

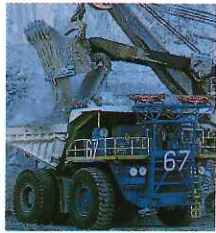


Rössing Social and Economic Report 1992



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Rössing's Open Pit is depicted on this stamp which is included in a series of 12, portraying Namibia's mining industry. (Reproduced courtesy of the South African government printer.)



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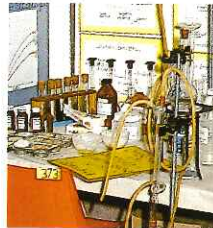
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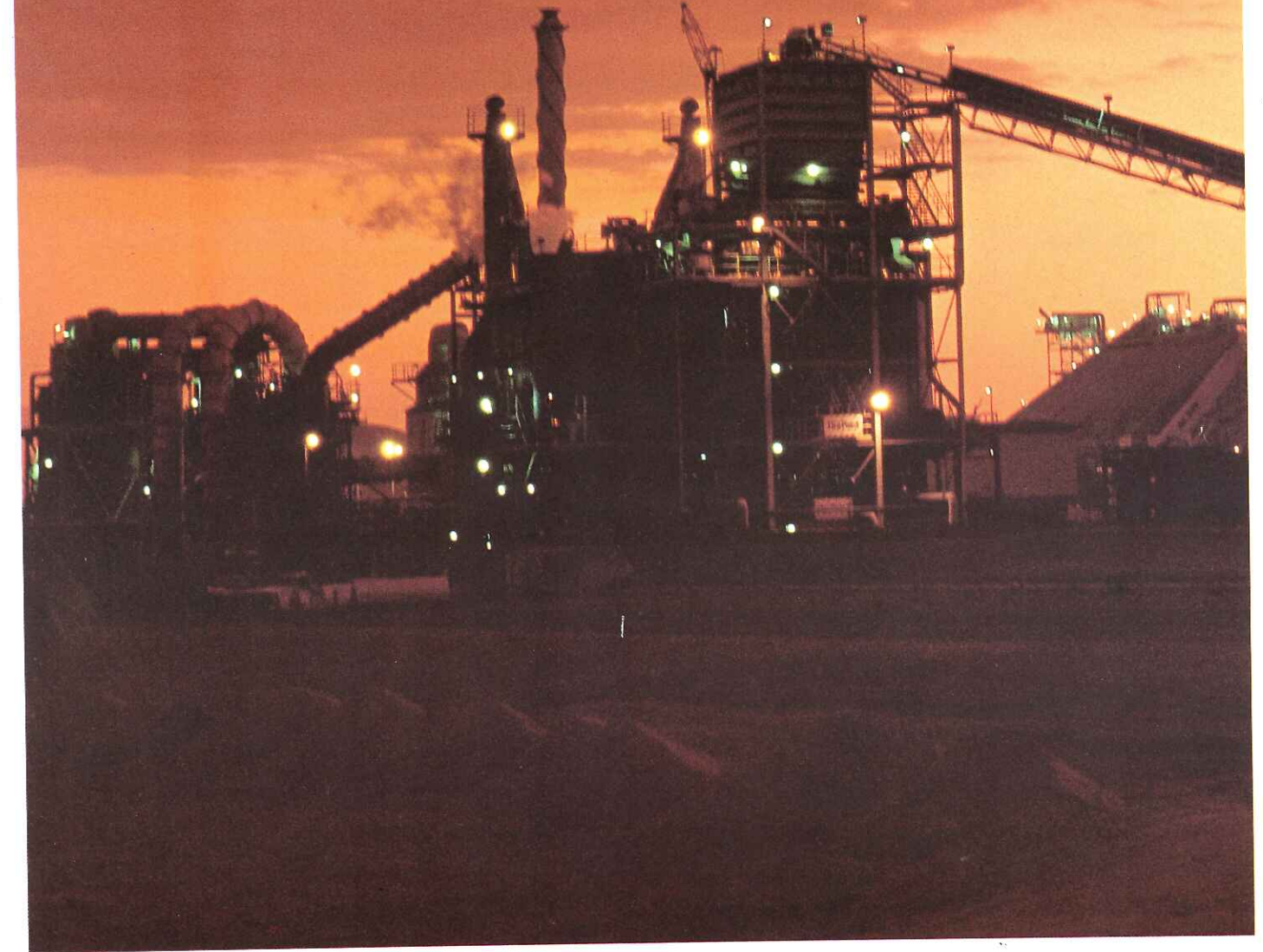
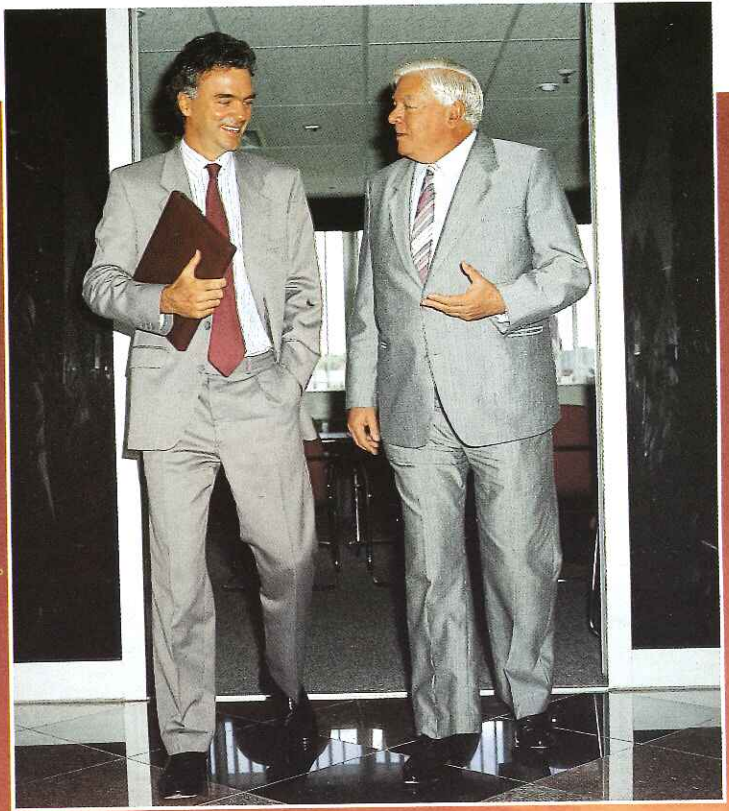
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Frank Fredericks, Namibia's Olympic Hope 28

Opposite : On 10 October 1991, the Rössing Foundation was honoured with a visit by Queen Elizabeth II and the Duke of Edinburgh during the royal tour of Namibia. Here the Queen is introduced to Rössing's Chairman, Mr John Kirkpatrick.

Rössing's Chairman, John Kirkpatrick (right) and Managing Director, Jonathan Leslie.



Rössing Mine's Metallurgical Plant at sunset.

Introduction: The Rebirth of Rössing

The year 1991 saw consolidation of the Namibian government's policies of free enterprise, democracy and reconciliation, providing a beneficial climate for the healthy growth of industry. Unfortunately external forces and events were less benign and in the case of Rössing Uranium Limited the continual weakening of the uranium market led to difficult decisions for the company.

Two production cutbacks, and the retrenchments which followed the second, are described in some detail in later pages. These events have had a negative impact on the government's tax revenue, on the morale of employees and on the reputation of the company. However, the steps taken were necessary to ensure the survival of the company: Rössing is now in the much healthier position of producing uranium oxide at a level close to that of its current long-term contractual requirements.

Today - and for several years ahead - we have firm contracts for all the uranium we produce, although not for all existing stocks. This represents a significant change from the position prevailing last year.

In many respects Rössing has changed and will never be the same again, but in a changing world organisations which do not change do not survive. Until there is a major improvement in the uranium market (which most experts believe will take place in the middle of this decade) Rössing at best is likely to make only modest profits.

This means the company can no longer be the great provider it has been in the past. We are seeking to establish a more normal relationship between the mine, the employees and the community, with responsibilities for non-mine activities being more equally shared.

The move to more individual responsibility should be seen as a positive, empowering step and not

as an unwelcome necessity forced by adverse market conditions.

We have been reborn as a leaner, fitter organization. Our aim now is to be a world-class, low-cost mine, with an assured long-term future.

The publication of draft legislation on mining and on labour matters also required our attention in 1992. It is the policy of the government to consult industry on draft legislation which effects it, and it is pleasing to be able to say that several concerns of the mining industry were recognized during the legislative process.

The pilot plant at the Okanjande graphite project near Otjiwarongo is doing well. We are gaining understanding of the ore and we are producing samples of graphite flakes for marketing purposes. In January 1992 we were honoured to receive a visit at Okanjande from the Minister of Mines and Energy, the Hon. Andimba Toivo ya Toivo. As more information about processing and about the market becomes available this will be presented to the Rössing Board. It is hoped that a decision on the future of Okanjande will be taken by late 1992 or early 1993.

Independence Day 1992 saw Rössing's Independence gift to Namibia come to fruition when President Nujoma received the Namibian Institute of Mining and Technology from the company at a ceremony held at Arandis.

Rössing has established a cordial relationship with the government of Namibia. To illustrate this we wish,

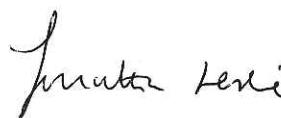
in conclusion, to quote words spoken by President Nujoma at an event at State House in April 1991. The President said: "Naturally, I had been briefed about Rössing before I returned to Namibia, but it was necessary to visit the mine and meet the people before I could make a proper assessment for myself. It became clear that Rössing had been planning for a considerable number of years for its role after the independence of Namibia and that in doing so it had a good understanding of the needs and aspirations of the Namibian people."

