco trucks is 92 888 hours. “The fact that all 14 Wabco haultrucks operating at Rössing are well beyond this age and still perform well, bears testament to the excellent maintenance and operational standards that the Company is maintaining,” said Brian Kivido, Auxiliary Engineer.

TOUGH ONE...

Haultruck no.64's track record of the past 19 years is excellent. It is the first Wabco in Southern Africa to achieve 100,000 hours! Fransiskus Seibeb, the driver, is very proud of this piece of machinery.



SAFETY, HEALTH AND ENVIRONMENT

Rössing's new MD, Andre Hope, stated in the Rössing News of 3 May 1996: "Both 1994 and 1995 were, I believe, good years for the Company with a number of significant achievements. First, our safety performance improved. The introduction of the Safety Representative system following the Occupational Health and Safety Agreement certainly played a major part in this. It shows that Safety Representatives and employees throughout the organisation share the Company's objective of ensuring the safest possible operation of our facility. In addition the commitment of the management team and in particular foremen and supervisors has continued, whilst extensive investigation into all incidents has ensured that all possible lessons are learnt. A lot of work on site has also gone into the further development of world-class environmental programmes."

2 December 1988, Rössing News - Top British safety award is ours

At a formal luncheon in the Goldsmiths' Hall in London on Tuesday, Rössing Chairman, Dr Zed Ngavirue and Assistant General Manager, Dr Steve Kesler accepted on Rössing's behalf the highest accolade of the international safety world - the British Safety Council's Sword of Honour. Today the 28" bladed steel sword is housed in the Safety Centre within Public Relations.

A letter dated 31 October 1988, from the Director General of the British Safety Council, James Tye confirmed that Rössing had won the sword. To quote Mr Tye:

"On behalf of the Board of Governors of the British Safety Council, I am delighted to inform you that your Company has qualified for the 'Oscar' of the Safety World, the coveted Sword of Honour. This has been a fiercely contested award and only after the most careful scrutiny of your submission has your Company been chosen as one of the Top 30 safest in the world.

"You have shown a safety awareness and attitude to Safety Management that is second to none. This is reflected in the efficiency of your safety system and your consistently low accident statistics. Your example will give impetus and encouragement to the rest of industry."

The Sword of Honour, the highest accolade of the international safety world, was unveiled and proudly placed in Rössing's Safety Centre last Friday. "All Rössing personnel deserve congratulations. This recognition is a tremendous achievement for the company and an honour for Namibia," said Assistant General Manager, Dr Steve Kesler shortly after his return from London.



15 December 1989, Rössing News - Rössing receives second Sword of Honour at London ceremony

Managing Director of Rössing, Dr Mike Bates, received the company's second successive British Safety Council Sword of Honour.

Following the London presentation Dr Bates said: **"The health and safety of our employees and our attention to environmental issues, both on and off the mine and for the general public, take precedence over all other factors at Rössing. The Sword of Honour award is recognition that our systems work and I am very proud to be able to collect this sword on behalf of all our employees."**



18 May 1990, Rössing News - Top businessmen stride out along Conservation Trail

Six prominent Windhoek business men recently took part in the latest of the ongoing series of Rössing Conservation Trails. This trail was held in Damaraland and the Skeleton Coast Park.

Six participants gained first-hand experience of the conservation and tourism potential of the area, as well as some of the problems encountered by local farmers who have to farm in competition with game.

Various target groups such as headmasters, teachers, business people and schoolchildren are taken regularly on three- or four- day trails to various wilderness areas in Damaraland, the Namib and the Waterberg.

Rössing's objective is to foster a genuine appreciation for the environment among as many community leaders as possible.

It is hoped that they in turn will realise that the responsibility for a healthy and sustainable environment rests with every individual and organisation, and that everybody in society needs to become involved."



From left to right: Rössing trail leader, Pieter Mostert, and participants Mike Hill, Manfred Böttger, Monoka Schultz, Douglas Reissner, Albi Brückner and Andy Giljam.

8 June 1990, Rössing News - Rössing plays a major role in School Driver Education Programme

"Rössing recently helped towards the donation of a Volkswagen Golf to the Deutsche Oberschule in Swakopmund as part of its continuous involvement in the School Driver Education Programme in Swakopmund, Tamariskia and Arandis.

The company, together with Volkswagen South Africa and Caltex, has been sponsoring the programme on the coast for a year. Rössing's involvement includes assistance with routine vehicle maintenance and repairs.

The car keys were handed over to head boy, Jacques van Blerk, last Friday at a ceremony before some of the pupils now benefiting from the programme.

The aim of the programme is to teach Standard Nine and Standard Ten pupils driving skills, the highway code and defensive driving, a sound base from which to develop their driving skills. Rössing currently helps to sponsor not only the Deutsche Oberschule but also Tamariskia High School and the Kolin Foundation in Arandis. The pupils are tutored by their teachers who have been trained by the Institute for Advanced Motorists and the National Road Safety Council."



8 February 1991, Rössing News - Rössing assists with cancer research

“Rössing recently donated a computer and software to the Windhoek State Hospital for use by Head of the Oncology Department, Dr Anelle Zietsman.

Oncology is the study and treatment of cancer, and for years the Oncology Clinic has been gathering statistics on all its cancer patients, However, it has not been possible to analyse the data without a computer. Now important research can be undertaken through studying these past cases which Dr Zietsman believes will greatly help with the epidemiology of cancer. Knowledge of the prevalence of certain cancers within specific race groups and their geographic distribution can be helpful in detecting the disease in its early stages.

The information gleaned from the statistics will also help to guide oncotherapists on the future treatment of cancer. Therapy is continually changing based on the study of case histories. Willem Uiseb from our Information Services Department wrote a special D-Base programme to suit Dr Zietsman’s needs. It includes a register of patients, their personal details, the type of cancer from which they are suffering, and the treatment given.

Data Supervisor, Denise Brooks, typed out the documentation and then went up to Windhoek to install the hardware and to explain how to use the programme. Apart from retrograde studies, Dr Zietsman intends using the computer to register all new cancer patients. Around 400 new cases are reported annually. Skin cancer is the most common type of cancer in Namibia due to high levels of ultraviolet radiation from the sun.”



18 September 1992, Rössing News - Rössing “example to the world” says IAEA but Union rejects expert report

“The International Atomic Energy Agency team, which recently audited the mine, has described Rössing as having ‘radiation safety, occupational safety and medical surveillance programmes... which can serve as good examples to many similar industries around the world’.

This was announced in a press release issued by the Ministry of Foreign Affairs on 11 September. The team of five IAEA experts was on site from 1 – 10 September at the invitation of the Government of the Republic of Namibia.

Team leader, Dr Jasmin Ahmed, who has visited uranium mines in Canada, France, Niger, Gabon and Portugal, said that ‘Rössing will top everybody’ for its radiation, medical and occupational safety.

However, shortly after this release was issued, the Mineworkers Union of Namibia announced that it did not accept the impartiality of the auditing team. In response to this, Permanent Secretary of the Ministry of Mines and Energy, Dr Leake Hangala, has said that the MUN is welcome to bring in its own ‘experts’ to investigate health and safety conditions; a suggestion with which the Company is in agreement providing that the experts in question are internationally recognised in relevant scientific fields. However, Dr Hangala maintained that the Government was satisfied with the impartiality and credibility of the team. Nevertheless, he said that it would reserve comment on the team’s findings until the full report was released in four months’ time.”



31 March 1994, Rössing News - Getting back to nature – Okanjande shows it can be done

“The success story of the decommissioning and rehabilitation of the Okanjande Graphite Project is an excellent example of integrated environmental management which can serve as a model for new projects in Namibia.

The Board of Directors of Rössing last year announced that the Okanjande Graphite Project near Otjiwarongo would be discontinued due to a sustained fall in the world graphite price and a poor long-term outlook for the market. Operations were suspended and the decommissioning and rehabilitation plan was put into effect in August last year.

As the rehabilitation programme has reached an advanced state, the Namibian Business Forum on the Environment (NBFE), with the co-operation of Rössing organised its field trip to Okanjande this week. Representatives from the NBFE, the media, and organisations who were involved in the environmental side of the project, were shown around the three sites disturbed during the feasibility study, namely the mine site, the pilot plant, and the tailings dam. Rössing applied the principles of integrated environmental management from the outset of the project with advice from Bryony Walmsley, of Walmsley Environmental Consultants (WEC). This meant that the requirements of decommissioning were being considered during all phases of the project. Thus, when it came to closure of the three sites disturbed during the feasibility study, a strategy was already in place.

The main aims of the closure plan were to leave the sites in a safe condition and to ensure that they would not cause pollution of the air or water through erosion, runoff or seepage. At the mine site special care was taken to minimise the effect of the mining activities on the vegetation, as the area was rich in animal life with 133 different species of birds, 9 species of snakes and 17 species of mammals. During the two years of operation 80,000 tonnes of earth were removed from the three trenches, which were up to 40m deep. Only 10,000 tonnes went to the stockpiles and the rest was used to backfill the trenches by placing most of the large boulders and fresh ore at the bottom. The overburden and waste rock were then placed in compacted layers using a bulldozer. The topsoil, which was stockpiled separately for this purpose, was spread over the top.

Although the Town Clerk of Otjiwarongo and the affected farmers have all provided Rössing with letters confirming that the sites have been rehabilitated to their satisfaction, all the sites will still be monitored by Rössing Environmental Services in conjunction with WEC for a further two years.”



10 November 1995, Rössing News - Rössing helps out with first course on occupational hygiene

Rössing played a role in the very first course on occupational Hygiene Basic Measuring Techniques in Namibia which started in Windhoek on Monday.

The two-week course was organised by the Ministry of Health and Social Services in conjunction with the European Union and the Pretoria Technikon in South Africa. Rössing accepted the Ministry's invitation to put up an exhibition of our Health and Safety programme at the course. Nick Fouche and Oswald Campbell from Environmental Control also gave a presentation on our safety measuring equipment to the 23 students attending the course.

The Deputy Permanent Secretary Of the Ministry of Health and Social Services, Mr Onesmus Akwenya, who officially opened the course, said that the course ties in with his Ministry's aim to provide health for all Namibians by the year 2 000 and beyond. “The need for this course was clearly underlined by all the applications received from all sectors involved with occupational hygiene.”





CHAPTER 05

THIRD DECADE — 1997-2006



IN A NUTSHELL

The third decade for Rössing Uranium, 1997 to 2006, did not start well. It started with retrenchments and a hint that the mine could even stop production. But by the end of the decade, 30 years of production was celebrated in a festive manner, mainly because the Life of Mine extension had been secured, along with lower production costs, higher uranium prices, and a workforce that demonstrated their care for the mine. It was a secure investment in the future.

In his Christmas message of December 1997, Chairman Charles Kauraisa, said: “After the strong rise in uranium prices in 1996, the major price reduction in 1997 was a big disappointment. Although there has been some recovery in recent weeks, these lower prices continue to remind us of the need to strengthen our efforts to reduce costs so that we can compete with the new higher grade ore bodies that are now being developed around the world.”

The period was to be known as “investing in the future”. Kauraisa said: “Looking to the future, the challenges facing us are clearly great, greater than appeared to be the case 12 months ago. However, I have every confidence that we are effectively responding to these challenges and that we will continue to do so in the future. This requires, however, that we question all aspects of our business and ensure that we are operating as effectively as possible. It will also require that we further reduce costs and increase our competitiveness. Working together, I have no doubt that we can succeed.” (19 December

1997, Rössing News, Chairman Xmas message)

By November 1999, retrenchments were inevitable. The Rössing News published a booklet with photos of those leaving the mine, along with special “Farewell – Totsiens” message from the Managing Director and General Manager. (5 November 1999, Rössing News, Special Edition)

In early 2000, General Manager, Werner Hayman said in his monthly column:

“This is the year 2000 and I fully intend to make it count. I am determined to give my utmost to ensure that we achieve what we set out to do when we created Rössing Beyond 2000.

“I am equally determined to ensure that my vision of the future mine organisation and the new way of working is also realised. I cannot do this without you and it is my responsibility to provide you with the leadership that you are entitled to expect and must demand from me, to continuously improve our

operation and ensure the long term sustainability of Rössing Uranium Limited.

“Therefore, please don’t interpret my acute sense of urgency and impatience with waste and resistance toward change as undue harshness on my part or lack of appreciation of your efforts. I expect from all of us that as the year goes on, we do things right the first time and that we expend the effort one expects from a Senior Management team. Please remember that on the way to success we will encounter some failures, that’s understood, but if and when they occur, let us have a look at ourselves and our accountability, rather than looking for excuses elsewhere.” (January/February 2000, Rössing News, GM column)

By March 2001, then Acting Managing Director, David Salisbury cautioned the workforce:

“It is important for all employees to understand that while there has been some progress, there is still a long way to go in reducing the cost of production.

“Cost savings achieved after nearly two-and-a-half years of effort are only half of what is necessary to reach a competitive position by the end of this year.

“There will and must be change at Rössing if we are to secure our future. If we continue to work the way we always have, the road we take will lead to premature closure of the mine. Change is always difficult, but it is necessary. The marketplace will not be kind to us. The price will not rise just because we wish it to. Our production cost will fall only if we find ways to work better. Only the employees at Rössing can make the difference. We can and must find ways to be more productive in our daily work.” (March 2001, Rössing News, Notes from the Acting Managing Director)

In March 2003, Rössing announced that it has been engaged over the past two years in planning for its future. “Later this year or early next year, the Rössing Uranium Mine will have to make a number of critical decisions. Two options are available - either to extend the life of the mine well into the next decade through significant capital investment, or to prepare for closure towards the end of this decade.

“In evaluating the options available to Rössing, the economic, social and environmental aspects are explored. One of the steps in understanding these aspects is the hosting of Open House Days so that Rössing’s management team can hear the concerns and discuss interests with business and opinion leaders, and all other interested community members. The first round of consultations took place in Arandis last week. The second round is in Swakopmund and the third round in Windhoek from 14 to 15 March 2003. The open house days take the form of information sharing sessions through displays with posters, models and electronic presentations to give all who attend an understanding of the mining operations.

“The entire Rössing team, from myself to every equipment and plant operator, is committed to giving our best in extending Rössing’s life.”

(David Salisbury, 6 March 2003, e-Rössing Bulletin, Exhibiting the future of Rössing)

By December 2005, the Rössing picture looked somewhat different to the beginning of 2000.

“The year 2005 was a success mainly due to your positive attitude towards understanding our goals as a Company. Over the course of the year we experienced an extremely good business environment with the uranium price rising and a steady exchange rate. We took advantage of this situation by achieving and exceeding our production target since July this year.

“It is thanks to you that we managed to perform so well over the last six months. You demonstrated through your hard work that we can change the things which we have control over and that our strength lies in our numbers, because through teamwork and mutual understanding of our production goals we capitalised on the prevailing business climate.”

And at the same time the Managing Director, Mike Leech, had the following message:

“There is a saying that we should be careful what we wish for, as our wishes may come true. Well, we have all wished for, and worked, towards Rössing’s Life of Mine Extension. We have approval – our wish has been granted. Now we need to focus on making our plans reality. The extension gives us the base on which to build for greater production and an even longer mine life. It also means we have to rise to the challenge of significantly improving safety and health performance to support increased production volumes and efficiencies.” (Mike Leech, 16 December 2005, e-Rössing Bulletin, Managing Director’s Holiday Message)

And one year later, Mike Leech said in the Managing Director’s Holiday Message:

“How our lives have changed! Instead of facing painful decisions each day on what costs to cut next

and how to operate with yet fewer people and resources, we now look to improve efficiency, increase capacity and develop resources. There are many other problems to deal with each day but they are all against the positive backdrop of a long-term future in a strong market.” (15 December 2006, e-Rössing Bulletin, Managing Director’s Holiday Message)

And in September 2006, the mine celebrated 30 years of production with a festive event in Arandis for employees and family members.

In his Chairman’s Christmas message, Charles Kauraisa said: “The year 2006 was a significant milestone in the history of Rössing mine and we should all be proud of ourselves for being part of a team that assisted the mine in reaching its 30th Production Anniversary.” (15 December 2006, e-Rössing Bulletin, Chairman’s Christmas message)

DID YOU KNOW?

June 1997 - RTZ-CRA

The 69 percent shareholder of Rössing reached an important milestone earlier this month when it took on the new name Rio Tinto. This was the result of a merger where the two companies activities were merged through a dual list companies structure. The return to the Rio Tinto name reflects the integration of the two groups as the world's leading mining company, with operations in more than 40 countries around the globe. In choosing the name, the Group is going back to its roots, as the name comes from the river which flows near RTZ's original copper mines in southern Spain.

July 1998 - Lucy Lester retired today

Lucy Lester retired today after serving the needs of children, including the needs of children with handicaps, for many years. Among them she was affectionately called "Auntie Lucy" as she moved around the youngsters whose early development and education she had at heart. Lucy has been well known in the Swakopmund community for her role with the Rössing Foundation's Adult Education Centre, in setting up the Early Learning Centre, the Erongo Pro-Child Initiative Project (EPIP) and her links with the Children with Handicaps Action in Namibia (CHAIN) of which she is currently the chairperson.

September 1999 - Signed agreement with Union

In September 1999, the Company and the Union (Rössing Branch Executive Committee of the Mineworkers Union of Namibia) signed an agreement on Job Evaluation Part II. The agreement established the adjustment of minimum and maximum pay levels for employees in each grade in the bargaining unit, and is effective from 1 September 1999. This once-off rectification will impact the salaries of 79 percent or 513 employees in the bargaining unit currently not on par with the new minimum pay levels.

2000: Our Ore Sorting Project is leading the world

We are leading the world as the first mine to use the technology of the new millennium in ore sorting. A good deal of interest from around the world has been generated in the project and articles on the Ore Sorting Project will soon appear in mining magazines. Did you know that radiometric ore sorting was first tested at Rössing, and found to work, in 1968? In 1971, ore sorting was included in the initial Rössing plant design; however, in the 1970's electronics and computer processing was so expensive and slow that it was ultimately removed from the design before the plant was constructed. Just as television, calculators and personal computers have become smaller, cheaper and more efficient since the 1970's, so too will Rössing's new technology ore sorter.

2001- Rössing stands firm with Arandis

“Rössing is to stand firmly with the community of Arandis, its leaders and its residents.” This is the commitment of support which Managing Director, David Salisbury, gave to the town of Arandis when he addressed a gathering of interested investors and non-governmental organisations at the Arandis Open Day.

2003 - 100,000th short tonne of uranium

Almost 27 years to the day since the very first uranium oxide was produced, on 25 June 1976 we produced our 100,000th tonne of uranium. This is certainly a significant milestone in the history of Rössing.

2003 - Milestones

“This week we reached a key milestone in the history of the Mine. We have moved one billion tonnes of rock from the Open Pit since operations commenced in 1976.

- If the 1,000,000,000 tonnes is represented in terms of time and converted to seconds, it would cover a period of 32 years.
- Over the past 27 years, we have worked 2.6 million man-hours and made 6 million haultruck loads to move the one billion tonnes of rock. Since production started, the 42 haultrucks have travelled about 40 million kilometres, which is the same as a 1,000 times around the earth.
- Some 3,000 haultruck tyres were used, which would cost about N\$300 million at today's price. During this period, the haultrucks used about 200 million litres of diesel – enough fuel for a light vehicle to travel two billion kilometres at a consumption of 10 km per litre. We are presently operating our twelfth Shovel since production started in 1976.
- In terms of volume, the one billion tonnes is the same as 374 million cubic metres, which would fill about half of the Hardap Dam. If we dumped the one billion tonnes on our Coarse Ore Stockpile, it would be 800 metres high, which is about three times the height of Rössing Mountain.
- Our uranium oxide extracted from the ore has been of great value in the nuclear energy industry. In June this year we reported that we have produced 100,000 tonnes of uranium oxide. This is the equivalent of 215,995 drums of oxide. In energy value, it would generate enough electricity for a city with a population of one million for about 385 years, and for the whole of Namibia for about 1,500 years at current consumption rates. It would also generate enough electricity to power the United Kingdom for about six-and-a-half years.

2004 - Exporting to China

Rössing has become the very first uranium producing mine in any western country to export uranium oxide to China for the generation of electricity in nuclear power plants.

June 2005 - Rössing employee elected as Mayor

June 2005: Daniel Muhuura, is a Rössing employee elected as Mayor of Arandis.

August 2005 - From Race track to Boardroom

With numerous awards and titles to his name, Frank Fredericks will always be remembered as one of the greatest sport stars born and bred on Namibian soil. Today Frank is embarking on a new race, that of being appointed to the Rössing Board of Directors. Frank joined Rössing in 1987 as a bursary student.

In this decade Rössing made history with a number of “first female...”:

2002: It is a first in the history of Rössing that a number of women are being trained to operate a Forklift truck. Four ladies are currently being trained to operate a three-tonne Forklift truck as part of their duties as Warehouse Officers.

2006: Maria Nicodemus and Eveline Nepolo became the first female Fitters at Rössing since the mine started in 1976.

2006: Rössing once again made history when the first ever female Driller, Christina Titus, joined the drilling team in September last year.

2006: At age 23 Tekla Kavari is not only the youngest but also the very first woman to qualify with a Blasting Ticket at Rössing.

2006: Another duo who are challenging the status quo are Monika van der Westhuizen (Diesel Mechanic) and Notburga Amupolo (Boilermaker), who have both joined Rössing. According to Superintendent Workshops, Andreas Shikesho, the Engineering section can now also lay claim to a bit of history with the appointment of the two ladies.

2006 - !Naruseb visits the mine

The Minister of Labour and Social Welfare, Hon Alpheus !Naruseb, was on site earlier this week for an overview of our operations. The Minister is a former Rössing employee until 1990 and expressed his delight to be able to visit the mine again.



PEOPLE

Rössing always value its employees as its most important asset. The mine continued with recognising its long-service employees.

In the years 1997 to 2006 a lot of interest in the Rössing Uranium mine was seen from all corners of the world. Delegations from Namibia and many other countries visited the mine, especially from Rio Tinto operations which is a 69 percent shareholder – in June 1997 it was announced that the RTZ-CRA had changed its name to Rio Tinto.

It was also the decade when well-known Namibian sport star, Frank Fredericks, joined the Rössing Board of Directors. Frank worked at Rössing from 1987 as a bursary student.



13 June 1997, Rössing News - Rio Tinto, renaming a mining tradition

RTZ-CRA, the 69 percent shareholder of Rössing, reached an important milestone earlier this month when it took on the new name Rio Tinto. This was the result of a merger where the two companies activities were merged through a dual list companies structure.

The return to the Rio Tinto name reflects the integration of the two groups as the world's leading mining company, with operations in more than 40 countries around the globe. In choosing the name, the Group is going back to its roots, as the name comes from the river which flows near RTZ's original copper mines in southern Spain.

The history of RTZ goes back many years to a February morning in 1873, when Hugh Matheson, a Scottish banker, travelled to Spain with investors' funds to purchase mines in Spain. The company was floated on the London Stock Exchange and thus the Rio Tinto Company was born. Now, over 124 years later, through exploration and acquisition, the company has reached almost every corner of the world. In 1954, the Rio Tinto Company sold back its majority interest to a Spanish consortium and used the proceeds to develop other interests, including the Rio Tinto Mining Company of Australia.

In 1962 Conzinc Rhotinto of Australia - renamed CRA in 1980 - was formed by merging the Australian interests of the Rio Tinto Mining Company of Australia with Consolidated Zinc Pty Limited. At the same time the Rio Tinto-Zinc Corporation - renamed the RTZ Corporation PLC in 1987 - was formed in the UK by the merger of the Consolidated Zinc Corporation and the Rio Tinto Company.

In December 1995, RTZ and CRA activities were merged, and 1997 sees the return to the Rio Tinto name as a reflection of the unified organisation.

24 July 1998, Rössing News - President of World Council of Nuclear Workers visits the mine

President of SWAPO, Mr Sam Nujoma, visited the mine last Thursday. He was with the President of the World Council of Nuclear Workers (WONUC), Professor André Maisseu (centre), who was on site earlier this week. The Council represents some 1,5 million employees in 21 countries of which the Mine Workers Union of Namibia (MUN) is an affiliated member. Professor Maisseu was accompanied by MUN General Secretary, Mr Peter Naholo (second from right), MUN Branch Executive Committee member Engelhardt Unaeb (left) and MUN Regional Chairperson, Harry Hoabeb (right). General Manager, Werner Haymann informed Professor Maisseu on the mine's activities. Rössing tour guide, Santie Hanekom, accompanied the group.



31 July 1998, Rössing News - Rössing contributes to success of SAID '89

Swakopmund was a hive of activity with the hosting of Second Southern Africa International Dialogue (SAID) '98 earlier this week. The Second SAID on "Smart Partnership for the Generation of Wealth in Southern Africa", was attended by heads of state, prime ministers, ministers and many government, business and labour leaders and smart partners. The event aimed to strengthen co-operation and gain trust between governments and business sectors, employers and employees and between suppliers and customers through "smart partnerships". One of the outcomes of the dialogue was the formation of a series of co-operative partnerships between governments, businesses and labour representatives in a "win-win" situation for the development of inter-regional trade and investment. Dialogue was conducted in an informal and business-like "hands-on" style with the free and frank exchange of ideas and experiences between governments and business leaders on how they can work together as a team to promote economic development. Rössing played an important role in SAID '98 by welcoming the more than 350 delegates to the opening banquet, as well hosting a tour of the mine for a number of high ranking visitors.

24 April 1998, Rössing News - Namibia's Finance Minister on site

Minister of Finance, Nangolo Mbumba (fourth from left), visited the Mine for the first time last week. General Manager, Werner Haymann (fifth from left) gave an overview of the mining operations and the Minister held discussions with the Management Team. After a tour of the Mine, he visited the Namibian Institute of Mining and Technology (NIMT). Minister Mbumba was accompanied by his wife, Mrs Susitjie Mbumba (third from left) and the Secretary to the Minister, Saara Amkongo (second from left). On the left is Manager Mining, Herbert Hanke, and Director Finance, Mike Leech (right), who accompanied the group.





July 1999, Rössing News - Mines and Energy Minister on site

VISITORS... Mines and Energy Minister, Jesaya Nyamu, and government officials visited the Mine earlier this month. He was accompanied by Rössing Chairman, Charles Kauraisa. From the left are Walvis Bay Urban Regional Councillor, Hafeni Ndemula, Charles Kauraisa, Minister Jesaya Nyamu and Chief Inspector of Mines, Piet Liebenberg. Accompanying the Minister were Erongo Regional Council Officer, Immanuel Abed, Inspector of Mines, Johan Crafford, Ministerial Driver, Nehemiah Salomon, Personal Assistant, Sadike Nepela and Mineral Economist, Nghiteeka Nghiteeka.



September 1999, Rössing News - Signing of JE II Agreement a milestone

The 2nd of September this year was a historical day for Rössing when the Company and the Rössing Branch Executive Committee of the Mineworkers Union of Namibia (MUN) signed an agreement on Job Evaluation Part II.

This means the differences in pay of employees in the same grade will be removed at an annual cost of just more than N\$1 million, while ensuring improved equity in the way employees are remunerated. The agreement established the adjustment

of minimum and maximum pay levels for employees in each grade in the bargaining unit and is effective from 1 September 1999. This once-off rectification will impact the salaries of 79 percent or 513 employees in the bargaining unit currently not on par with the new minimum pay levels.



July 2000, Rössing News - Rössing family in "World of Energy" photobook

"The photographs taken of Rössing employee, Franciskus Seibeb and his family in August 1998 have now been published in a photobook and are also available on the internet. The photos were taken by Dutch photographer, Michel Szul-Krzyzanowski as part of a world-wide photographic survey on the different ways in which energy is generated and consumed.

The Rössing News reported at the time that Franciskus was photographed on the Mine doing his daily tasks as an Open Pit Operator. He and his family were also photographed at their home and while going about their business in Arandis.



September 2000, Rössing News - Talking business with Rössing

JAPAN DELEGATION... Two of our customers from Japan, Mr T Yuasa, General Manager Nuclear Fuel Department, Tokyo Electric Power Company (centre left) and Mr K Asami, General Manager Nuclear Fuel Section, Marubeni Corporation (centre right), were recently on site to view our operations and discuss business opportunities. They were accompanied by from the left Manager Processing,

Johan Coetzee; General Manager Commercial, Mike Leech; Managing Director, Dave Smith; General Manager Operations, Werner Haymann; Director Rio Tinto Mineral Services, Craig Kinnell and Acting Manager Mining, Leon Fouche.

Well wishes from former Rössing MD



2 August 2002, Rössing News - Well wishes from former Rössing MD

"Many Rössing employees may still remember Mr Craig Gibson, a former Managing Director and Chief Executive Officer of the Company. Mr Gibson and family members, visited the Mine on Thursday, and were taken on a familiarisation tour of the Open Pit and Processing Plant.

From 1978 to 1982 he was MD and CEO, was transferred to London and then had a second spell as CEO for a year, filling the gap between Colin Macaulay leaving and Mike Bates taking over, after which he retired.

He met with General Manager Commercial, Mike Leech, and with Managing Director, David Salisbury. Mr Gibson said he had many fond memories of Rössing and Namibia, and that it was always nice to meet old friends again. He wished all employees well for the future. "I know that everyone at Rössing is doing a great job and I am impressed with what has been achieved. Best of luck to all!"

7 February 2003, e-Rössing Bulletin - Traditional Chiefs on site

Traditional Chiefs and village councillors from a number of towns in the Erongo and Kunene regions were on site last week Friday to look at our operations.

The group was attending a training workshop in Arandis on Young Peoples Sexual Reproductive Health - HIV/AIDS. The aim of the workshop was to train the trainers in social mobilisation of the youth towards responsible sexual behaviour.

In the back from the left are L Shapumba (Arandis Town Councillor), A Rutjindo (Traditional Councillor, Opuwo), F Uzaakwani (Traditional Councillor Zereua Royal House), A Ganaseb (Senior Councillor, Okombahe) and Amos Nguaike (Senior Trainer - Erongo Region). In the middle are M Gurirab (Senior Councillor, Okombahe), Wiech Mupya (Senior Trainer, Kunene Region), R Kooitjie (Secretary to Chief Kooitjie, Topnaar Community), B Haraseb (Chief Otjimbingwe) and W Khuwiseb (Chief of Tubusis). In the front are N Humu (Traditional Councillor, Opuwo), V Dauses (Traditional Councillor, Opuwo), T Kaimbi (Mayor Arandis) and S Seibes (Community Leader Kudubis Pos 3).



TRADITIONAL Chiefs and village councillors from a number of towns in the Erongo and Kunene regions were on site last week Friday to look at our operations.

The group was attending a training workshop in Arandis on Young Peoples Sexual Reproductive Health - HIV/AIDS. The aim of the workshop was to train the trainers in social mobilisation of the youth towards responsible sexual behaviour.

In the back from the left are L Shapumba (Arandis Town Councillor), A Rutjindo (Traditional Councillor, Opuwo), F Uzaakwani (Traditional Councillor Zereua Royal House), A Ganaseb (Senior Councillor, Okombahe) and Amos Nguaike (Senior Trainer - Erongo Region). In the middle are M Gurirab (Senior Councillor, Okombahe), Wiech Mupya (Senior Trainer, Kunene Region), R Kooitjie (Secretary to Chief Kooitjie, Topnaar Community), B Haraseb (Chief Otjimbingwe) and W Khuwiseb (Chief of Tubusis). In the front are N Humu (Traditional Councillor, Opuwo), V Dauses (Traditional Councillor, Opuwo), T Kaimbi (Mayor Arandis) and S Seibes (Community Leader Kudubis Pos 3).

4 February 2005, e-Rössing Bulletin - Chinese Ambassador

CHINESE AMBASSADOR... The Ambassador of the People's Republic of China to Namibia, His Excellency Liang Yin Zhu was on site on Wednesday this week for a tour of the mine. The Ambassador (second from left) was accompanied by Counsellor Yao Mingyu (third from left), Third Secretary Zhou Guohui (fourth from left) and Attache Hu Aimi. It was the group's first visit to Rössing. Mining Manager Werner Ewald (left) took the visitors on a tour of the Open Pit, followed by a tour of the Processing Plant with Plant Manager, Willem van Rooyen. Managing Director, Mike Leech, and General Manager Commercial, Rehabeam Hoveka, gave an overview of Rössing's business scenario. The group also visited Arandis accompanied by the Rössing Foundation's Director Job Tjiho.



19 August 2005, e-Rössing Bulletin - Board of Directors on site

Rössing's Board of Directors were on site on Thursday to familiarise themselves with the mine's operations and at the Board meeting on Thursday afternoon our Life-of-Mine Extension plan was discussed. Employees were given feedback earlier today through an MD's Brief, which also announced the appointment of Frank Fredericks to the Rössing Board of Directors.

A number of the Board and Management members were photographed on Wednesday evening at a dinner held at the Rossmund Lodge. Back row from the left: Zebra Kasete, Elmo Erasmus, David Salisbury (Director), Brad Ross, Mike Leech (Managing Director) and Mike Travis (Director). Middle row from the left: Preston Chiaro (Director and CE Energy), Pieter Niemann, Bernard Morwe, Dr. Aliakbar Arabmazar (Director), Willem van Rooyen, Frank Fredericks (Director), Del Lloyd, Hosea Angula (Director) and Vic Moll (Director). Front row from the left: Adbolhassan Mahnama (Director), Charles Kauraisa (Chairman), Glynis Labuschagne (Company Secretary), Rehabeam Hoveka (Director and GM), Frances Anderson, Graham Davidson, Sebang Mrwata and Werner Ewald. Not available for the photo were John Louw (Director), Graham Louw (Director), John Kirkpatrick, and Asser Mudhika.





19 August 2005, e-Rössing Bulletin - From race track to Boardroom

With numerous awards and titles to his name, Frank Fredericks will always be remembered as one of the greatest sport stars born and bred on Namibian soil. Today Frank is embarking on a new race, that of being appointed to the Rössing Board of Directors.

Following is a short Question and Answer session with Frank on his election as a Board member, the role Rössing played in his career, the lack of sporting activities amongst the youth and young Rössing employees in particular, and his retirement.

“It is a great honour to serve on the Board and to give the Company a Namibian perspective. I will always be thankful to Rössing for helping me make a success of my career by sending me to a university in the United States. Now as a Board member I have the chance to add value to the Company.

“For the first six months at Rössing – I started in January 1987 – we were on site to learn about the different operations. I was still very confused having just finished high school and not knowing exactly in which direction I wanted to study. I had a stint in metallurgy and then moved to IT while at the same time having to study after hours to obtain entrance at a US university. Another interesting event I remember was a Veld en Vlei excursion where we were taught what leadership was all about. The most memorable would be training on the dirt tracks of the Rössing Sport field. It was a humble beginning for me as a sportsman, but very rewarding.”



17 November 2006, e-Rössing Bulletin - Board Directors get a tour of the mine

The Rössing Board of Directors held their 2006 year-end meeting earlier this week in Swakopmund and on Thursday morning visited the mine site for an update on our various projects, especially to look at the pioneering area as well as the SH and SK areas.

The directors also visited Arandis where the Job Tjiho (Regional Director Rössing Foundation) presented an overview of the Foundation’s activities and 2007 plans. The directors were photographed at the Visitors’ Centre on their return from the open pit, accompanied by the various project leaders.

In the front from left are: George Murasiki (Project Geologist); Mike Leech (Managing Director); Glynis Labuschagne (Company Secretary); Frank Fredericks (Director) and Brian Gerrell (Manager Plant Operations). In the second middle row from left are: Willem van Rooyen (General Manager Operations); Graham Louw (Director); Seyed Ashrafzadeh (Director); John Louw (Director); Broderick Munyungano (Chief Metallurgist); KK Mhopjeni (Director); Hosea Angula (Director) and Peter Carlson (Chief Financial Officer). In the back row from left are Zebra Kasete (Manager Strategic Development); Werner Ewald (Manager Mining Operations); Bruce Beath (Director); Rehabeam Hoveka (General Manager Corporate Services); Pieter Niemann (Manager Technical & Business Development); Vic Moll (Director); Craig Kinnell (Managing Director Rio Tinto Uranium) Preston Chiaro (Chief Executive Rio Tinto Energy); Charles Kauraisa (Chairman of the Board); Clark Beyer (Vice President Marketing, North America) and Abdul Kalantari (Director).



TRAINING AND DEVELOPMENT

Training of its workforce has always been a key pillar of Rössing Uranium. And not only training its workforce, but supporting the training and development of all Namibians. Examples of this are the Namibian Institute of Mining and Technology (NIMT) – an Independence gift by Rössing to the Government of Namibia – and the skills training and community development undertaken by the Rössing Foundation centres.

At Rössing headlines about training success were ample, such as “Our youngest and first lady Blaster”; “It is a first in the history of Rössing that a number of women are trained to operate a Forklift truck”; “Rössing support the small scale miners”; “Another first for Rössing – female Driller”; “First female Fitters at Rössing”, and many more achievements.

7 March 1997, Rössing News - NIMT expands to diversify

The Namibian Institute of Mining and Technology (NIMT) in Arandis is rapidly expanding, with the walls of Phase II already reaching roof height and the first year apprentice class filled to maximum capacity.

The building of Phase II, funded by the European Commission (EC) to more than N\$6 million as part of the Sysmin Programme, started in January this year. The original architectural firm, Effie Lentin Architects in Swakopmund, was responsible for the plans of Phase II and the building contract was awarded to Salz-Gossow, also from Swakopmund.

Director of NIMT, Eckhart Mueller, who was appointed by the EC as official supervisor of the project, said the building would be completed by the end of the year.

Phase II comprises a complete motor and diesel mechanic workshop, computer and technical drawing classrooms, a library and audio-visual block, small lecture rooms and a central store. The motor and diesel mechanic workshop, which is presently part of the boilermaking and welding workshop, will be a fully equipped workshop with a 4m high door. Eckhart explained that the plan was to develop the block of lecture rooms into a trade test centre. At the moment the only trade test centre is in Windhoek. The central store, which will also be used as a garage for the bus, will streamline the flow of materials and ensure better control. Eckhart said the exciting news was that plans were being drawn up to build a multi-purpose hall as part of this phase. “The hall, with a stage, will cater for various sports such as badminton, mini-basketball, handball, indoor hockey, table tennis, and volleyball,” he said.

NIMT, which opened its doors in 1992 with only a handful of students, this year boasts 58 second year and a record number of 70 first year students. Eckhart said that 70 was the maximum number of students they could accommodate at the moment, as they would like to stick to the ratio of 15 students per training officer. The trades offered at NIMT at present are for fitters and turners, instrumentation technicians, boilermakers, welders, diesel/petrol mechanics, electricians, and machiners.”

NIMT expands to diversify

The Namibian Institute of Mining and Technology (NIMT) in Arandis is rapidly expanding, with the walls of Phase II already reaching roof height and the first year apprentice class filled to maximum capacity.

Phase II

The building of Phase II, funded by the European Commission (EC) to more than N\$6 million as part of the Sysmin Programme, started in January this year. The original architectural firm, Effie Lentin Architects in Swakopmund, was responsible for the plans of Phase II and the building contract was awarded to Salz-Gossow, also from Swakopmund.

Director of NIMT, Eckhart Mueller, who was appointed by the EC as official supervisor of the project, said the building would be completed by the end of the year.

Phase II comprises a complete motor and diesel mechanic workshop, computer and technical drawing classrooms, a library and audio-visual block, small lecture rooms and a central store. The motor and diesel mechanic workshop, which is presently part of the boilermaking and welding workshop, will be a fully equipped workshop with a 4m high door. Eckhart explained that the plan was to develop the block of lecture rooms into a trade test centre. At the moment the only trade test centre is in Windhoek. The central store, which will also be used as a garage for the bus, will streamline the flow of materials and ensure better control. Eckhart said the exciting news was that plans were being drawn up to build a multi-purpose hall as part of this phase. “The hall, with a stage, will cater for various sports such as badminton, mini-basketball, handball, indoor hockey, table tennis, and volleyball,” he said.

NIMT, which opened its doors in 1992 with only a handful of students, this year boasts 58 second year and a record number of 70 first year students. Eckhart said that 70 was the maximum number of students they could accommodate at the moment, as they would like to stick to the ratio of 15 students per training officer. The trades offered at NIMT at present are for fitters and turners, instrumentation technicians, boilermakers, welders, diesel/petrol mechanics, electricians, and machiners.”



BRICKS FOR THE FUTURE. Director ECKHART Mueller, in Arandis supervising the building of Phase II which started in January this year.

18 September 1998, Rössing News - RF's first graduates in Development Education

"The Rössing Foundation's Adult Education Centre in Tamariskia held its first graduation ceremony for participants in the Development Education programme last week. Twenty-four participants graduated in different modules of the course. The modules were Office Administration, Quality Customer Care Service, Interpersonal Skills, and Communication Skills. The graduates were also able to attend an Awareness Module on Environmental Health and Safety, and Civic Education as part of the course. The programme started early this year and the participants attended either the morning, afternoon or evening classes to enable both the employed and unemployed to attend.



Each course was presented over a period of two weeks. Centre Head, Ursula Bruiners, said that the objective of the Centre is to meet people's needs and by doing so empower Namibians to improve their quality of life. Her message to the graduates was: "What you are is God's gift to you, what you make of yourself is your gift to God."

Chief Executive Officer of the Erongo Regional Council, Dieter Gonteb, invited the graduates to visit his office to gain practical experience, especially in Office Administration. Rössing's Superintendent Training and Personnel, André O'Callaghan, stressed the importance of recognition of humanness and equality of all. He said that the graduation ceremony marked a step in their long journey of learning."

9 October 1998, Rössing News - NIMT training facilities one of the best in Southern Africa

The building of the second phase of the Namibian Institute of Mining and Technology (NIMT) at Arandis has been completed at a cost of N\$7 million, which was fully funded by the European Union through its Sysmin Programme. According to NIMT's Director, Eckhart Mueller, visitors to the Institute from all over the world regard the facilities of a very high standard and rate it as one of the best equipped artisan and skills training centres in Southern Africa.

NIMT opened its doors to its first apprentices in January 1992, two months prior to the handover of the centre to the Government by Rössing as an Independence gift to the nation. An independent Board of Trustees governs the Institute with representation from various Government Ministries, the Chamber of Mines of Namibia and the private sector including NAMDEB and Rössing.

The new additions include a Multipurpose Hall, Media Centre, Diesel/Petrol Mechanic Workshop, Trade Test and Information Technology Centres, and a Central Store. The additions were designed in the same architectural style.



16 October 1998, Rössing News - Management-Union relations in spotlight – a first ever

Last week Company and Union representatives attended a three-day Relationship Building Initiative (RBI) in Swakopmund jointly facilitated by Professor Clive Thompson from Cape Town and Jonathan Sandler from Australia. This was the first time since the recognition of the union that both parties took time to review their relationships.



The participants critically reviewed the current relationships and issues on Company/Union agenda and identified areas for improvement. The respective teams were led by Branch Executive Chairman, Petrus Tjipute and General Manager, Werner Haymann. During the next few weeks a number of briefing sessions will take place at which the two parties will have an opportunity to communicate the outcomes of the RBI.

Photo caption: FIRST EVER... Participants of the first ever RBI comprised of members of the Branch Executive Committee, Senior Shop Stewards, Regional Executive Member and Company Representatives.

May 1999, Rössing News - Experts praise our apprentice training programme

Vocational Education and Training Inspectors of the Ministry of Higher Education, Vocational Training, Science and Technology, Ernst Eixab and Lyndon Januarie, were on site recently to assess the quality of our apprenticeship training. Development Officer, Bernd Moeller, who accompanied the Inspectors on a tour of our workshops to meet apprentices in training, said they were "impressed" with the high standards and the type of equipment being used for the training of our apprentices.





July/August 2001, Rössing News - Arandis – new office for Rössing Foundation opens

During the years prior to Namibia's Independence, the Foundation implemented a wide array of development programmes, covering the areas of education and training, agriculture, fishing, health, and the environment. In this period the activities of the Foundation complemented programmes initiated by Rössing at both national and local levels.

In the years after 1990, a significant change in the development needs of the country developed. Government has taken a lead in setting the agenda and in many instances NGOs and the private sector have had to realign development programmes to respond to the new socio-political climate. The Foundation and Rössing have in many cases taken a lead role in this process, and over the last few years have had to address the many challenges presented by implementing programmes that promote sustainable development in a given area.

In response to these challenges, and in particular the challenges encountered in the Erongo Region, the Foundation has started a process of identifying development needs in this Region. It is planned that during the next few years, activities implemented by the Foundation in this Region, will increase significantly. Of immediate importance is support to the community of Arandis, and with this in mind the Foundation opened a small office in the town on 1 July this year. Marilyn Eibes was established as the Programme Officer for the Foundation in Arandis.

In close partnership with the local authority, initial steps have been taken to identify local development needs and opportunities in the town. Emphasis will be placed on developing local management capacity and linking the potential of Arandis with its neighbouring communities of Swakopmund and Walvis Bay.



1 November 2002, e-Rössing Bulletin - Our female haultruck drivers in the spotlight

The female haultruck drivers at Rössing were interviewed for an article in The Namibian newspaper earlier this week. Maggi Barnard, a former Rössing employee and now Reporter with the newspaper, was on site to take photographs and talk to our lady haultruck drivers, who barely four months ago have never seen a haultruck. They were asked various questions which were answered confidently. They gave a clear message that safety is a first priority whether they are driving a haultruck or doing other work on site.



Maggi also interviewed a few male Equipment Operators on their views to work alongside female operators. The first female Equipment Operators joined the Mine in July this year and the most recent in October. **Within the global mining industry women equipment operators are increasing in numbers.**

At Rössing we will continue to encourage the placement of women in all positions. Be on the lookout for the article in The Namibian - it promises to be interesting reading material.

18 October 2002, e-Rössing Bulletin - A first ever for the mine

It is a first in the history of Rössing that a number of women are trained to operate a Forklift truck. Four ladies are currently trained to operate a three-tonne Forklift truck as part of their duties as Warehouse Officers. Anitha Boois and Jenny Isaacs have been with the Mine for many years, but it is the first time that they have been trained to operate such equipment. Two new appointees as Warehouse Officer Trainees, Sylvia Kapepu and Virginia Beukes, are also trained to operate a Forklift truck.



The ladies said that it was a great opportunity to learn new skills and in this way be in a better position to serve the Company. The training was done over a period of four days. Equipment Operators Willem Haimbodi (Tailings), Moses Mbeeli (CCD) and Elikana Kambonde (Crushing) also joined the training sessions. Well done and safe driving!



23 January 2004, e-Rössing Bulletin - Our youngest and first lady blaster

“At age 23 Tekla Kavari is not only the youngest but also the very first woman to qualify with a Blasting Ticket at Rössing.

She joined the Mine in July 2002 as an Equipment Operator in the Open Pit and was part of the first group of women to become Equipment Operators. She says: “I operated the Haulpack and Wabco Haultrucks as well as the Tyre Dozer. I had fun, but knew that I needed something more challenging. I heard about the vacancy in the Blasting Section and immediately applied. I joined the Blasting team in August last year as a trainee Blaster and received my Blasting Ticket in November.”

She says that as women have not previously taken up the challenge to train as Blasters, she is actually challenging the men at what they are doing, but also encouraging women that they can do the same work as men. Her work as a Blaster involves the demarcation and checking for faults at blast holes, measuring and charging prime holes, checking for correct stemming, closing and charging the prime holes with bobcats and tying up for the blast.

Tekla says: “To be a Blaster you need to be very tough and be able to work hard. One must have the courage to say - I can do it! As the first woman among the men in the Blasting Section I initially found it tough but quickly learnt to cope. I am planning to stay here for a long time and am looking forward to the next woman to cross the line and join me.”

Her message to other women: **“Go for whatever you want to do as you can achieve the same as any man. It is hard out here in a so called ‘man’s world’, but with courage it will always work out and it is actually nice to work with some of the stubborn men.”** Tekla hails from Swakopmund and completed her schooling at the Swakopmund Secondary School.



2 December 2005, e-Rössing Bulletin - Support for the Erongo Small Scale Miners

In the Erongo Region we have a few hundred small scale miners who mine for various gemstones in the Otjimbingwe area, the Spitzkoppe and Erongo Mountains. These miners work in difficult and sometimes dangerous conditions, most of the time without the proper training and equipment.

Rössing, in conjunction with the Rössing Foundation in Arandis, are committed to supporting these small miners in their effort to improve their working environments. For this venture to be a success we need the help of you, Rössing employees to add value to the lives of these people, by helping them with the

following: training in the proper use of PPE; proper risk assessment procedures and techniques; basic geological knowledge; productive work practises; assistance in acquiring adequate tools and equipment; and donations in the form of basic necessities such as clothing and foodstuffs.



13 January 2006, e-Rössing Bulletin - Haultruck Simulator proves to be a great operator training tool

The Haultruck Simulator, a training tool, custom-made to fit the needs of the mine's equipment operators, arrived on site in mid-December last year.

Since its arrival, 35 Haultruck Operators underwent training whereby they were trained on how to drive a large off-highway haultruck and how to position the truck for loading and dumping, both at the Primary Crushers and at the waste dumping area. Operators are also trained to drive with reduced visibility, such as in rainy, dusty and foggy conditions.

In September last year, a three-man delegation from the South African-based company, ThoroughTec, was on site to gather information on the standard procedures for equipment operators as well as to take photographs of the Open Pit and its surroundings. This information was then used in building a Simulator with an almost realistic virtual scope of the Open Pit activities and its scenery.

According to Ruben Petrus, Acting Training Coordinator: Open Pit, the response from operators regarding the Simulator indicates that the acquisition of this training tool is a great asset to the company. “After a training session, a print-out of the score obtained for the particular session, as well as the deviations made during the exercise is printed and discussed with the trainee followed by a playback of the session. The printout is then filed and used as a comparative measure for future sessions.”

Daily, two to three operators per shift are taken through the Simulator training session. This training is followed by a day-long theoretical session and a three-day observation on a haultruck before they are taken for a hands-on experience on driving a haultruck.

21 April 2006, e-Rössing Bulletin - Another First for Rössing...

Rössing once again made history when the first ever female Driller, Christina Titus, joined the drilling team in September last year. A few years ago the mine appointed the first ever lady blaster in the country, Tekla Kavari, who ever since seems to have paved the way for other women to take up the challenge of working in a predominantly male-oriented field.

“I just felt that after nine years in the police force, I had hit a brick wall and was in need of a serious career change and a challenge.”

Since joining the team, Christina has received a lot of praise from her male counter parts and her supervisor. “Now and then the guys will tease me about equal rights especially when it comes to pulling cables, but then again I appreciate the fact that they are toughening me up for the job. Besides that they always make time to help out or to answer questions.”

26 May 2006, e-Rössing News - First Female Fitters for Rössing

Maria Nicodemus and Eveline Nepolo became the first female Fitters at Rössing since the mine started in 1976. The two young ladies both completed their studies at the Namibian Institute of Mining and Technology (NIMT) at Arandis and were permanently appointed this week as Fitters in the Training and Development department. The two are fully qualified, with both having obtained their Trade Diplomas.

Asked about their choice of trade, both ladies claim that it was about time that someone “kicked open the door for others to follow”. “Studying to become a Fitter was just another challenge for me. The mine is turning 30 this year and we are the first qualified female Fitters to be appointed. This alone indicates that men might have become used to the idea that this is a strictly male dominated environment. We are here now and I think that says it all,” says Maria.

Eveline, on the other hand laughs off the myth that the trade needs as much brawn as it needs brains. “Nowadays modern technology makes it so easy for us not to have to lift or carry heavy equipment. You find various hoisting equipment on the market.”

1 December 2006, e-Rössing Bulletin - Another First for Rössing

Over the past 30 years, Rössing has been described in many ways, with one being that of a frontrunner in Namibia. In the last few years, Rössing has shattered the myth of women not belonging in the mining industry.

This week we have another duo who are challenging the status quo, Monika van der Westhuizen (Diesel Mechanic) and Notburga Amupolo (Boilermaker) who both joined Rössing last month. According to Superintendent Workshops, Andreas Shikesho, the Engineering section can now also lay claim to a bit of history with the appointment of the two ladies.

For Notburga, working with her hands is how she was brought up and the thought of working in an office never appealed to her. Monika, on the other hand, already made history in 1987 when she was announced the first woman to pursue a career in the Auto Electric field. According to both ladies, they are used to people raising their eyebrows when confronted by the image of a women with her head stuck under the bonnet of a car, or a woman taming a steel plate.

Here at Rössing they have not encountered this reaction, because they believe that the people here are used to seeing women in this set-up. Another important factor that counts for these ladies, is that they convincingly out-scored their male counterparts during interviews.





COMMUNITIES AND SOCIAL INVESTMENT

One of the most striking headlines in this decade about Rössing's Corporate Social Investment, comes from February 1997 – "Arandis now boasts a bakery – Gone are the times when the Arandis community had to wait for two days before they could get fresh bread, as four enterprising women have started a bakery." It demonstrates the power that a bit of support has for a group of women in applying their skills to set up a business and the impact this has on the community.

Now for 30 years, Rössing's Corporate Social Investment (CSI) activities, along with those development programmes carried out by the Rössing Foundation on behalf of Rössing Uranium, supported many Namibians in their quest for an education and a better life.

Many accolades were bestowed upon Rössing and the Rössing Foundation by those who came to know their various CSI programmes. One that stood out from July 1998 – "Rössing sells property for N\$1 to help establish House of Safety". The House of Safety was much needed by abused and homeless children in the Erongo Region.



7 February 1997, Rössing News - Arandis now boasts a bakery

Gone are the times when the Arandis community had to wait for two days before they could get fresh bread, as four enterprising women have started a bakery. Welma Maasdorp, and three other women were prompted by the fact that they had to wait so long for fresh bread in Arandis. They decided in April last year to put an end to the situation and approached the Arandis Mayor, Mr Leonard Shapumba with their idea. He was very supportive and told them about the American Ambassador's Self-Help Program. The Town Clerk, Mr Philemon Mwapangasha showed them how to apply for the programme.

The first thing was to compile a letter with the assistance of both the Mayor and the Town Clerk which was sent to the American Ambassador in Windhoek. One of the highlights in the short life of the bakery was the visit of Rössing's Managing Director, Andrew Hope, with the American Ambassador, Mr George Ward and his wife, Peggy, this week. This was part of the Ambassador's familiarisation visit to Rössing and Arandis. Mrs Ward asked when a name plate will be put up on the outside wall. Mrs Maasdorp's reply was: "Well, Coca Cola offered to do it for us free of charge, but in the meantime the people just have to follow the inviting, fresh smell of our products!"

4 April 1997, Rössing News - Facelift for Namibia Crafts Centre

Minister of Trade and Industry, Hidipo Hamutenya, officially declared the refurbished Namibia Crafts Centre open on Wednesday 26 March 1997.

The centre, which opened its doors to the public for the first time in 1990, was closed for several months while renovations were carried out to reflect a new image and the centre is now managed by the Rössing Foundation.

In his speech Minister Hamutenya welcomed the initiative of the Rössing Foundation to further local Namibian craft projects with the aim of providing income generating undertakings. "These are in tune with the aims of our Namibian Government to train Namibians to play out their own ideas and thereby provide them with tools to find their own employment".

He further commended this project, which would also assist the Government in working towards an export market goal, through the establishment of industrial parks for small enterprises. "I thank the Rössing Foundation for accepting the challenge to take over the management of the Namibia Crafts Centre and wish to congratulate them on the successful implementation".

The Rössing Foundation has a stall of its own, the "Mud Hut" which presents the well-known appliqué work from the Gibeon Folk Art, some delightful Owambo pots, and an assortment of beautiful baskets and Bushmen craft and carvings. Not all of the stalls are permanent; there will in addition be a revolving stall, especially for craft producers who do not want to be committed to a long lease or only have sufficient stock for a short period. The Omba Gallery will mainly be used to offer a variety of new craft development exhibitions.



8 August 1997, Rössing News - Minister praises Rössing's soccer development programme

The Minister of Youth and Sport, Mr Richard I Kapelwa-Kabajani, said that if Namibia wishes to keep improving on the soccer field, there is only one recipe to follow and that is development programmes.

The Minister was speaking at the launch of the Rössing School Development Programme (RSSDP) National Under 18 Tournament to take place in Rehoboth from 14 - 16 August this year. The Minister thanked Rössing for devoting so many resources and attention to such priorities as sponsoring the tournament and providing equipment to the regions. While it is the mission of the Ministry of Youth and Sport to ensure that the youth is constantly occupied with constructive activities, "we cannot expect our government to be the sole provider," he said.

It is the fourth year that Rössing is involved in sponsoring the tournament, and as usual 100 soccer balls will be distributed to the eight participating regions. "We realise this is just a drop in the ocean, but it will go towards the supply of proper sporting equipment, especially in the rural areas," said Charles Kauraisa, speaking on behalf of Rössing at the launch. He pointed out that the success of any sporting venture depends on teamwork. The four teams involved in the RSSDP Tournament are the NSSU, the Ministry of Youth and Sport, Rössing as the sponsor, and the media.





10 July 1998, Rössing News - Rössing sells property for N\$1 to help establish House of Safety

The plight of abused and homeless children was answered tenfold last week with two major events taking place towards the establishment of a House of Safety for children in the Erongo Region.

The handing over of the keys of the former Rössing Single Quarters in Tamariskia by Rössing General Manager, Werner Haymann, to the Governor of the Erongo Region, Mr Asser Kapere, last Tuesday preceded the official opening of the House of Safety for Abused and Destitute Persons by the Minister of Regional and Local Government and Housing, Dr Nickey Iyambo, last Friday.

Werner explained that the property, worth N\$311 000 and consisting of 24 rooms, a kitchen, dining room, television and separate flat, was no longer needed and was in danger of falling into a state of disrepair. The first option was to sell the property, but no serious interest was shown, and a new decision had to be taken. Werner decided to seek advice from the community, and when he learned that Mr Kapere had been campaigning for a facility of this kind in the Erongo Region for a long time, the Company offered it to the Erongo Development Foundation (EDF) for N\$1.

As the building has been vacant since October last year, the Company took a step further and renovated the building to the tune of N\$50,000 with new plumbing, electrical work and paint work so that it could be handed over in mint condition.

Mr Kapere congratulated Rössing on its initiative and said: "The public spirit we see demonstrated here is something highly commendable. It deepens the sort of partnership that we are trying to develop between government and the private sector and the public in pursuance of our shared goals."

Mr Kapere also paid homage to the Municipality of Swakopmund for selling the land on which the property is situated for an amount of N\$10. For the total amount of N\$11 the Governor has realised his five-year old dream and the EDF has managed to acquire and establish an important facility for the children in need in our region.

At the official opening Mr Kapere explained that the trust fund for the facility will be run by a board of 18 trustees, which has already been established through the EDF, and that a sub-committee consisting of volunteers will look after the day-to-day running of the centre.

The first answer to a challenge by Werner for the business community and private sector to support this initiative together with a plea from the Governor for financial and material assistance, came from the US Embassy in Namibia who donated N\$66,000 towards the purchasing of furniture for the facility.

On unveiling the plaque of the brightly painted facility, Minister Iyambo's message was very clear to the men of the country when he said they ought to be ashamed of themselves for being responsible for the sad situation of children today. He thanked Rössing on behalf of the children for the gesture and urged the Company "to keep on with its service to humanity". The Minister also suggested that the facility should be called "The House of Hope and Safety", a name which truly expresses the purposes of this excellent establishment.



15 May 1998, Rössing News - Rössing and Swakopmund Municipality in a Smart Partnership

The Mayor of Swakopmund, Samuel Nuuyoma and Managing Director, Andrew Hope, announced a joint contribution of N\$50,000 towards the Southern African International Dialogue '98 (SAID) last week.

SAID will be held in Swakopmund in July this year. The funds will cover the costs of the welcoming banquet for an expected 480 delegates to the dialogue. A cheque was handed over to Williams Nkuru, in his capacity as a member of the National Task Team for SAID. Andrew said that Rössing has always been committed to open communication and dialogue which, based on mutual respect and understanding, is essential to provide a strong foundation with all our stakeholders.

He said: "We, therefore, strongly support the principles underpinning this dialogue and, in particular, believe that effective dialogue between Government, the private sector, and employees can and must lead to collective win-win situations. Rössing will be hosting two visits to the Mine during this time and arrangements are already underway by both the Mine PR team and their counterparts in the Municipality to ensure that these events provide unforgettable memories for the delegates."

17 April 1998, Rössing News - Ondangwa's Rössing Foundation creates opportunities and progress through partnership

The Rössing Foundation Adult Education Centre in Ondangwa became a fully developed community centre when the N\$1,4 million additions were opened by the Minister of Higher Education, Vocational Training, Science and Technology, Nahas Angula, last week.

The growth in the Centre's activities has been achieved through a partnership between the Rössing Foundation, non-Governmental Organisations (NGOs) and the Government. Partnership between various organisations is seen as the most effective way to serve the education needs of the people. The Centre aims to promote community development, personal empowerment and improvement in quality of life. The new additions are a library that serves as a Community Library for Ondangwa, four classrooms, a fully equipped kitchen, and a dining room.

In his keynote address the Minister said that the Centre signified progress towards the creation of opportunities for self-fulfilment for the inhabitants of the region. Minister Angula emphasised that adult education needs must be addressed through partnership between the Government and community-based education programmes. But he cautioned that adult education and training programmes are only meaningful if they are demand driven and meet the needs of the community. This is to empower the community to perform income generating tasks, to enable them to get work and to advance their knowledge and skills for further training and education.



OFFICIAL OPENING... The Minister of Higher Education, Vocational Training, Science and Technology, Nahas Angula, delivering his keynote address at the opening of the new additions to the Rössing Foundation Ondangwa Adult Education Centre. Seated are (from the left) Rössing Foundation Chairman of the Board of Trustees, Charles Kauraisa, Deputy Minister of Agriculture, Water and Rural Development, Stanley Webster, Rössing Foundation Director, Len le Roux and Ondangwa Centre Head, Enos Nampala.

Reflecting back...

