

NEWSLETTER



Meet our Coastal Teams

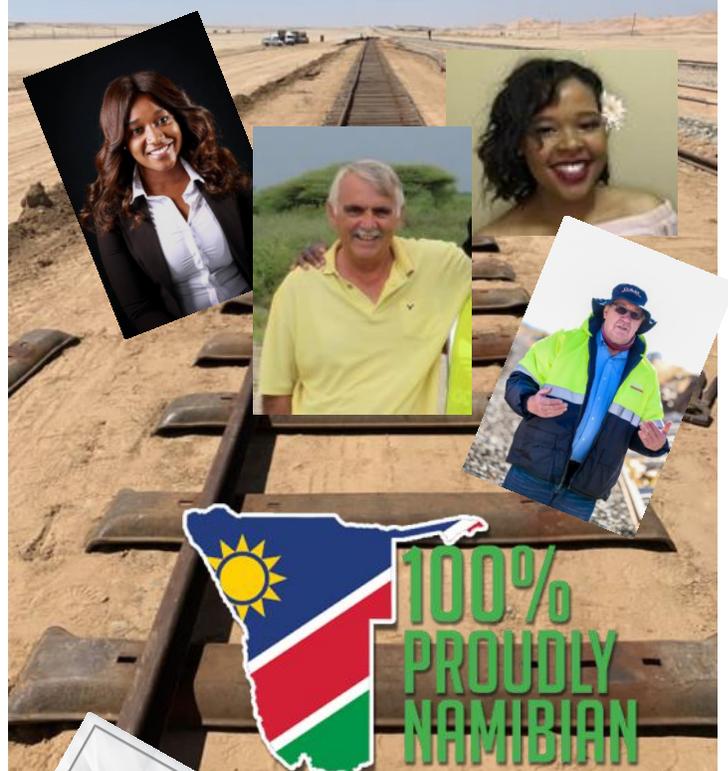


D&M Building towards a better future...

ISO Certification!

Free Monthly Newsletter 28th Edition

Telling our unique story...



100% PROUDLY NAMIBIAN



Happy New Year...

New Year Wishes for my dear Colleagues at D&M Rail

Happy 2021! It's time to say goodbye to the old one. Let's welcome the new year with hearts full of positivity and new hopes. Wishing more moments of progress and success to us all...

I wish this year grants us everything that we wish for and brings us success from every direction. We wish you a wonderful year filled with enormous happiness and boundless joy.

May all our hard work pay off. May we be able to create wonders and dream big in the year ahead! And remember... 

Helene Botha



Swakopmund Office - Est: 19 October 2020

With great pride and joy we can say that we have a fully functional D&M Rail Construction Office in Swakopmund. Our address is:



D&M Rail Construction (Pty) Ltd
PO Box 3065, Vineta, Swakopmund
Nelson Mandela Ave 3955
QE Construction Building - Unit # 1
Industrial Area

Key personnel: Johan Laubscher, Karel v.d Bank, Jurgens & Dawie (Jnr) Moller, Mr. M.C. Kooper, Tekla Katjire, Helene Botha, Christiaan Van Zyl, Johann Jurgens, Dino Ubasan, Lucy & Bianca

Walvis Bay Office - Est: 1 August 2020

Office at Walvis Bay address: D&M Rail Construction (Pty) Ltd
5th street East 3752
Industrial Area, Walvis Bay

Key personnel: Uncle Jan Serfontein, Kevin, Tiffany, Desire, Onecca, Rothnee, Dries Golden, Koos Pottas & Walter Celotto



Walvis Bay Workshop:

248 Theo Ben Gurirab Street

Erf: 5028, Walvis Bay

Key Personel: Frans Kalvenya,
Andreas

Joseph Joseph
Kalwenya



Let's all welcome:



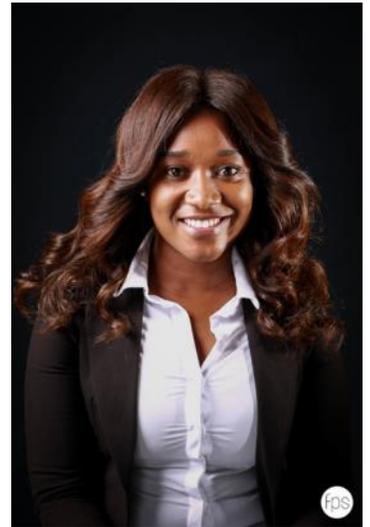
Onecca Udjombalah

Onecca Udjombalah is a Partner at J&L Project Consultants with vast experience in Quantity Surveying, Construction and Project Management, Town and Regional Planning, Real Estate throughout Namibia.

