

20 more years of glittering careers

Successful conclusion of wage negotiations contributes to diamond miner's long term future.

Early in July and after months of rigorous negotiations, Namdeb and the Mineworkers Union of Namibia (MUN) Oranjemund branch announced the successful conclusion of a three-year wage agreement for 2023, 2024 and 2025.

The negotiations were conducted in good spirits as guided by the company's values, and as a sign of its commitment to harmonious labour relations, the parties signed another historic 3 year-wage agreement on 4 July.

The agreement was reached without the intervention of a third party.

Effective from 1 April 2023 until 31 March 2026, the agreement provides a staggered increase in wages for employees in the bargaining unit.

The total number of employees in the relevant unit is 1159. With this agreement Namibia's original diamond mining giant has again demonstrated how it leads by example in providing decent work and the opportunity for personal development to its employees.

Mining for good

At the signing, Alastair Baumann, Namdeb's acting chief operating officer said, "concluding this agreement marks an auspicious occasion that demonstrates a common goal, vision and understanding of where the business is going in pursuit of 'mining for good'".

He added that true progress is supported through collaboration, empathy and compromise. Embracing these values will ensure achieving implementation of Namdeb's Long Term Plan, benefitting the community and Namibia at large, according to Baumann.

MUN is recognized as an exclusive bargaining agent and represents the majority of Namdeb employees who fall within the bargaining unit.

Speaking on behalf of the union, branch chairperson Gotlieb Cornelius expressed his gratitude saying; "Both parties have undertaken this journey of reaching an agreement in the interest of both the company and the employees."

Namdeb salaries are reviewed from time to time to align with ever-changing market conditions. Namdeb and MUN signed a three-year wage agreement in 2019, which lapsed at the end of March.

The Union submitted its wage proposals late last year and the two parties engaged in negotiations since March, aimed at the improvement of the conditions of employment for the employees in the bargaining unit, while sustaining the long-term viability of the company.

Strong track record

Namdeb is one of the largest private employers in Namibia, and with a 100 years of experience, it provides job security and a sound track record of good employment practices. The mining company is a resilient business which is known for its ability to innovate and survive many catastrophic

Namdeb employs to empower



With operations at the Southern Coastal Mines ramping up, Namdeb employees have their work cut out for them. PHOTO'S NAMDEB

"Through mining for good we build a resilient business driven and shaped by resilient people."

**Moses linane,
Namdeb Head: Human Resources**

events, such as economic crisis, due to its pioneering approach.

Namdeb's innovation philosophy creates excitement for prospective candidates who intend to grow and flourish in their careers. The company provides developmental opportunities that allow employees to be groomed and go through the ranks in the organization. It is a learning organization and is considered a benchmark organization by others in the market, thanks to its rich legacy of developing some of the finest talents within the Namibian labour market. Namdeb is aware that the world is constantly changing and, to this end, continues to review itself to keep its diverse talent engaged, inspired, and motivated, according Namdeb Head: Human Resources, Moses linane.

The current Namdeb workforce strength stands at 1655 employees. The total number of employees on Namdeb books before approval of the new life of mine stood at 1502. Last year the Namibian government provided Namdeb with a royalty remission from 2021 to 2025 to assist with the extension of the life of mine.

Instead of paying royalties of

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10%, Namdeb pays 5% during this period, which leaves the company with the other 5% for working costs and the capital expenditure required to expand operations.

Namdeb's Long Term Plan (LTP) was enabled by the royalty remission, resulting in continued and new gainful employment of over 3000 employees both for Namdeb and its contractors when fully ramped up. The royalty remission, amongst other things, paved the way for Namdeb to continue operations up to 2042.

This results in an increase in the workforce with over 300 employment opportunities at Namdeb.

The bulk of the new work opportunities are created in mining and treatment operator positions because of the increase in scale of operations.

In addition, because of the LTP, local industries are also growing, resulting in additional job

opportunities for the local community.

Journey to well-being

Namdeb is intentional about ensuring the right skills to position the business for the future, according to employee relations manager Emily Tjikune. This includes providing bursaries in sustainable renewable resources as well as bursaries in other disciplines.

"Our internship program for various disciplines creates a talent pipeline. Namdeb provides learning and exposure opportunities for students through work-integrated learning, to understand the business and their career choices," she explains.

Namdeb further invests in a host of leadership development programs that includes coaching as a foundational pillar. It collaborates and has partnerships with institutions of higher learning in Namibia and abroad where current and future talent is sourced.

The LTP has created an opportunity to take stock of current skills and also to identify skills for the future.

"A skilled and retrained workforce is key in delivering Namdeb's strategic objectives," according to linane. Employees and employers need to be innovative and embrace technology to remain competitive in the mining industry, he says.

Namdeb has started on a 'New Namdeb Journey to Wellbeing' that underpins its business strategy. In the roll-out of this new strategy resources will ensure that employees are prepared for this cultural shift and the delivery of the future business plan. "Through mining for good we build a resilient business driven and shaped by resilient people," according to the senior human resource manager.



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