



NEWSLETTER



Free Monthly Newsletter 30th Edition

Thank you
Uncle Dries



Taté Edwardt
Kambongarera



*Why good communication
is key...*

Meet our Management Team

Who we are...Proudly!

Meet the "chilla's",
Mathew Alfeus &
Efraim Shikongo



Editor's Note:

Dear readers

' ' the new normal' ' - this is a question I often sit and wonder about... Where and when is this Covid epidemic going to end, what future will our children and grandchildren have? When I think about all the horrors of the world we live in today I get depressed and surely it' s not only me... We recently lost some of our beloved colleagues and friends due to Covid, but still life must go on for the rest of us. How do you go on, how do you not freak out. Well, those who know me will tell you that I have a tendency to freak out sometimes and I want to carry everyone' s burdens and fix their heartache, but that is humanly not possible at all. Now I changed my way of thinking and this works for me... Each morning when I drive to work, still half asleep and cranky (yes, I am not a morning person at all) - I ask myself to list at least 10 things to be thankful for. We sometimes or most of the time forget about what is going around us, we get so stuck in routines and schedules. For those of us who are new at the coast - this East weather really-really sucks, but did you notice it is a sign that life goes on, that our Heavenly Father is at work even if we don' t take note of it and we don' t enjoy it. Each day is a blessing, each night I go to bed with a racing mind and worries and problems to solve, but then you get quiet... and you begin to count your blessings one by one. My most frequent blessing is for D&M Rail Construction and the Management, the people who makes the decisions, the people who go out each and every day no matter what the weather looks like to work on site, without them there will be no D&M Rail Construction. I know how difficult it is to work with a mask, to always sanitize and have lasers pointed at your forehead before entering a site or even an office, but this is life now - this is ' ' the new normal' ' we have to embrace, enforce and work with. Be thankful for the job opportunity for your colleagues, friends and co-workers. We are a wonderful team with lot' s of young intelligent minds. Be nice to each other - you don' t know the battles the next person is fighting or dealing with personally. With all this said, I want each and everyone reading this, take a few seconds and just think about how lucky you are. Let' s keep believing and let' s make a difference as a team - proudly Namibian team.



God bless.

Hope you enjoy this edition

Helene Botha :)



Who is Mathew Alfeus?

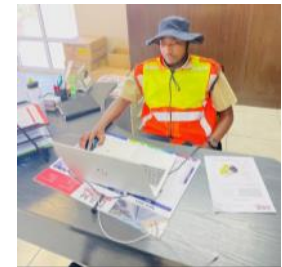
Mathew Alfeus is a newbie addition to the HSE department joining the team last year September at D&M Rail as a HSE Officer. He is indeed honored to be associated with D&M Rail Construction. With great enthusiasm and pride, I have noted the company culture and value for quality of work, outstanding performance and customer service expected from all employees.

Positioned on the COO1 Upgrading of Railway Project Walvis Bay – Kranzberg stretch, Mathew describes his experience on the project edge extremely requires 100% focus and commitment to deliver as per project requirements within his line of responsibility. The superlative share is working with fellow young professionals at D&M Rail willing to deliver quality service and not to forget own old veterans that we keep tapping knowledge from on a daily bases. My biggest challenge was dealing with the lost of two team members from the HSE department the late Martinus & Karunga they have delivered and paved the way for us to soldier on.

Mathew has confidence in the Rail transportation industry which plays crucial role in the country’s economy and seeing it as such definitely the future.

Hobbies during my free I enjoy travelling and interacting on LinkedIn, I utilize this opportunity as it helps me grow my career as profession.

Motto in life : Work Ethics and Integrity.



As an intern engineer for D&M rail construction, I was extensively exposed to the industrial world which made a positive impact on my career. I acquired immense skills and knowledge on rail construction, earthworks, civil works, knowledge of rail transport methods including costs and benefits and overseeing of site activities. D&M rail construction also taught me of team work and co-operation as a key to achieving milestones. Rail construction positively contributes to the country’s economy in many fruitful ways, therefore rail construction is a very important factor. I acquired great experience at D&M rail construction as I came in with little to no industrial experience. Safety of workers and a safe working place for employees is a great priority for D&M rail construction and this maximize productivity. Furthermore, the current project for D&M rail construction taught me how to cope and work under stressful situations that require critical solutions.



Let's meet Dawie Moller

Introduce yourself to our readers.

My name is Dawie Moller and I am 20 years old, I am the son of Big Dawie Moller. I am from Windhoek and next year I will be a full-time student at Potchefstroom in South Africa.

How do you start your day?

Every morning I have to start my day with a cup of coffee.

When did you start @ D&M, what is your current position and where are you located on site?

I started working for D&M Rail Construction in November 2020 and I initially would have worked in the Safety Department, but moved to the engineers to assist them on site where they work on the railway etc.

Why did you choose the railway industry?

Because it is quite interesting to me.

What is your "go-to" skill or motivation for others?

Stay healthy and you will have a healthy mindset. Live in the present, do not dwell on the past or future.

Who do you look up to in life?

I look up to my father, because he achieved so much in his life and he is the most humble person I know.