Another success story: The Rössing Foundation Ondangwa Education Centre

Overview

In the 38 years of its existence, the Rössing Foundation's Ondangwa Centre has had a major impact on the lives of thousands of Namibians living in the northern part of the country. From teaching English to providing vocational training to enable people to gain employment or create a livelihood for themselves, the Rössing Foundation's Ondangwa Centre has helped to shape the young nation – before and after Independence.

The early history

A need was identified for a training centre in the north of Namibia in order to uplift the living standards of its people by providing them with various life, practical, and technical skills.

As early as in 1983, a former Railway depot was converted into a pilot sewing facility with only one instructor, the late Christof Shilongo. One year later, in 1984, on the recommendation of the former Education Director, Dennis Nandi, Sam Dumeni was appointed to head the fully-fledged Training Centre, founded on a community-development approach.

With Dumeni having been appointed as Centre Head, initially three courses were offered, namely tailoring (sewing), home gardening, and cooking courses. The three teachers responsible for the training courses were Aune Nangombe in home gardening, the late Christof Shilongo as tailoring instructor and Rauha Ashipembe for cooking classes. Once the home garden project took off, fresh vegetables were sold on a daily basis at the roadside from mini shade stalls. >

Expansion and additional staff Recruitment

Having graduated from a pilot project and its subsequent official inauguration by the then Chairman, late Dr Zed Ngavirue on 28 September 1984, there was a need for expansion, concluding additional courses to be offered. Dumeni proposed to management to venture into additional sewing classes, health and home care courses, computer literacy, secretarial and typing, as well as English language courses.

With management's blessings, additional classes were built during the 1986/87 financial year to make provision for these courses. Said Dumeni: "During my tenure in office, I was privileged to have identified and recommended the recruitment of a top English teacher, Enos Nampala, in 1990. Equally so and subsequent to my departure from Rössing, I strongly recommended him, as requested by former Director, David Godfrey, to take over as Principal of the centre."

Challenges

Dumeni elaborated on the challenges experienced during the early years: "It should be pointed out that in the pre-independence era, it was extremely difficult due to movement restrictions and dire poverty amongst our people. Whilst the demand and passion to acquire various skills were high, our community could not afford transport to reach the Centre from outlying and remote areas, as well as semi-urban areas such as Oshakati. In order to assist our community to reach out to the Centre, the Foundation decided to provide daily transport to and from the Centre by hiring a minibus twice per day on shifts. This initiative was highly appreciated and made it possible for our people to acquire various skills."

In the ensuing years, while addressing current needs, not creating a dependence syndrome and reducing costs at the same time, some courses had to be phased out.

The impact that the Rössing Foundation has made to communities is immense and can only attempt to be summed up as follows:

Upgrade of school leavers

Throughout the years many learners, especially those who failed English at public schools, were assisted by the Rössing Foundation to go back to schools and many have completed university levels afterwards.

Training for employment/ job creation

Through vocational courses such as typing and secretarial, cooking and needlework, many students who attended courses at the Ondangwa Centre, either secured employment in private and public sectors or started their own sewing enterprises and contributed to job creation. Through gardening projects, the communities were empowered to produce food and thereby feed their families and generate income. When the Rössing Foundation moved into new areas, many vocational courses were taken up by Community Skills Development centres (COSDEC) and the Katutura Youth Enterprise Centre (KAYEC). KAYEC is still hosted by the Rössing Foundation's Ondangwa Centre.

Provision of library services and places to study

In partnership with the Ministry of Education, Arts and Culture, the Rössing Foundation runs libraries that enable community members to access information through electronic and print media. The libraries are also used as a place to study, because this is a scarce resource.

Training of teachers and learners

Through centre-based programmes, numerous teachers and learners frequent the centre to be trained and assisted to conduct practical and demonstration lessons at the Science centre and the Master Math centre at Ondangwa.

Holiday classes are also popular among students and help them in preparing for year-end examinations.

National Outreach Programme

The Foundation's National Outreach Programmes takes education to needy remote schools through the use of the Mobile Laboratory that travels to selected schools that were identified for support in Mathematics and the Sciences.

Social Accountability and School Governance

In partnership with critical partners such as the Ministry of Education, Arts and Culture and UNICEF, the Rössing Foundation trained and sensitised stakeholders to partake in the education of their children through effective and well-informed school boards.

Forging Close Partnerships

Guided by the directives of its Boards of Trustees and its values such as Sustainability, Partnership and Teamwork, the Rössing Foundation, renowned as a trailblazer, takes innovations and forges collaborations with partners. By working hand-in-hand with numerous partners, the Rössing Foundation has been able to share skills and knowledge, as well as resources (human and infrastructures). It is especially working closely with the Ministry of Education, Arts and Culture whose library services and Teachers' Resource Centre have been accommodated in the buildings of Rössing Foundation over a period of two decades.

Since it opened its centre in Ondangwa in 1999, KAYEC has been operating from the premises of the Rössing Foundation where it has trained many youths in skills development that enables them to secure jobs or create their own employment.

With sustainability in mind, the education officers of the Rössing Foundation work alongside local teachers and Education Officers of the Ministry in order to empower them to run the Science and Master Maths Centres in future in case the life span of Rössing Uranium has come to an end.

The Rössing Foundation believes all its work ought to be sustainable through partners and stakeholders when its mandate ceases. The Omusati Directorate of Education has emulated the example of the Rössing Foundation and secured its own Master Math Centre after utilising the Master Math at Ondangwa Centre for many years. After all, education is a mammoth task to only be entrusted to one entity.

**Enos Nampala, Principal of the Rössing Foundation
Ondangwa Centre**

“I believe we are who we are partly because of the influence of the people we have met in our lives, the education (formal and informal) we have received, where we worked, and the people we have worked with. As a trained secondary school teacher who has worked in public service for close to ten years, my life could have been different if I have not worked for the Rössing Foundation. Hence, I can confidently state that CNNC Rössing has impacted my life and the lives of many people that I have trained, taught, and coached while working for the Rössing Foundation over a period of three decades.

“When I joined the Rössing Foundation in 1990 as a young employee, I was responsible for teaching the English language to school leavers who failed English in public schools at grades 10 and 12 levels. I was also teaching Communicative English to adults who wanted to improve their English communication skills when English was adopted as an official English at Independence, as well as teaching English for specific purposes to adult learners who enrolled for various courses at Ondangwa Centre. In the process, I ended up being exposed to the andragogy principles, as opposed to pedagogy didactics that I principally employed when I taught at primary and secondary schools in the public services.

“Thus, through the Rössing Foundation, I received employment for over a period of 31 years. This, in itself, has greatly impacted my life, as I was able to send my four children to good schools and eventually to institutions of higher learning in Namibia and abroad, where they have successfully completed their studies in different areas of study. These indirect beneficiaries were empowered to make meaningful contributions to uplifting the living standards of community members in the roles they continue to play as Human Resources practitioners, transport and communication specialists, and medical practitioners.

“During my tenure as an employee of the Rössing Foundation, I was assisted to upgrade my skills and knowledge with the generous sponsorships of the Foundation. As a result, I became a trainer of adults, a teacher trainer/lecturer specialising in Primary Education, Education Theory and Practice (also known as Philosophy of Education), and Management of Education. Hence I always claim, with humility and a high sense appreciation, that the Rössing Foundation has honed me to be able to assist in various areas of training and teaching.”

**Timo Nambambi, Agricultural Consultant, Ex Rössing
Foundation Employee**

“The Rössing Foundation has positively impacted my life in many ways and means. Since I joined the Foundation, I have been involved to working with a multitude of community projects. Working with community members is not like working in a class room, because in a class room $2 + 2 = 4$, while in a community is a different story.

“The Rössing Foundation broadened my facilitation skills. The work I have carried out and the in-service training and workshops improved my competency, as well as my English language skills, which in turn helped me to master my mother tongue.

“It is through the Foundation that I established a number of valuable business contacts, locally and nationally. Due to the 2008 economic crisis, I was retrenched in April 2012, but based on the skills learned while at the Foundation, in two weeks’ time I was approached by the Community-based Rangeland and Livestock Management (CBRLM) as a Field Facilitator. One month later I become a regional manager.

“It is against this background that even beyond my retirement, I am still privileged to continue rendering consultancy and farmers’ advisory services with the Ministry of Agriculture, Water and Land Reform’s Programme for Communal Land Development. **All my thanks goes to the Rössing Foundation for paving my way, and helping me to grow to the level where I find myself today.**”

**Tuuliki Yatileni, Administrator, former Rössing Foundation
Trainee**

“In 1987, the Rössing Foundation Ondangwa Centre offered one-year courses to individuals with grade 10 certificates. I was fortunate enough to be accepted to attend classes in secretarial, and typing and office procedure. Upon completion, I obtained my qualification at the end of that year. This qualification landed me my first job as a school secretary in one of the school in Tsandi District in Omusati Region.

“With experience and the same qualification, I got my second job as an administrator. **The Rössing Foundation did not only give me a qualification, but they also taught us professional work ethics, hygiene, team work, punctuality, and great communication. The Rössing Foundation taught me valuable life lessons, paved my way into the white-collar industry, and helped me to shine tremendously in my life.**”



May 2001, Rössing News - New Arandis training centre good news for youth and the economy

Skilling the youth and the development of national technical competence is the challenge facing this young nation," said Minister Nahas Angula of Higher Education, Training and Employment Creation, at the inauguration ceremony of the Building Trades Centre of the Namibian Institute of Mining and Technology (NIMT), in Arandis recently.

Minister Angula said that the Building Trades Centre "signifies our efforts to expand the opportunities for the youth to access training in a variety of fields. I believe this is good news for our youth and our economy."

The Building Trades Centre offers skills training in a number of fields which will enable trainees to prepare themselves for the world of work. Training is offered in Plumbing and Sheet Metal Work; Plastering and Bricklaying; Carpentry and Joinery. Other courses offered are Dressmaking and Tailoring; Environmental Control; Business Skills; Computer Literacy; Mathematics and Science and Communication Skills.

The centre can accommodate about 300 students per year. The Minister urged NIMT to add computer studies and information technology to its range of training programmes, and to establish an Information Technology and Business Computing Centre. Such a centre should provide advanced courses in computer operations, software development, and business computing. As a business centre it could also attract tourists and other travellers who would like to have access to the internet and electronic mail. Minister Angula said that we must remember that the key to success is knowledge and that the Centre's training courses will go a long way towards creating a technical competence base and putting Arandis in a good position to become a knowledge centre in Namibia. Arandis Mayor, Thomas Kaimbi, urged the Arandis community to work hard to improve the community's quality of life and to obtain sustainable levels of economic growth and development for the town. He said that the Arandis Town Council fully supported the initiatives to make use of and develop opportunities in the town in partnership with NIMT, Rössing, and the town's business and community leaders.



6 June 2003, e-Rössing Bulletin - Rössing at coastal careers exhibition

The Coastal Careers Exhibition in Swakopmund, hosted for the 11th year, attracted a record number of school learners. Earlier this morning about 1,400 school learners had already visited the exhibition which closed today at noon.

Some 30 exhibitors, including Rössing, promoted various study fields and careers. Many of the exhibitors were from South Africa. HR Superintendent, Sebang Mrwata, delivered the keynote address at the official opening of the careers exhibition.

Sebang also presented a N\$25,000 sponsorship on behalf of Rössing to the Coastal Career Guidance Committee. The sponsorship is for the transport of secondary school learners from various school in the Erongo Region to visit the exhibition. Sebang said: "Parents and teachers alike play an important role to assist school children to make the right subject choices at school according to ability. Most important is that we must give our school children the opportunity to participate in career exhibitions such as this one." The choice of specific subjects required to enter a particular field of study has to be made early by school learners. Sebang stressed that mathematics and science are the cornerstone of many study fields and that learners should take these subjects for as long as possible.



4 August 2006, e-Rössing Bulletin - SMEs getting active

The Arandis Business Association (ABA) was the recipient of a brand new state-of-the-art computer and printer, earlier this week, when the Rössing mine and the Rössing Foundation donated the equipment in a bid to assist the Association in promoting the small- and medium enterprises of its members in the town.

Established in February this year, ABA's aim is to support and promote the number of SMEs in the town. The Association currently has 34 registered members in various industries, such as art and craft, food preparation, and clothes manufacturing.

Amanda Horn (Superintendent Community Relations) and Petra Indigo (SME Programme Co-ordinator, Rössing Foundation) handed over the computer, urging the ABA management committee to put it to good use. ABA Chairman Frans Benn and Office Manager Fransico Resandt said that the computer will make their various planning and administrative tasks much easier, such as assisting SMEs with compiling business plans, printing business cards and also with bookkeeping tasks to help them to become successful businesses.

1 August 2003, e-Rössing News - We help to take care of the homeless children

Rössing is again supporting the Erongo House of Safety, this time with a donation of N\$50 000 to the Erongo Development Foundation (EDF). The donation is towards the needs of the House of Safety, which falls under the auspices of the EDF. Managing Director, David Salisbury, said in his address that the original objective of the Erongo House of Safety was to take care of abused and homeless children, and to provide a temporary home for destitute persons from the Region until arrangements of a more permanent nature could be made.

Recently it also registered as a children's home, but is still a place of safety for the temporary care of homeless children. David said: "Mr Asser Kapere, at that time the then Erongo Region Governor, had the vision as early as 1991 to create a facility for the care of abused and homeless children in the region. Rössing has a long association with the EDF and House of Safety which started on 3 July 1998 when the Mine "sold" these buildings to the EDF for N\$1. It deepens the sort of partnership that we are trying to develop between government, the private sector, and the public in pursuance of our shared goals."

One of Rössing's business objectives is to have close rapport with the community in which the Mine operates and to give strong support for worthy community initiatives. It is in this light that Rössing made a donation of N\$100,000 to the EDF in 1999 and this year pledged a further N\$50,000.

Rössing is making this donation as we are impressed with the running of the facility and as it has proved to be a sustainable project, meeting its objective to take care of homeless children in the Erongo Region. Handing over the donation David said: "I would like to congratulate the EDF management team and in particular the management team and staff members of the Erongo House of Safety for your hard work, dedication and continuous effort to serve the community."



Reflecting back...

Entrepreneur Anneli Luaanda, owner of Anneli Fashion and Design, Ondangwa NDC Industrial Park, Oshana Region

"I am is a product of the Rössing Foundation. I did a six-month needlework training course at the Rössing Foundation Khomasdal Centre in 1989. The training equipped me with basic knowledge of patterns and techniques for a girls skirts, blouses and dresses, as well as boys' trousers and shirts, as well as curtains. I started my journey on a small scale straight from training in 1999, specialised mainly in tie-and-dye techniques. Slowly but surely, my business started to take off, initially employing only one person.

"Today, after 22 years of struggle, persistence, commitment and hard work, I believed I achieved a lot through the skills and knowledge I gained from the Rössing Foundation. Now I am the proud owner of a clothing manufacturing enterprise, employing ten people (some who are former Rössing trainees), while I have 15 specialised sewing machines and two industrial embroidery and printing machines.

"My factory manufactures and supplies school uniforms to ten schools, mainly in the Oshikoto, Oshana, and Ohangwena Regions. I also won tenders for the supply of graduation gowns to some tertiary institutions. My business is also serving many individuals and walk-in customers.

"At community level I earned myself a name as a well-known businesswoman and entrepreneur. As part of my gesture to plough back, I also award trophies to the schools. It serve as incentives and measures of appreciation.

"Thanks to the Rössing Foundation, I became financially disciplined and managed my business efficiently. On a personal level, my life has been tremendously and positively impacted, as I was able to provide shelter for my family by building a house, buying a car, and paying for my two children's education at institutions of higher learning with the income I earned from my business.



WORKING FOR NAMIBIA

Rössing Uranium's slogan, "Working for Namibia", was introduced in the early 1980s to describe how the mine made such a huge contribution to the economic and social welfare of the country.

During the third decade of operations the trend of making available various development programmes continued and included: the Rössing Foundation's revamped the Namibia's Crafts Centre; the Rössing Foundation opened new offices in Arandis, and Rössing committed to the future of Arandis by buying 22 houses.

And to cap it all, Rössing reached the milestone in 2003 of producing 100,000 tonnes U_3O_8 drummed over 27 years. The first U_3O_8 was produced on 25 June 1976. Selling the U_3O_8 production is after all what allowed Rössing to make an income and to plough back money in many development projects, taxes and services in Namibia – indeed, working for Namibia.

4 July 1997, Rössing News - Rössing Foundation making an impact in the North

The vital role that the Rössing Foundation Centre in Ondangwa plays in that community has been underlined by a major investment being made by the Foundation in this Centre. Present facilities are to be expanded in two phases. The first phase, comprising four new classrooms, a library and a dining room with a fully equipped kitchen, will be completed in August this year. Phase II will consist of a community hall and accommodation for volunteer helpers and visiting staff.

Head of the Centre, Enos Nampala, is very excited about the new opportunities the extension will offer the Centre. "We will be able to accommodate more than the current 300 students per day". Another big improvement is the library which is currently housed in a tiny room. They have already started with a book drive to fill up the new and very spacious library. "Although there are 3,000 books waiting in Windhoek, more donations would always be most welcome," Enos said.

The Foundation does not only look after the education needs of Ondangwa, but also performs various other important functions. These include a Better School Programme. Foundation personnel spend a week at a school assisting teachers with problem subjects and going back to the same school every second month. At Rundu they are assisting teachers to obtain the Instructors Skills Certificate, which is a one-year course. At Ongongo (+80 km northwest of Ondangwa) women received agricultural training to enable them to produce and market their own vegetables. The Foundation is also involved with the Hygiene Education Linkage Programme (HIELP) as the programme co-ordinator. **The Foundation also assists the Government as one of the main agencies handling drought relief in the northern regions. Food was distributed to some 70,000 vulnerable people in the central Ovambo region. The handling of this programme went very well and received a lot of praise from Regional Governors.**



12 June 1998, Rössing News - Rössing committed to the future of Arandis – buys 22 houses

HOUSES FOR RÖSSING EMPLOYEES... General Manager, Werner Haymann (right), handed over a cheque to Arandis Mayor, Leonard Shapumba (left) for the purchase of 22 houses in the town. Werner said that Rössing was committed to give ongoing support to the future of Arandis. The Company made the final payment of N\$362,000 earlier this week for 22 three-bedroom houses bought from the Arandis Town Council. The Mayor said that the transaction was a sign of the good relationship between the Council and the Company, and Rössing's commitment for social responsibility in the town where many of its employees reside. The Council has now sold 276 of the 897 houses on sale.



5 February 1999, Rössing News - Rössing Foundation and ILO give training on how to start your own business

The Rössing Foundation in Swakopmund has been given the go-ahead by the International Labour Organisation (ILO) to expand the presentation of the ILO's Start and Improve Your Business (SIYB) programme in the Erongo Region. The programme offers training to people who plan to become self-employed by starting their own small businesses. Small businesses, such as retailing, manufacturing, and crafts, can greatly help to alleviate poverty and boost the region's economy by creating work opportunities.

ILO's SIYB Liaison Officer, Oscar van der Ende, who is based in Pretoria, South Africa, visited the towns of Swakopmund, Walvis Bay, and Arandis last week to explain what the SIYB programme entails and to create an added awareness among the communities. The Rössing Foundation Centre Head in Tamariskia, Ursula Bruiners, accompanied him. Ursula has been presenting some of the SIYB programme modules to different groups in Swakopmund and Walvis Bay since last year. The most recent training course was presented to a group of inmates at the Walvis Bay prison.



20 May 2002, Republikein - Reuse Rössing

Die wêreld se grootste oopgroef-uraanmyn is gered danksy een van die grootste arbeidsprestasies in die geskiedenis van Namibië. 'n Bestaansverwagting van nog 17 jaar word nou vir die myn geskat.

In die proses het Rössing nie net in 2001 met vaandels deur die moeilikste van 26 bestaansjare geworstel nie, maar ook die wêreld van uraan verbyster met sy oorlewing.

Toe die besturende direkteur van Rössing, mnr. David Salisbury, Vrydag die projeksie bekend gemaak het, was dit binne dae bevestiging van goeie vooruitsigte by die twee grootste myne in die Erongo-streek. Vroeër is aangekondig dat AngloGold se Navachab-goudmyn by Karibib uitstekende resultate in 2001 behaal het en na 'n rooskleuriger toekoms uitsien.

Die projeksie oor die toekoms van Rössing eindig nie daar nie. Ander uraanneerslae is bekend en wanneer die myn by Arandis die dag gaan sluit, kan van hierdie bronne ontgin word, hoewel dit 'n ander vorm van mynery gaan verteenwoordig.

Om die bestaan van Rössing Uraan te beveilig, is 'n teiken aan werkers gestel om in die jaar 2001 N\$150 miljoen te bespaar. Die kerf is op 23 Desember verlede jaar bereik. Dit het gelei tot 'n uitbetaling van N\$17 miljoen aan die werkersmag van sowat 800 mense. Dit het 'n bedrag drie tot vier keer meer as die maandelikse salaris van werkers verteenwoordig.

Die arbeidsprestasie deur Rössing se werkers is behaal ondanks 'n uraanprys wat nooit die vlak van US\$12 per pond gehaal het waarop die besparings verreken is nie. Verlede jaar in Mei het die uraanprys op US\$8,86 per pond gestaan.

Die optimisme vir die toekoms word nou aangewakker deur 'n uraanprys van US\$9,90 per pond wat nou op die wêreldmark behaal word. Dit verteenwoordig 'n styging van 11,7 persent.

20 March 1998, Rössing News - The Rössing Foundation gears up for progress and change

With the year 2000 approaching, the next two years are going to be a challenging period for the Rössing Foundation as it endeavours to be an innovator and leader in its field.

The Foundation is one of approximately 60 non-Governmental Organisations (NGOs) operational in Namibia, of which the majority have emerged since the country's independence. It is involved in various community activities such as Adult Education, Early Childhood Education, Environmental Education, Namibia Youth Award, Conservation, Trails, Rural Development, Craft Development and an Asparagus Project. Activities are conducted from various centres countrywide, namely at Shankara, Khomasdal, Ondangwa, Omaruru, Swakopmund and Windhoek.

Rössing Foundation Director, Len le Roux, says the next two years will be an opportunity to redesign structures and programmes to lead the Foundation into the next millennium to ensure its future role as an NGO in Namibia. According to Len, the worldwide trend is that development policies and the way in which NGOs work, have come under the spotlight with pressure to refocus their activities. The belief is fading that NGO involvement, or a "shotgun" approach, in the development of a country automatically leads to better development results.

Issues to be addressed in the refocusing exercise will be efficiency control, better co-ordination, and an increased emphasis on core development tasks. Len says: "It is with this in mind that the Rössing Foundation needs to approach the next few years. We need to be more robust in the manner in which we approach our activities and the level of critical analysis we apply when faced with these challenges." He says that in keeping with the goal of the efficient and effective units, the Foundation is faced by three key strategic challenges. The first is its focus, the second co-operation and the third the challenge of accountability. If the Foundation wants to do more than survive, and ensure effective, quality and professional work targeted at social change, it must confront these challenges aggressively.



Reflecting back...

Helena Amuthitu, Deputy Director, Oshana Regional Council

"My first involvement with Rössing Foundation was in 1986 when I was one of the students selected to attend a test for a Rössing Uranium scholarship. Although I was not lucky to get a scholarship, the career guidance we were given was highly appreciated.

"Rössing Uranium played a role in my life, directly and indirectly. Personally, I happened to benefit as a user of the services at Ondangwa Rössing Foundation on many

occasions when I used their facility to prepare for my examinations.

"The Rössing Foundation is a learning institution; my children – like many children and teachers – get assistance from Rössing Foundation with their school work. On a professional career level, I have a good relationship that in some occasions I'm called in to assist with recruitment of Subject officers, for which I am very grateful. May the good legacy of Rössing Uranium continue for many years to come."

June 2001, Rössing News - Rössing Foundation careers exhibition gives opportunities

The purpose of career exhibitions is not to tell learners what to do, but rather to allow each learner an opportunity to move towards knowing what their first job or their life career will be. **A career is a way of life, not only a means of living.**

Choosing a career is a major decision and a very difficult one. To help learners make this decision, the Rössing Foundation / Bank Windhoek careers exhibition was held from 6 to 8 June 2001 in the President's Hall at the Windhoek Show Grounds.

Many secondary schools lack the presence of guidance teachers, and the Rössing Foundation has therefore decided to make this exhibition an annual event in an effort to expose grade 11 and 12 learners to the various careers they could pursue.

About 4,500 learners from schools in Windhoek, Okahandja, Rehoboth, Keetmanshoop, and Gobabis attended the exhibition. Support for the exhibition was received from Bank Windhoek, the British High Commission, Windhoek Municipality, and the Namibia Economist and the Namibian newspapers, who produced career supplements which were distributed at the exhibition and to all secondary schools in Namibia.



Reflecting back...

Namibia Youth Awards Programme

In 1987, Rössing's top management were persuaded to launch and fund the Duke of Edinburgh's International Award (DEA) programme in Namibia and Pieter Mostert was appointed as national coordinator during February 1988 to set up and manage the programme with the assistance of a Board of Directors.

The Duke of Edinburgh's International Award is a non-formal education and learning framework operating in more than 130 countries and territories around the world, through which young people's achievements outside of academia are recognised and celebrated. The programme was started by Prince Philip on 1 September 1956 and is known by various names in different countries, and in Namibia it is known as The Namibia Youth Award.

The award was available to all 14-24-year-olds and equipped young people with the skills they need for life regardless of their background, culture, physical ability, or interests. On an individual level this can make a transformational difference to a young person's life; on a collective basis, it has the power to bring significant change to wider society.

The programme encouraged young people to learn new skills, become physically active, volunteer within their communities, and discover a sense of adventure outside the

classroom. It offered young people opportunities that help them unlock their potential and be ready for their world, whatever that world may be.

One of the early highlights of the NYA occurred during the Royal visit of Queen Elizabeth and the Duke of Edinburgh in 1991, when the first bronze awards were handed out by Prince Philip at the Rössing Foundation to the young people from the SOS Children's Village in Windhoek.

Rössing continued to fund the programme until 2000 but then St. George's Diocesan College in Windhoek has continued to run the programme up to the present day as an independent operator under the name of the International Award, and to date several hundred young Namibians have gained one or more of the three awards, namely bronze, silver or gold, and many of them gained all three as they progressed from one to the next, indicating that they persevered for several years.

Without Rössing's initial involvement this would not have happened and the company can be justifiably proud of their involvement with the Namibia Youth Award.

Pieter Mostert
December 2021

3 August 2001, Rössing News - Putting a positive face on Rössing

Rössing received positive media reporting on the future of the Company in The Namibian and Die Republikein newspapers of yesterday. This follows an invitation to the media to tour the Mine and attend an information briefing presented by the Managing Director, David Salisbury.

The general message of the reports was that “Rössing is back on track”. The Namibian reported: “Rumours that one of Namibia’s biggest mines will close down within the next two years were yesterday dismissed by Rössing Uranium’s Managing Director: ‘We have an exciting future ahead of us and there is no intention to close the mine’, said David Salisbury”. More reports are expected in the weekend newspapers. Various businesses, local authorities, schools and community representatives of Arandis, Swakopmund and Walvis Bay also visited the Mine earlier this week to attend briefings presented by David. He also introduced the senior management team to the visitors.



2 November 2001, e-Rössing Bulletin - Arandis is here to stay

“Rössing is to stand firmly with the community of Arandis, its leaders and its residents.” This is the commitment of support which Managing Director, David Salisbury, gave to the town of Arandis when he addressed a gathering of interested investors and non-governmental organisations at the Arandis Open Day on Tuesday this week. The event was hosted by the Arandis Town Council and organised by the Rössing Foundation.

David said that Rössing will continue to offer support to Arandis, but the town must learn to govern and become independent of the Company. To carry this support, the Company has asked the Rössing Foundation to step in to assist Arandis to reach its goals for the growth and development of the town.

The Rössing Foundation has already settled firmly in the community with an office and by offering a host of activities. The Foundation has developed a worldwide reputation for helping communities to help themselves. Reflecting on the beginning of the town, David said that Arandis is a young community with strong links to the Mine.



6 June 2003 e-Rössing Bulletin - 100,000 tonnes U₃O₈ drummed over 27 years

Mike Leech, Acting Managing Director, says...

On Wednesday this week, almost 27 years to the day since the very first uranium oxide was produced on 25 June 1976, we produced our 100,000th short tonne of uranium.

This is certainly a significant milestone in the history of Rössing – congratulations and a big thank you to the many employees, past and present, who contributed towards making this milestone possible. The 100,000 tonnes is the equivalent of about 215,995 drums of uranium oxide for which we had to mine 930 million tonnes, requiring 5.2 million haultruck loads.

All of these are impressive numbers because of the low grade of our ore body, which requires that the human and mechanical effort to achieve this target, and all the others that we have yet to meet, are even more impressive.

In today’s world, however, volume alone is not enough. We must achieve safe, consistent efficiency in order to keep our unit costs down.

This requires effort, and each employee’s commitment. Let us all stay focused on achieving our daily and long-term volume as well as efficiency and safety targets.

We are on the right track. We have passed this long-term milestone and two of our short-term milestones. WELL DONE – TEAM RÖSSING IS ON THE MOVE.



LONG TIME AGO... Elia Linovene (right) and Ruben Hoaeb are the two longest serving employees, each with 29 years, and were around on 25 June 1976 when the first uranium oxide was produced. Now 27 years later they proudly hold a sample of the first production run. A big thank you to all!

5 December 2003, e-Rössing Bulletin - Rössing Foundation's Namibia Craft Centre wins prestigious award

The Namibia Craft Centre was the sole winner in the Small- and Medium Enterprise (SME) Service Provider Sector in the Joint Consultative Committee's Innovative Entrepreneurs Award 2003.

The award was handed over by His Excellency, President Sam Nujoma at the UN Plaza, Katutura, Windhoek on Wednesday, 26 November this year at the prize-giving ceremony.

The Innovative Entrepreneurs awards are organised under the umbrella of the Joint Consultative Committee, which is a public-private sector partnership to promote small-medium businesses.

The Namibia Craft Centre is a project of the Rössing Foundation. The centre provides a marketing outlet for 25 small enterprises that trade under one roof. The Craft Centre provides new trade links and professional business services for SMEs, serving more than 2,100 Namibian craft producers.



15 October 2004, e-Rössing Bulletin - Arandis, Rössing Foundation spearheading change and development

Since the Rössing Foundation opened its office in Arandis some two years ago, a lot of progress has been made in the development of the town and its inhabitants. The Rössing Foundation in Arandis strives to ensure an economically independent and self-sustaining town. It should also be a centre for educational excellence and empowering the town's inhabitants through capacity building.

With this in mind the Foundation has launched many training and development programmes in partnership with the community and various organisations.

These programmes focus on the economic, social, and environmental development of the town and its inhabitants, such as schools improvement, tourism opportunities, business development, local government and infrastructure, the promotion of recreation and culture, and also agricultural activities.

The Foundation's Arandis Regional Director, Job Tjiho, said the aim is for the town to be self-sustaining after Rössing mine closes sometime in the future. "For Arandis to be self-sustaining, economic, social and environmental programmes were introduced to prepare the community to determine their own destiny through new and viable businesses and to have a well-equipped and capable town council."



15 December 2006, e-Rössing Bulletin - Celebrating 30 years – Employees with 30 years of service

CELEBRATING 30 YEARS... Eighty-four employees who have spent 30 years with the Company were treated to a special Golden Golf Day at the Rössmund Golf Club. Combining their years of loyal service, the group has ploughed more than 2,550 years of hard work into the Company. Congratulations!



22 October 2004, e-Rössing Bulletin - Corporate Governance training a first for Erongo Region

Erongo regional and town councillors have benefited from training in Corporate Governance that was organised by Rössing and hosted by the accounting company Ernst & Young earlier this week. Some 44 regional and town councillors as well as regional and municipal officials from Swakopmund, Walvis Bay, Arandis, Usakos, Henties Bay, Omaruru and Uis participated. Karibib town councillors were not able to attend the training course.

It was the first time in the Erongo Region that a private company presented a training course on Corporate Governance for Government institutions. Corné Badenhorst and Peter Elindi of Ernst & Young also presented the training course to Rössing's Board of Directors and the company's senior management team this week.

Erongo Regional Governor, Samuel Nuuyoma thanked Rössing and Ernst & Young for the initiative to host the training course. He said that the training is an investment in the regional and local government councillors and officials to enable them to do their work in the community that they represent. Governor Nuuyoma urged Rössing to continue with the training and asked Ernst & Young to assist regional and local councils.

28 January 2005, e-Rössing Bulletin - Rössing Foundation assists Erongo Small Miners

A group of thirteen small miners consisting of committee members of the Brandberg Small Miners, XoboXobos and Spitzkoppe communities, paid a short visit to the mine on Monday this week. The Brandberg Small Miners Cooperative are currently in the process of reviving their umbrella body known as the Namibia Small Miners Association (SMA), which dissolved in 2001.

The miners visited Rössing to find out how to practise their trade as safely as possible, as well as to learn how to apply their trade without causing unnecessary damage to the environment.

According to Petra Ondigo, who is the facilitator of the small-medium enterprises (SME) training course at the Rössing Foundation in Arandis, the group will assume their mining activities as from next week and that they will only mine tantalite, to sell to a local buyer, who in turn is an agent for a South African company.

Due to the fact that their plant is out of order, these miners will have to use hand tools and do everything manually. No blasting will be permitted until adequate funding for better equipment and machinery has been secured. For the visiting miners, some of whom have been in the mining industry for up to 15 years, learning about Rössing going the extra mile to first secure the safety of their employees, made them realise the importance of taking care of their lives as well as the surrounding environment.

17 February 2006, e-Rössing Bulletin - We are going for 30!

This year marks the 30th year since the first drum of uranium oxide was produced at Rössing Uranium mine.

How time flies! Many of the long-serving employees at Rössing are surely proud as they were fortunate to have witnessed our first uranium oxide produced in 1976.

For many of our "newer" employees the 30-year production milestone will also be a significant achievement while our youngest employees were only a twinkle in the eye at the time.

Whether you are an employee with short or long service, this milestone will not go unnoticed as we have a key message for all our stakeholders along with a number of activities planned for the year by the Community Relations section.

The aim is that all employees, family members and the community at large take note of our 30-year milestone and in this way learn more about Rössing.

Corporate Governance training a first for Erongo Region

ERONGO regional and town councillors have benefited from training in Corporate Governance that was organised by Rössing and hosted by the accounting company Ernst & Young earlier this week.

Some 44 regional and town councillors as well as regional and municipal officials from Swakopmund, Walvis Bay, Arandis, Usakos, Henties Bay, Omaruru and Uis participated. Karibib town councillors were not able to attend the training course.

It was the first time in the Erongo Region that a private company presented a training course on Corporate Governance for Government institutions.

Corné Badenhorst and Peter Elindi of Ernst & Young also presented the training course to Rössing's Board of Directors and the company's senior management team this week.

Manager CHSE & Risk Management, Willem van Rooyen, said in his opening remarks that Corporate Governance refers to the manner in which a corporation is directed, and laws and customs affecting the direction. Corporate governance is thus about promoting fairness, transparency, accountability and responsibility, whether in private firms or in government institutions.





SUPPORT GOVERNMENT AND OTHER RELATIONS

A highlight in this decade with regards to supporting government initiatives, is the visit of the Dr Libertine Amathila, Minister of Health and Social Services, to familiarise herself with the operation, particularly in terms of health and safety issues. Minister Amathila urged Management “never to compromise on health and safety as it was important to employees and their families”. (19 September 1997, Rössing News, Health a priority for Health Minister)

Another highlight happened in 1997 when Rössing supported the Mayoral Anti-Crime Fund. General Manager, Werner Haymann said, “As General Manager of Rössing and the employees and their families, which amount to approximately 4,000 people, we would like to support your fight against crime. We need to address the problem together.” (26 September 1997, Rössing Bulletin, Rössing supports Mayoral Anti-Crime Fund)

The headline that probably pleased Government the most in 2004 was: “Rössing has become the very first uranium producing mine in any western country to export uranium oxide to China for the generation of electricity in nuclear power plants.” (6 February 2004, e-Rössing Bulletin, We are doing business with the Chinese nuclear industry)



VIP VISIT... The new Chinese Ambassador to Namibia, Mr Lian Zhengbao (left), the Assistant Minister from the Chinese Ministry of Foreign Trade and Economic Cooperation (MOFTEC) Mr Yang Wensheng (right), together with officials representing MOFTEC, visited the mine earlier this week. They were photographed with the Rössing General Manager, Mr Werner Haymann.

14 February 1997, Rössing News - Chinese Ambassador and Minister visit Rössing

VIP VISIT...The new Chinese Ambassador to Namibia, Mr Lian Zhengbao (left), the Assistant Minister from the Chinese Ministry of Foreign Trade and Economic Cooperation (MOFTEC) Mr Yang Wensheng (right), together with officials representing of MOFTEC, visited the mine earlier this week. They were photographed with the Rössing General Manager, Mr Werner Haymann.

08 October 2002, Republikein - Namibië bly verbind tot ontwikkeling

Namibië het hom op 'n geknelde vasteland verbind tot die ontwikkeling van sy menslike hulpbron, sê die Premier, mnr. Theo-Ben Gurirab. Onderwys en die befondsing daarvan geniet voorkeur en dit het 'n prioriteit van die Regering geword om opvoeding na gebiede te bring waar die grootste behoefte daaraan bestaan.

Toe die Premier as genooide spreker tydens die vieringe van die 21ste verjaarsdag van die sekondêre skool van die Kolin-stigting van Switserland op Arandis opgetree het, het hy gewys op die wyse waarop kennis van die wetenskap en tegnologie ook deur die President, mnr. Sam Nujoma, beklemtoon word. **Daarom verwelkom mnr. Gurirab die betrokkenheid van die private sektor by die vieringe van die Kolin-stigting se skool. Die skool het sy ontstaan te danke aan 'n skenking van die Kolin-stigting en Rössing Uraan se bydrae tot die gebou.**

19 September 1997, Rössing News - Health a priority for Health Minister

Minister of Health and Social Services, Dr Libertine Amathila, paid a visit to the mine earlier this week to familiarise herself with the operation, particularly in terms of health and safety issues.

She was accompanied by her Deputy Permanent Secretary, Mr Onesmus Akwenye, and the Chairman of Rössing, Charles Kauraisa. Charles said that the visit was highly successful.

The Minister said she was "very impressed with the general housekeeping standards and in particular with the cleanliness of the operation." She was keen to learn about the Health and Safety aspects of employees on the mine and was impressed with our safety achievements and the extent of the work involved in running a safe operation.

Minister Amathila urged Management "never to compromise on health and safety as it was important to employees and their families". General Manager Operations, Werner Haymann, gave a short presentation to the Minister on general operations and the market outlook. Dr Amathila, who is also a medical professional, inspected the facilities at the Mine Medical Centre with keen interest.

26 September 1997, Rössing Bulletin - Rössing supports Mayoral Anti-Crime Fund

General Manager, Werner Haymann, presented a cheque of N\$5,000 on behalf of Rössing to Swakopmund Mayor Daniel Kamho in support of the Mayoral Anti-Crime Fund for the town last week.

Rössing was the first business to contribute to the fund after it was launched in Swakopmund at the beginning of this month when the Mayor made a personal contribution of N\$500. Werner handed the Mayor a second cheque of N\$500 as a personal contribution on behalf of his wife, Mary-Lou. At the occasion Werner said: "As General Manager of Rössing and the employees and their families, which amount to approximately 4,000 people, we would like to support your fight against crime. We need to address the problem together." Werner congratulated the Mayor on leading the way by establishing an Anti-Crime Fund.

12 April 2002, e-Rössing Bulletin - Customers from Japan visit the Mine

One of our major customers from Japan visited us earlier this week to see first-hand how we operate our Mine and how we produce the uranium oxide which they buy from us for the nuclear power utilities that generate electricity for consumption in Japan.

The Executive Vice President of the Japan Atomic Power Company, Mr Takao Fujie, had a short message for the Best Practice Workshop on site, attended by Superintendents and First Line managers, when he was introduced by Managing Director, David Salisbury.

Mr Takao Fujie said: "In Japan we know that much of the uranium for the industry comes from Rössing, and we are proud to be associated with your Company. We are looking forward to a good working relationship and wish you all the best in your hard work." Mr Takao Fujie was accompanied by the General Manager, Mr Shinichiro Uemiya, and the Assistant Manager, Mr Masaya Aida, of the Nuclear Power Department of the Marubeni Corporation in Japan. The Marubeni Corporation is an international company with more than 4 000 employees operating from 149 overseas offices in 75 countries. The group visited the Open Pit, the Ore Sorting project, and the Processing Plant.

3 June 2005, e-Rössing Bulletin - Rössing employee elected as Mayor of Arandis

A realist by nature, the new mayor of Arandis, Daniel Mhuura, called on the support of the community with the following words: "You do not just plant a tree and hope for it to grow by itself. You need to support it by giving it water and everything else it needs to grow. Bend the sapling to your will so that it grows straight, for this tree is yours and it will need your support."



6 February 2004, e-Rössing Bulletin - We are doing business with the Chinese nuclear industry!

Rössing has become the very first uranium producing mine in any western country to export uranium oxide to China for the generation of electricity in nuclear power plants.

The contract for the shipment of 109 tonnes of U_3O_8 was signed yesterday afternoon on site between our Managing Director, David Salisbury and Mr Huang Mingang, Managing Director, Nuclear Fuel Department of the China Nuclear Energy Industry Corporation (CNEIC).

At the signing of the agreement David said: "I sincerely hope it is the first of many sales with China", thanking the delegation for the opportunity to do business.

The consignment will be shipped in February through Walvis Bay Harbour to reach Shanghai, China, in April this year. The shipment is in addition to our already committed sales contracts for this year to various nuclear power utilities around the world.

Senior executives of the China National Nuclear Corporation (CNNC) and staff of CNEIC and Beijing Research Institute of Chemical Engineering and Metallurgy (BRICEM) were on site yesterday for an overview of our facilities and were accompanied by our Chairman, Charles Kauraisa, and Director Sales of Rio Tinto Marketing Services, Martin Oliva.

The CNEIC is a subsidiary of the CNNC which is a nationwide industrial conglomerate integrating science, technology, industry and international trade. The CNNC's long-term goal is to achieve self-reliance in the design, manufacture, construction, and running of nuclear power plants in China. China has an extensive nuclear power plan for the generation of electricity with the aim to place itself in line with the world nuclear power countries within the next few years.



20 May 2005, e-Rössing Bulletin - Directors and Mines and Energy Minister on site

Namibia's new Minister of Mines and Energy, Mr Erkki Nghimtina, visited Rössing yesterday for a familiarisation tour and to learn more about our business. The Minister was accompanied by the Ministry's Deputy Director, Romanus Samuyenga, Inspector of Mines, Ignatius Shilunga, and the Minister's assistant, Sadeke Nepela.

Rössing's Board of Directors, who were on site on Wednesday for the board meeting and on Thursday for a tour of the mine, accompanied the Minister to the David Salisbury Viewpoint on Bench 9 in the open pit.

Rössing's Acting Manager Mining, Paul Rooi, and Managing Director, Mike Leech, pointed out the latest developments in the open pit. Rehabeam Hoveka (General Manager Commercial), and Ewald Ochs (Plant Production Foreman) took the Minister and his delegation on a walk-about in the processing plant area where he used the opportunity to talk to some of the employees and participated in the safety interactions.



7 October 2005, e-Rössing Bulletin - Public Service Improvement in Africa

A group of about 30 senior government officials from various African and European countries visited the mine yesterday as part of their conference held this week in Swakopmund. General Manager Operations, Willem van Rooyen, briefed the visitors on Rössing and also shared information on the uranium market. The visitors are part of the Implementing Team on the Charter and Related Initiatives for Public Service Development in Africa. Namibia's Ministry of Mines and Energy was chosen as the model ministry on the implementation of a Customer Service Charter. The charter spells out the Ministry's commitment in rendering services to its customers, such as the mining industry in Namibia. The group was accompanied by Namibia's Deputy Secretary to Cabinet, Steve V Katjiuanjo.



24 February 2006, e-Rössing Bulletin - Ministerial visit

The Zambian Deputy Minister of Large Scale Mines Mr Ackimson Banda, the Zambian Director of Mines Mr Gerhard K Kangamba, and senior Zambia government officials were on site earlier this week to learn more about Rössing's operations. The Zambian visitors were accompanied by Namibia's Deputy Minister of Mines and Energy Mr Henock Ya Kasita and the Director of Mines, Mr Asser Mudhika, as well as senior government officials. Rössing's Manager Mining Operations Werner Ewald welcomed the delegation while Manager Strategic Development, Zebra Kasete, and Manager Assets, Bernard Morwe, presented talks on our mining and processing operations. The delegation also toured the mine and viewed the open pit from Sandy's View.



5 May 2006, e-Rössing Bulletin - First Lady on site

The First Lady of Namibia, Ms Penehipifo Pohamba (middle) paid a visit to the mine on Tuesday this week along with visiting Arandis with the Deputy Minister of Home Affairs and Immigration, Hon. Teopolina Mushelenga (second from left), the Erongo Regional Governor, Hon. Samuel Nuyoma (second from right), the Mayor of Arandis, Daniel Utapi Muhuura (left), and the Deputy Mayor of Arandis, Lucia Erastus (right). The visitors were welcomed by the Acting Manager Human Resources, Bernard Morwe, after which they were taken on a tour of the mine, including Sandy's View in the Open Pit.



19 May 2006, e-Rössing Bulletin - Labour Minister on site

The minister of Labour and Social Welfare, Hon Alpheus !Naruseb, was on site earlier this week for an overview of our operations. The Minister is a former Rössing employee and expressed his delight to be able to visit the mine again. He was accompanied by the Erongo Regional Governor, Hon Samuel Nuuyoma. The delegation also included Adv Vicki E ya Toivo (Special Advisor to the Minister), Bro-Matthew Shinguadja (Labour Commissioner), Dr Valentine Mulongeni (Director: Labour Services) and Mr Albert E Biwa (Deputy Director: Social Welfare), as well as a number of Government officials. The Rössing delegation included Charles Kauraisa (Chairman), Mike Leech (Managing Director), Willem van Rooyen (General Manager Operations), Rehabeam Hoveka (General Manager Commercial), Werner Ewald (Manager Mining), Brian Gerrell (Manager Plant Operations) and Manager Human Resources, Bernard Morwe. Members of the Rössing Branch Executive Committee (BEC) of the Mineworkers Union of Namibia (MUN) also held discussions with the delegation.



6 October 2006, e-Rössing Bulletin - High profile Namibia-Zimbabwe delegation tours the mine

The Namibian and Zimbabwean Ministers of Labour and Social Welfare were on site earlier this week for an overview and tour of our operations. In a presentation to the group Rössing's General Manager Operations, Willem van Rooyen, informed them about our current business situation and future plans. A surprise for a number of Zimbabwe nationals working at the mine was to meet with the Zimbabwean minister and accompany him to Sandy's View where they informed him about our mining operations as well as the LoME project undertaken in the pioneering area.





MINING, PROCESSING AND ENGINEERING

Although technical of nature, many of Rössing Uranium's Mining, Processing and Engineering achievements during this decade were significant.

One of the headlines in this period demonstrates this: "Rössing is making engineering history with the first two 180 tonne Haultruck pans designed and manufactured on site to our specific specifications and standards. The pans are manufactured for two of the six new haultrucks that were delivered at the beginning of 1997." (6 March 1998, Rössing News, Mine makes engineering history with "Rössing pans")

Another headline in the technical field, is "We are leading the world as the first mine to use the technology of the new millennium in ore sorting. A good deal of interest from around the world has been generated in the project and articles on the Ore Sorting Project will soon appear in mining magazines." (April 2000, Rössing News, Our Ore Sorting Project is leading the world!)

Another headline: "Rössing Mine is the first hard-rock mine in the world and in the Rio Tinto group to make use of a high precision Global Positioning System (GPS) to monitor the Open Pit slope on a 24-hour basis for any movement." (March 2001, Rössing News, High Tech watching slope movements)

And late in 2005 a very important announcement on the Life of Mine was made, following many hours of research, planning and exploration work: "In December last year the Rio Tinto Investment Committee in London approved the Life-of-Mine Extension (LoME) project which will see the life of the Rössing mine extended from 2009 to 2016 at a capital cost of US\$112 million." This paved the way for exploration work in the Mine's SH area to further explore the uranium deposit. (1 September 2006, e-Rössing Bulletin, LoME: A second lease of Life!)

31 July 1998, Rössing News - Old underground tunnel uncovered in Open Pit

Part of Rössing's early history came to light when an underground tunnel, excavated in 1976, was uncovered recently on Bench 18 on the northern side of the Open Pit. The tunnel was one of many used for delineating high grade ore deep beneath the then developing but shallow Open Pit. It was 3,5m high and 5m wide, big enough for 20 tonne capacity articulated trucks and scoop trams (very low profile front end loaders) to move around underground to remove the broken rock.

The workings were developed on four main levels, twisting and turning underground for a total length of 5.25km, more than one and a half times the length of the current Open Pit. The first level, at 360m above sea level, was mined out by the Pit some years ago whilst the second level, at 300m above sea level, is the one now uncovered. The third and fourth levels, at 240m and 180m above sea level, still lie uncovered deep beneath the Pit.

A separate vertical main shaft, which connected the underground tunnels with the surface, can still be seen today on the northern rim of the Open Pit not far from the Mine Maintenance workshops. The shaft, measuring 5,5m in diameter, was 433m deep and was intended to hoist ore to the surface had the Mine come into production. Manager Mining, Herbert Hanke, and Chief Geologist, Roger Murphy, can still recall driving into the depths of the underground workings in Land Rovers (fitted with special platinum oxy-catalyst exhaust scrubbers) to carry out their various duties.



Manager Mining, Herbert Hanke, Superintendent Technical Services and Development, Gerry Arnat, and Foreman Drill and Blast, Paul Rooi, at the opening to the tunnel on Bench 18.



6 March 1998, Rössing News - Mine makes engineering history with "Rössing pans"

Rössing is making engineering history with the first two 180 tonne haultruck pans designed and manufactured on site to our specific specifications and standards.

The pans are manufactured for two of the six new haultrucks that were delivered at the beginning of 1997.

It will mean that Rössing will have two spare pans to assist with the maintenance of the haultrucks. They will have a much longer maintenance-free operational life of over 25,000 hours for 40 percent of the pan's floor area to 50,000 hours for the remaining 60 percent of the pan's floor area. Fifty thousand hours is equivalent to about 10 years. This is seen as a significant improvement compared to the 8,000 hours or 19 months of the present steel pans.

Though the cost of the pans manufactured on site is just less than double the price of steel pans, Chief Design Engineer, Andrew O'Shann, says it is "most cost effective as the pans will need little or no maintenance and in this way ensures that we get a profitable return on the investment."

He says the reason for developing the "Rössing pan" is because our rock and mining conditions are extremely hard, being equivalent to the worst in the world. Since the mine commenced production in 1976, the standard steel haultruck pans have been a high maintenance cost item with regard to repair costs and loss production time. He says the maintenance costs involve major repair work on the pans.

Due to abrasion of the steel wear bars on the floor of the pan, they have to be replaced every 8 000 to 9 000 hours. The floor and front wall of the pans also dent and deform from the impact loading of large rocks. The welds in the structural members fail from fatigue after about 8 000 hours. As a way to cut on maintenance costs, Rössing started to use rubber linings on the floor of the pans in 1979.

This improved the abrasive life by over three times as the rubber's ability to absorb the impact when rocks are loaded into the pan stops the floor pans from bending. The rubber is 150mm thick. But it was not the ideal solution as structural fatigue still occurred and the pan frame did not last the life of the rubber, which is about 50 000 hours.

The thick rubber also takes up space, the equivalent of about 11 tonnes of rock. The redesigned rubber lined pan will cut maintenance costs and is bigger to allow space for the rubber panels so that it will carry the full 180 tonnes of rock. The use of aluminium makes it lighter and stronger. The total weight of the Rössing pan is 28 tonnes, which is the same weight as the steel pans supplied with the trucks. The unique design will make use of I-shaped beams which enable the pan to flex without unnecessary high stress on all the welds. The welds are done according to the British Standards 5400 specifications. The first pan was designed by Andrew and built by NEC, a contractor on site in 1992. This pan on Haultruck 62 is still operational and after 14 000 hours has had no maintenance.

Smooth Y2K roll over

THE 1 January 2000 roll over of the Mine's critical systems and equipment went smoothly, however continued monitoring is taking place to ensure that we respond effectively, should any delayed Y2K-related problems occur. We are also monitoring the 29 February 2000 roll over.

We embarked on a number of Y2K programmes as early as 1996 to finalise its preparedness for the millennium changeover, thus ensuring that all our critical systems and equipment were Y2K compliant. Computer based hardware and software of systems and equipment was tested and corrective action taken to ensure compliance. Links were established with key service providers and suppliers, both in Namibia and South Africa, such as Namwater, Nampower and Telecom Namibia as well as banks and overseas business contacts to ensure the continued supply of services on and after the roll over date.

We invested approximately N\$2.4 million in overall modification of embedded systems in the mobile and fixed plant environment. According to Financial Director, Mike Leech, "We are satisfied with the success of the Y2K programme and feel that the investment was justified in that it not only ensured compliance, but in most cases, improved functionality and efficiency."

The Rössing News kept its readers informed about the Y2K programmes by featuring a number of articles and a colourful information supplement "Millennium Bug - The Facts".

February 2000, Rössing News - Smooth Y2K rollover

The 1 January 2000 rollover of the Mine's critical systems and equipment went smoothly; however, continued monitoring is taking place to ensure that we respond effectively, should any delayed Y2K-related problems occur.

We are also monitoring the 29 February 2000 roll over. We embarked on a number of Y2K programme as early as 1996 to finalise its preparedness for the millennium changeover, thus ensuring that all our critical systems and equipment were Y2K compliant.

Computer-based hardware and software systems and equipment were tested and corrective action was taken to ensure compliance. Links were established with key service providers and suppliers, both in Namibia and South Africa, such as Namwater, Nampower and Telecom Namibia as well as banks and overseas business contacts to ensure the continued supply of services on and after the rollover date. We invested approximately N\$2.4 million in overall modification of embedded systems in the mobile and fixed plant environment. According to Financial Director, Mike Leech, "We are satisfied with the success of the Y2K programme and feel that the investment was justified in that it not only ensured compliance, but in most cases improved functionality and efficiency." The Rössing News kept its readers informed about the Y2K programmes by featuring a number of articles and a colourful information supplement titled "Millennium Bug - The Facts".

March 2000, Rössing News - “Pick a Rock” separates U_3O_8 from waste

Company has approved the design of the Pilot Ore Sorting Plant. This is the first milestone in the project and the next steps will be the developing of a detailed design, purchasing of equipment and awarding of construction contracts. These activities will commence shortly with a view to them being finalised in June when site construction will kick off.

The Pilot Ore Sorting Plant is designed to use radiometric detectors to scan and measure the uranium level of ore coming from the Primary Crushers. The Plant will separate the ore according to its grade by ejecting the low-grade ore by means of blasts of compressed air, while the high-grade ore will be fed to Fine Crushing for further processing.



April 2000, Rössing News - Our Ore Sorting Project is leading the world!

We are leading the world as the first mine to use the technology of the new millennium in ore sorting. A good deal of interest from around the world has been generated in the project and articles on the Ore Sorting Project will soon appear in mining magazines. In last month's edition of the Rössing News we informed you that the Ore Sorting Project had started, and that site construction would commence in June. Since then, orders to a total value of N\$1.5 million have been placed for a vibrating screen, two air compressors, four conveyors, a large air receiver and other equipment in preparation for the start of construction.

This is over and above the N\$4.5 million order already placed for the radiometric ore sorting machine. Tender documents for the construction of the Pilot Ore Sorting Plant have been sent out to local construction companies, such as NEC and Arandis Services, as well as to South African-based companies. It is hoped that one of our local suppliers will prove their competitiveness and will be awarded the contract.

Project Leader, Trevor Heuer, said that the Bateman-designed ore sorting building was checked by a computer model to ensure that there would be no vibration problems, such as those that have plagued our Pre-screening Plant.

Our engineering, maintenance, operations and Loss Control personnel have been conscientiously ensuring that the plant and every piece of equipment meets our rigorous standards to ensure smooth operation, easy maintenance, and safety.

Did you know that radiometric ore sorting was first tested at Rössing, and found to work, in 1968? In 1971 ore sorting was included in the initial Rössing plant design; however, electronics and computer processing in the 1970s was so expensive and slow that it was ultimately removed from the design before the plant was constructed. Just as television, calculators and personal computers have become smaller, cheaper and more efficient since the 1970s, so too will Rössing's new technology ore sorter.





July-August 2001, Rössing News - Ore Sorter detects the uranium – a world first

The Ore Sorter removes the non-uranium bearing rocks fed through the radiometric scanning device. By removing the waste rock, which makes up about 25 percent of the total feed, we are able to increase both efficiency and production.

This will reduce our unit cost of production which will make us more competitive in the global uranium market. At this stage, the Ore Sorter is in its pilot phase and the challenge is to develop it further in the most cost-effective way. Construction

of the Pilot Ore Sorter started in March 2000, at a planned cost of N\$20 million. It was specifically designed for Rössing and is a first in the world for specifically testing a 'prototype' radiometric sorter. The sorter construction phase was completed in January 2001 and is currently in the bedding-down phase of both the hardware and the software systems. At the moment the Ore Sorter is producing results in line with plan, and the focus is moving to reliability and a full understanding of the potential of the plant.



March 2001, Rössing News - High Tech watching slope movements

Rössing Mine is the first hard-rock mine in the world and in the Rio Tinto group to make use of a high precision Global Positioning System (GPS) to monitor the Open Pit slope on a 24-hour basis for any movement.

The high-tech GOCA (GPS Online Control & Alarm) System was installed at the beginning of the year, in addition to other existing measures, as an early warning system for slope movements of as little as 5mm around the fault on the south wall of the Open Pit.

The fault caused a slope failure in 1997 and subsequently 700,000 tonnes of rock had to be hauled away. The GOCA System consists of electronic monitoring and transmission components which were imported from Germany. The instrumentation work on the system, together with the design and manufacture of the frame for the equipment, was done on site.

Other methods of slope monitoring include daily physical inspections and measuring of cracks, surveying of slope monitoring points, and a number of Extensometers which sound an alarm in the event of large slope movements of more than 25mm.



11 April 2003, e-Rössing Bulletin - Sands Conveyor takes first load

The Overland Sands Conveyor took its very first load on Monday this week when the Plant was started up with two of the Rod Mills running. The Sands Conveyor delivered the first batch of sands to the Pumping Station at Paddy X from where it was pumped to the Tailings Dam.

Superintendent Projects, Pine van Wyk, said: "It's a great day! Thank you to all for the hard work. Now we can start delivering the tonnes uranium."

The Sands Conveyor Project is a significant milestone for the Mine and will pave the way for other improvement projects and a long-term future for the Mine. From the approval date of the project to the commissioning date, was a period of 13 months. The project start-up was about two weeks behind schedule due to the cold commissioning taking longer than expected. During the next two weeks hot commissioning will be carried out to ensure that all the systems are functioning as designed.

The in-house
electronic bulletin of
Rössing Uranium Ltd.

Friday, 10 October 2003

e - Rössing Bulletin

One Billion Tonnes Later!



THIS week we reached a key milestone in the history of the Mine. We have moved one billion tonnes of rock from the Open Pit since operations commenced in 1976.

This is no small achievement. About 11 044 Rössing employees have worked hard during the past 27 years to reach this significant milestone.

Congratulations and a big thank you to all the past and present employees.

Bags of oranges

By now each of the present employees have received a bag of nutritious oranges as a token of appreciation for your work in reaching this milestone. With a lot of sweat and tears along the way it was certainly not always plain sailing to reach this historic landmark.

The oranges represent the journey to reach this landmark. Certainly most of

ONE BILLIONTH LOAD... On Thursday this week at 09:30 haultruck 76 was loaded with the one billionth tonne of rock from the Open Pit. Equipment Operator Andreas Filipus (third from left) had the honour of delivering the load at the waste dump with fellow colleagues witnessing this historic moment. From the left are Manager Mining, Leon Fouché, Festus Helgaoseb (Shovel Team Leader), Andreas Filipus, Karel Majiedt (Acting Superintendent Load & Haul), Donald Everson (Equipment Operator), Jan Feris (Shovel Team Leader), Gerson Eiseb (Training Supervisor) and Moses Ndiwedha (Equipment Operator). Insert - Johannes Nekongo dispatched haultruck 76 from the Open Pit Control Room.

the oranges will have a sweet taste, but expect a few with a sour taste.

When you enjoy a sweet tasting orange think of all your hard work and ingenuity which helped to bring about the Mine's many achievements and successes over the years.

When you eat an orange with a slightly sour taste, think of the lost opportunities and missed production targets, but which always served as a motivation to safely do the work right the first time round.

2.6 million man-hours

A lot of human and

mechanical effort has been required to reach this milestone. For example, if the 1 000 000 000 tonnes is represented in terms of time and converted to seconds, it would cover a period of 32 years.

Over the past 27 years we have worked 2.6 million man-hours and made 6 million haultruck loads to move the one billion tonnes of rock.

Since production started the 42 haultrucks travelled about 40 million kilometres which is the same as a 1 000 times around the earth.

Some 3 000 haul-

truck tyres were used which would cost about N\$300 million at today's price. During this period the haultrucks used about 200 million litres of diesel – enough fuel for a light vehicle to travel two billion kilometres at a consumption of 10 km per litre.

We are presently operating our twelfth Shovel since production started in 1976.

A big mountain of rock

In terms of volume the one billion tonnes is the same as 374 million cubic metres, which would fill about half of the Hardap Dam. If we dumped the one billion tonnes on our Coarse Ore Stockpile, it would be 800 metres high, which is about three times the height of Rössing Mountain.

However, we still have a long way to go to be equal with the Bingham Canyon copper mine at Salt Lake City in the United States. This mine has moved over five billion tonnes of rock over a 100-year period.

