

Our Vision

"Namdeb... creating an exciting and dynamic diamond future"

Our Mission

"We produce diamonds profitably, sustainably and responsibly"

Our Values

EXcellence
Care
Integrity
TEamwork
Diversity

=EXCITED

Newly appointed Minister of Mines & Energy, Hon. Isak Katali visits Oranjemund

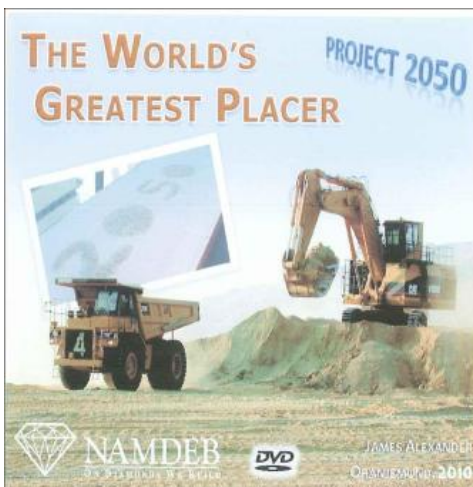


FROM LEFT TO RIGHT: PAT DURANT (SHARED SERVICES MANAGER), DR JURGEN JACOB (MRM MANAGER), HONOURABLE ISAK KATALI (MINISTER OF MINES AND ENERGY), HENRY COETZEE (ER MANAGER), MADAM KATRINA KATALI AND PAULINE THOMAS (EVP PROJECTS & BRAND MANAGER)

The newly appointed Minister of Mines, Honourable Isak Katali, a former Namdeb (CDM then) employee himself, visited Oranjemund on the weekend of 26–28 March 2010. The visit was to address the community of Oranjemund on the commemoration of the 20th Independence celebrations. The minister was accompanied by his wife, Madam Katrina Katali.

On Saturday morning the honourable minister and his wife was shown Project 2050 video at the school auditorium. The video, which produced locally, depicts an overwhelming evidence that the potential locked up in our diamond resources can last us more than 40 years. The minister noted that he was impressed with what he saw commenting that it was good to see that there was still future in the business, contrary to some public perception that the Namdeb was going to cease its operations soon. " This is good for both our country and in particular the sustainability of Oranjemund town."

Later in the day the Minister addressed the community at the Independence Park focusing his speech on achievements by Government , and the focus going forward in pursuit of Vision 2030.



Project 2050 - Showcasing the potential long term future of our business

Since the beginning of March, all Namdeb employees have been watching Project 2050 video, a local production by James Alexander, a geologist at MRM and with others involved in the Project 2050. The video was shown to Namdeb Board members at a special board meeting held on ...in Windhoek.

The video depicts an overwhelming evidence that the potential locked up in our diamond resources can last us more than 40 years. The name of the project alone has inspired people and created some excitement amongst many employees.

Employees who have not seen the video are urged to contact their respective line managers or Communications office.

Operations Leadership Strategic Workshop

Namdeb mine leadership team held a one day strategic leadership workshop on 5 March 2010 at the Cricket Club. The objective in choosing the venue was to get away from office environment and focus on issues at hand.

The objective of the session was for the General Management Team to review its strategic activities and have an alignment going forward.

The focus of the discussion was on the following:

- Retention strategy
- Interpretation of Project 2050 and project focus
- Re-looking at financial situation
- Recovery efficiencies
- Continuous Improvement reflections and the way forward
- Proclamation
- Performance Management
- Recognition



MEMBERS OF THE GENERAL MANAGEMENT TEAM DISCUSSING STRATEGIC ISSUES AT THE CRICKET CLUB

Southern Coastal Mine

By Cindy Rispel

Safety

Year to date, Southern Coastal Mine has reported 4 Lost Time Injuries (LTI's). Management has stepped up efforts to curb this unacceptable trend and as a result a safety campaign, aimed specifically at SCM, has been embarked upon.

Unfortunately the seriousness of two incidents has resulted in suspensions of the employees involved, pending investigation. In addition to this, a number of employees were found to be under the influence inside the mining area, endangering their own lives as well as that of their co-workers and putting company property at risk. Alcohol testing has thus been intensified.

Production

SCM started the New Year on a high following the excellent production achieved during the last quarter of 2009. The mining teams (Bedrock cleaning & Stripping) achieved and exceeded their targets for the quarter by 8.3% Support from MRM survey section has ensured weekly monitoring of targets of the mining teams.

The 3 plant team has again shown excellent effort, considering the increased targets for 2010 demand an increase of 33% tonnage throughput on the current 2 shift system! Although targeted tons were narrowly missed by 3%, the carat recovery was excellent.

At Recovery the focus is still on the ultra sort wet x-ray machines due to failures of the generators. External service providers have been engaged to solve the problems ASAP. On the positive side, the Optical sorters (fine stream only) are now operational. The carat shortfall at RTR is related to the tonnage treated and grade.

Survey measurement of the dredge stripping area has commenced and will be done weekly.



ALL SMILES, TARGETS BEING MET: MINING STRIPPING TEAM IN SWORKING AROUND G100 AREA



NUMBER 3 TREATMENT PLANT COMPLEX IN SOUTHERN COASTAL MINE

Our Vision: "Namdeb...creating an exciting and dynamic diamond future"

Engineering

A highlight of the engineering section is what we termed "*The Story of the Oil Tanker*".