What sports team do you cheer for?

Springbokke: "hoe dan nou anders?!?"

Something you laughed about that happened at work?

Someone told me he had an upset stomach and he did not feel well and we were not near a toilet - so he went to do his business behind some dune sand.

Words of Wisdom for the younger generation?

I don't have any, because I am part of the younger generation.

If you could be someone else for one day - who and why?

I would like to be Jeff Bezos, because I just want to feel how it would be like to be the richest man in the world.



**"A BEST FRIEND IS
LIKE A FOUR LEAF
CLOVER, HARD TO
FIND AND LUCKY
TO HAVE."**



Who is young Pierre???



Introduce yourself to our readers.

My name is Pierre Blignaut, I am 20 years old - born and raised in Windhoek Namibia.

How do you start your day?

When I come to the office, I drink my coffee and prepare for a "uit-k@k" session from Uncle Pieter.

When did you start at D&M Rail, what is your current position and where are you located on site?

I started in February 2020 at D&M Rail Construction and I am an engineer's assistant for the "Big Engineers".

Why Railway?

It is a new industry for me and it is very interesting.

"Go-to" skill in life?

Be thankful for the hard times, they shape you into the person you are today, it makes you stronger and then the good times will be unbelievable.

Motto?

"If you can imagine it - you can achieve it."

Hero and why?

I am not a mama's boy, but she is definitely my "Hero". She is a hardworking person and she achieved so many things in life and also taught me what I know today. **Why?** To become a successful person one day.

Sports Team?

My father told me: "if you are a Blue Bull's supporter, you drive a Ford", so I am a Sharks supporter.

Something you laughed about at work?

Words from a wise man: 'ONS WERK SONDAG!' - From uncle Pieter (aka - Petrus)

Words of wisdom?

A quote from Denzel Washington: "A bird sitting on a tree is never afraid of the branch breaking, because her trust is not in the branch but in her own wings." so that being said - believe in yourself, when you have full confidence - no one can stop you. So, hustle while you are young, put in the effort and when you are older you will pick the fruits of your labour.

Someone else for one day and why?

Richard Branson, because he started many businesses and is a very successful person. I want to have many businesses and be just as successful in life.

Hi Dries ,

Baie dankie vir jou ondersteuning oor baie jare. Jy het beslis n uiters groot rol gespeel in D&M Rail se suksesse en alle projekte waarby jy betrokke was het altyd baie goed afgeloop. Dit is te danke aan jou harde werk en jy was nooit bang om jou hande vuil te maak as dit nodig was nie. Ons sal beslis jou expert kennis mis maar weet ons kan nog steeds op jou nommer druk want jy bly deel van die Spoorweg familie. Geniet die volgende fase van jou lewe en dra ook ons beste wense aan Via en jou gesin oor.

Ons hou kontak

Groete

Jack

Farewell **Uncle Dries**

Dear Dries

Baie dankie vir jou jare se harde werk. Jy was n yster en jou werksywer was altyd iets vir my persoonlik om na op te sien. Ek het meeste wat ek weet van spoorbaan by jou afgekyk en daarom het ek die wereldse respek vir jou kennis en jou vermoë om dinge te maak werk. Jy laat baie monumente hier agter wat ons as spoorweg mense sal koester en bewaar en waarvoor ons en Namibia baie dankbaar voor moet wees. Etiek, werksywer, lojaliteit, vaste beginsels en n baie aangename persoonlikheid was paar van jou karaktertrekke wat prysenswaardig was en saam met jou voetspore altyd in my gedagtes sal wees as ek aan jou dink. Dankie is n bitter klein woordjie maar die betekenis is ongelooflik groot en daarmee salueer ek jou Andries Petrus Golden, jy was en is n yster. Mag Ons Almagtige Vader jou sien op jou pad vorentoe met nog jare se goeie gesondheid en beste jare saam met jou familie.

Jou Vriend

Dawie Moller

Middag Andries, Petrus

Geniet die retirement met die fam in SA, mooi gaan, sterkte en geniet alles wat jy beplan.

Groete,

Jeanette



Uncle, Dries. Thanks to be there always and lending a helping hand whenever I need it. Enjoy your retirement. You deserve it. Ons sal jou nie verlang nie, maar elke keer as ons jou puik stukkie werk kyk, en die manne wat jy alles oor die spoorlyn geleer het, sien hoe hulle werk, Net dit alleen sal ons deurgaans gerus stel. Tate Edwardt Kambongarera

Mr Golden

It was a great pleasure working with you. Thank you for being a motivator, a tutor and a quintessential role model. You will surely be missed.

Happy retirement.

Sylvi Mbango





D&M New SWP Office Address:

Lemur Investements / Sunshine Tours Offices

Einstein street, Extension 10, Erf 5857,

Swakopmund Industrial Area

PO Box 3065, Vineta, Swakopmund.