A well-rounded lady with affiliated memberships at the Namibia Institute of Quantity Surveyors, Namibian Council of Architects and Quantity Surveyors and the Namibian Estate Agents Board etc.

She brings on board a variety of technical skills in project planning, controlling and monitoring to ensure that the D&M Rail project remains within budget and schedule in order to meet timeous project quality outcomes.

With her passion in economic empowerment for women and the welfare of children, she is a mentor in her spare time to graduates within associated fields with key focuses on skills development and leadership. She serves as Bid Evaluation Committee Member at the Central Procurement Board of Namibia and Committee member of the Namibia Society of Engineers.



Tiffany Isaacs

Tiffany graduated with a Quantity Surveying Honours degree at the University of the Free State in South Africa in 2018. An inspired member of the NCAQS and INQS registration bodies.

A determined and passionate young woman with a willingness to learn and gain exposure in and around the construction industry. One of her key responsibilities were to ensure current projects run within the allowed budget to prevent unnecessary cost increases.

(continue pg. 3)

Being a part of the D&M Rail team, she will develop and maintain a project library to ensure an updated reporting and recording system. She will work closely with the Project Manager and team to provide them with precise information. Additionally, she will assist with all project planning and administrative duties.

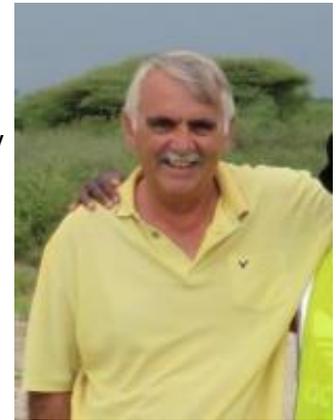
Mr. Dries Golden



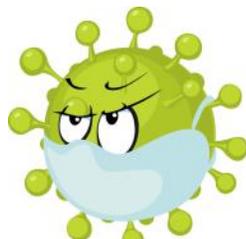
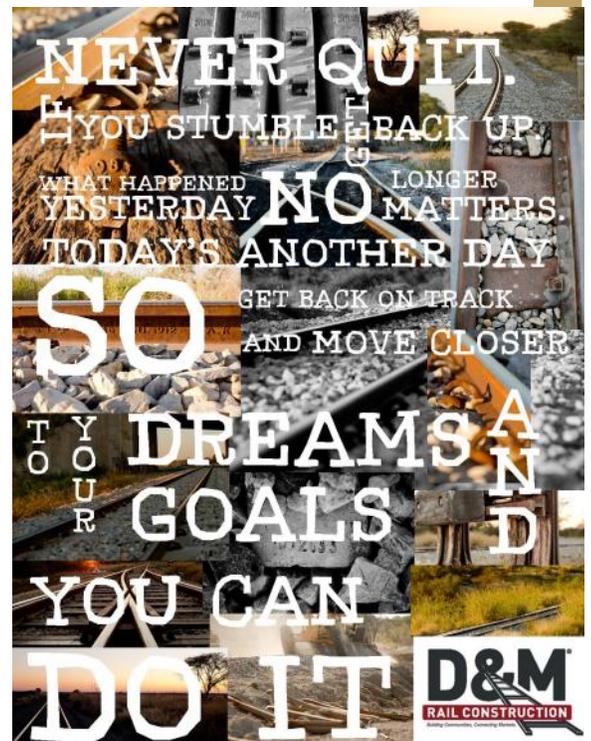
He calls himself Mr. Golden and answer the phone as “Andries Petrus”. Most people operating in the Perway industry, whether in Namibia or in South Africa have heard of Dries Golden, or worked with him at some point, or know him somehow. He wakes up at 4:30 in the morning and will post “Good Morning” messages on every WhatsApp group he's on, announcing that he is ready for the day, it doesn't matter whether you're ready or not. He also goes to bed at about 19:00😊

Dries is certainly one of the most experienced track builders in Southern Africa that has worked all over South Africa and Namibia and also worked in England for a couple of years. He started in 1972, 48 years ago, as a learner platelayer in Kimberley and progressed through the ranks to where he held senior positions in the South African Railways as well as various private perway construction and consultancy companies.