The Burners at Recovery use diesel and used-oil. A desktop study indicated massive savings if the diesel portion was replaced by used-oil. An added benefit was the improvement in the quality of the environment. A discarded tank lying at Pocket Beaches was brought into the Earth Moving Vehicles' Crawler Workshop (W57) to be refurbished by Jacques van der Merwe and his project team.

Three months later, the project was completed at a cost of N\$ 95 000.00 and preliminary trial runs were successful. Initial quality control will be done at the source by performing viscosity tests before delivery of the consignment.



TANK IN THE WORKSHOP



OIL TANKER READY FOR ASSIGNMENT

Other engineering news includes the repairs to conveyors 10 and 11, which are 40% completed and the completion of the 3 Plant dump swing project. The Boilermaker Workshop (W74) also completed the BG36 casing refurbishing, which is very crucial for the effective and accurate operation of the MRM exploration team. W74 and the other associated workshops have also embarked on a welding rod performance and/or endurance test, championed by the Supply Chain. This will have a direct effect on the stock levels and hence cost effectiveness.



W42 VEHICLE SECTION TEAM

The W42 Vehicle Section introduced a trophy, known as the "*Top Gear Award*" in February 2010. The trophy will be rotated on a monthly basis between different sections and individuals. This will be allocated to the individual/section that looked best after their vehicle or fleet of vehicles for the past month and will be selected by the foreman and team of W 42.

Continuous Improvement

Project teams are in the process of finalizing the **Control Plans** of the following projects:

- EDEP – Engineering Delay Elimination Project (# Plant) : 86% complete
- Bedrock Cleaning Optimization 2009 : 91% complete
- RTR FeSi Utilization Reduction : 91% complete

These are put in place in the last phase of the DMAIC process (Control phase) to ensure that implemented solutions are sustainable. This will be followed by project handover to the process owners. Although we have missed the critical deadline of March 15th, ROI proves positive at this point in time.

Environmental: "Protecting the environment through controlling our activities and the way we do business"

Year to date there has been nine minor incidents and no major environmental incidents.

Rehabilitation Plan implementation: A new section named the Reclamation & Rehabilitation was formed to work hand in hand with S.A. Metal. This team will focus on cleaning-up historically hydrocarbon polluted sites & targeted rehab initiatives to further the objectives of the Southern Coastal Rehabilitation Plan.



Scrap yards' rehabilitation: Progress YTD....

Continued from page3

Our People

Southern Coastal is blessed with individuals with the right attitudes to take our business to the next level. This EXCITED team welcomes the following bright stars to Southern Coastal:

Osian Nghidileko (Fitter), Johny Tjameya (Fitter), Tusnela Sakaria (Fitter Bursar), Floors Van Rooyen (Fitter), Loppels Katshuma (Fitter), Petrus Shopa (Millwright Bursar–W36), Johannes Eiseb (fitter Assistant - W36) and Dion Ankonga (Millwright Bursar - W36).

Other employees who joined the Southern Coastal team during the first quarter of 2010 are: Iyambo Hudivali, Wesley Ennis, Greta Dick, Romanus Shikoyeni, Dawid Amutenya, Sartiel Nuuyoma, Edward Oarum, and Simeon Haulofu



Promotions

We also want to congratulate colleagues who were promoted during March 2010:

S Nyamhandu, S N Thomas, A Amunyongi, S N Angombe, B Namwandi, M Erastus, J M Ndipolifa, P Shilongo, A G Buys, K Mutota, E Shi-taatala, R Naseb and P Nakapunda.

We are confident that you will make significant contributions in your new sphere of work.

Honouring Long Serving Employees

A number of employees celebrated long service during the months of January and February this year:

15 YEARS- Nathanael Mukundukwa

20 YEARS- Moritz Morwe, Samuel Amukwaya, Penehafo Namupala Kalenga and Petrus Shilongo

25 YEARS- Joshua Jacob and Levi Hawanga

30 YEARS- Petrus Kalenga and Dennis Peters

35 YEARS- Barend Matthee

We want to congratulate you with such an exceptional achievement and for your loyalty towards the company.

Orange River Mines - Daberas

Safety:

By Charity Jeftha

Congratulations on the efforts of everyone to retain our OHSAS 18001 accreditation. Congratulations to the Orange River Mines Team on our commendable safety status year to-date. A special **Well-Done** to the Metallurgy Team who has achieved 50 000 Lost Time Injury Free shifts on the 15 February 2010 as well as Security that has achieved 10 000 Lost Time Injury Free shifts on the 15 February 2010. We've had an excellent start to 2010 regarding safety lets keep it up!

On a more serious note 3 high potential incidents were recorded for the first quarter and we will have to be careful to prevent this for the future.

Production

We have exceeded our production targets for stripping, treatment and bedrock cleaning but unfortunately we have not achieved our carat target for the first quarter. We need to focus our efforts to ensure that we achieve all our targets for the second quarter and the full year.