SOME SOCIAL RULES THAT MAY HELP YOU:

1. Don't call someone more than twice continuously. If they don't pick up your call, presume they have something important to attend to;
2. Return money that you have borrowed even before the person that borrowed you remember or ask for it. It shows your integrity and character. Same goes with umbrellas, pens and lunch boxes.
3. Never order the expensive dish on the menu when someone is giving you a lunch/dinner.
4. Don't ask awkward questions like 'Oh so you aren't married yet?' Or 'Don't you have kids' or 'Why didn't you buy a house?' Or why don't you buy a car? For God's sake it isn't your problem;
5. Always open the door for the person coming behind you. It doesn't matter if it is a guy or a girl, senior or junior. You don't grow small by treating someone well in public;
6. If you take a taxi with a friend and he/she pays now, try paying next time;
7. Respect different shades of opinions. Remember what's 6 to you will appear 9 to someone facing you. Besides, second opinion is good for an alternative;
8. Never interrupt people talking. Allow them to pour it out. As they say, hear them all and filter them all;
9. If you tease someone, and they don't seem to enjoy it, stop it and never do it again. It encourages one to do more and it shows how appreciative you're;
10. Say "thank you" when someone is helping you.
11. Praise publicly. Criticize privately;
12. There's almost never a reason to comment on someone's weight. Just say, "You look fantastic." If they want to talk about losing weight, they will;

I was raised to show respect.

I was taught to knock before I open a door. Say hello when I enter a room. Say please and thank you, and to have respect for my elders. I'd let another person have my seat if they need it. Say 'yes sir' and 'no sir' and help others when they need me to, not stand on the sidelines and watch. Hold the door for the person behind me, say 'excuse me' when it's needed, and to love people for who they are and not for what I can get from them and most importantly, I was raised to treat people exactly how I would like to be treated by others.

It's called Respect.

LifeLearnedFeelings

**RESPECT.
IT'S HARD
TO ATTAIN
BUT EASY
TO LOSE.**

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RAIL CONSTRUCTION
Building Communities, Connecting Markets

13. When someone shows you a photo on their phone, don't swipe left or right. You never know what's next;
14. If a colleague tells you they have a doctors' appointment, don't ask what it's for, just say "I hope you're okay". Don't put them in the uncomfortable position of having to tell you their personal illness. If they want you to know, they'll do so without your inquisitiveness;
15. Treat the cleaner with the same respect as the CEO. Nobody is impressed at how rude you can treat someone below you but people will notice if you treat them with respect;
16. If a person is speaking directly to you, staring at your phone is rude;
17. Never give advice until you're asked;
18. When meeting someone after a long time, unless they want to talk about it, don't ask them their age and salary;
19. Mind your business unless anything involves you directly - just stay out of it;
20. Remove your sunglasses if you are talking to anyone in the street. It is a sign of respect. Moreso, eye contact is as important as your speech; and
21. Never talk about your riches in the midst of the poor. Similarly, don't talk about your children in the midst of the barren.
22. After reading a good message try to say "Thanks for the message".
- APPRECIATION remains the easiest way of getting what you don't have....



Taté Edwardt Kambongarera

Hallo dear readers and fellow D&M Employees. My name is Mr. Edwardt Kambongarera (Training Manager). I joined D&M Rail Construction (Pty) Ltd on the 18th of January 2012. My previous employer was the late South African Railway, I started to work for them on the 9th of July 1979 as a Trainee Platelayer, where I underwent all grades and levels of training and promotion: Assistant Platelayer to Trackmaster to Senior Trackmaster to Perway Inspector to Senior Technical Supervisor (Track Upgrading and Maintenance). In the year 2010 I became Chief of Track Maintenance over the Northern and Central Regions. I resigned August 2011.

When I joined D&M Rail Construction (Pty) Ltd, I was solely responsible for the Trolley Inspections, Site Dairy's (collection of physical work done on site), material and tools inventory. I was also involved with the Site Agent in "Quality Control and Production". I was promoted to Training Manager's position on the 1st of December 2017. When I took over the Training Manager's position - I train and then qualify the students in the following category's:

1. Assistant Trackmen & Trackladies
2. Trackman for promotion to Platelayers
3. Platelayers
4. Protection Officers
5. Refresher courses for truck drivers, SHE Reps, fire fighting etc.



How do you begin your day Taté Edwardt?

I begin my day with a morning prayer with my loving wife. I open my dairy when I get to work and plan my day accordingly, going through all the tasks on hand.

What does the word "team" mean to you?

You have to recognize each team's weak and strong points and then you focus on that. You make each member part of the "team" during decision making, you listen to each of their proposals. Give each member a chance to prove themselves in the group and the company overall. Most important of all is to praise good behavior and good work and criticize accordingly - not to break down the student / employee.

Why did you choose the Railway?

In 1979 the South African Railway was the best option for on the job training and reaching your goals.

Hero's?

Mr. Dawie Moller - MD for his poise, style and humanity. Mr. Leon Steyn - Project Manager for his poise and style and public speaking skills.

Mr. Zippy Fourie for his experience and skills on site. Mr. Mathew Kooper for his industrial relations and humanity skills.

Motto?

Don't get involved in other people's business - keep yourself to yourself. My family always - always comes first in my life. Take good care of yourself and keep your health in check.

Favorite sports team? Brazil National Soccer Team

Funny incident @ work...

