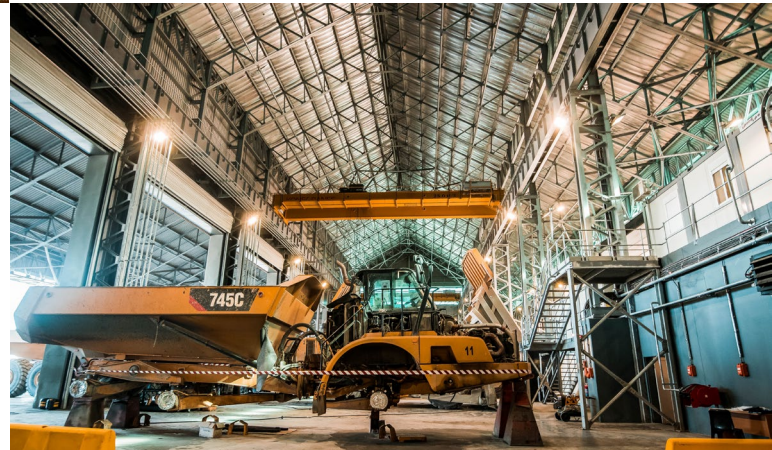


BUILDING LESOTHO

NEWS LETTER
ISSUE 1



EDITOR'S NOTE

Mpho Sefali

LSP Construction management has decided it is time the company told its own story, instead of solely relying on outside parties like the national media, who will not have all the inside information to do so on their behalf. I am delighted to introduce the first issue of Building Lesotho, an LSP Construction Newsletter. In the newsletter, LSP Construction's Chief Operations Officer Mr. Sam Ntene briefly takes us through some of the most recent milestones in LSP projects. We will learn of how for the past 43 years, with strategic and focused leadership, LSP has and continues to thrive as a force that contributes to developing, shaping, and sustaining Lesotho's construction industry. The year 2020 has ambushed many businesses; both corporates and SMEs alike, because of COVID-19 which set back many plans. In the worst of cases, the pandemic has swallowed some businesses, and many may not rise again. We will find an article by Thakane Shale from SRS, one of LSP's sister companies, on how the LSP group's commitment to developing young local talent paid off during the Covid-19 crisis. In another article, T'se-po Machobane LSP's Environmental Manager tells us how the company is committed to protecting Lesotho's environment.

We feature a rising star, in the form of a young female Mosotho, Moleboheng Nkofo, who graduated from Fokothi with a diploma in engineering and dared where women fear to tread. She abandoned a dream to pursue what was traditionally viewed as a "feminine" career in nursing and followed a career in engineering where she defied naysayers to quickly rise to the decision-making roles. LSP's longest serving employee reminisces on what it has been like to grow with the organization. As we look forward to many more years as Lesotho's prime construction firm we thank you, the Basotho people, for your support through the years and look forward to your continued support.

Khotso, Pula, Nala!

Managing Director's NOTE

Louis Fourie

The year 2020 will go down in history as one of the most significant years, if not ever. Lesotho certainly did not escape the worldwide economic meltdown as a result of COVID-19. In any crisis there will, however, always be opportunities. In LSP we were forced to bounce back after lockdown and step up to the plate to cover for the majority of our international Joint Venture partners. It gave me a lot of pride to see how our Basotho staff took the opportunity. COVID-19 had and will still have an impact on any company, but it galvanised the LSP family to a level never seen before. We will keep on fighting this fight and "remain in the game". Well done to all. As a strong and unified team we will conquer!



Polihali Wier



COO - SAM Ntene

BUILDING LESOTHO FOR OVER 40 YEARS!