Financial

Our working cost for the first quarter is under spent by 9%. We are also under spent on unit cost for tons stripped, tons treated and carats recovered. This is due to sound financial management by all budget holders.

People:

We would like to give a warm Orange River Mines Welcome to all the new faces to our team.

The following employees have been **Transferred** to Daberas in the last 3 months: J J Lombaard, E Kavihuro, H Isaak, A Mita, S I Shivolo, P S Katondoka, T M Munihango, S Shipulwa, S I Angala, ET Hanadila, C Boois and T Mutumbulwa.

Our Values: EXcellence, Care, Integrity, TEamwork, Diversity = EXCITED

Promotions: M Nongxaza, L Shindi, B Moongo, E Andima and B M Mbeha

Honouring Long Serving employees

The following employees achieved Long Service with Namdeb between the month of November 2009 and February 2010.

Ten (10) Years: S A Indongo;

S Ailes, E Riekert, G Mandume, E Rufuma and L W Burger.

Fifteen (15) Years: J G Gomaseb, A H Lanhaar, A Amuplolo and V Kavari

Twenty (20) Years: M Muetudhana, C Matyayi, D Filemon, F Du Preez, T Gabriel, G Frans, S Jansen and S Shigwedha



Northern Coastal Mine

By Bobby Mbeeli

Safety:

The first Safety Reps training was conducted at Bogenfels and the employees are eager to commence with their safety responsibilities. Northern Coastal Quarterly Safety, Health and Environmental Meeting was held at Bogenfels and the Safety activities calendar the Wellness Programme was discussed and rolled out at the meeting.

Three high potential incidents were recorded during the first quarter namely:

- A grader damaging an HT cable lying under the access road while removing spillage from a haul road .
- Dredge Radiation source dislodged from its housing.
- An employee caught between the transmission and the ripper frame while changing out the transmission .



Environment:

No reportable environmental incidents were recorded during the first quarter. In preparation for mining the E Bay southern deposit an Environmental Impact Assessment specialist inception and public participation workshops were held. The Directorate of Environmental Affairs has been formally notified of the intended Wirtgen surface miner experiment that will be conducted in our Deflation deposit areas. The test site areas have been selected in consultation with key stakeholders.

Continued on page 6

Our Mission: "We produce diamonds profitably, sustainably and responsibly"

Continued from page 5

Production:

E/Bay

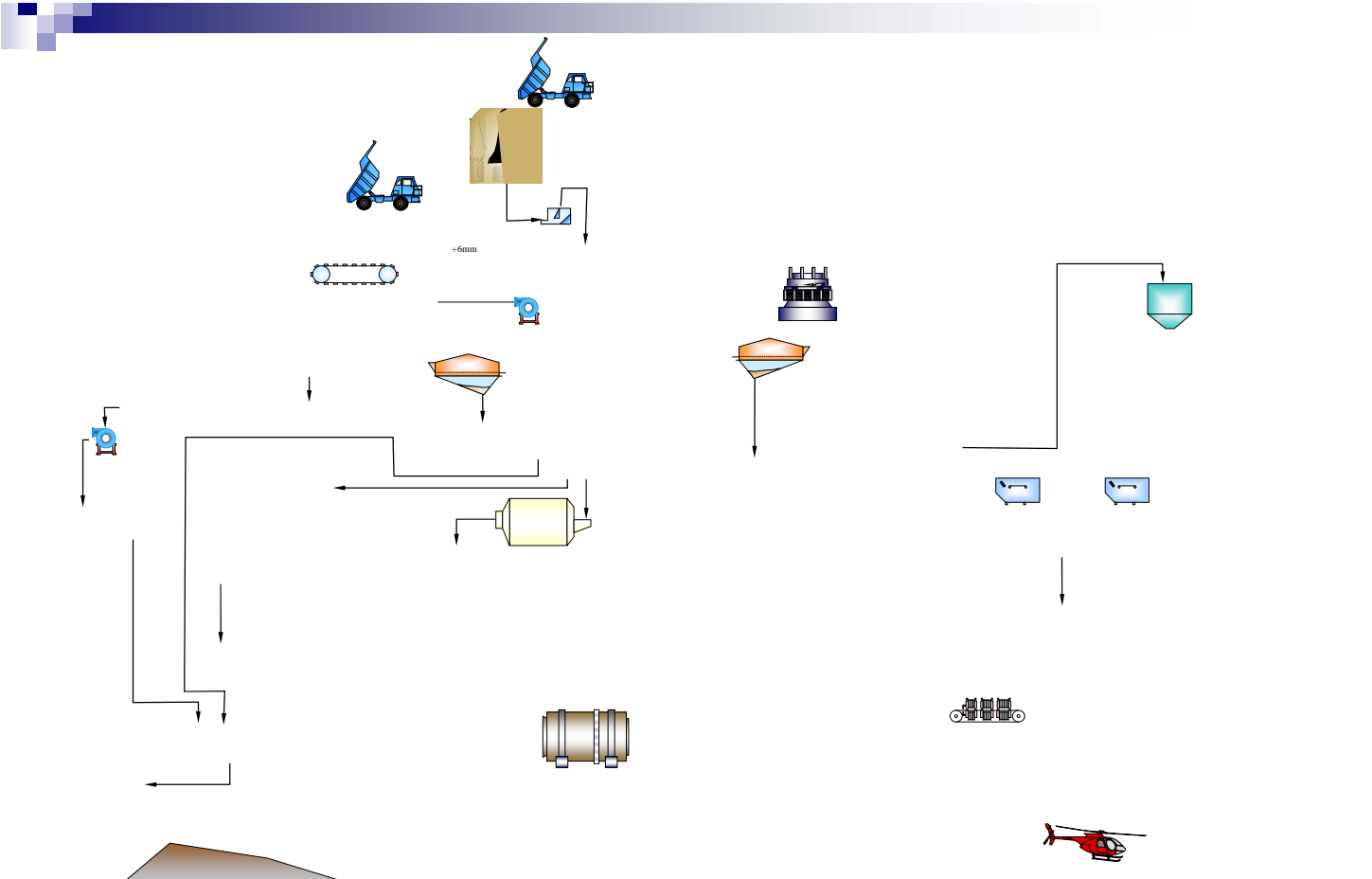
On Friday, 12 March 2010 the X-Ray tailing process came to an end. Since the commissioning of the X-Ray tailings, E/Bay produced 14 578.6 carats in 6.5 months. Congratulations to the Recovery team for keeping the E/Bay pot boiling.