The day "old Josef", our Otjiwarongo Office Security received an attendance certificate from Usi Hoeseb's Team Building seminar - I offered to take him home afterwards. He went to everyone in his street with the certificate and told all people that he has been promoted to "head-security" of D&M Rail and showed off his certificate. He told the people his salary will be amended accordingly, because he is now qualified and Taté Edward will see to it... L.O.L. Oupa Josef has got a good heart and soul - may God Bless him... (he is part of the furniture)

If I could be someone else for one day, I would like to be the governor of the region - I would implement more sanitation, hygiene for everyone all around (schools, hospitals etc). I would also like to better the pay-points for the elderly - the pensioners - faster easier systems...



Stay humble and respect each other.



Words of Wisdom:

Don't do drugs or alcohol. Always - always take your work serious and always apply what you have learned in your daily life and workplace. Never be shy to ask for advise, we all can learn new skills by observing and taking notes. Stay humble and respect each other.



NAMIBIA'S PREMIER RAIL CONSTRUCTION COMPANY TO ASSIST WITH REBUILDING COASTAL ECONOMY

Swakopmund – D&M Rail Construction aims to make a tangible, worthwhile and significant contribution to the socio-economic development of the coast, says its Chief Operating Officer (COO), Johan Laubscher.

The company, which has over the years constructed and maintained over 600 kilometres of track (mainly on the Kranzberg-Tsumeb line, Ondangwa – Oshikango railway line in 2011, Aus – Luderitz railway line in 2012 as well as numerous sidings for private companies, is now charged with the responsibility to rehabilitate 52km's of track between Walvis Bay and Swakopmund. "Although we are sub-contracted to the main contractor and only have 20% of the contract, D&M Rail Construction brings with it a hub of railway engineers and technicians with unrivalled experience to ensure that this project is a success. During the following 13 months, we will be removing tracks and sleepers and replacing them with new sleepers and tracks to ensure a world-class, well-functioning railway system essential for Government's vision to transform Namibia into a logistics hub, connecting SADC to international markets," Johan says.



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www.dmrail.com

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ARTICLES... I CANNOT KEEP

IT GOING WITHOUT YOUR INPUT!

HELENE@DMRAIL.COM

LET'S MAKE IT HAPPEN - BE PROUDLY D&M

AN EFFECTIVE RAIL NETWORK IS ESSENTIAL FOR NAMIBIA'S GROWTH

Rail Transport has the ability to move high volumes of freight over long distances in a safe, energy efficient and cost effective manner. And therefore, we at D&M Rail Construction fully understand that a well-functioning railway system is critical to Namibia's economic development.

Our primary role is to ensure that the rail network is operational and that the trains keep moving.

And so you will find D&M Rail Construction employees working on tracks needing rehabilitation at times when the trains are not running to ensure that no disruptions occur to the schedules.

WHO WE ARE.. PROUDLY

We favour using a mix of equipment and labour intensive construction methods and so we create jobs. Our management – much like the entire D&M Rail family – is a true reflection of Namibia's unique demographics and is composed of the best the industry has to offer.

MEET OUR MANAGEMENT TEAM...

Johan Laubscher – Managing Director

Meet our Management Team...



Johan Laubscher
Managing Director

The Job:

Johan directs and controls the company's operations and to provides strategic guidance and direction to the board to ensure that the company achieves its mission and objectives.

Professional Philosophy:

"Work with Purpose"



"As the functional head of the organization, I would wish to instill a sense of pride into the new generation of rail specialists. I would like to see that each and everyone grows on a personal and professional level, and by doing so I would want everyone around us to be motivated by what we are doing and achieving.

I wish to improve the living standards of each community we pass through, big or small, and let the rail tracks we lay and leave behind be the legacy of the good that we are doing.

I would like to create an environment where everyone can excel and grow. I believe in setting targets and finding means to reach them. As in everything, construction has many obstacles, but if we as a team have a common purpose,

any target can be achieved – together we will find the way to achieve this."

Wilbard Nashima – COO

Meet our Management Team...



Wilbard Nashima
Chief Operating Officer

The Job:

Wilbard is responsible for the design and implementation of business operations, establishing policies that promote company culture and vision, as well as overseeing operations of the company and the work of executives.

Professional Philosophy:

"Driving the train doesn't set its course, the job is laying the track."

Job Title: Chief Operating Officer

The Job: Wilbard is responsible for the the design and implementation of business operations, establishing policies that promote company culture and vision, as well as overseeing operations of the company and the work of executives.

Professional philosophy – "Driving the train doesn't set its course, the job is laying the track"



The Job: Jasmine provides advice and assistance to supervisors and staff, which includes information on training needs and opportunities, job descriptions, performance reviews and personnel policies of D&M Rail Construction.

She also coordinates the staff recruitment process and provides advice and support to supervisors and staff selection committees and ensures that they have accurate and timely information in order to make effective decisions.

Professional Philosophy: "My philosophy is based on the following values and principles:

Respect for individuals.

People of an organization create its success.

People are the greatest asset of an organization.

People must be supported by the organization to nurture success.

All jobs have inherent dignity and contribute to self-worth.

Honesty and fairness are the cornerstones in all interactions and decisions."