Ask him about any part of track construction and he has done it before, however, when you ask him for a shortcut he has no answers, not because of lack of knowledge but because he takes pride in his work up to the smallest detail, to him there is no room for compromise on quality and workmanship.



Dries Golden Squad - Rail Distribution / offloading
16/10/20 (Pic send by Rothnee)



D&M Rail - world class company!

D&M Rail Construction (Pty) Ltd did it again - we are reaching for the moon and grabbing the stars. We got our **ISO Certificates**. This is a huge achievement for the company!

What is ISO certificates you might ask, well, "ISO certification is a seal of approval from a third party body that a company runs to one of the international standards developed and published by the International Organization for Standardization (ISO)." This certification puts us up there with other world class company's - now we can work internationally and local.

12 November 2020

Good Afternoon Johan

I hope this email finds you well.

Well done on a great audit! Please see attached your Sancert overall report and observations for the D&M Rail Construction (Pty) Ltd & Namibia Rail Construction (Pty) Ltd SHEQ audit done 23rd October 2020 and 9th - 11th November 2020.

Your certification has been granted and your certificates are now being generated. They will be sent through to you within the next week (originals and the electronic versions). As discussed, the certificates will be issued for each separate business.

If you have any queries, please do not hesitate to contact me.

Kind Regards,

Lindy Behrens

www.sancert.co.za

Dear All

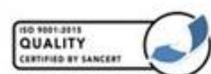
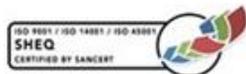
This year 2020 a "terror" for most companies but for DMR also a year of great achievements and many milestones. To me personally this is a character of a winning team which never gave up and despite bad things just went from strength to strength. We were informed today that both NRC and DMR received our ISO accreditation which place us now among the top construction companies in Namibia and well placed to compete on International tenders. ISO accreditation is a complete professional system which I urged all of you to explore and make use of and believe me our fellow Namibians will be impressed with the level of professionalism you present. Management will work out a program to familiarize all of us with the contents and in a great way standardize our administration to that of International Standards. A special word of thanks for Johan Laubscher which was the driver of this process and as he informed me already the input from all of you whenever it was required.

Best Regards

Dawie Moller

D.I.Moller

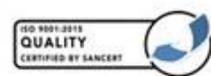
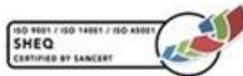
Managing Director





We obtained the following Certificates:

- ISO 9001:2015 (Quality Management)
- ISO 14001:2015 (Environmental Management)
- ISO 45001:2018 (Health and Safety Management)





TELLING OUR OWN UNIQUE STORIES....

Every business has its own unique story – a unique reason for its existence. It's a story of its journey and its unique selling points of products and service.

D&M Rail Construction is no different. As the premier rail construction and maintenance company in Namibia, it leads the pack in the industry. It also serves a more important role and function – that of ensuring that the one leg of an effective transport network – rail – functions efficiently as a result of a safe railway network.

But the company has also been beset with negative media reporting in the past, often tarnishing the good name it has established over the years. And therefore, in the beginning of the year, D&M Rail Construction's (DMR) management contracted a professional Public Relations firm to tell its unique story and in so doing protect, enhance and manage the company's good name. Usi Hoebel Communications (UHC) has since its appointment embarked on a concerted media and public relations campaign to enhance D&M Rail's image and reputation.

Communications Strategist and owner of UHC, Usi //Hoebel, who has over 25 years experience in the PR industry, including at TransNamib in the early 1990's, says that the first order of business was to get to know the client intimately. *"We spoke to management at length, we spoke to the training department and staff and went on site visits, all in an effort to get to know the business and develop a strategy which would be best fit for the business and to ensure that the D&M Rail Construction brand is celebrated to as wide an audience as possible. And so we decided on a comprehensive digital/social media campaign as the initial brand positioning strategy. This included the development and establishment of DMR's presence on FaceBook; LinkedIn and Twitter. We then linked up with the service provider maintaining the website and established linkages to the DMR website through the social media pages. But more importantly we developed messaging that we could channel through these media elements"*, according to Usi.