Post X Ray Tailing activities at E/Bay mine will include:

- Repair / modify the old E/Bay Plant
- Remove and treat all spillage and auxiliaries
- Production of sampling of Tailings dump
- Mining tool test work (Wirtgen)
- Production of Northern Coastal mining (DIFS)



The shaded areas on the plant layout below will be bypassed to simplify the E Bay Plant operations as well as reduce the of water and power consumption.



Our Mission: "We produce diamonds profitably, sustainably and responsibly"

Continued from page 6

David Henock a Multiskilled Operator retired in January after 5 years and 8 months service at Pocket Beaches.

We thank David for his valuable contribution to Namdeb and wish him health, strength and fond memories. Happy Retirement!!

Adri Davids a Senior Clerk at E/Bay Security resigned after working 9 years for E/Bay mine. We extend our gratitude for the valuable contribution to E/Bay and wish her success in her new endeavors.

Albertina Edward our E Bay and CTF Environmentalist resigned after one year at E Bay. During her employment Albertina was also based in MA1. We thank Albertina for her contribution to Northern Coastal, her willingness to always assist where required and wish her well in her future career.



TATE DAVID HENOCK



ADRI DAVIDS



ALBERTINA EDWARD

Strategic Projects & Engineering Services

By Riaan Burger

Safety

Unfortunately, we had our first LTI for the year on the 2nd of February, when an employee of Engineering Projects, Mr. Ndalikhondja, had a vehicle accident on the Chamais road. One of the major concerns coming out of the investigation is that we still have staff driving on gravel road without the appropriate training. We also need to make sure that our trips are really essential so that we do not expose ourselves unnecessarily to risk. Before you do any vehicle trip, ask yourself the following questions:

- 1) Is the vehicle in good running order?
- 2) Is this the right vehicle for the trip? (For instance, will I need a 4-wheel drive vehicle?)
- 3) Do I have all the necessary equipment for this trip? (Such as first-aid kit, fire extinguisher, water, etc.)
- 4) What are the environmental conditions? (I.e. Rain, high winds, dust, wild animals or fog.)
- 5) Do I need to take special precautions because of the conditions?
- 6) Am I fit to drive? (Healthy, not tired, etc)
- 7) Do I have approval for this trip?
- 8) Do I have the right license to operate this vehicle?
- 9) Do I have the right experience and training for this trip? (For instance gravel road training.)

On the positive side, our Engineering Projects team completed the 200 ton bin modification and changed out the header box at RTR. The refurbishment of the wash bay, new bunt walls and fencing for Bogenfels are also all now complete.

Looking ahead to the next three months, we have a three-day planned plant maintenance shut down at Bogenfels for modifications to the front-end, and also the chute replacement at No. 3 plant where construction work has already commenced.

Since the end of last year, a lot of good work was done by our Strategic Projects team to develop our project confidence, and to create new business opportunities for our mines. One of our key milestones is that we completed the pre-feasibility study for the Sendelingsdrif project. This project has been subjected to an assurance review, and been recommended to proceed to the feasibility stage. We expect that this will be approved at the Namdeb board meeting in April 2010. In addition, the team did some excellent work in the development of a techno-economic solution for the optimization of the Elizabeth Bay mine, and it is now proposed that work should start again at E-Bay during that latter part of 2010. Initial preparation for this has already commenced at the Elizabeth Bay treatment plant. In the mean-time, work is in full swing with the construction of the Probe Drilling Platform for the Inshore project, and staff are being recruited for the operation of this machine. March also witnessed the arrival of the Wirtgen surface mining machine that we are renting from Debswana. This machine will be tested at the deflation deposits at Bogenfels and Elizabeth Bay, and if proven successful, will form a key part of our plans for the mining of these resources over the next few years.