"Not only had it been providing proper training, good salaries and comfortable housing, but it had also signed a recognition agreement with the Mineworkers Union of Namibia and had committed itself to the development of Namibians into more and more senior positions within the company. Furthermore, the company had realised long ago that, as a corporate citizen of Namibia, it should do more than just provide employment, make a profit and pay taxes, which is why in 1978 it established the Rössing Foundation."

We at Rössing appreciate the goodwill shown by President Nujoma and his government towards the business community. It augurs well for the further growth of commerce and industry in Namibia as this country takes on the challenge of making a better life for all its people.



J S KIRKPATRICK
Chairman



J C A LESLIE
Managing Director

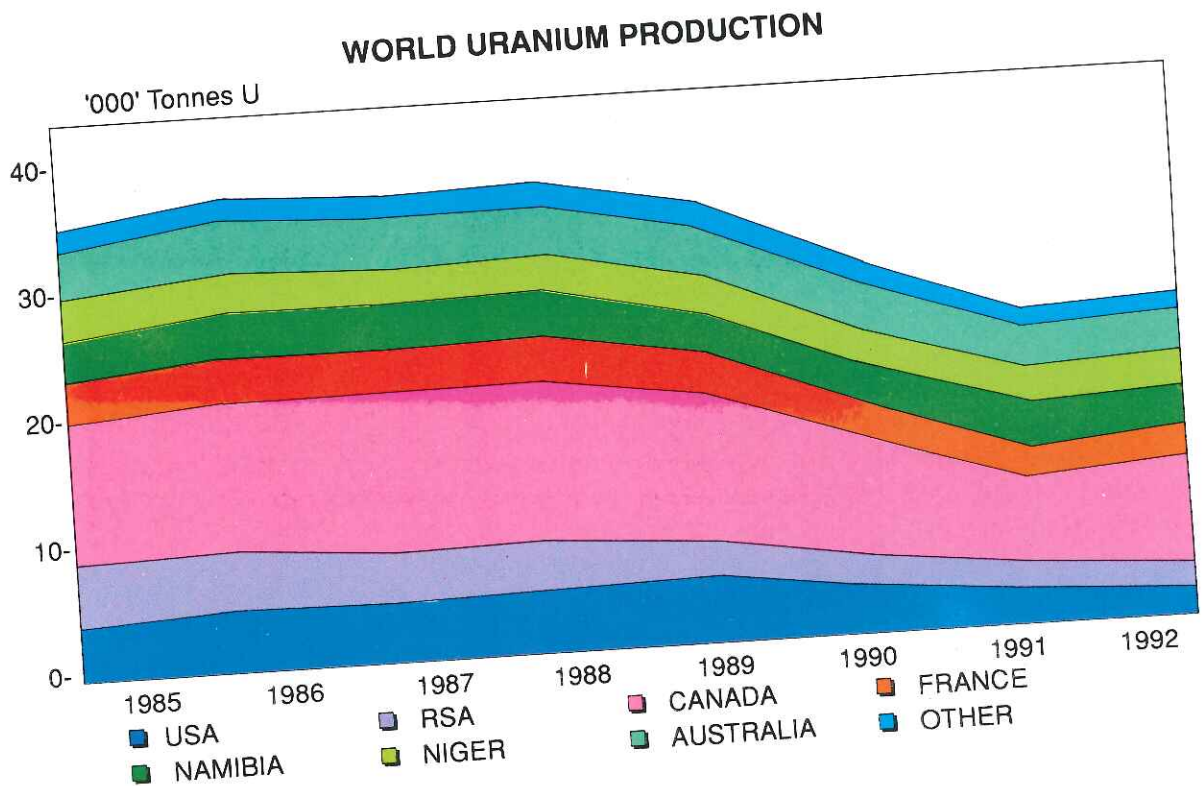
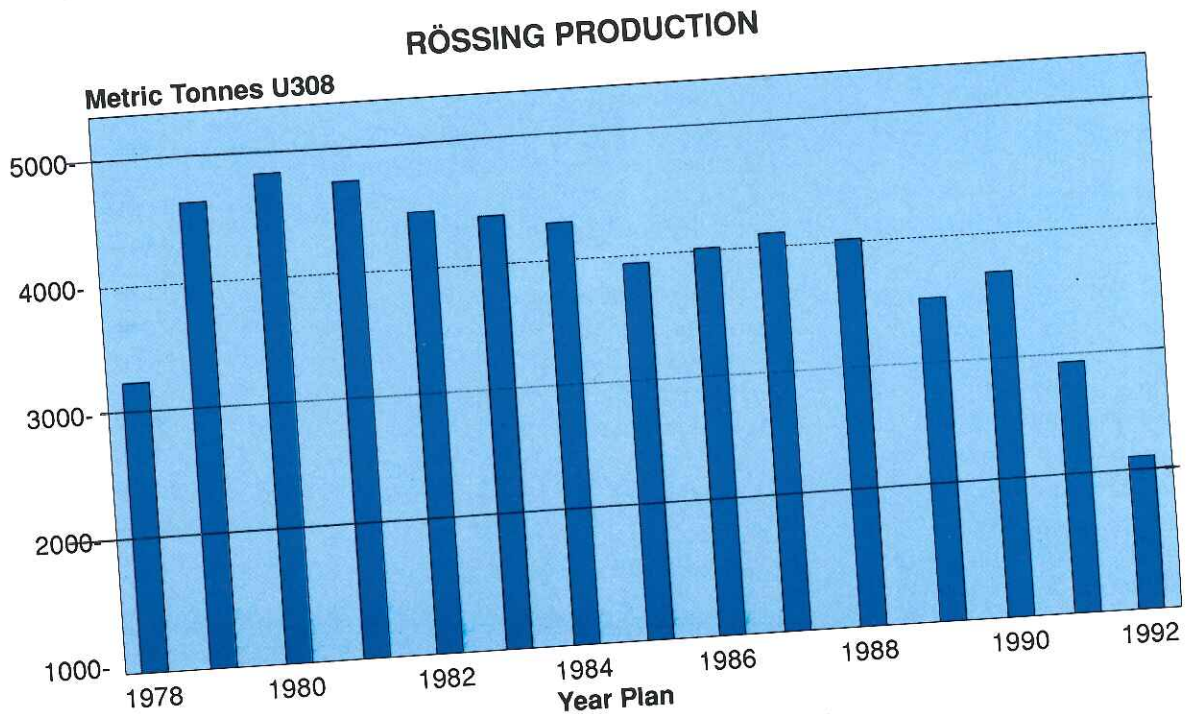
Production and Sales

The international uranium market continued to deteriorate in 1991, with the spot price averaging US \$8.70 a pound, as against \$9.76 in 1990. The price reached a low of \$7.25 in October 1991.

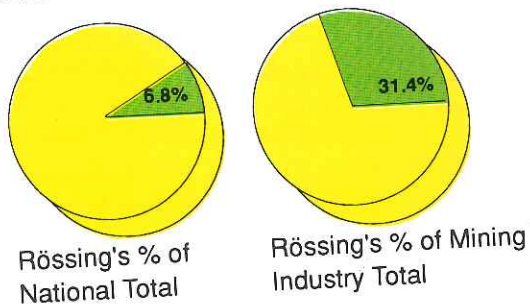
The main reason for the weakness of the market was the substantial Russian uranium sales to the West

at uneconomic prices. This, added to the existing excess of stock, resulted in cutbacks or shutdowns at several Western uranium mines.

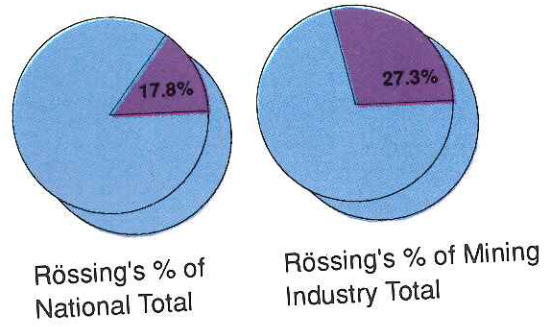
In April 1991 the level of production at Rössing Mine was reduced from 4100 short tons a year to 3250 short



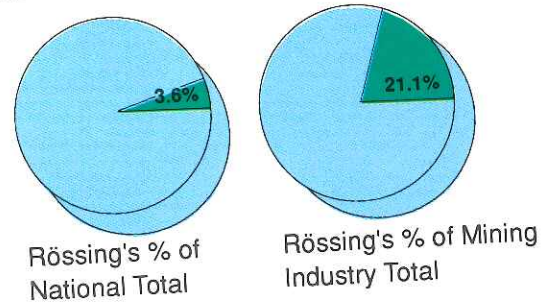
GROSS DOMESTIC PRODUCT (AT CURRENT PRICES AT FACTOR COST)



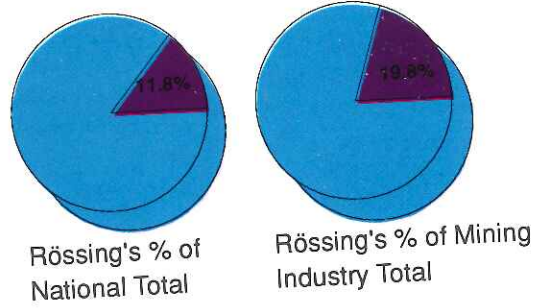
EXPORT EARNINGS 1990



TAXES PAID IN YEAR ENDING 31.3.91



EXPORT EARNINGS 1991



tons a year. However, in view of market conditions and a lack of new contracts, a second cutback became inevitable. Thus production was reduced to 2500 short tons with effect from 26 September 1991. This brought production into line with contracted sales tonnages. The mine is now producing at slightly less than half its rated capacity.