Find us on 

This paid off and during the first month (April 2020) of this digital presence, the following social media milestones were achieved:

FaceBook:

More than one hundred and twenty nine thousand (129,942 to be precise) people saw DMR posts on Facebook

1,655 people clicked on a link to navigate onto the DMR website. This means that some of them may also have read other information on the website.

(continue page 5)





LinkedIn:

This is a platform where professionals link with each other and engage and share industry specific information. The following milestones were achieved for the month of April:

4,085 people saw our posts on LinkedIn

And 280 people clicked on a link to go onto the DMR website

Twitter:

Twitter yielded less results in April with 1,208 people viewing our posts.

The total number of people who saw DMR's posts on digital platforms for the first month was 135,235. A total of 1,998 people also clicked on our social media platforms to navigate on to the DMR website.



Website:

Records show that a total of 2,082 visited the website in April. Other months prior to the launch of the campaign revealed the following visitor statistics:

January 2020 – 888 visitors

February 2020 – 493 visitors

March 2020 – 601 visitors

April 2020 – 2,082 visitors

WWW.DMRAIL.COM



John Ludwig Str 35,
Klein Windhoek
Windhoek Namibia



Tel: +264 61 402 371
info@dmrail.com



PO Box 830
Windhoek, Namibia

HOME

ABOUT

CORE

SAFETY

TRAINING

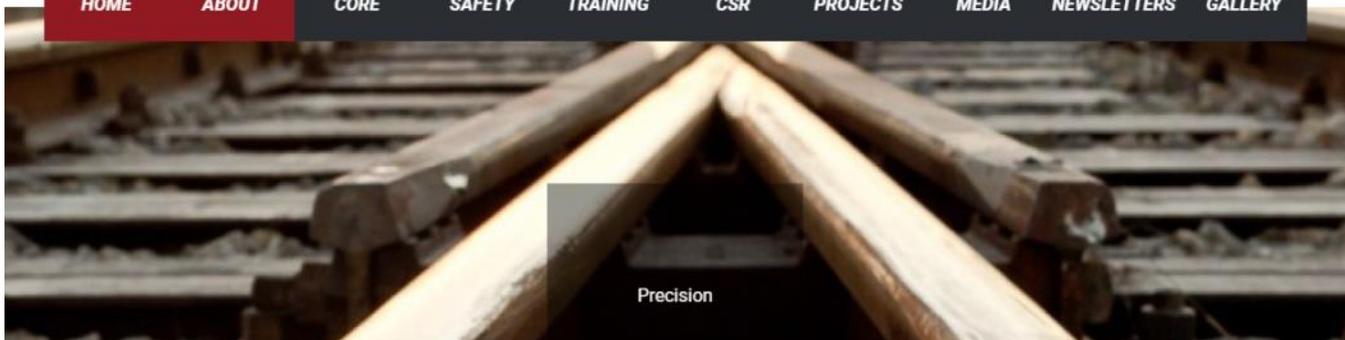
CSR

PROJECTS

MEDIA

NEWSLETTERS

GALLERY



Since then, we have seen a consistent flow of visitors and reaches to our social media platforms.

“What has been most interesting is that we are engaging with the public on these platforms with people asking for work and making comments on the posts. We try as far as possible to respond and therefore keeping communication channels open,” Usi says. (continue next page)

In addition to the above, the company has also used available opportunities in the media to advertise. Recently, UHC and its production partner produced a 39-second TV commercial (TVC) as well as an eight-minute video on the processes involved in the rehabilitation activities done by the company. The commercial is flighted on all DMR social media platforms as well as NBC TV. The NBC TV flighting comes to an end in November 2020. This TV commercial invites viewers to click on the DMR website link to see the 8-minute video.

Usi says he is happy with the social media presence as it “ shows continued page and audience growth; a sharp increase in engagement; a wider reach into our custom defined audience and a sharp increase in DMR website traffic with over one hundred and four thousand people seeing our posts on social media and just over 190,000 for our website during the month of August alone ”

But with increased visibility and exposure to the wider public, it is expected that the focus can now be placed on DMR and therefore it is imperative that the DMR staff continue to display the values the company stands for. Our Managing Director, Dawie Moller encourages staff to continue to work hard, ensure teamwork and pull in the same direction. “The Covid-19 pandemic threatened our very survival but we are resilient and committed and I wish to thank all our employees, who stood together during these tough times and showed their dedication to Namibia’s economic growth by ensuring that our work provides a safe passage for rail goods on tracks we rehabilitated. If there is one thing that 2020 has taught us is that we need each other and we need to re-connect with our humanity. So lets face 2021 with renewed energy and vigour and commitment,” Dawie concluded.