Our Vision: "Namdeb...creating an exciting and dynamic diamond future"

Continued from page 8

Our People

We welcome Verona Coetzee and Claudine Stadler to the Projects Team. Verona has taken over from Lianne van Eden who has decided to become a full-time mother. We wish to thank Lianne for her dedicated service and wish her all the best. Claudine is temporary appointed, and will also be assisting the Bogenfels team as part of her duties.



VERONA COETZEE



CLAUDINE STADLER

Mineral Resource Department

By Dr Jurgen Jacob

WORK

Sampling of the Sendelingsdrif mineral resource, about half way between Daberas and Rosh Pinah, continues apace, although the recent Orange River flood which covered the road between Sendelingsdrif and Daberas during February caused significant delays. The last remaining pit in Zone 1 is currently being treated by Frans "Honey" Busch and his team, with James Alexander and Anthony Makanza looking over their shoulders. Blackie Swart and his maintenance team of Baron Fraser and James Besuidenhout are kept busy maintaining the OREX plant, as well as SASP and the GSR.

Albertina Nakashole and the BG36 team have recommenced sampling of the Inter Tidal Corridor in northern MA1. The drill is functioning well and samples are being trammed to SASP where Lucky Gideon and his team are treating the samples.

The environmentalists at the operations, as well as within the department were busy preparing for ISO14001 in late November. The audit went well, where no major findings were recorded. A total of 7 findings and 4 minor findings were recorded, as well as a number of positive comments from the auditors. Well done to the Environmental team, as well as the operations for this result. On the projects side, Ursula is busy working hard on organizing the "environmental licence to operate" for the Orange River, Ebay and Southern Deflation Projects.

Tony Goosen and surveying team have stepped up a gear and are now doing weekly surveys as part of the short interval controls of the operations.

James Alexander, together with contributions from Bob, as well as many in the department put together a very impressive video as part of Project 2050, showcasing Namdeb's assets and potentially long future of at least 40 more years. A career outside of geology definitely awaits you James!

PEOPLE

Marais Loubser has moved from Southern Coastal, and is now in charge of onshore exploration. Sam Ajagbe has moved from Pocket Beaches to Southern Coastal, and Zenzi Awases has replaced Sam at Pockets. Urban Burger has moved from Ebay, and is in charge of the Inner Shelf Exploration, while Andre Oelafsen has moved from CTF and is running the Inshore Project.

The environmental team welcomed Tshivute lipinge, who will be heading up Namdeb's rehabilitation efforts. In addition the Environmental team underwent a teambuilding trip to the Ontanda Environmental Centre at Kolmanskop, where they visited rehabilitated contractor sites in Northern Coastal and performed essential maintenance on the Ontanda centre.



Our Values: EXcellence, Care, Integrity, TEamwork, Diversity = **EXCITED**

Continued from page 9

Regrettably, we will be bidding farewell to Alberthina Edward, currently part of Northern Coastal in the next month, who will be taking up a job at Skorpion Mine. After a lengthy handover period, Namdeb bid farewell to Bob Burrell, who spent the last 12 years at Namdeb. This brings to an end an illustrious career of 37 years with the De Beers Group. Go well Bob!

FORTHCOMING ATTRACTIONS

Congratulations to Zenzi Awases on her pending marriage in Windhoek over the Easter weekend.

Continuous Improvement

By Cindy Rispel

People:

Someone once said **'...the only thing that never changes is change itself...'**. The beginning of 2010 has proven this once again as this year started off with quite a few changes to the Continuous Improvement department structure. Firstly, in addition to Tony's portfolio as Head of CI, he took charge of the Oranjemund Infrastructure and Services section. Subsequently Ronnie Slabbert has moved from CI to OTMCo to assist Tony in this regard.

Secondly we would like to congratulate Neville Smith on his promotional move to Engineering. Although his contribution at CI will be dearly missed we wish him all the best in the new position.

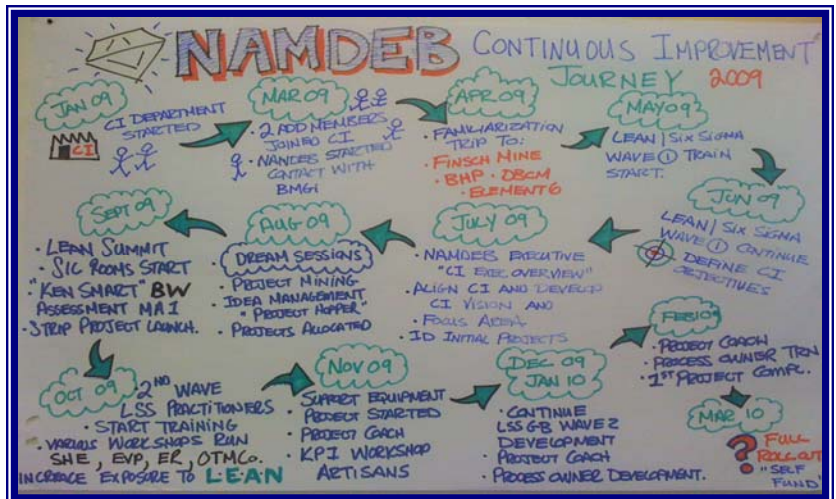
Finally, interviews have been scheduled for the CI Coordinator position and hopefully we will soon be welcoming a new member to our team.