Energy value

Our uranium oxide extracted from the ore has been of great value in the nuclear energy industry. In June this year we reported that we have produced 100 000 short tonnes of uranium oxide. This is the equivalent of 215 995 drums of oxide.

In energy value it would generate enough electricity for a city with a population of one million for about 385 years, and for the whole of Namibia for about 1 500 years at current consumption rates. It would also generate enough electricity to power the United Kingdom for about six and a half years.



16 April 2004, e-Rössing Bulletin - Our XRFS machine helps us to make the tonnes

HIGH TECHNOLOGY... Senior Chemist in the Laboratory Section, Rodney Khoeseb, at the X-ray fluorescence spectrometry (XRFS) machine. Samples from the Open Pit and the Processing Plant are analysed daily by the machine to determine the concentration of uranium.

A high-tech X-ray machine, which makes use of instrumental analytical techniques widely used in the industry, was recently acquired by the Mine to analyse the many samples required to assist us to make production targets.

The samples taken on every shift in the Open Pit and the Processing Plant are analysed by the X-ray fluorescence spectrometry (XRFS) machine to determine the concentration of uranium in our ore.

In the industry XRFS is used in the analysis of rocks and metals with accuracy levels of about 0.1% of the major elements, such as uranium. It can be used to analyse solids, powders or liquids and in some cases gases. The Mine acquired the S4 Pioneer wavelength dispersive spectrometer to replace the current 20-year-old X-ray machine which has become too costly to maintain and also no longer meets

our sampling analysis standards. The new machine takes only two-and-a-half minutes to analyse one sample. It is fully automatic and has a sample chamber to accommodate 60 suction samples and 22 positions for sample cups, thus in total 82.

Our XRFS machine, which cost N\$1.5 million, will also be used soon in our Diamond Drill Project to analyse rock samples as part of our Phase 2 evaluation.



23 July 2004, e-Rössing Bulletin - A long train

The largest single consignment of our uranium oxide transported by rail from site to the Walvis Bay Harbour was undertaken on Monday this week. A total of 52 containers on 26 railcars and pulled by three locomotives made up the load with the entire train covering a distance of 412 metres. It took the train 3 hours from site to the harbour, travelling at 60 km/h between Arandis and Swakopmund and 40 km/h between Swakopmund and Walvis Bay. The Mine's previous record of 24 containers railed as a single consignment was in March 2002 and again in December 2003.

The containers are shipped from the harbour to our overseas customers where our uranium oxide will be converted and enriched to serve as a source of energy at nuclear power utilities for the generation of electricity.



15 July 2005, e-Rössing Bulletin - A night scene

Not many employees are fortunate enough to see scenes like this after a hard day's work. This is a photo of Final Product Recovery taken last week after the sun had set.



10 March 2006, e-Rössing Bulletin - Shovel 13 has commenced its voyage from Komatsu Mining in Germany to Rössing

Our new PC 5500 hydraulic shovel left the Komatsu factory (KMG) in Düsseldorf at the end of February 2006 for Antwerp in Belgium. It will be loaded onto the vessel, "Grey Fox" today for its voyage to Walvis Bay.

The vessel is scheduled to dock at the Walvis Bay harbour on 26 March. From Walvis Bay all sub-assemblies and components for the shovel will be transported by road to the Mine where a bar-chart for the assembly process has already been drawn up.

The shovel will be assembled by a Rössing team under the supervision and guidance of a shovel expert, Gerhard De Lange, who is already on site.

Shovel 13 will be taking over the digging operation from the DEMAG 485H hydraulic shovel (Shovel 12) which has been in operation since June 1990. Shovel 12 has since clocked over 78 000 machine operating hours and handled over 90 million tonnes of ore. Rössing's DEMAG 485H is the oldest of its kind in the world with only four of them still operating in Southern Africa.



25 August 2006, e-Rössing Bulletin - Exploration in SH area commences

Early exploration work in the 1970s exposed a number of anomalous uranium occurrences over a large area adjacent to the Rössing Dome, including the current Open pit area. At that time, each of the anomalies was sampled and studied culminating in the selection of the SJ anomaly (current Open pit) for development of a mine.

Exploration activity was relatively dormant during the 1980s, save for some work done in 1986. This was because of the decline in the uranium spot price, which reduced funding available for exploration. The price trend has since changed from late 2004 allowing Rössing to re-assess its ore resource position and plan for the future.

As a follow-up to the success of the LoME project, coupled with increased demand for uranium, Rössing is set on developing uraniumiferous anomalies located in close proximity to current mining infrastructure. This will be done through a detailed exploration programme, which will focus on evaluating the various uranium anomalies in view of extending the life of mine beyond 2016. The SH

area hosts one such anomaly and has been earmarked for detailed exploration which will primarily involve diamond drilling, mapping and sampling of rocks. The exploration programme will aim at improving geological knowledge of the SH area to a point where a feasibility study can be approved for the development of a future mine.

Although the SH area is known to contain uranium, past research has shown that much of this element is contained in the structure of betafite, a refractory uranium bearing mineral that cannot be processed using the current acid leach process employed at the Rössing plant.

However, Rössing and Rio Tinto Technical Services (RTTS) are currently busy working on a process which would allow for the economical extraction of uranium from the betafite structure. Should the SH area prove to contain sufficient amounts of uranium during the exploration programme, mining activities could commence as soon as the processing technology for betafite has been established.



1 September 2006, e-Rössing Bulletin - LoME: A second lease of Life!

In December last year the Rio Tinto Investment Committee in London approved the Life-of-Mine Extension (LoME) project which will see the life of the Rössing mine extended from 2009 to 2016 at a capital cost of US\$112 million.

The Life-of-Mine project entails a substantial amount of upgrading and procurement of equipment, recruitment and training opportunities which will enable the mine to take maximum advantage of the favourable uranium spot market price as well as reaffirming the mine's position as a global player in the production of uranium.

For the last few years Rössing has suffered a severe investment deficiency in the world uranium market, but this has now changed. The project is looking at extending the Open Pit footprint towards the northwest, and alternatively to commence mining activities.

The initial flattening and/or levelling of the mountainous area at the northwest area is in progress, conducted by a contract mining company. Another positive spin-off of the project is the recruitment of more staff. An additional 150 people

will be recruited, with a large portion of them being assigned to the mining area to operate the additional equipment. Provision for the increase in employees has been catered for in the form of the acquisition of additional buses. In summary, the bulk of the investment is towards the acquisition of the heavy mobile equipment, with the rest of the funds dedicated to other business activities including health, safety and environmental aspects.

As a follow-up to the success of the LoME project, coupled with increased demand for uranium, Rössing is set on developing uraniumiferous anomalies located in close proximity to current mining infrastructure.



SAFETY, HEALTH AND ENVIRONMENT

Rössing has always been in the forefront with its safety, health and environmental practices and received many recognitions and rewards during this decade.

Early in 1997 Rössing was honoured with its 11th NIOSH award.

And in 1998 Rössing was honoured to receive the first ever Shell Environmental Management Award. At the award ceremony Rössing's Chairman, Charles Kauraisa said: "Rössing has been committed to the highest health, safety and environmental standards throughout our 22 years of operation and the standards that we have achieved are something in which all our employees take great pride." He was also quoted as saying, "Programmes implemented have been designed to ensure that our impact on our neighbouring environment has been minimised. This required a major commitment and hard work from all employees of the company, and I take this opportunity to thank them for their commitment." The Chairman further assured everyone that Rössing would not succumb to the risk of complacency that awards of this type often lead to." (3 April 1998, Rössing News, Rössing receives first ever Shell Environmental Management Award)

And in 2001 the very first Rössing Birdwatch Day was hosted – an event than continues annually involving school learners.

And the Rössing Conservation Trails that started 1983, celebrated 20 years in 2003, with the aim to create environmental awareness among the youth of the country.

And in 2004 the success of Rössing's best safety practices was demonstrated: "A first in the history of the Mine - 365 days without a Lost Time Injury.



23 May 1997, Rössing News - Rössing honoured with 11th NIOSH

During the 1997 NIOSH Award Ceremony held at the Carlton Hotel in Johannesburg on Friday 16 May, Rössing Uranium received its 11th NIOSH.

NIOSH chose Spanish bull fighting as the theme for this year's Award ceremony. Rössing was among those invited to "share in the victories for occupational health, safety and environmental Management".

In the spirit of victorious matadors, NIOSH honoured 52 national and international companies which have contributed towards safe guarding people in industry and mining during 1996. Among the 52 recipients of NIOSHs, eight new companies entered this prestigious event and used the occasion to express their appreciation towards their respective colleagues and management who contributed to this significant achievement.

During his address, NIOSH's Managing Director, John Bone, reiterated that: "the many representatives of industry and mining present, are testimony of our quest to continue with Health and Safety." The underlying message: more initiative, more training, more challenges nationally and internationally; to continue to set an example and stay ahead.

3 April 1998, Rössing News - Rössing receives first ever Shell Environmental Management Award

Chairman of Rössing, Charles Kauraisa, received the first ever Shell Namibia Environmental Management Award on behalf of Rössing for continuous outstanding performance.

The Patron of the Shell Award, Prime Minister Hage Geingob, presented it at a luncheon ceremony at the Safari Hotel last Friday. Managing Director of Shell, Allan Walkden-Davis, announced the award to Rössing, saying “the consistent effort of the company and its success in achieving continuous, outstanding environmental standards”.

Mr Walkden-Davis explained the merits for awarding Rössing the award. Shell has been presenting businesses with a floating trophy for outstanding Environmental Management projects. But, companies that completed many such projects over the long term had not received any recognition. It was decided to look into the track record of companies in Namibia that showed “continuous outstanding environmental management performance” for this award.

Rössing has been involved in many environmental projects over the years and their support for environmental conservation is widely recognised. Mr Walkden-Davis mentioned the development of Arandis which included the design of gardens.

Upon receiving the Award, Charles Kauraisa expressed his appreciation on behalf of the Company. He said: “Rössing has been committed to the highest health, safety and environmental standards throughout our 22 years of operation and the standards that we have achieved are something in which all our employees take great pride. Programmes implemented have been designed to ensure that our impact on our neighbouring environment has been minimised. This required a major commitment and hard work from all employees of the company, and I take this opportunity to thank them for their commitment.”



Reflecting back...

A success story: Wêreldsend Environmental Centre

I joined Rössing Uranium Limited in Windhoek during February 1988 as conservation officer to reactivate the Rössing Conservation Trails.

Initially the aim of the Rössing Conservation Trails was to create environmental awareness amongst teachers and pupils. Soon after starting at Rössing, I had to decide where to take the selected participants and because I had previously worked for the Department of Nature Conservation and Tourism, I contacted an old colleague and friend, Garth Owen-Smith. Garth had had joined the Namibia Wildlife Trust and had been based at Wêreldsend, 145 km west of Khorixas, in the old Damaraland, since mid-1982.

Garth immediately agreed to have the students and the lecturers to visit Wêreldsend and this practice continued for many years, which then gave Garth and his colleagues the opportunity to introduce the students to the principles and practice of Community Based Natural Resource Management – warts and all.

However, during 1988 there was no facilities at Wêreldsend to accommodate any guests. It had been decided that a

hall, an environmental education centre, an ablution block and toilets should be built. Rössing initially put up N\$6,000 towards the building costs, and this was later increased to N\$24,000. Further contributions came from Save the Rhino Trust and the Ministry of Wildlife & Tourism in Khorixas in the form of materials and vehicle support to build the ablution block, so the total cost came to approximately N\$30,000. **There cannot be many other such projects that was built for that amount, and which is still in operation, more than 30 years later.**

The official opening of the Wêreldsend Environmental Centre took place during May 1990, very soon after Namibia had gained its Independence on 21 March 1990 and was officiated by then Minister Nico Bessinger, of the Ministry of Wildlife, Conservation & Tourism. It was a grand affair with five aeroplanes on the little nearby runway that was used to ferry some of the guests to this remote location.

The Centre has been in constant use during the past 31 years and thousands of people have attended the workshops and training courses of especially the highly regarded community based natural resource management programme, for which Namibia has become well known.

Pieter Mostert, December 2021



April 2000, Rössing News - New HSE Policy

For some years we have had in place an HSE policy with which most of our employees are familiar. As the needs of the Company have changed, it has been necessary to review the policy and ensure that it adequately provides for the effective management of HSE issues.

The revised policy incorporates the ISO 14001 guiding principles and environmental commitments that a company should be prepared to make before its programmes can be certified. A sound health, safety and environmental programme is often one of the requirements of any potential customer. Our ability to demonstrate performance excellence in our HSE programmes can only enhance our competitiveness in the uranium markets in which we operate. You are all encouraged to familiarise yourselves with the contents of the revised policy.



Hydro-geologist, Sandra Müller, recording a camelthorn tree (*Acacia erioloba*) in the Namib.

31 August 2001, e-Rössing News - Mapping trees in the Namib

In October 1997 the Rössing News reported on the launching of the Namibian Tree Atlas Project, which is co-ordinated by the National Botanical Research Institute in Windhoek.

The aim of the Tree Atlas Project is to map the distribution and abundance of trees and shrubs in the whole of Namibia. A database and a printed atlas are to be produced to make all the information available to scientists, government agencies and interested members of the public.

Rössing's Health & Environmental Management Section has been involved in the project from the beginning and is still contributing information on trees in the coastal area. The focus of this Section's work was initially on the immediate

surroundings of the Mine and the Khan River. This information also serves our own purposes because we need to know our environment to be able to preserve its bio-diversity, which is the number and variety of plants and animals in the area. When the project on the Mine area was completed in 1999, its range was extended to include the entire central coast between Cape Cross, Uis, Usakos and Walvis Bay. This may seem like a costly exercise, but the mapping is done in people's own time while the company provides transport. Rössing personnel and volunteers using their own resources, plan to complete mapping the coastal area by the end of this year.



12 October 2001, e-Rössing Bulletin - Watch out for the birds

Rössing's first ever Birdwatching Day was a big success. The aim of the event was to encourage an interest in watching, recording and protecting birds in our environment.

Forty-five scholars and teachers from Arandis, Swakopmund and Walvis Bay high schools participated to learn more about birds and the environment. The event was held at the Walvis Bay Lagoon where local bird experts coached the scholars in identifying different bird species.

They kept records of the identified birds and in total 17 species out of a possible 40 birds found in this area were identified. Rössing donated copies of the book "Birding in Namibia" by Eckart Demasius and Christine Marais to the schools. Keith Wearne of the Coastal Environmental Trust of Namibia presented each school with a video on the Walvis Bay Lagoon and also gave a talk on the environmental importance of the Lagoon.

Rössing plans to host the event from now on every year. It forms part of Rio Tinto's partnership with BirdLife International. In line with this partnership, similar

birdwatching events are organised at many Rio Tinto business units worldwide. Last year more than 300 people from Rio Tinto sites in 10 countries took part in the events, with 590 species of birds spotted out of about 9 857 bird species in the world.

These events are part of the World Bird Festival events in 85 countries. **As part of the event Rössing donated N\$20 000 to the Ministry of Environment and Tourism to fence off a part of the Damara Tern breeding area between Swakopmund and Walvis Bay. The Damara Tern makes its nest on the gravel plains between the beach and the dunes and off-road driving easily destroys these nests.**

Managing Director, David Salisbury said: "We at Rössing are determined to do more than watch birds today. We want to watch birds in the years to come and we want to help to ensure that future generations can view the birds endemic to this area. Rössing has an interest in conservation. The Damara Tern needs our help to protect a small portion of nesting area and conserve the environment. Past efforts by others have started that conservation effort. Today we wish to take steps to finish what has been started."

2 May 2003, e-Rössing Bulletin - 20 years of Rössing Conservation Trails

Rössing Conservation Trails started in 1983 with the aim to create environmental awareness among the youth of the country. At the time it was realised by the Mine's management that the mining process used non-renewable resources and that the conservation of natural resources supporting livelihoods, was of utmost importance.

Back then the first trails were led by Len le Roux, then Principal of the Kolin Foundation Secondary School in Arandis and currently Director of the Rössing Foundation, with several small groups of learners and teachers taken on educational outings in the Namib.



The trails started with visits to places in the Erongo Region, the Kuiseb River, the Namib and the Naukluft over a period of about two years. In 1988 Pieter Mostert of the Rössing Foundation took up the challenge to continue the conservation trails and also to run the Namibia Youth Award Programme.

During this time scholars and teachers were taken on trails starting from Windhoek and leading to the Naukluft, to Homeb and other places in the Namib Desert with the participants spending two nights out in the desert. Although awareness of environmental issues was created among the younger generation, it was realised at the time of Namibia's Independence, that it would take some years before the younger people would become agents of change within the country. For this reason it was decided to rather focus on senior decision-makers, business people and opinion leaders to participate in the trails. In this way environmental awareness would be linked to current decisions with immediate impact.

Rössing employees Barry Clemens and Clive Algar were at the time instrumental in advocating the continuation of the trails, and Government officials and ambassadors were invited by Rössing's Chairman Charles Kauraisa to participate.

The reasoning was that donor funded projects should take natural resource conservation into account and be environmentally sound so as to conserve the Namibian environment. People attending the trails during this time included John Kirkpatrick, Professor Bellamie from the UK, and the United States, Swedish, British, German and Zimbabwe ambassadors.

In 2000, during the cost reduction programme at Rössing, Pieter Mostert retired from the Rössing Foundation. He was made an offer to continue guiding the trails and in the last couple of years groups were taken to the Brandberg, with Rössing employees now taking part, to form a mixed group of Rössing and other participants. The groups consist of six to eight persons and typically spend four days in the veld.

After 26 years of Rössing's mine life and 13 years of Namibia's Independence, the focus of the conservation trails is shifting towards a more comprehensive view of development and the environment. In addition to understanding the environment, which supports development, an understanding of the socioeconomic conditions within the region is important for taking sound decisions. Towards the end of last year an exploratory trail was conducted to the Brandberg area with the aim to specifically understand socio-economic conditions

As the Rössing Conservation Trails celebrate its 20-year anniversary, the Kuiseb River was visited again. Developments such as the Desert Research Foundation's (DRFN) and the Ministry of Environment and Tourism's (MET) Gobabeb research and training facilities, the development of the Walvis Bay Lagoon environmental management plan, the formation of the Kuiseb catchment management committee, and the establishment of the JP Brand Primary School 50 km from Walvis Bay, are clear signs of ongoing development towards sustainability.

In future the Rössing Conservation Trails aim to continue raising awareness of development and sustainability issues involving many stakeholders for many years to come."



1 October 2004, e-Rössing Bulletin - A new record in the mine's history – 2 million hours without a LTI – Well done!

“Congratulations! For the first time in the history of Rössing we have achieved the 2 million hours mark without sustaining a Lost Time Injury (LTI). Our last LTI was on 11 November 2003 which means that we have now worked 323 days without a LTI. This is a very important achievement, which is testimony to our commitment to safety. Well done! Our next target is one year without a LTI, then two, then three years...” Acting General Manager Operations, Werner Ewald



12 November 2004, e-Rössing Bulletin - We have made it! Congratulations!

A first in the history of the Mine - 365 days without a Lost Time Injury

“I would like to congratulate all employees and our contractors on working a full year without a LTI. This was achieved last night at 12:00. Working one year without a LTI is testimony to our dedication and commitment to work safely at all times. Please convey my thanks to your family members as their daily support certainly helped you to focus on doing your work safely. Remember - always take safety home. I realise that it was not easy to reach this milestone as it required focus on the task at hand, and above all, always doing risk assessments. Though it is a significant achievement, we need to focus on the Medical Treatment and First Aid cases, and especially the equipment and vehicle incidents. Please remember that YOUR personal target is ZERO incidents. If we apply proper risk assessments in all our tasks then there is no reason why we should not reach ZERO incidents.”
Willem van Rooyen, Manager OHSE & Risk Management



Keeping tabs on the weather

MONITORING the weather at the mine is now much easier with the installation last week of a state-of-the-art weather station at Point Bill next to the Environmental Control building.

This is the first time that Rössing has a high-precision, transmission weather station linked to a console and a PC to monitor a range of weather indicators such as rain, temperature, humidity, barometric pressure, wind speed and direction as well as solar radiation and the UV index and dose.

The new weather station replaces an old “data logger” system that recorded only some weather conditions.

This is the first of eight possible weather stations that may be installed at various points on site, such as at the Tailings Dam and Open Pit areas. These will monitor weather conditions and transmit collected data to monitors

Photo above: WIRELESS MONITOR... OH & E Co-ordinator, Annette van der Westhuizen indicates that the desk monitor in her office on site receives the weather data transmitted from the weather station. The data is also sent to her PC – it is possible to compile various reports according to needs on the PC. After an initial test period some of the data such as wind conditions and temperature will also be accessible on our Intranet.

In the areas of 10 possible network of stations which could be linked to Namibia's national weather monitoring network.

In this way we will be able to monitor wind speed and direction for possible dusty conditions, the temperature for heat stress and the UV index and dose for exposure to the sun.

By adhering to the Rio Tinto standards on heat stress and UV exposure, the mine is now in a better position to issue warnings in time so that employees and contractors could take steps to prevent heat stress and sunburn, such as to drink more water and to use sunblock on exposed skin areas. Another advantage of the new system is that employees will soon be able to keep track of the weather readings on site, such as temperature and wind conditions, via our local Intranet.

continued on p. 2

25 August 2005, e-Rössing Bulletin - Keeping tabs on the weather

Monitoring the weather at the mine is now much easier with the installation last week of a state-of-the-art weather station at Point Bill next to the Environmental Control building. This is the first time that Rössing has a tough wireless transmission weather station linked to a console and a PC to monitor a range of weather indicators such as rain, temperature, humidity, barometric pressure, wind speed and direction as well as solar radiation and the UV index and dose.

The new weather station replaces an old “data logger” system that recorded only some weather conditions. This is the first of eight possible weather stations that may be installed at various points on site, such as at the Tailings Dam and Open Pit areas. These will monitor weather conditions and transmit collected data to monitors in the areas or to create a network of stations which could be linked to Namibia's national weather monitoring network.

In this way we will be able to monitor wind speed and direction for possible dusty conditions, the temperature for heat stress, and the UV index and dose for exposure to the sun.

By adhering to the Rio Tinto standards on heat stress and UV exposure, the mine is now in a better position to issue warnings in time so that employees and contractors could take steps to prevent heat stress and sunburn, such as to drink more water and to use sunblock on exposed skin areas. Another advantage of the new system is that employees will soon be able to keep track of the weather readings on site, such as temperature and wind conditions, via our local Intranet.

Rössing assists Swakop River community with groundwater studies

Feedback on the initial results of the Swakop River water survey carried out by Rössing was given to owners of smallholdings along the river last week at the Rossmund Golf Club.

At the Open House meetings in 2003, some people living on the smallholdings along the lower Swakop River asked for assistance to understand the observed changes in water level and quality, while others raised concerns about Rössing's influence on the water resources.

In response to these requests a survey was carried out in February and March this year. Water levels were measured and water samples taken at 57 sites in the area between the golf club and the plots just upstream of the Khan River confluence. The water samples were analysed at our own laboratory and at the CSIR in Stellenbosch and the participants received the water quality results of their smallholdings in April this year.

At the meeting, Willem van Rooijen, Rainer Schreinerweh, Sandra Müller, Anna Mutzke and Titus Ryswanda represented Rössing. The presentations provided information about the purpose of the consultations, general background about groundwater in dry rivers based on studies of the Khan River, as well as Swakop River water levels and quality changes over time and space.

There is a general trend of increasing salt content in Swakop River groundwater. Over the last 12 years, the salinity at most places has risen by 2000 milligrams per litre.

* continued on p. 2



Two historical mining sites of chert - a rock type which was used in ancient times to produce hunting weapons - were found in the close vicinity of the SH area at Rössing. Between 4000 and 1700 years before present, people were hunting in the upper Panner Gorge to the West of the Open pit. Game migrating from the Khan River up to the plains close to the Arandis Airport - where grass was abundant after good rains - were the target for people living here in the past.

In the beginning of this year a survey was carried out by the Archaeologist, Dr John Kinahan, on the Rössing mining license area to identify sites of cultural heritage value. A number of sites were found, and have been recorded and dated. This work is led by the belief that regard needs to be given to cultural and environmental values as we explore and mine the natural resources of our country.

Inspection. (From left to right) George Mureki (Geologist), Agnes Mungunda (Geologist), Rainer Schreinerweh (Superintendent Sustainable Development), Dr John Kinahan and Irene Abraham (Geologist) and Mike Whelaney (taking the photograph) inspected the area from the geological and historical perspective.

While the geology department is planning the exploration drilling at the SH area, Dr Kinahan was invited back to the mine to recommend the best way to preserve the historical chert quarries during the exploration programme. Should the area be mined for uranium in the future, the historical site would most likely be affected. A detailed programme of careful recording, sampling and preserving the artefacts found in the SH area will then be initiated. Until definite mining plans for the SH area are in place, Rössing's geologists are carefully selecting the new exploration drilling sites to minimise disturbance of the historical finds.

24 September 2004, e-Rössing Bulletin - Rössing assists Swakop River community with groundwater studies

Feedback on the initial results of the Swakop River water survey carried out by Rössing was given to owners of smallholdings along the river last week at the Rossmund Golf Club.

At the Open House meetings in 2003, some people living on the smallholdings along the lower Swakop River asked for assistance to understand the observed changes in water level and quality, while others raised concerns about Rössing's influence on the water resources. In response to these requests a survey was carried out in February and March this year. Water levels were measured and water samples taken at 57 sites in the area between the golf club and the plots just upstream of the Khan River confluence.

The water samples were analysed at our own laboratory and at the CSIR in Stellenbosch, and the participants received the water quality results of their smallholdings in April this year.

The presentations provided information about the purpose of the consultations, general background about groundwater in dry rivers based on studies of the Khan River, as well as Swakop River water levels and quality changes over time and space. There is a general trend of increasing salt content in Swakop River groundwater. Over the last 12 years, the salinity at most places has risen by 2000 milligrams per litre. A possible explanation is a lack of fresh floodwater and pumping from lower levels of the aquifer where the water is more saline.

Some information on water quality at Rössing was shown to illustrate how the presence of seepage in groundwater can be detected. For instance, there is a method based on uranium isotopes that can distinguish between natural uranium, which is found in many large and small mineralisations along the lower Khan and Swakop rivers, and uranium that has gone through the leaching process at the mine.

Agreement was reached allowing monitoring of the water to continue. The meeting ended in good spirit and could be regarded as a positive step towards strengthening relations with the local farming community.

7 July 2006, e-Rössing Bulletin - Historic mining site found close to SH area

Two historical mining sites of chert - a rock type which was used in ancient times to produce hunting weapons - were found in the close vicinity of the SH area at Rössing.

Between 4000 and 1700 years before the present, people were hunting in the upper Panner Gorge to the West of the Open pit. Game migrating from the Khan River up to the plains close to the Arandis Airport - where grass was abundant after good rains - were the target for people living here in the past. In the beginning of this year a survey was carried out by the archaeologist, Dr John Kinahan, on the Rössing mining license area to identify sites of cultural heritage value. A number of sites were found, and have been recorded and dated.

This work is led by the belief that regard needs to be given to cultural and environmental values as we explore and mine the natural resources of our country. While the geology department is planning the exploration drilling at the SH area, Dr Kinahan was invited back to the mine to recommend the best way to preserve the historical chert quarries during the exploration programme.

CHAPTER 06

FOURTH DECADE — 2007-2016



IN A NUTSHELL

Rössing Uranium's fourth decade of operations brought many highlights and, above all, the mine's 40-year anniversary celebrations in 2016. A highlight in this decade was the rebranding of the company in 2008, which opened a fresh chapter for the new Rio Tinto Rössing Uranium.

But the lead up to the celebrations in 2016 was not plain sailing. The biggest let-downs of this decade were when Rio Tinto announced plans for less capital expenditure which brought about job reductions and retrenchment of some 276 employees at Rössing Uranium in 2013.

In the words of Managing Director, Mike Leech's Christmas message: "2007 has been a hard work year, but we have countered and offset the challenges wherever we could, and we have an overall good performance to be proud of." (14 December 2007, e-Rössing Bulletin).

In April 2007 we paid tribute to a long-standing Rössing Board of Directors' member, John Kirkpatrick who passed away. John served on the Rössing Board for 30 years.

A highlight in 2007 is the Rössing Foundation playing a major role in the declaration of the Ohungu Constituency as a conservancy. Starting in 2000, the idea of establishing a conservancy was born, which would give the surrounding communities the chance to manage

the natural resources located in the area to the financial benefit for all, as well as for future generations.

And in 2008 the Rössing Foundation's three Maths and Science Centres opened in Tamariskia (Swakopmund), Arandis, and Ondangwa. The Rössing Foundation celebrated its 30th birthday anniversary in 2009 at a stylish event in Ondangwa with the official opening of its Maths and Science Centres, now named the Eliakim Prins Shiimi Centre.

The rebranding of Rössing Uranium to include Rio Tinto in our visual image, came as a surprise in October 2008, along with the rebranding of most of Rio Tinto operations.

"Today marks the beginning of a new chapter for Rössing Uranium Limited - we are witnessing the launch of a rebranded company. Change is inevitable."

With these words Rio Tinto Rössing Uranium's future was put on an exciting new growth path. General Manager Corporate Services Zebra Kasete said then that since its inception over 30 years ago,

the company has gone through a number of transformations. Of late the extension of the life of the mine and its expansion programmes is the focus.

The rebranding of Rössing is a perfect opportunity to reposition ourselves as a new company geared for growth. "We present a fresh image – working together, communicating better, caring and listening to all our stakeholders", said Zebra.

He emphasised that the "new Rössing" will be characterised by, among others, the value that the company places on its human capital. "We are reviewing our acts and we rededicate the company to the human side of our business. We will build on the experiences and skills of our employees in an attempt to maximise shareholder value."

As a member of the Rio Tinto group of companies, Rössing has evolved over the years and has developed a unique expertise which is drawn from the experience and commitment of our competent employees. (10 October 2008, e-Rössing Bulletin, Rio Tinto Rössing on exciting new growth path)

Looking back at 2008, Zebra Kasete, Acting Manager Director said in his year-end message: **“When I think about this year, I am immediately reminded about the successful 2008 that we all experienced at Rössing. We are about to make our production target of more than 4, 000 tonnes of uranium oxide, the highest since 1988. Our safety record this year shows that we are capable of reaching new safety records as we have demonstrated with 2.9 million hours without a Lost Time Injury.”**

Towards the end of 2009, Mike Leech, gave some optimistic views about the future of the uranium industry in Namibia. He spoke as President of the Chamber of Mines of Namibia at the AGM of the Namibia Chamber of Commerce and Industry (NCCI) on the contribution of the uranium industry to the Namibian economy. A few of the points from his address are:

- “Uranium mining is indeed a topical issue. The world has finally awakened to the harsh reality of a looming energy crisis and national developmental agendas are under threat as a result of this. In response to these pressing demands, the search for alternative energy sources is being fast-tracked.”
- “The last five years have seen a rapid increase in uranium exploration activities in Namibia. This has been driven by the global commodities boom, record-high uranium prices experienced in 2007, and Namibia’s reputation as a mining-friendly country.
- **“With this steep change in development we expect uranium mining activities to have a significant and gradually increasing contribution to the Namibian economy during the years ahead.** Uranium mining activity in the Erongo

region is presenting new business opportunities for entrepreneurs. Already there has been significant growth in new businesses. For example in 2005 there were 918 registered businesses in Swakopmund, today there are 1,880.

- “The growth of the new mines; the additional people coming into the region and the need for additional services and support systems all have side effects. The availability of water, power, school places, and housing are the first that come to mind.
- **He said that in the years ahead though, Namibia’s mining industry and specifically uranium mining, is set to continue to play an increasingly important role as one of the rocks upon which the Namibian economy will be strengthened well into the distant future.** (20 November 2009, e-Rössing Bulletin, The contribution of uranium to the Namibian economy)

And in 2010 His Excellency, President Hifikepunye Pohamba, who visited the mine in July 2009, made special mention of the mining sector in the State of the Nation address. The President noted the following about the growing uranium industry and the uranium rush in the Erongo region: “In order to cope with the complexities of this growing sector, cooperation was initiated with strategic development partners to draft a Uranium Policy, Legislation and Regulations in order to ensure the safety and security of this very strategic resource and compliance with the requirements of the International Atomic Energy Agency.”

Rössing alone currently contributes approximately 8 percent of the world’s mined uranium, while Namibia as a whole produces 11.8 percent. The Namibian government is a signatory to the Non-

Proliferation Treaty, of which Rössing is a member. The treaty governs that we may only sell our uranium oxide to fellow approved countries.

On the state-owned Epangelo Mining Company, which was officially registered in 2009, the President said that the purpose of the company “is to enable State participation in the mining sector. It offers direct opportunity to the State to acquire mineral rights and participate in the exploration, mining, and beneficiation of minerals of strategic importance.” (30 April 2010, e-Rössing Bulletin, Mining industry features in State of the Nation address)

During 2010 Rössing continued to give attention to grow the business: Said MD, Mike Leech: “We have had a bumpy ride in terms of safety, production, and relationships, but we have made good progress in these latter months in addressing many of the underlying issues and I am certain that the Zero Harm initiative is going to change both our mindsets about safety as well as our whole work experience. The SPAR project has finished its first phase and identified many opportunities for improvement which we will address next year. The really exciting part is that most of the improvements and changes are within our capacity, without major technical constraints.” (17 December 2010, e-Rössing Bulletin, MD Christmas message)

2011 & 2012

In his 2013 New Year’s message, Managing Director Chris Salisbury said: “2013 overall is likely to be a challenging year. Apart from our internal operational challenges, the short-term uranium market remains very flat. Spot uranium price rallied a little towards the end of the year, but unfortunately has returned

again to the low US\$40s/lb level. It is likely to remain around this for the balance of the year. Apart from the business improvement work on our production and maintenance processes that we have had underway for some time, the challenging market means we will have to also further lift the efforts on cost reduction, and saving cash. There has already been a good start made on the cost reduction ideas that we generated late last year, and we will need to redouble our efforts in the months ahead. I need all of you to carefully consider how you can contribute to our cost reduction drive throughout this year.” (18 January 2013, e-Rössing Bulletin, MD’s New Year’s message)

Werner Duvenhage, who joined Rössing as Managing Director in 2013 had the following to say about his first year: **“It was difficult, because the uranium price continued to decline, putting additional pressure on our business. Consequently, we had to embark on severe cost cutting initiatives in order to ensure that we stay operational. Unfortunately that included having to retrench 276 of our fellow employees - a very difficult decision to make and even more difficult to implement.”**

Werner also said: “It was a sad year because we have injured a number of our employees and will record our worst safety performance in more than 10 years. We also collectively shared the grief of saying goodbye to a couple of our friends and colleagues, who passed away during the year.”

“We tasted success when the tough decisions started to bear dividends. We managed to cut more than N\$300 million in costs from our business. **If it was not for that, it would probably have been impossible for the mine’s continued existence.** Towards the end of the year we also started to show improvements in production.

“However, 2013 has left us with a future; we have plans to improve our safety performance and all the hard work already done in 2013 will allow us to improve on production and our financial performance in 2014 and beyond.” (20 December 2013, e-Rössing Bulletin, MD’s Christmas message)

Sharing the Rössing Foundation focus for 2013, executive director Job Tjiho, said: **“Having completed the painful but necessary restructuring and downsizing process in 2012, The Rössing Foundation is prepared to meet its mandatory obligations in 2013 with a lean and formidable team.”**

Job added: “Last but not least, many of the Rössing Foundation programmes and projects will be evaluated early in 2013 to determine the effectiveness and impact of our work over the last couple of years. The outcomes will help us to refocus if and when necessary. Safety of employees and partners and compliance with all policies will remain an integral part of all our operations in 2013.” (18 January 2013, e-Rössing Bulletin, The Rössing Foundation shares its focus for 2013)

At the close of 2015 Job said: “It has been a great pleasure and privilege to work with a committed Rössing Foundation team in not only implementing Rössing’s corporate social responsibility work, but also to fulfil additional responsibilities such as the successful implementation of UNICEF/ MoEAC (Ministry of Education, Arts & Culture) and the Social Security Commission projects. All the successes achieved during 2015 could not have been possible without your commitment and loyalty as a small team of 22 employees.”

A highlight in 2015 was the launch of the Namibian Uranium Association. The words of the late Dr Wotan Swiegers, Director of the Namibian Uranium Institute in his 2015 review

gave a realistic reflection of the uranium industry: “Life is a journey. Together we are explorers and partners in the journey of progress. Our combined insights have helped to navigate the complexity of the uranium industry and ensured a holistic approach to understanding this industry. **Rössing, as the flagship of the uranium industry in Namibia, is hailed for promoting the core belief that all interested parties must work together in the true African spirit of “Ubuntu”.** Thus the NUA was born, with the common purpose to promote the development of an efficient uranium industry, committed to safety, sustainable development and in compliance with Namibian laws and regulations and world best practices. We are truly grateful to all Rössing employees for partnering with the Namibian Uranium Association during the past year.” (18 December 2015, e-Rössing Bulletin, Dr Wotan Swiegers sends Season’s Greetings)

At the mine’s 40-year milestone the words of managing director, Werner Duvenhage, rang true for the future of Rössing Uranium: **“Together we will be able to carry Rössing through this very difficult period in our existence, but only if everyone is 100 percent committed.”** (9 December 2016, e-Rössing Bulletin, MDs year-end message)

DID YOU KNOW?

2007 - OUR new CAT 994F wheel loader arrived safely on site after a three-day trek through the desert from Walvis Bay. Due to the immense size of the machine and the slow speed it was travelling, they had to make use of back roads through the desert.

2007 - The honour was once again bestowed on the Rössing Peer Educators when they received the OHEAP Trophy for the Best Peer Educator programme at the Annual Chambers of Mines Gala Dinner in Windhoek. Since the inception of the award in 2005, Rössing has managed to collect a prize every year.

October 2008 - the rebranding of Rio Tinto Rössing Uranium was launched. The rebranding requires Rössing to stop using our current visual identity, which is mainly our logo and name, as displayed on our letterheads, business cards, company documents, signs on buildings and vehicles and clothing. These will be replaced with signs displaying the Rio Tinto logo. As from yesterday various stationary, the IntraNet, Website, a number of signs and most visibly our light vehicles have been branded. In phase 2 of the rebranding, various other items will follow such as PPE, on site vehicles, clothing and signage on buildings. The company name and legal status as a Namibian registered Company that continues to work for Namibia remains fully intact. Beside the change of our visual identity, we will be highlighting the values of the Rio Tinto global brand. The values are: Integrity, Pioneering, Caring, and Ambitious. These values flow from 'The way we work' which we have been following for a number of years now. We will maintain our commitment to "Working for Namibia" and this by-line will be projected when we communicate. We will ensure that all speeches and official statements emphasise the fact that we continue to work for Namibia. Rebranding will not negatively affect our conditions of employment and all other contracts. Instead, it may even open up opportunities for global mobility to the Company's workforce.

2008 - The Rössing Foundation's three Maths and Science centres in Arandis, Tamariskia and Ondangwa were completed at the end of 2008. Envisaged as an incubation 'hothouse' for young Namibians, these centres became the hot spots in advancing the subjects of Mathematics and the Sciences. An language laboratory to foster English was incorporated into to each centre. All three centres were designed by acclaimed eco-architect Nina Maritz.

2009 - Rössing Mine has received more than 2600 visitors so far this year. More and more people regard our mine as a MUST SEE when visiting the Erongo Region. Our reputation as a huge, world class, safe and responsible mining company clearly has much to do with this!

2014 - In 2014, at the Ondangwa Maths and Science Centre alone, the Rössing Foundation supported 2,533 learners from Grades 7, 10 and 12 through Master Maths activities.

February 2016 - Rössing Marathon celebrates 25 years of long-distance running.

July 2016 - Rio Tinto launched the Group's 5 priorities.

2016 - The mine celebrated 40 years of production in 2016. Rössing Uranium started operations in 1976; in fact, according to our records, our first yellow cake was produced on 15 June 1976, and the first uranium oxide drummed on 25 June 1976. Forty years later, we're still at it.

2016 - The visit of His Excellency, Dr Hage Geingob, President of the Republic of Namibia and his wife and First Lady, Mrs Monica Geingos, made 2016 all the more special. Not many companies can say that, since Independence, they have had all three Presidents of Namibia visit during their terms of office. OMAKE!

29 September 2009, The Namibian - Rössing 'an enviro leader'

Rio Tinto's Rössing Uranium mine was recently recognised as a frontrunner in mining environmental management.

The company participated in a discussion on 'The mining industry and the environment: A sustainable, mutually beneficial future' presented at the Nedbank Namibia symposium in Windhoek earlier this month.

"As one of the global leaders in mining, we recognise that our business activities have an impact on the environment in which we operate. Through initiatives such as this symposium, we are able to contribute significantly by sharing the knowledge we have accumulated over the past 33 years, and in effect, contribute to national environmental policies and programmes in order to lessen this impact," said Zebra Kasete, General Manager of Corporate Services at Rössing Uranium.

As there was no environmental legislation in place until 2008, when Namibia adopted the Environmental Management Act, Rössing "prides itself in having taken the lead" - for many years - in establishing self-regulating policies aimed at guiding the company in environmental management strategies that have enabled the mine and surrounding communities to operate in a delicate environment.

INSIGHT INTO RÖSSING

5 June 2009, e-Rössing Bulletin - Rössing Uranium's light in the gloom

By Hugh Leggart, Rio Tinto Review

Like Bingham Canyon and Argyle Diamonds, Rössing Uranium has carved itself a place among the most iconic mines in the world. Developed over more than 30 years, the vast open pit at 345m deep and 3.5km long could swallow the Eiffel Tower.

This giant excavation in the baking Namib desert on Africa's south west coast is made all the more remarkable by having been dug in some of the hardest rocks on Earth. Since 1976, more than one billion tonnes of ore has been recovered, to produce more than 800 million pounds of uranium oxide for the nuclear power stations of the world.

But it has not been all glory. Scale and tenacity apart, Rössing was for decades on the back foot due to weak prices for its product. Shaving costs and making do became part of the operating culture. At the turn of the millennium, with uranium fetching under US\$10 per pound, Rio Tinto said the mine would close in 2007. Nearly ten years on, having celebrated its 30th anniversary, Rössing has come into its own as a shining light in the gloom of the commodities recession.

Nuclear power is coming back into fashion as a low carbon emitting source of electricity. Demand for the fuel remains strong, driven by rapid growth in nuclear power generation across Asia, and especially in China and India.

In an update to local stakeholders and employees at the end of 2008, Rössing's Managing Director Mike Leech said promising market conditions and an upsurge in the

price of uranium compared to most other commodities gives cause for optimism.

"2008 was one of the most successful years for the company. With total production of nine million pounds of uranium oxide we far exceeded our production target for the first time in 20 years and have a good order book to help us to continue to deliver strong revenue." While Rössing's outlook is positive, it will continue to engage in initiatives to preserve cash flow, particularly in 2009-2010. "There will be reviews in the way we conduct our business, and we will position ourselves to capture any upside in market and economic conditions."

Rössing's renaissance started in 2005 with a sharp rise in uranium prices. A feasibility study into expanding production was undertaken, followed by a commitment to invest US\$112m in incremental and sustaining capital to extend the mine life to 2020. Exploration for more uranium deposits in the area of the mine in 2006 and 2007 has given confidence the mine could operate until 2020 and, depending on prices, perhaps beyond. Rössing will be a big contributor to plans by Rio Tinto to double its total uranium production in the next five years. The open pit is being extended to mine additional ore.

At the same time, processing capacity is to be lifted to 17 million tonnes per annum from 16 Mt/a by 2013. In a new development, Rössing commissioned a heap leach test project in 2008, to try out a low cost method of extracting uranium oxide from broken ore.

Heap leaching extracts the valuable mineral from the ore without the expense and energy required to crush the rock to extract the valuable fraction. The gravel sized ore is bathed in dilute sulphuric acid which dissolves the minerals

which are then recovered from solution in the processing plant. If successful, heap leaching could add three million pounds of uranium oxide to existing conventional tank leach capacity.

The expansion project team is also testing the feasibility of an ore sorting pilot plant that aims to make separation of waste rock from uranium bearing ore more efficient by using radiation scanning techniques.

Looking to capture future sources of ore, Rio Tinto has acquired an ownership interest in Extract Resources, a company that owns the nearby Rössing South deposit that is estimated to comprise 102 million tonnes of mineralised rock containing 103 million pounds of uranium. Rössing will work with Rio Tinto and Extract Resources to determine the benefits that might arise from a joint venture for development of Rössing South.

So while most of the global commodity business is pulling back and awaiting the first signs of a credible recovery, Rössing is expanding. It is a classic illustration of the benefits to Rio Tinto of having a portfolio containing “counter cyclical” businesses.

Rössing Uranium's light in the gloom

By Hugh Leggart,
Rio Tinto Review

Like Bingham Canyon and Argyle Diamonds, Rössing Uranium has earned itself a place among the most iconic mines in the world. Discovered over more than 30 years, the vast open pit at 345m deep and 3.5km long would level the Eiffel Tower.

This giant excavation in the baking Namib desert on Africa's south-west coast is made all the more remarkable by having been dug in some of the hardest rocks on Earth. Since 1976, more than one billion tonnes of ore has been recovered, to produce more than 900 million pounds of uranium oxide for the nuclear power stations of the world.

But it has not been all glory, share and tenacity apart. Rössing was for decades on the back foot due to weak prices for its product. Struggling losses and making its leaching part of the operating culture. At the turn of the millennium, with uranium leaching under US\$10 per pound, Rio Tinto said the mine would close in 2007.

Nearly ten years on, having celebrated its 30th anniversary, Rössing has come into its own as a shining light in the gloom of the commodities recession.

Nuclear power is coming back into fashion as a low carbon emitting source of electricity. Demand for the fuel remains strong, driven by rapid growth in nuclear power generation across Asia, and especially in China and India.

In an update to local stakeholders and employees at the end of 2008, Rössing's managing director Mike Leitch said promising market conditions and an upsurge in the price of uranium compared to most other commodities gave cause for optimism.

"2008 was one of the most suc-

cessful years for the company. With total production of nine million pounds of uranium oxide we far exceeded our production target for the first time in 20 years and have a good order book to help us to continue to deliver strong revenue."

While Rössing's outlook is positive, it will continue to engage its stakeholders to preserve cash flow particularly in 2009/2010. "There will be reviews in the way we conduct our business, and we will position ourselves to capture any upside in market and economic conditions."

Rössing's 30th Anniversary Environmental Report featuring local life swimming with a 100% water-recycle



Rössing's renaissance started in 2005 with a sharp rise in uranium prices. A feasibility study into expanding production was undertaken, followed by a commitment to invest US\$1.1bn in incremental and sustaining capital to extend the mine life to 2020.

Exploration for more uranium deposits in the area of the mine in 2006 and 2007 has given confidence the mine could operate until 2020 and, depending on prices, perhaps beyond.

Rössing will be a big contributor to plans by Rio Tinto to double its to-

tal uranium production in the next five years. The open pit is being extended to nine additional m.

At the same time, processing capacity is to be lifted to 17 million tonnes per annum from 16 mtpa by 2013 in a new development. Rössing commissioned a heap leach test project in 2006 to try out a low cost method of extracting uranium oxide from broken ore.

Heap leaching extracts the valuable mineral from the ore without the expense and energy required to crush the rock to extract the valuable fraction. The ground rock ore is bathed in dilute sulphuric acid which dissolves the minerals which are then recovered from solution in the processing plant. If successful, heap leaching could add three million pounds of uranium oxide to existing conventional tank leach capacity.

The expansion project team is also testing the feasibility of an ore sorting pilot plant that aims to make separation of waste rock from uranium bearing ore more efficient by using radiation scanning techniques.

Looking to capture future sources of ore, Rio Tinto has acquired an ownership interest in Extract Resources, a company that owns the nearby Rössing South deposit that is estimated to comprise 102 million tonnes of mineralised rock containing 103 million pounds of uranium. Rössing will work with Rio Tinto and Extract Resources to determine the benefits that might arise from a joint venture for development of Rössing South.

So while most of the global commodity business is pulling back and awaiting the first signs of a credible recovery, Rössing is expanding. It is a classic illustration of the benefits to Rio Tinto of having a portfolio containing “counter cyclical” businesses.



PEOPLE

The number of visitors to the Rössing Uranium Mine in the fourth decade was noticeable when compared with previous years. For example, in 2010 the mine received 183 visiting groups, totalling 2,838 visitors. In 2010 the Prime Minister of Namibia, Nahas Angula, toured the mine. And in 2011 the Rio Tinto Chairman, Jan du Plessis, paid a visit.

As part of our 40-year celebrations in 2016 we had the honour to receive the President of the Republic of Namibia, HE Dr Hage Geingob. And in the same year the mine's first general manager, Gordon Freeman, paid a visit, his first since he left the mine in 1986.

The mine also had the privilege to receive Her Royal Highness Queen Martha Mwadinomho Kristiaan ya Nelumbu and councillors of the Oukwanyama Traditional Authority at Rössing in 2013.

In the fourth decade our employee recognition programmes continued with long service service recognition awards, as well as other awards such as the Making A Difference recognition awards. In 2011 a Rössing husband-wife team were recognised for their combined 62 years of service between them.



13 April 2007, e-Rössing Bulletin - John Kirkpatrick passed away

It is with great sadness that the Board of Directors of Rössing Uranium and all its employees mourn the death of our friend and colleague, John Kirkpatrick, on Thursday 5 April 2007, in Windhoek. John served as a Director on the Rössing Board for 30 years and was the Chairman for a five-year period from 1990 to 1995. During this time he guided the Company through both successful and difficult

economic times. He was also a Rössing Foundation Board of Trustees member from 1978 and Chairman from 1991 to 1995. John was a person of high integrity and served on the boards of numerous companies. As a lawyer he was a senior partner with Lorentz & Bone a law firm in Windhoek, and with Lorentz Angula Inc. He attended St. George's Diocesan School, Windhoek, Pretoria Boys' High School, and the University of Pretoria.



14 September 2007, e-Rössing Bulletin - Rio Board tour the mine

Members of the Rio Tinto Board of Directors visited the mine earlier this week on a familiarisation tour. Rio Tinto Chief Executive Officer, Tom Albanese, fellow board members, and Chief Executive of Rio Tinto Energy Preston Chiaro were taken on a tour of the mine and updated on the latest developments on our life-of-mine extension programme and on progress made with exploration work in the SK area. Tom and Preston were accompanied by fellow board members David Mayhew, Mike Fitzpatrick and Grant Thorne. Mike Leech said the message left by the board was that we are doing well, but that we must pursue expansion options with urgency.



14 December 2007, e-Rössing Bulletin - Kyushu Electric Power visit the mine

One of the major nuclear power utility companies in Japan and one of Rössing's long-term customers, the Kyushu Electric Power Company (Kyushu), visited the mine recently. The two representatives of the company, Tsutomu Zempuku, who is the General Manager of the Materials and Fuels Department, and his Assistant, Motohiro Fukuda, were accompanied by the Rio Tinto Uranium representative, Yuzo Okuno. The General Manager said that he was very impressed by Rössing's strong and continuous commitment in Namibia and was convinced that Rössing remains one of Kyushu's strategic longterm suppliers. The group was accompanied by the Managing Director, Mike Leech and Manager External Affairs, Jerome

Mutumba and were taken on a tour of the mine by the General Manager Operations, Willem van Rooyen. They also visited the Namibian Institute of Mining and Technology (NIMT) for an overview of the training of artisans, as well as the Rössing Foundation in Arandis to learn more about its various capacity building programmes.



15 February 2008, e-Rössing Bulletin - Rehabeam Hoveka the new Rössing Board Chairman

Rössing's Board of Directors appointed Rehabeam Hoveka the company's new Chairman at its meeting on Wednesday this week. Rehabeam, currently the General Manager Corporate Services, will take up his new role as from 1 April 2008. On behalf of all employees we would like to congratulate Rehabeam and wish him all the best in his new role. Rehabeam is well known among Rössing employees. He joined the mine on 13 January 1986 and over the years had fulfilled many roles, such as Superintendent Corporate Services, Manager Commercial Services, Manager Business Services and Manager Commercial Services. Rehabeam's appointment follows the retirement of Charles Kauraisa in August 2007 as Chairman of the Rössing Board of Directors.

In a message read on behalf of the Minister of Mines and Energy, Honourable Erkki Nghimtina, by Board member Mr MKK Mhopjeni of the Ministry of Mines and Energy, Charles was honoured as "one of Namibia's most skilled, energetic and dedicated sons" for his immense contribution to the mining industry.

"Mr Kauraisa has been at the side of the Ministry since the early 1990s. The Ministry and Rössing Board shared some of the challenging moments. Since I became Minister, I have come to appreciate Mr Charles Kauraisa's professionalism, his dedication, his strategic vision, his deep devotion to the mining industry in general and to the uranium mining in particular, his diplomatic approaches and his love for Namibia."



20 February 2009, e-Rössing Bulletin - UK Parliamentarians visit the mine

A delegation of the Commonwealth Parliamentary Association's UK Branch visited the mine on Monday this week for an overview of our operations.

The high level delegation were guests of the Namibian Parliament and they were accompanied by Members of parliament Hafeni Ndemula and Jurie Viljoen.

The delegation comprised of Honourable Tim Yeo (leader of the delegation), Mrs Diane Yeo, Baroness Frances D'Souza, Lord Richard Faulkner, Honourable Margaret Moran, Sir Nicholas Winterton, Honourable Andrew Dismore, Ms Linda Julian and Ms Lucy Moore (UK delegation secretary).

Also from the Namibia National Assembly were Immanuel Nehoya (Commonwealth Parliamentary Association Namibia Branch Secretary) and Philip Abraham (Protocol Officer).

US Embassy tours the mine



US Embassy members who visited the mine on Thursday this week said that they were impressed with our operations, especially with our HSE practices. The four-member team were economic and commercial specialists as well as minerals and energy specialists from the US Embassy in Windhoek and from Pretoria.

3 April 2009, e-Rössing Bulletin - US Embassy tours the mine

US Embassy members who visited the mine on Thursday this week said that they were impressed with our operations, especially with our HSE practices. The four-member team were economic and commercial specialists as well as minerals and energy specialists from the US Embassy in Windhoek and from Pretoria.

Following a business overview presentation by Jerome Mutumba, Manager External Affairs, the group were taken to Hill Jim for an overview where Moses Siyanda, Mining Engineer, explained the US Embassy tours the mine geology of the area and also the mining operations. The group visited the Rössing Foundation's Maths and Science Centre in Arandis, and said that they were impressed with the centre's activities.



10 July 2009, e-Rössing Bulletin - Media visit and our stakeholder report launched

Our 2008 Rössing stakeholder report was launched yesterday at a briefing to the Namibian media held at the mine's Contractor Management Centre. "Rössing Uranium is remaining on a path of growth," said Jerome Mutumba, Manager External Affairs, at the launch.

Speaking to a group of Namibian media members, he said that the mine's vision remains to maximise the value for all its stakeholders by being a safe, significant and growing long-term supplier of uranium to the world's nuclear power industry for the generation of electricity.

With 33 years in operation, Jerome expressed confidence in the mine's time-tested experiences in managing health, safety and environmental issues. "We are optimistic about the future of the mine".

Highlighting some of the information in the report, he said that Rössing currently produces about 8 percent of the world's primary produced uranium oxide. Another highlight of the media visit was a briefing by the Mayor of Arandis on development projects and the role which the mining industry can play in Arandis to achieve its development objectives.



The Mayor Daniel Utapi Muhuura said, "There is progress in the negotiations with various stakeholders such as with Rössing Uranium, Rössing Foundation, the Ministry of Health and OB Davids to set up a service station, hospital, houses and other services in Arandis". The media concluded their visit with a tour of the mine to get an overview of our operations at the open pit and the processing plant.

24 July 2009, e-Rössing Bulletin - Chairman thanks Rössing staff for outstanding performance

"Rehabeam Hoveka, Chairman of the Rössing Board of Directors sent out a memo this week to express his profound happiness with the President's visit to the mine on Saturday, 18 July 2009.

He said, "The visit went very well and the President was very impressed with what he saw and what he heard." Rehabeam added that "the President commented on several occasions, how impressed he was."

As the tour progressed, a number of employees lent their opinions and shared their experiences with the President. Rehabeam commented: "I will also not forget those employees who met and spoke with the President.

Whilst this was a special occasion for them, they actually acted as ambassadors for Rössing. The way they expressed themselves indicated how well trained they each are and how proud they are of their respective jobs." "I would like to thank everyone that contributed to ensuring the success of this visit, no matter how small. It is impossible to mention everybody, but I am sure that you all know that you are appreciated and a valuable member of the Rössing Family," said Rehabeam.



"In this light, I would like to conclude by reassuring you that Rössing is, and will remain to be, in good hands and I am proud to be associated, not only with such a company, but with such people as well," concluded Rehabeam.



22 May 2009, e-Rössing Bulletin - Congratulations Mike! New President of CoM

Our Managing Director, Mike Leech (left in the photo), was inaugurated as the new President of the Chamber of Mines of Namibia last week Friday in Windhoek.

The outgoing President of the Chamber of Mines, Otto Shikongo (right in the photo above) highlighted key issues on behalf of the mining industry before the inauguration ceremony.

After the speech, he introduced Mike Leech as the new President of the Namibia Chamber of Mines. In his inaugural speech, he said, "Mike is a Namibian citizen, he has a Diploma in Business Studies and a Fellow of the Chartered Institute of Secretaries and Administrators. Mike has been employed by Rössing Uranium since 1982 and held various accounting and business related positions in the Company.

In his acceptance speech, Mike said: "I am honoured to be taking over the role of President of the Chamber of Mines of Namibia. The Chamber has been on a steady growth path over the last four years and I see significant challenges in continuing and building upon that success. I wish to recognise the very significant contribution that Otto Shikongo has made to the Chamber over the last two years and especially this last year.

"I expect a very busy two years ahead but am confident that with the support of the Chamber members, the Mineworkers Union and our line Ministry, the Ministry of Mines and Energy that we will continue to grow our contribution to all stakeholders", Mike said.

The Minister of Mines and Energy, Errki Nghimtina said at the event that despite the international crisis, the government sees the mining industry as the driving force of Namibia's economic growth. Nghimtina said the government valued the actions of companies to save job opportunities, and added that international companies still see Namibia as an investment opportunity.



1 April 2010, e-Rössing Bulletin - Epangelo Mining tours the mine

Members of the Board of Directors of the Epangelo Mining Company (Pty) Limited made Rössing their first stop on Monday on a week-long tour of mining companies in the Erongo Region as the company reaches out to seasoned miners as well as newcomers to inform and enlighten them of the different aspects involved in operating a mine in Namibia.

Epangelo Mining is the first State-owned mining company in Namibia. The Board expressed the hope that information gathered through these engagements will inform their strategic thinking processes and the development of a strategic business plan going forward. The members who visited Rössing on Monday included NamGem's General Manager, Eliphas Hawala; the Ministry of Mines and Energy's Chief Inspector of Mines, Mathews Amunghete; Ministry of Mines and Energy deputy director, Helena Itamba and Roger Gertze, who is the strategic executive for finance at the Windhoek municipality.

The former Minister for Mines and Energy, Erkki Nghimtina said during the launch of the Epangelo Mining Company early December last year that by establishing it, the Namibian Government wants to make sure that Namibians acquire a meaningful stake in their mineral wealth through their own company. The Epangelo delegation received detailed presentations on Rössing's Market, Life of Mine plan, Reporting structures and processes, as well as on Training.



6 August 2010, e-Rössing Bulletin - Namibia's Prime Minister wishes us well with the future of the mine

The Prime Minister of Namibia, the Right Honourable Nahas Angula, and the Deputy Prime Minister, Honourable Marco Hausiku, visited the mine site yesterday afternoon to familiarise themselves with our mining operation. They were accompanied by the Honourable Deputy Minister of Foreign Affairs, Peya Mushelenga.

It was indeed a great honour to welcome the delegation at the mine, for some of the members their very first visit to Rössing. **The Prime Minister expressed that he was impressed with our mining activities, and that it was done in a safe manner. He wished us all the best with the further growth of our mining operation.** Our guests also visited the Rössing Foundation's Maths and Science Centre in Arandis.



8 July 2011, e-Rössing Bulletin - Rössing pays tribute to long serving employees

Rössing honoured its long serving employees, who have rendered 30 and 35 years of service to the mine, at an awards ceremony held on Friday, 1 July.

125 employees received tokens of gratitude from the mine and were treated to dinner and dancing at the Swakopmund Hotel and Entertainment Centre. **In his welcoming address Rössing's Chief Operating Officer, Mpho Mothoa, said that it was due to the exemplary service, utmost devotion and dedication by this group of people that Rössing has grown into the grand mine it is today.**

He added that it is not only the mine that has grown. Many employees who started in lower level positions have advanced and are leaders at the mine today. "This shows Rössing and Rio Tinto's dedication to growing and educating our people."

Rössing's longest serving couple, Edna and Tuckey Cloete, both received their 30 year certificates last week. Edna joined her father at Rössing in 1979 after completing school in South Africa. She started out as a Filing Clerk for Human Resources and occupied various positions in the division over the years. Edna has been a Human Resources Advisor since 2006 and has been involved in the recruitment of most of Rössing's employees. "It is something I am immensely proud of," Edna says.

Tuckey joined Rössing as a Pit Equipment Operator in 1981, working in both Production as well as Drilling and Blasting in Mining. Today he leads a crew of approximately 70 employees as a Drill Foreman. "Looking back, I am proud that I am a part of the team that kept Rössing going through the difficult times," Tuckey says, adding that he is looking forward to many more good years to come.