Usi Hoebeb <usi@uhc.com.na> 19 October 2020



Democratic Republic of the Congo - Visit

A delegation from Namibia Rail Construction (NRC) visited the Democratic Republic of the Congo (DRC) from 16 October 2020 until 26 October 2020 to inspect the possibility of assisting the DRC railways in repairing a section of railway line. The delegation consisted of Mr. Ferdinand Ganaseb of TransNamib and Hare Kruger and Mr. Leon Steyn from D&M Rail Construction (Pty) Ltd.

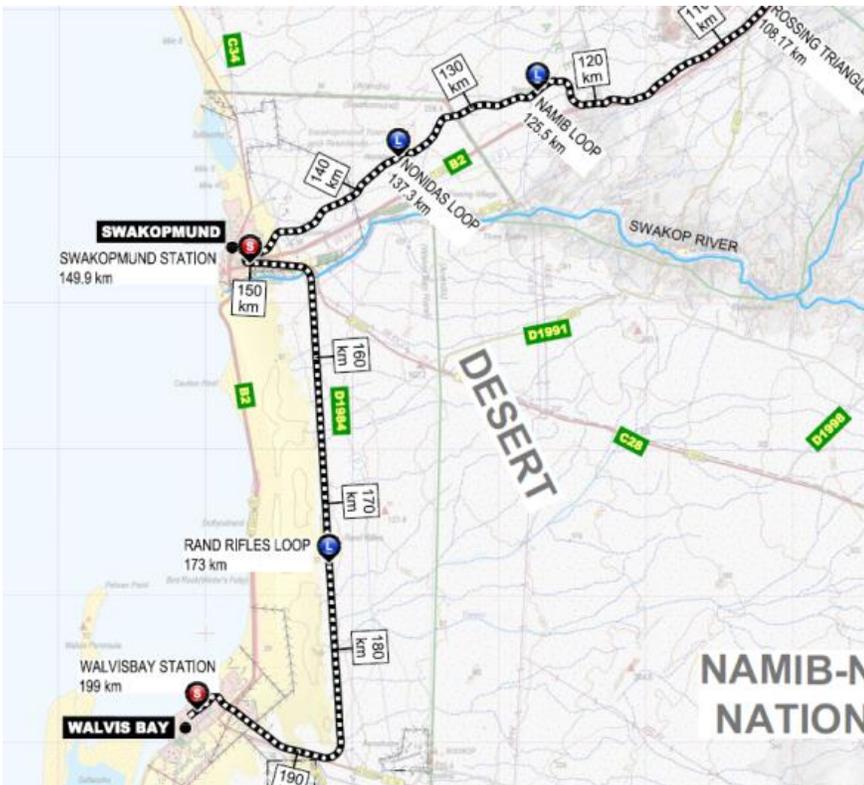
They travelled via Ethiopia to Kinshasa and then further on to Kisangani in the north east of DRC where the Country desperately needed a 200km section of railway line to be repaired for the movement of economically active people and goods. The roads in that area are in such a bad condition that the only means of transport is with donkeys, bicycles or cattle and by foot. The railway lines in that area were built at the turn of the century by the Belgium colonial powers and is narrow gauge, 610mm.

There are a number of gold and copper mines in that area and although they use the Congo river as their main form of bulk transport, the need to get the products from the mines to the harbour is immense.

A Memorandum of Understanding has already been signed by the relevant parties and the intention is to set up a joint venture with DRC companies. You will be kept updated with the progress of this business opportunity



Short write up on C001



The Walvis Bay-Kranzberg railway section, of narrow gauge 1067mm, is presently constrained due to its structural condition. This has resulted in speed restrictions imposed on more than 50% of the length of route. The 16.5 ton per axle load (TAL) is below the SADC standard of 18.5 TAL.