Projects:

The Pilot programme, focusing on SCM specifically with a few projects throughout the rest of the business areas, was to be completed by March 2010. The aim was to show a return on investment (ROI) of between N\$ 4 to 5 million. This will form the basis for a larger CI deployment throughout the rest of the business. Currently quite a few of the projects (EDEP – 3 Plant, Bedrock Cleaning Optimization 2009 and RTR FeSi reduction) are in the final phase of the DMAIC process. Project teams are in the process of finalizing the Control Plans (to ensure that solutions are sustainable) which will be followed by project handover. Although we have missed the critical deadline of March 15th, ROI proves positive at this point in time.

Training of an additional 10 Green Belts (Lean Six Sigma certification) was concluded in January and these individuals are now required to complete the final exams and will receive certification on the successful completion of the various CI projects they are currently working on.

The illustration of the left, shows Namdeb CI journey thus far, as well as the proposed way forward, i.e. a full company wide roll out of CI to entrench the culture of continuous improvement.



Continued on page 11

Continued from page 10

News from OPS

2010 started with a real surprise for us at OPS, as we had enrolled close on 70 new pupils. For us the 'recession' was over. We had to appoint a new teacher, Mrs. Tuli Joba, as we had to extend our Bridge Class support system, due to many new children who have entered OPS for the first time who struggle with English and Mathematics.

In February the prefects had their annual camp at Brandkaros where after tough leadership quality exercises, the appointed their own new Head Boy and Head Girl for 2010. We congratulate Megan van Wyk and Tristan Pitcher for having been elected into these roles by their peers.

This year we also have our first ever Grade 9 classes and in 2011 we are extending the junior secondary school with grade 10. We are currently investigating the possibility of extending the school even further to the senior secondary phase in 2012.

On the sporting front OPS has pulled out all stops in the athletics arena and this year we are sending six of our best athletes who represent the Karas Region to Windhoek to compete at the National Athletics competition at the end of March.

We are so grateful for our heated in-door swimming pool that we use daily for basic swimming lessons of our young pupils and to prepare competitive swimmers for national and international swimming galas. Together with the Sand Sharks, the local swimming club, we have no less than six swimmers swimming competitively in South Africa at the end of March at level 1 and level 2 swimming competitions. We are proud of our pupils involvement here in the 'sticks' where isolation sometimes 'reigns supreme', but we are not discouraged and we stay competitive with our sport, academic and cultural curriculum activities.

The school is presently in the process of getting all our Science Fair participants ready for the first mile stone in their long and difficult journey to 'nationals' in Windhoek in September of this year. For the past three years OPS has won the award as best Science School in Namibia and we are most certainly going to work hard to receive that award again. The internal Science Fair at OPS has been scheduled for April.



PEOPLE

Mrs. Emilia Nambala recently celebrated her twenty years of teaching excellence to the Oranjemund community and the Company as a pre-school teacher.

We would like to congratulate the following teachers who were recognized for their special contribution and value add to the school during the last year.

Mrs. Mara Beukes and Mr. Tony Tripodi for their efforts towards the school's success at the National Science Fair in Windhoek. Mrs. Susie Karsten, Adelene Arbuckle and Mrs. Judie Diergaardt for their excellent contributions towards the teaching and establishment of our new high school. Mrs. Martha Kuwa for more than walking the extra mile for children who needed that extra attention with their school work. Mrs. Natalie du Plessis was thanked for excellence in our Music Department and all the wonderful work that the children attained under her leadership. Mrs. Dawn Watt for taking our Remedial Department fully under her wings and started teaching children with special needs and for the excellent results her efforts have brought about. Mr. Reyno Nieuwoudt was recognized for his leadership in the establishment of the high school.

At the beginning of February this year we welcomed Mrs. Tuli Joba as our new Grade 5s teacher and in a very short time she has already won the hearts and minds of her children.

Continued from page 12

News from ICT

The first quarter of 2010 has not proven to be any less challenging than the last of 2009. The ICT sections focus this year changes from what has predominantly been an inward looking approach geared toward making sure the department was structurally and organisationally optimised to meet the changing needs of the business. From 2010 through the next 3 to 5 years the section aims to take an outward focused view of the business and endeavour to better understand the business units and, more importantly, their internal business processes. It is our philosophy that only through understanding existing business processes will we be able to identify opportunities where the application of ICT technologies could help better achieve strategic and operational objectives.

Key to this approach is the 'integration' of ICT staff into existing operational meetings that are scheduled within the business units. In essence what this means is that we will occasionally invite ourselves to operational meetings within the business units to get a feel for the challenges being experienced on site. The initial meeting took place early February when we were invited to the SPES team weekly meeting during which a number of ICT concerns were raised by the SPES team and, in turn, the ICT section got a feel for the nature of the work being conducted by the SPES team. Further meetings are scheduled to take place with other operational units during the course of 2010 and beyond.

In line with our outward facing strategy, 2010 also sees us tackling a number of initiatives and projects. Four of the more visible initiatives on the cards include the rewrite of the mineral resources auditing system, the redesign of the corporate website, implementing a long term solution for the legacy data still residing on the old pre-2005 SAP hardware and the sourcing of more appropriate remote connectivity tools to supplement or replace the current VPN solution. Each of these initiatives has been verified for suitability against the criteria of risk mitigation, cost containment or efficiency improvement.