Jasmine Nuguris

Job Title: Human Resources Manager

Meet our Management Team...



Jasmine Nuguris
Human Resources
Manager

The Job:

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Professional Philosophy:

"People are the greatest asset of an organization."



Onecca Udjombalah – Compliance Manager

Meet our Management Team...



Onecca Udjombalah
Compliance Manager

The Job:

Onecca ensures that company policies and procedures comply with ethical and regulatory standards in the project environment. She performs regular ISO audits, implements policies and designs control systems to minimize financial and legal risk. On a day to day basis, Onecca is involved in the planning, implementing and overseeing of risk-related programs. She further creates and coordinates proper reporting channels for compliances and develops company compliance communications.

Professional Philosophy:

"If your actions inspire others to dream, learn, do and become more – you are a leader."



Job Title: Compliance Manager/HOD Compliance

The Job: Onecca ensures that company's policies and procedures comply with ethical and regulatory standards in the project environment. She performs regular ISO audits, implements policies and designs control systems to minimize financial and legal risk. On a day to day basis, Onecca would be involved in the planning, implementing and overseeing of risk-related programs. She further creates and coordinates proper reporting channels for compliances and developing company compliance communications, etc.

Professional philosophy – "If your actions inspire others to dream, learn, do & become more – you are a leader"

Elizabeth Imene – Head of Department (Finance)

Job Title: Finance HOD

The Job: Elizabeth's role as Head of Finance entails directing the financial resources of D&M Rail and its subsidiaries by managing the overall company budget, working capital & fixed assets. She is also responsible for the improvement of operational efficiency, while making sure the company is compliant with the relevant laws, regulations and financial reporting standards.

Professional Philosophy: "Leading by example & providing guidance to my team through collaborative hard work has allowed me to be more successful in life. That is why leadership, teamwork & commitment to hard work will always be my philosophical approach to a sound work ethic."



Elizabeth Imene
Head of Department
(Finance)

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Meet our Management Team...



Johan Jurgens – Head of Commercial

Job Title: Head of Commercial Department

The Job: Johan is responsible for teams working together to obtain new business; to explore new avenues of activity and to seek out opportunities in order to help the company develop and grow. The commercial manager's main roles include the financial management of projects, negotiating and agreeing contracts and verifying employee performance.

Professional philosophy: "Always deliver more than is expected"

Meet our Management Team...



Johan Jurgens
Head of Commercial
Department

The Job:

Johan is responsible for teams working together to obtain new business; to explore new avenues of activity and to seek out opportunities in order to help the company develop and grow. The commercial manager's main roles include the financial management of projects, negotiating and agreeing contracts and verifying employee performance.

Professional Philosophy:

"Always deliver more than is expected."

Ettiene Hanekom – Procurement Manager

Meet our Management Team...



Ettiene Hanekom
Procurement Manager

The Job:

Ettiene is responsible for sourcing and evaluating suppliers, products, and services, negotiating prices, and acquiring the most cost-efficient deals without compromising on quality.

Professional Philosophy:

"Inefficiencies are often the difference between profitability and loss. Planning and proper execution are the building blocks of procurement management. There are no failures - just results to learn from."

Job Title: Head of Department: Procurement

The Job: Ettiene is responsible for sourcing and evaluating suppliers, products, and services, negotiating prices, and acquiring the most cost-efficient deals without compromising on quality.

Professional Philosophy: "Inefficiencies are often the difference between profitability and loss. Planning and proper execution are the building blocks of procurement management. There are no failures – just results to learn from."



D&M Rail Construction employs approximately 500 people at any given time, subject to project requirements.

WHAT WE DO...PROUDLY

D&M Rail Construction has constructed and maintained some 600km of track across Namibia since 2000.

The most recent have included:

The continued upgrading (ongoing since 2012) of the Kranzberg to Tsumeb railway line which provides a life-line to communities along the way through employment and corporate social responsibility (CSR) programmes.

The new track upgrading project between Walvis Bay and Arandis, provides some 250 direct and indirect job opportunities to people in the Erongo region as well as income for contractors engaged by the company.

EMPLOYMENT CREATION

We believe in drawing our workforce from the villages and towns through which our work progresses and recruitment is done through the Ministry of Labour as well as Village or Town Councils.

Our employment record pretty much speaks for itself.

TRAINING & DEVELOPMENT

We remain committed to providing both in-house and external training to our employees.

INTERNAL TRAINING (SEE PG 9.)

The training facility in Otjiwarongo, under the leadership of Edwardt Kambongarera, has over the years provided skilled labour in our industry.

EXTERNAL TRAINING

We also provide opportunities for employees to further their studies at institutions of higher learning and we are proud of the following:

Six (6) University of Namibia (UNAM) Engineering graduates

Five (5) Namibia Institute of Mining (NIMT) graduates and

Nine (9) employees who are currently studying towards work-related qualifications at various institutions

TOTAL NUMBER OF EMPLOYEES TRAINED

382

CORPORATE SOCIAL RESPONSIBILITY (CSR)

We operate from the premise that communities should be better off because D&M Rail Construction is there and so we draw our labour from the communities through which our projects pass. But we also focus on specific areas of support which include:

Community Development efforts by credible organisations involved in broadbased community work

Education which include bursaries, practical work on-site as well as support to various institutions of Higher Learning such as UNAM and EduVision

Our annual CSR support amounts to over N\$400,000 per annum.