The couple is happily married and have three children, Ettienne (a Chartered Accountant), Leandra (a Radiographer currently studying UltraSonography in South Africa) and Darren, who is in grade 11 at Namib High School. Edna adds that she is very grateful to Rössing, whose excellent educational benefits have enabled them to provide sound tertiary education for their children. "We survived three retrenchments at Rössing, when employee numbers dropped from over 3000 employees in the 80s to 700 in the early 90s. Those were difficult days, but our faith brought us through. Today the mine is flourishing again, growing steadily - and we continue to love our lives at the coast." says Edna.

With 62 years of service between them, Edna and Tuckey Cloete are Rössing's longest serving couple.



25 March 2011, e-Rössing Bulletin - Rio Tinto Chairman makes Rössing his first stop

The Rio Tinto Chairman, Jan du Plessis – yes, a South African – made Rössing the first stop on his tour of Southern African operations managed by Rio Tinto when he touched down in Windhoek on Independence Day.

The Chairman remarked that he was ‘inspired by what he saw at Rössing’ and thanked Rössing for making his visit a memorable one. Also on the itinerary for his African visit, are stops at the Richards Bay, Palabora and Madagascar operations.

31 May 2013, e-Rössing Bulletin - Bernard leaves Rössing after 29 years of loyal service

One of the most recognisable faces on the streets of Rössing, that of the incumbent General Manager Processing, Bernard Morwe, will move on to board rooms and workshops unknown and far removed from the beloved mine he called home until now.

Bernard has been at Rössing since 1984, starting as a cadet and has held a variety of technical and operating roles. The e-Rössing Bulletin caught up with him this week before his leaving the Company to pursue other interests.

“I took a lot of personal pride in my work at the mine. I was one of the first ‘black’ metallurgists at Rössing and it was indeed interesting, challenging and often fun times. Back in those days it was very strange for some and unusual for others in the corridors to have a Namibian of my background operate as a metallurgist. It was during the pre-independence era. I recall we worked very hard in those days to achieve our production targets. Whenever we did achieve our objectives and attained the targets we always celebrated after work. We would go to the old E-camp (now the CMC) or Arandis or to the old Rössing Club to celebrate with the various teams. There was pride and a feeling of togetherness across the mine site and that is what made me work so long for this company.”

The first time I travelled abroad was when I became the first metallurgist from Rössing to be seconded to the Kintyre Project in Western Australia. This was in recognition of my knowledge and experience in the metallurgy plant. You can imagine my excitement to have Australia as destination on my first trip abroad. Believe it or not, but my first promotion was to a superintendent role in Human Resources. I was appointed as the Superintendent Employee Relations. This was a very challenging role indeed and was my baptism of fire, so to speak. All of a sudden I had to deal with a union - without any experience! In those days the unions were very active and often quite militant, but I survived!

A big highlight was when we achieved record tonnes in 2008-2009 - the biggest total production in 20 years - thanks to a very good team. I was subsequently nominated and won the Chamber of Mines leadership trophy during a gala event in Windhoek. That achievement would not have been possible without the exceptional teamwork in Processing.”

Bernard leaves Rössing after 29 years of loyal service



A glimpse back in time...

01 November 1985, Rössing News - Rössing student is top in Analytical Chemistry





28 June 2013, e-Rössing Bulletin - Oukwanyama Queen on official visit to Rössing

Her Royal Highness Queen Martha Mwadinomho Kristiaan ya Nelumbu and councillors of the Oukwanyama Traditional Authority visited Rössing on Thursday this week as part of an official visit to the Erongo Region.

The visitors were hosted by the Executive Director of the Rössing Foundation, Job Tjiho. A spokesperson for the queen explained their tour of the region as a familiarisation exercise aimed at strengthening relations and investigating proposals for joint development projects in the areas under the queen's jurisdiction in northern Namibia.

The group further expressed their appreciation for the various educational and social upliftment projects supported by the mine through the Rössing Foundation in the northern regions.

Rössing General Manager Operations, Ben Devries, presented the delegation with a business overview, whilst the group also toured the mine and had the opportunity to meet some of the mine's female open pit operators.

June 2015, e-Rössing Bulletin - Minister of Mines visits Rössing

Namibia's new Minister of Mines and Energy, honourable Obeth Kandjoze, visited Rössing last week as part of a familiarisation tour of the Erongo Region. He thanked the people of the region for their cooperation and the warm reception he received.

Photo at haultruck: Honourable Obeth Kandjoze, the Minister of Mines & Energy (left), open pit operator Marichen Taylor and Rössing MD Werner Duvenhage in front of a Komatsu 180-tonner diesel-electric haultruck at Hill Jim viewpoint.



Reflecting back...

Sakaria Nghikembwa, Group CEO of Momentum-Metropolitan Life, Former CEO of Agribank Namibia

"I was sponsored by Rössing Foundation to do the international Baccalaureate Diploma at the United World College of the Atlantic, Wales, United Kingdom from 1988 to 1990. This gave me my formative international exposure, which influenced my view of the world today.

"Not only did I receive a top-quality education at the Atlantic College, but I also met people from all over the world, in the collegial atmosphere of international understanding, which has immensely influenced my view of the world and other people in a positive manner. The Atlantic college experience has prepared me well for leadership roles, which I had subsequently and successfully assumed.

"I am mostly grateful to Rössing Foundation for the invaluable contribution to my life, career and humanity."

Andreas Nghikembwa, father of Sakaria Nghikembwa

"As the parent of Sakaria Nghikembwa, we are extremely humbled and grateful that our son had been sponsored by the Rössing Foundation, even during the colonial era when such opportunities were hard to come by.

"This had enabled our son to get exposed to the international world where he could gain and broaden his intellectual knowledge, which he is applying today in real life situations. Having been equipped with this tremendous knowledge, our son could realise his dreams in an independent Namibia at various managerial positions.

"We had no financial resources at the time, but today we are reaping the fruits of his studies. This is the gesture we shall never forget. Long live Rössing."



Our mine's founding father says hello!

Mr Gordon Freeman is remembered by many current and past employees – he is seen as the founding father of Rössing Uranium Mine as he was our first general manager from 1977 to 1986.

The 87-year old Mr Freeman is retired and lives in Western Australia. He is currently on holiday in Namibia and visited the mine on Monday, 12 September, along with his wife, Rae.

At the mining and processing viewpoints and also at the Alaskite conference room, some 30 current employees welcomed him and shared fond memories about the early days working together at the mine.

“He was the one who built us our church in Arandis,” said one employee, while another remembered the Christmas celebrations with the presents for the children and yet another, the many spitbraai-get-togethers, but also the hard work and then the setbacks - such as the closure of the underground mining operation and the SX fire.

16 September 2016, e-Rössing Bulletin - Mine visit by Rössing's first ever general manager

Our mine's founding father says hello!

Mr Gordon Freeman is remembered by many current and past employees – he is seen as the founding father of Rössing Uranium Mine as he was our first general manager from 1977 to 1986.

The 87-year old Mr Freeman is retired and lives in Western Australia. He is currently on holiday in Namibia and visited the mine on Monday, 12 September, along with his wife, Rae.

At the mining and processing viewpoints and also at the Alaskite conference room, some 30 current employees welcomed him and shared fond memories about the early days working together at the mine.

“He was the one who built us our church in Arandis,” said one employee, while another remembered the Christmas celebrations with the presents for the children and yet another, the many spitbraai-get-togethers, but also the hard work and then the setbacks - such as the closure of the underground mining operation and the SX fire.

Mr Freeman relayed that it was in his period as general manager that the houses in Arandis, Vineta and Tamariskia were planned and built; the Cottage Hospital was built; the Arandis and Rössing clubs were built; a new golf course was opened, and the Rössing Foundation was established.

“Mr Freeman was a leader who looked after the employees, but he was very strict and you had to work very hard and not waste time,” added another former colleague. He also believed that leaders should be seen in the field and the employees who welcomed him remembered that his footprints were all over site - he regularly visited workshops to talk to the supervisors and employees.

With regard to his biggest achievement Mr Freeman is proud to say that he fulfilled his task to build a non-racial mine, instil a sense of respect for each other and placed health, safety and environmental standards on a firm foundation.

Some of the leaders who worked with him at the time were Bill Birch (first security manager at Rössing), Bill Jooste, Dr Wotan Swiegers (medical & environment), Mike Bates, George Deysel (engineering), Sean James (mining), Brian Burgess (personnel) and George Macras (administration). Commenting on today's mining



operation he acknowledged that it is a tough business, especially with the current world market and low commodity price, “but today your knowledge and understanding of the mining and processing operations is so much better than in the early days,” he said, referring to how they used Christie cubes as a visual method to try and understand the ore reserves, and how they experimented until they found a way to “read” the ore, a forerunner of today's ore scanners that we are using. He was very much impressed with the current mining operations, viewed from the new President Hage Geingob mining viewpoint, and also visited the open pit control room.

Mr Freeman wished Rössing and its employees a safe and productive future. As a token of appreciation he was presented with a 3D scale model of the current open pit Mr Freeman and his wife have been visiting South Africa and Namibia since they left Australia and have a few more countries on the list as part of their holiday.



TRAINING AND DEVELOPMENT

Perhaps the most striking headline in the fourth decade focusing on training and development was in 2014 – “Rössing supports education in Erongo”. Though it refers to a single event, it is testimony of Rössing and the Rössing Foundation’s extended activities around training and development in the whole of Namibia. (March 2014, e-Rössing Bulletin, Rössing supports education in Erongo)

26 January 2007, e-Rössing Bulletin - First Rössing Female Shovel Operator

Eva Kavee Tjahikika became the first woman in Namibia to operate a Shovel. She joined Rössing in 2003 as part of the first ever group of women at the mine who were appointed as equipment operators. Fascinated by the size of the equipment in the Open Pit, Eva was quite excited to be behind the wheel of a haultruck at first, but soon changed her mind after she saw the size of the other equipment. “I was simply fascinated by the size of the drills and shovels and when I got the chance to enrol for an onsite course on how to operate one of these pieces of equipment, I grabbed the opportunity.”

Eva joins an ever-growing number of ‘Rössing Superwomen’ who have managed not only to break into a previously male dominated profession but also making a success of it. Karl Fredericks, Foreman of the Pit Operations B-shift, is proud to have the first ever female Shovel Operator on his team. “Every time Eva ascends the steps to the shovel cabin, she shows the dedication and loyalty towards her work that I expect from each and every member of my team. She is hardworking and is already working her way towards competing with some of the best shovel operators on site.”



4 July 2008. e-Rössing Bulletin - A first ever – Arandis Mathematics, Science and Technology Fair

The first ever Science Fair for schools in Arandis was held in the Arandis Town Hall on Thursday. The Fair was organised by the Rössing Foundation who continue to honour the vision of Rössing to nurture the current school-going population of Namibia.

Director Job Tjiho from the Rössing Foundation said in his opening remarks that the science industry in Namibia is deprived of opportunities to either give scholarships or provide employment to graduates from secondary schools or higher educational institutions, as many of them do not take up challenges in the fields of mathematics, science and technology.





14 November 2008, e-Rössing Bulletin - Bursary student excels

Over the years, Rössing has been awarding bursaries in areas where we experience a shortage of skills to fill important posts in order to run the mine efficiently.

The aim is to ensure that the Company has the right people in the right roles doing the right jobs right the first time. Inekela Iiyambo is currently studying for his Master of Science Degree in Environmental Science at the Witwatersrand University in South Africa through Rössing's bursary scheme

According to Inekela, Rössing made it possible for him to pursue his dream:

"If I did not get a bursary, I would not have pursued my studies because of financial reasons. I thank Rössing for the bursary because it will enable my advancement and to contribute to environmental management of my country".

Last year the company sponsored 22 bursaries for university and college degree and diploma studies, to the value of about N\$1.7 million. In the same year a total of 124 bursaries for Apprenticeship training were awarded to the value of about N\$2.6 million.

This year, 31 new students were awarded bursaries. The recipients will study in the fields of chemical, electrical, mechanical and mining engineering, as well as accounting, occupational health and safety, geology, surveying and environmental management.

Today, Rössing has 152 bursary apprentices, 96 educational assistance to employees' children and 67 ordinary bursary students.

NIMT opens in Keetmanshoop



3 April 2009, e-Rössing Bulletin - NIMT opens in Keetmanshoop

Rössing congratulates The Namibian Institute of Mining and Technology (NIMT) with the opening of the NIMT Southern Campus in Keetmanshoop on 12 March.

The centre was officially opened by His Excellency President Hifikepuno Pohamba in the presence of southern mining companies. He said: "The opening of NIMT in Keetmanshoop is a good follow-up to the NIMT in Erongo Region which was funded by Rössing. "It is important to remember that only through an educated and well-skilled human resource base will we be able to grow the economy and develop our nation successfully," said the President.

He added "By opening this facility today, my hope and that of the nation is that the output of qualified artisans will increase. We would like to see an increase in the number of students who will be enrolled and graduate, thereby contributing to the social and economic development of the country." The campus' first intake is 93 trainees, who will be taught trades such as boilermaking and welding, electrical, diesel and petrol mechanics, and fitting and turning. **Rössing has been instrumental in the recruitment of many NIMT students who completed their Apprentice with Rössing and many more continue their attachment at Rössing this year.**

Arandis Youths register for Skills Assessment



6 February 2009, e-Rössing Bulletin - Arandis youths register for skills assessment

The Rössing Foundation and Arandis Town Council registered youth for skills assessment.

More than a hundred youths arrived at the Arandis town hall to register for the Rössing Foundation and Arandis Town Council's Skills assessment programme, which was initiated under the Arandis Beyond 2016 vision to curb unemployment amongst the youth.

According to Manfred Murangi, Chairperson of Arandis Constituency Youth Forum, the objective is to register and assess the skills and training needs of the youth. The team will then look for institutions offering the necessary courses where the youth can be sent to acquire the skills in order to enable them to qualify for employment and to possibly start their own businesses.

20 March 2009, e-Rössing Bulletin - Rössing Foundation and COSDEF empower women

As part of women empowerment initiatives in Arandis, COSDEF and the Rössing Foundation has been supporting a group of women with skills development training since November 2008. The training was completed on 9 March and the trainees were given their certificates of competence. Trainees also had an opportunity to display their products at the Arandis Community Development Centre.

According to Lysias Uusiku, Community and Sustainable Development, Rössing Foundation, the training will contribute to their skills and it will hopefully create an opportunity for women to earn a living through the sales of this beautiful product range. The products ranges from necklaces, earrings, bracelets and rings to key holders, coasters and many more. "We were taught how to combine different colours and patterns to add value to the final product. I also learned that it is very important to be neat as possible when creating a particular product.

One of the participants, Sululu Isaaks said: "We can use our newly learned skills to establish small businesses and use the income generated from our sales to pay the school fees for our children. We are very thankful for the opportunities offered to us in this regard, since opportunities are generally limited in some rural areas of the country. Now we can teach each other and share ideas. It's a blessing because the training has helped me obtain additional knowledge and skills in the trade, which will in turn help me in my future business endeavours."



12 June 2009, e-Rössing Bulletin - Namibians benefit from the EMMEP programme through Rössing

Two Namibians became of the first students from a non-European based country to participate in the Erasmus Mundus Minerals and Environmental Programme (EMMEP). In the past the programme was only offered to European based students, however, a decision was made in 2007 to expand the reach of participants to non-European countries. Since its inception it has grown into a programme which offers Masters qualifications in Mining Engineering (European Mining Course - EMC), Geotechnical Engineering (Europe - an Geotechnical and Environmental Course - EGEC) and Minerals Engineering (European Minerals and Environmental Course - EMEC).

Rössing employees Immanuel Shikongo is specialising in Mining Engineering while Emilia Ndemuweda is specialising in Geotechnical and Environmental Engineering, joined the programme.



3 December 2010, e-Rössing Bulletin - Rössing Foundation rewards its meritorious students

The Rössing Foundation, as the corporate social responsibility arm of Rössing, held its Educational Department's awards ceremony for 2010 on 18 November in Swakopmund. Prizes in various categories and age groups were awarded during the event to deserving learners as well as teachers. The awards included recognition for the best performers in courses presented by the Rössing Foundation Maths and Science centres, the English Language centres, and Library and Teacher Appreciation awards were also awarded to the hardworking teachers.

Mayor of Swakopmund, Germina Shitaleni, said: "We are all here to honour a group of learners and teachers for taking the initiative to improve and upgrade themselves. Promoting skills development and economic activity for the less fortunate is not only about meeting targets. It is about the betterment of our society and helping people escape the poverty trap."

In applauding the efforts of the Rössing Foundation, the mayor added "I would like to commend the Rössing Foundation for investing in the human capital of our region and the country at large. This is in line with the Vision 2030 development plan that to be a knowledge-based industrialised nation, we need to develop our human capital and institutionalised resources."



16 July 2010, e-Rössing Bulletin - Reaching out to our institutions of high learning

At the beginning of 2009, the Polytechnic of Namibia opened the doors of their new mining engineering faculty in Windhoek. As this is a qualification that has always been scarce in Namibia, mines are supporting the faculty by offering internships, where possible, to these students in order to cope with Namibia's future mining demands.

During 2009 Rössing took in seven students during the mid-year holidays and during the 2010 mid-year. Reaching out to our institutions of higher learning during holidays we accommodated another eight students to give them exposure to the world of mining. When we said goodbye to them on Friday last week, they mentioned that they were very impressed with everything they experienced at Rössing – from our safety standards to communication channels as well as the transport system – and everything else in-between! When asked whether they were sure they had chosen the right career after their three weeks at Rössing, the response was a unanimous “yes”.

Reaching out to our institutions of high learning



At the beginning of 2009, the Polytechnic of Namibia opened the doors of their new mining engineering faculty in Windhoek. As this is a qualification that has always been scarce in Namibia, mines are supporting the faculty by offering internships, where possible, to these students in order to cope with Namibia's future mining demands.

The programme was developed in collaboration with the Polytechnic of Namibia, the University of Namibia, the University of Namibia and the University of Namibia, amongst others.

During 2009 Rössing took in seven students during the mid-year holidays and during the 2010 mid-year. Reaching out to our institutions of higher learning during holidays we accommodated another eight students to give them exposure to the world of mining.

When we said goodbye to them on Friday last week, they mentioned that they were very impressed with everything they experienced at Rössing – from our safety standards to communication channels as well as the transport system – and everything else in-between! When asked whether they were sure they had chosen the right career after their three weeks at Rössing, the response was a unanimous “yes”.

14 May 2010, e-Rössing Bulletin - Rössing Foundation awards scholarships

The Rössing Foundation has once again awarded scholarships to promising students. This year's successful applicants are Judy Poggenpoel from Otjiwarongo, and Leonard Nuugulu from Ondangwa.

Judy and Leonard have joined a group of Namibians who, through the Rössing Foundation, have used the opportunity to rise to the top of their respective fields and become leaders in Namibia. This group includes Rick Kukuri (Deputy Minister of Finance in the early 1990s), Advocate Dave Smuts (top advocate and acting High Court Justice), Advocate George Coleman, Professor Dorian Haarhoff, and Naftali !Goraseb.

Rössing Foundation awards scholarships



The Rössing Foundation has once again awarded scholarships to promising students. This year's successful applicants are Judy Poggenpoel from Otjiwarongo, and Leonard Nuugulu from Ondangwa.

Judy and Leonard have joined a group of Namibians who, through the Rössing Foundation, have used the opportunity to rise to the top of their respective fields and become leaders in Namibia. This group includes Rick Kukuri (Deputy Minister of Finance in the early 1990s), Advocate Dave Smuts (top advocate and acting High Court Justice), Advocate George Coleman, Professor Dorian Haarhoff, and Naftali !Goraseb.

5 November 2010, e-Rössing Bulletin - Rössing Uranium signs agreement with Polytechnic for SME development

Rössing recently signed an agreement with the Polytechnic of Namibia to assist in the management of the mine's Small and Medium enterprise (SME) development initiatives.

This initiative forms part of Rössing's responsibility towards economic empowerment in Namibia and specifically in the Erongo Region. The objectives of the agreement include the development of SMEs within the supply chain of Rössing with a view to establishing and growing such businesses to ultimately function independently from Rössing.

The research project will also look at the identification and development of SMEs not yet within the supply chain of Rössing, and develop provisions of financial, technical, strategic, operational, marketing and sales advice to supported enterprises, including the creation of a platform for said enterprises to present their development progress to Rössing, among other objectives.

“Rössing Uranium is one of the major consumers of goods and services within the Namibian economy and thus gives rise to a significant ‘multiplier effect’, where our spending generates incomes and triggers further spending by others, which leads to a long chain of value adding throughout the economy,” said Peter Carlson, Chief Financial Officer at Rössing.

“Through this research initiative, we will be able to identify the opportunities or threats within our business communities, enabling us to further support the sustainable growth and development of local enterprises where necessary. This partnership will provide Rössing with a uniform approach to better understand the needs of upcoming entrepreneurs, how to address these needs, thereby providing sustainable development,” added Peter.



Rössing Uranium signs agreement with Polytechnic for SME development



Rössing recently signed an agreement with the Polytechnic of Namibia to assist in the management of the mine's Small and Medium enterprise (SME) development initiatives.

This initiative forms part of Rössing's responsibility towards economic empowerment in Namibia and specifically in the Erongo Region. The objectives of the agreement include the development of SMEs within the supply chain of Rössing with a view to establishing and growing such businesses to ultimately function independently from Rössing.

The research project will also look at the identification and development of SMEs not yet within the supply chain of Rössing, and develop provisions of financial, technical, strategic, operational, marketing and sales advice to supported enterprises, including the creation of a platform for said enterprises to present their development progress to Rössing, among other objectives.

“Rössing Uranium is one of the major consumers of goods and services within the Namibian economy and thus gives rise to a significant ‘multiplier effect’, where our spending generates incomes and triggers further spending by others, which leads to a long chain of value adding throughout the economy,” said Peter Carlson, Chief Financial Officer at Rössing.

“Through this research initiative, we will be able to identify the opportunities or threats within our business communities, enabling us to further support the sustainable growth and development of local enterprises where necessary. This partnership will provide Rössing with a uniform approach to better understand the needs of upcoming entrepreneurs, how to address these needs, thereby providing sustainable development,” added Peter.

8 October 2010, e-Rössing Bulletin - Major milestone for small-scale miners

The launch of the Ūiba Ōas Crystal Market was inaugurated by The Hon Isak Katali, Minister of Mines and Energy on 21 September near Usakos.

The event was attended by a core group of stakeholders, miners, regional councillors and government officials. Speaking on behalf of the Small-scale Miners Stakeholder Forum Prof H-J Kūmpel, President of the German Federal Institute for Geosciences and Natural Resources, (BGR), highlighted the much more important spin-off of the project – that would bring a difference to the working and living conditions of the small-scale miners in Namibia. His sentiments were shared by Minister Katali who described the market as the vision he desired almost 10 years ago.

Petra Ondigo, who coordinates the small-scale miner's project through the Rössing Foundation, said she started out with 14 people at a small mining site on the Uis-Henties Bay road. Within two years, the number of participants grew to the present number of 1 600.

At the inauguration, the President of the BGR further expressed the other stakeholders' appreciation to the Rössing Foundation and congratulated them on keeping the stakeholders group together and their dedication towards the small scale miners. He also focused on the contribution of Rössing Uranium which switched the ignition key on for the Ūiba Ōas Crystal Market on first pledging money, installing signposting along the roads, and getting the architect on board for the design of the market.

The Rössing Foundation has been heavily involved with the project from the onset and draws upon its past experience in water and environmental management, business skills, health, geology, safety and legal aspects of the small-miners' activities.

4 February 2011, e-Rössing Bulletin - Rössing Foundation Centres exceed targeted pass rate for grade 10 and 12 registered students

The Rössing Foundation's master mathematics, science and language centres achieved their target set for 2010. 64 percent of the grade 10 and 12 students attending these centres were to obtain A-C symbols at the national examinations.

The Language Centres exceeded the target set, obtaining an overall average of 72 percent for all registered learners. The Arandis and Tamariskia Centres grade 10 learners obtained an overall pass rate of 78 percent and 72 percent respectively.

The Mathematics Centres achieved an overall average of 67 percent for both grades, with the registered learners in grade 10 who attend the Tamariskia Maths Centre obtaining an average of 78 percent A-C pass rate. grade 12 Higher grade level was established at Kolin Foundation at the beginning of 2010, with the support of the Rössing Foundation Master Maths programme in Arandis.

All 8 identified learners obtained an A or B symbol in the NSSCH final examination. Amongst these learners, was the Erongo regions best performer, Andriana Mutimili. Andriana, with the help of a Rössing bursary, has enrolled at the University of Namibia in the field of Engineering.

1 April 2011, e-Rössing Bulletin - Rössing assists UNAM's Geology department

Rössing firmly believes in education in Namibia and has various ways in which it assists in the field. The relationship between Rössing's Geology Section and the University of Namibia is another fantastic example of our company's dedication to Education in Namibia. Resource Evaluation Superintendent, George Murasaki, has been a member of the UNAM Geology Education Advisory Board since 2008. He shares with us the role of the board, the progress made and the importance of the advisory board.

The Board was established to create a link between the industry and UNAM with a view to ensure that the graduates from UNAM were equipped with necessary skills to be able to work in the Mining and Exploration industry in Namibia. During the tenure of the current board there has been growth at UNAM with the introduction of the 4-year geology single major degree, which has been agreed to by the board and UNAM curriculum development authorities. This is a significant step in the history of UNAM in that the graduates can now graduate with a degree that is equivalent to an Honours Degree.



15 April 2011, e-Rössing News - Rössing graduate is awarded top honours

One of our bursary students, Tomas Aipanda achieved a high-flying Mechanical Engineering first class degree from the University of Pretoria recently.

This 22-year-old was pleasantly surprised to be awarded three prizes at the Graduation ceremony held in Pretoria. He scooped the award for the best achiever in Mine Environment Engineering. The second award he received was for the best achiever in Strata, and the third award bestowed upon him was the best final year student in Mining Engineering for 2010. Tomas, a confident yet humble young man, explained that he worked extremely hard to achieve these results.

“It’s a fantastic prize. It demonstrates that hard work equals results! I am now more motivated to achieve my future goals and ambitions.” he said. **“I am totally overwhelmed and very proud of this achievement. I was committed and dedicated to my studies by doing all that I was required to do,”** he beams happily.

He further said that doing his practicals at Rössing during the university holidays also contributed immensely to his outstanding performance. **“Not only did I have a chance to put some of my course work into practice, I had great fun doing it too. It allowed me to learn so much about the industry and also confirmed that mining is the right industry for me, reigniting my passion for it,”** he commented.

Tomas was awarded a bursary from Rössing in 2006, after completing his secondary education at Oshigambo High School, in Oshikoto region. He expresses his gratitude to Rössing for making his dreams a reality.



30 March 2012, e-Rössing Bulletin - Rössing helps improve radiation safety skills in uranium mining industry

Namibia’s newly gazetted Regulations for Radiation Protection and Waste Disposal have come into operation in January 2012. It is, therefore, of utmost importance for the mining industry to have access to the required skills in radiation safety in order to ensure full compliance with legislation as well as with international standards and best practice.

Improvement of the skills of radiation safety workers is required not only for ensuring legal compliance; it is also essential in ensuring awareness about radiation safety issues, both in the workforce and in the public.

The Chamber of Mines’ Uranium Institute has been offering training courses for radiation safety officers since 2010. Courses are presented jointly by Rössing’s Superintendent Radiation Safety, Dr Gunhild von Oertzen, and an independent consultant from VO Consulting, and covers theoretical background, instrumentation, monitoring and analysis, as well as legal compliance issues.



11 May 2012, e-Rössing Bulletin - Rössing hosts visitors from international IAEA seminar

The Namibian Radiation Protection Authority hosted the international “Seminar on Good Practices in the Processing and Control of Uranium Ore Concentrate”, last month in Windhoek. The seminar boasted over 100 participants from over 22 countries and was organised by the International Atomic Energy Agency (IAEA) co-sponsored by the European Commission and the United States Government.

The Rössing perspective on best practice in the processing and control of uranium concentrates was presented by Rössing’s Superintendent Radiation Safety, Dr Gunhild von Oertzen, and covered the topics of radiation safety, transport, security, and safeguards.

A group of about 80 visitors undertook the trip from Windhoek to Rössing for a mine tour, including a visit to Central Processing Control. Visitors were duly impressed with our comprehensive radiation safety, process flow and security systems, and have been able to learn a lot about uranium mining as practised at Rössing.



4 April 2014, e-Rössing Bulletin - Rössing supports education in Erongo

The Erongo Teachers Awards ceremony 2014 took place on 27 March in Swakopmund. Rössing was one of the main sponsors of the event that awarded the top Erongo-based teachers and schools in various categories.

Representing Rössing during the event, Bernadette Bock, specialist Community Relations, explained our support: "It was proven that no nation ever secured sustained growth without strategic and continued investments in the education and skills of its people. In Namibia also, Government identified quality education and training as the best ways to produce the skills we need as a nation. Rössing won't be able to play its role as an active economic partner to government without a skilled workforce. We believe in creating local employment opportunities and see our contributions made to the national education sector - either directly or through the Rössing Foundation - as our way of empowering and capacitating local communities with the needed skills to maximise those often highly technical job opportunities."

Speaking at the same event, Erongo Regional Governor Cleophas Mutjavikua said:
"In looking ahead, our main focus should remain firmly on achieving Vision 2030.

The only way we can achieve this is by continued investment in human capital - the training and development of our people to drive the economy of this country. Our neighbours, Zimbabwe, put policies in place shortly after their independence to develop their human capital. Today they are reaping the fruits of this focus with sought-after, skilled workers, working all over the world. We should follow this example."



15 May 2015, e-Rössing Bulletin - Rössing bursary holder says a big "Thank You!"

"My name is Ronnie Hambeka, a 23-year old who recently graduated as a Rössing bursary holder for the past four and a half years. Rössing Uranium sponsored my studies in Mining Engineering at The Polytechnic of Namibia.

"I remember so vividly the day I received the confirmation that I had been awarded the bursary from Rössing - that was one of my happiest days! This bursary was a sign that many burdens and worries had been lifted off my and mom's shoulders.

Rössing Uranium, with the great help from the Training and Development department, always ensured that my entire tuition fees were paid on time. They also catered for my text books (which came in very handy with research). Rössing also ensured that I had a safe place to live in and a complete meal in the Polytechnic hostels.

On a professional grooming front, Rössing gave me two internship opportunities, which gave me great insight into how a real mine practically operates - from the drilling and blasting to mobilising of the ore, which later yields the uranium oxide. Internships are a vital aspect in the learning experience of any B.Eng student and it was a great privilege to do mine at Namibia's largest open pit mine - an experience most of my peers did not get and many might not get in future.

It is on all the above mentioned grounds that I would like to extend my heartfelt gratitude to the entire Rössing Uranium Community for giving me an opportunity to study and make my dreams a reality. I now realise that all is possible regardless of one's background. What matters is hard work, faith, and focusing on one's primary goals.

"I am proud to announce that I graduated this year in April with a Bachelor of Mining Engineering degree! This would definitely not have been possible if it wasn't for Rössing. For this I would like to say: "Okuhepa, Ngiyabonga, Merci Beaucoup, Ndapandula, Baie Dankie, Vielen Dank, Thank You and Thank You so much for the opportunity, the experience, the care and especially the medical aid."



26 June 2015, e-Rössing Bulletin - Rössing Foundation hosts teachers' training courses

The Rössing Foundation recently hosted a teachers' training courses in Swakopmund. The refresher course included an information sharing workshop focusing on how to ensure quality examination symbols, (A – D's) according to the Ministry of Education's requirements.

Rössing Foundation Language Centre Coordinator, Avril Cordon, said: "The main aim of the teachers' training events is to look at the English results of last year, identify the schools and teachers that performed well and then learn from schools like Namib High, Westside, Kolin Foundation, Duinesig and Duneside. All of these schools managed to get very good results."

Twenty-six grade 8 - 10 English Subject teachers from all coastal high schools in Walvis Bay, Swakopmund, Arandis and Henties Bay attended the first workshop, with a number of grade 11 - 12 teachers attending the next one.

This year's workshop was the first of the Ministry of Education's English Department in six years. It's now scheduled to be an annual event with updates and information sharing sessions during each term of the year. Most of the training material for the course is provided by the ministry, with the Rössing Foundation adding the rest and assisting with expert trainers and a venue for the event.



29 August 2016, The Namibian - 'Take good care of long-serving employees'

President Hage Geingob on Thursday advised employers to make sure long-serving employees are taken care of when they retire.

He suggested that where possible, companies must consider empowering long-serving and retired staff by making them shareholders.

"Let us take care of each other; let us not just allow our employees to go on retirement without anything to survive on," he said in his address during a visit to the Rössing uranium mine outside Arandis.

Geingob made the statement after being introduced to about 10 employees of Rössing, who have been with the company for more than 35 years each. He noted that companies should consider benefits which would enable employees to live better after retirement.

The President was invited to witness the mine's 40th anniversary celebration, and to open a new viewing point named after him.

He congratulated Rössing for being in operation for that long, saying: **"It is also commendable that you started and transformed Arandis into a big town. This is what we want from investors – to develop the country".**

Geingob stated that government values investors, and will continue to work closely with them for the sake of development.

"After Independence, our duty is to entice investors to come to Namibia. Like I always say, we have resources such as uranium which, if given to investors, we get money to build schools and clinics for our people, because people do not eat uranium," he added.

Rössing Uranium Managing Director, Werner Duvenhage, said the new viewing point will ensure visitors are safe when viewing the mining pit. He explained that the company ensures transparency through having people visit the mine to view its operations.

"We receive about 2 000 visitors every year, so we need to make sure their safety is secured," said Duvenhage.

Rössing Uranium has mined 120 000 tonnes of uranium since its inception in 1976.

18 November 2016, e-Rössing Bulletin - Education on a roll

During its first almost a year of existence, the Rössing Foundation's (RF) mobile van and laboratory has been crisscrossing Namibia to provide science, maths and English education support to well over 5,000 Namibian learners and around 500 teachers.

The mobile education centre, a partnership between the RF, Nedbank and the Ministry of Education, adds a whole new meaning to the word 'outreach' in the practice of outreach education in our vast rural landscape.

According to Lysias Uusiku, the RF's Chief Education and Enterprise Officer, the goal for this year was to visit 20 schools twice, over a 20 week period. Lysias said: "We are assisted by the Ministry's regional officers in identifying the under-performing schools – those that are not doing well in the exams. We then go into overdrive to mobilise the team and send them out to engage these schools with the mobile education centre for five days at a time, before moving on to the next one."

Lysias again: "An interesting observation from the outreach team is that they've found that many schools where we visit have the necessary scientific equipment and material to perform practical experiments, but the teachers lack the know-how and confidence to use it. Once our team show them how to put theory to the test, the teachers are very eager to continue on their own."

Coaching and mentoring, and where applicable, strengthening the capacity of teachers in classroom practices, subject content knowledge and material development skills indeed form part of the mandate of the RF team visiting rural Namibia with their educational prowess.

"The work done by the Rössing Foundation teams, often with little fanfare and always with utmost dedication, is in many ways shaping, for the better, the future of Namibia. During the first half of 2016 the Master Maths centres registered a rate of utilisation 33.5 percent more than anticipated. In the Science Centres – 10 percent more. The impact is huge.

"The outcome? - Skilled, capable youths, capacitated to fulfil Government's Harambee ideal of young Namibians reaping the economic benefit in the form of employment in the formal economy. With final exams on-going across Namibia, I bet that the results of those touched by the educational magic of the Rössing Foundation Mobile Education Centre will surprise even the naughtiest expectations of caring teachers and parents countrywide. In the meantime the team is already gearing up for 2017, ready to roll out lessons in maths, science and English to all those eagerly waiting down dusty, rural roads, ready to absorb all the knowledge they can get."

18 November 2016, e-Rössing Bulletin - The Rössing Foundation helps learners prepare for the exams

With exam fever running high across Namibia, those who knocked on the doors of the Rössing Foundation (RF) for help in preparing for it will rest a little more assured of a favourable report come year-end.

Holiday classes are an extra effort put in to expand the learners' knowledge and skills, with additional subject contents to ultimately improve the pass rates during the final examinations. The groups of learners were generally very eager to learn, and the entire Rössing Foundation team is confident that they made valuable contributions to help the learners master their subjects.

During the previous school holiday, the Rössing Foundation Education Centre in Tamariskia was frequented by schools from different regions to attend enrichment classes as preparation for the end of year examinations.

These schools were Sikosinyana Senior Secondary School from the Zambezi region; Gustav Kandjii Senior Secondary School from Omaheke and S.I. !Gobs Senior Secondary School from the Erongo region. The group consisted of 61 mainly High Level grade 10 and 12 learners who spent a week at the RF, attending both theory and practical classes in mathematics, the sciences and English. The classes were tailored to cover the topics they identified as challenging. The learners were accompanied by their principals and teachers.



Education on a roll



The Rössing Foundation helps learners prepare for the exams



27 June 2014, e-Rössing Bulletin - Erongo learners get career advice from Rössing

The annual career exhibition for high schools was held from 2 to 4 June in Swakopmund and Rössing's Organisational Effectiveness team attended to promote professional career paths at the mine to the youth.

"The aim was to inform grade 10, 11 and 12 learners from the Erongo Region about possible careers they could study for after their high school careers," explained Fredrika Hartzenberg (HR Adviser).

Over a thousand students from as far as Otjimbingwe, Karibib and Henties Bay attended the exhibition over three days at the Tamariskia Town Hall. Said Fredrika, "It is imperative that especially grade 10 pupils get exposure to what career types are available at the mine to enable them to choose the appropriate study fields in grade 11 and 12."

31 July 2015, e-Rössing Bulletin - Rössing attends UNAM Employment Expo

The employment expo was traditionally known as the University of Namibia's (UNAM) Career Fair. This year the event in Windhoek was held on 22 and 23 July and Rössing was represented by Fredrika Hartzenberg (HR adviser), Paulina Kapitango (Mining engineer), and Martin Shikongo (Mechanical engineer).

The objective was to give students and all other prospective employees an overview of our mine and explain the procedures around our bursary scheme and employment applications.

Martin said: "It was a great honour to represent my company. A lot of students attending the UNAM Employment Expo studies, who are involved in different fields, showed great interest in Rössing." There was a good turnout of people at the expo and Rössing's stand was definitely one of the busiest - underlining the fact that we're still one of the most sought-after employers in the country. Said Paulina: "Most students who visited us at the expo showed a strong determination to complete their studies. Many of them displayed good insight regarding the general activities of the mine."

One of the speakers at the opening ceremony for the event was Rössing Board member Ally Angula. Martin explained: "She gave a very informative speech, including tips on how to firstly get a job, how to stand out from a pool of applicants, and secondly how to keep that job once you have secured it - work ethics being a strong determinant."

29 August 2016, The Namibian - Rössing from foe to true investment in 40 years

PRESIDENT Hage Geingob said that he and other liberation fighters fought against Rössing Uranium coming to Namibia (as a colonial element) in the 1970s, but has seen how this mine was ultimately a true investment to the country's economic development.

"We fought a battle against them then, but when we started seeing how the towns of Swakopmund and Arandis had grown over the years because of Rössing, we see the positive impact they have had in our lives and economy," said Geingob at the mine's 40th anniversary celebration held last Thursday.

"In the past it was all about 'burn baby burn'. We have rethought our struggle now. It is no longer a liberation struggle but an economic struggle. Now it is about 'build baby build' - building a better future for our country," said Geingob.

Besides the input into the local economy, Geingob commended Rössing for the investments it made into skills development of Namibians, who also later have found work on the mine, or elsewhere in specialised fields. A group of graduates was introduced at the event.





COMMUNITIES AND SOCIAL INVESTMENT

From Rössing and the Rössing Foundation's numerous CSI activities and the received accolades, the outstanding one involves destitute women and children: "Since 1998 the Mine has made various donations to the House which enabled them to cater for their daily needs. The Erongo House of Safety has served as a safe haven for 80 children and is served by a House Mother, four assistants, and a gardener. It is in this colourful and peaceful atmosphere that the children of the House again receive meaning to their lives by way of continuing with their education and their gradual integration into society with new-found confidence." (2 February 2007, e-Rössing Bulletin, Securing life for future generations)



12 January 2007, e-Rössing Bulletin - Rössing contributes to Christmas party for elderly

In a joint effort last year, Rössing Mine together with the Rössing Foundation put smiles on the faces of 700 elderly and Orphans and Vulnerable children (OVC) in Otjimbingwe when they decided to distribute Christmas food parcels to the groups in mid-December.

"When approached to support the project, the Company felt that given the large numbers of the groups, they were extremely marginalised with more people in need of support than people able to take care of themselves," noted Amanda Horn, Superintendent Community Relations. The Otjimbingwe constituency consists of a number of small farming settlements and both the chiefs of the constituency were present to acknowledge the day with the groups.



23 November 2007, e-Rössing Bulletin - Rössing donation makes Erongo Small-Scale Miners' Association mobile...

Singing and ululating were heard on Friday at the Arandis Community Development Centre, when the Erongo Small-Scale Miners' Association members laid eyes on a surprise donation from Rössing. The mine sponsored the group with a bakkie, soon after the 8th Erongo Small-Scale Miners' Stakeholder Forum meeting.

Working in harsh environments and conditions to eke out a living for themselves and their families, nothing has ever come easy for the members of the Erongo Small-Scale Miners' Association. **Once scattered across the vast mineral-rich region, these miners found a common goal through the assistance of the Rössing Foundation.**

With the Rössing Foundation and Rössing leading by example, various other companies were encouraged to pledge their support to the establishment and sustainability of a combined entity comprising of all the gemstone miners in the region.

2 February 2007, e-Rössing Bulletin - Securing life for future generations

Rössing made a donation to the value of N\$100,000 to the Erongo House of Safety, which is based in Swakopmund. Present at the event were various members from the Erongo Development Foundation (EDF), as well as the Chairman of the Foundation, the Honourable, Asser Kapere, who is also Chairperson of the National Council.

The Erongo House of Safety is one of the first projects the EDF embarked upon in 1998 after members realised that there were a lack of temporary places of safety to house children who have been victims of domestic violence, and orphans and vulnerable children.

The Erongo House of Safety was established in the same year with the assistance of various companies in the region. One was Rössing, who “sold” the buildings which was to become the Erongo House of Safety to the EDF for N\$1.

Since then, a long and committed relationship between the Mine and the House was forged. Over the past years Rössing has made various donations to the House, which enabled them to refurbish and cater for the daily need of the House.

“Over the past eight years, the Erongo House of Safety has served as a safe haven for 80 children and is served by a House Mother, four assistants and a gardener. **It is in this colourful and peaceful atmosphere that the children of the House again receive meaning to their lives by way of continuing with their education and their gradual integration into society with new-found confidence.**”



13 June 2008, e-Rössing Bulletin - Signing a Memorandum of Understanding for the micro credit scheme

It was indeed a good day for the Erongo Development Foundation (EDF) when it received a donation from Rössing and at the same occasion signed a Memorandum of Understanding with Bank Windhoek and The Rössing Foundation.

The Divisional Head: Specialist Finance at Bank Windhoek, Chris Matthee said the partnership will focus on delivering affordable finance to micro businesses in the entire Erongo region. According to Mr Matthee the progressive initiative will demonstrate the value that can be generated through public partnerships.

The parties identified innovative ways to access micro business in all constituencies in the region, and by building on the structures already established, such as the regional councillors, the parties intend to deliver capacity building and finance training to people who own businesses to grow from micro- to small- and eventually some of them will grow to become medium-sized businesses. Through this agreement the EDF provides a partial guarantee. Bank Windhoek shares in the risk exposure of the facility granted and provides the services, which shall entail: participation on the credit appraisal committee, advancement of loans and the management of accounts. The Rössing Foundation will be responsible for the capacity building of the beneficiaries.



11 July 2008, e-Rössing Bulletin - Rössing supports schools

Rössing’s Manager External Affairs, Jerome Mutumba, last week announced donations to two needy schools at the coast. The sponsorship will be used as tokens to scholars in recognition of their performance in the Mathematics and Science fields. In the photo on the top left taken at the entrance to the Kuisebmond Secondary School, Walvis Bay, are Jerome (centre) accompanied by the Principal, Sedekia Gottlieb (left), teacher Loini Kaukondamwa, and a number of the scholars. Mr Gottlieb thanked Rössing for the sponsorship, saying that the sponsorship will be put to good use in support of the scholars’ education. Photo above - At the Tamariskia Primary School Principal Regina Plaatjie also expressed the school’s gratitude for Rössing’s sponsorship. Jerome Mutumba is pictured with the Principal (second from left), and a number of the school’s teachers and scholars.





25 July 2008, e-Rössing Bulletin - Arandis is developing sport under the Arandis Sustainable Development Project
 The Sustainable Development of Arandis beyond the closure of the Rössing mine sometime in the future is a complex project.

This is due to the wide range of issues which have to be addressed, the number of interested parties involved, and the resources that need to be deployed to achieve a sustainable Arandis.

In this regard the Rössing Foundation, Rössing, the Arandis Town Council, and Basil Read have formed a joint working group to develop a sustainable development strategy for the town. The Arandis Town Council, with assistance from the Rössing Foundation and Rössing, is now embarking upon initiatives to promote community and sustainable development in the town. One of the identified key activities that would promote community cohesion in Arandis, is community sport development.



14 August 2009, e-Rössing Bulletin - Rössing donates generously to Namibian Women Summit

As part of its social responsibility and contribution to community development, Rössing Uranium donated N\$4, 000 in support of the 2009 Namibian Women Summit, which was held last week in Windhoek.

Rössing was one of the largest sponsors of this women empowerment initiative. This summit, the third of this annual event, created a platform for women leaders, business women and women entrepreneurs to network, learn from each other, and share their personal and business experiences in a conducive environment.



4 December 2009, e-Rössing Bulletin - A donation of 180 computers to empower schools

Rössing is donating 180 computers to nine primary schools in the Erongo region as part of Rössing's corporate social investment programmes. The computers will be used as teaching and learning aids necessary to foster quality education in line with the Namibian Ministry of Education's policy on the use of Information Communication Technology.

Tamariskia Primary School in Swakopmund was the first to receive 20 computers on Monday. Handing over the donation to the school, Manager Corporate Communications and External Relations, Jerome Mutumba, said: "As a passionate proponent of quality education, I believe that early computer literacy will go a long way to equip learners with the life skills needed to navigate in today's digital society."

Speaking at the official handover ceremony, John Awaseb, Education Regional Director, said: "These donations will enable our schools to become part of the global world of information and allow learners to participate in a rapidly changing world in which work and other activities are increasingly linked to new technologies".

Last year, Rössing invested N\$59 million in the Rössing Foundation to help in the execution of its educational assistance programme, and another substantial contribution was made in 2009 as the mine continued to support efforts geared towards empowering the youth through education and the social upliftment of all Namibians.



1 April 2010, e-Rössing Bulletin - Rössing donates more computers

Rössing handed over 20 computers to the Festus Gontes Primary school in Swakopmund on Wednesday as a continuation of the company's computer donation to schools in the Erongo region.

The company donated the 20 refurbished computers, from a total of 180 to nine schools, with a combined value of N\$405 000.

In the forthcoming months a total of seven more selected schools in the Erongo Region will benefit from these donations. This initiative started in Swakopmund late last year and will extend in 2010 to all corners of the Erongo Region, from Walvis Bay to Henties Bay, through to Uis and as far as Usakos and Arandis.

According to the school principal Mr Fillemon Abraham, it was difficult to operate the school with only four computers. "We thank Rössing for investing in our future and making access to information easier by donating 20 computers to our school."

6 August 2010, e-Rössing Bulletin - “Rössing one of a kind” – Rössing computer donations a success

Rössing completed its computer donation project this week with the final four schools in the Erongo Region receiving 20 refurbished computers each. This initiative started in Swakopmund in 2009 and eventually extended to all corners of the Erongo Region including Walvis Bay, Henties Bay, Uis, and the Spitzkoppe. The latest recipients were Kamwandi Primary School in Henties Bay, Brandberg Primary in Uis, Katora Primary School at the Spitzkoppe and JP Brand Primary School outside Walvis Bay.

In total, Rössing donated 180 refurbished computers to nine schools, with a combined value of N\$405,000.

18 June 2010, e-Rössing Bulletin -Rössing donates towards Swakopmund fire victims

Rössing donated N\$100,000 to the Swakopmund Emergency Fund in aid of the fire victims in Swakopmund’s Mondesa suburb who lost all their possessions and shelter in a fire last month.

Rössing’s General Manager Corporate Services, Zebra Kasete, said at the official hand over of a cheque to the Mayor of Swakopmund: “The donation is to give support to our fellow residents in Swakopmund who tragically lost their houses and belongings in a recent fire. A disaster of this nature always has a significant impact on the livelihoods of people, and they need support in any possible way. Our impact on the communities in which we operate stretches further than our financial contributions, as many people and businesses within the Erongo Region depend on Rössing through employment and buying of goods and services.”

Kasete added that Rössing is aiming to be the Number One Corporate Citizen in Namibia, and Rössing is well known for its community support initiatives, especially through the Rössing Foundation’s educational and other programmes.

Accepting the donation on behalf of the community, the Mayor of Swakopmund, Councillor Germina Nadpua Shitaleni said, “Rössing is the first mining company to donate to the affected community.” She thanked Rössing for the donation and for continuously “Working for Namibia” through the company’s commitment to community programmes and donations.

11 March 2011, e-Rössing Bulletin - “Rössing Athletics Club Championship” in the making

Rössing this morning announced its sponsorship for the second leg of the Club Challenge of Athletics Namibia.

In handing over the cheque of N\$100,000, Jerome Mutumba, Manager for External Affairs, related that “over the years Rössing has shown an unwavering support for sporting events in Namibia, as well as for the development of talented and dedicated sportsmen and women across the country by sponsoring a number of events of high standard.”

He added that “by continued support of events such as the Athletics Namibia Club Challenge, we would like to believe that we are contributing to the health and welfare of many young professionals.”

Upon receiving the generous donation, Frank Fredericks in his capacity as President of Athletics Namibia, thanked Rössing for their unwavering support to the sport, adding that had it not been for the financial support given by Rössing, there would not be a Frank Fredericks.”





24 June 2011, e-Rössing Bulletin - Rössing Foundation hands over Katutura Library

The Rössing Foundation handed over the Katutura Library to the Ministry of Education, Directorate of Education of the Khomas Region at an official handover ceremony in Windhoek recently.

In her speech, Acting Director of the Rössing Foundation, Frances Anderson explained that the Rössing Foundation had taken ownership of the library from the then Katutura Municipality in 1987. The municipality at the time lacked adequate resources to fund and to provide the expert skills required for the effective and efficient management of this facility, thus they had sent out an appeal requesting any organisation to take over the library.

At the time when the Rössing Foundation took ownership of the library approximately 1,800 people were registered as library users. Today the library has become an important service to the community, with over 22,000 visitors recorded in 2010.



25 August 2011, e-Rössing Bulletin - Schools receive laboratory equipment

As a show of appreciation for supporting Rössing's annual birdwatching event held in June, schools were promised equipment for their science laboratories.

The Sustainable Development team delivered the equipment to the schools this week. Nine high schools from Arandis, Swakopmund and Walvis Bay, as well as a group from the University of Namibia supported the day which was held at the lagoon in Walvis Bay.

Schools who received the equipment were very grateful for the equipment. "There is a definite lack in equipment in science labs at schools in our region," says Yvonne Mupupa, Rössing's Biodiversity specialist.



9 September 2011, e-Rössing Bulletin - Rössing Uranium and Rio Tinto pledge N\$1 million towards sustainable intervention in managing potential flood impacts in the northern parts of Namibia

Rössing Uranium, in partnership with its parent company, Rio Tinto, pledges N\$1 million to the Namibian government as support to the regions affected by the floods. Our wish is that the funds should go towards preventing future loss or further reconstructions due to floods in the northern part of the country.

The company made this announcement on Thursday at the office of the Prime Minister at an event that was officiated by the Deputy Prime Minister, Honourable Marco Hausiku and attended by Chris Salisbury, the Managing Director of Rössing

and Manager External Affairs, Jerome Mutumba.

Recently the country has experienced unprecedented floods in the North that have brought hardship to many people and the company deems it necessary to play its part as a responsible corporate citizen to work towards finding a sustainable solution.

According to Chris Salisbury, "the company wants to jumpstart a programme or intervention that is sustainable to curb future impacts" and thus resulting in a sustainable benefit for the affected communities. It is against this background that Rössing and Rio Tinto are pledging a donation of N\$1 million - each making N\$500,000 available – towards assisting the flood victims. Moving forward, we will work jointly with the Office of the Prime Minister to identify how and where the funds will be utilised.

9 September 2011, e-Rössing Bulletin - New Arandis Service Station is officially opened

Stakeholder representatives joined project partners and an excited Arandis community in celebrating the successful completion of the town's new service station.

The Puma service station boasts four 23 000 litre storage tanks and three pumps with six hoses each - offering 93, 95 and diesel. A fourth free-standing pump has two diesel hoses for bigger vehicles like trucks and busses. The 24-hour Xpress shop is a convenience store with a takeaway that sells freshly baked goods daily and a delicious selection of deli foods. The takeaway also offers catering services and daily meals for delivery to the mine. The dealers, Ethel and Cedric Lucas already run another Puma Service station in Otjiwarongo, which is considered one of Puma's best run sites in Namibia.

In his welcoming speech, the Constituency Councillor, Honorable Asser Kapere spoke about a vision he had expressed two years ago with the opening of the first banking facility in Arandis:

"At that time, I mentioned that in order for Arandis to become economically viable, we needed two banks, a service station and two supermarkets. Today we are 70 percent complete with this wish."

The smart partnership consisting of three key players: the Arandis Town Council, Puma Energy Namibia, and the Rössing Foundation, representing Rössing, was formed in 2009 to ensure this key service provider is developed for the community.



25 January 2013, e-Rössing Bulletin - Rössing Foundation helps Kolin shine in the region

For the first time in history, the top performer in grade 12 in the Erongo Region, comes from the Kolin Foundation Secondary School in Arandis.

This was the exciting news the Rössing e-Bulletin was greeted with during our visit to Kolin Foundation this week to meet some of the top performers in the region after the grade 12 results were made public.

For the first time in history, the top performer in grade 12 in the Erongo Region hails from the Kolin Foundation Secondary School in Arandis.

This Arandis school, built by Rössing and supported by the Rössing Foundation through various educational outreach initiatives, not only delivered the top performer in grade 12 in the region in 2012, but also the second and fourth best performers, whilst also achieving a 100 percent pass rate in Higher Level mathematics. The school boasts a 70 percent pass rate for grade 10 and secured a Top 10 place amongst all schools (public and private) in the Erongo Region.



21 October 2016, e-Rössing Bulletin - Rössing donates N\$100 000 for drought relief assistance

Rössing Uranium donated N\$100,000 earlier this week in support of the drought relief programme in the Erongo Region.

Our General Manager Operations, Martin Tjipita said at a handover ceremony at the Erongo region Governor: "As a responsible corporate citizen, we are saddened by the severe drought that currently grips Namibia. We recognise that the impact on the communities in our region and their livelihoods are severe. This is of great concern to Rössing Uranium."

"Therefore, we wish to support Government, through your respected office, in its ongoing Harambee activities around providing humanitarian assistance through ongoing food distribution to affected households. We sincerely hope that our contribution will help to lessen the burden on Government to mitigate the severe impact of the drought."





WORKING FOR NAMIBIA

“Rössing committed itself to be the ultimate pacesetter in corporate social responsibility work in Namibia since its establishment in 1976. The founding fathers of Rio Tinto Rössing Mine knew then that the best value a corporate company can give a country is to educate its people. On the other hand, they also knew that they were experts in mining and knew little about community development.

“The Rössing Foundation remained true to the execution of this mandate and had over the years adapted to developmental changes in Namibia.” (9 December 2016, e-Rössing Bulletin, year-end message from the Executive Director of the Rössing Foundation)

2 September 2016, e-Rössing Bulletin - We celebrate 40 years of production

Extracts from the speech of the Managing Director of Rössing Uranium, Werner Duvenhage, at the occasion of the visit to the mine by His Excellency, Dr Hage G Geingob, President of the Republic of Namibia:

This year – our 40th anniversary – is our OMAKE year! Mr President, we sincerely hope you do not mind us taking our inspiration from you in expressing our pride and excitement, by declaring OMAKE Rössing 40 years!

Ladies and gentlemen, you are the first official visitors group to the new President Hage Geingob Viewpoint. Why a new viewpoint? – you may ask. The answer is simple - SAFETY is fundamental to our business. After a recent safety audit, we identified an opportunity to make our operation safer by separating light vehicles from Heavy Mobile Equipment as far as possible in the open pit. In our efforts to put safety first, we then planned to identify and construct a new viewpoint for the mine’s Visitors Programme – aiming to bring visitors as close as possible to the action without any added risk and without interfering with the mining process. This area was identified with the input of the Mining and External Affairs teams, and together we started conceptualising a new visitor’s experience.

People and Partnerships are part of our 5 Priorities in Rio Tinto (the others being Safety, Cash and Growth) – and our Visitors Programme is one of the tools we employ to foster and celebrate collaboration and the sharing of information with our stakeholders over a wide spectrum, and around the world. Each year we host around 2 000 visitors to the mine, including government and business leaders, industry peers, students, general public, tourists and employees’ families.

Over the last 40 years, we at Rössing Uranium have worked hard to optimise benefits for and reduce negative impacts on the communities in which we operate.



18 May 2007, e-Rössing Bulletin - International Uranium Conference participants on site

“Uranium in Namibia” was the theme of a conference in Windhoek earlier this week which was a first to be hosted by the Southern African Institute of Mining and Metallurgy’s Namibian branch.

The conference attracted media attention with many of the speakers quoted in our local newspapers and also in the international media. With visitors from many parts of the world attending the conference, Rössing had a paper delivered by Chief Metallurgist, Broderick Munyungano, on solvent degradation at the mine.



6 July 2007, e-Rössing Bulletin - Youth creates job opportunities

The first ever Erongo regional Youth Enterprise Expo held last weekend in Swakopmund turned out to be a star event with about 200 young up-coming small business entrepreneurs displaying a variety of goods and services.

The two day event at the Amphitheatre in town also featured music and drama shows, as well local artists entertaining locals and tourists alike.

Rössing Uranium was one of the main sponsors of the Expo, which was attended by the Right Honourable Prime Minister, Nahas Angula, Minister of labour and Social Welfare, Alpheus !Naruseb, Deputy Minister of Trade and Industry, Bernard Esau and the Erongo Regional Governor, Samuel Nuujoma.

The Prime Minister urged the youth of Namibia to make use of every opportunity to explore business opportunities and to start their own business ventures.

The event was hosted by the Erongo Regional Youth Forum in partnership with the National Youth Council of Namibia. The Expo aims at promoting young up-coming entrepreneurs, encouraging young people to get involved in the creation of job opportunities. Since its inception in 1997 the annual Expo was held in Windhoek only, but this year the Council decided to bring it to the coast.



24 August 2007, e-Rössing Bulletin - Rössing’s SEIA public meetings a great success

Starting on Monday, Rössing rolled out a series of Social and Environmental Impact Assessment meetings with regard to the mine’s expansion projects.

The meetings were held in Swakopmund, Walvis Bay and Arandis, to ensure that all interested people in the Erongo were reached.

The sessions made provision for small group discussions with Rössing specialists after which short Power Point presentations were held, giving the attendees the opportunity to ask questions. Topics covered during the sessions focused on the establishment of an acid plant on site, a sulphur storage facility at Walvis Bay Harbour, the SK open pit, and radiometric ore sorting.

On the human resources aspect, the mine is looking at recruiting more people to realise its goal of stepping up production and to remain a major uranium producer in the world.



21 September 2007, e-Rössing Bulletin - Developments in Arandis

The Rössing Foundation support programme for schools in the Erongo Region is starting to bear fruit.

This was demonstrated at the recently held 25th Namibian National Science, Mathematics and Technology Fair which was held in Windhoek from 5 to 7 September 2007, with 414 learners presenting 220 projects in 17 categories.

The U B Dax Primary School and Kolin Foundation Secondary School, both from Arandis, entered 12 projects and in total won six gold, three silver and two bronze medals. In addition to this, the Kolin Foundation Secondary School achieved the following honours:

- Top High School in the country
- The overall winner, Paulinus Shivera (grade 12) with his project on “The feasibility of producing chlorine in Namibia”
- Prize for the best Metallurgical project, “Producing Copper Cathodes” by Immanuel Mbangula (grade 12).
- Prize for the best Water project, “Using the Nitrogen cycle to purify water” by grade 9 learners, Adriana Mutimila (15) and Tulimeke Sakeus (15)
- Prize for the best Energy project, “Using solar energy and limestone to desalinate and stabilise sea water” by grade 9 learners, Linda Kahunda and Helena Mwafungeyo

As first time participants, the U B Dax Primary School obtained the 7th spot of all participating primary schools. The Arandis schools contributed to Erongo being the “Best Science Region for 2007”.

Well done, Arandis learners, you have made us proud! We look forward to becoming the top Science and Mathematics schools in the country.



6 June 2008, e-Rössing Bulletin - Agricultural development in Arandis

It is of no doubt that conventional agriculture is not viable under desert conditions, due to various environmental factors such as limited water, wind, and poor soil fertility.

The Rössing Foundation, through its Arandis Sustainable Development Project, explored other agricultural alternatives and commenced piloting vegetable production by using a simplified hydroponics method that is tailor-made to suit the Arandis situation.

So far, vegetables such as tomatoes, lettuce and swiss chard, to name a few, have been planted and are growing very well.

The implemented method enables vegetable production with little water losses through evaporation. Swiss chard was harvested two weeks ago and a group of people have already tasted the locally-produced vegetable. Given the success of the pilot phase, the training will now be conducted for interested unemployed youth for self employment creation. The overall goal of this project is to empower the Arandis community in the agricultural field.



9 September 2011, e-Rössing Bulletin - Outreach programme introduced to Kolin learners

The Outreach programme was launched this week at the Kolin Foundation Secondary School in Arandis.

In previous years, the programme consisted of an informative and interactive session, where grade 11 and grade 12 learners engaged with specialists from the mine on a variety of topics about Rössing, its activities and uranium in general.

