

BUILDING **LESOTHO**

**NEWS LETTER
ISSUE 3**



The **Editor's Note**



I am delighted to announce the third edition of Building Lesotho, a quarterly LSP Construction publication that brings you stories of internal pride and achievements, challenges, setbacks, and accomplishments!

Because we at LSP value the environment and acknowledge its vitality in the quality of our everyday life, we have themed this edition around the environment.

As you flip through the pages of this edition are articles that share our policies, strategies, plans and initiatives the company has taken for preservation of our natural environment.

We have also profiled Mr. Mohlomi David Rantekoa, one of the directors at LSP Construction. Mr. Rantekoa is counted among citizens who stand out for their many years of dedicated service to Lesotho's public and private sectors. He shares a very inspiring story of his life, and of course his views on the future of Lesotho's construction industry in this environmentally conscious world.

As in the past issues, you will enjoy anecdotes from our departments, and stories on our staff who have shown outstanding devotion in their duties. Please enjoy as you journey with us through the contents of this issue!

Khotso Pula Nala
Mpho Sefali

Note from the **Managing Director**

Our responsibility as the construction sector is to develop infrastructure to aid socio economic development. Whether residential property, commercial structures, powerlines, roads, or bridges all these remain important contribute towards economic growth.

While as an industry we remain proud of the work that we do, there is no denying that the downside of this means having to erect developments where flora and fauna once stood. Our impact on the environment can be destructive if not carefully managed and that is why as an industry, we are obligated to protect it.

As contractors we must comply with policies and commit to strategies put in place to minimize environmental degradation. We all know the critical role that the environment plays in our daily lives.

We are fortunate to be operating in Lesotho, a country blessed with such a pristine environment. I urge that we all value and preserve it for our generation and those to come! This is an enormous responsibility! Do something, start small, even just by cleaning up your own street.

Nka karolo!!

Louis fourie





Caring

for the environment and the people in it.

Environmental preservation, health and safety have been at the center of LSP Construction since its inception in 1976. As a wholly owned Basotho company, LSP Construction is committed to uplifting and bettering the lives of Basotho people as well as protecting the environment, a finite resource in which the people live.

LSP Construction adopted an aggressive Safety, Health, Environment Quality (SHEQ) policy. SHEQ is a forward-thinking management approach designed to reduce risk.

At its roots, SHEQ policy ensures that processes are in place to prevent or minimise work related injuries and health impairment of all employees and sub-contractors.

The policy extends to meaningful consideration, protection and enhancement of the wellbeing of the community at large and the environment. SHEQ formalises and defines quality in terms of the end product delivered to the client.

LSP is committed to becoming SHEQ ISO compliant. Guidelines are defined in the following ISO documents: ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System) and OHSAS 18001 (Occupational Health and Safety Management System).

We have adopted an Environmental Policy where we seek to:

- Develop Environmental Management Systems (EMS), through a culture of environmental awareness and training for the organisation.
- Comply with the Environmental Management Plan (EMP) of its customers/clients and all relevant environmental legislation and establish an EMP for use on contracts where the customer/client does not have a specific EMP.
- Commit to the prevention of pollution and strive to ensure continuous improvement of its environmental performance.

- Take into consideration the environmental concerns of both the customer/client and interested parties and communicate the policy to all personnel in LSP Construction; and
- Monitor and modify environmental management through review and audit of environmental performance to ensure responsible development.

To illustrate the extent to which we are passionate about the environment, in 2014 LSP Construction (Pty) Ltd officially handed over a recreational park located at the Arrival Centre to the Maseru City Council (MCC).

The facility, which has been named Setsoalle Park, is part of the firm's efforts to beautify the city while giving back to the community.

The company's former Board Chairman, Mr Danny Bothma, speaking at the handover ceremony in 2014 said the idea to develop the area, which had become a rubbish dumping ground for the local community, came from his son, Andre Bothma, who was the company's Managing Director at the time.

"Andre lives in this neighbourhood, and he would see people dumping their rubbish here, which did not sit well with him," Mr Bothma said.

"He then approached the MCC and proposed to develop the area as a way of contributing to the beautification of this neighbourhood."