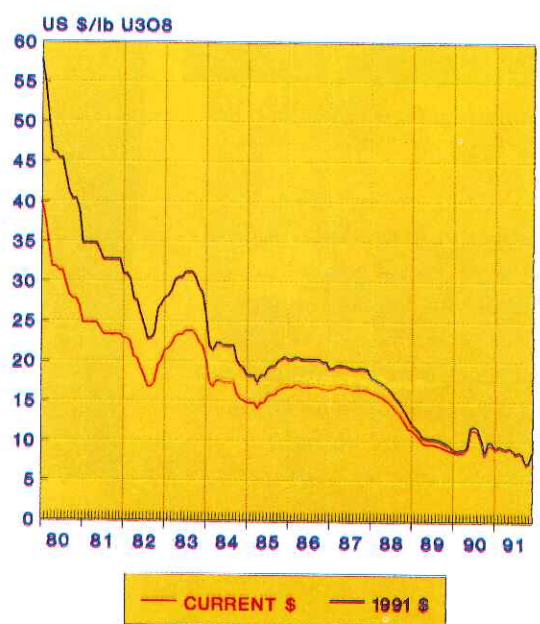
The September cut in production was accompanied by reorganization and the retrenchment or early retirement of about 750 employees. As a result of the April cutback, production in the open pit no longer took place continuously but stopped at weekends. A three shift operation was nevertheless retained in a five-day week.

The September cutback necessitated the dropping of one shift, and thus the pit now operates for 16 hours a day, five days a week. In the metallurgical plant, work continues 24 hours a day, seven days a week, but only two of the four rod mills are operated. Workshops and offices

generally work on a single shift, five-day week basis.

The overall impact of the production cut-back, the retrenchments and other economies is a reduction of about R100m a year in Rössing's operating costs. Further cost-saving measures are planned and these will help ensure the company's viability during the current market weakness and position it favourably to take advantage of any market upturn which might occur perhaps in the second half of the 1990s.

NUEXCO EXCHANGE VALUE 1980-1991



The decline in the uranium spot price since 1980.

The first reduction in the production level, in April 1991, resulted in about 200 positions at Rössing Mine becoming redundant. The greatest impact was in the open pit, where operations were changed from a seven-day week to a five-day week. However, involuntary retrenchment was not implemented and those employees affected were offered alternative occupations. Some of the moves were to lower levels but the employees retained their existing grades, salaries and other benefits. Any employee not prepared to move to another job was offered a retrenchment package. Another option was early retirement.



A 150 tonne haultruck is loaded with ore in the open pit.

The second cut in production level, in September, could not be carried out without involuntary retrenchments, but retrenched employees received their salaries until the end of 1991. The procedure for retrenchment was guided by both the International Labour Organization (ILO) standards and the Draft Labour Code of Namibia, which require the employer respectively to consult and to negotiate with the employees or their representative trade union prior to retrenchment. Both make provision for an employer

Retrenchment

Correct procedures followed by the company.

The main elements of the retrenchment package offered by Rössing were as follows :

- * A cash payment of 14 days' salary for each year of service;
- * three months' paid leave (October to December 1991);
- * relocation costs of up to two months' salary;
- * refund of actuarial interest in the pension fund;
- * permission to remain in company accommodation until 31 March 1992.

The union declared a dispute on the package on 26 September 1991 and successfully applied to the Cabinet for the establishment of a Conciliation Board. At the time of writing this board had not yet commenced its meeting.

ILO standards recognize the right of employees to be consulted but no right to negotiate is recognized. Nevertheless, Rössing management decided not only to consult with employees in good time but also to provide the Mineworkers Union of Namibia with the opportunity to negotiate a retrenchment agreement to cover compensation, other benefits, selection criteria and the procedure to be followed. Both parties were free to discuss, consult and negotiate measures to be taken to avert or minimize retrenchment and measures to mitigate its adverse effect. It was, however, made clear to the union representatives that the decision to retrench was a business decision and a management prerogative based on market forces and company performance.

The company applied fair selection criteria based on the LIFO (last in, first out) principle, applied within job categories in sections, subject to the need to retain special skills and experience.



Repairing the bucket tooth of a shovel.

to retrench employees for economic, technological, structural or similar reasons. The ILO standards state that, where possible, consultation should commence at least four weeks before the first dismissals.

In June 1991 the management of Rössing started a series of meetings giving in-depth briefings to relevant Government ministries and to the Rössing branch of the union on the deterioration of the uranium market

and the company's proposed action. On 24 July the national executive of the union attended a briefing at Rössing's head office in Windhoek.

The actual negotiations on the retrenchment package between the company and the Rössing branch of the union commenced on 29 July,

Rössing's mine workforce is currently made up as follows:

Namibians*	87%
Other	13%
Total	100%

*Including persons with citizenship applications pending.

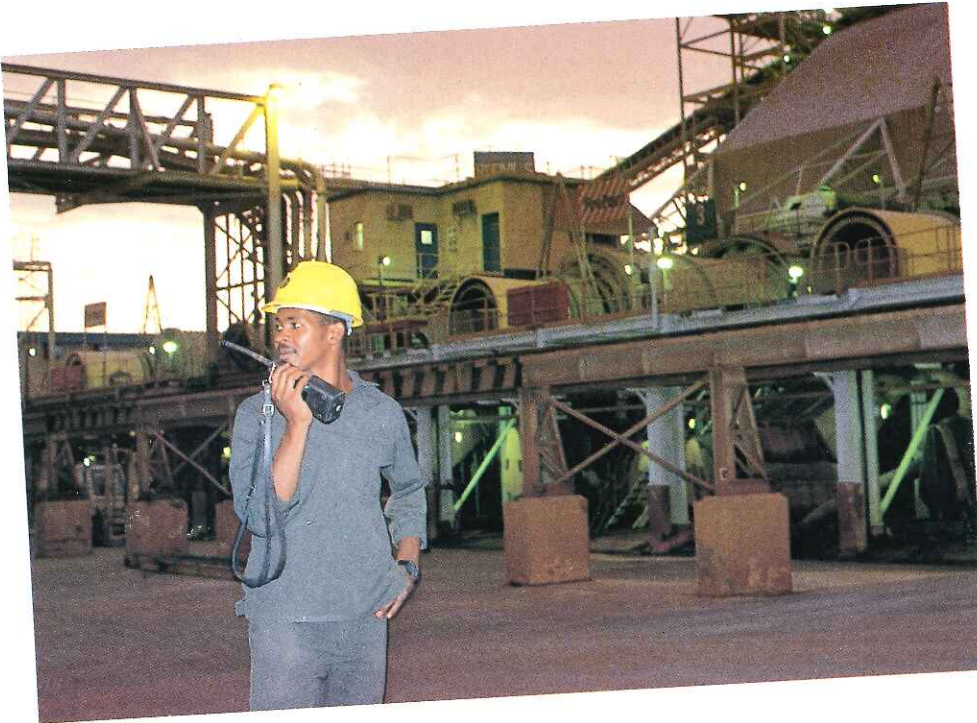
using wild and emotive language, by way of press statements, TV and radio interviews, apparently in an attempt to gain a tactical advantage in retrenchment negotiations.

Rössing did not reply to the allegations and attacks, as it did not wish to jeopardize the negotiations.

On 27 September the company announced details of the compensation package it was offering to the approximately 750 retrenched employees. The package cost the company more than R20 million. Pension payments accounted for a further R25 million. The average cash payment to a retrenched union member at Rössing was R40 000-00.

By 27 September more than 200 employees had volunteered for retrenchment as they found the company's retrenchment package attractive. Taking into account voluntary retrenchments, early retirements and employees leaving on medical grounds, only a few more than 400 of the 750 remained to be retrenched.

All the retrenched employees completed termination procedures, including medical examinations, and received their benefits by 11 October 1991.



Night shift at the rod mills.

two months before the retrenched employees were required to stop work. A full list of jobs and the employees who would be affected was handed to the union for verification, and discussions on this matter took place between management and union officials. The exercise was finally completed on 24 September when both parties agreed on the names contained in the list.

The Rössing Board of Directors approved the cutback in production and the consequent reduction in manpower at the Board meeting held on 13 September. Employees were informed immediately of this decision in a special brief. The brief concluded by saying that negotiations between management and the union on the retrenchment package

continued, but that all retrenched employees would be paid up to 31 December 1991 and would be able to remain in company accommodation until 31 March 1992.

The company continued to negotiate a retrenchment package with the union almost on a daily basis and every effort was made by the Company to bring negotiations to a satisfactory conclusion by the end of September.

The union mounted rowdy and abusive demonstrations twice outside the office of the general manager and once outside his house in Swakopmund. It attacked the company publicly,



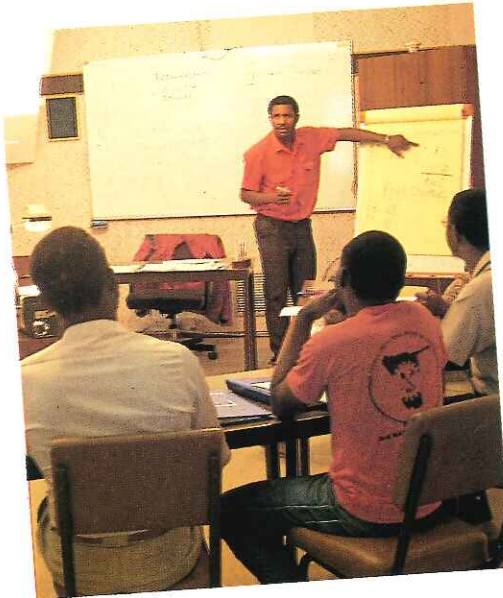
Inspection of a rotating drum filter in the final product plant.

Training and Development

It is the aim of the company to train and develop its employees to their full potential consistent with the j11 needs of the company. A personal development project is under way at Rössing which incorporates manpower planning as well as career path development. Potential growth and development within the organi-

zation is identified and channelled using various methods of assessment. formal training at Rössing Mine and passed their trade tests to become qualified artisans.