The session is aptly named “The Rössing Story”. This year, however, brings a new dimension to the programme, with the introduction of a radio version themed on the original content of the outreach presentation.

Taking “The Rössing Story” to the air waves allows the programme to reach a larger audience. The show deals with topic during each episode. The topics and themes will be discussed by a fictional character called “Mr Ross Rio-Tinto”, and Ross will take listeners on an educational bus trip full of exploration to the mine in each episode.



22 August 2008, e-Rössing Bulletin - Rössing in the media spotlight

A group of media reporters were taken on a tour of the mine and informed about our latest business developments earlier today and also visited the Rössing Foundation at Arandis.

As one of the mine's stakeholders, the media reporters were invited for the launch of the latest Rössing Report to Stakeholders. It was an opportunity to showcase our business to the media, and also to build a mutual relationship. You can expect to read a lot about Rössing in the newspapers in the coming weeks.

There was a keen interest in Rössing's business performance and in the future of the uranium mining industry in Namibia, with many questions on some of the issues. For most of the reporters it was their very first visit to the mine.

6 July 2007, e-Rössing Bulletin - Youth creates job opportunities

The first-ever Erongo Regional Youth Enterprise Expo held last weekend in Swakopmund turned out to be a star event with about 200 young and upcoming small business entrepreneurs displaying a variety of goods and services.

The two-day event at the Amphitheatre in town also featured music and drama shows, as well local artists entertaining locals and tourists alike.

Rössing Uranium was one of the main sponsors of the Expo, which was attended by the Honourable Prime Minister, Nahas Angula, Minister of Labour and Social Welfare, Hon. Alpheus !Naruseb, Deputy Minister of Trade and Industry, Hon. Bernard Esau, and the Erongo Regional Governor, Samuel Nuujoma.

The Prime Minister urged the youth of Namibia to make use of every opportunity to explore business opportunities and to start their own business ventures.

The event was hosted by the Erongo Regional Youth Forum in partnership with the National Youth Council of Namibia. The Expo aims at promoting young, upcoming entrepreneurs, encouraging young people to get involved in the creation of job opportunities. Since its inception in 1997 the annual Expo was held in Windhoek only, but this year the Council decided to bring it to the coast.



29 August 2008, e-Rössing Bulletin - One Rio Tinto

Rio Tinto is currently introducing a new corporate identity that will be rolled-out across the Group's operations throughout this year. **The introduction of the new identity is designed to reinforce the fact that we all, meaning all the business units and companies within Rio Tinto, work for one company, namely Rio Tinto.**

Up to now, business units have created their own visual identities. Worldwide Rio Tinto companies employ about 65,000 people in more than 50 countries. However, the need was identified to manage Rio Tinto as one global entity. This will help to differentiate the Rio Tinto group of companies, which were previously characterised by many different brands, from other competitors.

The One Rio Tinto brand will bolster the Rio Tinto reputation, and in this way assist in attracting employees and leverage our reputation in seeking new resources. It will be easier for Rössing Uranium, under the brand of One Rio Tinto, to present ourselves on our terms and tell our story. This will further help us to work and behave consistently worldwide.



10 October 2008, e-Rössing Bulletin - Rio Tinto Rössing on exciting new growth path

“TODAY marks the beginning of a new chapter for Rössing Uranium Limited - we are witnessing the launch of a rebranded company. Change is inevitable.”

With these words the Rio Tinto Rössing’s future was put on an exciting new growth path. General Manager Corporate Services, Zebra Kasete, said on Thursday that since its inception over 30 years ago, the company has gone through a number of transformations, with the extension of the life of the mine and the expansion programmes being relevant of late.

The rebranding of Rössing is a perfect opportunity to reposition ourselves as a new company geared for growth. “We present a fresh image – working together – communicating better – caring and listening to all our stakeholders”, said Zebra.

He emphasised that the ‘new Rössing’ will be characterised by, among others, the value that the company places on its human capital.

“We are reviewing our acts and we rededicate the company to the human side of our business. We will build on the experiences and skills of our employees in an attempt to maximise shareholder value.” As a member of the Rio Tinto group of companies, Rössing has evolved over the years and has developed a unique expertise which is drawn from the experience and commitment of our competent employees.



7 November 2008, e-Rössing Bulletin - International media writes about the mine

A group of international media reporters visited Rio Tinto’s Rössing Uranium mine on Wednesday and Thursday this week to look at our operations. The 14 reporters were accompanied by Rio Tinto media specialists on a tour, which included the Rio Tinto joint venture QMM in Madagascar, and the Palabora Mine in South Africa.

The aim of the visit was to demonstrate the success of Rio Tinto’s African businesses, and their future potential. The journalists were from the UK, Australia, the USA, and South Africa, representing print as well as online publications.

Most notable was how quickly the reporters published their articles. These were typed on laptops as the Rössing presentations were done and then sent via remote internet access with the articles being published within minutes.

Some of the headlines which appeared as from yesterday are “Rössing Uranium mulling heap leach, acid plant”, “Rio Tinto’s Rössing’s Uranium ‘well’ contracted to 2015 - MD”, “Rio Tinto to raise uranium production at Namibia mine by 38 percent”.

The journalists represented the UK Bloomberg, Daily Express, Mining Journal, and Metal Bulletin. The Australian journalists reported for The Australian and Herald Sun. From South Africa the publications represented were the Mining Weekly, Business Report, Reuters, Business Day, Mining MX, and the Sunday Times.



5 December 2008, e-Rössing Bulletin - Rössing donates to the Namibian Police

Police work in the Erongo Region during the up-coming festive season will be made easier with a generous sponsorship from Rössing. Rio Tinto Rössing Uranium Limited donated various items to the Police to the value of N\$300,000, which will be used in police initiatives aimed at keeping the Erongo Region safe.

The handover of the donation took place at the Namibian Police Day at Walvis Bay last Friday. Receiving the donation on behalf of the Namibian Police was the Inspector General, Lieutenant General Sebastian Ndeitunga, who expressed his gratitude. He said that he wanted to extend his appreciation to the Town Council of Walvis Bay, Rössing Uranium Limited and to the other organisations who donated cash or kind to the Namibian Police.

This Police-Public Partnership allows policing to be taken to the public, which is the most effective way to combat crime. Speaking at the occasion, Zebra Kasete, General Manager Corporate Services said that the mine was happy to support the Namibian Police where ever it can to ensure effective policing.

In terms of the value of safety, Rössing and the Namibian Police have a common ground. For Rössing, the safety of its employees is critical, and the company views the Namibian Police as a key stakeholder in ensuring that safety becomes a way of life. The donation includes bullet-proof vests, handcuffs, reflective vests, memory sticks, a projector, as well as 48 bicycles for patrol work.



31 July 2009, e-Rössing Bulletin - Rössing Foundation – Happy 30th birthday

The Rössing Foundation celebrated its 30th birthday anniversary at a stylish event in Ondangwa last week Friday with the official opening of its Maths and Science Centre, now named the Eliakim Prins Shiimi Centre.

Opening the new centre, Education Minister Nangolo Mbumba, said that Government recognises that education is the key to a future where poverty is alleviated and the goals of Namibia's Vision 2030 is actualised.

Emphasising partnership roles in Namibia's commitment to educating our youth, Minister Mbumba indicated that education is a mammoth task that no government can accomplish on its own and it needs the combined efforts of the public and private sector.

The Minister praised Rössing Uranium, saying “that the development of an educational trust within two years of starting operations signifies the recognition of the importance of education and that Rössing Foundation has indeed become a household name in Namibia.”

To mark its 30 years anniversary, the Rössing Foundation published a commemorative report which outlines the Foundation's activities from its early days to present time. In the report's foreword, current Chairman of the Foundation Board of Trustees, Rehabeam Hoveka, referred to colonial times when the Foundation was established: “The birth of an organisation like the Rössing Foundation on the nation's very soil in those troubled times can be attributed to the far-sighted philanthropy of Rössing Uranium Limited, which felt duty-bound to benefit the society from whose land it was reaping profit.”

Rehabeam Hoveka as Chairman of the Rössing Board of Directors, said in his message that the dream at the time was straightforward: “Invest in education in Namibia, mainly in literacy and English skills, in order to help beneficiaries secure a brighter future.” **He said that with every step that Rössing Uranium took, the Foundation followed closely behind and with Rössing's support over the past three decades, the achievements of the Foundation are an enduring legacy of constant involvement and development.**

Rössing Foundation Director, Job Tjiho, indicated that the Foundation has since invested more than N\$120 million in human capital in various programmes over the past 30 years.

And indeed many Namibians have benefited from investments in their education through the Rössing Foundation over the years. A number of beneficiaries include linguists Professor Dorian Haarhoff and Professor Brian Harlech-Jones, Advocate Dave Smuts, State Forensic Pathologist Dr Paul Ludik, Chairman of the Namfisa Board, Rick Kukuri, as well as Jerry Tobias and Dr MS Kamuva.

“But the broader range of education support services was more likely to have been felt by less well-known thousands of Namibians via the Foundation's Education and Development Centres in Khomasdal.” said Job. Over the 30 years of the Foundation's work, thousands of Namibians have emerged as more skilled, more employable, and more self-confident individuals.

Reflecting back...

Brian Burgess, former Human Resources Manager

Rössing was my best position during a career of many mixtures, starting as an electrical engineer and ending as a Human Resources Manager.

I think that the secrets were:

- We all believed in Namibia.

- We believed that whatever we wanted to do was possible.
- There was little or no infighting that was against the interest of the company.
- We enjoyed working and playing together, and on top of that, we knew we had the support and assistance of Gordon, Craig and Ronny.

I liked working at Rössing and given the opportunity, would do it again.



Arandis in the spotlight



6 March 2009, e-Rössing Bulletin - Arandis in the spotlight

The future of Arandis town, which was established by the mine over thirty years ago, looks bright. This sense of optimism was revealed by the Mayor of the town recently when he outlined major development plans. With the support of the mine and other stakeholders under the Arandis Sustainability Project, the plans are beginning to show tangible results. The planned development for the town of Arandis, which includes residential and other infrastructural developments, is receiving support from the residents who have been waiting for the new developments and services provision for years.

In 2005, Arandis Town Council had set Vision 2016 as a strategic plan to bring the town on par with other towns. Residents of the town are already reaping the fruits of the opening of Bank Windhoek and Standard Bank, enabling them to do their banking at a bank near their home, instead of having to travel to Swakopmund.

Arandis Mayor Daniel Muhuura said: "The opening of a service station, supermarket and SME park in Arandis will equally boost the number of potential investors to the town, thereby increasing job opportunities and the demand for other services such as education, health facilities, and recreational facilities".

For the Rössing employees in Arandis, these developments will open a new chapter after years with limited services and resources in the town. Daniel said, "The Town Council secured funding of N\$1.5 million to develop the SME Park, which is still not enough funding, but the digging of phase one has already started.

This is THE RÖSSING STORY...



8 May 2009, e-Rössing Bulletin - This is THE ROSSING STORY...

"Today marks the beginning of yet another new chapter in the life of the mine - a chapter where we reposition this company in its rightful place in history."

This was stated by Jerome Mutumba, Manager External Affairs, at the media launch of the company's Outreach Programme on Wednesday. "After more than 30 years of operation, our company has undertaken a tremendous journey through thick and thin since its commissioning. It is this journey filled with memorable experiences that prompted us to begin to tell our story, titled the THE RÖSSING STORY..." Jerome added.

Our Outreach Programme is aimed at informing grade 11 and 12 learners about our operations, with particular focus on our health, safety and environmental best practices, and also sharing information on radiation. The programme is to kick off later this month when Erongo Region's secondary schools are visited. The information is presented in a stimulating slide presentation with the actual story telling undertaken by Botha Ellis, who is in a developmental position at Rössing.

Rössing Foundation hosts open day



19 February 2010, e-Rössing Bulletin - Rössing Foundation hosts open day

Teachers of Swakopmund schools and parents visited the Rössing Foundation education centre in Swakopmund recently to familiarise themselves with the various services it offers to the community.

In 2009, the three Rössing Foundation Maths and Science Centres in Tamariskia, Arandis and Ondangwa were officially opened and made accessible to teachers and learners from schools within walking distance. As of 11 January 2010, the Rössing Foundation education centre in Tamariskia has extended its range of educational services and opened a language centre dedicated to the upgrading of English language skills of teachers and learners. Currently, every Rössing Foundation Education Centre has education support facilities and associated expert services in Mathematics, Science and English, as well as junior and senior libraries.

In supporting the Rössing Foundation librarian, senior learners from the Swakopmund Secondary and Namib High schools have volunteered to assist the librarian as library prefects and also actively and professionally helped with

the open day. The Master Maths centre staff members are also proud of the commitment from partner teachers from the surrounding schools who come in during the afternoons to help their learners with expert advice.

The Tamariskia Centre is now buzzing with weekly activities and nearly all programmes are running fully. The Rössing Foundation Education Centre is proud to be of assistance to the members of the Tamariskia community.

7 May 2010, e-Rössing News - Arandis – Opening the gates for trade links

Our Managing Director, Mike Leech, and General Manager Corporate Services, Zebra Kasete, were some of the invited guests to witness the historic inauguration of the first phase construction of the Arandis Trade Centre yesterday.

As part of the Arandis Constituency Development Committee initiatives, the aim of the Arandis Trade Centre is to afford local entrepreneurs the opportunity and space to exhibit and sell their products in order to generate an income.

In his welcoming remark, Arandis Mayor, His Worship Daniel Utapi Muhuura, thanked the Erongo Regional Council for their contribution in making the Trade Centre a reality. He said, “This will surely result in improving not only the livelihood of many residents, but also in the economic growth of the town.”

The Chairperson, Asser Kapere, highlighted unemployment, the widening net of poverty and rapid migration from rural areas to cities as three major concerns in Namibia. As a result, more skilled, talented and educated persons that are supposed to build their communities, deprive them by moving to other areas.

22 June 2012, e-Rössing Bulletin - Media get a glimpse into our operations

Twenty-one journalists from various media houses from Windhoek and the Coast got to experience the inner workings of our mine last week.

The Media Day is an annual event where the External Affairs department spends the day with journalists from all the media houses in Namibia. This is done to not only get coverage of our latest Stakeholders Report, but also provides a platform for the Communications team to interact and build relationships with the journalists.

“It gives the journalists the opportunity to get the story behind the story,” explains External Affairs Manager, Jerome Mutumba. “This year we wanted them to have the experience of being a miner and have a more in-depth look into how Rössing operates.” Jerome adds.

After the activities of the morning, the journalists were presented with the newly launched Stakeholders Report for 2011 and given the opportunity to share their experiences and ask questions. **Sharing her experience, one journalist said that her highlight was seeing those massive trucks and how the operators are able to drive them with their pinkies. She added that she wouldn't mind being employed as a haultruck driver when she retires at 50.**

28 September 2012, e-Rössing Bulletin - The Rössing Foundation's value recognised

The Rössing Foundation's excellent Maths and Science Centres have attracted the attention of the Oshana Region's Education Directorate, in accordance with the signed Memorandum of Understanding between the Ministry of Education and the Rössing Foundation as partners in education development.

Two weeks ago, the Education Director, Dutte Shinyemba, urged all Science and Mathematics teachers in the Oshana Region to arrange that their pupils make use of the modern facilities at the Centre. Activities include the Master Math Programme for learners, catering for, and assisting the teachers in various aspects such as tests, worksheets, tutorials and short notes on different topics in Mathematics and Science.





26 October 2012, e-Rössing Bulletin - African MDs impressed with Rössing's focus on the future

Managing Directors (MDs) from five Rio Tinto business units in Africa gathered at Rössing this week for their quarterly discussion forum.

The visiting MDs were former Rössing GM Corporate Services, Zebra Kasete from Murowa diamonds in Zimbabwe, Ismael Diakite of the Simandou iron ore project in Guinea, Elaine Dorward-King, the first female MD and the first American leader at Richards Bay Minerals in South Africa, Anthony Lennox of Palabora copper mine also in South Africa, Eric Finlayson of Riversdale Mining Limited and Andrew Woodley of Rio Tinto Coal Mozambique.

The Africa MDs meet every three months to discuss challenges and achievements in their various business units, as well as discussing related matters affecting the mining industry in Africa. This forum is a vital tool used by our leaders not to only support each other, but to share experiences and possible solutions to problems, in addition to opportunities for African operations.



11 May 2012, e-Rössing Bulletin - We share our sustainable development approaches

Rössing's strategies and practices for communicating and reporting on its sustainable development approach recently became the focus point of a wider audience when Jerome Mutumba, Manager External Affairs, presented the topic at a conference held at the Habitat Research and Development Centre in Windhoek.

Rössing Uranium stood out as a leading practice in Namibia when it comes to incorporating sustainable development in its operations, while Rio Tinto is leading the way on an international level. We have a lot to offer to the Namibian business sector in terms of best practices, but for that, we need to communicate our sustainable development approaches and impacts better.

The three-day interactive conference on "Sustainable Business in Namibia" was organised by the Global Compact Network Namibia, the Namibia Business Innovation Centre, the Swedish Standards Institute, and the Swedish International Development Cooperation Agency. It focused on how sustainability and corporate social responsibility can be incorporated into a business's DNA, using internationally-recognised tools such as the 10 United Nations Global Compact Principles, ISO 26000 and the Global Reporting Initiative.



31 July 2015, e-Rössing Bulletin - Rössing participates in Arandis Uranium Festival

Rössing's closest neighbour, Arandis, is currently experiencing an influx of people due to anticipated employment opportunities brought about by the global energy demand, as well as the development and expansion of uranium mines in the proximity of the town.

This, and many other developments, are key factors that create windows of opportunities for various business operators, and in light of this, the town's third Investment Conference and first Uranium Festival was presented by the Arandis Town Council (ATC) on 31 July and 1 August. The aim of the event was to engage the private and public sector towards driving the national vision of making Namibia an industrial nation by 2030.

The ATC already adopted industrialisation as one of its core strategic focus areas in 2008 and has been aggressively promoting it since. In celebration of the importance of uranium to Arandis, the first-ever Uranium Festival will highlight some of socio-economic opportunities that the mines presented over the years, in particular to the town of Arandis and the GDP of our country. The festival, therefore, recognised the uranium industry, celebrated the richness of the resource in the Erongo Region, and offered a networking day for potential new investments.

Rössing had a stand during the Uranium Festival at the town hall, with information relating to our corporate, social investments and HSE practises on display. Since its inception in 2011, the Arandis Investment Conference has grown to become a vehicle, deliberately marketing the economic potential of Arandis to local and foreign investors, as well as to position Arandis on the road of industrial transformation.

29 May 2015, e-Rössing Bulletin - Rössing Foundation helps to make Dreamland real

The Rössing Foundation is supporting the expansion of desert agriculture in Arandis. The Dreamland Gardening Project, under the leadership of chairperson Elizabeth Makina, was formed by a group of mainly female Arandis residents who previously operated the garden under conventional agricultural management methods.

They approached the Rössing Foundation for assistance after the infamous east winds of the Namib Desert all but destroyed their original garden. In response, the Rössing Foundation applied to the Social Security Commission Development Fund for funding.

After funding was approved, the Foundation started supporting the group of entrepreneurs through training and mentoring, and by constructing a green house and concrete planting beds to mitigate exposure to adverse weather conditions in the desert.

Today, a simplified hydroponics planting system and method is followed by the Dreamland team - considering the fact that the garden is situated in the desert where water and fertile soil are very scarce commodities.

The original planting activities at the new centre started in polythene bags late last year - the planting beds laid out with plastic layers to prevent water losses through leaching. The first harvests were achieved shortly after and fresh vegetables such as lettuce and spinach are since being sold to local Arandis residents and restaurants.



25 September 2015, e-Rössing Bulletin - Rössing Foundation hands over Dreamland Gardening and Ūibas Ôas Crystal Market

Development partners the Rössing Foundation (RF) and the Social Security Commission (SSC) of Namibia in August officially handed over Dreamland Gardening in Arandis and the Ūibas Ôas Crystal Market project near Usakos to their new owners.

The events were attended by Erongo Region Governor, Honourable Cleophas Mutjavikua, representatives of the town councils, Rössing Managing Director, Werner Duvenhage, and Organisational Resources GM, Leah Von Hagen, and members of the community.

Governor Mutjavikua, who symbolically handed over the keys to the Dreamland greenhouse to the chairperson of the project, Elizabeth Makina, described the two supported initiatives as great solutions to long-standing problems in the Erongo Region.

He said: **“We thank the Rössing Foundation and the Social Security Commission for their foresightedness in supporting the best projects in the region. Both these projects, Dreamland and Ūibas Ôas, contain important elements that form part of our strategic mission in the region. We believe in skills and technology development and transfer, and we believe in job creation.”**





18 December 2015, e-Rössing Bulletin - Rössing volunteers bring colour to Arandis

Rössing's newly launched Employee Volunteer Programme kicked off with a colourful bang in December when employees, supported by Arandis residents and members of the Arandis Town Council (ATC), painted a house that will serve as a new soup kitchen for vulnerable residents. Around 60 people in overalls, each armed with a paint brush and, of course, after a proper risk assessment and Safe Shift Start, came together to give the house, donated by the ATC, a much-needed paint upgrade.

Volunteering is about giving one's time and skills to a good cause without expecting any financial rewards in return. The 'Rössing in the community' programme is supported by our employee volunteer programme, which aims to encourage and support employees to get involved in volunteer activities within our local communities. The programme has various elements, with the painting of the Arandis soup kitchen as a first project



18 December 2015, e-Rössing Bulletin - Maths and Science through mobile labs

An educational concept that is delivering exceptional results in Rio Tinto Rössing Uranium's neighbouring communities was replicated in mobile form and launched in Namibia's capital city, Windhoek. Two partners, the Rössing Foundation (RF) and Nedbank Namibia, joined forces to furnish the first of three mobile laboratories, modelled on the same concept as the Foundation's Mathematics, Science and English Centres.

These centres are operated in Rössing's neighbouring communities of Arandis and Swakopmund, as well as in Ondangwa in Northern Namibia. The rolling laboratories will be deployed to rural schools where tuition in the three critical subjects of Mathematics, Science and English is hampered by a lack of facilities, poor teaching, and long distances.

Currently, the use of the Foundation's Maths and Science Centres are limited to teachers and learners residing in close proximity, or who have access to transport. The majority of rural schools in poor communities in Namibia continue to miss out on the valuable opportunities offered by this programme. The RF approached Nedbank to assist in making their centres mobile, and so the Mobile Science

Laboratory was born. Nedbank committed to sponsoring three of these vehicles at almost N\$2 million each, fully equipped with the necessary instruments and material to bring much needed educational aid in Mathematics, Science and English to rural schools across Namibia.

Speaking at the launch last week, the Namibian Minister of Education, Arts and Culture, Honourable Katrina Hanse-Himarwa, commended the RF and its partners in saying, "With hard work and dedication, the Rössing Foundation team arrived at a strategy of finding caring partners in education development to fund a mobile mechanism that will assist the Foundation's reach to disadvantaged, rural schools in regions where the Ministry operates. You managed to implement an innovative approach, extending the educational enrichment benefits through the practical presence of the Mobile Science Lab. This initiative is capable of bringing quality service to the doorstep of our rural schools, responding to the call of our President, Dr Hage Geingob, that no Namibian should be left behind. I would like to thank the Rössing Foundation for supporting Namibian communities, especially the education sector, over the last 38 years."

18 December 2015, e-Rössing Bulletin - LETTERS: Dear Rössing Foundation

My beloved Foundation family, as the end draws near on my final year of study at the University of the Western Cape in South Africa, I simply want to take a moment to express how thankful I am. I am well on my way to achieving my objective - graduating with a Bachelors of Education degree - and this was all made possible by the Rössing Foundation's faith in me.

I am delighted to inform you that I passed my final teaching practical (July – September), which assesses a student's performance in the classroom, as well as their level of preparedness for the profession, with 87 percent this year! This is not my success alone, as when my lecturer enquired about my skills, I could appreciatively respond with 'a great Foundation'.

I am the proud product of a great mentor and a team of professionals that assisted me in the months I volunteered there. I am overwhelmed with gratitude for the opportunity I was given and I sincerely hope that I have done the Foundation proud with my results each year. To be among the top 15 achievers of my faculty annually was a delight, but the most special accolade was undoubtedly the Dean's Merit Award in April this year. This proved that a girl from the desert, as my classmates would often tease, could outshine the students from the 'Mother City'. To be rewarded for one's hard work motivates you to do better; even more so when you know you have the support of an entire Foundation behind you. I count myself fortunate. Thank you, once again, for allowing me to study, for keeping me in your thoughts and prayers and simply for sharing a hug, smile or encouraging word. It kept me going. I am excited to plough back into Namibia that which I have gained here at university and look forward to embarking on my journey as an educator.

Yours sincerely

Jamé Jansen



Reflecting back...

Kombadayedu Kapwanga, retired mining engineer at the Ministry of Mines and Energy

"My relationship with Rössing Uranium started when the Government of Zimbabwe asked Rio Tinto to train black managers for the mining industry. Rio Tinto created the Zimbabwe Technical Management Training Trust (ZTMTT) for that purpose and wanted to include personnel from other countries where it operates.

As for Namibia, the Zimbabwean Government told Rio Tinto that it will accept trainees from SWAPO only, as it does not want to break sanctions against South Africa. That is how I ended up joining the first intake of ZTMTT trainees at the London City University.

After the completion of the training in 1985, I obtained a Masters Degree in Science and Industrial Management. Since Namibia was not yet independent, SWAPO requested

the Government of Zimbabwe to give me on-the-job training and I was employed by Rio Tinto Zimbabwe in its various mines and in various positions.

When Namibia attained Independence, I got an inter-group transfer from Renco Mine to Rössing Mine in 1990. After a short stint at Rössing, I was recalled by SWAPO to participate in setting up the Ministry of Mines, where I became the first Director of Mines.

In this position I was appointed on the Board of Directors of Rössing to represent the Government of Namibia's shareholding in the company.

At Independence, Rössing donated its then-called Arandis Vocational Training Centre to the Government of Namibia. Again, as Director of Mines, I was responsible for its transformation into the current Namibia Institute of Mining Technology (NIMT) and remained one of its trustees until I left the Government service in 1995 to retire. **I will always cherish my Rössing experience."**



January 2016, e-Rössing Bulletin - We are celebrating 40 years

MD's message during the 40-Year Celebration Launch on site

Werner Duvenhage, Managing director

"As you may know, Rössing Uranium started operations in 1976; in fact, according to our records, our first yellow cake was produced on 15 June 1976, and the first uranium oxide drummed on 25 June 1976.

Forty years on, and we are still surviving and in business, through good times and periods of challenging times. We owe this to the loyalty, dedication and hard work of all our employees, past and present, more than 12,000 of them over the life of the mine.

I would like to thank all employees for making this achievement possible. This is certainly an OMAKE milestone for us. We cannot reach such levels of excellence just by chance - it requires teamwork, respect, accountability and integrity. These are the values that have kept the Rössing family together over the past 40 years, and I am confident that it will continue to keep us on the right path and help us to address our challenges and grab our opportunities over the next 40 years.

Despite tough economic times, we should celebrate 40 years of production, in line with what we can afford.

You may recall that we already engaged employees last year with the design of a 40-year anniversary logo for the company. I would like to thank all employees who participated; we really received some excellent logo designs and it was a difficult decision to select a winner from the top three entries as voted for by you, the eRB readers.

The winning logo design was refined by a graphic artist and I must say that the end product is a very fitting logo to remind us of our 40 years of production. The winning design came from a well-known Rössing employee, Brian Tuzembeho of Processing.

Congratulations, Brian, and thank you for the thought you put into the design. We have decided to have a special anniversary company flag for 2016, displaying the 40 year logo, so that we can proudly see it every day when we come to work during 2016. We are planning a number of activities to celebrate our 40-year anniversary during the course of the year, and we'll keep you posted. One of the first events coming up is our 25th Marathon National Championship and on this note I extend a warm invitation to Rössing teams to enter the 10km Uranium Relay competition against the other uranium mines – remember we are the defending champions!

You can also bring your families to join the day's 5km Fun Walk in aid of the Cancer Association of Namibia. There are great prizes to be won in fun competition categories.

Finally, let me say something about safety. In his message outlining our priorities for the year, Rio Tinto Chief Executive, Sam Walsh, listed "A fatality-free 2016" as one of the top priorities.

As you know, the Critical Risk Management or CRM safety project, which is already in full swing at Rössing, is aimed at helping to create a fatality-free Rio Tinto. Over the last couple of weeks you all had the opportunity to take part in the Home Critical Control Checklist competition – which meant you had to explore some critical risks at home and made sure that you and your families have controls in place for these risks, to protect and keep you safe.

The winner of this exciting competition, with the aim to take safety home, is none other than Brett Izaaks of Processing, who started working at Rössing last year October. Well done, Brett, and thank you for taking safety home! Please remember that the CRM spot-the-sign competition is still running, so please become part of Critical Risk Management on site. I want us to do what we can to help make this the first fatality-free year in Rio Tinto's history."





SUPPORT GOVERNMENT AND OTHER RELATIONS

At the first-ever Mining Expo held in Windhoek in 2010, Rössing's exhibition theme is "Investing in our future" through various projects that we are undertaking, and also displaying the facts and figures on our contribution to Namibia's economy. A small team from the mine was available at our display stand to answer questions on our operations from the many visitors and also to learn about available products and services.

The Permanent Secretary of the Ministry of Mines and Energy, Joseph Iita, read the Mining Expo's opening address on behalf of the Deputy Minister of Mines and Energy, Willem Isaacks.

He said that because mining is "a depleting industry, it places a significant onus on all stakeholders to be responsible in the manner in which they conduct themselves to ensure that the impact of mining activities on the environment, communities and their social-economic benefits are not just lasting, but leave a positive legacy for future generations."



23 March 2007, e-Rössing Bulletin - **Zambian ministerial visit**

Honourable Dr Kalombo Mwansa, Zambian Minister of Mines and Mineral Development (second from right), accompanied by his Namibian counterpart, Honourable Dr Erkki Nghimtina (second from left), Minister of Mines and Energy, and the Erongo Regional Governor, Honourable Samuel Nuyoma (third row, second from left) paid a visit to the mine yesterday. The ministers were escorted by Rössing Board Chairman, Charles Kauraisa (right) and Managing Director, Mike Leech (left) and other Senior Management members, Willem van Rooyen (GM Operations), Rehabeam Hoveka (GM Corporate Services) and Peter Carlson (CFO) during the visit.



5 September 2008, e-Rössing Bulletin - **Labour Minister tours the mine**

Namibia's Minister of Labour and Social Welfare, Honourable Immanuel Ngatjizeko, visited the mine as part of a familiarisation tour of industries in the Erongo Region.

The minister was accompanied by the Arandis Regional Councillor, Asser Kapere and the Major of Arandis, Daniel Mhuura, as well as Government officials. The delegation was welcomed by our Managing Director, Mike Leech and given an overview of our operations by the General Manager Corporate Services, Zebra Kasete.

Dr Kamwi tours the mine



17 October 2008, e-Rössing Bulletin - Dr Kamwi tours the mine

Namibia's Minister of Health and Social Services, Dr Richard Kamwi, visited the mine earlier this week to familiarise himself with our operations, particularly our health management practices.

The Minister was accompanied by the Deputy Director Public and Environment Health in the Ministry of Health and Social Services, Erna Awaseb, and the Environmental Officer of the Ministry's Swakopmund office, Gregory Willemse.

Dr Kamwi said that he came to the Mine with many questions, but as the visit progressed, he found that all were answered. "I want to congratulate all at Rössing, you are doing very well," said the Minister.

He added that there had been an excellent professional working relationship between his Ministry and the Mine and thanked Rössing for its pro-active position in health management. Visiting the mine medical centre, Dr Bertie Saunderson and Occupational Nursing Sister Anne-Marie Jordaan of OccuMed, assisted the minister to do a lung function test, by way of demonstrating one of the medical tests taken by all employees as part of our medical surveillance programme.

US Embassy tours the mine



The four-member team were economic and commercial specialists, as well as minerals and energy specialists from the US Embassy in Windhoek and from Pretoria. Following a business overview presentation by Jerome Mutumba, Manager External Affairs, the group were taken to Hill Jim for an overview where Moses Siyanda, Mining Engineer, explained the geology of the area and also the mining operations. The group visited the Rössing Foundation's Maths and Science Centre in Arandis, and said that they were impressed with the centre's activities.

3 April 2009, e-Rössing Bulletin - US Embassy tours the mine

US Embassy members who visited the mine on Thursday this week said that they were impressed with our operations, especially with our HSE practices.

Moses Siyanda, Mining Engineer, explained the geology of the area and also the mining operations. The group visited the Rössing Foundation's Maths and Science Centre in Arandis, and said that they were impressed with the centre's activities.

Rössing Foundation's success draws international attention



21 May 2010, e-Rössing Bulletin - Rössing Foundation success draws international attention

The Rössing Foundation was once again globally hand-picked as a best practice Community Sustainable Development organisation with a visit by the Lembaga Pengembangan Masyarakat Amungme dan Kamoro (LPMAM) Foundation from Papua, Indonesia.

Papua is the largest province of Indonesia, comprising of the most western half of the island of New Guinea.

The purpose of the visit was to understand how the Rössing Foundation operates and to learn from programmes currently running in the Erongo Region and the

rest of Namibia. Part of the visit was also to identify any programmes from the Rössing Foundation that LPMAM could replicate as they deem fit with their situation and dynamics.

The delegates were made up of the LPMAM Foundation staff and leaders from Papua. They had an opportunity to learn from the Rössing Foundation's Sustainable Development Programmes focusing on education, local authority support, small- and medium-enterprises, small-scale mining and desert agriculture. In future, there will be a continuous sharing of experiences between the two Foundations.

Parliamentarians get acquainted with Rössing



19 August 2011, e-Rössing Bulletin - Parliamentarians get acquainted with Rössing

Seven members of the Parliamentary Standing Committee in Economics, Natural Resources and Public Administration visited the mine to broaden their knowledge on the mine's operations, water consumption, environmental impact assessment, health and safety standards and monitoring mechanisms for radiation and hazardous emissions.

The group were shown around the mine and were delighted when they were introduced to haultruck driver, Nelao Endjala. They were impressed that ladies operate such large equipment, requesting her to start the machine before they would believe it.

28 May 2010, e-Rössing Bulletin - Rössing tells its story at Namibia's first-ever Mining Expo

Rössing is participating in Namibia's first ever Mining Expo taking place in Windhoek yesterday and today, with visits to our stand by the Prime Minister of Namibia, Nahas Angula, members of the Rössing Board of Directors, many industry representatives, as well as scholars from various schools in Windhoek.

The event is being hosted by the Chamber of Mines of Namibia and judging by the positive comments from industry and the general public, it has presented opportunities to meet fellow miners and many service providers and also gives an opportunity for the general public to learn more about the mining industry.

The purpose of the exhibition is to showcase the Namibian mining industry and the new developments in this sector.

Around 82 exhibitors, mostly in the mining and related industries, Government and educational institutions, are participating in the event under the banner "Sustainability in Mining – 2010 and beyond."

Rössing's Managing Director and current President of the Chamber of Mines, Mike Leech, said at the Chamber's annual general meeting on Wednesday that for Namibia's uranium industry, 2009 was again a year of significant progress and the combined output gave Namibia its position as the world's fourth largest uranium producing country in the world.



Reflecting back...

By Mike Leech, former Managing Director

I worked for Rössing and Rio Tinto for just less than 30 years and look back on those years with appreciation for a good employer and a committed Namibian Corporate Citizen.

Rössing was amongst the first mines to adopt the NOSA Safety System, and was also an early adopter of the ISO standards systems, which expanded its focus to environmental and product standards.

Health, Safety and Environment were critical foundation building blocks, along with a strong focus on employee training and development, as well as community and social investment. There were numerous programmes for employee development, ranging from Graduate to Cadet programmes, along with Management Development initiatives.

One only has to look around at the leading figures in the general Namibian commercial and government senior leadership to find examples of the success of the various development and training programmes over the years. Rössing really did focus on living up to its motto of "Working for Namibia" and invested heavily in leadership and professional growth.

The Rössing Foundation was also an early commitment to meaningful community upliftment, which had a wide area of focus, ranging from basic artisan skills, sewing and

computer literacy, to crop-yield enhancement programmes. The role of the Foundation and its contribution to Namibia in the pre-independence years was most significant in building skills and competence. Following Independence, the Government took over many of the areas where the Foundations role had been filling the gaps. The Foundation continues its good work today with a tighter focus on skills enhancement and educational support.

Rössing's first decade was largely focused on development, both internally and externally, and with good contracts in place, there was the budget to support growth and industry-leading employment conditions. Since the late 80s though, it has been a rollercoaster ride of good times and bad times for uranium prices and consequently for the wellbeing of Rössing. Being a low grade ore mine, Rössing is designed as a high-volume producer, but this has not always been a feasible strategy and cost-cutting and new ways of working have become the driving focus.

The world's growing focus on "Net Zero" fossil fuels is leading to a gradual resurgence of nuclear power as one of the sources of green energy along with wind, solar, and hydro energy. This trend will, hopefully, lead to a new development and growth period for Rössing.

The contribution of Rössing/Rio Tinto to the development and upliftment of Namibia in many fields must not be under-estimated.



MINING, PROCESSING AND ENGINEERING

In Rössing's fourth decade, a few books could be written about mining, processing, and engineering. One of the many significant achievements in this fourth decade is summed up in the following:

"For more than a decade since we stopped using our own acid plant, Rössing has been buying sulphuric acid from overseas to leach uranium ore on site. That all changed late in August this year (2015) with the arrival of the first consignment of locally-sourced acid, from Dundee Precious Metals Tsumeb (DPMT).

The beginning of this milestone first delivery started in September 2013. Knowing that DPMT was busy constructing a brand new acid plant at their copper smelting operations in Tsumeb, Rössing saw an opportunity to add value to the local mining industry by entering into a long-term sulphuric acid supply agreement with them.

Two years later, on 24 August 2015, Ortwin Engelbrecht (DPMT Acid Plant Supervisor) watched over the loading of 20 rail tankers, each holding between 40 and 45 tonnes of acid, at their shiny new facility in Tsumeb.

From there, a TransNamib train journeyed through Omaruru, Kranzberg, and eventually Arandis to its final destination – Rössing – where one day later, Curt Rabald (Rössing Foreman Acid Logistics) and his team, were waiting to start with the off-loading process.

Edmund Roberts, Manager Service Delivery at Rössing, described the arrival of the first acid from Tsumeb at Rössing as "very good news for Rössing and Namibia". (25 September 2015, e-Rössing Bulletin, Rössing celebrates milestone first arrival of locally-produced acid)



20 April 2007, e-Rössing Bulletin - The Open Pit: a place where GIANTS walk!

Another first for Rössing - Within a few weeks, another giant will lumber its way around in the Open Pit, assisting us in reaching our production targets. The CAT 994F wheel loader is currently being assembled in Walvis Bay by Barloworld technicians who are working around the clock to raise the giant in time for its Open Pit debut.

Delivered at Walvis Bay on 7 April, the machine arrived in 24 containers with the rear frame and the engine weighing in at 43 tonnes. With the assistance of Wesbank, who made trucks and 75 tonne cranes available, the components were offloaded and the technicians started to put the 196-tonnes machine together.

After assembly, the machine will stand 7 metres tall, cover a length of 16.7 metres and quench its thirst with 4,640 litres of diesel in its tank. Once the machine is operational, chains will be tied to its 3.2 diameter tyres to protect them in rocky areas, which could increase its overall weight to almost 210 tonnes.

It is currently the biggest wheel loader in Namibia! Because of its immense size, no low-bed will be able to carry the weight of the machine, leaving only one alternative to bring the CAT home.

11 May 2007, e-Rössing Bulletin - CAT 994F arrives through the desert!

Our brand new CAT 994F wheel loader arrived safely on site last Saturday evening after a three-day drive through the desert from Walvis Bay.

The drive through the desert is a first for Barloworld and Rössing would like to give a big thank-you to their team for the planning and safe way in which they brought the wheel loader to site on the existing back roads through the desert.

They left Walvis Bay on Thursday, 3 May, early in the morning and once out of town, they took the gravel road on the eastern side of the dunes.

The wheel loader stopped close to Dune 7 to allow local newspapers and NBC TV to record the event. Some of the newspaper headlines said: "Rössing's big 'cat' crawls to its workplace"; "Rössing se nuwe reus 'n eerste vir Namibia" and "Bigger and better at Rössing".

Although it took three days for the wheel loader to arrive on site, the actual driving time was only 9 hours for the 70 kilometre trip. The loader travelled at about 10 km per hour for a distance of 10 kilometres and then rested for an hour to do tyre and machine monitoring and recording.

2 November 2007, e-Rössing Bulletin - A legend finally retires

A legend in the hauling of uranium ore, came to rest and is now parked at our "graveyard" on site. The legendary Haul-truck 66 hauled ore out of the Open Pit over a period of slightly more than 31 years and it is estimated to have moved 23,000,000 metric tonnes of ore over the years.

At the time we had no trolley assist and these trucks were consuming diesel at a rate of approximately 100 litres per hour, bringing Haultruck 66's total diesel consumption to an estimated 11,480,600 litres of diesel throughout its life.

It formed part of the first fleet of Wabco 170 tonne Haulers which were used in opening up the Open Pit in 1976 until the newer models, the Komatsu 730E - 190 tonne Haulers, took over in 1997. HT66 and 67 continued pulling their weight in keeping the stockpiles filled, until the last of the new Komatsu fleet was commissioned on 17 September 2007.

Haul Truck 66 was purchased on 1 March 1976 for N\$506,441 and since then clocked a total of 114,806 operating hours. This compares very well with the 75,000 hours at which haultrucks are normally replaced.

4 April 2008, e-Rössing Bulletin - Record uranium drummed for March 2008

By Willem van Rooyen, GM Operations: "March was not only a good month in production, but it has been a safe month as well, compared to all the incidents that we had early in the year. We have always and we still say that safety comes first, and then production. If we work safely, it makes it easier to meet production targets. Safety will remain our number one priority, and I am pleased to see measurable safety improvements in the activities and operations on and off-site. There is still room for improvement and we need to review our processes, do things safely and differently in order to make our workplaces free of hazards and injuries. It is very important that we produce uranium consistently and safely to meet our contractual commitments. **For the last six months we have seen a significant improvement in the operations. Various challenges in both the mining and processing areas have been overcome. It is comforting to announce that we have drummed a record 412 tonnes of uranium in March. According to our records we have not seen this in the last ten years.**"





9 May 2008, e-Rössing Bulletin - Containers on the go!

Twenty-one railcars with 42 containers of our uranium oxide were transported from the mine site during the last week of April to Walvis Bay harbour.

What made this event special is that it was the second time that a consignment of the same size was transported from site.

The previous time was in August 2004. The record for the largest consignment was 52 containers on 26 railcars, which took place in July 2004.

The consignment was shipped overseas to our customers where the uranium oxide will be converted and enriched to serve as a source of energy at nuclear power utilities for the generation of electricity.

The 21 railcars were pulled by two locomotives and it took the train about three hours from site to the harbour, travelling at 60 kmph between Arandis and Swakopmund and 40 kmph between Swakopmund and Walvis Bay. The containers were loaded onto the railcars with a container side-lifter.



13 May 2011, e-Rössing Bulletin - Pioneering employee visits the mine

This week saw another interesting visitor to the mine. Dr Richard Ballhorn, a Junior Mineralogist at the time, worked at Rössing in the early years from 1970–1972. He was employed by a German company called Urangesellschaft, who had a five percent share in Rössing at the time.

After a general visit to the open pit and a stop-over at the processing plant, the retired doctor said that the mine had modernised and changed beyond recognition and that he was most impressed with developments at the mine.

“It has grown tremendously over the past four decades,” he explained. “Back in the old days the mine had been a mere ‘campsite.’” Dr Ballhorn also expressed his astonishment at what the mine has become today. “I have many fond memories of working at Rössing so many years ago. This was just a pilot plant, with a total workforce of not more than 50 people.”

Describing the expansion of Swakopmund, Dr Ballhorn said the effect mining has had on the town can be clearly seen. “My wife and I got married in Swakopmund. I barely remember where we were staying, all I remember is that we were staying at one of the first houses the mine built for employees in Vineta. It is amazing how the town has grown,” he says. Dr Ballhorn has keenly followed Rössing’s development over the years, watching how the mine has gone through turbulent periods, but managed to emerge on top and still going strong.

He spoke of admiration for Rössing as a trend-setting operation, providing employment and contributing immensely to the economic growth of the country. He further commented that he hoped the new mines would follow Rössing’s example and do likewise. When asked if there is still something which reminds him of the old Rössing, he noticed that reverse parking is still practised at the mine. “Interestingly, reverse parking was introduced during our time. There were a lot of vehicle accidents and a study was carried out of which subsequently related all accidents to parking. Reverse parking was then adopted as the safest way of parking and I am glad that it is still being practised,” he explained.



30 April 2010, e-Rössing Bulletin - Our exploration programme south of the Khan River commences

Rössing has asked Rio Tinto Exploration (RTX) to manage and conduct a uranium exploration programme over the Z19 and Z20 targets within our mining lease.

Both these areas have been identified for follow-up work, as the areas have potentially significant uranium anomalies. The area to be explored from the end of April is covered by Rössing’s mining license area and partially overlaps the Namib Naukluft Park. Approval has been received from the Ministry of Mines and Energy for the exploration drilling programme to go ahead, and agreement of the Social and Environmental Management Plan is currently being sought from the Ministry of Environment and Tourism.

Plans are in place to drill up to 34 reverse circulation (RC) drill holes over 200-250 metre spaced sections along the strike length of the target to an estimated depth of 300m, with the programme totalling approximately 9,000m. Major Drilling, Rössing’s preferred contractor, has been provisionally engaged to complete the drilling work. The two uranium occurrences were discovered by the 1970s Rio Tinto Zinc exploration programme to the south of the Khan River. The occurrences were found unattractive at the time of discovery, but a re-evaluation is being conducted under higher uranium price scenarios.

6 August 2010, e-Rössing Bulletin - We are further investing in our future growth – EIA for mine expansion

The last five years have seen a rapid increase in uranium exploration and development in Namibia. Much of this has been driven by the increased world demand for uranium oxide. Although the spot price for uranium has remained volatile due to the effects of the global financial crisis, the long-term outlook for this industry remains bright.

Parallel to Rössing's current production of uranium oxide, we are undertaking activities that focus on expanding our current operations to enable us to continue to operate profitably to 2023 and beyond, adding value to our workforce, our communities, and to Namibia. One of the mine's expansion activities is a heap leaching project - once approved, it will supplement the existing tank leach process and increase overall uranium production levels. In addition to the Heap Leach Project, drilling of existing and new areas surrounding the current open pit has been undertaken to investigate the extent of the uranium ore available within the Rössing mining licence area.

A Social and Environmental Impact Assessment (SEIA) was commissioned to ensure that the planned expansion activities are aligned with Namibian legislation. This is also to manage mitigation measures related to the planned expansion activities on site. The final SEIA report will be made available for public review later in the year and this will be separately announced.



3 December 2010, e-Rössing Bulletin - The old acid plant has gone... safely

Demolition works are amongst the most dangerous operations to perform on site, due to the high level of risks the workers are exposed to.

With the recent demolition of our old acid plant, a systematic process (ALARP) was required to identify possible hazards and put mitigating controls in place in order to reduce the risks and severity of consequences associated with those risks.

The planning stages were: project capital approval; tender process; contractor approval; demolition planning; site establishment and waste management plan; demolition; and scrap removal and site disestablishment.

This resulted in zero LTI cases (30,000 man-hours of the crew of less than 30 people); zero MTC cases; one low-ranked FAC; one low-ranked fire incident, and the demolition stage completed on time.

History of the acid plant... Substantial quantities of sulphuric acid are required in the leaching process in order to extract uranium from the ore. Therefore, during the construction of the mine, an acid plant was built.

In 1976, the acid plant was commissioned, with Bill Amos being the first Superintendent. In 1981, Joachim Bierberg took over with the Engineer being Frank Harris. The plant was designed for a production rate of 600 tonnes per day of 94 percent sulphuric acid by burning ferrous sulphate (iron pyrite). The pyrite was supplied by a mine in South Africa, and then later from Otjihase Mine outside Windhoek. In 1988, the plant was upgraded to a production rate of 720 tonnes by the addition of a gas booster fan, two Lurgi precipitators, and an economiser.

Records were broken when the plant actually produced between 780 and 800 tonnes per day of sulphuric acid. In 1996, the mine in South Africa closed, and Otjihase could not deliver pyrite as required, due to the closure of the TCL mine. **Rössing then converted the plant to a sulphur burning process, which at the time was another historical landmark, as this had not been done anywhere in the world.**



25 September 2015, e-Rössing Bulletin - Rössing celebrates milestone first arrival of locally-produced acid

For more than a decade since we stopped using our own acid plant, Rössing has been buying sulphuric acid to leach uranium ore on site from overseas. That all changed late in August this year with the arrival of the first consignment of locally-sourced acid from Dundee Precious Metals Tsumeb (DPMT).

The beginning of this milestone first delivery started in September 2013. Knowing that DPMT was busy constructing a brand new acid plant at their copper smelting operations in Tsumeb, **Rössing saw an opportunity to add value to the local mining industry by entering into a long-term sulphuric acid supply agreement with them.**

Two years later, on 24 August 2015, Ortwin Engelbrecht (DPMT acid plant supervisor) watched over the loading of 20 rail tankers, each holding between 40 and 45 tonnes of acid at their shiny new facility in Tsumeb. From there, a TransNamib train journeyed through Omaruru, Kranzberg, and eventually Arandis to its final destination – Rössing.

Rössing managing director, Werner Duvenhage, said of the agreement: **“The supply agreement of about 225,000 tonnes acid annually strengthens local economic benefits by boosting local production and promoting enterprise development. Rössing continuously demonstrates its value to Namibia through its partnerships with state-owned enterprises for services rendered.”**



19 April 2013, e-Rössing Bulletin - Rössing employs 3D laser scanners to help safeguard open pit

Two Riegl laser scanners, capable of providing detailed and highly accurate three-dimensional data rapidly and efficiently, were installed in the open pit as an additional monitoring tool for slope stability. Monitoring wall movement on both the northern and southern walls of Rössing’s open pit, the Geotechnical team now has another tool, together with our slope stability radar devices or ground probes, to obtain valuable results that help detect rock movement. Superintendent Geotechnical, Grantham Ockhuizen, visited a South African platinum mine already using the Riegl laser scanner to see the device in action and determine the value of its possible application in our operation. The laser can “see” vertically and horizontally and in real time and will also help in quantifying the material that has spilled down from the two expansion phases in the north and south to the pit bottom. The lasers hold various benefits for other sections within Mining as well.

The scanners are also used in our surveying activities. It is able to pick up volumes much more frequently than was the case before. Grantham explains: “Because the laser is continuously monitoring, it can determine the mass of a rock face or area to be blasted. After the blast and upon loading the blasted material, we can reconcile the amount of material mined with the volume measured by the laser scanner initially. The scanner enables us to do this on a daily basis, if required, as opposed to on a month-to-month basis as was the norm up to now. Since we have two scanners providing coverage wherever we have operational areas, it allows Surveying to use these coverage areas to do their calculations.” According to Grantham, full optimisation of the scanners are yet to be achieved. It has been tested since last December and although the benefits are obvious, a lot of data still have to be reprocessed in order to optimise its usage.



2 September 2016, e-Rössing Bulletin - 90 new rail tankers to safely deliver our acid

Ninety sulphuric acid rail tankers for TransNamib were off-loaded in Walvis Bay on 4 August from the massive ‘Northern Light’ cargo liner.

The tankers will be used exclusively for the transportation of sulphuric acid from Dundee Precious Metals Tsumeb (DPMT) to Rössing. Supply Chain Manager, Edmund Roberts, said: “This is the result of years of hard work and negotiations that started in 2013 - resulting in a supply agreement between DPMT and Rössing with Transnamib as the transporter.”

Rössing will receive a train with 22 tankers every work day for five years. Through this agreement Rössing is significantly increasing its spend within the boundaries of Namibia.



28 June 2013, e-Rössing Bulletin - Ex-Rössing employee recalls the early days

In an e-mail to the e-Rössing Bulletin editor, an ex-Rössing employee from the early years of the mine, Charles Savage, shared some of his recollections of life and work in the desert at the time. We gladly share his interesting story with all our readers.

“I wonder if anyone has noticed, but this year is forty years since the decision to go ahead with Rössing was made! So ‘Happy Birthday’! Where to start...the feasibility study for Rössing was completed circa 1971 (the year I joined Rio Tinto in London, though I had worked for them from time to time previously, whilst doing research work at the Royal School of Mines.)

At that stage, Rio Tinto had a very high powered consulting group based at head office. After a couple of years, I was asked to move to South Africa to join the mine planning group in Johannesburg to assist with planning Phalaborra and with several other projects that were being looked at. It was just before Easter 1973 that Henry Saunders and I were called and told that we should produce the development plans for Rössing. These were the pre-production plans and plans for the first five years of production. Other groups were tasked with getting the process plant built and building the necessary infrastructure.

No mean task in a three-year time frame. Not everything went smoothly; in fact it was quite traumatic at times. One grave loss was the chief engineer, Matt Fitzgerald who had a stroke in late '73 and died shortly afterwards. He was the continuity for the technical expertise for the process plant and with his loss, lesser men were able to make decisions that affected productivity of the plant on start-up. Not only was he a great engineer, but a lovely man on a personal level.

Swakopmund was a very sleepy little place then; it livened up in the summer with visitors from Windhoek, but I remember it being very quiet. There were few restaurants and bars, but I remember people being very pleasant. Shortly after arriving, I was introduced to ‘kleiner-kleiner’ (a small beer followed by a schnapps) at a bar called Willy’s Bar. Well, my recollection of that evening is slight (apart from it being very sociable), but the hangover the next day was memorable. I remember the whole town being very German, Woerman Brock’s store was straight out of Bavaria with a display of Dirndl Dresses in the window (it’s strange the little things you remember). Access to the site those days was via a drilling road down a dry valley, it was very rugged and I recall thinking that the pre-production mining was going to be interesting, which indeed it was.

The site was criss-crossed by roads built to move the exploration drills about, which was a challenge to do sometimes. One day we discovered that the drill core shed had been vandalised. The drill core had been stored on trays made from corrugated iron trays that had been stolen. This had implications later on when a new resource calculation had to be made. What really impressed me, though, was that the geology was visible - you could see in river valleys the geological structure very clearly, which made mapping of the geology and understanding it much easier. We spent about a week walking over the site, getting a feel for the task ahead, and then went back to Johannesburg to get things started. Planning mines in those days was a much more labour-intensive exercise; computers were in their infancy and any software you needed you had to write yourself, but we did use them.

I had helped develop open pit design software in London, but short-term planning software was at that stage non-existent, so I had to write my own. The task was completed in about 18 months and equipment lists prepared and the equipment ordered. Pre-production went reasonably well and we were ready for the big equipment to be put to work when it arrived, although not everything went as planned. I had designed a grout curtain to prevent waste from the river bed that formed the main entrance to the pit area together with a diversion ditch to take the water away. The diversion ditch was built, but the grout curtain delayed and it started to rain. The first P&H excavator was up to the top of its tracks in water and almost buried by the detritus carried down by the water. Fortunately, the rainstorm had shorted the power supply before the water got to the excavator and no water got to the car-body top, so it only needed a bit of clean-up before it was back at work. One major problem we had was that the ore reserve overstated the grade of uranium by about 15 percent, so when the plant started up the grades of ore going into the plant did not match the predicted grades (this had become clear in the planning process, but was not acted upon) and this, combined with the fact that the process plant did not work well in the early years (some specially-designed equipment that had worked well on the pilot plant did not scale up successfully) and production was well down on what was predicted. This is where the expertise of Matt Fitzgerald was sadly missed. It was touch-and-go for a while and rumour had it that the future of the mine was being discussed. Rio Tinto was able to meet customer’s requirements by ‘borrowing’ product from other uranium producers in the group to be repaid later, which it was, once the process plant was debugged. In 1977, I moved up to the mine and became an operations foreman for a year thence to grade control and short-term planning. In 1980, I was recalled to Rio Tinto head office to do similar planning work for a copper mine in Central America.”





SAFETY, HEALTH AND ENVIRONMENT

Rössing has an obligation to provide a healthy and safe workplace, which will also have a minimal negative impact on the environment, hence the need to implement this system.

In 2007, Rio Tinto introduced an integrated health, safety, environment and quality management system (HSEQ-MS). The system integrates the three existing management systems, namely health, safety and environment standards and additional quality certification components to streamline the management system requirements and incorporate leading practices.

The HSE component of the HSEQ-MS is mandatory for all Rio Tinto-managed activities. The quality component is applicable only for those business units that have a quality programme in place.

The Rio Tinto HSEQ-MS follows the structure of international standards (e.g. ISO 14001) and contains four major process steps, namely Plan – Do – Check – Review. These steps are subdivided into seventeen elements describing the requirements of the system, e.g. policy, legal, and other requirements such as hazards identifications and risk management, operational control, and management review, among others.



9 March 2007, e-Rössing Bulletin - An integrated Health, Safety, Environment and Quality Management System

Rio Tinto has introduced an HSEQ integrated management system. The need for this management system had been identified by the businesses.

The system integrates the three existing management systems, namely health, safety and environment standards, and additional quality certification components to streamline the management system requirements and incorporate leading practices.

The HSE component of the HSEQ-MS is mandatory for all Rio Tinto-managed activities. The quality component is applicable only for those business units that have a quality programme in place. The Rio Tinto HSEQ-MS follows the

structure of international standards (e.g. ISO 14001) and contains four major process steps, namely Plan – Do – Check – Review. These steps are subdivided into seventeen elements describing the requirements of the system e.g. policy, legal and other requirements such as hazards identifications and risk management, operational control, and management review, among others.

The intent of this set of minimum requirements in the elements of the HSEQ-MS is to establish a systematic approach that will manage HSEQ aspects and align with leading industry practices in conjunction with standardised core processes and procedures, in order to add value to our businesses and support the improvement of the overall HSEQ performance.

9 November 2007, e-Rössing Bulletin - The Rio Tinto African Regional Health, Safety and Environmental Workshop

Rio Tinto African Regional Health, Safety and Environmental (HSE) workshop was hosted by Rössing from 22 to 25 October. Rössing last hosted a similar workshop in 1996.

The aim of this workshop was to strengthen collaboration between the mines, as well as between the mines and the Rio Tinto HSE experts. The workshop aimed to share leading practices in health, safety and environmental initiatives and programmes within Rio Tinto and to discuss and debate relevant HSE challenges facing the Africa operations. This event was attended by approximately 65 people from Rio Tinto Africa and stakeholders.



29 February 2008, e-Rössing Bulletin - Rössing Marathon a resounding success!

In the 10km Open event, Reinhold Lita, one of Namibia's best long distance athletes, had to relinquish his hold on the title when he took third place in a time of 30:54, behind the winner, Frans Hosea (30:32) and second place Edwardt Kawanini (30:33). The first lady runner to cross the line in the 10km was Beata Naigambo in a time of 34:55. The 42.2km marathon championship was won by Erich Goeieman from the Walvis Bay Road Runners club in a time of 02:25:57. Chasing him was Salomo Patrao David from the Welwitschia 77 Athletic Club, who crossed the line in a time of 02:30:52.

Following a devastating car accident last year, which left Salomo on the sideline for a long spell, taking second place was a bittersweet victory, even though he was more used to crossing the line as the winner. This year, 32 runners took part in the marathon race, with the 10km growing in popularity with 30 more entries than last year, taking it to 164 runners. The 5km Charity Walk for the Cancer Association of Namibia drew 122 entries.



Reflecting back...

Rössing Marathon a premier road-running event in Namibia

The Rössing marathon has become one of, if not THE, premier road-running events on the Namibian calendar. There have been runners from several countries around the world that have entered and the feedback from these visitors has been excellent. At the 2019 event, one of the young German volunteers actually took first place in the 10km run. This young lady annexed me as her grandfather and, to this day we still correspond.

The addition of a half-marathon a few years ago, was a stroke of genius and the attendance was almost doubled. I did not think the popularity of a 21km would be so popular. The figures for 2020 totaled up in the region of 800 runners on the road; included in this was the large number of persons that entered for the fun event in aid of cancer research.

We, of the road-running fraternity, can only utter our most sincere thank you to Rössing for their continued and increasing support over the years. This may be the longest recorded sponsorship in Namibia.

I have been involved with the marathon since the 1980s, firstly as a recorder, then as a timekeeper (all done manually), and was later promoted to race director. At the 2019 prizegiving, the sponsor, as a 'thank you' for long service, stated that henceforth the 21km event would be known as the Frank Slabbert Half Marathon. This was totally unexpected and a great honour. I really appreciate the gesture.

Frank Slabbert, organiser of Rössing Marathon November 2021



29 February 2008, e-Rössing Bulletin - Q-Bus passengers reward their driver's safe driving

The Rössing Q-bus passengers surprised their bus driver, Ricky Gaoab, on Wednesday by presenting him with a token of appreciation for managing to avoid an accident which could have resulted in multiple injuries for the passengers.

The incident took place during the day-shift morning route, while the Q-bus was approaching the T-junction at the main road leading out of Swakopmund. A kombi with passengers suddenly overtook the bus at that point, resulting in Ricky having to quickly apply the brakes to prevent crashing into it. According to Louis Kotzee, who came up with the idea to reward Ricky, as he is a very observant driver and that it was not the first time that he avoided an accident by using his defensive driving skills.

“The token is simply to thank Ricky for showing how much he cares about the safety of his passengers. He really deserves this token, which is long overdue since he has saved the day on so many occasions,” says Louis. Thank you, Ricky!



25 April 2008, e-Rössing Bulletin - Government's environmental clearance for our Phase 1 projects

Namibia's Ministry of Environment and Tourism issued an environmental clearance certificate for three of the mine's expansion projects earlier this month. These are the building of a sulphur-burning sulphuric acid plant at the mine site, the building of a radiometric ore sorting plant, and the mining of a small satellite ore body known as SK4 about one kilometre to the east of our current open pit.