Setsoalle Park is simply one of the many ideas that LSP has come up with to beautify the city in which it is located. There are plans to implement a similar beautification project along with other stakeholders on Lioli street where it is located.



How we observed World Environment Day

2021

World Environment Day is a United Nations campaign celebrated on 5th June every year. It is the principal vehicle for encouraging awareness and action for protection of the environment. The theme for this year was ecosystem restoration, with a special focus on creating a good relationship with nature.

This year LSP Construction together with other corporate inhabitants of Lioli Street took part in observing the day by embarking on a cleaning campaign in their vicinity.

We hear all about the campaign from Mr. Tsépo Machobane, LSP Construction's Environment Manager.

1. What was the motive behind celebrating World Environment Day from a corporate point of view?

Preservation of the environment for a holistic wellbeing of all living things is an undebatable topic. All life depends on the environment in its purest form. Unfortunately, the Industrial Revolution and modern-day technologies have over the years resulted in environment deprivation, which has had negative effects on the entire globe. It is the responsibility of individual and corporate citizens of any country to contribute towards its preservation.

We as developers and part of an industry with high potential of affecting the environment are also obliged to come up with appropriate strategies and operations to curb the rate of environmental degradation, while improving the country's infrastructure.

Being a corporate citizen of a country that is a signatory to the United Nations, LSP is committed to supporting the Government of Lesotho in observing the organization's policies and strategies and celebrations.

2. Was this the first campaign of its kind at LSP?

It was the first cleaning campaign done in partnership with other companies on Lioli Street. The companies involved were Maluti Mountain Brewery, Executive Transport, Lesotho Flour Mills, Security Unlimited, MG Health Limited, Kay Hill, Steel & Reinforcing Suppliers, Lesotho Mounted Police Service and LSP Construction.

3. Why did you choose to clean up that specific area?

They say charity begins at home. As inhabitants of Lioli street we felt the urge to clean up our own street first. This also served as an opportunity to foster unity amongst the different corporates from diverse industries.

4. How do you intend to maintain cleanliness and improve the commemorations in the future?

Following the campaign LSP engaged someone to do exterior cleaning of its head office and the area nearby. The organizing committee comprising of representatives from all the nine companies are developing a plan to sustain cleanliness in the entire area, and for an improved an campaign next year. We also plan to involve more corporates in this initiative.

5. As a company working on projects all over the country, are there plans to expand the cleaning initiative to other areas outside Lioli Road? Perhaps other districts?

Yes, there are such plans. As a company we have adopted an environmental preservation policy which encourages continuous improvement in the company's performance and initiatives. As part of our corporate social responsibility initiative, we also plan to expand to areas even beyond our streets or sites in the future.

6. To what extent do environmental issues drive the corporate space at LSP

LSP Construction has in all its projects embarked on environmental protection initiatives which are mainly guided by the different projects' Environmental Management Plans. Within these Environmental Management Plans are clear and concise strategies meant to address the different environmental concerns. The company invests resources each year towards Corporate Social Responsibility Initiatives, some of which include environment preservation programs.





The story of
Mr. Mohlomi Rantekoa;
a man of many hats!



The story of Mr. Mohlomi David Rantekoa is nothing short of inspiring. Born in the village of Khanyane on the outskirts of Hlotse, Leribe to a father who worked in the South African factories and a housewife mother, there was nothing about Mr. Rantekoa's early life that spoke of the great heights he would go on to ascend. The second of eight children Mr. Rantekoa was lucky to be taken under his grandmother's wing. An astute woman who believed in hard work above all and installed in him a love for entrepreneurship and excellence. It was this pursuit for excellence that saw him perform well from his days at The Paris Evangelical Missionary Society School (P.E.M.S.) in Khanyane where he started what was then called Sub A in 1960 all the way to Mount Royal R.C.M. Primary School (Hlotse), St Joseph's Seminary and St Theresa's Seminary.