Part of the vision of the Government of Lesotho is a construction and infrastructure industry that promotes investment and reduces poverty. LSP Construction, a wholly Basotho owned construction company takes pride in supporting Lesotho by expanding construction horizons, promoting infrastructural development, and improving the lives of Basotho in the process. From a steelworks company to a registered A category contractor with Ministry of Public Works and transports, LSP Construction through its internal skill training and development has expanded its portfolio to include civil works, Electrical Power-lines mining, commercial buildings, and water projects. LSP Construction is also registered with Lesotho Electricity Company as Category A contractor.

Highlighting some of our projects in different portfolios:

1. Health Facilities-The Health centers that we were entrusted to build countrywide within the Millennium Challenge Account, whose aim was to improve the Lesotho Health infrastructure.

2 Commercial-Construction of the Pioneer Mall phase I & II, -Lesotho's ground-breaking enterprise, highlights as one of the innovative projects that we take pride in.

3 Mining-Letseng Phase 1 & 1.1 Mining complex- The project's aim is to deliver a suitable area for new fit for purpose Workshops, Offices and the associated infrastructure, before the mining pit activities are expanded and within the allocated capital budget costs provided for the expansion.

4 Electrical- Construction of High Voltage Power Lines and Sub-Stations up to 132 kV. With reference made to the LEC 132k and Lihobong Power-line and Substations

5 Civil- a. Patiseng Expansion conveyor platform- this was a design and construct a shaped 'rock fill' platform with a wearing course, on which to mount conveyors.

b. Lesotho Highlands Development Authority Polihali Gauging Weir- This gauging station was built 500 meters downstream of the Polihali Dam, to accurately measure volumes and flow of water in the Senqu River to aid in the planning of the construction of the dam at we take pride in.

We are currently working on the LHDA phase II developments: as sole contractor and joint ventures with international construction companies. Through wealth of experience from these international companies, LSP has seen itself expanding its portfolio even further by including Road and specialized Civil construction(Tunnels Construction and concrete faced rock-fill dams, also known as CFRD dams) in its portfolio. Working closely with those in authority, we will continue to comply, commit, construct, and care.

We proud ourselves in investing more into our human capital, our employees, by providing necessary training which will produce construction professionals who possess knowledge, skills and attitudes that will enable the company to confidently address the ever-changing demands and challenges in the construction industry in Lesotho or beyond.

The sky is the limit, Ha e hole LSP , Ha e hole!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!





Tsépo Machobane
Environmental Manager

HOW WE CARE FOR THE ENVIRONMENT

Section 36 of the Constitution of Lesotho advocates for the Protection of the Environment. Lesotho has also become a signatory to a myriad of international conventions in an effort to deal with environmental issues. These sentiments are also inculcated in the mandate of the Department of Environment within the Ministry of Tourism, Environment and Culture. Challenges remain emanating from the rate of industrialization or development of the country versus the protection of our environment and natural resources.

It is therefore the responsibility of developers and the construction industry as a whole to come up with appropriate strategies to curb the rate of environmental degradation, while improving the country's infrastructure. LSP Construction has identified a number of threats that have the potential of affecting the environment (which include the surrounding communities/stakeholders of any development):

- Hydrocarbon spillages (including petroleum, diesel and machinery oils) which have direct impact of affecting plants, animals and aquatic life.
- Noise emanating from heavy machinery and vehicles, which can affect the surrounding communities as well as employees.
- Dust emissions caused by frequent movement of machinery on dirt roads, which can pose health impacts to employees and surrounding communities.
- Pollution of natural water sources emanating from construction activities LSP Construction has through numerous projects, including those in the Lesotho Highlands Water Project Phase II, developed environmental protection strategies which are mainly guided by different projects' Environmental Management Plans.