A wide range of other forms of employee training is provided by Rössing, ranging from operator training to management courses. ■



A training session in progress at Rössing mine.

zation is identified and channelled using various methods of assessment.

Formal development programmes are drawn up and the progress of the individual employees is monitored on a regular basis.

Rössing conducts a degree and diploma student programme to provide for the future management of the company as well as to give young Namibians a chance to further their education. Of the 21 present students, 14 are at universities and technikons in South Africa, two are in Namibia, four are in the United Kingdom and one is in the United States.

During the period from 1978 to 1991, 147 apprentices completed their



Drill training in the open pit.



A Rössing employee operates a metal grinding machine in one of the mine's workshops.

The Future of Arandis

Rössing has three residential areas in which houses are allocated according to the grade of the employee - Arandis, Tamariskia and Vineta. The last two are suburbs of Swakopmund; the first was established by the company at the time of construction of the mine in the mid-1970s to accommodate employees in the junior grades, and was administered by the company.

Before the 1991 retrenchments took place Arandis was occupied mainly by Rössing employees and their families. However, the number of Rössing employees living in Arandis has dwindled to an extent that the company can no longer justify running Arandis. Thus the infrastructure of the town provided by

Rössing and valued at well over R100 million, was handed over to the government on 1st April 1992. The town is now officially administered by the Peri-Urban Development Board, although in the short term Rössing continues with the administration on behalf of the Board.

Several hundred Rössing employees still choose to live in Arandis, in

family houses or single accommodation leased by Rössing from the government and provided to the employees at nominal rental.

In addition, Rössing leases the following facilities from the government:

- * The Arandis Club and associated buildings;
- * The Arandis Medical Clinic and three doctors' houses;
- * The Arandis Buffeteria;
- * The Arandis Activity Centre.

Rössing has made considerable efforts, together with the government, to attract new industrial developments to Arandis and will continue doing so.



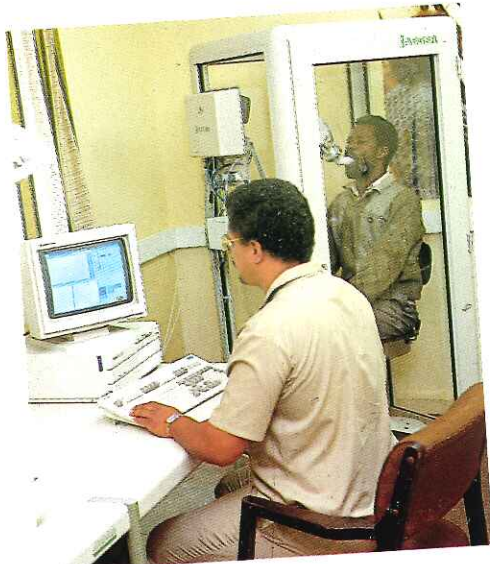
Life in Arandis.



Health and Safety

The health and safety of employees are given the highest priority at Rössing. Emphasis is placed on the prevention of accidents and diseases. The company is a member of the National Occupational Safety Association (NOSA) and has held its top five-star rating since 1982.

The mine has won the top NOSA award, the NOSCAR, every year since 1986. In 1987 it won the NOSA Sartes Award for the best safety induction video. Since 1988 it has won the British Safety Council's "Sword of Honour" every year, placing it within the ranks of the 30 safest companies worldwide. In 1991 it was also awarded the Royal Society for the Preven-



Lung function tests are conducted at regular intervals.

tion of Accidents Award of Merit for Occupational Safety.

Rössing's success in safety competitions is a natural consequence of the safety philosophy practised at the mine, which has worked for more than nine years (69 million man-hours) without a fatal accident. Only 15 lost-time injuries were recorded in 1991. A lost-time injury is one which prevents the employee from reporting for normal duty at the next shift.

As part of its primary health care programme, Rössing runs a department of occupational medicine.

Thorough medical examinations are

carried out regularly on employees. These include physical examinations, X-rays (when required), lung function tests, sputum cytology, haematological examinations, ECGs, urine, kidney, eyesight and audio-metric examinations.

The company conducts a comprehensive occupational hygiene and health physics programme to protect employees from exposure to health risks associated with the workplace.

Hearing, eyesight and respiratory protection programmes involve training in all relevant procedures and in the correct use of all the personal protection equipment provided. In dusty areas, dust suppression is provided by the use of water sprays, dust extraction and where necessary, air-conditioned work areas. If an employee needs to go outside in a dusty area he is required to wear a respirator or dust mask at all times. Noise is controlled by sound insulation where practicable and in areas where this is not the case, noise levels are monitored regularly and hearing protection is mandatory.

During 1991 occupational radiation monitoring for internal and external hazards, and area monitoring for contamination, was carried out in plants, workshops and equipment. Of the 1 522 radiation dosimeters issued, one monthly analysis result exceeded the recommended exposure level. On investigation, it was revealed that an incorrect procedure in storing the dosimeter was practised and that in fact no high personal exposure had occurred. All dosimeters are analysed by the South African Bureau of Standards.

A report prepared by Senes Consultants Limited, a respected firm of Canadian environmental consultants, states: "It appears that Rössing management and workers are striving to achieve a high level of health and safety in their mining operations. Rössing's excellent safety records and well-documented worker exposure data support this view."

As Namibia has an under-developed medical infrastructure, Rössing assists by creating and maintaining facilities. A medical centre was built in Arandis as well as a hospital which was later donated to the government. Another hospital was built in a residential area of Swakopmund and specialists are brought to these hospitals to perform operations locally. All employees and their dependants are covered by a medical benefit society and by 24-hour personal accident and permanent disability insurance. ■

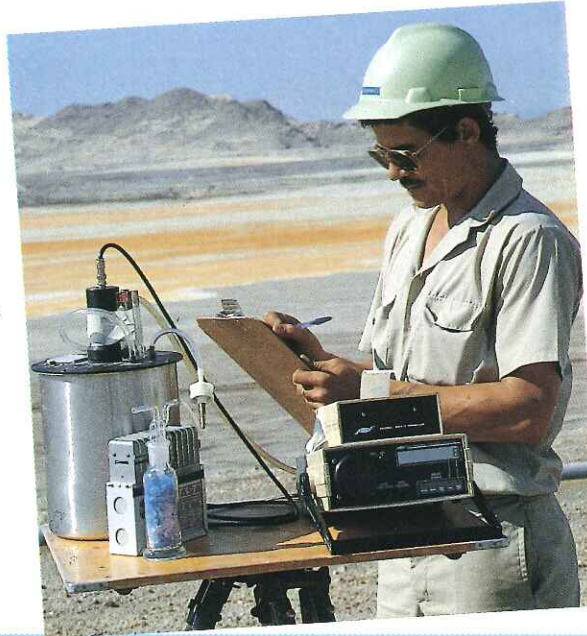


Renate Witt, counsellor at the Namibian High Commission in London, and Tony Lighterness, a Rössing board member, accept the "Sword of Honour" on behalf of the company.

Rössing and the environment

Rössing's long-established environmental control procedures - regularly updated in the light of new knowledge - are standing the company in good stead as environmental standards are tightened worldwide. Rössing has qualified employees who ensure that the mine complies with all environmental standards and guidelines, including those dealing with radiation, dust, noise, gases and waste discharge.

Environmental radiation monitoring continued throughout the year as recommended by the Atomic Energy Corporation and other consultants, to quantify radon exhalation at identified sources and to determine radiation levels on and off the mine. These studies revealed no environmental problem.



Water usage is reduced by means of various forms of conservation, including recycling - during 1991 approximately 48 percent of water used at the mine was recycled. Waste water is trapped before it leaves the mine's property and is pumped back for recycling. Water samples are collected regularly from boreholes on or near the property, and reports are submitted to the relevant government department which has expressed a favourable view of Rössing's water management practices.

Early in 1991 Rössing hosted a workshop for RTZ companies in southern Africa on health, safety and environmental topics. ■

Regular monitoring is performed at the tailings dam.



Haul roads in the open pit are continuously sprayed with water to reduce dust.

Exploration Projects

The Rössing Exploration Department has been active in various parts of Namibia for the past 11 years.

While many mineral deposits have been investigated by Rössing over the decade and found not to be viable, the Okanjande graphite orebody, near Otjiwarongo, has shown sufficient promise for it to be handed over to a specifically established project team for advanced testwork and evaluation (see next page).

Rössing's recent exploration activities have been concentrated in the far north-west and the north-central regions of Namibia. Minerals which are being investigated include gold, copper, nickel, lead, zinc and platinum group metals.

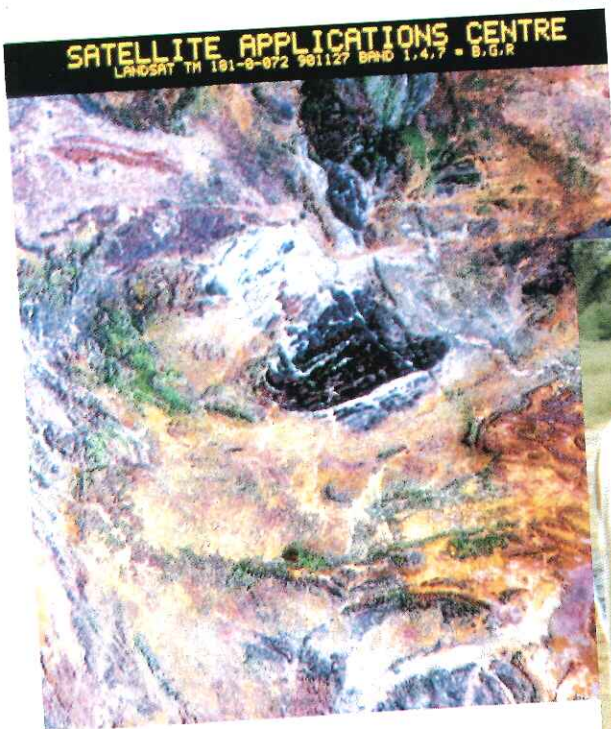
Rössing's exploration programme has now been transferred to Rio Tinto Namibia, a 100% owned RTZ subsidiary, bringing Namibian exploration activities under the full control of RTZ.