Mr. Rantekoa acknowledges that he will always be grateful for the immeasurable contribution that the Roman Catholic Church made in his upbringing and in molding him to be the person he is today. When he recalls his time at the seminary schools Mr. Rantekoa chuckles and admits that perhaps there was a part of him that believed he might end up a priest. That was not to be, but religion's loss turned out to be the civil service's gain. After completing his Bachelor of Arts Degree majoring in Accounting,

Government and Administration at the National University of Lesotho in 1978, he joined the civil service as a Senior Inspector in the Department of Income Tax. He would stay there for many years, climbing through the ranks from Income Tax Collector all the way to serving as Deputy Commissioner of Income Tax, and Acting Commissioner of Income Tax. He was transferred to the Department of Sales Tax where he served as Commissioner of Sales Tax from 1986 to 1990. Mr. Rantekoa's tenure in the Department of Income Tax was so successful that he was the same year appointed as the Deputy Principal Secretary of the Ministry of Finance. In 1998 Mr. Rantekoa was appointed as Principal Secretary for the Ministry of Trade and Industry and he held the position for a period of slightly more than ten (10) years.

His achievements whilst at Trade and Industry include his involvement in the development of strategies on how Lesotho could take advantage of trade benefits flowing from the US non-reciprocal market access to the US market under the auspices of the African Growth and Opportunity Act (AGOA). Many jobs have been created in the textiles and clothing sector in Lesotho because of the generous market access provisions granted to the beneficiary countries under AGOA.

Mr. Rantekoa also served the public sector as Deputy Principal Secretary in the Lesotho Government Cabinet Office. Being passionate as he still is about lifelong learning he supplemented his initial degree with executive programmes, ranging from taxation, public expenditure management as well as corporate Commonwealth governance. In these he proved himself as one of the most able and competent students. He was referenced as "a student who's written work was thoughtfully and convincingly answered, with his answers often containing more-relevant information than was strictly necessary".

During his time in the civil service, he was seconded to the Lesotho Electricity Corporation as a Managing Director, and his interest in the private sector began to take shape. He stayed in the position for close to three years until he went back to the government's employ.

In 2008 Mr. Rantekoa was appointed as the Ambassador Extraordinary and Plenipotentiary of The Kingdom of Lesotho to the United States of America. This was due to his over thirty years of experience in the public sector, trade negotiations and advocacy for good

governance and a strong supporter of private sector-led growth. Mr. Rantekoa in June the same year presented his credentials to His Excellency, President George W. Bush and took up the position of Ambassador Extraordinary and Plenipotentiary of The Kingdom of Lesotho to the United States of America. He also served as Lesotho's Ambassador to several South American countries.

It would be remiss of us not to mention that Mr. Rantekoa was highly regarded by the African Ambassadors Group in Washington, D.C. who honored him for his "support, contribution and dedication" to the African Diplomatic Corps because he chaired the Group's Committee on Economic and Trade Affairs for the duration of his ambassadorship in the US. It was during his tenure as Ambassador that he became heavily involved in the preparations for the signing of the Millennium Challenge Compact. A feat which he continued to be part of even after his days as ambassador when he joined LSP Construction. One of the many achievements by the Millennium Challenge Compact in Lesotho was financing the building of local health clinics and it was during his time at LSP that the company was awarded a contract under the MCC for the construction of such clinics. It was therefore almost poetic how Mr. Rantekoa was involved with the MCC from inception of the themes for Lesotho to the Compact implementation.

"Everyone one of us must not work for the sake of just work and money, but we are all tasked with writing our names on the sands of time for generations to come" in the history of the development of Lesotho.

Mr. Rantekoa has chaired and held membership in boards of different companies and organizations such as the Lesotho National Development Corporation, the Basotho Enterprises Development Corporation, Lesotho National Dairy Board, and Lesotho Highlands Development Authority.

He is currently a board member of LSP Holdings, LSP Construction Limited, LSP Properties, Infrastructure Projects, Clan Murray Development, SRS, Lesotho Flour Mills, Alliance Insurance Company.

Speaking about LSP Construction, Mr. Rantekoa mentions that he had been approached by the company's management to them way earlier in 2008 but requested to honor the Government of Lesotho's call to represent the Kingdom of Lesotho as an ambassador. He would then join the construction giant in 2011, where he worked until 2018 as the company's Financial Director.