DM Rail gee sy deel van die oes

DM Rail Construction op Walvisbaai, wat op die oomblik besig is om onder andere die spoortrajek uit die hawe tot op Swakopmund te vernuwe, het vanoggend by die Walvis Bay Kids Haven Childrens Home kom aansit om te sorg dat die tehuis se kinders n bord kos op die tafel het as hulle van die skool af tuis kom.

Mnr. Johan Laubscher (besturende-direkteur van DM Rail) het kilogramme verwerkte wildmaalvleis en wors by Kids Haven afgelaai en toe hy bedank is vir die ruim bydrae van sy plaas en die grond van mnr. Dawie Moller, was sy reaksie: "Dankie dat jy my die plek gewys het... dis n plesier om hier te help."

Kids Haven bied n heenkome aan hawelose kinders wat dikwels as dae-oue baba's opdaag om deur hul kinderdag deur huisouers met groot harte versorg te word tot hulle eendag rigting vind of skool verlaat.

"Dis n lewenslange taak, " sê mev. Maureen Baard, wat die kruis namens die wese jare al dra. Sy en haar huispersoneel moet toesien dat die inwoners van Kids Haven elke dag n ete of twee, drie het en dis nie maklik nie. Die staat se bydrae is, wel....

Sy vertel dat die peuters, kleuters, jong tiener seuns en meisies wat daar woon gewone behoeftes het. "Hulle eet normaal en dra normale klere. Droom normale drome en koester gewone ambisie. Ons probeer dit vir hulle gee. Ons probeer lewens wat gebreek is in die samelewing hier aan die kus, normaliseer. Dus is ons dankbaar vir die bydrae van die sake- en private bydraers.

"DM Rail gee nie omdat hulle moet nie, maar omdat hulle wil... en dis belangrik. Geen enkele borg of skenker kan werklik aan al ons behoeftes voorsien nie. Die taak is te groot, maar die bydraes maak die pot vol. Ons is dankbaar, sê mev. Baard.

Om die eettafel in die opslaanhuis wat een van twee dele van Kids Haven se behuising uitmaak, het Juanita Snyman, gewys dat DM Rail se allegaartjie net netyds gekom het. Die souspote sou sommer more al leeg gestaan het. Sô klomp jong kinders kan lekker eet as hulle die tyd tyd (en genoeg) het.



D&M Rail Construction – Who we are ... Proudly!

Introduction:

D&M Rail Construction has a proud history as Namibia's leading railway construction, maintenance and rehabilitation company. As an employee of DMR, you play a critical role in this success – in whatever position you are...!

In the next few weeks, we will take you through who we are as D&M Rail Construction and how important we are to Namibia's development.

A Proud history:



The forerunner of D&M Rail Construction – called D&M Tracks – was established in 1994. In fact the D&M comes from the original owners called Des and Mandy Taylor.

D&M Tracks was engaged in maintenance work of railway tracks for NamPort and Rossing at the coast in 1995 and upgraded 16 kilometres of railway track for TransNamib in 1998.

Some of our achievements included the following:

2000 - 2010

2005 – Constructed a new railway track of 50 kilometres on the Luderitz-Aus section



2007 – Handled 25,000 tonnes 36m length rails for the Northern Railway Extension project

2010 – 2012

In 2010, the company changed its name to D&M Rail Construction and expanded its service offerings and completed the following projects:



2010 – New siding for Ohorongo Cement near Otavi



2011 – Constructed 63km main line for Northern Rail Extension Project

- Handled 13,200 tonnes of 36m rails for the Northern Rail Extension Project and the Luderitz Line Renewal Project
- Laid 11 km bulk stacker rails at new Areva Uranium mine near Arandis
- Constructed 300m siding for Manica in Walvis Bay

2012 - 2015

Luderitz:



• 20 km main line, station yard and crossing loops



• Repairs to flood damaged railway line on Aus-Luderitz section

Swakopmund:



• Relocation of Station Yard for development of new mall

Ondangwa:



• Constructed new private siding for Henning Crushers at Ondangwa

Tsumeb:

• Constructed private siding for Dundee Precious Metals

2015 - Present

These projects will be presented in the next information poster.

What's Next...?

In the next information posters, you can look forward to:

- Current Projects (2015 to present)
- How many people are employed at D&M Rail Construction...
- Our commitment to training the people of D&M Rail and Namibia...
- Our commitment to safety and environment...
- Our commitment to the communities where we operate...
- ...and more.

Compiled for the benefit of the people of D&M Rail Construction





D&M Rail Construction – Who we are ... Proudly!

CURRENT PROJECTS

To date, we (D&M Rail Construction) have **constructed and maintained over 600 kilometres of track** in Namibia.