By utilizing RTZ's financial resources and technical capabilities, the chances of discovering major new orebodies in Namibia will be improved.

RTZ will maintain Rössing's existing exploration commitments in the country and in due course will extend them. ■



Pictured in Kaokoland are left to right, Craig Gibson, Rössing board member; Ken Hart, Rössing Exploration Manager; John Woodhead, Rössing geologist; John Collier, Head of RTZ Exploration, London.



A satellite image of northern Kaokoland. The large black mass in the central upper section is part of the Kunene Igneous complex currently being explored for a variety of minerals by Rössing. The scale is approximately 150km across.



Craig Gibson, a Rössing board member, examines a drill core at an exploration site. Pictured from left to right: Lionel Howes, John Collier, Peter Vernon and Craig Gibson.

Okanjande Graphite Project

Good progress was made in 1991 with the operation of the pilot plant of the Okanjande graphite project near the town of Otjiwarongo in north-central Namibia.

A large flake graphite orebody, indicating a potential mine life in excess of 30 years, at a production rate of 20 000 tonnes a year, has been outlined by prospect drilling. Mineral testwork has given consistently good results and the two tonnes per hour pilot plant has shown that top quality flake concentrate can be produced by a simple

treatment route. The plant is capable of producing a wide range of flake products and carbon content to meet different customer requirements. More than 70 percent of the graphite occurs in undeformed flakes.

A well-equipped laboratory has been established on site to provide the essential control for pilot plant performances and product quality. Samples of all types are routinely sent out for check assay at reference laboratories.

The feasibility study is likely to be completed by the end of 1992 or early 1993.

In line with RTZ Group policy, all activities at Okanjande exemplify best contemporary practice in respect of the environment, health and safety. An independent consultant has completed an Environmental Baseline Study and preparations for a full Environmental Impact Assessment are in progress.

It is hoped to secure a position in the market as a reliable supplier of high quality natural flake and powder graphite over a wide range of products. Should it be decided to go ahead with a mine, the technology available from Rössing Uranium Mine and the RTZ Corporation would enable a superior production facility to be established, one which complied with all the requirements of ISO 9002/BS 5750 standards. ■



The Minister of Mines and Energy, the Hon. Andimba Toivo ya Toivo, visited Okanjande in January and was accompanied by officials of the Ministry and members of the media. Here the flotation process is explained to the Minister of Mines and Energy.



Minister Toivo ya Toivo (centre) in discussion with Rössing's Managing Director, Jonathan Leslie, (right) and Barry Turner, (left) at the site of the graphite orebody.



The Minister and media representatives are briefed at the Pilot Plant by the Project Manager, Barry Turner.

The Namibian Institute of Mining and Technology

As a result of discussions which took place between President Nujoma and senior representatives of RTZ in 1989, Rössing announced in 1990 the donation of a R6m Institute of Mining and Technology to the Namibian nation to mark the country's attainment of independence.

The first phase of the institute was completed early in 1992 and was handed over formally to the President on the second anniversary of independence, 21 March 1992.

With the relatively small number of technical graduates required in the industry in Namibia it is unlikely that the country could support graduate education in the mineral extraction disciplines. Namibia's needs in this respect will have to continue to be served by sending selected persons to universities abroad. There remains, however, a demand for artisans, technicians and supervisors in the various mining disciplines. This is the area where shortcomings exist in training for the mining and engineering industries in Namibia.

A board of trustees was appointed comprising three representatives of Rössing Uranium, the Director of the Rössing Foundation, nominees from the Ministry of Labour and Manpower Development, the Ministry of Mines and Energy and the Ministry of Education and Culture, the Vice Chancellor of the University of Namibia and two other representatives of the private sector.

The government has designated the Ministry of Labour and Manpower Development to be responsible for the Institute which has been registered as a technical training institution.

The Institute has been planned in three phases, the first phase of which is intended to accommodate 60 students, including 24 in residence. Rössing has funded this phase but the sources of funding for phases two and three have yet to be secured.



Pres. Sam Nujoma unveiled the plaque at the official handing over ceremony of the Namibian Institute of Mining and Technology.



Training of artisans in disciplines such as fitting, turning, metal work, instrumentation and welding began on 1 April 1992.

It is planned to provide the following categories of education and training at the Institute.

- * Training of technicians at levels T1 to T4 in engineering and mining subjects such as instrumentation, electrical technology, analytical chemistry, geology, mining and metallurgy;
- * Training of artisans at levels N1 to N6 in disciplines such as fitting, diesel mechanics, electrical trades, instrumentation and welding;
- * Bridging education in mathematics, science and English;
- * Auxiliary courses such as business economics, computer literacy and safety management. ■

Rössing and Sport

Following its successful sponsorship of the Rössing NFA Cup football competition in 1990, the company decided to sponsor the Rössing Premier League football competition in 1991.

The Rössing Premier League was a competition in which Namibia's top 16 football teams participated on a national basis. The sponsorship also provided for first division teams to compete in regional tournaments,



The Minister of Youth and Sport, the Hon. Mrs Pendukeni Ithana, presents the Chairman of Eleven Arrows, Frans Samaria, with the Rössing trophy at a prizegiving function.

namely the "Rössing Etosha", "Rössing Canyon" and "Rössing Northern" competitions. The value of the sponsorship was R100 000.

A Walvis Bay based team, Eleven Arrows, won the league competition and received the cup at a prizegiving function where the Minister of Youth and Sport, the Hon. Pendukeni Ithana, was the guest of honour.

Having been declared Namibia's champion club team, Eleven Arrows qualified to participate in the preliminary rounds of the Zone 6 competition. Unfortunately, the team was knocked out in the early rounds, by the Lesotho team.

Rössing's Soccer Coaching Course.

The annual Rössing sponsored soccer coaching course is presented under the auspices of the Namibia Schools Football Association.

More than 40 teachers from different schools all over Namibia benefit each year from this event, where, under the guidance of two experienced and qualified football coaches, they learn to become good soccer coaches at their respective schools.

The National 15km Championship Race.

The Rössing National 15km road race is one of Namibia's most popular races, attracting a large field of athletes every year. It offers substantial prize money for senior athletes, men and women. To promote the sport among the youth, a special team section for high school children was introduced with good results.

Junior athletes from as far afield as Keetmanshoop, Tsumeb, Swakopmund and Gobabis travel to Windhoek each year to participate in the race. ■



The start of the 1991 Rössing 15km championship race - one of the major events on the Namibian athletics calendar.

From its establishment in 1978 until 1991 the Rössing Foundation was funded almost entirely by Rössing Uranium Limited, representing a cumulative donation of about R36 million. However, due to the events described in the first pages of this report, the Foundation will receive no funding from the company in 1992.

The Rössing Foundation



ments in the development of the maritime training centre at Lüderitz.

During the course of 1991 about R880 000 of non-Rössing funding was channelled through the Foundation for various projects.

The Foundation is seen both in governmental and non-governmental circles as an agency through which funds can be channelled and projects developed using existing expertise and staff. The Foundation is developing a system of charging management fees for services rendered to other organisations and it is hoped that this will generate additional income.

Education Centres

During 1991 more than 4000 people completed courses at the 12 centres operated by the Foundation in Namibia. A 13th centre was acquired in October at Shankara in the Kavango region from the Association for the Handicapped. This centre will be the first to be developed as a commercial, self-sustaining and self-supporting enterprise. It will be used for agricultural research and experimentation as well as commercial crop production. It is hoped that this



Fabric printing at the Rössing Foundation Centre at Lüderitz.

Fortunately, the prudent financial policies of the Foundation have allowed it to save part of each year's donation from Rössing. The Foundation thus has sufficient reserves to enable it to meet operating costs until 1994. Meanwhile efforts are being made to seek additional funding, to enter into joint ventures on certain projects and to operate some agricultural projects on a commercial basis with the objective of using the proceeds to fund educational programmes.

Principal partners and supporters of the Foundation so far are the Swedish Development Agency, SIDA; the British Council; Shell Oil Namibia and several smaller organisations. Joint ventures are planned with UNIFEM and with the Norwegian and Icelandic govern-

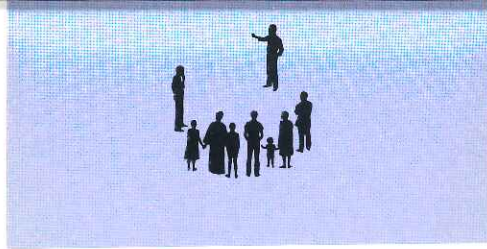


The Foundation provides a library service to communities at Lüderitz, Katatura, Khomasdal, Gibeon and Omaruru.

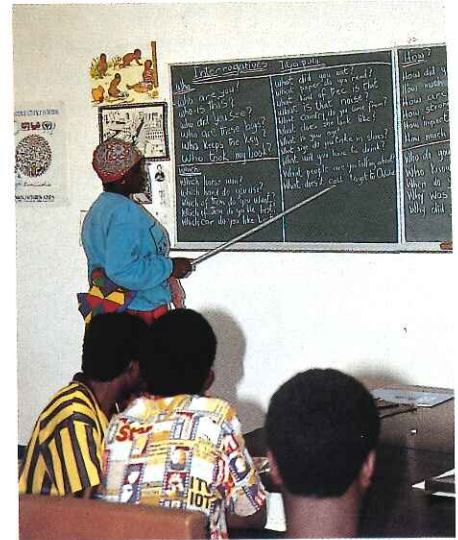
centre will generate sufficient income to provide funding for training courses in a variety of areas.

During 1991, 1595 people completed courses at the education centre in the Windhoek suburb of Khomasdal.