A Social and Environmental Impact Assessment and management plan for these projects was submitted to the Ministry's Department of Environmental Affairs in early March this year. The letter from the Ministry, dated 7 April 2008, stressed the importance of keeping our stakeholders informed about the implementation of the expansion programme, and that regular environmental monitoring of the projects in the environmentally sensitive area should be conducted.

Rössing is committed to undertaking the required regular environmental monitoring of the projects. In a second phase of the SEIA for our expansion programme a number of other projects are being evaluated. These cover the sulphur handling in the Port of Walvis Bay, an acid heap leach facility at the mine, and the expansion of the open pit to beyond 2026, including the establishment of potentially new waste and tailings disposal facilities.



30 May 2008, e-Rössing Bulletin - Two million tonnes of acid safely handled

The arrival of the MV Bow Pioneer in Walvis Bay Harbour last Friday 23 May 2008 marked a special milestone in the mine's acid offloading at the harbour. This vessel brought in 18,214 tonnes of sulphuric acid and more importantly, marked the two millionth tonnes safely discharged by Riaan van Jaarsfeld, with the assistance of his capable team consisting of Olavi Nakankeya, Simon Haishonga, Hans Shipalanga and Samuel Amapolo.

Riaan and his team are employed by Arandis Services who manage the acid operations on behalf of Rössing.

This vessel was followed by the MV Chemstar Angel who brought in 18,291 tonnes on Sunday 25 May. This milestone is made up as follows: a total of 2,019,837 metric tonne from 26 June 1996 until 16 May 2008.

THE arrival of the Bow Pioneer in Walvis Bay Harbour last Friday 23 May 2008 marked a special milestone in the mine's acid offloading at the harbour.

This vessel brought in 18 214 tonnes of sulphuric acid and more importantly, marked the two millionth tonnes safely discharged by Riaan van Jaarsfeld, with the assistance of his capable team consisting of Olavi Nakankeya, Simon Haishonga, Hans Shipalanga and Samuel Amapolo. Riaan and his team are employed by Arandis Services who manage the acid operations on behalf of Rössing.

This vessel was followed by the Chemstar Angel who brought in 18 291 tonnes on Sunday 25 May. This milestone is made up as follows:

* A total of 2 019 837 metric tonne from 26 June 1996 till 16 May 2008.

20 June 2008, e-Rössing Bulletin - Professor visits Rössing and other mines

The Rössing Conservation Trails were started more than twenty years ago and are run on a regular basis with the aim of creating environmental and social awareness amongst decision makers, community leaders, and Rössing employees. The aim is to provide an opportunity for the participants to experience the environment of the rural areas in a relaxed atmosphere, so that they can enhance their concern for the environment and the communities when they return to business.

In May this year, Rössing invited a group of people to a Chamber of Mines/Rössing Conservation Trail, which was organised to visit some of the uranium mines in the Erongo Region. Professor Lynda Warren, a Marine Biologist and Environmental Lawyer and Ms Geraldine Bennett, Advisor to the World Nuclear Association, were part of the group who visited Rössing Uranium, Langer Heinrich and other uranium exploration areas last month as part of an Uranium Tour with local stakeholders. The aim of the tour was to learn more about the local uranium industry, and environmental and sustainability issues.



10 October 2008, e-Rössing Bulletin - Congratulations Rössing, 2 million Lost-Time Injury Free Hours

We went for the big one and achieved two million Lost-Time Free Hours on 6 October. This is a huge achievement and everyone should be proud of it.

This milestone could not have been achieved without everyone pulling together and working as one.

The following extract came as a communication from the GM Operations Willem van Rooyen: "We have been working very hard to ensure that we reduce the number of injuries that we saw during the earlier part of this year. In fact, our last lost-time injury was sustained during May this year, but we have collectively responded well to the challenge of ensuring that no further lost-time injuries occur. I am pleased to announce that as a result of our efforts of working safely, we have recorded the remarkable event of working 2,000,000 hours since the last lost-time injury. Whilst this is not the first time for Rössing to achieve such a milestone, it certainly challenged all of us to support each other in working safely and to embed a greater element of personal accountability for safety. It is great to recognise such an achievement, as it means that our employees purposefully acted and intervened for the welfare of another or the team. Well done to all!"



19 February 2010, e-Rössing Bulletin - Rössing is part of the Swakopmund recycling project

Rössing continues to expand its corporate social responsibility programme through involvement in health care, environmental awareness, and safety initiatives in our communities.

The company is currently engaged in the Swakopmund recycling project, which was launched this week in Swakopmund by the Municipality of Swakopmund and its stakeholders.

The Swakopmund Recycling Project is the result of an ongoing engagement process between Rössing and the Municipality of Swakopmund that is aimed at making residents aware of the reduction of waste and the importance of recycling.

Problematic waste items, such as plastic, glass, metal and paper are recyclable, and the recycling of these items has proved to be profitable. The launch of the project kicked off with the placement of recycle depots in the vicinity of some of Swakopmund's major grocery stores. Each depot contains four units, clearly marked for the types of waste that could be recycled, namely paper, plastic, glass and cans.

Rössing employees residing in Swakopmund are encouraged to support this initiative by separating recyclable waste at home and depositing the waste items when visiting the grocery stores for shopping. Additional recycle depots are going to be put throughout town, when funding allows it.



Namibia's first Occupational Hygiene Technologist comes from Rössing



Fulencia Burns, Occupational Health Advisor at the Health Management section at Rössing Uranium, applied to OHSAP for certification as an Occupational Hygiene Technologist.

The Occupational Hygiene Professionals Council of the Southern African Institute for Occupational Hygiene (SAIOH) has set minimum learning standards and qualifications for the recognition of competency in Occupational Hygiene practice that have been accepted by the Board of Registration for Occupational Hygiene, Safety and Associated Professionals (OHSAP).

Fulencia Burns, Occupational Health Advisor at the Health Management section at Rössing Uranium, applied to OHSAP for certification as an Occupational Hygiene Technologist. The technologist level is the highest initial certification for all new applicants. After her application was approved, she was required to complete a written and oral assessment, which she passed.

She is now officially registered as an Occupational Hygiene Technologist with OHSAP. This is a first for Namibia, since she is the first Namibian working in the field of Occupational Hygiene to obtain this certification. She is now aiming for the next level, namely Occupational Hygienist.

4
e-Rössing Bulletin

26 November 2010, e-Rössing Bulletin - Namibia's first Occupational Hygiene Technologists comes from Rössing

The Occupational Hygiene Professionals Council of the Southern African Institute for Occupational Hygiene (SAIOH) has set minimum learning standards and qualifications for the recognition of competency in Occupational Hygiene practice that have been accepted by the Board of Registration for Occupational Hygiene, Safety and Associated Professionals (OHSAP).

Fulencia Burns, Occupational Health Advisor at the Health Management section at Rössing Uranium, applied to OHSAP for certification as an Occupational Hygiene Technologist. The technologist level is the highest initial certification for all new applicants. After her application was approved, she was required to complete a written and oral assessment, which she passed.

She is now officially registered as an Occupational Hygiene Technologist with OHSAP. This is a first for Namibia, since she is the first Namibian working in the field of Occupational Hygiene to obtain this certification. She is now aiming for the next level, namely Occupational Hygienist.



16 July 2010, e-Rössing bulletin - Making a difference by supporting Apple Day

Rössing employees participated in the Bank Windhoek Cancer Apple Project by ordering apples through our Peer Educators with the aim of raising funds for the Cancer Association of Namibia.

According to Tekla Kavari, Secretary of the Rössing Peer Educators, employees ordered a total of 1,400 apples for N\$3 each in support of the project, through the Rössing Peer Educator programme.

The programme is aimed at benefitting all Rössing employees and contractors, as well as the local communities through various outreach activities.

"In line with our corporate responsibility, we also ordered apples for three schools in Arandis, Swakopmund and Walvis Bay namely, Dunamis Play School, Top Kids Kindergarten and Arandis Primary School," Tekla said. The Peer Educators would like to thank all Rössing employees and contractors for their support of this worthy cause. "Live healthy and eat healthy."

Making a difference by supporting apple day

Peer Educators...
Employees...
Supporting...
Live healthy and eat healthy.



22 October 2010, e-Rössing Bulletin - Rössing takes part in Road Safety Indaba

Rössing participated in the first-ever Road Safety Indaba to take place in Namibia to show our continuous support for road safety initiatives.

The one-week conference, which is being held in Walvis Bay this week, is supported by the National Road Safety Council and hosted by Namibia Traffic Management Solutions.

The Indaba, which ends today, looks at issues related to improving road safety on a local, regional and national level. The event coincides with the upcoming festivities in Swakopmund, Henties Bay and Walvis Bay, which become a hive of activity as thousands of holiday makers take to the road to these popular holiday destinations. Representatives from the road safety and law enforcement sector, legal practitioners, as well as road and safety institutions, the taxi association, and mining companies delivered presentations during the programme.

Rössing takes part in Road Safety Indaba

Rössing...
Participated...
Supporting...
Live healthy and eat healthy.

24 February 2012, e-Rössing Bulletin - 21st Marathon a success

Last weekend's 21st Rössing Namibia Marathon Championships and the uranium mine's 10km challenge was a huge hit, with 272 runners and 400 walkers participating in the various events.

The Deputy Minister of Youth, National Service, Sport and Culture, the Honourable Pohamba Shifeta, was the main guest speaker at the prize-giving ceremony. He stressed that Government is actively involved in supporting local athletes and that his ministry also appreciates the work the athletic clubs are doing to create platforms for athletes to perform and grow. He added that the Government especially valued private sport development partnerships and said, **"This helps to develop our Namibian nation, as sport plays an important role in the development of a nation."**

A new Rössing Namibia Marathon Champion was crowned. Paulus Iyambo of the Namibian Defence Force became a first-time champion in the 42.2km race with a personal best time of 2:23:04. "It was a special, but difficult victory. The wind was a factor and the competition was very stiff, but I'm very happy to have won for the first time here," he commented.

The 80 marathon runners ran into a relatively strong northerly wind for the first half of the marathon on the Henties Bay road, but conditions cleared towards midday and sunny weather prevailed until the end of the event. The marathon record is still held by Luketz Swartbooi, who ran it in 2:11:23 in 1992.

The very popular 10km Run (with increased prize money) saw a total of 156 runners entering. The Swakop Striders athlete, Johannes Skrywer, took home gold in the 10km Run in the Men's Open in a time of 00:30:38, whilst Beata Naigambo took first place in this year's 10km Ladies Open with a time of 00:33:04. Beata will also represent Namibia at the 2012 Olympics in the Marathon category later this year.

The fun-filled 5km Charity Fun Walk attracted walkers from as far as Germany and Switzerland. Entry fees and donations totalling N\$4,500, was handed over to Mrs Hildegardt Gedult of the Cancer Association of Namibia.



28 September 2012, e-Rössing Bulletin - Rössing celebrates Biodiversity Week

Through a two-week long programme aimed to raise awareness on the conservation of our coastal biodiversity and its connections with sustainable development, the 2012 coastal biodiversity campaign included a number of activities lined up in Swakopmund and Walvis Bay between 15 and 22 September.

As part of our ongoing support to community and environmental commitments, Rössing pledged its support to NACOMA by participating in its fundraising dinner which aimed to raise funds for the Coastal Environment Scholarship Fund. The fund is used to assist students to further their post-graduate studies in environmental management.

Friday 21 September marked the 12th Rössing Birdwatching event. The initiative is part of the larger Rio Tinto-BirdLife partnership, through which business units of Rio Tinto are encouraged to host an event where employees and communities participate in birdwatching activities. The event took place at the Walvis Bay lagoon as part of the Coastal Environment Week organised by the Namibian Coast Conservation and Management project (NACOMA).

"The aim of the Rössing Birdwatching Day is to encourage an interest in watching and monitoring birds along the Namibian coast, as well as to maintain sustainability towards creating public awareness about the importance of birds in the environment," said Yvonne Nghilumbwa from our Health, Safety, Environment and Communities Department. grade 9 learners from ten coastal schools attended the event. Each participant received an awareness T-shirt, and each participating school will receive lab equipment. "It was rewarding to see learners acquiring skills and showing a keen interest in birds and the biodiversity in our communities", Yvonne said.



Reflecting back...

Rössing a leader in uranium stewardship

Stewardship is an ethic that embodies the responsible management of items entrusted into one's care, and in the case of a mineral resource, the responsible planning, and sustainable development and utilisation of resources, while safeguarding the interests of all stakeholders.

In practice, uranium stewardship is

- the cooperation of all exploration and mining companies, as their cumulative impacts cannot be addressed in isolation;
- the avoidance of unsustainable practices by individual companies, which could have a negative impact on the entire industry;
- the development and implementation of best practice guidelines for health, the environment, radiation, safety and security, and community issues;
- ensuring the sustainability of production, use and disposal as a social licence to operate;
- ensuring that projects are technically appropriate, environmentally sound, and socially responsible;
- the integration of environmental, economic and social aspects from exploration through construction, operation to mine closure; and
- commitment to the responsible management of chemicals, ores, and ore concentrates through to the final product.

In full recognition of this concept, Rössing Uranium and Langer Heinrich Uranium lobbied the Chamber of Mines of Namibia (CoM), resulting in the establishment of a Uranium Stewardship Committee (USC) as a sub-committee of the Chamber in February 2008.

The USC was created with due regards to the then rapidly growing uranium industry in response to the demand for uranium for clean energy generation, and in line with the World Nuclear Association's Stewardship Principles, which advocate for collective responsibility and commitment to the safe and responsible management of the uranium product.

In 2009, Orano's predecessor Areva also came on board.

Mike Leech, at the time Managing Director of Rössing, was the first chairperson of the USC and underlined during the first meeting:

- that the uranium exploration and mining industry in Namibia has a collective responsibility for leading practice in the stewardship of its product;
- that the USC and its members are fully aware of the need to support the principle of leading practice in the management of their product; and
- that the USC is taking action to back up such awareness to build confidence in the industry and to provide leadership to others.

Taking this commitment forward, a small office was established in Swakopmund to develop standards for environmental health and management for uranium mines.

The late Dr Wotan Swiegers, a medical doctor with many years of experience working at Rössing and in private practice, was recruited as Principal Advisor: Health and Environment, Science and Strategy to head the Swakopmund office, which became known as the Uranium Institute (UI).

Soon after UI was established, it was realised that the cumulative impacts of the rapidly-growing uranium activities in an area with its fragile desert ecology required strategic assessment. A Strategic Environmental Assessment (SEA) was therefore proposed by the industry, and subsequently conducted by Government in close cooperation with industry.

The SEA was the first of its kind in the world, as no SEA for a mineral province had ever been conducted. It included many specialist reports and baseline studies on a comprehensive variety of environmental issues, and eventually culminated in the development of a Strategic Environmental Management Plan (SEMP).

Meanwhile, the USC continued its work, and formed a Health, Environment and Radiation Safety Steering Committee (HERS-SC) with Advisory Working Groups on Emergency and Safety; Biodiversity, Biophysical and Land



The late Dr Wotan Swiegers

Use; Radiation Safety; Water and Waste; Air Quality and Meteorology; Occupational Health; Public and Social Health; and Education and Housing.

In 2011 to 2012, the USC was once again chaired by Mike Leech, followed by Chris Salisbury, Managing Director of Rössing in 2012 to 2013. The SEMP implementation started in 2011 in close cooperation between the Ministry of Mines and Energy and the UI.

In 2013, a pressing need was identified to review the situation following the Fukushima tsunami, in order to establish a sustainable management and service delivery entity that can effectively address the key issues faced by the Namibian uranium industry. As a result, the Namibian Uranium Association (NUA) was established, with Rössing as one of the founding members.

The UI became the Namibian Uranium Institute (NUI) under the auspices of the NUA, with the late Dr Wotan Swiegers as the first Executive Director. The NUA Board is currently chaired by Rössing's Managing Director, Johan Coetzee.

Under the leadership of Rössing, exploration and mining companies involved in the Namibian uranium sector have fully recognised that managing environmental issues, radiation, health and safety, and waste is of paramount importance in order to protect staff, the general public and the receiving environment.

Responsible management of uranium mining and processing applies at all stages from planning, exploration, development and construction to operations, sale, transport, and finally decommissioning. This can best be achieved in a coordinated way with the interaction of all players involved, and from the beginning Rössing has been a champion in this endeavour.

Gabi Schneider, Executive Director, Namibia Institute of Uranium

November 2021

January 2014, e-Rössing Bulletin - New home for the "Elephant Foot"

New home for the 'Elephant Foot'

Recently a small team of Rössing and Arandis Services gave seven *Adenia pechuelii* (Elephant Foot) plants a new home. They occurred in an area earmarked for the expansion of the tailings dam. Five of the plants were relocated around the Communication Management Centre (CMC), on a similar ridge, and where other plants of the same species already grow. This is also an area where there will be no future development.



The other two plants were donated to the National Botanical Research Institute (NBRI) in Windhoek, which assisted the team with this undertaking.

Transplanting trials are valuable exercises, enabling Rössing to demonstrate its commitment to biodiversity conservation. Important lessons were learned for restoration purposes. Caution was taken not to damage the root system of the plants, and to ensure that at least 30 centimetres of the roots are retained when the plants were lifted. The plants form important niches for a number of small organisms such as ants, scorpions, and worms and special care was taken to not disturb these organisms detrimentally.

The *Adenia pechuelii* will be planted in the 'Desert House' at the Botanical Gardens, where public visitors can appreciate these charismatic plants of Namibia. It is a succulent plant, endemic to the Namib Desert and predominantly occurs in rocky habitats where few other plants survive. The plant usually grows as a shrub to a height of less than one meter and has a thick fleshy stem of about 50 centimetres in diameter.

Initially classified as near-threatened, it is now realised that the plant has a wide distribution in the Namib Desert and escarpment of Namibia and, as a result, it was down-listed as 'least concern' in 2009. Giving the plants a new home was exciting. A hole was dug to fit the roots, and the thick stem was placed to rest against rocks. Loose material was thrown over the roots and water was poured over the sand that covers the roots to enable easy growth in the new location. "The plant looks like it grew here," commented one of the helpers as he saw the first replanted *Adenia pechuelii*.

For Rössing this was the first exercise to transplant *Adenia pechuelii* in the wild. In the past a number of other succulents like *Euphorbia virosa* (Gifboom), *Hoodia parviflora* (Ghaap), *Commiphora* (Kanniedood) and some aloes were relocated to the mine gardens around the management building. From the area that became the open pit, *Aloe dichotoma* (Quiver trees) were transplanted to the Botanical Gardens in Windhoek in the 1970s. Rössing remains committed to minimising its environmental footprint. By rescuing and transplanting plants, the business puts this objective into action.

September 2014, e-Rössing Bulletin - Birdwatching Day 2014



Rössing hosted its 14th annual Birdwatching Day this year. Every year between 50 and 80 learners from schools in Walvis Bay, Swakopmund, and Arandis and local bird guides eagerly participate in this event.

Held at Walvis Bay's Bird Paradise this year, the event is commemorated as part of the Coastal Biodiversity Week, organised by the Namibian Coast Conservation and Management project (NACOMA) annually.

For Rössing, the aim of this event is to develop among learners a lifelong interest in birds and their conservation along the Namibian coast as well to motivate and stimulate learners to take up studies that lead to the conservation of biodiversity in Namibia.

The birdwatching events, which Rössing host, have been instrumental in raising public and institutional awareness about the importance of the Damara Terns breeding sites along the central coast of Namibia. The Damara Tern has become a symbol of conservation on the Namibian coastline, one of several flagship species being used to promote Namibia as a tourism destination. Its small population, estimated at less than 5,500 mature individuals, means the Tern is classified as near-threatened.

By protecting the Tern's key coastal breeding sites in Namibia, an umbrella of conservation has been created, covering other bird species and a wider set of co-located fauna and flora. Early participation and sponsorship from Rössing in tandem with the Rio Tinto-Birdlife International Programme have helped to avert human interference threats to the Terns, with impacts, like the spread of housing developments and quad bike riding on dunes first being documented as a serious species survival problem in the 1990s. The conservation of the main breeding area is widely acknowledged as a catalyst for gazetting the new Dorob National Park in 2010, bringing a stricter regime of protection under law to the sensitive area.

November 2014, e-Rössing Bulletin - My Trash, My Treasure

The 'My Trash - My Treasure' competition was again successfully implemented as part of the 2014 activities of Project Shine, a waste management initiative coordinated by the Municipality of Swakopmund on an annual basis. **Rössing, as one of the founding members of Project Shine, has been supporting a cleaner environment between Arandis and Swakopmund over the past five years.**

Over 60 students from upper primary and secondary schools in Swakopmund and Walvis Bay took up the challenge this year. They used their creative skills to recycle and repurpose items, using a large variety of recycled materials such as plastic, different types of metals, wood and paper and tyres.

Old bottle caps, empty CD holders and food containers, tins, batteries, all thrown away on a daily basis in our homes, were given new purpose when participating students produced innovative and beautiful items including chairs, wall decorations, lamps, a variety of toys and games, wall clocks and even clothes!



September 2014, e-Rössing Bulletin - Rössing wins trophy for most blood donations

Rössing Mine won the Blood Transfusion Service (BTS) of Namibia's floating trophy in their Corporate Challenge for the month of August!

We donated 42 units with a potential of 126 lives saved. Zita Tobin, Supervisor PR & Donor Relations at the BTS said at the trophy handover ceremony: "Congratulations once again and thank you for your efforts and commitment towards blood donation. We need more donors, help spread the word!"

Marjorie Elago, Adviser Occupational Health, dedicated the trophy to Chris Anderson (Electronics) since Chris has donated more blood than anyone else at Rössing - he is our champion!



5 August 2016, e-Rössing Bulletin - Rössing supports healthy lifestyles in the spirit of Harambee

The Namibian Government's action plan towards prosperity for all - the Harambee Prosperity Plan - stresses that there is a shortage of essential equipment at most health facilities in the country. The plan in this regard is to ensure appropriately functioning facilities by the end of the Harambee period.

In light of this, the mine didn't hesitate to support a recent request for assistance from Dr Ayoade, the acting Senior Medical Officer at the Swakopmund State Hospital, during the Measles and Rubella immunisation campaign. Rössing's HSE team considered the request and decided to donate N\$5,000 for use as fuel money during the Measles and Rubella immunisation campaign in the Erongo Region. Said Jacklyn Mwenze (Manager HSEC&PS): **"As a responsible mining company, we understand and support the mandate of the Ministry of Health and Social Services. We hope that our contribution helped the ministry fulfil the important obligations of their day-to-day jobs in keeping our Region's residents healthy."**





The official hand-over event from Rio Tinto to CNUC as majority shareholder.

CHAPTER 07

FIFTH DECADE —

2017 - 2021



The Rio Tinto and CNUC team at the handover event.

IN A NUTSHELL

The first five years in Rössing Uranium's fifth decade of operations brought a number of events that changed the future of the mine in one way or the other.

New majority owners of Rössing Uranium

The first event took place in 2018 when Rio Tinto announced its plans to sell the 42-year "old lady of uranium mines", Rössing Uranium, and indeed sold it to CNNC with the formal handover ceremony held on 25 July 2019.

Let us review 2017 and 2018 before focusing on 2019 and beyond.

In his 2017 year-end message Managing Director Werner Duvenhage said: "2017 – a year to remember since it was a year that we added to the legacy that we will be leaving behind."

What have we left behind for the future in 2017:

- The best year-to-date safety results in the history of the company (0.40 AIFR); (however, in 2020, in the mine achieved an All-Injury Frequency Rate (AIFR) of 0.34 against a target of 0.61. This is the best performance the mine has recorded since commencing operations in 1976. (Rössing Uranium Report to Stakeholders 2020, 30 April 2019)
- No fatalities.

And in January 2018 Werner said: "I will say that 2017 was a year of consolidation and the reasons for saying this are firstly, ending 2017 with an All Injury Frequency Rate (AIFR) of 0.39 and it being the lowest frequency rate in the history of Rössing, is a test for the maturity of our organisation and whether we can replicate that."

In his 2018 year-review message, Managing Director Richard Storrie said: "In November 2018, Rio Tinto, Rössing's majority shareholder, announced the signature of a binding agreement with China National Uranium Corporation Limited (CNUC) for its shares held in Rössing.

"It was the culmination of an extensive review of Rio Tinto's strategic options in relation to Rössing as it continued to focus on its core assets. The transaction is subject to a number of conditions to be met and is expected to be completed in the first half of 2019.

"The announcement of the sales transaction of the majority shareholding is seen as very positive, giving certainty to the survival of the operation at least until 2025 and potentially extending the mine

life beyond that. The deal will bring an aspect of vertical integration into the Chinese nuclear market, and in particular with the strongest player in that market." (Rössing Uranium Report to Stakeholders 2018, 30 April 2019)

The Rio Tinto/CNUC announcement of the sale came on 16 July 2019, also indicating that a formal handover event is planned for 25 July 2019, with the aim to say farewell to Rio Tinto and to welcome the mine's new majority shareholder, CNUC, a subsidiary of CNNC.

The Chamber of Mines of Namibia, Chief Executive Officer, Veston Malango, said to the Chinese news service Xinhua:

"The Chamber of Mines in Namibia says the transaction whereby by the Chinese National Nuclear Corporation (CNNC) acquired Rio Tinto's 68.62 percent stake in Rössing Uranium is a welcome move to the mining industry.

"We needed a choice and we wanted to see operations at the mine continue and not shut down. Following the official conclusion of the transaction, I can say the right choice was made.



“If the mine had not got investors, what was the country going to do with 2,000 unemployed people”, Malango asked, highlighting the fact that the country currently is plagued by unemployment issues.

“The new Chinese investors are breathing a new future and we should all embrace and welcome their presence and work together,” he said. (Republikein, 31 July 2019)

The Chairperson of Rössing Board of Directors, Foibe Namene, said, “The grand old lady of the uranium sector has once again defied the odds.” (Republikein, 31 July 2019)

At the official handover ceremony at the mine site on 25 July 2019, Bold Baatar, the CEO of the former majority shareholder Rio Tinto Energy and Minerals, said during their time they had an opportunity to create a world-class business that contributed to the growth and development of Namibia and its people.

“While this was not an easy choice to make to sell, it was one that ensured a strong future for the business,” he added.

According to him, with the new partners CNNC, Rössing will chart a new pathway, sustaining the business for years to come.

Baatar said even as the Rio Tinto flag comes down over Rössing, the company will very much remain committed to Namibia. (Republikein, 31 July 2019)

Speaking on the same occasion, Erongo Governor Cleophas Mutjavikua welcomed the new investment and stated that the region will now focus on building a new chapter in the history of Rössing Uranium.

“We know that this new chapter would allow the businesses to prosper to the benefit of not only our stakeholders, but also the economy at large,” he added.



The Deputy Minister of Mines and Energy, Hon. Kornelia Shilunga, said that the event signalled the dawn of a new future for all.

“With the necessary cooperation with Government and stakeholders, a lot can be done for future generations,” she added.

At the official handover ceremony at the mine site on 25 July 2019, Mr. He Zixing, Vice President of CNNC, message at the handover ceremony, said:

“Today is an important day in the history of Rössing Uranium mine, and it’s also a significant moment for both China National Nuclear

Corporation (CNNC) and Rio Tinto Group.

“Rössing Uranium mine is the longest-operated uranium mine and one of the most influential uranium mines all over the world, which has made outstanding contributions to the international peaceful use of nuclear energy, and which must be the Namibian name card. Rössing’s achievements shall be attributed to the hard work of Rössing management team and all the employees; shall be attributed to strong support in management, technology and market from Rio Tinto; shall be attributed to

Namibian stable mining policy, and shall also be attributed to the support of local communities and cooperative partners.

“Rössing has given you an improving life; meanwhile, you have given Rössing the power to make progress. Rössing’s history belongs to you and Rössing’s future depends on you. You are the most valuable part of Rössing.

“The friendship between the two countries has a long history. In March 2018, President Hage Geingob visited China and the heads of the two states jointly announced the upgrading of China-Namibia

relations to a comprehensive strategic cooperative partnership. In September 2018, Chinese President Xi Jinping met with President Hage Geingob again, and said that the two sides need to synergise their development strategies, deepen mutually beneficial cooperation, and advance cooperation in infrastructure construction and production capacity.

“This cooperation is a landmark event of deepening practical cooperation between China and Namibia. It will contribute to the economic and social development of Namibia, and play a demonstration role for China-Africa Belt and Road cooperation.

“CNNC is an internationally influential enterprise with a whole industrial chain, mainly focusing on nuclear power. The most important significance of this cooperation is that the strong nuclear power market in China will provide opportunities and guarantees for Rössing to keep long-term, stable and sustainable development.

“This cooperation will keep continuous tax contributions from Rössing flowing to the nation and provide employment security; actually, it will provide more stable employment security for about 1,000 employees and 1,000 contractors of Rössing, and will support Rössing Foundation to continue to fulfil its social responsibilities. It will provide the predictable business opportunities for local suppliers and will also promote in-depth cooperation between Namibia and China in trade, investment, and industrial development.

“Our confidence comes from the 40-year history of Rössing and the 60-year glory of CNNC. It

comes from everyone of Rössing. Rössing will and must have a better tomorrow.” (Extract from the speech of Mr. He Zixing, Vice President of CNNC, at the handover ceremony, 25 July 2019 (26 July 2019, e-Rössing Bulletin))

COVID-19

Barely into 2020, the COVID-19 pandemic outbreak impacted the mining operations: “Given the outbreak of the COVID-19 pandemic, the Government of Namibia declared a state of emergency and has put certain measures in place that are aimed at stopping the further spread of the virus in Namibia. One of the measures is a partial lockdown period for the Khomas and Erongo regions – the Rössing Uranium mine is located in the Erongo Region. As a responsible business, CNNC Rössing Uranium is supporting the Government and the people of Namibia in their initiatives to contain the spread of the virus.

“As from 28 March 2020, the Rössing Uranium mine will discontinue normal mining operations and enter a period of minimal mining operations. As a safety measure, critical maintenance work will continue.

“Our key personnel will work from home and will be reachable on email or cell phone.” (Media release, 27 March 2020, Rössing website).

What followed was a magnitude of plans and communications to mitigate the situation.

“Business unusual” was the order of the day during 2020, especially in the early part of the year when the COVID-19 pandemic was first felt.

Managing Director Johan Coetzee said: “We developed a COVID-19 Emergency Response Plan (ERP) that was resourced at Exco level

who shared the vision and set the direction onsite. The ERP was periodically reviewed as the pandemic developed, and new guidelines and regulations were issued during the year. A multitude of COVID-19-related controls were put in place. All employees had to complete a screening questionnaire to limit people on site with symptoms or potential exposures.

“Disinfection of areas was done routinely, while transport controls were in line with the directives received from Government. The impact was that for mass transport access, four additional buses had to be obtained to ensure compliance with the required 50 percent capacity.

“Essential stock, such as hand sanitisers, disinfectants and face masks were sourced and levels maintained throughout.

“As in the rest of the world, face-to-face interaction was limited and remote working has become the norm, especially for non-essential staff. Social distancing were strictly applied, and measures put in place to ensure adherence. Numerous communications ensured that employees and contractors were kept up to date with any new measures or procedures.

“We also supported the Namibian Government’s efforts to combat the effects of COVID-19. In addition to donating N\$200,000 to the Ministry of Health and Social Services and protective gear to the Swakopmund State Hospital, we procured and delivered an oxygen generating plant valued at close to N\$3.8 million to the new COVID-19 isolation facility at Walvis Bay State Hospital.

“We will continue to monitor and be vigilant in the fight against COVID-19.” (MD’s message, Report to Stakeholders 2020, 30 April 2021)



Rio Tinto health study results

Another highlight in the 2017–2021 period is that the Rio Tinto health study was completed and the results announced.

Nothing is more important to Rio Tinto than the health and safety of our people. The University of Manchester was appointed in 2015 by Rio Tinto to conduct an independent epidemiological study to investigate if working at the Rössing mine is linked with a higher risk of developing cancer.

Already from 2011, Rössing has begun preparing for a comprehensive study of occupational health outcomes designed to stand up to scientific scrutiny. A scoping process was completed by renowned external consulting company SENES in August 2014, and subsequently the research project was awarded to the Centres for Occupational and Environmental Health (Epidemiology), and for Biostatistics, Institute of Population Health, Faculty of Medical and Human Sciences at the University of

Manchester in August 2015.

What was the aim of the health study? To determine retrospectively whether uranium mineworkers employed by Rössing Uranium since the operation began have an excess risk for developing cancers identified as most likely to be related to occupational exposure at Rössing (radiation, acid mist, diesel engine exhaust fumes and silica).

All former and current workers who have started work between 1976 and 2010 and who have worked at the mine for more than one full year stand a chance of being included in the study cohort.

The conclusion of the study - An epidemiological study of certain cancer types among Rössing Uranium Limited workers – indicated the following:

“Radiation exposures for workers at the Rössing mine appear to be low, based on the data provided to us. At these radiation levels and from what is known about radiation risks, we

do not expect to see an increase in cancer incidence in the Rössing workforce.

“Moreover, for many workers the assessed radiation levels at work are similar to the exposure from naturally-occurring background radiation in their everyday lives, such as exposure to radon in their homes. Although we can never exclude the possibility that for some cancer patients the mine environment may have contributed to the development of their disease, this study does not provide strong evidence that radiation or other exposures at the Rössing mine cause an increased risk of cancers in the workforce.” (www.rossing.com – Reports & Research; Rössing Uranium Health Study; Lay Summary, 2021)

Life-of-Mine Extension (LoME)

Early in 2021, by way of a scope of work on its website, Rössing announced expression of interest for contract mining services: “Rössing Uranium Limited (RUL) is engaged in a Feasibility Study (FS) to extend the



Life of Mine from 2026 by another ten years, in line with its recently approved Mine Licence (ML28) extension to 2036. The FS will be completed by mid-2022 to inform an investment decision by the end of 2022 to prepare for a 2025 start date.” (www.rossing.com)

Mining Manager, Dave Garrard, explains:

“Rössing Uranium is growing older, the pit is becoming narrower as we go deeper, but what does that mean to an employee as the end of the current life-of-mine in 2026 draws closer?

“The most exciting project in the pipeline is Phase 4, which we have been investigating for a number of years. Our new majority shareholders are very interested in this project and are supporting an updated study in 2021 and 2022, which is required before getting it approved.

“As you are aware, our current life of mine is in 2026 and if there was nothing else to mine, then we would be forced to close. Fortunately, the SJ orebody continues with depth, but to access the deeper ore, we need to mine the northeastern part of the pit, an area which we call the Phase 4 pushback. We cannot wait until 2026 to start the work on this, so we are busy now with updated plans for Phase 4, which, if approved, will extend the life of Rössing by another eight to ten years.

“Phase 4 is extremely exciting, especially now with CNUC as the new majority shareholder who are also interested in a longer term supply of uranium from Rössing. We are at a similar stage to where we were as a company in 2005, when the Phase 2 and 3 pushbacks were approved that extended the life-of-mine when Rössing was facing imminent closure in 2007.

“When Rössing started in 1976, nobody thought Rössing would still be going 45 years later! As long as you stay ‘in the game’ you have an opportunity to find more,” he said, adding that Phase 4 provides long-term supply to our majority shareholders who are also our customers and who have a strong interest in further extension opportunities. (3 May 2021, e-Rössing Bulletin, Phase 4 pushback – the beacon of hope for Rössing)



DID YOU KNOW?

- **16 July 2019** - The majority ownership of the former Rio Tinto majority shareholder changed on 16 July 2019. Leading in a new era of optimism for Rössing Uranium, China National Uranium Corporation Limited (CNUC) became the new majority shareholder in Rössing Uranium, the world's longest-running, open-pit uranium mine. This follows the sale of Rio Tinto's 68.62 percent shareholding to CNUC. CNUC is a subsidiary of state-owned China National Nuclear Corporation (CNNC), the main force in China's nuclear market with significant involvement in the nuclear fuel cycle supply chain in that country.
- Rössing Uranium Mine is the longest-operated uranium mine and one of the most influential uranium mines all over the world, which has made outstanding contributions to the international peaceful use of nuclear energy, and which must be the Namibian name card.
- Since the start of the mine, Rössing Uranium has been a popular destination for visits with national, as well as international visitors interested in mining and related areas. For scholars it is usually to find out about possible career opportunities, and to see first hand what mining is about after learning about it at school. Tours start with a general overview of the operations and also a visit to the Hage Geingob Viewpoint to see the large open pit mining operations. Many special interest groups, technical groups, university groups and general public groups regularly visit the mine. The general public tours are booked at the Swakopmund Museum and visitors are transported to the mine with company transport. Proceeds from the sale of tickets for the general public tours are donated to the Swakopmund Museum.
- Rössing applauds its long-serving employees annually at a special awards event. In 2020, Rössing awarded the first 45-years award. It is a known fact that the most important resource in any organisation is its employees and without such, failure is imminent.
- Rössing continues to play an important role in the training of artisans in Namibia. Rössing is well known for taking in apprentices from NIMT. Through this scheme Rössing is ploughing back into the community, helping to put the theory that the students have learned at NIMT into practice, preparing them for the real world in their respective trades.

- Arandis is the first town in Namibia to deal with its asbestos roofs on a large scale, which reaffirms Rössing's commitment to the health and safety of the community in which it operates. Asbestos was widely used as building material in the 1970s and regarded as a durable product to use in construction of buildings. The Arandis Roofing Project was launched in June 2018 and is a joint partnership project with the Arandis Town Council, Rössing and the Rössing Foundation. The owners of houses in Arandis where the old asbestos roofs were replaced with new alu-zinc sheets, received warranty certificates.
- In 2021, Rössing hosted its first-ever virtual Rössing Marathon Championship successfully. It was the 30th consecutive Rössing Marathon Championship.
- Also in 2021, Rössing hosted its first-ever virtual Birdwatching Day for Namibian school learners with more than 600 learners participating in the event.





PEOPLE

In the first five years of the fifth decade our employee recognition programmes continued with long-service recognition awards, as well as other awards such as the Making a Difference (MAD) recognition awards.

And in 2019 Cecilia Majiedt was our very first female employee to complete 40 years of service.

Again the mine played host to a considerable number of visitors, with the most notable visitor Rio Tinto's Energy and Minerals Chief Executive, Bold Baatar, visit in 2017. This is what he had to say about Rössing: "What I saw was a workforce that was proud – proud of being part of the history of Rössing. I spent some time at the Rössing Foundation and was impressed with the valuable community work that the Foundation is carrying out with limited resources and in a way that compliments the values and direction of Rössing. I think that the Rössing Foundation should be considered a best practice and shared with others across the group."

Shortly after the handover from Rio Tinto to CNUC, Johan Coetzee joined the mine on 14 October 2019 as Managing Director, after an absence of 17 years.



3 March 2017, e-Rössing Bulletin - Making a Difference

The main objectives of the Rio Tinto employee recognition programme, Making a difference, are: to reinforce the recognition culture across Rössing at all levels of the organisation - to improve company performance; and to build employee engagement by recognising the employees' significant contribution to their team, department, function or Rössing.

The highlight of Rössing's employee recognition programme, Making a difference, is celebrated in style every year around this time at a posh venue in Swakopmund. It was nothing but the best again this year for our winners - 29 in total this time around - who, by working together, help transform our business. Through their commitment they help raise our performance to the next level.

At the 2016 Making a Difference awards held early in 2017, Managing Director Werner Duvenhage said: "The 'Making a Difference' programme has grown over the years since its inception in 2012. Why this programme you may ask... Well, Rio Tinto recognises that engaged employees, acting like owners of the business, are critical to our business performance. The process is all inclusive. Our organisational

culture embeds developing and recognising the efforts of all employees. With our defined values of respect, teamwork, integrity and accountability, we recognise and reward the right things."

Werner concluded his speech by saying that, "I want us to challenge and help each other build rich and rewarding careers at Rössing. By maintaining our focus on continuous improvement, a culture of collaboration and teamwork, a safe working environment, and creating opportunities to be successful, we can ensure that our work remains challenging and exciting. Going forward, we need committed employees with the drive to make a real contribution."





2 June 2017, e-Rössing Bulletin - Look who came to experience Rössing

Hundreds of visitors come to Rössing each year. While they experience the daily workings of a world-class mine, we get the opportunity to share our story of success in Namibia. Remember, public tours are hosted monthly from the Swakopmund museum - visit www.rossing.com!

Towards the end of May, Energy and Minerals Chief Executive, Bold Baatar, concluded his five-month long tour around mine sites in the product group. You may recall that Bold also visited Rössing as part of this journey to familiarise himself with the workings of the operations and people he is now leading.

After his visit to our site, Bold shared his Rössing experience with the Rio Tinto world on Yammer: "I ended my Africa trip with a visit to Rössing in Namibia. Rössing scored seriously well on the People Survey, so I was keen to learn the 'secret sauce'. **What I saw was a workforce that was proud – proud of being part of the history of Rössing. I spent some time at the Rössing Foundation and was impressed with the valuable community work that the Foundation is carrying out with limited resources and in a way that compliments the values and direction of Rössing. I think that the Rössing Foundation should be considered a best practice and shared with others across the group.**"



29 September 2017, e-Rössing Bulletin - Long service tributes awarded to employees

Rössing celebrated the memorable careers of our long-service employees on 22 September in Swakopmund during a Cowboy-themed gala dinner at the Strand Hotel.

Managing director, Werner Duvenhage called the event - during which altogether eight 40-year service, twelve 35-year service, and four 30-year service employees were honoured - "one of the biggest annual highlights of Rössing".

During his keynote address, and looking like a real western cowboy himself, the MD said: "It remains a special honour for me to share this significant event with some of the most valuable assets of our Company - the long-serving employees of Rössing Uranium."

Many of the award recipients have been with the Company from the start-up days in the 1970s, the boom years of the 80s, the bust years of the 90s, and the great years of the early 2000s. "You were here when Rössing approached the end of its initial life span, through the eventual extensions of the life of the mine, through

periods of restructuring and periods of growth, and tonight you can still sit here and say, 'I am an employee of the longest-running open-pit uranium mine in the world' - which is a truly inspirational achievement."

Some of the award recipients spoiled guests with some amazing stories from their careers at Rössing. Jacob Naoxab described his eventful journey at the mine from tea boy to motor mechanic! He thanked the mine for the support to build his career over many years. Popeye told guests about playing dominoes in the bus every Friday, how artisans were once selected as team members based on their soccer skills, and about the stop-overs for 'refreshments' at the old E-Camp back in the days - managers and the lot!

Werner encouraged everyone to spend some time with our esteemed long-service award recipients whenever you get a chance, to hear more amazing tales from the heydays of Rössing! He said: **"The combined years of experience of our 24 long-service employees equal 860 years! All of you have left your mark on Rössing. You've touched someone's life, you've helped shaped someone's career, and most importantly, you've kept Rössing moving forward as an employer of choice and responsible corporate citizen in Namibia."**



School visit: The Okakarara Senior Secondary school has been struggling to produce learners that could enter higher learning institutions due to poor exposure to opportunities and capacity building. It is against this background that the Rössing Foundation's Tamariskia centre offered centre based activities to improve their competencies in English, Mathematics and Science earlier this month, to serve as a career exposure. The group ended their visit with tour to the mine.

23 May 2018, e-Rössing Bulletin - School visit

The Okakarara Senior Secondary School has been struggling to produce learners that could enter higher learning institutions due to poor exposure to opportunities and capacity building.

It is against this background that the Rössing Foundation's Tamariskia Centre offered centre-based activities to improve their competencies in English, Mathematics and Science earlier this month, and to serve as a career exposure. The group ended their visit with tour to the mine.



20 July 2018, e-Rössing Bulletin - Bold makes a turn on site

Rio Tinto Energy and Mineral's Chief Executive, Bold Baatar, yesterday made a surprise appearance at Werner's latest Quarterly Business Update session on site! The excitement of those who attended the session was clearly audible when Werner and Bold walked into the Ore Room and everybody recognised the friendly gentleman with the distinctive spectacle frames.

The Chief Executive had high praise for our employees' commitment to Rössing. Bold said: **"You guys give me positive energy with your efforts to make this business better, despite being on the edge. That can only happen if you have great people in your workforce. And I know you have great people here, because I went for a site tour and experienced your efforts first hand. I also love your history and long-term community partnerships. I am incredibly proud that Rössing is part of the nuclear industry and has created outstanding miners over many years."**

In conclusion Bold invited all employees to think about our opportunities and make the best of it: **"Eventually, the closure of the mine is going to happen,"**

he said. **"Think about your legacy – what you will leave behind. Let's do things today that leave a really good legacy for your children and their children, so that when they come here one day, they can see that we've taken good care of the mine. I am encouraged by your efforts and thank you for your work."**

31 August 2018, e-Rössing Bulletin - The Rössing Foundation hosts Erongo Science teachers

Thirty Science teachers from the Erongo Region recently joined the Rössing Foundation for a workshop to prepare them as Senior Secondary School Science teachers, and to familiarise them with the new national Physics and Chemistry curriculum for grade 10 and 11 learners to be implemented next year.

Chief Education Officer, Lysias Uusiku, said that the advanced equipment at the Foundation's Maths and Science centre at Tamariskia were made available to the teachers during the workshop to enhance practical work.

The in-service training is targeted at Senior Secondary Physical Science teachers who will in future teach Physics or Chemistry at Senior Secondary Ordinary Level at schools in the Erongo Region, offering the new curriculum next year.

The 30 teachers were selected by the Erongo Regional Directorate of Education. Lysias noted that the training will benefit teachers by equipping them with content competencies, as well as practical work and experiments in Physics and Chemistry subject matter as required by the new curriculum. This will lead to

enhancing learners' understanding and performance in these subjects. He added that to further assist teachers and learners in understanding Physics and Chemistry, the materials and resources available at the Foundation's centres could be loaned to schools to facilitate experimental and practical teaching and learning at no cost.



The Rössing Foundation hosts Erongo science teachers

Thirty science teachers from the Erongo Region recently joined the Rössing Foundation for a workshop to prepare them as Senior Secondary School Science teachers, and to familiarise them with the new national Physics and Chemistry curriculum for grade 10 and 11 learners to be implemented next year.



7 December 2018, e-Rössing Bulletin - Welcome back!

If you were at Rössing in 1997, you might remember Richard Storrie, our new Managing Director. He was a load and haul, and grade control engineer here. As to his priorities, he said: “Priority one is safety, and after that fulfilling our promises to stakeholders and meeting our production targets.”



29 March 2019, e-Rössing Bulletin, Our employees are our most important asset

Speaking at the Rössing Making-a-Difference awards ceremony in Swakopmund recently, our managing director, Richard Storrie emphasised the importance of employees to the success of Rössing.

Twenty of our colleagues chosen from 32 submissions were recognised for going the extra mile in their work. We now employ around 970 people, who form a rich and culturally diverse team of talented, motivated individuals who are the future of the company, said Richard. “Ensuring that we employ and retain the right person for the right job, doing the right thing at the right time, helps us achieve our goal of being Namibia’s employer of choice,” he said, highlighting Rössing’s



values and fostering a diverse workforce. **“Although the 20 awarded are very different people, they were recognised for very similar reasons, including their talent, enthusiasm, a strong safety consciousness, and a passion for continuous improvement and for making a positive impact.”**

26 April 2019 & 20 September 2019, e-Rössing Bulletin, - School tours to Rössing

Since the start of the mine, Rössing Uranium has been a popular destination for a visit with national, as well as international visitors interested in mining and related areas. For scholars it is usually to find out about possible career opportunities, and to see first-hand what mining is about after learning about it in school text books. In April 2019 a number of schools toured the mine, starting with a general overview of the operations and also a visit to the Hage Geingob Viewpoint to see the large open pit mining operations. Many special interest groups, technical groups, university groups and general public groups regularly visit the mine. The general public tours are booked at the Swakopmund Museum and visitors are transported to the mine with company transport. Proceeds from the sale of tickets for the general public tours are donated to the Swakopmund Museum.



The April 2019 photos depict the Rio Tinto logo, while the August 2019 photos depict the CNNC logo on our buses, after the change of majority ownership from Rio Tinto to CNNC on 25 July 2019.



26 July 2019, e-Rössing Bulletin - Mr. He Zixing, Vice President of CNNC, message at the Handover ceremony, 25 July 2019

“Rössing Uranium Mine is the longest-operated uranium mine and one of the most influential uranium mines all over the world, which has made outstanding contributions to the international peaceful use of nuclear energy, and which must be the Namibian name card. Rössing’s achievements shall be attributed to the

hard work of Rössing management team and all the employees; shall be attributed to strong support in management, technology and market support from Rio Tinto; shall be attributed to Namibian stable mining policy; and shall also be attributed to the support of local communities and cooperative partners. At this historic moment, please allow me, on behalf of CNNC, to pay tribute and gratitude to all parties for your historical contributions to Rössing Uranium Mine.

“The friendship between two countries has a long history. In March 2018, President Hage Geingob visited China and the heads of two states jointly announced the upgrading of China-Namibia relations to a comprehensive strategic cooperative partnership. In September 2018, Chinese President Xi Jinping met with President Hage Geingob again, and said that the two sides need to synergise their development strategies, deepen mutually beneficial cooperation, and advance cooperation in infrastructure construction and production capacity. This cooperation is a landmark event of deepening practical cooperation between China and Namibia. It will contribute to the economic and social development of Namibia and play a demonstration role for China-Africa The Belt and Road cooperation.”

20 September 2019, e-Rössing Bulletin - Our long serving employees recognised

At this year’s long service awards held recently, 11 of our employees were recognised for their 30, 35 and 40 years of service at Rössing.

And Cecelia Majiedt is our very first female employee to complete 40 years of service.

Acting Managing Director Shaan van Schalkwyk congratulated all the recipients, stating that our long serving employees have through the years seen many ups and downs for the mine, survived several retrenchments, seen down-scaling of operations, expansion of operations and have faced at least two imminent mine closures. “It is the perseverance of people like you that keeps Rössing going and ultimately makes Rössing the grand old lady so widely respected by the mining community.”

Shaan added that at Rössing, **“we believe that our employees are centre to our business. As such, the long service awards are a clear testimony of the success of our human resources work, specifically with regard to employee retention. Your years of service at Rössing are truly remarkable and demonstrate why Rössing remains an Employer of Choice.”**

30 October 2019, e-Rössing Bulletin - Welcome back, Johan!

Having served Rössing in various management roles, the last as Operations Manager, Johan Coetsee returns to the mine as Managing Director, 17 years later.

Johan’s first official day at Rössing was Monday 14 October 2019. The eRB caught up with him to share a few of his impressions and plans as our new Managing Director.

eRB: - Johan, give one word that describes you best? Johan: “Integrity.”



eRB - Coming back to Rössing as MD, what was your first impression? Johan: “The lady has aged since I last saw her 17 years ago and can do with a bit of make-up, but there is still life in her. On a more serious note, I was and still am, impressed by the professionalism and commitment of the leadership team and look forward to meet the rest of my Rössing colleagues.”

eRB - What are your plans as Rössing’s new MD? Johan: “They say that life begins after 40 and Rössing received a new lease on life when majority shareholding changed from Rio Tinto to CNUC, thereby avoiding the risk of early closure in 2020. **My aim is to work with CNUC and the entire Rössing team to extend the life of the operation safely and responsibly for as long as it can be done so sustainably. We’ll have to adapt to changes around us to remain competitive, but I believe that there are at least another 15 to 20 years of life in this mine if we do it right and the commodity price supports us.”**

30 March 2020, e-Rössing Bulletin - 'I feel valued'

Rössing Uranium Board Chairperson, Foibe Namene, applauded the Making a Difference (MAD) award recipients for their contribution to the company's business values. Namene said, **"Rössing would not be where it is today if we did not invest and recognise innovation and creativity."**

The 20 finalists were chosen from 32 submissions. "Recognising creativity and innovation are essential for workplace morale and to acknowledge and commend efficiency, hard work and commitment" she said at a special event on 3 March, attended by the Rössing Board of Directors.

She added that Rössing's employees have always been, and continue to be, the most important asset of its business, aspiring to be an employer of choice. "CNUC has expressed its intention to develop the mine's Award for Replication. Employee recognition motivates to work smarter as a sustainable business into the future which creates more opportunities for creativity and innovation. Let us continue with the Making a Difference programme to take Rössing beyond its current life of mine," she said.

Well done! Patrick van Zyl is congratulated by our MD Johan Coetzee. Patrick van Zyl said: "I introduced my idea to my colleagues and supervisor and immediately after the meeting started working on it, because of my previous employment as an electronic installation/maintenance technician. Research was done and all the equipment required was ordered for the installation, which was done in two weeks by myself and my peers at all of the lube rooms. With the radio linked to the control room, a test was done and the lube rooms tested positive for fire and registered on the computer in our base control room. **The award truly positively boosted my morale, the purpose of life is to be happy, to matter, to be productive, to be useful and to make some differences. It is a great satisfaction for being in a role that you can make a small difference in someone's life or at work, you feel respected and valued for what you bring to the mine at large.**"



Reflecting back...

Veston Malango, CEO of Chamber of Mines of Namibia

May 2022

Rössing Uranium has become a legacy in the Erongo Region of Namibia, having been in operation for over 46 years (since 1976). Part of this legacy involves long-serving employees, with some working for the mine since the period of its inception. This is testament that Rössing serves

its people, just as its employees have added years of service and value to the operation.

When I think of Rössing's employees, I am always proud to see how their career paths have grown and evolved. Through targeted development opportunities offered at Rössing, and individual talent recognition, many an assistant or support staff have become leaders of the operation, or have become highly-skilled professionals, such as radiation specialists, mine managers, engineers and the like.



TRAINING AND DEVELOPMENT

Rössing's training and development strategy focuses on re-skilling, upskilling and building capabilities across the company to enable the workforce to deal with the increasing challenges in the business environment, as well as the complexity of the new technology and business improvement initiatives being introduced. To achieve our people-development objectives, we support a blended approach to learning, introducing an online learning platform. (Rössing Uranium Report to Stakeholders 2020, 30 April 2021)

In March 2017, Rössing attends the NUST Career Fair in support of the Government's development goals. The Rössing stand was a hive of activity throughout, with youngsters eager to learn more about Namibia's employer of choice - Rössing Uranium! Also in 2017, Rössing took fifteen apprentices on board for job attachments from NIMT as part of the process of reviving our apprenticeship scheme.

In 2018, Rössing is praised for assisting with radiation courses and the launch of the Radiation Safety Officer's Handbook.

And in 2018 more than 1,000 learners from various secondary schools in the Erongo region attending the Erongo Career Fair were informed on career opportunities at the mine.

Through a number of intakes, Rössing continues to help shape the future by investing in the skills development to create opportunities for future artisans to gain first-hand experience through Rössing's job attachment programme.



17 March 2017, e-Rössing Bulletin – Rössing attends NUST Career Fair

Rössing attended one of the biggest career fairs in the country on Wednesday and Thursday to engage with thousands of learners from all over Namibia.

High school learners from various regions gathered at the Namibian University of Science and Technology's (NUST) second career fair, themed 'Re-imagining University Engagement in the Knowledge Economy' at their main campus in Windhoek.

Namibia's National Development Plan states that the quality of graduates from all levels of education remains below desired levels. The implication thereof is that education in Namibia remains below world standards, with our development severely impaired by skills deficits.

Our stand was a hive of activity throughout, with youngsters eager to learn more about Namibia's employer of choice - Rössing Uranium!



28 April 2017, e-Rössing Bulletin - NIMT apprentices on board

Rössing took fifteen apprentices on board for job attachments from NIMT as part of the process of reviving our apprenticeship scheme. They commenced internship on 11 and 18 April respectively and in the following trades: one Autotronics; one Instrumentation; three Electricians; five Boilermakers and five Fitters. All are Level 3s and will be engaged for a period of one year. They are assigned to various workshops for the first six months, before being transferred to core workshops where they will be assisted and prepared to eventually face their specific trade tests, and ultimately trade careers with confidence and success.

Through this scheme Rössing is ploughing back into the community, helping to integrate the theory that the students picked up at NIMT into practice, preparing them for the real world in their respective trades.



13 October 2017, e-Rössing Bulletin - Rössing empowers COSDEC trainers with HSE skills

A group of 14 trainers from the Swakopmund Community Skills Development Centre (COSDEC) today received certificates for successfully completing an introductory training course from Rössing, focusing on Health, Safety and Environment (HSE) management.

Rössing’s Managing Director, Werner Duvenhage applauded all the trainers for making time to attend such important training. Werner emphasised that safety - being a company value - is important to also share and involve others with, and encouraged the trainers to do just that.

He said: “When you encounter something that is not safe or healthy, you need to stop it and think of a way to change that, before you continue safely.” Rössing skills trainer, Paul Kooper, who facilitated the training said, “Not everyone is used to the safety culture that Rössing employees are used to, so from the onset the COSDEC team was eager to learn.”

Werner added, “I’m really impressed that the Rössing team is assisting our communities and that in turn, our partners are open to receiving our help, especially when it comes to safety training. It is really encouraging.”

The Namibia Community Skills Development Foundation (COSDEF) executive manager, Jeremy Muller thanked Rössing for availing its trainers to transfer knowledge to their staff: **“Thank you Rössing for the training. I’m sure that the support will enhance the knowledge here at the centre and that all the trainers will transfer the knowledge to their students.”**



27 October 2017, e-Rössing Bulletin - Rössing join hands with NUA for Erongo Career Fair

The Erongo Career Fair attracted around 1,000 scholars from various secondary schools in the region during the two-day exhibition in September at the Mondesa Multi-Purpose Centre, giving them the opportunity to learn about different job- and training opportunities for various career fields.

Following a partnership agreement, the career fair was this year supported by the by the Namibian Uranium Association (NUA), the Swakopmund Municipality and the Swakopmund branch of the Namibia Chamber of Commerce and Industry (NCCI), as well as the Erongo regional council’s directorate of Education, Arts and Culture.

Getting scholars interested in a mining career could supply the mining sector with specialised skills in the long term and would lead to the development of Namibia, meaning that the NUA and uranium mines make a positive contribution to society in which it operates.



31 August 2018, e-Rössing Bulletin - Radiation Safety Officer's Handbook launched

The authors of the newly launched "Radiation Safety Officer's Handbook", Drs Gunhild and Detlof von Oertzen, thanked Rössing Uranium for the support that the company provided towards radiation safety training courses over the past ten years at the Namibian Uranium Institute (NUI).

The authors made these remarks at the launch of their "Radiation Safety Officer's Handbook" in Swakopmund recently.

"Thank you for the great support that we have received from Rössing and all the colleagues, including Bertram Schleicher and Nelao Endjala from Rössing, who have contributed to the refinement of the radiation safety officer course materials as summarised in this book," Detlof said.



26 June 2020, e-Rössing Bulletin - Nelao Endjala, new chairperson

Our Radiation advisor Nelao Endjala has been elected to serve as the chairperson for the Radiation Safety Working Group (RSWG) at the Namibian Uranium Institute (NUI). that consists of members from the operating uranium mines in Namibia.

The purpose of the RSWG is to create a platform where the different specialists within the radiation field come up with collective ways for radiation management.

Says Endjala: "The group strives to improve on innovative ideas and create new areas that set standards within the industries. We also work closely with our regulators such as the National Radiation Protection Authority (NRPA) and the International Atomic Energy Agency (IAEA), and update ourselves on changes happening within radiation protection. This is a good opportunity for me to grow in the field as well as in my personal capacity. It is a privilege to have leadership abilities that are recognised by peers outside my organisation."



28 September 2018, e-Rössing Bulletin - Rössing employees influence at career

Graduate mining engineer Josef Mukoya (with Rio Tinto helmet in the photograph) talks to learners about careers in the engineering field, during the Erongo Career Fair.

More than 1,000 learners from various secondary schools in the Erongo Region attended the annual Erongo career fair earlier this month, which proved to be an eye-opener for learners and out-of-school youth seeking career guidance. The event also was a skills development opportunity for our employees, who volunteered to talk about their careers and career opportunities at Rössing.

Rössing participated along with the other uranium mines and exploration companies under the Namibian Uranium Association's (NUA) banner. The event attracted more than 20 exhibitors, and was officially opened by the Erongo Governor, Cleophas Mutjavikua.



26 October 2018, e-Rössing Bulletin - Rössing continues to help shape the future

Rössing continues to play an important role in the training of artisans in Namibia. Fifteen level 3 apprentices from various NIMT centres joined us in October for their year-long apprenticeship. These students gain valuable practical knowledge by working closely with our skilled artisans.

Those students not familiar with the mining industry, described joining us as "a lifetime opportunity". Boilermaker student Maria Hamalwa said: "Definitely, this is a big achievement in my life to be part of a globally-recognised uranium mining company." Welcome at Rössing!

26 October 2018, e-Rössing Bulletin - Our graduates off to Australia

As part of their development, our nine graduates left for a graduate summit in Perth, Australia. They are expected back home on 2 November.

The summit aims to provide our graduates with a better understanding of Rio Tinto, to further build their professional networks and facilitate learning from recognised SMEs. The summit will include a case study activity, namely to analyse a business case in small groups, design a solution, and present it to leaders.



28 June 2019, e-Rössing Bulletin - Rössing Foundation promotes housekeeping in Arandis

The Mine's Communities and Social Performance section, together with the Rössing Foundation (RF), had a Wapaleka event at the 30x60 m² Dreamland greenhouse garden in Arandis on 19-20 June, cleaning and preparing the raised planting beds.

RF's executive director Job Tjiho said that this was done to sensitise the garden owners to realise that housekeeping is needed and going beyond the old traditional way of growing vegetables. Job, however, hoped for more volunteers from the mine, and calls for employees at the mine to volunteer more. "One thing the mine and the RF need to do often is work closely with the towns around the mine," he said. Rössing's Communities and Social Performance specialist Amanda Horn said in an already strained economy, the sustainability of Dreamland beyond

the interventions of the Foundation and other partners is currently under review.