Currently, the main projects we are involved in are:

- **Continued upgrading of the Kranzberg to Tsumeb railway line**

This has been ongoing since 2012 and provides a lifeline to communities along the way through employment and corporate social responsibility programmes

- **New track upgrading Project between Walvis Bay and Arandis.**

Although limited to a 12-month period, this project is an important one for the economy of the Erongo region as it:

- Provides **250 direct and indirect job opportunities** to people of the Erongo region
- Provides **income for contractors** engaged by the company

EMPLOYMENT CREATION



We favour using a fair mix of equipment and labour intensive construction methods and so **creating jobs**.

Believing in drawing its workforce from the villages and towns through which the work progresses, recruitment is done through the Ministry of Labour as well as the Village or Town Councils.

Our employment record pretty much speaks for itself.

Project	Number employed
Nairport maintenance Project	±60
Ondangwa—Oshikango New railway line	±250
Aus—Lüderitz Rehabilitation/Upgrading work	±150
Tsumeb DPTM: Rehabilitation of existing rail line	±50
Kranzberg- Tsumeb: Ongoing Upgrading/Rehabilitation	±230
Otavi—Grootfontein: Offloading concrete sleepers & earthwork for the Embankment	±50
Walvisbay - Arandis New Project (Rehabilitation/Upgrading of the Existing line)	±292
TOTAL EMPLOYED (skilled and semi-skilled on various projects since 2011)	±1,082

TRAINING & DEVELOPMENT



We remain committed to providing both in-house and external training to our employees.

Internal Training:

The training facility in Otjiwarongo, under the leadership of Edwardt Kambongarera, has over the years provided the following skills training:

Protection-Officers	62
Assistant Trackmen	14
Trackmen	35
Platelayers (Track Master- this is the core of our training)	41
Safety, Health and Environment representative (SHE-REPs)	27
Small Plant Operators	37
First-Aid & Fire drill	44
Truck/Vehicles Drivers Skills and Defensive Evaluation-yearly	48



External Training:

We also provide opportunities for employees to further their studies at institutions of higher learning and we are proud of the following:

- Six (6) University of Namibia (UNAM) Engineering graduates
- Five (5) Namibia Institute of Mining (NIMT) graduates and
- Nine (9) employees who are currently studying towards work-related qualifications at various other institutions

TOTAL NUMBER OF EMPLOYEES TRAINED

382

Compiled for the benefit of the people of D&M Rail Construction



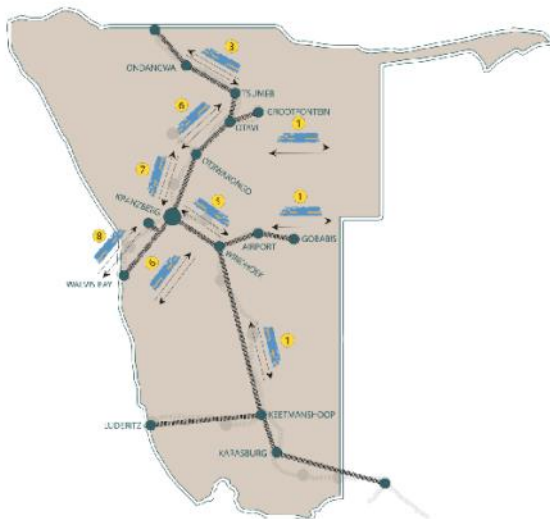


D&M Rail Construction – Who we are . . . Proudly!

AN EFFECTIVE RAIL NETWORK IS ESSENTIAL FOR NAMIBIA'S GROWTH

Namibia's history of railway service dates back to more than 100 years and today our rail network consists of 2,687 route-km of tracks and this number will increase as the rail infrastructure develops.

The Namibian railway network is linked cross border to South Africa via Nakop and links the major economic centres such as Windhoek, Tsumeb, Otjiwarongo, Grootfontein, Walvis Bay, Ondangwa, Oshikango, Swakopmund, Mariental and Keetmanshoop with the Ports of Walvisbay and Luderitz. New rail routes are being developed and existing ones are being upgraded.



A well-functioning railway system is critical to Namibia's economic development. Rail transport has the ability to move high volumes of freight over long distances in a safe, energy efficient and cost effective manner. Fuel and chemicals, for example, are safer to transport by rail. Thus with a robust rail and road system connecting the Ports of Walvis Bay and Luderitz, Namibia has the potential to capture a significant share of transit volumes to SADC Countries.



Government's vision to transform Namibia into a logistics hub connecting SADC to international markets relies heavily on this service offering to the transport chain. Namibia endeavours to have a sustainable transport system supporting a world-class logistics hub. And having a good rail connection will translate to increased volumes of cargo movement, increased trade and increased revenue for Namibia.

OUR ROLE...

Our primary role is to ensure that the railway network is operational and that the trains keep moving...