On the staffing front, the two vacant desktop technician complements were filled and we take great pleasure in welcoming Jaco Blaauw and Ivo van der Colff onboard. Staffing in other key areas continues to be a concern particularly in the Software Engineer and Server Support areas where the market appears unable to service our needs. Efforts are now focusing on making use of reputed recruitment agencies for the head-hunting of skills in these areas.

In addition Chris Marinheiro and Harold Markgraaf are both congratulated on their respective promotions during the first quarter of 2010; we wish you the best of luck with your new responsibilities in your new positions.



CHRIS MARINHEIRO



HAROLD MARKGRAAF

News from HR Services

Transfers

Diana Hesselmann is temporarily working from our Windhoek Head Office

HR Business Partners

There have been moves with regards to our HR HR Business partners as follows:

Orange River Mines - Charity Jeftha

Southern Coastal Mine - Yolanda Hannam and Lazarus Kapolo

Engineering Services - Naftal Nhinda

Shared Services - Hennie van der Bergh

People

We congratulate Salome Sutherland for her 10 Years of Service with Namdeb

Three of our employees who were nominated for the "Night of the Stars" Awards, were they we rewarded and enjoyed an evening of wine and dine.

We would like to thank them for walking the extra mile, as teamwork is what HR stands for



Continued from page11

News from Costing

We welcome Glenn Guiseb to costing, who joined the team in January 2010. Glenn is an ex Namdeb bursar who was sent on secondment to complete articles with Deloitte and Touché in Windhoek. He returned to Namdeb after having qualified as a Chartered Accountant and brings with wealth of technical skills which will be utilized to steer the company towards achieving the 2050 vision.

Costing team has once again excelled at coordinating the revised budget at the beginning of the year which turned around the company 2010 bottom line from a Notional loss of N\$33 million to a profit of N\$15 million. This was made possible through the commitment of the team by getting both senior management and frontline employees involved in the process and understanding what drives the business.

During the 1st award ceremony, the team was recognized for the role they have played in



GLENN GUISEB

News from HRD

STAFF

We would like to wish Ignasius, 11 February happy birthday, may all your dreams come true. Surita is now on maternity leave and Caroline Araës will be standing in for her for the next few months.

BURSARS

All bursars have now returned to their respective Universities. Namdeb currently has 13 bursars on the books studying in the fields of Engineering, Finance, Mining and Metallurgy.

AFFIRMATIVE ACTION

The AA Further Report for 2009/10 and the AA Plan for the next three years is due for submission on the 6th of April.

An AACC meeting was held during February 2010, understudy IDP sessions have also started.

TALENT TRACK

Jen Raath visited us to give an overview of the O&C process; challenges and the way forward. Talent Track has been opened for the 2010 Planning Period for employees and line managers as of March. All the data captured for the 2009 Planning Period has been copied over to the 2010 Planning Period. This means that employees and line managers can now access the system and commence with the updating of their existing talent data where necessary. HRD will start engagement sessions to facilitate the process.

TRAINING

Masterful Coaching session

Twenty-five, level four employees from across the business were nominated for the Masterful Coaching workshop, however only eighteen attended the workshop.

Based on the feedback received from the delegates that attended the workshop it was deduced that the content of the program has indeed added some value.

However there is a need to assess the real value derived before a roll-out is considered. A feedback session was held after 21 days of the workshop, the purpose of the session was to ascertain material benefit (ROI) of the course only delegates from the services areas attended, and another session is needed to get input from the production areas.

Continued on page 14

Our Vision: "Namdeb...creating an exciting and dynamic diamond future"

Continued from page 13

Performance Gap Analysis

A Performance Gap Analysis course was presented to all training Officers. The purpose of the course was to equip the delegates with uniform methodologies of conducting Gap Analysis, hence streamlining appropriate corrective actions that would address business needs.

Engineering training matrix

In consultation with the Engineering team value adding changes were made to the supervisory development program, which will form part of the Engineering development / career progression.

Self Study Assistance

More than 68 employees are now registered with the scheme. Employees are advised that claims can't be processed for subjects not registered for with the scheme.

People Projects

Recognising employees for Exceptional Performance

On Thursday evening, 25 February, nominated employees across our business were acknowledged for extraordinary performances or exceptional commitment in their line of work, at a "Night of the Stars" function held in the Recreational Club Hall. The purpose of this quarterly Recognition event is to acknowledge teams and individuals who have delivered extraordinary performances or showed exceptional commitment during the last quarter. Employees who attended this function, were invited to attend Omugongo session the next morning.



SOME OF THE EMPLOYEES WHO ATTENDED THE RECOGNITION FUNCTION ON THE EVENING OF THE 25 FEBRUARY AT THE REC CLUB.

Employee Value Proposition

Employee Value Proposition key efforts remain focused on Reward and Recognition strategies whilst supporting a high performance culture. Therefore a selection criteria has been put in place to drive recognition within the Company. Work on the design of a new short-term incentive scheme continues and is expected to be completed in May 2010. Stakeholder engagements have also been taking place so as to align remuneration to benchmark outcomes. A Wellness Centre was launched in January and to date has successfully hosted three sessions.