Within these Environmental Management Plans are clear and concise strategies meant to address the different environmental concerns. Specifically, management of the environment is undertaken through:

- Monitoring of Water, Dust and Noise regularly in order to determine any deviations from baseline condition (prior to work commencement). This allows for quick decision-making mitigations where required
- Emergency Preparedness plans aimed at mitigating any incidents with the potential to harm the environment (such as hydrocarbon spills and other related emergencies).
- Training of employees on environmental management strategies in order to avoid the occurrence of incidents.
- Natural resource use strategies aimed at limiting the use of energy water (and other resources) in projects.
- Waste management strategies that promote the effective use and re-use of wastes where possible. Overall, LSP Construction is committed to protecting the Environment and plans are underway for organization's certification, not only in ISO 14001 (Environmental Standard), but also ISO 45001 (Safety Standard) and ISO 9001 (Quality Standard). The goal is to have an integrated SHEQ (Safety, Health, Environment and Quality System) in the near future.





BUILDING A POST COVID-19 WORKPLACE

No one can deny that the Covid-19 crisis brought about numerous, unforeseen challenges in many industries and the construction industry was not spared. With funding coming to a halt and suppliers failing to deliver due to lockdowns, many businesses were forced to close while those that survived had to rely on new strategies to chart a new course forward. LSP Construction, like all other companies, was affected but it emerged on the other side of the crisis relatively unscathed, thanks largely to the diversity of their workforce. The corona virus did change a lot of things for LSP Construction. For example, as Environmental Manager T'sepo Machobane found that it became harder to interact with communities as the new social distancing guidelines that now had to be followed meant the traditional "pitso" was out of the question.

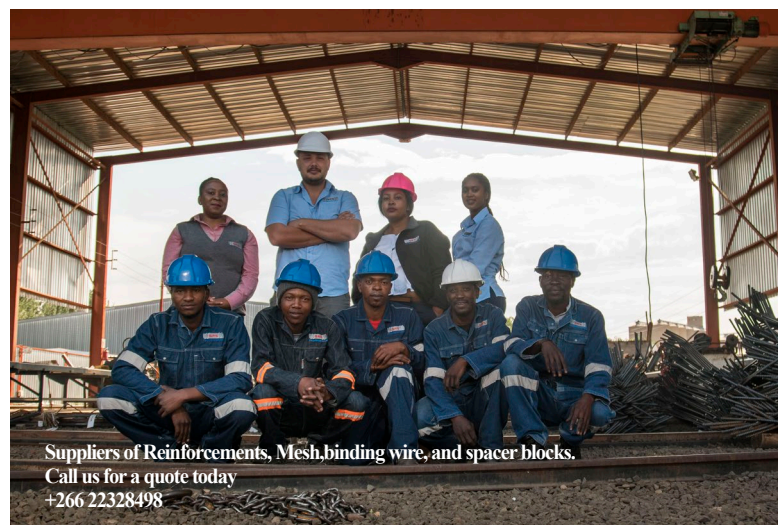
Screening onsite also meant community members could not as easily go on to sites to air their grievances which means both the company and community members had to rely more on community representatives. "It could have become an impediment to rely on representatives like that but since we were all fighting a common enemy, it fostered a relationship of trust, one that will hopefully continue post-Covid-19," says Machobane. Another important factor that helped LSP, according to Machobane, is that a large percentage of their technical staff is local and decentralized which meant key staff members were where they needed to be and did not suffer. Mr Louis Fourie, LSP Construction MD, echoed these views.

He says LSP Construction has over the years committed to hiring and developing young locals and during the recent crisis it was these young people who stepped up to the plate and offered solutions. Some of them even had to take on newer responsibilities as some of the expatriate staff members were not available. Despite the pressure brought about by the economic challenges of Covid-19, Fourie says the company was impressed by how their junior managers stepped up and filled roles that were now left vacant.

This provided an opportunity to further cement LSP's view that there is a lot of local talent which, if nurtured properly, there will soon be no need to import a foreign skills. According to the MD, an example of one such success story is Mr Phakiso Ranoana who joined LSP in 2011 as a safety officer and has now risen through the ranks to Health and Safety Manager. It is Mr Ranoana who is behind the company's safety and health response to the Covid-19 pandemic and so far, there has been no recorded cases and all suspects were promptly quarantined and tested negative. Mr Fourie says it is always rewarding to work with young people because they are energetic and teachable and tend to bring innovative ideas to the table.