"The Foundation and the mine, with support from a private individual, are looking at assisting Dreamland to implement precision agriculture, so as to get a better handle on their required inputs and outputs," she said, adding that Dreamland needs to start working at sustaining themselves beyond the foundation and the mine's direct interventions.

Dreamland garden co-founder, Elizabeth Makina said since establishing the garden with 14 others in 2006, they continue to face challenges like many other small-medium enterprises. Despite the support they receive from the RF and other partners, finance is a major challenge.

30 March 2020, e-Rössing Bulletin - Rössing investing in skills development

Rössing has been the centre of promoting skills development and creating opportunities for future artisans to gain first-hand experience through Rössing's job attachment programme.



Our job attachment programme allows for two intakes per year for 12 months.

The practical job attachment plays a significant role, as it is one of the legal academic requirements for a trainee to become a qualified artisan.

"Our programme equips the trainees with practical skills related to their trades, and also complements the theoretical skills acquired from vocational training," said Rössing's Training and Organisational Development specialist, Sophy Partenbach-Fick. She added that the next 12 months will be crucial for the trainees to develop the right social and technological skills necessary to become effective and competitive in the job market. **"We welcome them and hope that they will use this opportunity to their benefit."**



28 February 2020, e-Rössing Bulletin - 25 graduates from Rössing's first Management Development Programme

This week we congratulated our first-ever Rössing Management Development programme graduates.

Twenty-five Rössing employees graduated after a six-month programme. The aim of the programme was to develop and sharpen our employees' leadership competencies and capabilities to equip them with tools to effectively manage people and drive quick-thinking innovation.

The programme was hosted by Jim Linskey, Director of ED4Africa at the University of Stellenbosch Business School.

The 25 were divided in groups of five with each group receiving a Business Driven Action Learning (BDAL) project related to Rössing's operations.

The groups successfully completed their projects and made valuable recommendations that will be reviewed by the relevant head of departments who will be responsible to implement the recommendations made to create value for Rössing.

3 May 2021, e-Rössing Bulletin, 25 employees graduate from the University of Stellenbosch School

In May 2021 another 25 employees graduated from the University of Stellenbosch Business School. A word of appreciation from one of the participants, Eunice van Rooyen, who received the Best Student Award: **"I want to thank CNNC Rössing Executive Committee, Training & OD and all the stakeholders who made this wonderful learning opportunity available to young leaders at Rössing. I would also like to thank the University of Stellenbosch Business School (USB-ED) and its lecturers, facilitators and training programme managers for their continued assistance throughout the programme, as well as for making the content of the programme easily understandable, yet fun.**

"All participants in the Management Development Programme (MDP), truly appreciate the content that was shared and knowledge that was gained. I am confident that much of the learnings acquired, as part of the MDP programme, will be implemented within our different work areas as well as throughout our journey to add value to the business, as we set out to achieve our career goals. The MDP programme was indeed one of the most insightful training programmes that I have been engaged in. It focused on management self-awareness, leadership attributes and management skills necessary in the ever-changing business environment, to name a few of the treasures we were exposed to.

"This changed many things, including the way we work and the way we interact and engage with different people and stakeholders. However, this did not stop the MDP teams, we, just like many of the organisations in the world, needed to adjust to ensure that the course that we took still maintained its momentum and reached our objectives initially set. This made me think of business resilience in the rapidly changing world we live in today. You need to be aware of your environment and adapt and change with the changing times to ensure that you persevere and reach the goal post in all areas of business and life."



26 June 2020, e-Rössing Bulletin - Rössing takes training to the youth

"I can finally practice what I learn in class," were the words of a joyful Trevor Cloete, an auto mechanic learner at the Coastal High School, after the school received a redundant vehicle from Rössing Uranium.

Rössing recently donated a Toyota Avensis that served the mine for 12 years and covered more than 400 000 km, to the Coastal High School, and is now to serve as a skills training tool for the auto mechanic learners at this Swakopmund school.

School principal Calvin Martin, said: "This car may be redundant for Rössing, but for us, it is a much-needed tool for the learners to achieve better competencies in their field. As the only school in the region offering this technical subject, we want to do the training to the best of our ability and ensure that our learners become the best auto mechanics in Namibia. "This donation came at the right time, so finally the learners will be able to take the engine apart and learn how to put it back again," said Martin.

Another learner at the school, Romeo Hangula, said that he can now get the practical skills of motor mechanics as this car will help him to practice what he is learning in class. Also, these skills will help him in future to start up his own vehicle workshop and earn an income for himself.

26 June 2020, e-Rössing Bulletin - Rössing Foundation making progress with online content

The Rössing Foundation team is making good progress with online content production, which aims at assisting learners, teachers and other stakeholders during the National State of Emergency due to the COVID-19 pandemic and the subsequent national lockdown.

According to the Foundation's Executive Director Job Tjiho, prior to the production of online materials, a needs assessment was conducted in collaboration with subject teachers to determine the critical grades and focal topics.

He said it was then established that grades 9, 11 and 12 should be the focus grades to be assisted through the Rössing Foundation efforts, hence the initial phase of e-learning material production mainly targeted these grades. So far the Foundation has produced the grade 11 and 12 Mathematics and English contents, as well as Physical Science for grade 9 and 12, and Physics for grade 10 and 11. Biology content for grade 10 to 12 has also been produced and uploaded on the Foundation's website, as well as the grade 3 junior primary content.

Job encouraged children of Rössing employees and all those in need of assistance in the subjects mentioned and numbers provided in this article to contact the Rössing Foundation or access the Rössing Foundation website. <http://www.rossingfoundation.com/login.html>. WhatsApp groups have also been created and materials are also shared on this platform.



31 July 2020, e-Rössing Bulletin - SME beneficiary creates employment in Arandis

The knowledge of how to successfully run a business is but one of the challenges an upstart in the challenging small- and medium-sized enterprise sector faces.

Agusto Somombura was not spared this challenge when he left his full-time job in 2013 to venture into the construction business. **Two years back, Agusto attended a business management training that was provided by the Rössing Foundation as part of the Micro-Finance Scheme that is administered in partnership with the Erongo Development Foundation (EDF). As part of the benefits of having participated in the training, the Foundation assisted Agusto to acquire a loan from the EDF for a concrete mixer.**

This mixer was the third step in him realising his goal of running his business. Agusto indicated that although he already had his company registered before the training, "I didn't know much about running a business. The training gave me the knowledge to build my business, and since the training, the business has been growing and I find that we could now employ people," he said, adding that he currently has a team of 16 employees.

Agusto is busy paying back the loan for the concrete mixer, so that other beneficiaries can also be assisted. "We need to work hard and also commit to paying back the loan, so that we can also be helped again in future, and other upcoming business people also benefit," he said. Agusto is currently busy building houses for bank-financed clients in Arandis and they have applied for and secured a tender to construct the planned service station at the turnoff from the B2 road into Arandis.

Born and raised in Arandis, he completed his bricklaying and plastering trade in 2007 at NIMT, Arandis. He worked for several companies in Swakopmund, Ondangwa and with a contractor company at Rössing.

Lysias Uusiku of the Rössing Foundation stated that, "the scheme is meant for the SMEs who want to expand their business, but don't have the necessary collateral. **Agusto with other beneficiaries who benefited from the programme in the past have demonstrated that SMEs are reliable and indeed credit worthy. I am therefore wishing him and his team good luck and I believed that they can grow the business together so that this business can become one of the empires in Arandis, Erongo and Namibia.**"





18 December 2020, e-Rössing Bulletin - Rössing's correspondence studies made it possible

Josephine Simasiku, a training and development administrator, recently received her bachelor's honours degree in Business Administration, through the University of Science and Technology (NUST) with the financial funding of Rössing's correspondence studies support.

Being a wife and a mother to three kids, Josephine conquered all the odds and achieved her dream of obtaining a degree. Josephine joined Rössing in 2008 as a Protection Officer from the Ministry of Safety and Security. In 2016 she moved to Contractor Management as an administrator, and in 2018 she moved to the Training and Development section.

"I would like to convey my genuine gratefulness and appreciation to Rössing for this opportunity and for funding my studies," she said, adding that she is looking forward to again making use of the opportunity to complete her Master degree next year.

"I would also like to encourage my colleagues to apply for correspondence studies in 2021. With the Rössing training integration system, one has to have a qualification to offer in exchange for the integration, indeed an opportunity that every Rössing employee must grab to enhance their qualifications," she said.

Josephine is a firm believer that if something is important to oneself, you will always find time to do it. "The secret of getting ahead is getting started. Thank you once again to Rössing Uranium for your assistance."

18 October 2019, Republikein - Empowered women empower other women

Women-in-Mining is an initiative of Rössing Uranium to empower women to be the best they can be alongside their male counterparts.

As the first woman to occupy the General Manager: Operations position at Rössing Uranium, Liezl Davies is also spearheading the Rössing Women-in-Mining (WIM) group.

Currently, Rössing Uranium employs 178 women, representing 18 percent of the workforce. The female complement spreads throughout all levels of the organisation, from female operators and artisans to female professionals, as well as at management level (foremen, superintendent, manager and general manager levels); both in operational areas as well as support functions.

The main focus of the Rössing WIM group is for women to get together, learn from each other, encourage one another and build each other's confidence. The group was launched in April 2019 and the idea is to meet regularly.

At these meetings, ideas are shared in order to create a community of individuals who support each other and build confidence in the workplace as current and future leaders.

Here they also take a look at how to balance work and personal life as wives and mothers, whilst being successful career women.

This is a voluntary get-together session with the aim of creating a 'feel-good' group of women working in a mining environment, supporting each other and being in complete control of their own destinies, following the motto of 'We are doing it for ourselves'.

The group identified a list of topics they would want to discuss during these sessions, which include time management techniques, stress management, networking and mentoring, fatigue management, and sexual harassment.

"Rössing Uranium is a firm believer in women empowerment and giving women and men equal opportunities to occupy different positions across the mine," says Davies.

Reflecting back...

Veston Malango, CEO of Chamber of Mines of Namibia

May 2022

Rössing plays a massive role in skills development and capacity building for mine personnel in the uranium sector and the Erongo Region at large. Since the inception of the

Namibia Uranium Institute, Rössing has been instrumental in supporting and developing NUI's training initiatives to build industry level standards and methods of best practice for the uranium sector in Namibia.

Rössing has also produced highly-skilled professionals in the sector by providing a range of educational and career development opportunities to in-house staff, graduates, and technical/artisanal trainees.



COMMUNITIES AND SOCIAL INVESTMENT

In 2020, Rössing Uranium supported the Rössing Foundation and other community initiatives with just over N\$25.8 million, of which N\$16.8 million went to the Rössing Foundation, N\$4.7 million to the Arandis asbestos-roof replacement project, N\$3.9 million to COVID-19-related donations, and N\$400,000 was in-kind and cash contributions to worthy community initiatives. This is over and above the direct and indirect economic benefits we created through local employment and the procurement of goods and services from local businesses. (Rössing Uranium Report to Stakeholders 2020, 30 April 2021)



3 March 2017, e-Rössing Bulletin - Rössing provides PPE to Erongo small-scale miners & 7 December 2018, e-Rössing Bulletin - Small-scale miners appreciate PPE

Rössing Uranium and the Rössing Foundation have a long-standing relationship with our neighbouring communities – in this instance, the members that mine semi-precious stones in the mountains off Xoboxobos and the outcrops at Spitzkoppe.

Recognising that safety is a priority not only for ourselves, but also for our stakeholders, Rössing recently donated personal protective equipment (PPE) to the Erongo small-scale miners. The safety clothing, including dust masks and safety glasses, will be distributed among the community members that mine. Some of the dust masks will be used by a team that was assigned to clean the toilet facilities at the well-known Üiba Ôas crystal market outside Usakos, where the semi-precious stones are sold to the public. Safety glasses were also made available to community members that use cutting and polishing machines in the workshop at the market.

The Rössing Foundation earlier secured funding from an external donor to build a cutting and polishing workshop and acquire machinery for further value addition to the stones. The cutting, polishing and tumbling machines were delivered to the workshop at Üiba Ôas in mid-February. Recognising safety as a priority, training on the machines is planned for mid-March with daily lessons in perfecting the angle and curves on what might be a pendant on a necklace, a set piece on a ring, or a polished stone for display.

Thanking Rössing for the donation, Gabriel, the chairperson of the crystal market said: “The last time we had an accident was last year at Klein Spitzkoppe, when a stone fell on a miner’s finger. The nearest emergency response was at the clinic at Spitzkoppe. Fortunately, the injury was not severe. However, the impact of the injury could have been minimised, possibly even prevented, if we had the appropriate personal protective equipment.”

Through the Rössing Foundation, Jeremiah, the longest serving member of Xoboxobos since 1991, was sent to attend a six-month safety training course. He now presents the safety training of new members at Xoboxobos. A team of Rössing safety representatives also visited the settlement and facilitated an on-site safety workshop some time ago.

There are many challenges at Xoboxobos; some men only get to see their families once a year. There are success stories too. Victor, who joined Xoboxobos in 1996, paid his daughter’s studies by selling the gemstones he mined. She is currently a final year geology student at the University of Namibia.



31 March 2017, e-Rössing Bulletin - NUA donation

Dr Gunhild von Oertzen recently handed over old radiation monitoring equipment, donated by Rössing, to Dr Gabi Schneider of the Namibia Uranium Association (NUA).

The equipment includes various Radiation Rate Meters and Personal Dosimeters, and it is being kept in the Namibian Uranium Institute's (NUI) Information Centre.

The equipment will be used for educational and display purposes for training and visits during public presentations. An integral part of NUI's activities is teaching in order to improve knowledge, safety, and the implementation of best practises in the field of occupational health, environmental management, and radiation safety.

As part of its stewardship mission, NUI has developed relationships with various partners and service providers to develop standards, guidelines and training courses to cater for the needs of the uranium industry.



19 January 2018, e-Rössing Bulletin - Rössing Peer Educators handover gifts to Asser Kapere Centre

The Rössing Peer Educators handed over Christmas gifts to the children of Asser Kapere kindergarten centre, in Arandis on Wednesday this week. The gifts were collected during the Peer Educators shoe box project on site that started last year December. Employees were requested to donate clothing, shoes, toys and school items to the children, and those gifts were all handed over to the centre. Rössing's Health and Wellness Advisor Hilde Kafidi handed over the items to the principal Loveness Likando.

Hilde mentioned that as Peer Educators they felt the need to treat the children for Christmas, but it could not happen in December, as the learners were already on holiday. "We decided to come and handover this gift to you and this is being done with love by all of us from Rössing," said Hilde.

The principal, Loveness, could not contain her excitement, saying it is not the first time that Rössing is doing something for them. "Last time you gave us fencing for the yard, and you continue to visit us. Thank you for the gesture and love," Loveness said. "The leaners we produce here benefit the whole nation and not just us, so we are really grateful for your assistance," she concluded.



23 February 2018, e-Rössing Bulletin - Rössing donates to Walvis Bay Kids Haven

Rössing's Community Relations section donated furniture, cutlery, linen and crockery to the Walvis Bay Kids Haven, this week. The Kids Haven can accomodate 50 children of all ages.

A big achievement at the beginning of this year was when one of their learner was accepted at the University of Science and Technology (NUST) and is currently studying towards a degree in engineering.

Rössing's manager of HSEC&PS Jacklyn Mwenze said: "We are happy that the items we donated are going to make a difference and glad to be involved in the community. Rössing has the community close to our hearts, that is why we have a dedicated section that can highlight areas within the community that we can add value to," said Jacklyn.

The Haven initiators are Magret Richter, Amanda Baards and Moureen Baard. Magret could not contain her excitement, as she briefly narrated the history of the centre. As a social worker by profession, Magret said what prompted them to start the Kids Haven was the experience of always having children either removed or

dropped off at her office, especially on Friday afternoons, and they were then left to make a plan for that child.

"We started with three kids, but since then the number keeps increasing." She thanked Rössing for the donation, noting that without the community's assistance they could not have been operating. "We are a non-governmental organisation, so all that we have here is through the help we get from the community and companies such as Rössing. That is why I am saying this donation could not have come at a better time, especially considering the state our beds were in, so this donation is going to make a huge difference," she said.

28 September 2018, e-Rössing Bulletin - New roofs for Arandis houses

The owners of houses in Arandis where the old asbestos roofs were replaced with new alu-zinc sheets, received their warranty certificates recently.

The Arandis Roofing Project was launched in June this year and is a joint partnership project with the Arandis Town Council, Rössing and the Rössing Foundation.

Arandis is the first town in Namibia to deal with its asbestos roofs on such a large scale, which reaffirms Rössing's commitment to the health and safety of the community in which it operates. Asbestos was widely used as building material in the 1970s and regarded as a durable product to use in construction of buildings.

At the time no health risks related to the product were known. It was later established that asbestos could be a health risk if tampered with and asbestos fibre is then inhaled.

Speaking at the handover event, Rössing's Managing Director, Werner Duvenhage talked about the town's colourful history which dates back to the early 1970s and how Rössing has been instrumental in its development as a town established to accommodate the mine's workers and their families.

"In partnership with the Arandis Town Council, Rössing Uranium is proud to be the sponsor for the Arandis Roofing Project to the tune of N\$28 million over a five-year period. We consider it as a sound investment that would greatly benefit the town of Arandis," Werner said. Arandis Mayor, His Worship Risto Kapendah urged all residents to be patient with the roofing replacement process and to cooperate with all those who are involved in the Arandis Roofing Project. "Let us say no to health issues that one is able to prevent," the Mayor emphasised.



04 April 2017, Republikein - Mining's contribution to developing Namibia

The vibrant mining industry is home to some of the brightest gems in the crown of Namibian industry, and houses prime examples of the vision of an independent African nation that this young country is trying to become.

From the incredibly fruitful diamond partnership model that the country has established with De Beers, spawning Namdeb and leading ocean-floor miner Debmarine; to Rössing, the oldest running open-pit uranium mine in the world; and lately with gold production breaking records from the start at B2Gold's Otjikoto mine, the country knows how to mine.

22 May 2017, Republikein - The Rössing Foundation and Hollard Life, reaching further

The Rössing Foundation was established in 1978 with a directive to facilitate and implement various projects across the regions of Namibia.

Making a fundamental impact on communities with projects aimed at furthering the education of people within those communities, as well as encouraging people to create their own opportunities by offering them the chance to empower themselves with a decent education.

They furthermore address the issues of general living standards and conditions facing most Namibians, by making it a fundamental part of their cause to actively promote projects aimed at advancing the living standards of the people in Namibia holistically. Throughout the years, sight of the main purpose was never lost, with an array of success stories littering the local press year upon year.

In line with that, the Rössing Foundation, constantly aims at expanding on these ideals, and actively strives for improvement of the planned execution of these projects. That is why in 2015 it was decided that to effectively reach areas too far removed from any of the centers, a new means of reaching out would have to be found. Hence, the Rössing Foundation Mobile Laboratory was born. It is through initiatives like these that the most impact can be made to communities and the children of those communities, through insightful and innovative ideas that we ensure sustainability and positive change.

Rössing committed to respectful, lasting and mutually beneficial partnerships with our communities



The Rössing Foundation and Sanlam recently signed a three-year Memorandum of Understanding (MoU) that will see the Foundation support Sanlam's educational support programme by availing its education officers.

Dr Abraham Iiyambo Senior Secondary School benefited from the first training sessions. Pictured from left to right are Sanlam's GM Manager Brand and People, Evan Simataa and RF's Adri Sachse, Job Tjiho and Edmund Swartz.

26 October 2018, e-Rössing Bulletin - Rössing committed to respectful, lasting and mutually-beneficial partnerships with our communities

The Rössing Foundation and Sanlam recently signed a three-year Memorandum of Understanding (MoU) that will see the Foundation support Sanlam's educational support programme by availing its education officers.

The support programme targets teachers and learners that are doing English, Mathematics, Physical Science and Biology subjects at higher level. A total of 568 learners and 13 teachers from the Haimbili Haufiku Senior Secondary School and the



Edwin gives back to the community

7 December 2018, e-Rössing Bulletin - Edwin gives back to the community

Edwin Tjiriange, Rössing Uranium's Manager Mine Asset Management was one of the main sponsors of the Epango Charity Groups's HUGS-IN-A-BLANKET project which blessed vulnerable and orphaned learners at Kamwandi Combined School in Henties Bay with blankets. The charity group wishes to reach 1,000 orphaned and vulnerable children in 2019.



Rössing donates fire assembly point to Alte Brücke

29 March 2019, e-Rössing Bulletin - Rössing donates fire assembly point to Alte Brücke

Rössing Uranium, through the Health, Safety and Environment and Protection Services (HSE & PS) department, recently donated a fire assembly point signage at the Alte Brücke resort, where the Company is recently hosted its Zero Harm workshops.

According to Jacklyn Mwenze, manager HSE &PS, she recently noticed that the venue did not have a designated fire assembly point. **"For us it was important that**

from a safety perspective, our service providers do provide facilities for emergency situations, so rather than cutting services with them, we thought how we can support them to improve. We partnered with our communities section and made this donation. I think the key driver is that safety doesn't just end at the workplace, it is also important for our communities and the people that we are engaging with. We want our communities to be safe, because we come from the communities" she said. She added that the passion from the service provider motivated them to go ahead with the donation.

"This was an eye opener for us to say whoever we engage with, must be encouraged to have a fire protection system in place," she said. Alte Brücke's manager Kristin van Biljon thanked Rössing for the donation, noting that they understand that safety is key at Rössing and having the fire assembly point signage donated to them, is appreciated.



Rössing donates pallets to COSDEF

5 August 2019, e-Rössing Bulletin - Rössing donates pallets to COSDEF

The carpentry trainees at the Community Skills Development Centre (COSDEC) in Swakopmund now have materials to practice on, as they recently received a donation of pallets from Rössing Uranium.

COSDEC is a vocational training centre, under the Community Skills Development Foundation (COSDEF).

Speaking to e-RB, COSDEC training coordinator Wilfred-Lee Kauripeke said the donation came at the right time, as they don't have sufficient funding to buy material for their trainees.

"We appreciate this donation because our trainees will use the material to practice and enhance their skills," he said. Karee Investment, in their partnership with Rent-a-Drum, transported the pallets to COSDEC in Swakopmund, as part of their Partnership To Operate (PTO) initiatives with Rössing.

Site manager Thomas Uushona said Karee Investment supports training and skills development, especially among the youth. **"We support the training and empowering of the youth, as it is crucial for us,"** he said, adding that their company

is a firm believer in developing the youth. As part of the training initiative, the trainees have already started making chairs, tables and cabins from the pallets, which will be used at the centre's hospitality division and restaurant.

30 October 2019, e-Rössing Bulletin - Rössing donates computer screens to COSDEC

The trainees at the Community Skills Development Centre (COSDEC) will now receive basic computing skills, following a donation of computer screens by Rössing Uranium to the centre.

Rössing donated 15 screens, 15 keyboards and 15 mice to the centre, in preparation to implement its basic computer programme's curriculum for level 1 students.

Centre manager Marilyn Eibes said they currently offer a basic computer course to office administration, and computing and hospitality operations trainees.

"This donation will be used next year when we have to implement the new curriculum, which is computing fundamentals, and this is across all the trades which are Bricklaying and Plastering, Clothing Design and Production, Joinery and Cabinet Making and Welding and Fabrication," she said. **Marilyn thanked Rössing for its continued support to the centre, noting that "Rössing is our valuable partner and it is good to know that even in this economic climate, we know that there is a Rössing door that we can knock on and they always come through for us," she said.**

She also extended an open invitation to Rössing employees to visit their centre and share views on where we can improve, because "we aspire to one day have our trainees do an apprenticeship at Rössing."



20 December 2019, e-Rössing Bulletin - Rössing hosts early Christmas for Crystal Market children/Rössing continues reaching out to communities

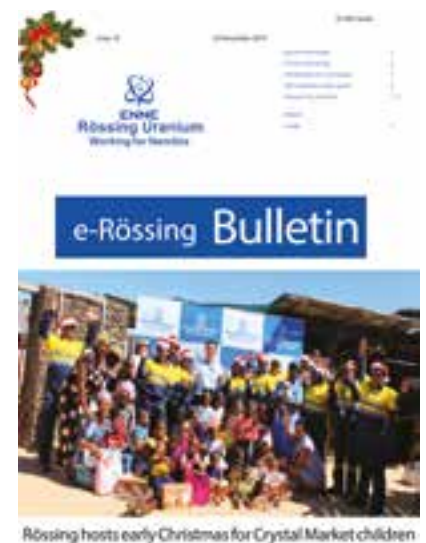
With the take-over of Rössing Uranium by its new majority shareholder, China National Uranium Cooperation (CNUC) in July 2019, the company has strengthened its community projects in the Erongo Region and beyond. Rössing and its social investment arm, the Rössing Foundation, are firm believers in empowering communities within which the mine operates and beyond, through agricultural, environmental and educational initiatives.

This belief is supported by a community development approach known as the Asset Based Community Development (ABCD). Together with the Rössing Foundation, the mine recently extended its corporate social investment to the Kahenge Combined School in the Kavango West Region, by introducing 20 top-performing learners from the school to awareness on sustainable living practices.

During a recent week-long excursion at the Namib Desert Environmental Trust (NaDEET) in the south of Namibia, the learners were educated in climate change and adaptability in resource use, whilst learners were also advised on how to incorporate the knowledge gained during the excursion into their daily lives. Rössing has also extended assistance to other projects, such as to the Swakopmund municipality's annual Project Shine. Project Shine is an initiative focused on clean-up campaigns, awareness creation and educational campaigns.

The mine provided an off-road vehicle and a staff member from its Environmental section to assist with the project's monthly evaluations of identified areas along the road between Swakopmund and Arandis, beach areas between Swakopmund and Henties Bay, as well as areas between the Swakop River mouth and identified sections of the Namib Desert to the east of Swakopmund where the wind carries waste (mainly discarded plastic bags) into the desert, thus impacting the area.

Rössing's Managing Director Johan Coetzee said: **"As a company, we hope to work closely with our communities, especially in the communities we operate. We have embarked on several projects since the take-over by CNUC and we hope to extend our involvement in the communities beyond the Erongo Region,"** he said. Rössing's new shareholder, CNUC Namibia Chairperson Li Youliang confirmed that **"As the new majority shareholder, we believe in empowering communities and making a positive difference in the communities around us."**





30 April 2020, e-Rössing Bulletin - Rössing supports fight against COVID-19 in Erongo

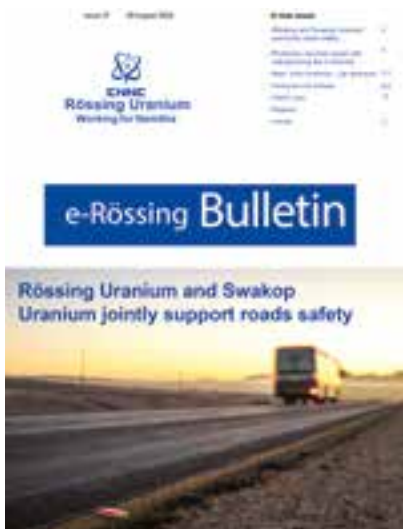
The fight against the COVID-19 pandemic has seen corporates joining hands with the Namibian Government and pledging their support to communities in which they operate.

Rössing Uranium has also come to the fore, making a donation of N\$200,000 in March and recently handed over an oxygen generator plant for the new COVID-19 isolation facility at Walvis Bay.

The mine has again reached out with a donation of personal protective clothing (PPC) that would safeguard personnel at the Swakopmund state hospital involved in dealing with the current impact of the COVID-19 pandemic. The donation valued at N\$10,000 included PPC such as goggles, shoes, gumboots, overalls and chemical overalls for personnel operating the hospital's incinerator, and important items for infection control.

Also donated were dispensers and sanitisers to support the hospital's medical wards. Acting General Manager Organisational Resources Germano Musili, said that the company recognised that the Swakopmund state hospital plays an important role in the community as part of the Ministry of Health and Social Services mandate "to maintain the welfare of the people by putting in place legislation that seek to provide health care of the people and also to ensure social welfare for the people including the weak and vulnerable members of the society."

He said that the unsympathetic destruction that COVID-19 is causing all over the world can be seen, and while it appears to be stagnant for just over a week, it is believed it might slowly creep up and infiltrate Namibia. "Let me assure you, Rössing Uranium supports the Namibian Government's initiatives to contain the spread of the COVID-19 pandemic."



28 August 2020, e-Rössing Bulletin - Rössing Uranium and Swakop Uranium jointly support roads safety

CNNC Rössing Uranium and Swakop Uranium have installed Stimsonite road studs on the B2 road between Swakopmund and Arandis as part of the mines' continued efforts in supporting communities in which they operate.

This project is geared to improve road safety on this stretch of road. The project was handed over to the Roads Authority Namibia on Monday, 28 August 2020, and was a joint venture undertaken by the Rössing Uranium and Swakop Uranium mines. The road studs are installed on the B2 road, covering the area from the road block outside Swakopmund to the turn-off at Arandis, a distance of just over 40 kilometres.

The total cost of the project was N\$200,000. Stimsonite studs are an embedded type of reflective road stud for use on highways and other roads to improve delineating road markings on the surface of a road and also to increase a driver's "preview" time before taking certain actions, particularly under wet or misty conditions, and at night.

In addition to the heavy flow of traffic on the B2, the employees of both mines also travel to and from work on a daily basis, using this stretch of the B2 road. **Safety is a key priority for the mines and, therefore, this initiative received the mines' support as poor visibility brought on by low-lying mist on the B2 road can be a hazard.**

Reflecting back...

Veston Malango, CEO of Chamber of Mines of Namibia

May 2022

The Rössing Foundation has been instrumental in developing educational capacity in the Erongo Region and other regions of Namibia. It has left a legacy through its

various coaching programmes that have built the capacity of teachers in Maths and Science, as well as students through literacy programmes and library services. Through the Rössing Foundation, Rössing continues to add tremendous value to the communities in which it operates, not only in education, but also through a number of initiatives that support socio-economic upliftment in the areas of health, sports, entrepreneurial development and others.

31 August 2021, e-Rössing Bulletin - Mentoring the future leaders at Willem Borchard Primary School

Rössing Uranium has strengthened its partnership with Willem Borchard Primary school in Okombahe, through the 'Bigger Than Me' project that will run for three years. **The Bigger Than Me project is a community initiative, through which the mine will continue to support its communities.**

Different components falls under this projects, including refurbishing of the school's kitchen, the promotion of sustainable environmental living, and protective behaviours training where Rapha Consulting will conduct a training event for the mentors, the learners, their parents and the teachers at the school, and also the restoring of school furniture with NIMT.

The mentorship programme officially kicked-off last year with four learners and four mentors.



Reflecting back...

A success story: the Uukwaluudhi Conservancy, Omusati Region, 96km west of Oshakati

Rössing Foundation played a strong role in Community-based Natural and Resource Management (CBNRM) initiatives through conservancy formation in the northern part of Namibia.

In the beginning years, awareness meetings were organised to engage traditional authorities. Rössing Foundation conducted various trainings on the importance of managing CBNRM, financial management, and record keeping, amongst others. These initiatives saw the establishment of four Conservancies in the Traditional Authorities of Ondonga, Ongandjera, Uukolonkadhi and Uukwaluudhi.

During a meeting with representatives of both the Uukwaaludhi Traditional Authority and the Uukwaluudhi Conservancy Management Team, namely Absalom Iindongo (Chairperson), Temus Iiyambula (Deputy Chairperson), Hofni Niitenge (Secretary) and Eva Iikondya (Coordinator), the following views were expressed:

Uukwaluudhi Conservancy stood out and became successful after Rössing Foundation rendered its assistance. The Conservancy covers the whole of Uukwaluudhi Traditional Authority area with the blessing of King Shikongo Taapopi.

Currently, there are about 6,000 registered members and these numbers keep on growing as more people are becoming aware of the importance of protecting the wild life.

This committee is responsible for the smooth running of the Conservancy by holding scheduled annual general meetings and ad hoc meetings. They developed their own constitution in accordance with the directives and regulation of the Ministry of Environment and Tourism.



The Conservancy has a designated fenced-off core area, covering approximately 5,000 to 6,000 hectares where some protected wildlife animals are kept. Furthermore, the Conservancy creates employment by having seven full-time employees, a fully-functional lodge that they are renting out, game tour vehicle, and a guide. They also organise and host annual trophy hunting activities.

The community has been empowered by the Conservancy by generating an average income of around N\$300,000 per annum. As per Ministry of Environment and Tourism directive, the income earned is to benefit the local community with 50 percent contribution. This allowed the Conservancy to embark on community activities, such as school-feeding programmes, by providing game meat to schools, financially assisting women empowerment projects, providing Early Childhood Development Schools (kindergartens), as well as tailoring and brickmaking projects, to mention a few. Livestock farmers are being assisted by providing them with fuel for boreholes, as well as financial assistance in losses due to human-wildlife conflicts.

The Uukwaluudhi Conservancy has greatly contributed to the reduction of poaching in the area, as the community has learned, appreciated and recognised the importance of CBNRM – all thanks to the involvement of the Rössing Foundation.



WORKING FOR NAMIBIA

While Rössing has earned a reputation as a responsible company, our goal is to be regarded by all Namibians as the best corporate citizen in the country. By understanding the diversity of the communities within which the company operates, through continuous interactions with these communities, Rössing is able to respond to their concerns and needs to ensure the realisation of one of its strategic goals of being the best corporate citizen in Namibia.

24 March 2017, e-Rössing Bulletin - A piece of Rössing at the 2017 World Championships in London

Only three Namibian athletes have thus far qualified for the World Athletics Championships in London later this year. Two of these three athletes are Rössing Marathon National Championship winners - Helalia Johannes (ladies marathon) and Lavinia Haitope (10km Run). In August this year, London's Queen Elizabeth Olympic Park will light up for a spectacular feast of athletics. It will be the biggest global sporting event of 2017. Over ten magical days, the world's top athletes will bring the roar back to the track at the World Championships. A big contribution to the spectacle, from a local point of view, will no-doubt be the appearance by Rössing's very own National Marathon 2017 Ladies Open winner, the ever-green, Helalia Johannes. Best of all, Helalia will compete in London with running shoes sponsored by Rössing Uranium!

Company Secretary, Glynis Labuschagne, recently handed over the Rössing Marathon Development Bonus, worth N\$40,000 in total, to this year's winners Paulus Iyambo and Helalia Johannes in Windhoek. Funding through the bonus is meant to support the careers of the two Rössing Marathon winners during the year of their reign as Namibia's national marathon champions. For Paulus, who is yet to qualify for the World Championships, his next chance will come on 7 May during the Diacore Gaborone Marathon.

Paulus is just as impressed with Rössing's support: **"The development bonus allows us to buy special exercise and competition clothing that we would otherwise not be able to afford. Some clothing and gear is made to add support and make exercise and competition a bit more comfortable. For example - running tights and vests that allow your body to stay cool while you run; sports bras for the ladies; and sports watches that help track your heart rate. I especially like that the Rössing sponsorship allows me to buy otherwise unaffordable supplements to replace lost nutrients - in this case, it's actually pretty helpful for us to stay healthy and recover faster for the next event."** Paulus, who also aims to win the Dr Sam Nujoma half marathon later this year, shared a little secret with us at the bonus handover event in Windhoek. He said the plan in February was not to try and win the Rössing Marathon. Instead it was simply to use the event as endurance training and to stop running after about 30 kilometres.



28 April 2017, e-Rössing Bulletin - Werner launches new Report to Stakeholders 2016 to the media

Managing Director Werner presented the mine's 2016 results and shared some highlights of the good work done by the Rössing team.

“We have been a feature of the Namibian economy for more than 40 years and therefore I believe that Rössing is well versed in the nation’s mining business, making significant contributions to the development of Namibia. In ‘Working for Namibia’, Rössing Uranium continued to make significant contributions to the development of our country in 2016.” The theme of this year’s report is ‘Taking the long-term view.’ During the discussions, the MD explained that we went through many changes, and often under less-than-favourable circumstances in 2016.



In international commodity circles, 2016 is widely labelled the worst year of the past decade for the uranium industry: the spot price fell 50 percent between January and November, at one point even hitting below US\$20 per pound.

To put that depreciation into perspective, the break-even cost for most uranium mines is estimated at between US\$40 and US\$50 per pound. However, together we managed to achieve some significant milestones. We increased production - we produced 1,850 tonnes of uranium oxide compared with 1,245 tonnes in 2015 - helping to counter the effects of the lower price on our cash flow.

Our revenue increased by 67 percent compared to the previous year due to higher sales volumes as a result of the return to continued operations late in 2015. This, together with the exchange rate that was in our favour most of the year, had a positive impact and we realised a net profit from normal operations of N\$107 million compared with a N\$385 million net loss the previous year.

Werner noted that: **“Looking forward, the year 2017 will be a defining one in our history and we will be remembered for the trail we are now blazing. In line with our expectations, the next few years will be challenging. However, we have worked through challenging times before and over the past 40 years, we have survived. If we achieve our production and cost targets, our business will remain feasible. Working smarter and harder, we are confident that we will not only survive, but thrive in the long term.”**

16 June 2017, e-Rössing Bulletin - Rössing graduates share their success stories on Day of the African Child

Rössing graduates delivered motivational talks today to the learners of six schools in Arandis, Swakopmund and Walvis Bay as part of the Day of the African Child 2017 celebrations. The day is celebrated to raise awareness of the challenges and opportunities of children in Africa. Our graduates visited the schools in pairs to talk to learners about their backgrounds, their studies and their successful careers at the mine.



The talks were aimed at encouraging the youth to study and work hard in school, and to motivate them to consider careers in the mining industry. At the Kolin Foundation in Arandis, the school principal, Mr Richard Geiseb, said: “It is a very important day for us in Namibia, but to commemorate the Day of the African Child in 2017 one has to understand its origins on 16 June 1976. Kolin Foundation is commemorating this day in remembrance of the struggle for education many years ago. It is to sensitise today’s generation of learners what happened in 1976. Blood was shed for the freedom to be educated.

“The Namibian Government supports our schools to celebrate the Day of the African Child, and I am very pleased that it is not a school holiday, but rather allowing time for learners to celebrate the day with fellow learners.” In thanking Rössing Uranium for participating in the day, Mr Geiseb said: “The ladies present today are young and dynamic professionals. Not so long ago they were also secondary school learners, but they worked hard and grabbed their opportunities.”

16 June 2017, e-Rössing Bulletin - Rössing Foundation support leads to Naruu Fashion of Arandis going global

A range of exquisite clothing products from Arandis are headed to Germany after a school placed an order for traditional attire made by Naruu Fashion.

Naruu Fashion is one of the successful SMEs in Arandis that's received support through the Rössing Foundation's (RF) Enterprise Development Programme.

The e-Rössing Bulletin spoke to Penina Martin, founder of the well-known clothing factory, about the latest developments. **"One day, out of the blue, I received a call from overseas about an order for some of my African attire. The gentleman explained that it was for a school festival this month in Germany. At first, I thought it was a joke, but we discussed the terms and when I received the required deposit for the order, I realised this was a great opportunity for the store."**

Naruu Fashion benefits from the wonder of internet marketing through the websites of Rössing and the RF, as well as the social media presence of SMEs Compete, promoting Namibian small- and medium enterprises.

Naruu Fashion is often used as a great example of SME success through partnership and hard work and has become famous in the region. Penina again: "Tourists come and look us up in Arandis after hearing about the store through the grapevine. I had visitors from Holland recently."

Lysias Uusiku, Chief Education and Enterprise Officer at the RF said: **"Naruu Fashion is a beneficiary of the Foundation's micro- and medium-credit scheme, because of its potential to grow and expand. The store management also received coaching and mentoring from the RF over the years. We wish them all the best and may they grow from strength to strength."**



28 July 2017, e-Rössing Bulletin - Rössing supports drive for improved education at Ondiye settlement

Rössing coordinated a fundraising drive in support of the Kunene Regional Council (KRC), benefitting the Ondiye satellite school in the region.

Following the request for assistance by the KRC, much needed funds were donated by Rössing contractor company, Uibasen Cleaning Services, that will go into a pool to be used for the construction of more classrooms, dormitories and accommodation units for teachers.

Emma Naoxas, owner of Uibasen Cleaning Services said: "Rössing put out a request to all contractor companies to assist with the educational needs of the children from this previously-disadvantaged community. I could identify with them, being from a humble background myself, and decided to make this part of my company's corporate social responsibility drive. We'll monitor their progress and keep on lending a hand in future."

Rio Tinto prioritises partnerships. Our community and social investment focus is also aligned with the requirements of Namibia's Mining Charter, as well as key Government policies such as Vision 2030 and the Harambee Prosperity Plan.

In 2016, Rössing committed more than N\$15.4 million towards the implementation of community initiatives and activities.



26 June 2020, e-Rössing Bulletin - CNNC Rössing Uranium and MUN BEC reach agreement on salary increase

The 12th of June 2020 is marked as a symbolic day for CNNC Rössing Uranium and the Mineworkers Union of Namibia (MUN) Rössing branch executive committee (BEC) when they met to conclude negotiations on salary increments for the year 2020. For the purpose of the 2020 wages agreement, the effective date is 1 March 2020 and applicable to all employees in the Bargaining Unit from grade 1 to 11 and Band L. The two parties agreed that, for employees in the grade 1 to 11 the basic salaries will be increased by 5 percent. In addition, the monthly Company pension contribution will be increased by 3.5 percent from 12.5 percent to 16 percent, while the monthly employee pension contribution will be increased by 2 percent from 6 percent to 8 percent. For employees in the Band L the Individual Package (TGP) will increase by 4 percent.



8 June 2018, e-Rössing Bulletin - Edwin and Laina ploughing back to the Rössing Foundation

Two former learners from the Rössing Foundation's Tamariskia Maths and Science Centre, Edwin Tsowaseb and Laina Ndeumane, are now giving back to learners also in need of extra support in their school subjects.

Today, Edwin holds a Bachelor's Degree in Science from the University of Science and Technology (NUST). He started his extra classes at the centre while in grade 8 at Swakopmund Senior Secondary School.

Born and bred in Swakopmund, Edwin said he was a slow learner who wanted extra help, but the additional classes he attended at school did not seem to yield the results that he wanted to pass with.

"I decided to volunteer to give extra classes in Maths and not Physics, because I noticed that learners mostly struggled with Maths. "When they go to varsity they always try and avoid courses with Maths, so I thought if I can help students at the Foundation and give them a good understanding when they are young, then they can pursue any course with Maths without fear," he said. Edwin said the learners are showing interest in their work and are eager to learn and that makes him happy.

Another volunteer is Laina Ndeumane, who started her journey at the Foundation while in grade 6 at Hanganeni Primary School and continued to visit the centre while she was at secondary school. Laina is currently pursuing a Diploma in Education: Upper Primary, at the University of Namibia, and while in her second year she decided to return to Swakopmund and do her course through distance education. She then decided to do volunteer work at the centre, as education is her passion. "For me, it's a passion. People still ask me, why I am volunteering, but I just love what I am doing." She teaches English, Natural Science and, at times, Life Science.

3 August 2018, e-Rössing Bulletin - Rössing women join WiMAN

A number of Rössing ladies from various sections and workshops joined other women in the mining industry at the launch of the Women-in-Mining Association Namibia (WiMAN) last Friday for its coastal chapter launch.

"We are, of course, delighted to welcome our new members of WiMAN's coastal chapter that we are launching tonight," said our General Manager Operations, Liezl Davies at the event.

"Women have played a significant role in the mining industry in Namibia for a long time, and we have already moved into various professional roles. We are making a difference, and we are contributing to the development of Namibia." She noted that women are not in competition with men in the mining sector, but rather to complement each other towards achieving common goals.

Sharing her experience as a female geologist, Executive Director of the Namibian Uranium Association Dr Gabi Schneider said despite the regular challenges she faced as a female, she still loved what she was doing.

WiMAN president Zenzi Awases emphasised the importance of the association, stating that it is not a union but a platform to create awareness of the duties of women in the mining sector. She added that as an association, they want women in the sector to come together, network and do mentorship for the girl child, and that one in any field of study should be able to get a job in the mining sector.



3 August 2018, e-Rössing Bulletin - Arandis zone leaders receive community engagement training

Twenty-one zone leaders from Arandis were successfully trained on community engagement strategies recently. Arandis Town Council (ATC), Rössing mine and the Rössing Foundation have an agreement in place to ensure the long-term sustainability of Arandis Town beyond mine closure.

This is an agreement that was born out of a consultative baseline assessment done in 2005. The Arandis Sustainable Development Project (ASDP) paved the way for various initiatives that has been implemented since 2006 to date.

In an effort to ensure service delivery, the need to support the zone leaders with training on public speaking was identified. In June 2018, training on public speaking skills was held with the ATC zone leaders. A follow-up training session on community engagement was conducted by Rössing's Febe Ndeutala, Advisor Training and Employee Support. The focus was on providing the zone leaders with sharpened engagement skills that will enable them to move within the communities, on a house-to-house basis to mobilise the community to part take in the Arandis roofing project.



29 October 2021, e-Rössing Bulletin - Rössing Foundation expands its footprints to //Kharas Region

The Rössing Foundation, in partnership with the Ministry of Education, Arts and Culture (MoEAC) and UNICEF launched the Social Accountability and School Governance (SASG) programme in the //Kharas Region.

The programme aims to develop and implement social accountability mechanisms and tools at the school level in all 14 regions. School board members will receive training to enhance school management processes and improve school performance and governance. According to Job Tjiho, Executive Director of Rössing Foundation, one of the progressive and critical developmental approaches that the Foundation believes in, is partnerships.



29 March 2019, e-Rössing Bulletin - Rössing Foundation facilitates building cultural bridges

grade 8 learners from Westside High School had the opportunity to talk to their pen-pal friends from the United States (US), through a cultural bridge building video conference facilitated by the Rössing Foundation.

Leading the video conference is Vernon Seward, a Peace Corps volunteer based at the Foundation, who said the aim of the video conference is for learners in Namibia to interact with learners from the US, to learn about what they do at their schools and each other's culture.



17 May 2019, Republikein - Rössing-stigting bring Geingob op hoogte

Pres. Hage Geingob het die afgelope week die Rössing-stigting geloof vir 40 jaar se harde werk in die gemeenskap.

‘n Afvaardiging van die stigting, onder leiding van me. Nathalia /Goagoses, het Woensdag ‘n welwillendheidsbesoek aan Staatshuis gebring om die staatshoof op die hoogte van hul werksaamhede te bring.

Die stigting het in 1978 tot stand gekom as ‘n opvoedkundige trust om Namibiërs met behulp van Rössing Uranium, wat buite Arandis in die Erongostreek geleë is, se winste by te staan. Sedert 2016 het die stigting jaarliks N\$12,000,000 vir sy werksaamhede ontvang.

Mnr. Job Tjiho, ‘n lid van die afvaardiging en van die stigting se raad, het Woensdag gesê 321 studente het reeds by die stigting baat gevind. Dié studente het aan universiteite in Amerika, die Verenigde Koninkryk (VK), Suid-Afrika en Namibië studeer, het hy gesê.

Die stigting speel ook ‘n sleutelrol wat die volhoubaarheid van Arandis as ‘n dorp betref, het Tjiho gesê. Toe dié dorp se voortbestaan ná die myn se leeftydperk in die gedrang gekom het en as ‘n risiko geïdentifiseer is, het die raad in 2002 ‘n kantoor op Arandis gevestig, het hy gesê. Ses permanente personelede werk in dié kantoor.

/Goagoses het vir me. Clara Bohitile, die waarnemende voorsitter en raakvatboer, ingestaan, wat weens die knellende droogte elders moes wees.

26 June 2020, e-Rössing Bulletin - Rössing Foundation's supported community projects thriving

One of the Rössing Foundation mandates as penned down by the founding fathers of Rössing Uranium mine in 1978, was to promote the advancement of the living standard of the Namibian people.

To effectively execute that mandate, the Rössing Foundation has been supporting the enterprise and agriculture sectors in Okombahe and Oshikuku to diversify and strengthen the local economy, create employment opportunities, contribute toward rural development, as well as to food production.

One of the current projects is the Oshikuku gardening project, a community agribusiness in Oshikuku constituency, Omusati Region. Comprising of 11 community members, the Rössing Foundation's supported projects produces fresh spinach, eggplant, Bambara groundnuts, beetroot, carrots, sweet potatoes, onions, and green peppers. While currently, supplying these fresh vegetables to the local community and the surrounding villages, negotiations are ongoing to supply formal markets.

Recently, the Rössing Foundation took the project's 11 members to Olushandja for an exchange visit to share experiences with established horticultural farmers. In order to equip these members with business management skills, they recently also attended a five-day business management training course to equip members with the necessary skills.



26 June 2020, e-Rössing Bulletin - Rössing Foundation's Okombahe community debushing enterprise

The Okombahe community debushing enterprise is one of the active community projects which aims at eradicating invasive tree species, namely the Prosopis trees, from the Omaruru River basin in the Dâures constituency, Erongo Region. The community harvest the prosopis trees to make firewood, fodder, and droppers. The project employs five youth members from Okombahe and the project's products are sold both in the informal and formal markets at the coastal towns. Further negotiations are currently ongoing for the Okombahe products to enter into the formal market country-wide.



Reflecting back...

Veston Malango, CEO of Chamber of Mines of Namibia

May 2022

Rössing mine has stood the test of time and continued to work in Namibia, and for Namibia, even in a depressed uranium market that has lasted for 11 years since the Fukushima incident in 2011. While many other uranium mines around the world went onto care and maintenance as they could simply not survive in such a low uranium price environment, Rössing continued with operations throughout this challenging and uncertain period. Not only did they manage to survive, they even declared profits as a result of successful cost restructuring and operational improvements, while still retaining the majority of their workforce. The operation has undergone a change in ownership in terms of the majority shareholding, to ensure the continuation of mining through to the end of its planned life-of-mine.

Reflecting back...

Steve Galloway, Current Chairperson, Rössing Uranium, and independent company director

December 2021

I have very vivid recollections of my two student holiday stints at Rössing in 1976 and 1977, albeit these emerging from the haze of student parties, endless touch rugby and singing with Sonya Heroldt, I claim invited, in a beer tent where the Strand Hotel now stands supreme.

I was immediately struck by the HR practice which was involved and empathetic. I was not a bursary student, but met quite a few who were and I was taken by the care for the needs of all students and staff and the inclusive way we were all engaged in company life. It was evident from the start that this was not just a mine, but a way of life. Social responsibility was high on the agenda and the Rössing Foundation soon became a significant contributor to the social fabric of the country, in education, health, agriculture, housing and a host of community interventions.

Looking back years later, it was evident that Rössing Uranium and the Rössing Foundation both played particularly significant roles in educating Namibians at secondary and tertiary level. So many of Namibia's leaders have a Rössing heritage and one can only imagine the education- and skills deficit Namibia would have inherited at Independence and as a young nation had it not been for Rössing and a few others. The Namibia Institute of Mining Technology, of course, stands as a beacon of excellence and by far the most successful and impactful vocational training institution in the country for over four decades.

As a second-year student, I was put to work on grade control in the open pit in November 1976, which was not very exciting. I was also sent to map 'the decline'. Few know that a decline was blasted early in 1976 to go underground. The ground conditions were unstable and the decline was aborted after a matter of months. In late 1977, I was dispatched to the Rio Tinto camp east of the mine to log 10,000 metres of diamond-drill core, especially from a geotechnical angle. By then a geology/chemistry bachelor's graduate, I was given this as an honours project. Like grade control in the pit, it was very tedious, but I plugged away to get it done. Imagine my frustration after I returned to UCT in February 1978 to get the message that Rio had embargoed the data. I have always wondered what the reason was - perhaps embarrassment at the failure of the underground operation?

I remember with fondness the many good people who started Rössing, and kick-started my career, including Gordon Freeman, the first GM, John Reid, Flip Schreuder, Joss Haumann, and Roger Murphy. I dealt with later GMs Sean James, Jonathan Leslie, Mike Leech and others in my role as Chief Mineral Economist in the Ministry of Mines and Energy in the early 90s and later, vetting the

uranium sales agreements and representing Namibia at the International Atomic Energy Agency in Vienna. I also met distinguished chairs in John Kirkpatrick, Charles Kauraisa and Rehabiam Hoveka in my subsequent dealings with Rössing. And, of course, the legendary David Godfrey with whom I ran marathons, including the Comrades and Two Oceans in the early 80s. To say nothing of our generational friendship with the "discovery" Louw family, who spent time on our family farm outside Okahandja in the 1920s, 30s and 40s, when their intrepid father Captain Peter "Taffy" Louw was exploring the desert for radioactive minerals. The initial uranium discoveries were made in the 50s, but it was not until the 70s that Rio took serious notice. The Louw family have remained shareholders and directors over the years through sons John and Graham, and now grandson Harry who serves on the Board.

Despite my positive early experience at Rössing and the long family association with the Louw family, my wife Clare and I chose TCL and Tsumeb when we began our professional geology careers in 1982. The exciting base metal mining and exploration opportunities in the Otavi Mountainland and Damaraland just seemed more romantic at the time. We often wonder where careers in Rio Tinto may have taken us?

To be fair, I also did some interesting mapping of the pegmatite extensions to the Rössing ore bodies and work on the mineralogy of the various deposits. Both these exercises proved very useful to me more than three decades later after the "Rössing South" discovery was made by Extract Resources in 2008, now developed as the Husab mine. Joining the board of Extract Resources, I was immediately reminded of the structural and mineralogical complications I worked on in the late 70s, just 6 km away across the Khan River at Rössing. I did not understand these complexities well at the time, but followed them from a distance over the years as a geologist, mineral economist, financier, and finally uranium company director.

It was rather ironic when, as chairman of Extract Resources, I hosted executives from Rio Tinto at the Husab discovery site in 2010. "Weren't you supposed to find this in 1977", they asked? I responded: "You did not give us a drilling budget, so we kept the discovery for better times!" Rio executives were, of course, fully aware that they had been labelled as illegal miners prior to Independence, and a royalty dispute post-independence had also not endeared them to the Namibian Government. The discovery of a significantly higher grade and larger uranium deposit on their doorstep by Australians did not go down well.

Regardless of all the trials and tribulations along the way, no-one can argue that Rössing has been anything other than a major contributor to the economy and social fabric of Namibian society, a leading corporate citizen through good times and bad, and a world-class mining company for four-and-a-half decades. It has been my privilege to have been associated with the Rössing for 45 years!



SUPPORT GOVERNMENT AND OTHER RELATIONS

We keep the Namibian Government informed about our corporate business strategy by having the mine's senior management engage with politicians and senior officials on a number of matters of mutual interest, as well as working closely on information campaigns with the Chamber of Mines of Namibia and the Namibian Uranium Association.



20 January 2017, e-Rössing Bulletin - Rössing team and European converter share knowledge to build on safe partnership

Nuclear fuel cycle facilities are located in various parts of the world and materials of many kinds need to be transported between them. Uranium oxide (U_3O_8) as produced at Rössing is not a nuclear fuel, but our product undergoes a complicated chemical process at these facilities before it can be used as a fuel for nuclear power plants.

The first step of fuel production is conversion, so Rössing sends its product to one of four converters in the world, which are in France, Canada, the United States and China. The European converter is AREVA Malvesi in Narbonne, southern France.

A Rössing team tasked with safely and securely getting our final product off site and to the converters recently visited the European converter to share knowledge and to build a safe partnership to discuss issues around radioactive contamination of consignments.

It is critical for the future of our organisation that best practices around the transport of our product are observed and aligned between all partners. Strict

international regulation of the industry would otherwise not allow us to continue doing business. During their visit to Malvesi, the Rössing team, led by Dr Gunhild von Oertzen (Radiation Safety), and also including Ruth Cloete (Logistics) and Mesach Gurirab (Quality Control), accompanied by Frank Harris (Rio Tinto Uranium), witnessed the off-loading and unpacking of Rössing's containers to experience firsthand the contamination checks performed there.

Reflecting on their experience, Gunhild said: "The visit helped the Rössing team understand what to look out for when packing containers in order to avoid potential incidents of radioactive contamination on drums in transit." According to the World Nuclear Association, about 20 million consignments of radioactive material (which may be either a single package or a number of packages sent from one location to another at the same time) are routinely transported worldwide annually on public roads, railways and ships. This adds up to over one billion safe consignments since 1961, when the International Atomic Energy Agency (IAEA) safe transport regulations were issued.

Nuclear materials have been transported since before the advent of nuclear power over 60 years ago. The procedures employed are designed to ensure the protection of the public and the environment, both routinely, and when transport accidents occur. For the generation of a given quantity of electricity, the amount of nuclear fuel required is very much smaller than the amount of any other fuels. Therefore, the conventional risks and environmental impacts associated with fuel transport are greatly reduced with nuclear power.



20 September 2019, e-Rössing Bulletin - Arandis Town Council building gets a facelift

The Arandis Town Council building has a brand new look after a recent revamp of its building facade.

Dating back from the mid-seventies, the fresh look of the front facade of the Arandis Town Council building coincided with the council's launch of its five year strategic plan at an event hosted at the Arandis town hall in August.

Speaking at the launch of the plan, Arandis mayor Risto Kapendah said strategic planning is a public service reform initiative introduced by the Office of the Prime Minister and implemented across the Government structures, central, regional and local authority level, to harmonise strategic approaches in various sectors for the improvement of performance.



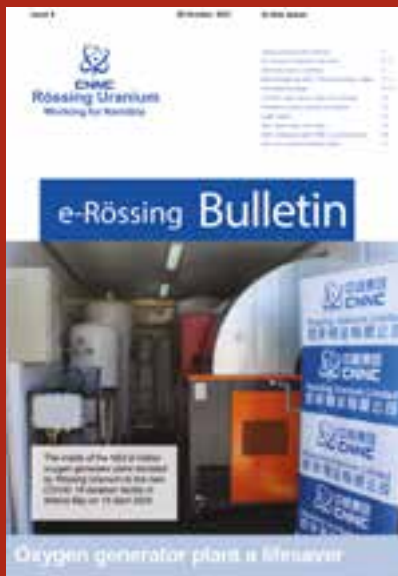
2 June 2021, e-Rössing Bulletin - Rössing trains Bank of Namibia employees in radiation safety

Rössing Uranium was approached by Bank of Namibia (BoN) to train its employees for radiation detecting instruments, namely the RadEye range.

They use the instruments for their scanners to test for radiation leakage. Rössing then availed the Radiation Safety Specialist, Nelao Endjala, to provide the one-day training. Apart from instruments training, the team was also given a radiation induction. This happened on the last week of April 2021.

"It was a very good session and the participants acquired the necessary knowledge and skills. They appreciated the training so much that they want to

request Rössing management to avail a radiation safety professional every year for their refreshers."



29 October 2021, e-Rössing News - Oxygen generator plant a lifesaver

The community of Walvis Bay was amongst the hardest-hit towns in Namibia during the first COVID-19 outbreak, a crisis that required joined efforts by all the stakeholders. Rössing Uranium jumped on board to assist the Walvis Bay district hospital with an oxygen generator plant valued at N\$3.8 million.

Having managed over 9,000 COVID-19 cases at the Walvis Bay district hospital, of which 394 were admitted, the donated oxygen generator plant was a worthy donation during the challenging times. According to Dr Martha Ntinda, senior medical officer at the district hospital, patients admitted at the 57-bed isolation facility required oxygen, part of which was from the donated oxygen plant by Rössing.

"This is the largest plant in the district and can supply a high flow of oxygen to patients. The donated plant has thus played a critical role during all the waves of the pandemic, and the district remains grateful," she said. Rössing's Managing Director Johan Coetzee was pleased to note the impact made by the donation.

"When we donated the oxygen plant, it was with the thinking that it will serve our communities, and for us to see the impact made by our donation is indeed

heartwarming. We value our communities, and our majority shareholder has a keen interest in enhancing the livelihoods of the communities in which we operate," he said.

Reflecting back...

Veston Malango, CEO of Chamber of Mines of Namibia

May 2022

Through the Foundation, Rössing's CSR initiatives have been closely aligned to Government's national development plans and agendas, especially in its tremendous support to education and economic upliftment. Moreover, Rössing has always supported Government in times of need and has contributed to national drought relief initiatives and COVID-19 response in the last four years.



MINING, PROCESSING AND ENGINEERING

Rössing Uranium's operations consist of two distinct activities: the first is mining uranium-bearing rock, while the second is processing this ore into uranium oxide for the world's nuclear energy market, which fuels the generation of electricity. Our attention is directed towards creating shareholder value and maintaining a secure and viable business, as well as ensuring that we remain a long-term contributor to Namibia's economy.

23 February 2018, e-Rössing Bulletin - New drum-filling machine ready to go

Our new uranium drum-filling system is state-of-the-art technology and was recently demonstrated to the Managing Director Werner Duvenhage by the projects and engineering team, which is a huge improvement on our current drum filling machine (DFM).

The main improvements include a safer and zero-dust work environment, as well as increased drum filling speed when we pack our uranium oxide in drums for transportation to our customers.

The new DFM is housed in a new building adjacent to the Final Product Recovery building. This is quite a big development for Rössing, as the new DFM was commissioned to replace the current DFM which is old, outdated, and requires a lot of maintenance to keep it in running condition.

It is fully automated and the washing of the drums is very efficient and will create a much cleaner and safer working environment for the drumming to be done.

The uranium oxide is fed from the 20-tonne bin via screw conveyors to the drum-filling equipment in the new drum-filling building. A roller is feeding the empty drums to the DFM, while a set of rollers takes the filled drums to a point where it is collected for storage. A number of test drum-filling runs have been undertaken successfully, and as per specifications the process produces zero dust and is overall very clean.



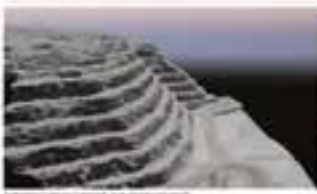


Fitters polish their bearing handling and alignment skills

26 October 2018, e-Rössing Bulletin - Fitters polish their bearing-handling and alignment skills

Sixteen fitters from different sections received a two-day bearing-handling, fitment and maintenance training course, while 13 employees, also from different sections, attended a two-day training course on how to use Rössing's fixture laser alignment tool.