This figure included 510 teachers and 160 school principals who participated in a series of weekend workshops offered in remote parts of the country. The switch to English as the main medium of



A total of 359 people wrote a variety of Pitman's examinations in 1991. The Khomasdal Education Centre is recognised as an official Pitman's examination centre and where possible learners are entered for Pitman's examinations since this gives them in addition to the



Various levels of English are taught at the Foundation's centres throughout Namibia.

All the centres are open to anyone who wishes to use them and no fees are charged. Occasionally students are asked to make contributions towards books and materials. The hall of the Education Centre continues to provide an invaluable facility and was used by more than 80 non-Foundation organizations on a regular basis in 1991. On average the hall was used 27 days per month by non-Foundation organizations which means that about 6 500 people have had direct contact with the Foundation through this programme. The libraries in the Windhoek suburb of Katutura and at the Khomasdal Centre have also continued to provide an invaluable service to the community. Of the 600 people using the Khomasdal Centre library on one day, 546 indicated that they were using it as a study centre. During 1991, the two new centres, at Omaruru and Gibeon, were formally established.



Students at the Ondangwa Centre in Owambo receive instructions on food preparation and nutritinal values.

instruction in schools continues to require great effort on the part of both governmental and non-governmental bodies. The close links established between the Ministry of Education and the Rössing Foundation in this regard play a significant role in the national success of the programme.

Courses continued to be offered at the Khomasdal Centre in needlework, vehicle maintenance, basic technical skills, commercial practice, office practice and various levels of English. Ten separate English classes at various levels were offered during the course of the year.

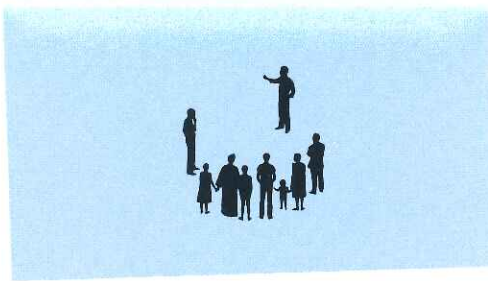
Rössing Foundation certificate, a qualification which is recognised internationally. In addition to the Pitman's examinations, a further 343 certificates were issued from the adult education centre in Khomasdal and 301 from the centre at Ondangwa.

During 1991 the following learners were registered at the various centres other than agricultural centres :

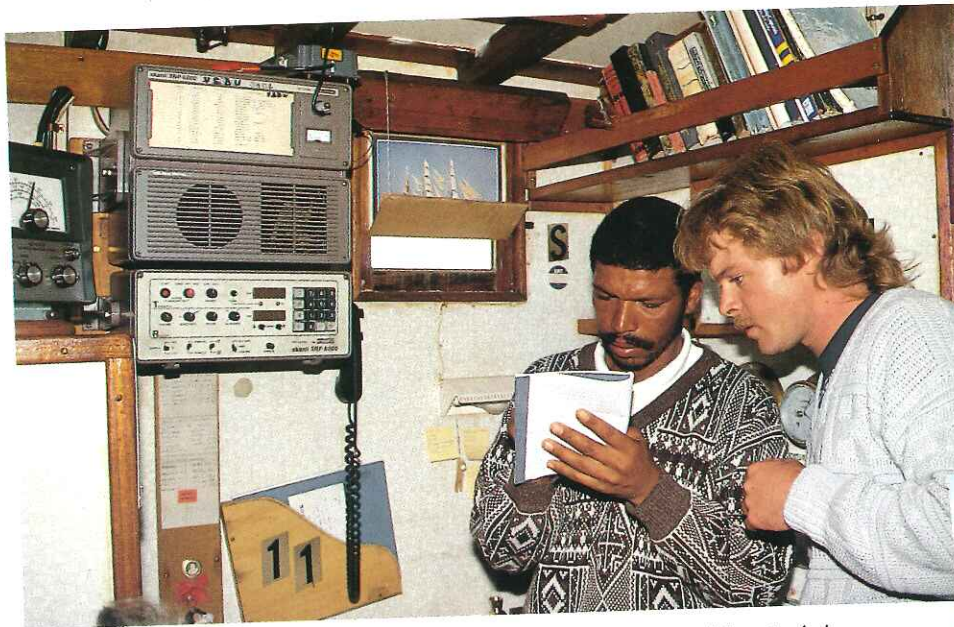
Khomasdal Education Centre	= 925
Lüderitz Centre	= 213
Ondangwa Centre	= 360
Omaruru Centre	= 73

The Lüderitz centre continued to expand its maritime training activities. It also developed a fabric printing workshop which offered employment to 20 people and a sewing workshop which is run on co-operative lines and provides a means of generating income for eight women. These activities are

particularly important in a community where unemployment is high and the future of the fishing industry is very uncertain.



The development of the improved mahango cultivar has continued in conjunction with ICRISAT (an organisation based in Zimbabwe which has an international reputation for development of food crops in African countries and India). This programme was extended to a wider variety of trial crops especially for fodder, food and cash income and it is anticipated that the experimental side of the Okashana centre will expand further in 1992. It is reported with regret that while the initial indications from the halophytic experiments at Okashana were good the progress of the crops in this programme has not



The Foundation's Lüderitz Centre continues to expand its maritime training activities. Here, a student learns navigational skills in the basic seamanship course.

Agriculture and Horticulture

The development of the Okashana centre in Ovamboland under its new manager proceeded satisfactorily. President Nujoma officially opened the centre in February at a ceremony

which was well attended by many representatives of the Ovambo community as well as by other distinguished members of the Government and the broader Namibian community.



Third world technology at work. This hand (or foot) driven pedal pump, manufactured at the Brakwater Agricultural Training Centre near Windhoek, is ideally suited to the needs of rural farmers.

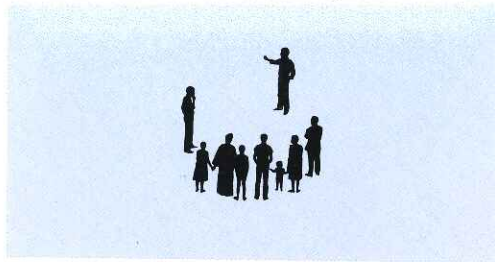


US Peace Corps volunteers assist the Rössing Foundation in many of its projects. Here, some volunteers assist working mothers in Lüderitz by looking after their children while they work.

been satisfactory and a decision was taken in December to abandon the programme. The activities of the Okashana centre were badly disrupted by a shortage of water in the main pipeline and the centre had to close completely for two months until a desalination plant was installed which provides enough water for domestic purposes and enables the centre to continue its programmes. Despite this, 1 224

farmers attended a variety of courses, farmers' meetings and farmers' days during the year.

At Brakwater, the agricultural training centre near Windhoek which offers guidance and assistance to small subsistence and stock farmers mainly from the central and southern regions of Namibia, 842 farmers attended courses during the year. A further 815 farmers were reached through a variety of weekend courses and farmers' days and veterinary medicine worth over R12 000 was sold to farmers at cost by the extension officers during their travels. The building courses and vehicle and machinery maintenance



The development of the Okahandja Horticultural Centre has proceeded very satisfactorily during the course of the year, with 316 people attending courses. The development of an

integrated aquaculture/vegetable system greenhouse was started in late October. This experiment, if it proves successful, could attract additional external funding since it has the potential to produce vegetables and fish using a highly efficient system of water management. Although the system is high-tech the experiment at Okahandja will prove



This quilt, with a typical Namibian theme, made at the Rössing Foundation, was presented to the Queen.

courses offered at the centre continue to be popular. The expanded appropriate technology section which aims to give farmers ideas for improving the quality of their lives or generating income from sources other than farming, attracts wide interest.

The development of a breeding programme to provide good quality bulls and rams to small farmers has proved so popular that there is a two-year waiting list for quality stock provided by the Foundation at subsidised prices. The Foundation is currently examining ways in which this programme can be expanded.



Namibian President Sam Nujoma receives a warm welcome at the Okashana Agricultural Training Centre.



President Nujoma unveiled a plaque at the official opening of the Okashana Agricultural Training Centre in Owambo. To the right is the Executive Director of the Rössing Foundation, David Godfrey, and behind the president is the chairman of the Rössing Foundation, John Kirkpatrick.

whether or not this technology can be transferred to smaller communities in the remoter areas.

The development of the community vegetable production unit at Okombahe, despite some setbacks, is now in place. Twenty small farmers are linked to the six hectare main plot and their production will