And so, you will find D&M Rail employees working on tracks needing rehabilitation at times when the trains are not running to ensure that no disruptions occur to the schedules

Compiled for the benefit of the people of D&M Rail Construction



Ode to a Silent Killer

This Silent Killer comes with blaring of horns
 After all the scurrying - like ants
 Too little money too much money, u never loved me honey
 After rants and abuse of unthankful spouses
 At unruly offspring spewing profanity at every turn
 After unrequited love, dreams, dashed all our hopes and fears
 Over lost years that rolled into oblivion at devastation of corrupt World Leaders
 Covid 19 took the lead bringing airborne disease
 Concocted in Wuhan's lab - becoming a fire of the world, infecting countries rich and poor
 Services down, nurses overworked, crying and dying
 The sound of silence roars, some knit, some sew and some sit and stare into the unknown
 No one comes, no one goes
 Government agree - ALL STAY INDOORS!
 No venturing even to the gate
 From palace to hut all sit and watch their flat screen stifling screams of frustration throughout the nation
 Wife looks at husband, husband glares at wife
 Only the shiver of curtains, behind a human life
 Masked men and women offer food to the poor
 All in silence, no coughing, no sneezing, politicians advise to maintain isolation - weeping
 Giant crocodile tears as daily the ground opens wide its jaws to swallow sinners and saints alike





as a ravaged, mistreated, devastated Mother Earth finally was able to breathe.

and we KNOW that this too shall pass




Let's remember our colleagues:

With Deepest Sympathy

One more beautiful spirit has found its way to the heavens.

Uncle Louis
You will be missed...



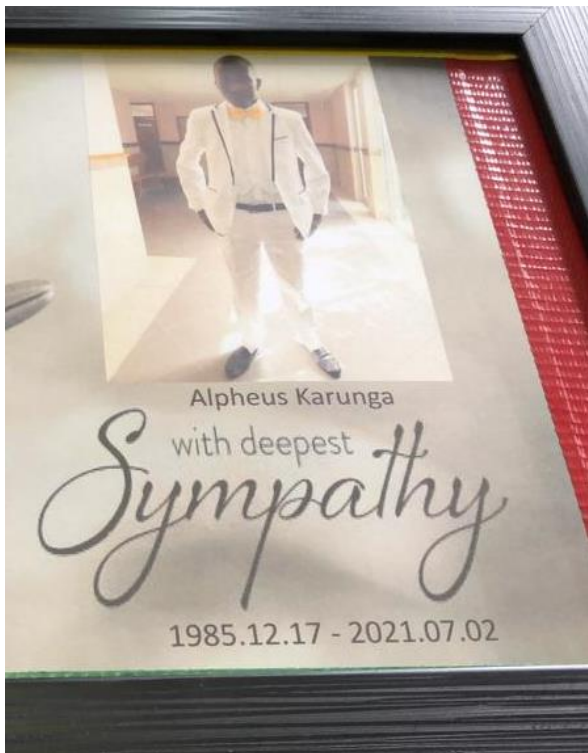
MARTINUS AUWANGA MENGELA
 23 November 1980 - 15 May 2021



MEMORIAL SERVICE
 Venue: Meme Victoria Muhama's Residence, Epalela • 20 May 2021 • 12h00

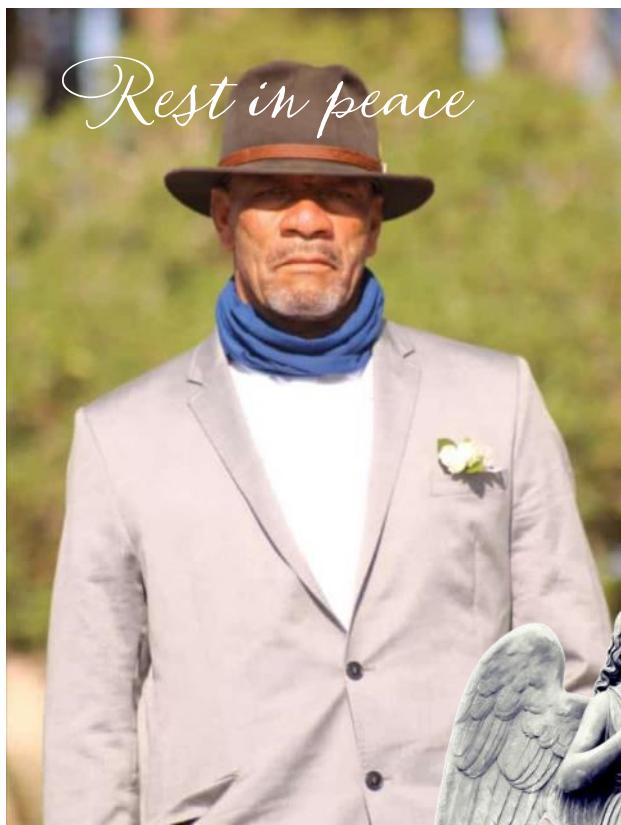
BURIAL
 Venue: OMUULUKILA CEMETERY • 21 May 2021 • 07h00

CONTACT: Tt Nambela 081 124 0110 / Tt Shivute 081 222 6449



Those we love don't go away, they walk beside us every day... unseen, unheard, but always near, still loved, still missed and very dear.

Those we love can never be more than a thought away... far as long as there's a memory they live in our hearts to stay.



Taté Xhamiseb

31-12-53 - 06-10-21



God's plan for Taté Xhamiseb is now complete, and heaven is the promised reward. We keep his family in our prayers. He was loved by all D&M employees.