"Millennials and Gen Zeros in particular are always exciting in that they tend to be aware of new technological advances and retaining them early means they get familiar with the company's culture and values while also teaching our old staff members newer shifts in culture ensuring that as a company we are never left behind. It a win-win situation," he says. That the company is committed to inclusion and the fostering of new ideas is reflected by a management that gets more diverse with each passing year and it was young people who were instrumental in employing technological strategies and moving the company forward through the crisis. According to IT Manager, Jacob Hlamini, during lockdown the company had to heavily rely on online meeting software platforms such as zoom for communication and this reduced the need for contact and kept everyone safe.

It also helped that this was a platform that was already being used regularly even before the corona virus crisis so LSP staff were already familiar with it. The fact that most of the company's information is stored digitally on secure servers also meant that accessing information was easy and hassle free. In the wake of the worst of the lockdowns and with Lesotho's already high unemployment rate having skyrocketed even higher, Mr Thapelo Mateisi, the head of HR is confident that LSP Construction and its sister companies will be part of the solution. As he puts it: "LSP has always prioritised local youth at all of our sites and that is because we are committed to helping the government of Lesotho fight unemployment. Fighting unemployment leads to reduced crime and other social ills so, to us, a Lesotho with less unemployment is a Lesotho we are committed to building."





GET YOUR HANDS DIRTY TO COMPLIMENT EDUCATION

. . . longest serving employee advises youths

1. When did you join LSP?

I made my first appearance at LSP construction back in 1996 when it was still under the operating name Lesotho Steel Products.

2. What made you stay for this long?

When I first started here my entry job was that of a cabinet maker (carpenter). I saw Lesotho Steel Products, now LSP Construction, as a platform of many possibilities as the previous company I was working for was much smaller.

3. Life is never always smooth. So I am sure there were times when you thought of moving elsewhere.

In every workplace there are challenges and conflicts that arise. After working for five years at LSP I started feeling misplaced and one day just decided to leave the company on the spot. But Mr Andre Bothman, who was the MD then, tasked my colleague Mr Fako Moretlo (now late) who had arrived at the company three years before me the task to ensure that I come back to the company because he saw a lot of potential in me. Since I was not comfortable at the new company I was working for at the time, I decided to come back and I was only hoping for the best. I truly believe the person who deserves the title of longest serving employee is the late Ntate Fako Moretlo as he stayed with the company longer than I have. May his free soul continue to rest in perfect peace.

4. Can you describe the things you would say have changed a lot since the time you joined?

Since the early 90's Lesotho Steel Products mainly specialized in steel structures. But we have since then evolved into one of the biggest construction companies in The Mountain Kingdom. We are now involved in building bridges, dams, office blocks, powerlines, shopping malls, to name a few.

5. Can you describe the things you would say have changed a lot since the time you joined?

As I have mentioned before, I quit my job as a carpenter but re-joined at a later stage. Having left the company was one of the biggest mistakes I've made, even though was just for few weeks. However, I believe God has a pre-ordained plan for all of us, He kept His Word that He will perform all His good works in me



Stephen Roestoff

I was just an inexperienced and uneducated young man with a background of dire poverty. My living conditions were very far from decent and my highest level of education was standard 5 (Grade 7) but Mr. Andre Bothma presented me with many opportunities. He believed in me and entrusted me with the responsibility of overseeing huge projects even without the formal education because my work ethic spoke on my behalf. God kept me through all the trials and I took it upon myself to enroll in online courses so I could increase my knowledge and sharpen my skills. I have since obtained a certificate in Business Management and another in Project Management and I am currently pursuing an advanced diploma in Construction Management. There are times when we feel like giving up, but we should always stick to the mission and never lose focus.