SOME OF THE EMPLOYEE WELLNESS ACTIVITIES WHICH HAS TAKEN PLACE SINCE THE CENTRE OPENED AT THE END OF JANUARY 2010.

Continued on page 15

Our Values: EXcellence, Care, Integrity, TEamwork, Diversity = EXCITED

Labour Relations Training for Shop Stewards



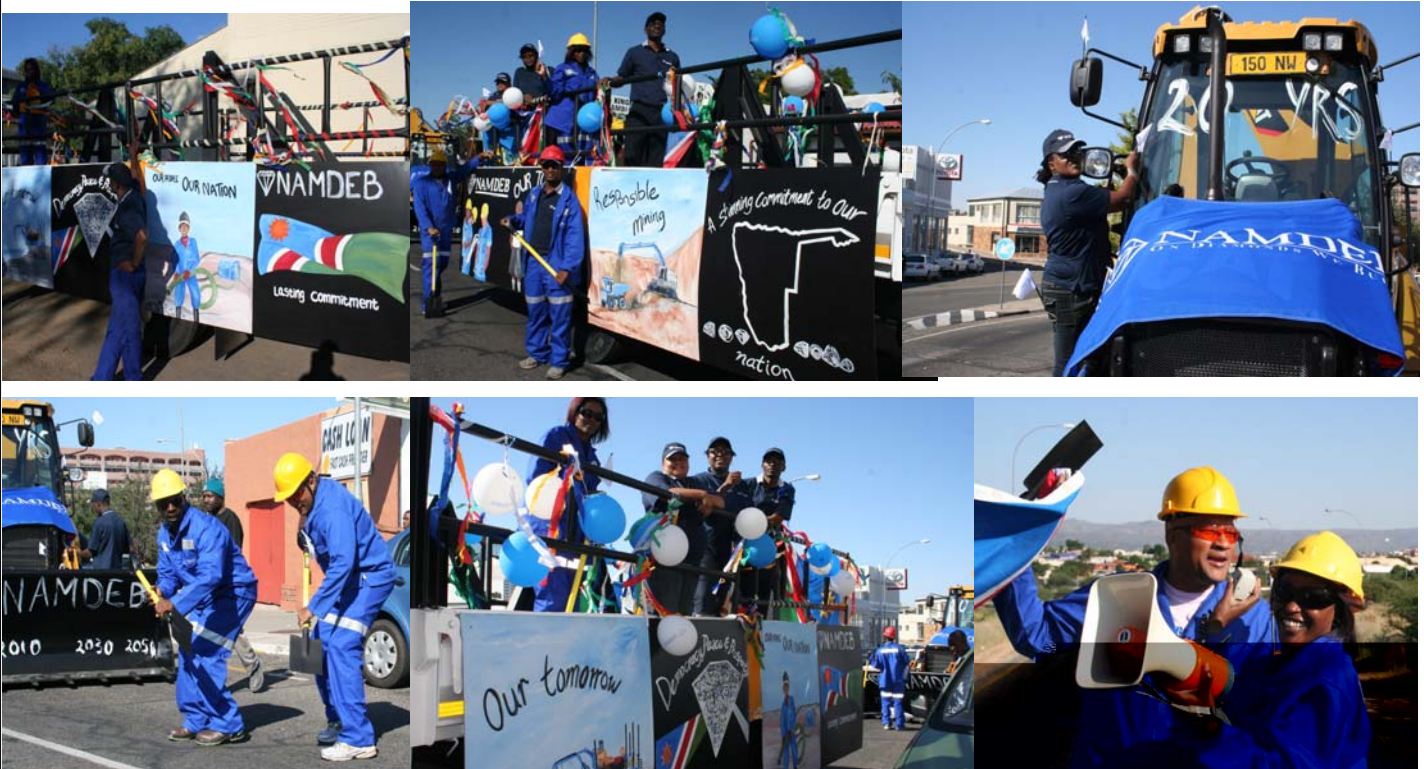
Members of the Branch Executive Committee and other part-time shop stewards attended a four-day training facilitated by an external consultant, Mr Gabby Stemmet of Labour Solutions Corporation (PTY) Ltd on 16 – 19 February 2010.

The training workshop primarily covered three modules i.e.

- Module 1 - Negotiation Skills
- Module 2 - Understanding Namibian Workplace law
- Module 3 - Industrial Relations Awareness

The course was intended to create an understanding of shop steward roles and responsibilities as well as to further augment the relations between the Company and the Union. Delegates expressed satisfaction with the course and declared the intervention a great success.

Namdeb takes part in the 20th Independence Anniversary celebration street procession



Our Vision: "Namdeb...creating an exciting and dynamic diamond future"

FEEDBACK CARD

PLEASE COMPLETE THIS FEEDBACK CARD AND FORWARD IT TO COMMUNICATIONS (FAX 239224/239012) OR MAIL IT TO : francis.milomo@namdeb.com

Do you have any questions about any specific topic in the publication?

Any suggestions or comments on the publication itself?

*Namdeb News is compiled and printed by the Communications Section.
Tel: 239220/ 239222
Fax: 239224 or 239012*