The project will contribute to improving the capacity of the line to 18.5 TAL, and maximum train speeds of max 80km/hr for freight and 100km/hr for passengers. Currently only about 48% of the total rail network (2,630km) meets the SADC requirements, with a medium-term

target to upgrade 70% of the network in line with the long term “Vision 2030”, which aims to make Namibia a transport and logistics hub.

D&M has received the sub-contractor appointment for the works to be conducted from Walvis Bay to Swakopmund. Approximately 54km. Within the first month of establishment an extension to the contract works has been received to include a further 12km section from Nonidas towards Arandis.

The team has been hard at work to ensure the planning and documentation is in order. With every part of the work requiring a method statement and risk assessment before any work can commence, putting the thoughts and plans to paper has been a substantial task. We are however progressing well and feedback from the engineers have been very positive.

Mr. Johan Laubscher (Swakopmund)

Project Manager



RAILWAY CONSTRUCTION STUDENTS GRADUATE (Media 20/10/20)

Otjiwarongo – Eleven (11) young men and women recently graduated as platelayers / trackmasters. They will now join the ranks of those elite group of professionals tasked with the upgrading of railway lines across the country. The students completed an intensive 19-months training, which commenced in February 2019 at the D&M Rail Construction training centre in Otjiwarongo.

The course included both theoretical/academic training as well as on-site practical engagements on the railway tracks currently being rehabilitated by the company on the Omaruru – Otjiwarongo sections.

Speaking at the graduation ceremony, Edwardt Kambongarera, Training Manager of D&M Rail Construction and who has more than 41 years' experience in the railways construction industry re-iterated his company's commitment to human resource development through high-level training and practical on-site exposure in especially those areas where the country experiences skills scarcity such as railway construction and maintenance. *"D&M Rail Construction is proud to transfer the knowledge of Railway Engineering to the young generation for a better future in Railways construction,"* he said, encouraging the graduates to *"perform your task with the dignity and respect towards our most VALUED ASSET (our Colleagues/ workforce), working safely and to an expected high standard of quality in the interest of the economic growth of our country..."*



D & M Rail Construction Training Manager, Edwardt Kambongarera (standing third from right) and company CEO, Dawie Moller (4th from right) pictured with the graduates.

Pictured left to right are: K.Uatonguze; J Geises; N Imene; L. Haodoms; J Guiseb; K. Meroro; M. Nautwima; R Uirab; L. Paulus; H. Ubu-Gaes and B.Howaeb.

Girl Power!

For the company's Chief Executive Officer, Dawie Moller, himself a railway engineer with decades of experience, the women of D&M Rail Construction have opened the doors themselves. "Railway construction has always been a man's domain. But the world is changing and we too must change with it. Our female colleagues stepping into their own and taking up their rightful place in the industry and indeed in the world is something that should happen and which we welcome. We respect their tenacity and professionalism which adds value to our professional endeavors and indeed their presence adds value to our personal lives."



KALKFELD SETTLEMENT BENEFITS FROM MUCH NEEDED EMPLOYMENT

(Media 18/08/20)

Kalkfeld - Kalkfeld is a small settlement of some 4000 inhabitants nestled halfway between Omaruru and Otjiwarongo. In its heyday, it was the main stop for well to do commercial farmers in the area. But today, it faces the challenge of unemployment and the associated social ills which come with it. A year ago, it was nearly a ghost town...that is until rail construction giant, D&M Rail Construction rolled into town, looking to employ some local youths on its rail upgrading project which stretches between Kranzberg and Tsumeb.

The company employs 180 workers on this stretch of railway of whom 110 youth are from the Kalkfeld settlement, as the company believes in community upliftment through employment creation.

D&M Rail Construction's Project Manager Leon Steyn says that the company took a principled decision way back to ensure that it employs local labour in the areas it operates in. *"This is part of D&M Rail Construction's endeavours to uplift communities along the Kranzberg-Tsumeb railway stretch. We believe in utilizing local labour as a way of empowering residents in areas through which this railway stretches. It is indeed a rewarding experience for the company, in that we don't only ensure that the railways are safe for TransNamib trains to utilise but we also empower our communities to support local economic development through local spend. We spend over N\$1,800,000.00 per month on salaries which are then*

spend in the local community on rent, municipal services and commercial businesses."