6. What advice would you give to younger employees who have just started out at LSP?

Education is one of the most important keys to a brighter life but education alone cannot open many doors of success. Many graduates have all the qualifications but lack work experience. What I can tell them is this: Get your hands dirty if you must. Learn the practical basics of the working environment and pair it up with your education and you will go very far in life. The blueprint of your future will manifest much more easily that way.

7. What things would you want to see changed at work and why?

My wish is for LSP Construction to open up more entrance levels for graduates to give them the opportunity to gain the work experience that is sought after so they can become assets to the company and the industry at large. I believe with great zeal, discipline and commitment this would be possible.



EVERYONE HAS SOMETHING TO TEACH YOU

1. Introduce yourself?

I am Moleboheng Nkofo. I graduated from the Lerotholi Polytechnic with a diploma in Civil Engineering.

2. What made you decide to pursue a career in the built environment?

In high school I wanted to go to the National University of Lesotho (NUL) and study nursing, I think it was because back then we did not have much by way of career guidance so that was one of the few careers we knew about. This was until one of our teachers told us of one of his friends who had gone to Fokothi and became an engineer and now owned his own company. I was intrigued and decided to find out more because I also wanted to own a company (laughs). I must say it was the best decision I ever made.

3. How long have you been at LSP and how are you finding it?

I have been with LSP Construction since 2013 in different roles and while it has been challenging, I have grown a lot from the experience. The support I have received from both my superiors and co-workers has been immense; it has truly been a rewarding experience. From the time I started in 2013 as a site administrator I have moved across various projects and I have been given great responsibilities. At one point I was even involved in setting up a new project and now I am the assistant planning manager for Polihali Diversion tunnels.

4. How has being in various roles helped more than if you grew in one role?

If anything, the fact that I have experienced different roles means I got to know more about the construction industry in a shorter time. I was sometimes thrown into the deep end which was overwhelming, but it meant I am now more experienced in different aspects of the construction industry.

5. The built environment is notoriously male dominated. Has that ever been a problem for you?

Initially when I applied for a job at LSP I had wanted to apply for the position of site foreman but people kept telling me that it had never happened before that LSP had a female foreman on site. I believed them and did not apply for that position, but funny enough these were not people who worked at LSP, so I applied for a different position and I got it. As time went on my superiors were very impressed with my work that I got promoted to site agent.



Mr Bothma was very instrumental in getting me promoted and from that I then realised that all the initial information I had was not true and I have never found it to be a problem. I must mention that when I got promoted in 2013 I was already pregnant and I was afraid that would pose a problem at work but Mr Bothma hired me anyway and even went as far as giving me a role that would not be physically strenuous for the period of my pregnancy. I would say the most challenging part for me has been from stakeholders who underestimated me. I think they assumed I would only be good at filing and the like but once again the fact that LSP management was supportive gave me the courage to stand up for myself and their support empowered me.

6. Any advice for young women who want to venture into this industry?

I would definitely say go for it and believe in yourself. My biggest mistake was listening to naysayers and ending up not going for the position that I want initially. Go for the opportunities that you want and take every challenge as a learning experience. Construction is one of those sectors where experience counts even more than educational qualifications so listen and learn from everyone even people you consider as less educated.

Everyone has something to teach you.

SEASON'S TOP PERFORMERS

Here at LSP we like to celebrate our team members. We see all the hard work that you do and we are thankful! Everyone has worked hard to put us where we are today but a few stand above the rest and to this season's top performers we would like to say "pele ea pele"

Thapelo Mateisi
Human Resource manager



Koabeng Mofoka- Site Administrator (Royal Palace)
For exhibiting excellent training skills and personal growth



Bokang Matlali Site Agent
For hard work, good planning, commitment, and integrity



Hendrik Jacobus Van Der Berg –Steel Workshop Manager
for showing outstanding commitment and inspiring leadership



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