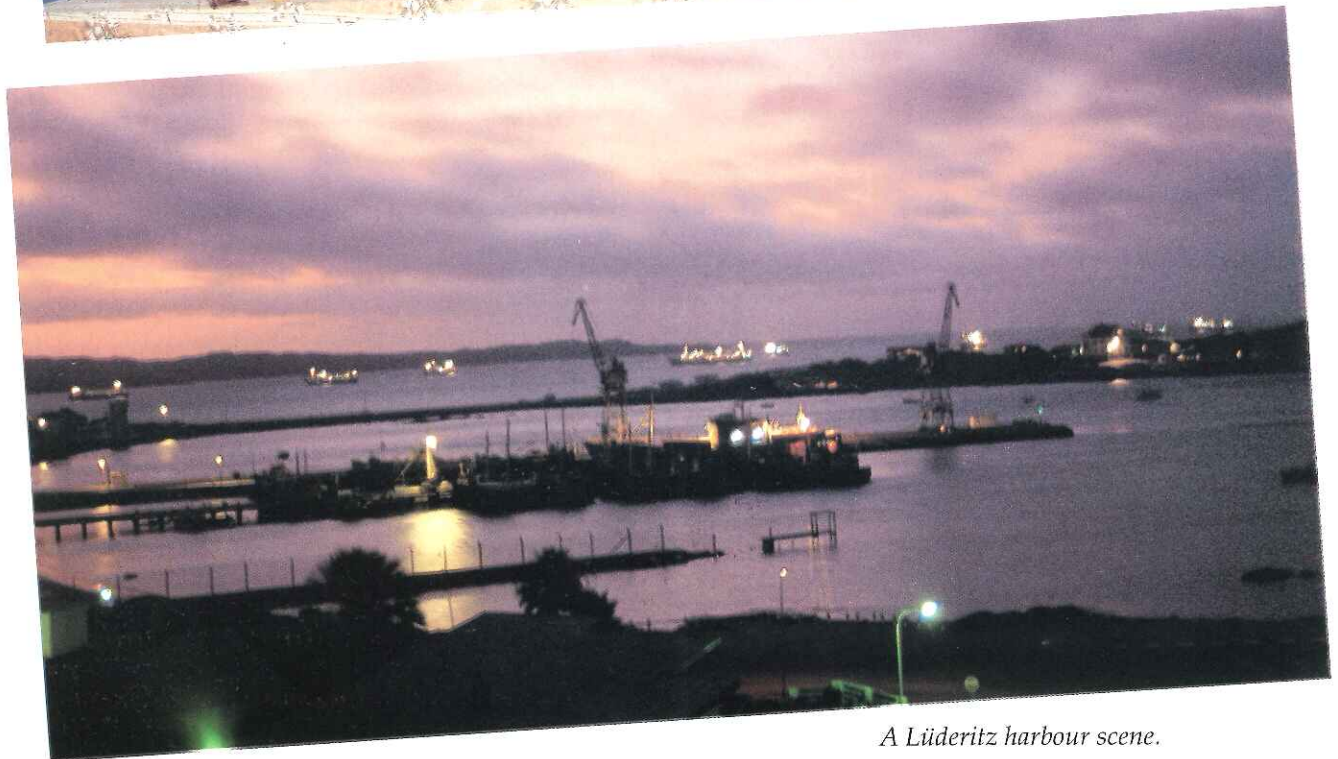
be marketed through the central organisation. This is a particularly exciting and satisfying development which could be the forerunner of other similar programmes to bring

income to poor rural communities. Sixteen vegetable growing projects are helped and advised by staff of the horticultural centre.

The young farmers club organisation is set to expand rapidly in 1992 with funding made available by the Danish Government.



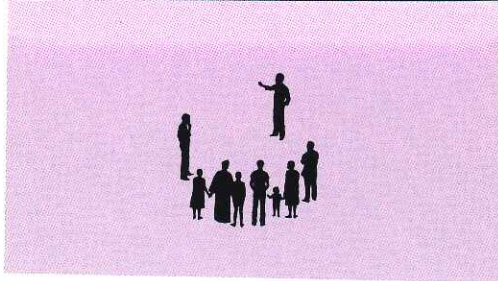
Needlework courses are offered in Khomasdal.



A Lüderitz harbour scene.

Scholarships and Bursaries

The Foundation has continued with its post-graduate scholarship programme for one more year by sending Ms Saima Hailonga to Leeds University to do a post-graduate course in primary health care. Unfortunately this programme will cease when she completes her studies, due to the need for economies. Local bursaries will continue to support 51 people at various local and South African institutions. Thirty-nine students are currently studying in Namibia and the rest in South Africa. This programme will gradually phase out as people complete their studies. No new bursaries will be offered in 1992. ■



Vegetable growing on small plots.

"Since I have held the office of the President of the Republic of Namibia, it has been my pleasure on two occasions to perform the official opening of Rössing Foundation centres - one at Lüderitz, and another at Okashana. I have also visited other centres of the Foundation.

President Nujoma on the Rössing Foundation

I am sure that there is no need for me to tell you of the outstanding work of the Rössing Foundation throughout Namibia. Its activities are wide-ranging and, most important of all, they are relevant to the needs of the Namibian people. Whether it is seamanship training in Lüderitz, agricultural training at Okashana, literacy, life skills, English, typing or welding at several other centres - all



these and many more skills are taught by the Rössing Foundation to help Namibians become more self-sufficient, to improve themselves and to earn the money necessary to feed and clothe their families.

The Rössing Foundation has a track record of success, and I commend it to those overseas organisations which wish to assist in the development of Namibians but who lack the infrastructure to do so. Several outside organisations are now following this route, channelling their money through the Rössing Foundation and making good use of its know-how."

Windhoek, 19 April 1991.

Conservation Projects



For several years Rössing has conducted the Rössing Conservation Trails which involve taking small groups of young people with leadership qualities, as well as adult community leaders such as headmasters, business men and women and other opinion formers, into wilderness areas for several days at a time under the guidance of conservation experts.

The idea is to expose them to their natural surroundings in such a way as to enable them to develop an appreciation of and responsibility towards their natural environment and to make them aware of man's dependence on a well-conserved environment. During 1991, 11 such trails were run and 81 people attended.



A conservation expert, Garth Owen-Smith, points out rhino tracks to a group of people on a Rössing Conservation Trail in north western Namibia.



A dehorned rhino in a remote area of Damaraland. The Ministry of Wildlife, Conservation and Tourism conducts a dehorning programme as an anti-poaching measure. Picture: Dirk Heinrich

Rössing is the major Namibian sponsor of the Community Game Guards Programme in north-western Namibia and the Caprivi, which, through the involvement of the local inhabitants of the area, helps to protect endangered species such as the desert-dwelling black rhinos and elephants. The local communities in turn benefit from their involvement through employment, uniforms and rations. At present 45 game guards are employed, compared to eight in 1983. The Environmental Education Centre in Damaraland, which Rössing co-sponsored in 1990, is being used regularly to promote environmental awareness among pupils, teachers and farmers in the area. During 1991, 12 courses were run at the centre and approximately 150 people attended. ■



Four Community Game Guards pose for a picture in the remote part of Damaraland where they assist in protecting endangered species such as black rhinos and elephants.



Rössing assists with the protection of desert-adapted elephant. This picture was taken in the Hoarusib River, Skeleton Coast Park.

Picture: Dirk Heinrich.

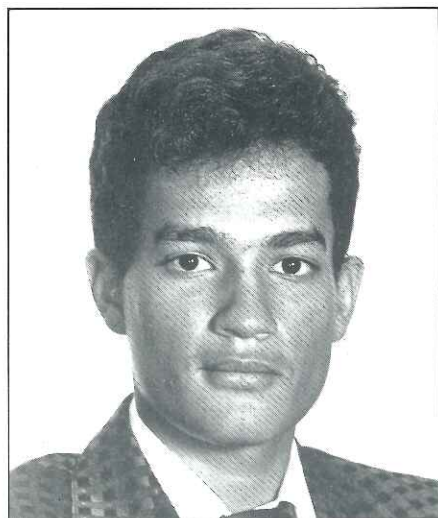
In 1982 Rössing established the Sir Mark Turner Memorial Scholarships in memory of the late chairman of The RTZ Corporation. These scholarships were for Namibian citizens, and the only proviso was that the graduates were obliged to return to Namibia on completion of their course to use their knowledge for the benefit of the country.

Turner Scholarships

By the end of 1991 the scholarship scheme had produce 31 graduates consisting of :

- 12 Medical doctors
 - 1 Veterinarian
 - 2 Bachelors of Economics
 - 2 Bachelors of Commerce
 - 3 Engineers (1 Chemical, 1 Mechanical and 1 Electronic)
 - 1 Teacher
 - 1 Pharmacist
 - 3 Bachelors of Science
 - 1 Psychologist
 - 2 Bachelors of Arts
 - 2 Bachelors of Social Science
 - 1 Medical Technologist

At present there are 14 young Namibians on Turner scholarships at various universities, reading medicine, dentistry, veterinary science, building management, civil engineering, social sciences, general arts, commerce and biochemistry. From 1992 the Turner scholarships are being administered by the Rössing Foundation. No new scholarships were awarded for 1992. ■



John Esterhuizen

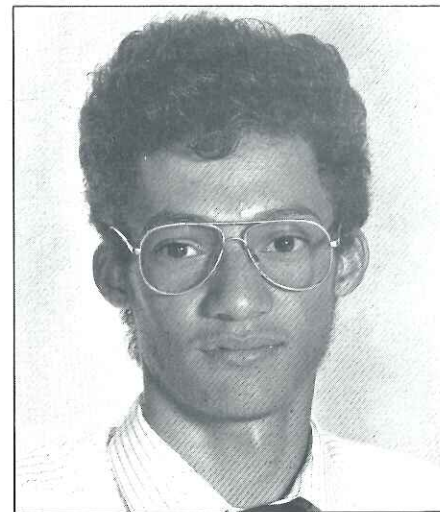
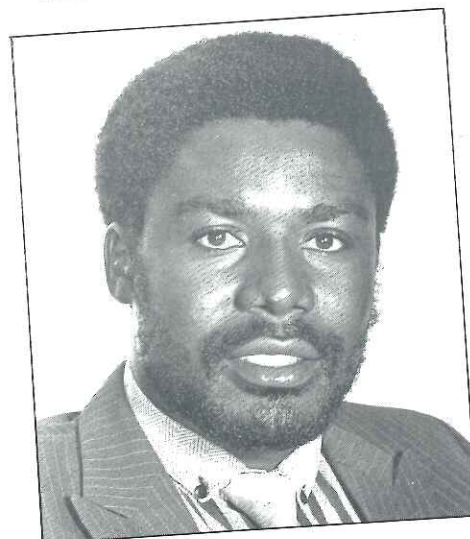


Ruth Bogozi



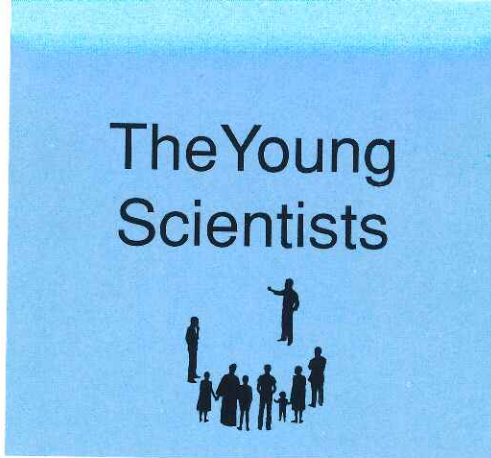
Elizabeth Booysen

Below, left to right: Lourens Brandt, Leonard Ngonga, Wayne Kleintjies.