Udi ya Nakamhela manages the Pastor Ngeno Nakamhela Foundation in Kalkfeld and says that the Kalkfeld community can best be described as grant dependant. *“The main source of income is the government grants. The majority of people here are the elderly, pensioners, and the grandchildren whom they look after. Every first Tuesday of the month when state grants such as the pension grant, disability grant etcetera are paid out, that’s when the settlement really comes to life. This is probably one of the very few sources of income in the settlement.*



That was until D & M Rail came to town and its presence began to be felt and continues to this day.

“When D & M Rail Construction came to the settlement, they provided employment to 110 young men. But the beneficiaries of those 110 young men are extended because one household is not just made up of one person. For example, that one man who works for D & M now provides for a family of up to 7 people”, he says.

Apart from employing 110 residents from the settlement, Ya Nakamhela added that he was also impressed by the enormous additional impact D & M Rail Construction had made in the Kalkfeld settlement. *“They require supplies and materials; this translates into deliveries coming into the settlement. Hence, there are other companies that are also now sub-contracted, thereby contributing to settlement’s economy. So we are feeling the company’s positive impact on our livelihood. Local business people can attest to the fact that since the arrival of D & M Rail Construction in Kalkfeld as undoubtedly, their turnovers have improved,”* he added.

D & M Rail Construction is indeed proud to have brought a new lease of life to the people of Kalkfeld, and boosting economic activities at the settlement; thereby dispelling the "ghost town in the middle of nowhere" label that has haunted the settlement for years.



Bridge replacement

Photo by Kevin - 12/11/20



OVER 200 D&M RAIL CONSTRUCTION STAFF GAIN VALUABLE INSIGHT INTO COMMUNICATION TECHNIQUES AND TEAM COHESION

(Media: 16/11/2020)

Windhoek – It was a year to remember for the railway workers of D&M Rail Construction, as they gained invaluable knowledge and insight into the macro and micro economic as well as social-cultural dynamics of communications. The one-day training workshops were held in Kalkfeld, Otjiwarongo and Omaruru over a six-month period and over 200 workers underwent training during this time.

Armed with scientifically backed data and a working knowledge of the communication landscape, the training was spearheaded by communications expert Usi //Hoebeeb D&M Rail Construction's PR firm, USI HOEBEB COMMUNICATIONS, under the theme (**ARA**) which is an acronym for **Accept** (*that we will be together for the greatest part of the work day*), **Respect** (*my position in the team, how small you may see it*) and **Acknowledge** (*that my presence may add value to your life...*).

The training arrived as a timely response to enhance the morale and skill set of the workers the coronavirus pandemic. *"Its been a challenging year for all businesses worldwide and D&M Rail Construction had the foresight to initiate training which not only served to provide workers with certain essential communications tools but also with the knowledge to adapt in an ever changing, fast-paced world, filled with challenges as we have witnessed this year,"* communications trainer, Usi //Hoebeeb says.

The desired outcome, reflected by the topics covered by the training included equipping workers with strategies for resolving workplace conflicts; develop inter-personal communication techniques; encourage adherence and respect for organisational chain of command; work towards the development of team cohesion to achieve greater effectiveness.

In addition, the workers were exposed to the benefits of cultural diversity in the workplace and mental strategies geared towards perception management.

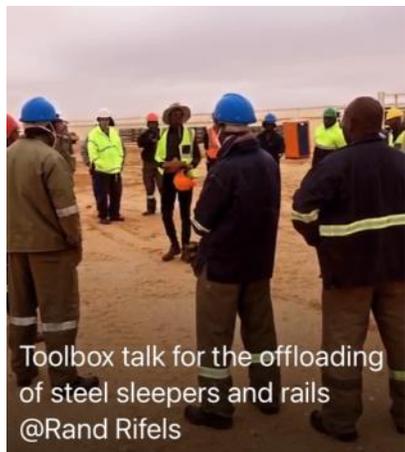
For his part, the Training Manager for D&M Rail Construction, Mr Edwardt Kambongarera, says that *"a safe, happy work environment is essential if we wish to achieve good production, especially in our railway construction space.*

Therefore, this training not only served to highlight the critical nature of the topics such as communication, but also motivated our teams whose morale was also adversely affected by the effects of



UHC's Usi //Hoebeeb (3rd from left) picture with D&M Rail's Training Manager Edwardt Kambongarera (2nd from left) with a group of D&M Rail staffers.