Both training courses included theory and practical sessions, such as heat shrinking a bearing onto a shaft and carrying out alignments on a test rig utilising the fixture laser alignment tool. According to Maria Nicodemus, she found the laser alignment tool very interesting. For Olavi Lotto, who attended both training courses, the best learning was how to remove a bearing on a shaft without damaging it and then reusing it.



Embracing technology to make better decisions

Rössing recently contracted Rocketmine to deliver drone mapping and monitoring services for a three-month trial period. Results from this trial will allow an opportunity for a long-term drone solution for the mine. According to Superintendent Survey Dave Mathews, during this period he hopes to discover exciting and innovative ways in which our operation can benefit from this technology. Dave said that with drones, ROM stockpiles are now surveyed twice weekly, compared to the monthly inspections done in the past. "Frequent flying over the ROM Stockpiles will give us a better grasp or knowledge of the ore movement on our stockpiles. This information is very useful, not only in the sense that we can give a more accurate volume figure on our stockpiles whenever required, but also for Calc investigations, providing more accurate loading limits, as we can easily trace back and see how the stockpile has changed within a short period of time. The use of drones has also eliminated the challenge of accessibility for surveying the Coarse Ore Stockpile, hence increasing our confidence in the movement on the Coarse Ore Stockpile. Pit edges, high stockpiles, and seepage areas are some of the safety concerns this technology will help us better manage."

7 December 2018, e-Rössing Bulletin - Embracing technology to make better decisions

Rössing recently contracted Rocketmine to deliver drone mapping and monitoring services for a three-month trial period.

Results from this trial will allow an opportunity for a long-term drone solution for the mine. According to Superintendent Survey Dave Mathews, during this period he hopes to discover exciting and innovative ways in which our operation can benefit from this technology.

Dave said that with drones, ROM stockpiles are now surveyed twice weekly, compared to the monthly inspections done in the past. "Frequent flying over the ROM Stockpiles will give us a better grasp or knowledge of the ore movement on our stockpiles.

This information is very useful, not only in the sense that we can give a more accurate volume figure on our stockpiles whenever required, but also for Calc investigations, providing more accurate loading limits, as we can easily trace back and see how the stockpile has changed within a short period of time. The use of drones has also eliminated the challenge of accessibility for surveying the Coarse Ore Stockpile, hence increasing our confidence in the movement on the Coarse Ore Stockpile. Pit edges, high stockpiles, and seepage areas are some of the safety concerns this technology will help us better manage."



Visit to Ranger Uranium mine in Australia - worth it

Rössing is currently looking into improving on its roasters' operation methodology and investigating current scrubbing efficiency to improve stack emissions even further. A pending project from the Projects department is looking into replacing the current Ducon Dynamic Wet Scrubber with a more efficient Venturi Scrubber. Thus, a team was commissioned by General Manager Operations, Liezl Davies to pay the Ranger Uranium Mine (ERA) in Australia a visit to observe their operations, gather information of their Venturi Scrubbing System, and get information on their maintenance tactics, as well as their environmental monitoring and control performance. According to Hennie Lacock, Rössing's Superintendent Projects, the team was highly impressed by the ERA operations. From the logistical ease of entering the mine site, the cleanliness of their plant, workshops and operations, to the friendliness and absolute eagerness of the ERA team to assist the Rössing team on their information gathering quest. Our team managed to gather a tremendous amount of helpful information, from maintenance tactics, and operational procedures to detailed drawings and design specifications over the course of four days spent on site.

25 January 2019, e-Rössing Bulletin - Visit to Ranger Uranium mine in Australia worth it

Rössing is currently looking into improving on its roasters' operation methodology and investigating current scrubbing efficiency to improve stack emissions even further.

A pending project from the Projects department is looking into replacing the current Ducon Dynamic Wet Scrubber with a more efficient Venturi Scrubber. Thus, a team was commissioned by General Manager Operations, Liezl Davies to pay the Ranger Uranium Mine (ERA) in Australia a visit to observe their operations, gather information of their Venturi Scrubbing System, and get information on their maintenance tactics, as well as their environmental monitoring and control performance.

According to Hennie Lacock, Rössing's Superintendent Projects, the team was highly impressed by the ERA operations. From the logistical ease of entering the mine site, the cleanliness of their plant, workshops and operations, to the friendliness and absolute eagerness of the ERA team to assist the Rössing team on their information gathering quest.

Our team managed to gather a tremendous amount of helpful information, from maintenance tactics, and operational procedures to detailed drawings and design specifications over the course of four days spent on site.

25 January 2019, e-Rössing Bulletin - Anca and Edwin share expertise at the International Atomic Energy Agency (IAEA)

The IAEA is enhancing its assistance to member states to ensure safe and reliable production of uranium ore concentrate.

This includes management and maintenance strategies to manage active, but ageing uranium mines and processing facilities. In addition, management and maintenance strategies and guidelines will also be developed for aged uranium mining and milling facilities that have been in care and maintenance and are likely to resume production once market demand supports resumption of production. The IAEA invited Rössing's very own Anca Burger and Edwin Tjiriange, together with experts from other member states, to contribute to the development of a technical publication that relates to management of ageing uranium mining and processing facilities.

The experts met at a consultancy meeting held at the United Nations' Vienna offices in December 2018 to agree on the subjects and a table of contents for the technical report. The technical report will include specific uranium mine and mill information on ageing mechanisms, effects on structures, systems and components, the regulatory framework, as well as details on innovative maintenance techniques. The technical report will support uranium mining and processing staff, maintenance managers, vendors, and regulators in their work related to the ageing of structures, systems and components.



26 April 2019, e-Rössing Bulletin - "Long Service Award" for our GD01 drill

Mining has recently bid farewell to one of our longest-serving drills, which has been in operation for 43 years, meaning that the drill started operating in 1976.

Drill operator George Katamba, who worked on the machine for the past 14 years, fondly remembers his days operating the drill.

"The GD01 was the best machine to work on when I started at Rössing, because it drilled faster and was easier to operate. We will miss our longest-serving drill," said George. He said that sadly during the past five years he could see that his machine was getting old, as moving it around became slower, yet still noting that despite it becoming slower, it was still his favourite machine. He explained that although the machine was easier to operate than similar machines, its maintenance has become costly and it was difficult to find spare parts. Dave Garrard, Manager Mining, said that the machine has clocked more than 130,000 operating hours. Happy retirement, GD01!



Reflecting back...

Veston Malango, CEO of Chamber of Mines of Namibia

May 2022

The Rössing Uranium mine is a world-class operation with state-of-the-art mining and mineral processing technologies that have evolved with technological advancements. It is this mine that has distinguished Namibia as a major world producer of uranium oxide.



30 April 2020, e-Rössing Bulletin - COVID-19 lockdown, the reality of Rössing minimal operation

Living through the COVID-19 pandemic would probably be a significant experience in our lifetime. It is an experience never to be forgotten, because of the pandemic's severity and impact it has had on all of us. The mining industry had to brace itself for the lockdown procedures declared for the Erongo and Khomas regions, which started on midnight 27 March 2020.

While Rössing already had its emergency response plan in place, which the mine implemented in phases as the situation developed, the management team had to ensure that mining operations adhered to the lockdown procedures. In response to the lockdown announcement, non-essential employees were required to operate from home and at the moment are still operating from home or the town office, while the mine operates with a skeleton crew on the minimal operation, as was approved by the Minister of Mines and Energy. The eRB visited the site on 9 April, to see how the mine is operating with the skeleton crew. The packed visitor parking lot that is normally your first sight as you reach site was almost empty, with only a handful of cars spotted. Reality hit in as we entered the site and not even five cars were spotted on the road. It was as silent as a non-operational mine. All this was a sign of the impact of the COVID-19 pandemic outbreak.



3 May 2021, e-Rössing Bulletin - Phase 4 pushback – the beacon of hope for Rössing

Rössing Uranium is growing older, the pit is becoming narrower as we go deeper, but what does that mean to an employee as the end of the current life of mine in 2026 draws closer?

The e-Rössing Bulletin sat down with the Mining Manager, Dave Garrard, to talk us through the plans for our beautiful mine.

e-RB: Dave, so 2026 is drawing closer, what are the mining plans? Dave: "Well, the most exciting project in the pipeline is Phase 4, which we have been investigating for a number of years. Our new majority shareholders are very interested in this project and are supporting an updated study in 2021 and 2022, which is required before getting it approved."

He goes on to elaborate: "As you are aware, our current life-of-mine is in 2026 and if there was nothing else to mine, then we would be forced to close. Fortunately, the SJ orebody continues with depth, but in order to access the deeper ore, we need to mine the northeastern part of the pit, an area which we call the Phase 4 pushback.

We cannot wait until 2026 to start the work on this, so we are busy now with updated plans for Phase 4 which, if approved, will extend the life of Rössing by another eight to ten years.

"Phase 4 is extremely exciting, especially now with CNUC as the new majority shareholder, as they are also interested in a long-term supply of uranium from Rössing. We are at a similar stage to where we were as a company in 2005 when the Phase 2 and 3 pushbacks were approved that extended the life-of-mine when Rössing was facing imminent closure in 2007.

"Phase 4 would take Rössing into the next decade, which I feel is good timing because while the current market for uranium is still flat, I feel the price will go up in response to an increasing demand for carbon-free energy worldwide. The Chinese are already building more nuclear power plants and the electric-vehicle revolution may prompt the West to do the same." Dave continued to explain that while Phase 4 is an extension of the current SJ pit, it could also be seen as a stepping stone for Rössing to realise other opportunities beyond the mid 2030s such the Z20 orebody which would require a new open pit.

"So, if we were to close the mine in 2026, we would lose momentum and to restart Rössing would be difficult. Phase 4 gives us an opportunity to 'stay in the game' and explore the possibility of extending again.

"When Rössing started in 1976, nobody thought Rössing would still be going 45 years later! As long as you stay in the game you have an opportunity to find more," he said, adding that Phase 4 provides long-term supply to our majority shareholders who are also our customers and who have a strong interest in further extension opportunities.

e-RB: How can an employee contribute to Phase 4 planning? Dave: "We need to 'earn the right' to develop Phase 4, so as Rössing employees we need to demonstrate that we can operate as efficiently and safely as possible. That will give the shareholders confidence that if they invest in a big project like this, then they will reap the benefit. It is important that all employees look at the way we operate now and how we can remove any 'waste' in the way we are operating. Phase 4 will not be an easy project to justify at current market prices, so we all need to contribute in becoming as cost-efficient as possible," he concluded.

31 August 2021, e-Rössing Bulletin - Life-of-Mine Extension (LoME) project update

The Life-of-Mine Extension (LoME) Project is a feasibility study that is currently being undertaken by a dedicated project team made up of Rössing employees seconded to the project since June 2021. To complete a feasibility study, the project team has to obtain market information for benchmarking and modelling purposes to arrive at the most cost-effective scenario for an extension approval. In this regard, an invitation for expression of interest has been published in the media.

The study is based on a northeast expansion of the pit called the “Phase 4 pushback”, which will provide sufficient ore to process for another eight to ten years. The study will be complete by mid-2022 and recommendations presented to the Rössing Board for a decision on whether or not to proceed by end 2022. Management has also engaged stakeholders at ministerial and local authority level to brief them of these developments.

A major milestone for the LoME Project was realised in July, with the approval from Ministry of Mines and Energy (MME) for a 15-year extension to the Rössing Mining Licence. The original Mining Grant for Rössing was converted to Mining Licence 28 (ML28) on 8 May 1994 and was valid for 25 years.

Application for renewal of ML28 was submitted in May 2018 and MME granted a temporary extension from May 2019, while this was being assessed. Renewal of ML28 for 15 years, from July 2021 to July 2035, fits perfectly with the LoME Project objective for an envisaged eight to ten-year extension of the current life-of-mine beyond 2026. This would cater for mining of the Phase 4 pushback and associated activities in the Plant and Tailings Storage Facility.

31 August 2021, e-Rössing Bulletin - Water storage capacity increase project progressing well

The project to increase the water storage capacity to complement the storage capacity of NamWater’s reservoirs was approved by the Rössing Board in 2020 for execution. This project is executed by Birgit Eysselein, Projects Engineer within the Projects Department. The project was divided into four phases:

- Phase 1 – Geotechnical studies and civil engineering design
- Phase 2 – Tank supplier identification and procurement
- Phase 3 – Construction

Phase 1 and 2 have been completed. The geotechnical studies were completed, and a report issued that guided the engineering designs. A suitable tank supplier was identified through procurement, and six Glass Fused to Steel Bolted tanks were procured. Each tank size is 41,27m diameter, 8,4m high and has a capacity of 10,000m³, so that the total capacity is 60,000m³ for the six tanks. The tanks were delivered in two shipments: first shipment had 24 containers, while the second shipment had 12 containers, i.e., a total of 36 containers.

The construction work started in May this year. A lot of earthwork preparations was needed. This includes both the tanks area, pipeline route, as well as the pump station. To date, four concrete tank bases have been prepared for the tank construction, and the first two tanks are being assembled. The way the tanks are assembled is as follows: the tank body is installed from top to bottom by layers, each layer is lifted by the elevator until the installation of the tank is completed. The roof is installed once the tank body is completed. The procurement of Glass Fused to Steel Bolted tanks on this project highlights one of our values, innovation.

The total project cost is approximately N\$100 million. This is made up of mainly the tank supply and the construction works.





SAFETY, HEALTH AND ENVIRONMENT

Rössing strongly believes that all incidents, injuries, and occupational accidents are preventable, and is striving towards the goal of zero harm.

In 2007, Rio Tinto introduced an integrated Health, Safety, Environment and Quality Management system (HSEQ-MS).

We firmly believe that occupational disease and illness can be prevented if risks are properly eliminated, or managed and controlled. Our occupational health, hygiene and wellness programmes are aimed at preventing ill health, as well as promoting good health and wellbeing.

Rössing Uranium is committed to protecting the environment in which we operate. Measures include a wide range of preventative monitoring activities. We have a particular focus on water management and monitoring, especially considering the extreme rainfall conditions associated with the Erongo Region’s water-scarce, hyper-arid climate. We have a strong history of engagement and co-operation with our regulators and other stakeholders to ensure that the environment remains protected. (Rössing Uranium Report to Stakeholders 2020, 30 April 2021)



3 March 2017, e-Rössing Bulletin - Rössing employees out in numbers to support our national marathon championship!

In one of the best-attended Rössing marathons ever, a record number of 109 marathon athletes entered the event, with close to 300 entries in the 10km Run – also a record – while about 200 fun walkers took part in the 5km Fun Walk in aid of the Cancer Association of Namibia (CAN).

Among the crowd were numerous Rössing employees who came to illustrate their ‘tiny’ habits around healthy lifestyles! Some of them attempted the 10km Run, many of them did the 5km Fun Walk, and some of them even tried their luck with the full marathon. Then, of course, there were the two Rössing champion teams who took on the 10km Uranium Relay and finished first and second overall to ensure the trophy stays with us for another year. Congratulations to the Rössing 1 team who won the relay, and the Finance team who ended second.

To all Rössing employees who supported the event - a great big THANK YOU for sharing your tiny habits with the rest of our stakeholders. **You guys showed what kind hearts and good spirits can achieve by working together to support the**

fight against cancer in Namibia through the promotion of healthy lifestyles!

Sponsored by Rio Tinto Rössing Uranium and hosted by Swakop Striders Athletics Club, the successful marathon took place in great conditions, starting and finishing at a new venue – the Vineta sports fields in Swakopmund.

31 March 2017, e-Rössing Bulletin - New trauma facility officially opened

A new, refurbished trauma facility was officially opened on site by our Managing Director, Werner Duvenhage, earlier this month.

Jacklyn Mwenze (Manager HSEC & PS) described the event as part of our on-going 'Why? Project' initiatives aimed at involving our heads, hearts and hands so that going forward we create an exciting future for Rössing. Jacklyn, Johannes Silvanus (Superintendent Protection Services) and Susan Labuschagne, together with their teams excitedly showed off the new centre to invited guests at the launch.

She further outlined the advantages of the new facility. It is not only better equipped than the previous facility that housed E-Med, but it also comes with an oxygen bank for ammonia emergencies, or any other emergencies that may require oxygen.

The new centre is also near emergency showers in case of a sulphuric acid incident. It is furthermore equipped with hospital stretchers for better patient handling. The alcohol and drug testing facilities are also improved with male and female toilet facilities and there are lockable cupboards for small, but high value medical equipment.

Moreover, the new revamped facility creates a platform that makes planning, communication, and coordination easier, as the entire response team will now be housed in the same building. It creates the opportunity for better supervision and management of emergency response crews and enables a quick response to emergencies on the mine's access road and the B2 national road. Jacklyn thanked Johannes for taking the lead in this project and the team for a job well done!

Dr Strauss of Medixx had this to say during the launch: **"After joining Rössing back in 2010, I came to know what a health and safety programme on a mine looks like. A well-managed programme makes a big difference and brings about peace of mind for employees. This centre will increase the awareness around our efforts to be a safe and responsible mine."**

E-Med's Eddie Bezuidenhoudt expressed his gratitude for the long-standing partnership that they have with Rössing – already since January 2011. Eddie went on to say that **"Rössing has always been, and still is, the icon of safe mines in the industry. Its commitment to health and safety management, especially pre-hospital, laid the foundation and set the leading example for the rest of the mining industry as we know it today. We are happy to be affiliated with Rössing."**

9 June 2017, e-Rössing Bulletin - Rössing and COSDEC make safety a WE thing

A new Health, Safety and Environment (HSE) training course for instructors, presented by Rössing Uranium, started at the Swakopmund Community Skills Development Centre (COSDEC) today. The training will equip the instructors of the Centre with the necessary knowledge and skills to incorporate a high standard of Health, Safety and Environmental management training into their modules for the students.

Amanda Horn, Rössing specialist Communities and Social Performance, is coordinating the programme on behalf of the mine. This morning, during the opening of the first training session for COSDEC instructors, Amanda explained that, "Rössing has always had close ties with the mine's neighbouring communities. At the mine we believe that safety is a WE thing, not a ME thing! This training intervention was requested by COSDEC and enables us to not only share best practice, but also to take safety into our communities."

"Rössing Uranium Mine's safety standards are renowned to be some of the best in the industry. Their safety culture is amazing and it's something we'd like to emulate here at COSDEC. We are grateful for Rössing's support in this regard. On behalf of all instructors, students and management, we thank the mine for helping us to improve the safety training component of our courses. By doing so, you are helping us to capacitate our instructors to deliver improved training, which we believe will give our students a better chance of finding quality employment," said Katrina Amupolo, the acting centre manager.





29 September 2017, e-Rössing Bulletin - Spotlight on coastal biodiversity

During September this year, Rössing Uranium employees supported two main events during NACOMA's annual Coastal Biodiversity Week, which involved hosting the Rössing Birdwatching Day and a clean-up campaign in Arandis.

Rössing's 17th annual Birdwatching Day

"Today marks the 17th year that Rössing is hosting this event. It is a great honour to again contribute to the conservation of coastal birds in Namibia. This is a great opportunity to empower and impart knowledge to the leaders of tomorrow on the importance of our environment." These are the words of Ignatius Shaduka,

Rössing Specialist Environment, who welcomed participants at the Rössing Birdwatching Day at the Bird Paradise outside Walvis Bay on 15 September.

Ignatius said: **"We are determined to do more than just watching birds today. This year, Rössing incorporated a display of our efforts to minimise and avoid impacts on the environment. Our wish is that you will be inspired and motivated to get involved and promote sustainable development."**

Arandis clean-up campaign

International Coastal Clean-up Day was celebrated on 16 September this year as part of the Coastal Biodiversity Week hosted by NACOMA with the theme 'Biodiversity and Sustainable Tourism'. Rössing Uranium, together with the Arandis Town Council, organised the cleaning campaign for the Arandis area.

Said Ann-August Shikongo, Rössing Advisor Rehabilitation: Priority - HSE "The volunteers included learners from various schools, while there were also members of the public and cleaning contractor companies." About 200 participants attended the clean-up campaign and various areas around Arandis were cleaned, including the B2 area. Ann-August added: **"Rössing, being a safety-driven company, sponsored the gloves, dust masks and refreshments for the community participants. In the future, Rössing and the Arandis Town Council will work together to clean up the town on a quarterly basis, involving the Arandis community and Rössing employees."**



23 February 2018, e-Rössing Bulletin - For the health of it!

"As the custodian of health and physical wellbeing on site, I believe it's important for me to lead by example in this aspect and this served as part motivation for my constant participation. However, the biggest motivator for retaining this healthy lifestyle were some wise words from a gentleman called Edward Stanley who said, 'Those who think they have no time for bodily exercise will soon, sooner or later have to find time for illness.' I use this as motivation for any moment I find myself wanting to make an excuse about exercise and this moves me. In general, the marathon was a resounding success. I must say that I enjoyed my run since it was the first for the year. Everything about the marathon was just so amazing, from

the people, road terrain and overall ambience. It was a very well-organised event and the water points locations were just ideal – just when I needed to rehydrate, they were there. I would like to congratulate the organisers for this amazing event." Jacklyn Mwenge

12 March 2018, e-Rössing Bulletin - Birdwatching competition winners visit the mine

Learners from Namib High School in Swakopmund received their prizes on site last week for being the overall winners of a competition held after the Coastal Biodiversity Week at the Walvis Bay Bird Paradise.

The overall winner was Herchelle Scholtz, and second runner up was Yi Cai (Lelaine), they are both learners from Namib High School. Namib High came out as the overall winner of schools that took part in the competition. The learners visited the mine to acquaint themselves with our environmental management processes.

The bBirdwatching Day is considered a valuable Additional Conservation Action. The event contributes to raising Rössing's reputation as a company striving to address its biodiversity impacts and contribute to the conservation of biodiversity in Namibia.

Birdwatching is also reported annually to the Strategic Environmental Management Plan (SEMP) for the Central Namib. Rössing's Loide Hausiku handed over the prizes and noted that birdwatching is more than just watching birds.

"We aim to develop a lifelong interest in birds and their conservation along the Namibian coast," Loide explained. "We also aim to motivate and stimulate learners to take up studies that lead to the conservation of our environment. It is a great opportunity to empower and impart knowledge to the leaders of tomorrow about the importance of our environment."

20 April 2018, e-Rössing Bulletin - Wapaleka clean-up campaign on-going

“WAPALEKA” is an Oshiwambo word that means “Clean-up”.

This project was initiated by Liezl Davies General Manager Operations and kicked off on 28 March this year. The aim of the project is to encourage our employees and contractors to keep our mine litter-free by cleaning their working areas every Wednesday after the Safe Shift Start.

The project also aims to allocate time to housekeeping in all areas and ensure that areas do not pose any health, safety and environmental risks to ourselves and the environment we operate in. We have collected 1,000 kg of litter around the site since the beginning of the campaign; that is a lot of litter that would have been lying around our areas.

Employees are urged to avoid littering, and are instead encouraged to put the rubbish in the right bin in order to keep our working environment clean and unpolluted.

20 April 2018, e-Rössing Bulletin - Environmental section visits Namib Botanical Gardens project

Rössing’s Environmental section recently visited the Namib Botanical Gardens (NBG) project located outside Swakopmund. In 2016, Rössing lifted and relocated a number of Euphorbia species, Blue-leaved corkwood (*Commiphora glaucescens*), Rock corkwood (*Commiphora saxicola*), Sandpaper aloe (*Aloe asperifolia*), and a few other gems, including the Elephant’s Foot (*Adenia pechuelii*).

These plant species were growing in the vicinity of the area earmarked for the Tailings Storage Facility extension. In collaboration with the National Botanical Research Institute, the NBG provided assistance to the mine to lift the plants, and was also a recipient of the rescued plants.

Most of the relocated plants have re-established well at the NBG site and the Environment section was invited to an open day at NBG for a guided tour around the thematic areas of the relocation site.

In the past, the relocated plants were donated to the National Botanical Research Institute in Windhoek; however, most desert plants do not survive well inland. A visit to NBG was timely, because many of the relocated plants are currently showing off an attractive coat of new leaves and flowers, which typically develops at the beginning of the rainy season.

Frank Löhnert runs the NBG project with the aim of rescuing endemic Namib desert flora endangered by industrial or mining development. The objective is to successfully relocate such plants to the NBG site, for their preservation, cultivation and the prospect to eventually open this desert botanical garden to the public. **Transplanting trials are a worthwhile undertaking, which demonstrates Rössing’s commitment to biodiversity protection and conservation. This is a great trial for rehabilitation and restoration purposes, as plant stock for restoration is a challenge. It is through such exercises that we can understand the growth rate, success rate and biophysical conditions needed for restoration purposes.**

28 September 2018, e-Rössing Bulletin - Rössing hosts 18th Birdwatching Day

Rössing Uranium hosted its 18th Birdwatching Day, involving learners and bird guides from our coastal area. Seventy-four learners from 13 coastal schools, and five bird guides participated in the event, which was held at the Walvis Bay Bird Paradise on Friday 14 September 2018.

The birdwatching activities included identifying, counting and recording bird species found at the paradise on the day. At the end of the event, some 20 species of birds were recorded. The birdwatchers made use of bird books and pamphlets about the common birds during their observations.





5 August 2019, e-Rössing Bulletin - Wapaleka our beach

Rössing Uranium donated 20 upcycled metal drums to the Erongo Regional Council for use in the coastal area as refuse bins, under the guidance of the Coastal Management Committee (CMC), which is under the Ministry of Environment and Tourism.

The bins will be placed along the Kuisebmond beach in Walvis Bay, and at Dune 7. According to Environmental Advisor Ann-August Shikongo, a request was received from the CMC through the Erongo Regional Council for sponsorship for the refuse bins.

“The drums will make a big impact on waste management and prevent waste from entering our marine as well as other environments,” Rössing’s Environment Specialist Ignatius Shaduka said, adding that the donation is also expected to increase awareness of our onsite Wapaleka initiative and spread the message to keep our surroundings clean. Since the drums were used oil drums, it will create awareness about items around us and in our communities that can be reused or recycled.

Nelson Merero, as CMC chairperson, said Rössing has always been applauded because of its above-par health, safety and environmental measures, and specifically its noble causes to the perseverance of the environment and cleanliness.



7 December 2018, e-Rössing Bulletin - Arandis valve house revamped

The Arandis Town Council’s valve house has received a new precast fence wall to secure the building and also safeguard Rössing’s weather and dust monitoring instruments on the roof of the building. Unfortunate incidents have been reported recently whereby the old wire fence of the station was cut and Rössing’s monitors tampered with. The PM₁₀ e-sampler was found switched off in the latest incident, which resulted in loss of data which cannot be retrieved.

Rössing, through the Arandis Sustainable Development Project, approved funding towards upgrade of the station’s fence to safeguard the valve house and Rössing’s equipment to ensure reliable weather and dust information, which is shared with the Arandis community and also reported annually in our report to stakeholders.



22 February 2019, e-Rössing Bulletin - History made – 28th Rössing Marathon

Held under the theme ‘My health, my right’ the 28th Rössing Marathon reached another milestone, with a record of over 600 participants in the running events.

Our half-marathon item (21.1km) at the Rössing Marathon event will henceforth officially be known as the Frank Slabbert Half Marathon! ‘Oom’ Frank started his involvement with the Rössing Marathon in 1982. This year marked the 28th time in a row that Oom Frank took charge as race director in what has become one of Namibia’s premier long-distance events.

Oom Frank is currently one of only two Olympic Solidarity Lecturers on Sport Management and Leadership in Namibia, and he has held several courses throughout Namibia over the years, which amounts to a truly remarkable contribution to sport.

Thank you, Norbert Fleidl, a member of the Swakop Striders, for your idea to honour Oom Frank’s decades-long contribution to sport in general and to the Rössing Marathon in particular.

Close to N\$4,000 collected from the entries and donations for the 5km Fun Walk and the 10km Uranium Relay event went to the Cancer Association of Namibia (CAN).



22 February 2019, e-Rössing Bulletin - Alcohol and drugs support group launched for employees in Arandis

Due to the high positive alcohol and drug statistics of 2017 and 2018 amongst Rössing employees and contractors, the company has decided to establish alcohol and drugs support groups for employees in Arandis, Swakopmund and Walvis Bay.

Employees will meet twice monthly and discuss issues associated with the misuse of alcohol and drugs. **“The aim is to promote sober, successful lifestyles amongst**

our employees, their families and the communities where they live. Overall, we aim to create a society where substance abuse no longer leads to violence and risky sexual conduct that leads to HIV and AIDS and gender-based violence”, said Hilde Kafidi, Advisor Health and Wellness.

31 May 2019, e-Rössing Bulletin - Rössing Uranium wins the Inter-Mine Safety Competition 2018

Rössing's manager HSE & PS, Jacklyn Mwenze, received the Chamber of Mines of Namibia's Inter-Mine Safety Competition award from Hon. Tom Alweendo, Minister of Mines and Energy, in Windhoek during the mining expo held at the Windhoek Show Grounds early this month.

Jacklyn said it is a great honour for Rössing to have received this award. **“Our vision is for everyone to go home safe and healthy everyday,”** she said.

She explained that the award is an industry recognition that we are on the right path. **“We could not have done this without each and everyone's commitment to working safely at Rössing. The journey has only started and with #onlytogether, we will get closer and closer to zero,”** said Jacklyn. She further added that it is her firmly held belief that Zero Harm is possible and this award in a way recognises Rössing's commitment towards achieving this goal. **“We have started this and the expectations are high that the award should go to Rössing again next year. Rössing took part in the Namibian Chamber of Mines annual expo in Windhoek earlier this month. We shared a stand with the Namibian Uranium Association (NUA) – also representing Orano and Swakop Uranium, among others.”**



30 March 2020, e-Rössing Bulletin - Where does my old PPE go?

A unique partnership between CNNC Rössing Uranium and a local skills training centre is benefiting the youth and previously-disadvantaged groups to assist them in partaking in economic development activities.

But, in any skill development project, the necessary tools are required, especially when it comes to working safely. With this in mind, Rössing Uranium recently donated 800 hard hats to the Namibia Community Skills Development Foundation (COSDEF), which will distribute the hard hats among its eight training centres in the country.

In addition to the hard hats, seven full sets of PPE was also donated. Swakopmund COSDEC centre manager Marilyn Eibes also expressed gratitude to Rössing for the donation, noting that the mine's continued support to them shows that we value the centres as important community partners.

Our Managing Director Johan Coetzee said: **“Rössing remains committed to long-term stakeholder relationships that are mutually beneficial and executed respectfully for both the beneficiaries and the mine. Promoting good safety practice is part of the Rössing culture and instilling that in the minds of our future artisans at vocational training institutions remains our commitment.”**



30 March 2020, e-Rössing Bulletin - China's ambassador to Namibia supports Rössing Marathon

“In February this year, I was invited to start the 29th Rössing National Marathon Championship and award the winners. During this activity, I met a young boy from Keetmanshoop who had run 10 kilometres barefoot, which made me feel shocked and moved. I promised to give him a pair of running shoes at the time. Today, a pair of running shoes and also a tracksuit together with the best wishes from Chinese friends arrived at his home. How cute he looks when wearing the new clothes and shoes! I hope that he can keep on running, maybe he will be a marathoner in the future.”

- Yiming Zhang, China's ambassador to Namibia





2020 Stakeholder Report - Our response to COVID-19

'Business unusual' was the order of the day during 2020, especially in the early part of the year when the COVID-19 pandemic was first felt.

The mine was in minimal operational mode when mining operations were forced to slow down between March and June, while controls were implemented to combat the spread of COVID-19 on-site.

As can be expected, this had an impact on ore supply, which was mitigated by depleting run-of-mine stockpiles and reducing cut-off grades to meet tonnage requirements, albeit at lower grades.

In addition to implementing control measures as prescribed by the World Health Organisation, and later further enhancing these measures by complying with the State of Emergency and other Government directives, Rössing introduced a COVID-19 Emergency Response Plan (ERP).

The ERP followed a four-phased approach towards managing the pandemic and remains dynamic as we adapt to changing circumstances.

As a public health issue, the mine's health management team were key role players in the establishment of processes and controls for the management of the pandemic on site to limit its impact on the workforce.

In addition to all legally-prescribed COVID-19 controls, Rössing and contractor employees all received fabric reusable masks, employee tool-kit booklets, individual thermometers, fridge magnets with key messages and individual hand sanitisers to enhance and support the controls implemented to mitigate COVID-19.

A wide range of measures were put in place to prevent the spread of the virus, such as temperature checks, thermal cameras for employee screening, hand sanitisers, and employee support for those that were affected by COVID-19, among others.

Extensive awareness was promoted by communicating to the mine's workforce, as well as its contractor workforce, through the issuing of 52 Coronavirus newsletters and the distribution and display of posters, which addressed key and relevant aspects about the pandemic. Television monitors were placed throughout the mine with media player capabilities, which enable Rössing to present informative videos on COVID-19.

A link on the mine's intranet provided ongoing updates on control measures at the workplace to combat the spread of the virus. The wearing of respiratory protection has become compulsory on-site, while social distancing measures were implemented in offices, buses, vehicles, and all other facilities.

24 July 2020, Republikein - CNNC optimistic about energy supply

The China National Nuclear Corporation (CNNC) Rössing Uranium in Namibia is confident that it will continue to be a major supplier of energy to the world, and deliver value to stakeholders and shareholders for a significant number of years to come, an official said Wednesday.

Rössing Uranium managing director, Johan Coetzee said this when he delivered the miner's report to stakeholders for 2019 on Wednesday.

According to Coetzee, of Namibia's 11 percent primary production of uranium oxide worldwide, Rössing operations produced 3.9 percent.

"This is a significant achievement for both Rössing and Namibia," he added.

Despite the company going through many changes, and less-than-favorable operational circumstances, Coetzee said in 2019 they achieved a lot.

"2020 and the next few years will still be challenging, but with our new majority shareholder, we are confident that we will build from a solid base, exploring various opportunities to remain a competitive supplier of uranium into the nuclear energy market," he added.

Currently, the mine, as a major employer and purchaser of goods and services, makes a significant annual contribution to economic development in Namibia.

28 August 2020, e-Rössing Bulletin - Protection Services assist with extinguishing house fire in Arandis

The Rössing Protection Services section recently reached out to the Arandis Town Council about assisting to extinguish a fire at a residential house. Rössing's Sub-fire Maintenance Officer Leon Beukes said, after receiving a call from his supervisor to go to Arandis with our fire truck, he and two of his colleagues prepared what they needed to help in extinguishing the fire.

"When we arrived at the scene, a well-organised team from the Arandis Town Council had already managed to contain the fire from spreading to the rest of the house. We also jumped in to immediately assist to extinguish the fire in the bedroom, managing to stop it from spreading to the kitchen and sitting room," he said.

Leon was pleased to see how well-organised the people were, and was also impressed by his colleagues, noting that: "Although we didn't travel in one car and plan how we are going to assist, every one of us knew exactly what we had to do."

He, however, noted that there is a need for residents to also receive a basic firefighting course and then constant refreshers, so that they can be knowledgeable in case a fire breaks out in the town. "It is important to have regular training on firefighting because when the need arises, people tend to rush but when you have experienced this training, you exactly know how to approach every situation," he said, adding that there is a need for the Arandis Town Council and Rössing to jointly host firefighting training.

On his part, the Arandis Town Council Technical Services Manager Silvanus Makili said, "**We are forever grateful and cannot thank the Rössing team enough, for their continuous support in such incidences. To the Rössing team, please accept our sincere gratitude for your assistance during the fire incident. We are thankful for the relationship between Rössing and Arandis Town Council,**" he said.

25 September 2020, e-Rössing Bulletin - Rössing Uranium supports tippy taps installation in Arandis and Swakopmund

Rössing funded the installation of 282 tippy taps in Swakopmund, and 118 in Arandis.

The Development Workshop Namibia did the installation. The tippy taps installed in Swakopmund were set up in the DRC informal settlement along the airport strip, COSDEC and Rössing Foundation, while in Arandis these were set up at the police station, NIMT, Rössing Foundation, AIMS and the three schools in town.

Team leader Ambrose Wohler said that the objective of installing the tippy taps is to encourage the importance of handwashing and to create awareness on tippy taps as an innovative mechanism that can be used in remote areas where sanitation is an issue.

Poor sanitation is as a result of no running water to wash hands. **Ambrose noted that the communities have welcomed the initiative and expressed gratitude towards the tippy taps and awareness about hygiene practices received along with it.** The recipients received training on how to remove and refill the water containers when empty. Swakopmund COSDEC manager Marilyn Eibes said, the installation of the tippy taps ensure that the centres adhere to safety protocols during the pandemic and safety for their trainees and visitors.

She added that the tippy taps have instilled a culture of cleanliness and good hygiene practices around the centre. "**It is so comforting knowing that we are maintaining the safety of our trainees and visitors and we are forever thankful for the help that comes our way from our partners. This manifests the commitment that CNUC Rössing Uranium has for the community, and a validation that we are a worthwhile stakeholder of Rössing Uranium.**"





3 November 2020, e-Rössing Bulletin - Rössing Uranium successfully hosts first-ever virtual Birdwatching Day

Rössing Uranium successfully hosted its first-ever virtual Birdwatching Day for Namibian school learners on Tuesday, 20 October, which saw more than 600 learners participating in the event. This year's Birdwatching Day also marked the 19th year that Rössing Uranium hosted this event.

The local schools of Arandis, Swakopmund and Walvis Bay have always been the nucleus of Rössing's environmental education activities for the past 18 years. This year, due to COVID-19 regulations, the mine's management decided to offer a virtual birdwatching experience through the Rössing website, thus creating an opportunity for schools from all regions to participate in our environmental awareness initiative.

On 20 October, participating schools watched a video on birdwatching at the coast and then had to complete a questionnaire to participate in a competition. The video was presented by well-known birdwatching guide, Peter Bridgeford. Rössing Uranium's General Manager Operations, Liezl Davies said, "Rössing Uranium acknowledges the existence of biodiversity within our operational footprint, and we are committed to joining this global drive to conserve and protect biodiversity." Rössing Uranium has in the past supported projects such as the Damara tern fencing projects, Seabird Rehabilitation Project, and the Vulture Namibia projects. **"Our goal is thus to create a positive impact on biodiversity and contribute to conservation in Namibia at large," she stressed.**

Lastly, Liezl, thanked the Regional Directorates of Education for facilitating schools in their region to participate in this event. **"We believe a seed has been planted with learners to appreciate the natural environment and take up interest and studies in the conservation of beautiful Namibia."** The event will be open to the public and employees to participate.



3 November 2020, e-Rössing Bulletin - Rössing Foundation joins community efforts to mitigate human-elephant conflict

The Rössing Foundation is currently working with the Omatjete community to mitigate the human-elephant conflicts by building protection walls around community water points and separate drinking points for the animals. The

interventions were initiated from a broader-based consultation with the affected communities and stakeholders after elephants damaged water points that serve the rural villages.

Rössing Foundation's Chief Enterprise Officer, Lysias Uusiku explained that the idea behind building separate drinking water points is to enable the elephants to access water before they reach the villages. **"The project is, therefore, a response to the communities' outcry and tensions between the people and elephants,"** he said.

"The project is implemented in phases and the plans are to construct five protection walls around the community water points and two new water points exclusively for elephants." He stated that the construction of water points protection walls also created temporary jobs for the local people, especially the unemployed youth, which contributes towards the economic wellbeing of the beneficiaries. Apart from building protection walls and separate elephant water points, the borehole for the Otjiperongo Junior Secondary School was also rehabilitated through this project. The project is funded by the Game Product Trust Fund of the Ministry of Environment and Tourism.



3 November 2020, e-Rössing Bulletin - Rössing Uranium launches HSSEC standards

The Health, Safety, Environment and Protection Services (HSE&PS) department has officially launched Rössing Uranium's Health, Safety, Security, Environment, and Communities (HSSEC) standards.

In consultation with the operational division, the department has over the past 12 months tailor-made a standalone HSSEC Management System for the mine, which defines the principles by which we conduct our operations in terms of health, safety, security and the environment, including our local communities in which we operate.

According to HSE&PS Manager, Jacklyn Mwenze, the framework of our Management System is designed to provide clear guidance to every leader and every individual in the business regarding our expectations pertaining to HSSEC.

"The driving principles of this system have been established; however, our efforts for continuous improvement mean that we will refine and adjust these principles as we learn from all leaders and teams in the business," she said.

"Rössing Uranium is proud to launch its own HSSEC standards and invites all its employees and contractors to continue implementing and applying these in all areas of the business. All are invited to join us on this journey of continuous improvement and excellence."

30 November 2020, e-Rössing Bulletin - Rössing Uranium donates recycling bin to West Side High School

“Westside High School would like to thank Rössing Uranium for the donation of the recycling bin. Recycling is one of our Environmental Club’s projects where we hope to teach our learners about conserving natural resources and the importance of the 3Rs. Our grade 3 learners will be the driving force behind the recycling project and we hope that other grades will be encouraged to partake in recycling activities.”

- Ms Martha Kamati - West Side High School’s Environmental Club Coordinator



30 June 2021, e-Rössing Bulletin - First-ever virtual Rössing Marathon

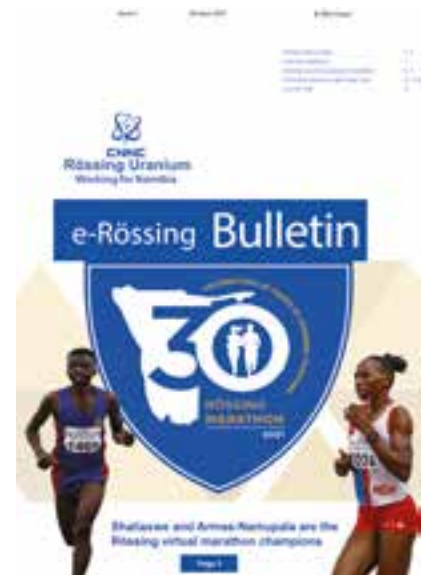
History was made this past weekend when Jeremia Shalixwe ran his first 42km marathon event during the Rössing marathon virtual run and emerged victorious in a time of 02:19:59.

Alina Armas-Namupala for the sixth time also won the 42km ladies-open category, crossing the line in a time of 02:51:01.

Both athletes will receive a prize of N\$10,000 and a development bonus of N\$20,000. A total of over N\$90,000 will be awarded to winners in various categories.

Rössing Uranium’s Manager Corporate Communications Daylight Ekanjjo, congratulated all the winners, noting that “We knew from the onset that this was not going to be an easy run for our athletes who are used to coming to Swakopmund and running in a cooler weather conditions and the road terrain that does not have hills. We are indeed proud of you for being brave and completing your race, despite the challenges faced.

“We take note of the challenges experienced by some of the runners, but we are so proud that for 30 years Rössing has been promoting healthy lifestyles and wellbeing in our nation, more so during this trying period we are facing as a country,” she said. “We are hopeful that 2022 will allow us to host a physical event again.”



Reflecting back...

Veston Malango, CEO of Chamber of Mines of Namibia

May 2022

Rössing’s continues to uphold a stellar safety track record, and holds the highest number of fatality-free shifts out of all the mining operations in Namibia. With years of experience, Rössing has indeed set industry benchmarks of best practice with regard to general health and safety and has set industry leading radiation standards in the workplace.

As part of its legacy, Rössing has adhered to strong environmental compliance and management plans to mitigate its impact on the surrounding ecosystem. It has

always supported local environment and conservation initiatives such as the annual Birdwatching Day, among others, and implemented a number of environmental awareness programmes at local schools.

Rössing has adopted innovative and sustainable ways to dispose of waste material or obsolete equipment. For example, waste material has been donated to communities for building equipment where it can be used and old equipment to NIMT for educational and training purposes.

Rössing is thus an exemplary operation in taking proactive steps to minimise its impact on the environment, and will no doubt leave a lasting legacy in local conservation and environmental initiatives.

IN CONCLUSION

Reflecting back...

Gordon Freeman
former General Manager
November 2021

Rössing to me, and many others, was not just a mine, but a way of life, an ethos and ethic that developed the characters and style of its managers.

Rössing really is the story of Ronny Walker, Craig Gibson, Brian Burgess, Steve Kessler, George Macras, George Deysel, Mike Bates, Frank Fenwick, Jerry Parker, Barry Aitken, Sean James, Wotan Swiegers, and other notable members of the team. Certainly, it was a team that was my privilege to lead, and one that I would doubt could have been bettered.

My association commenced in 1976 when Ronnie Walker was the then Chairman of Rio Tinto Rhodesia, and I was General Manager of the Empress Nickel Mine in Gatooma. He sent for me, told me that Sir Alastair Frame, Technical Director of RTZ, had visited Rössing, which was then in a development phase, and was upset by what he saw. At that time, Rössing was being developed by Rio Tinto South Africa who owned the Palabora Mining Company, which was a great success. Because of this, they had been given the task of developing Rössing.

Ronnie asked me to immediately transfer to Rössing and get it right. Ronnie was never a man to mince words. He knew his team, knew their capabilities and expected their utmost best. His instruction to me was that the mine was to be non-racial, that I would be given a free hand, and that I would report directly to him. He parted with a 'Good luck'.

It is worthwhile casting a look back to what it was in the beginning years, to really appreciate where Rössing is today, celebrating 45 years of production and a proud contributor to the nation's lives and the economy of Namibia.

SOCIAL BETTERMENT FOR BLACK EMPLOYEES

In 1976, the majority of black employees were from 'Ovamboland', and brought down on a one-year contract.

They left their wives behind and after six months would be reemployed for a further one-year contract.

This was unsatisfactory, as they were devoid of family life, their training and work development was interrupted, and they were most unhappy, with fighting and theft being prevalent in the work camps, as they were then.

The labour force also lived in an unsatisfactory environment, living six to a concrete hut without windows. It took about four to five years to change the living condition and to create canteens where a man could happily eat with his family at a set table.

Arandis was built, in cooperation with the employees, for married couples and houses were erected.

The contract system was discontinued and men were encouraged to bring their wives to live in Rössing homes. Rössing employed its first graduate, a woman named Maria Dax. Maria was a wonderful example of what could be achieved and she employed other women and men to help her. Every new resident was given an induction period in housekeeping, and Maria and her team would then visit the homes to see how they were getting on.

SOCIAL DEVELOPMENT OF EMPLOYEES

Maria and her team developed a number of 'clubs' where basketwork, sewing, gardening, among others, were encouraged. This was a great success.

A formal clothing cooperative was also established. Rules were introduced, sewing machines purchased, and markets developed. Excellent school clothing and work-protective clothing was made and sold, with the profits being returned to the members of the cooperative.

A non-denominational church was built and this was hugely enjoyed by residents. Our intention was to develop Arandis into a well-run township.

A social club was built and named the Arandis Club. James and Mabel Villet, a prominent man with his wife from

Tamariskia, were invited to run it. It was run as a club where drinks could be enjoyed on the lawn, meals could be obtained, and families were encouraged to visit. It had a constitution with the General Manager as its Chairman, whilst all other members were elected by its members. Mine management officials were encouraged to visit it and did quite often, bringing out their families to have a drink and meals on the lawns on a Sunday.

Housing was allocated on a work-related basis, dependant on one's seniority. The more senior employees lived in Swakopmund and Tamariskia, whilst the labour category and new employees lived in Arandis or in single quarters close to the mine or in Swakopmund.

Single-quarter blocks would be for twenty or so employees, with each block having communal bathrooms and also a 'block carer' who would look after the residents, see to their washing, their health and general upkeep. It could be said that this was paternal, but it was always accepted that this was needed as an interim measure to train men and women to settle into a different type of environment from that they were born to.

PUBLICITY

Rössing had a difficult start-up in the social world. It was owned by an international company, Rio Tinto, which at that time was seen as an exploiter of all things African and therefore, it had to win its stripes. Rössing was in then South West Africa, which was seen as a country under the South African apartheid regime and therefore the enemy of the South West people, specifically SWAPO and its supporters. Rössing was also a mine which was seen as exploitive and worse, it was mining uranium so, all things considered, it was seen as a pariah.

Management tried very hard to improve its image, but there was a lot still to be done in terms of housekeeping and metallurgic cleanliness, and therefore its intentions had to be taken on trust, which its detractors were not prepared to accept easily.

One of its main detractors was the Anglican Church and its Bishop, James Kaluma, who worked strenuously to detract from Rössing's intentions. This made our task so much more difficult. However, with the years and progress, this attitude changed.

The world press was invited to come to the mine and make an impartial assessment. Press from England and Europe attended, but little was written, as clearly they were looking for fault, but could not find it. Le Monde, the French national paper, interestingly wrote that Rössing would cause a problem for the future of Namibia as the conditions were so good that when the mine ultimately closed – which all mines do – no other employer would be able to afford to give conditions similar to that enjoyed.

EDUCATION

In 1977, there was not one African graduate employed, the first being Maria Dax previously mentioned. It was known that there were a number of Namibian graduates in Sweden, Germany and Russia who had been sent to universities by the church and other organisations who were against the South West Government.

We tried very hard to contact some of them to get them to return to Namibia and into our employment, as we felt their influence would be immense. However, although they did return after Independence and a few joined the company, the majority joined Government and semi-government organisations.

Rössing, therefore, commenced a graduate scheme, identifying employees and others who had promise and by the end of my term as General Manager, we had over 100 graduate employees.

The Rössing Foundation also took a very strong interest in schooling and developed a High School in Arandis. Money for this was raised from the Zug Foundation in Switzerland. The school was independent of the mine, and very successful.

I was more than impressed when revisiting the mine in 2019, noting that the Mining Manager was now a Namibian-born woman graduate and there were many other graduates in positions of management authority.

I would think that in the field of education, Rössing was at the forefront in developing the potential of Namibians.

SOCIAL ACTIVITY

Interaction between the mine personnel and Swakopmund residents was encouraged.

The Mayor at that time was Jörg Henrichsen and through him, Rössing became an accepted and welcome part of Swakomund life – a far cry from when the mine was first opened and it was looked at with much suspicion as a detractor of the underlying economy and living standard of the town.

A noteworthy introduction was 'Carols by Candlelight' that the Mayor and the General Manager initiated together to celebrate Christmas.

The Country Club was developed, which had a squash court, football pitch and restaurant. A grassed golf course was also established, as previously the town's golf course was ungrassed and the 'greens' were sand mixed with oil.

HEALTH

Under Dr Wotan Swiegers, employees were educated and encouraged to accept responsibility for the health of their families.

A number of strategies were implemented, and a very successful one was to stop smoking.

Every employee was examined annually to ensure that their health had not been affected by working in a radioactive environment.

Initially, the only hospital available to Swakopmund residents was a small hospital in the town run by German nuns. As the mine's workforce grew to 6,000 employees,

there was a need for another hospital. It was agreed to build one and Dr Swiegers took it upon himself to design it. Ultimately it was opened by the Chairman RS Walker, and named the Cottage Hospital.

Much time was taken between the General Manager and Dr Swiegers in its design and intention. Remember that racial segregation was still very prevalent and a number of town's people and employees hid behind that in their opposition to Rössing's policies, so this had to be taken into consideration. We agreed that the outpatients department would be circular to force 'closeness' between the races. Toys were introduced in the centre, so that the children soon played together, which encouraged social interaction.

The next problem was how to hospitalise patients as far as rooms were concerned. We considered single rooms, but this would be contrary to our intentions to integrate. So, double rooms were designed with curtains separating the beds, which could be closed and opened by the patients themselves. This worked well, as we found that curtains were opened very soon and patients of different races were happily chatting.

Arandis had its own hospital owned and run by the Damara Administration. It was not run well, and Dr Swiegers negotiated to take it over. We were then able to install our own staff and systems, its first matron being a Xhosa woman, Nomsle Nkumbi.

In Swakopmund there was a small maternity hospital in the back streets, which had been there for years. Dr Swiegers and I visited it one day to find that it was virtually insolvent and was considering closing. We took it over and improved systems and procedures.

SAFETY

When originally opened, the mine was unsafe, as it was without any system to create a safe working environment. This, in itself, created poor working conditions and the severance rate of employees was unacceptable.

Great effort was put into creating a safe mine and Rössing joined up with the South African Safety Award system.

After six years, we were awarded the highest award that could be given for all South African mining industry and after gaining their top award for four years in a row, we were excluded from the competition to give other industries a chance to win! The award was one thing, but the achievement was to give employees the expectation that, at the end of the day, they would return home to their families safely.

RACIAL HARMONY AND EQUITABILITY

I think that probably the greatest achievement of Rössing was in the field of good racial relationships. Apart from the statement that the mine was non-racist, a great deal of effort was introduced to make sure that not only was it intended, but that it would also be accepted as such.

A Physiological Assessment Unit was established and over 40,000 tests were undertaken, so that we were able to assess employees' abilities, place them in the employment best suited to that ability, and then ensure that training was given to allow the employees to progress through their work and life.

In this way, the inherent ability of black employees previously unrecognised was determined, and many were then able to climb the ladder of work promotion.

Annually, we bused school children from Ovamboland to spend a week on the mine and be introduced to our different work disciplines such as metallurgy, mining, engineering, etc. In this way the children were encouraged to understand the need for pre-industrial education to study the appropriate subjects to move into their chosen path.

Annually, we held a Miners' Day when all work was stopped and all employees were bussed to the Country Club for a day of social activity and fun. Stalls were manned, tug of war teams introduced, food was produced, races

were organised. In all, a fun day with the mine managers manning the stalls and being at the call of the workforce.

PARTICIPATION

Participation in the mine's administration was encouraged via works committees who met monthly to discuss production, social activity, promotions, etc. All discussions were monitored and the General Manager was informed of questions individual managers were not able to answer. I also met with the Chairmen of the Committees on a quarterly basis to discuss points of interest.

Suggestions were sought from employees on better ways to work, and annually the best suggestion was rewarded at a social occasion with a car as the top prize.

Apprenticeships were seen as a very important step towards African advancement.

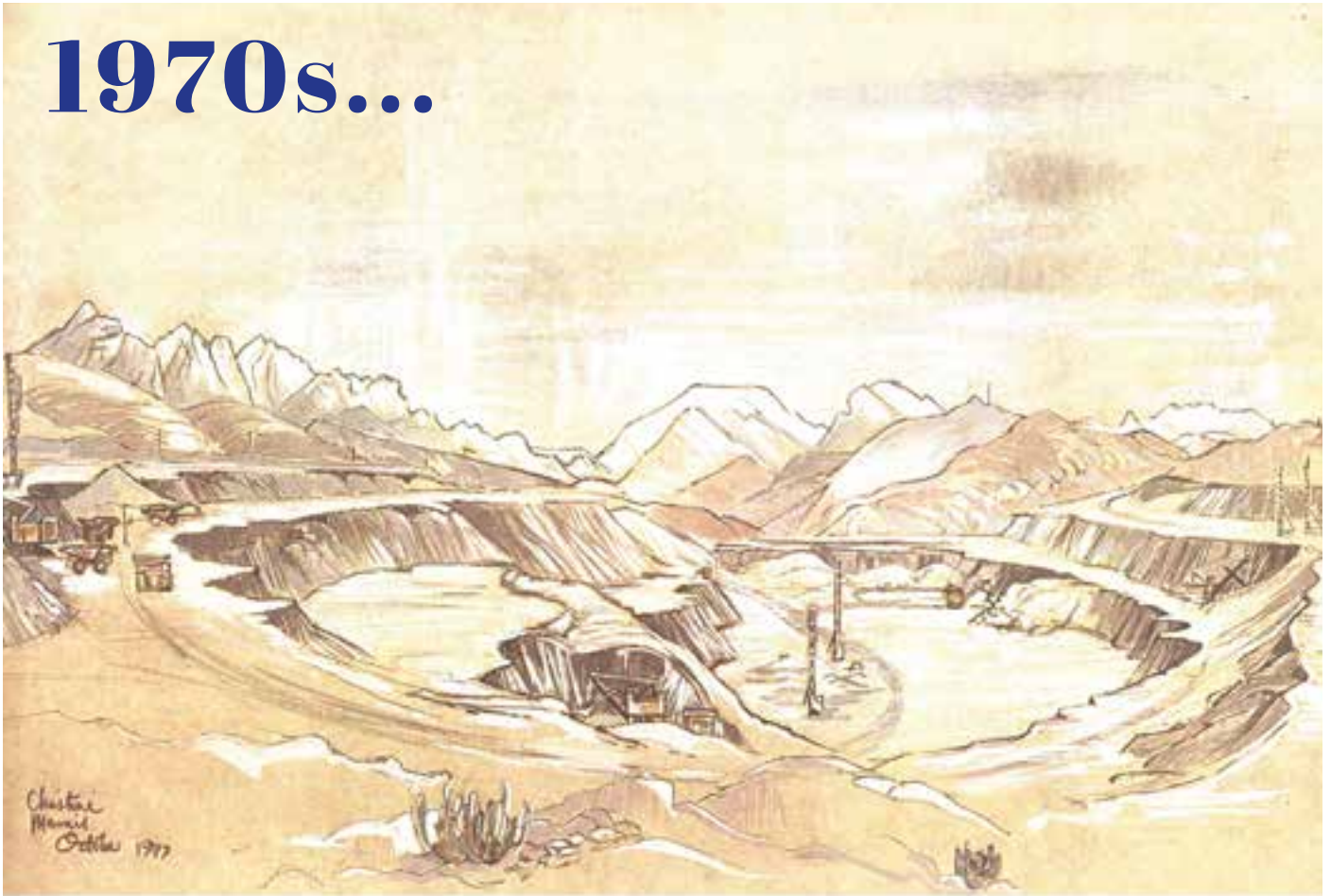
Every employee received an induction to give them an understanding of the business. Initially, they thought that all profits went into the pocket of the manager to the detriment of the worker. They were introduced to the costs of mining, which gave them a better understanding of how the mine developed and, ultimately, a sense of pride and belonging.

IN CONCLUSION

Rössing's story is an encompassing one of how we overcame the adversities, developed a non-racial company inside a South African-controlled country, and brought the mine to the position that where it can now look back and write of its legacy. Rössing has grown from a lost-making hulk in the desert, to a streamlined business with a cadre of loyal, well-trained employees and that contributed tremendously to the betterment of thousands of people's lives.

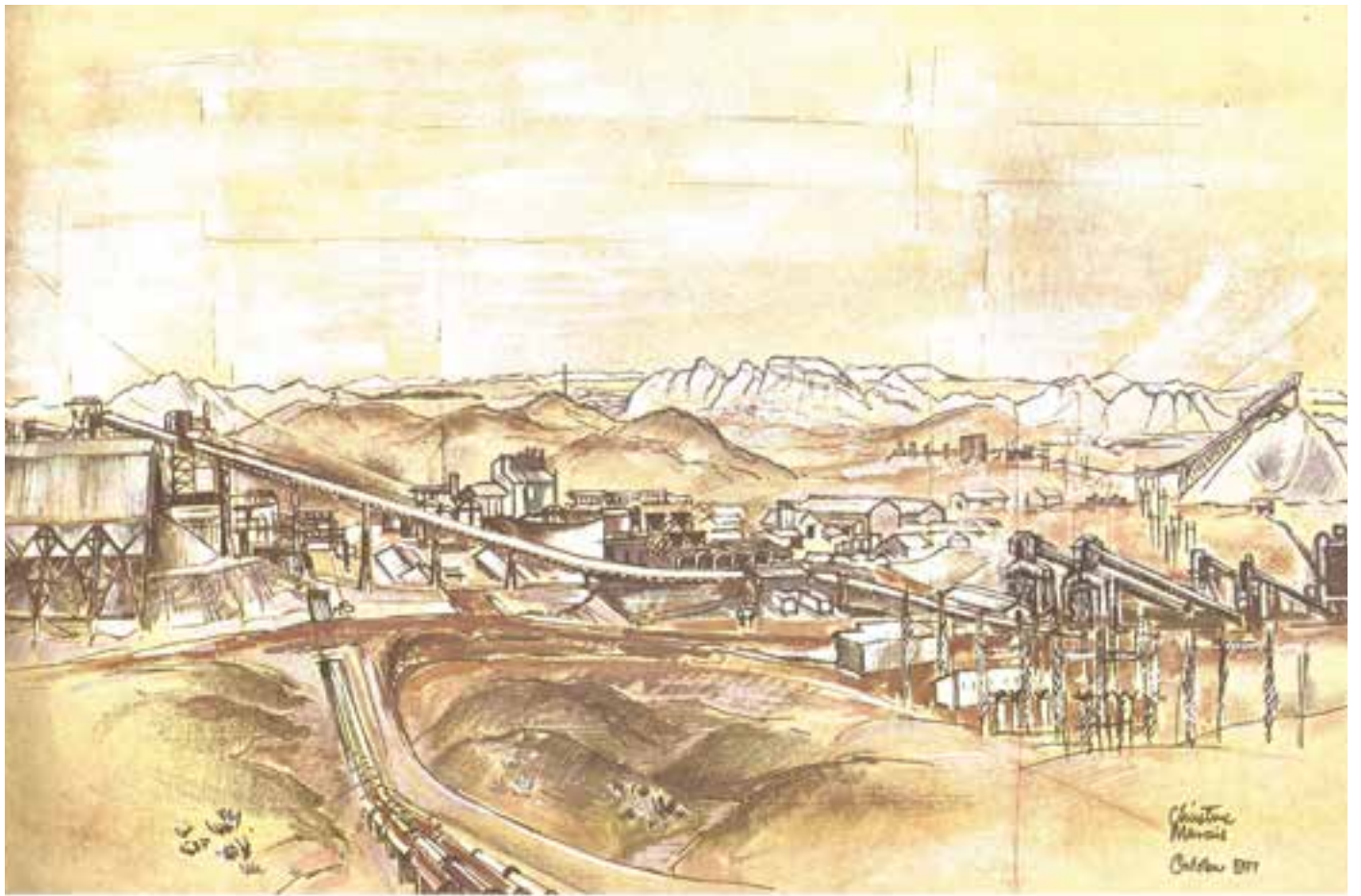
Indeed, Rössing has shaped the Namibian nation in untold ways – and that's a proud legacy.

1970s...



2021...





1970s...



2021...



ENNE
Rössing Uranium
Working for Namibia