September 1991 saw another successful Namibian Young Scientists National Exhibition, held at the Education Centre of the Rössing Foundation in Khomasdal, Windhoek. The judges felt that the standard of the exhibits was generally higher than in previous years.

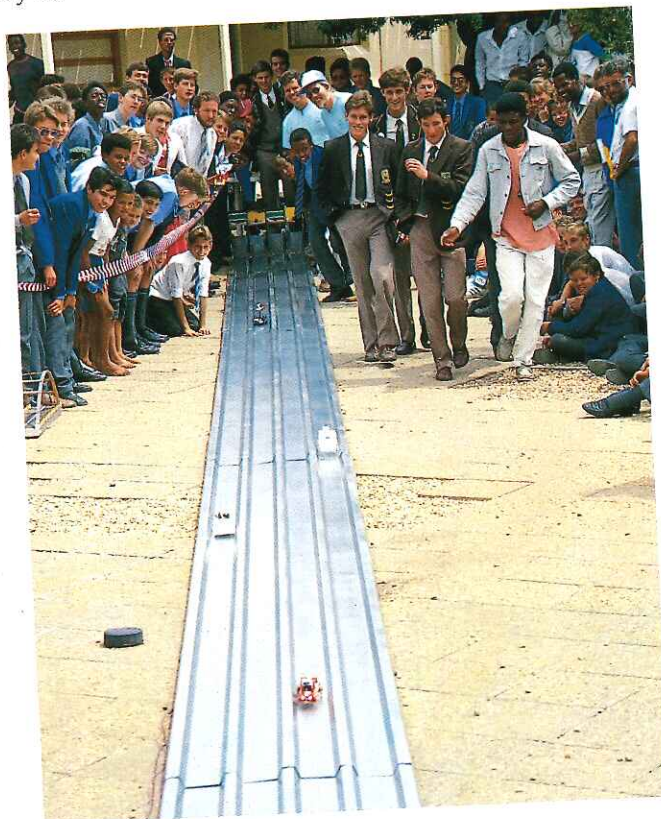
The Young Scientists programme was launched by Rössing in 1983 in order to help promote the study of science in Namibian high schools. Since then there have been annual national and regional exhibitions of projects by pupils. These are preceded each year by school visits by the organizer, a qualified and



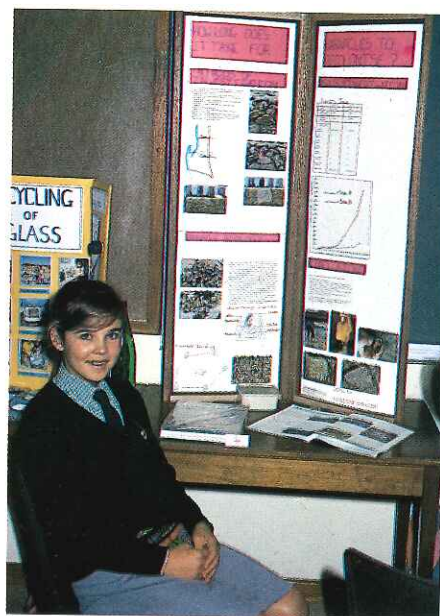
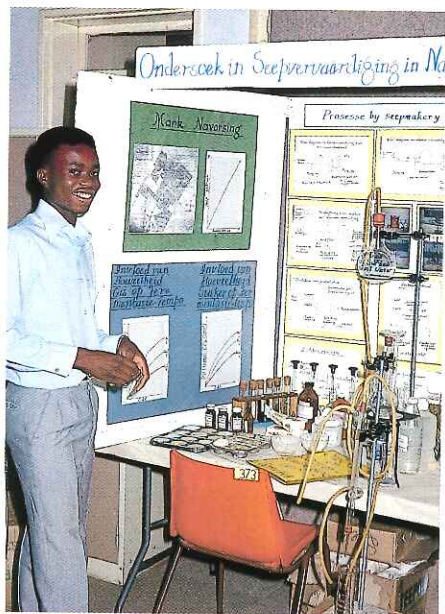
experienced science teacher, to assist with the planning and organization of projects.

As is the case each year, Rössing presented a R 4 000 scholarship for the best investigation.

Two professional associations are now actively involved in the Young Scientists programme. The Engineering Professions Association sponsors a Young Engineers Construction Project which, in 1991, was devoted to solar powered model cars. The Institute of Mining and Metallurgy provided prizes for mining-related projects. ■



Solar-powered model cars in competition at the 1991 Young Scientists National Exhibition held at the Rössing Foundation Education Centre in Khomasdal.

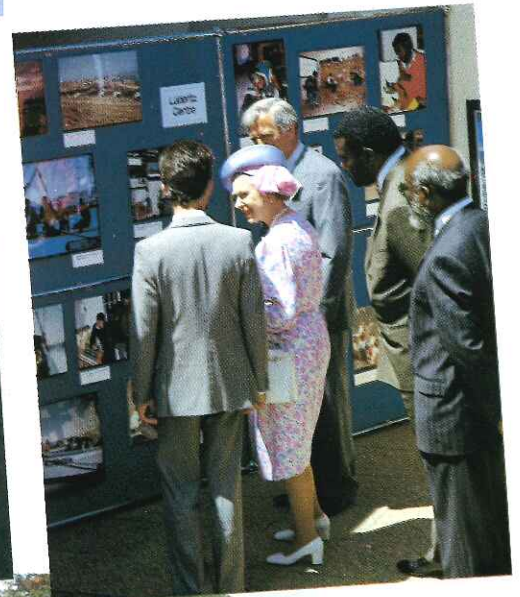


Many scientific projects are entered in the Young Scientists National Exhibition each year.

Royal visit to the Rössing Foundation



On 10 October 1991 the Rössing Foundation was honoured with a visit by Her Majesty Queen Elizabeth II and His Royal Highness the Duke of Edinburgh, during the royal tour of Namibia. The pictures on this page illustrate various aspects of the visit.



Namibia Youth Award

The Namibia Youth Award programme is the local equivalent of the very successful Duke of Edinburgh's Award Scheme, which operates in 55 countries world-wide under various names.

Twelve countries in Africa operate similar programmes. During October 1991, the NYA was accepted as a full member of the Duke of Edinburgh's Award International Association.

Also during October 1991 the third award presentation ceremony took place at which His Royal Highness, the Duke of Edinburgh, officiated, while accompanying Queen Elizabeth II on a royal tour of Namibia. Twenty three young Namibians received their Bronze, and one young visitor from the United Kingdom received his Gold Duke of Edinburgh's Award.

The Namibia Youth Award was established, organised and funded by Rössing Uranium Limited. This funding will cease at the end of 1992 and the project will have its own separate identity and funding from a variety of sources.

The Duke of Edinburgh talks to Ben Chamberlain, a visitor from the UK, who received his Gold Award.



A participant in the Namibia Youth Award programme receives her bronze medal from the Duke of Edinburgh.



Namibia Youth Award participants receive their awards from the Duke of Edinburgh during the royal visit.

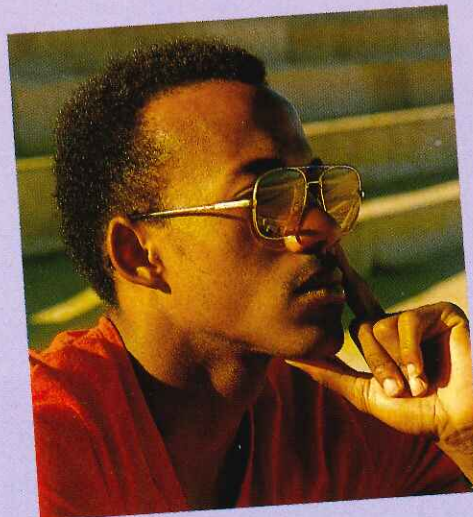
Frank Fredericks is a 24-year-old employee of Rössing Uranium Limited. He joined the company after completing his schooling in Windhoek. In August 1987 he was awarded a company bursary to attend Brigham Young University in the United States of America. He completed his Bachelor of Computer Science degree there in 1991 and will commence his studies for the Master of Business Administration degree in September 1992, once again on a Rössing bursary. Meanwhile Frank has a different kind of challenge to meet. Already recognised as a talented sprinter at school, his extraordinary abilities on the track were nurtured as an undergraduate in the USA.

Highlights of his Career

His personal best time was 9,95 seconds set at the World Athletics Championships in Tokyo in August 1991.

He was a Silver Medallist at the

Frank Fredericks, Namibia's Olympic Hope



World Athletics Championships, Tokyo, in the 200m event, coming second in a time of 20,34 seconds.

He was a Gold Medallist at the Africa Games, Cairo, in September 1991 in both the 100m and 200m.

World Rankings

1989 - Third fastest time in the world in the 100m.

1990 - Ranked 8th in the world in the 200m

1991 - Ranked 6th in the world in the 100m

Ranked 2nd in the world in the 200m.

Namibian Sportsman of the Year in 1986, 1989, 1990 and 1991.

In July this year Frank Fredericks will represent Namibia in the 100 metres and 200 metres at the Olympic Games in Barcelona, Spain. The hopes and good wishes of his colleagues at Rössing - and of his supporters throughout Namibia - go with him. ■

A news picture of Frank Fredericks (No. 125) winning the 100 metre final at the Africa Games in Cairo in September 1991.