Galary:



Toolbox talk for the offloading of steel sleepers and rails @Rand Rifels



Rand Rifels - 19/11/20 (Kevin)



Aira, Desire and Tekla @ out year end function



D&M Team took part in the Desert Dash with Uncle Pieter.

FOR STAFF

STEPS TO MINIMIZE RISK OF COVID-19



In response to Public Health direction, take these steps:

✓ Screen employees daily for fever, cough, and shortness of breath.



✓ Send sick employees home.



✓ Allow high risk employees to stay home (people over 60, pregnant people, medical conditions).

✓ Make hand washing and hand sanitizer available.



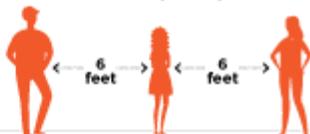
✓ Clean and sanitize surfaces frequently.



✓ Limit face-to-face contact to under 10 minutes.



✓ Remind customers to stand at least 6 feet apart while waiting to order or for pick-up.



Can COVID-19 be transmitted at the workplace?

COVID-19 spreads primarily through respiratory droplets or contact with contaminated surfaces. Exposure can occur at the workplace, while travelling to work, during work-related travel to an area with local community transmission, as well as on the way to and from the workplace.

What key measures to protect against COVID-19 should be undertaken in ALL workplaces?

Measures to prevent transmission of COVID-19 that apply to all workplaces and all people at the workplace include frequent hand-washing or disinfection with alcohol based hand sanitizer, respiratory hygiene such as covering coughs, physical distancing of at least 1 metre or more according to the national recommendations, wearing of masks where distancing is not possible, regular environmental cleaning and disinfection, and limiting unnecessary travel. Clear policies and messages, training, and education for staff and managers to increase awareness of COVID-19 are essential. The management of people with COVID-19 or their contacts is also critical e.g. requiring workers who are unwell or who develop symptoms to stay at home, self isolate and contact a medical professional or the local COVID-19 information line for advice on testing and referral.

"If everyone is moving forward together, then success takes care of itself."

Henry Ford



FRIENDLY REMINDER

REMEMBER TO WASH YOUR HANDS FOR AT LEAST 20 SECONDS

TOUGH TIMES
don't last
TOUGH TEAMS
DO

Don't waste your time striving for perfection. Instead, strive for excellence – doing your best.

GO TEAM

Show respect
to people even when they don't deserve it.
Respect is a reflection of your character, not theirs.

I speak to everyone in the same way, whether he is the garbage man or the president of the university.
Albert Einstein



Namibia Emergency & Security

2 m • 🌐



Government gazette.

_ *TRAFFIC OFFENCES & FINES*_

- *- Driving without a licence - R1000.00*
- *- Failing to produce a licence - R500.00*
- *- Vehicle licence disc expired - R500.00*
- *- Failing to wear safety belt - R500.00*
- *- Disregard a stop sign - R1500.00*
- *- Disregard a robot - R2000.00*
- *- Disregard no "U" turn - R1000.00*
- *- Use of cellphone while driving - R1000.00*
- *- Causing obstruction - R1000.00*
- *- Parking on the loading zone - R800.00*
- *- Disregard red/yellow lane - R500.00*
- *- Following closely - R1500.00*
- *- Vehicle with one plate number - R500.00*
- *- Overtaking on solid line - R2500.00*
- *- Taking part in a race on the public road without a permission from the MEC or local authority - R3000.00*
- *- Passing a vehicle on an unsafe place (Blind rise/Curve) - R3500.00*

_ *ARREST OFFENCES ON THE SPOT*_

- *- Driving under the influence of alcohol or drugs*
- *- Giving false information*
- *- Failing to comply with the law enforcement officials*
- *- Obstruction of the authorized officials*
- *- Intend to forge, alter, defamatory of the legal documents.*

_ DRIVE SAFE AND ARRIVE ALIVE_



STOP

FIVE STEPS

TO HELP STOP COVID-19

STOP

- 1 WASH** YOUR HANDS
- 2 COUGH** INTO YOUR ELBOW
- 3 DON'T TOUCH** YOUR FACE
- 4 KEEP 3FT** OR MORE APART
- 5 STAY** AT HOME IF YOU FEEL SICK



Rothnee @ Safety keeping up the standards.