During his time at LSP Construction his main responsibilities entailed planning, directing, supporting, and overseeing all the financial, human resource and administrative activities of the company. He also supported and advised the Board in the preparation of recurrent and capital budgets with a view to ensuring sustainable development and growth of the company. Some of the biggest project's negotiations he was part of are the construction of the 132Kv powerline to the Kaonyana area, which would supply electricity to the Lihobong and Kao mines, and the surrounding communities. He was also part of the team in the establishment of LSP Properties, Top Notch Developments and the SRS, all properties construction and development and commercial development companies associated with LSP Construction Limited. Playing a role in the Moruo Development Initial Public Offer (IPO) launch are some of the projects that stand out for him. One can truly admit that his impact within LSP as a Shareholder, Director, and Company Secretary was crucial.

Asked about his thoughts on construction in an environmentally conscious world, Mr. Rantekoa admits that it has been a long time coming, although he fears that Lesotho is not doing nearly enough but at least there is a start in how we view the environment, and it is up to everyone involved to aim to do better. Mr. Rantekoa continues to serve as a Director at LSP, a company that is led and chaired by Mr. AJ Bothma. It is our firm belief that LSP will continue to benefit from the experiences of Mr. Rantekoa under his stewardship, and we are positive that there are bigger and better things to come.



Ring the bell at LSP signifies the beginning of a new venture. Each time the company is awarded a new project, whether as sole contractor or in joint venture, it is tradition that the Managing Director will RING THE BELL as an announcement and invitation to all staff to a briefing, short celebration, and prayer.

In April Mr. Louis Fourie, our Managing Director rang the bell to celebrate a sub contraction in the Ramarothole 70-Megawatt (MW) project which is implemented by a consortium of Sinoma Energy Conservation Limited and TBEA Cooperation Limited. The project will help Lesotho optimize its energy structure by cultivating solar power expertise to improve the economy and Basotho's livelihood. The first phase of the project which is expected to cost US\$70M, will supply the national power grid with 30MWp of electricity; while the second phase which is expected to cost US\$77M will have a capacity 40MWp.

LSP Construction has been subcontracted for the following:

1. Construction of the first phase (30MWp) of the solar plant at Ramarothole
2. Electrical works to extend the existing Ramarothole Substation and for the above solar power to be injected into the existing LEC 132kV Grid
3. Construct a new 132kV lattice OHL between Ramarothole and Mazenod

Project Summary

Name: Ramarothole 70 Megawatt (MW), worth M1.1 billion
 LSP Contract Value = M71 MILLION
 Duration of project = 18 months

..from
staff



The environment and humans are interdependent. There must be harmony between the two.
 - LSP Joinery



Preserving the environment is more important today than it ever was. We must all play our parts to protect whatever is remaining of it.
 -'Matlhohonolofatso Phakela



We can make our environment a better place by taking simple steps like planting a tree, throwing waste in bins, and saving water.
 - Liteboho Mahao



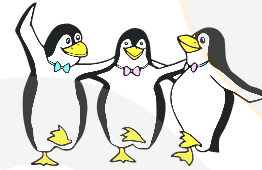
Clean air, pure water and fertile lands are not benefits; they are human needs. It is our duty to preserve them.
 - Neo Ntaote



Traits of a **valuable** **employee**

Palesa Molupe

Palesa



We all know that organizations aim to recruit and retain the best talents. Employers seek team players who will fit in their company culture and embrace its core values. LSP Construction is no exception in this. We employ, retain and reward talents that enhance our organizational performance.

Becoming valuable as an employee does not require farfetched efforts. The requirements are simple, and any determined individual can achieve them, both for personal and organizational growth.

In this article I will discuss attributes that employers highly value in their employees.

1. Soft skills

Soft skills are personal attributes that enable a harmonious interaction with other people. They include social expertise (effective communication, conflict resolution, active listening, respect, and empathy), good personality or character make up (honesty, loyalty, responsibility, humility etc.) I will explain some below, and the rest in my next article.

Dedication and devotion.

A dedicated and devoted employee is one who is purpose-driven and committed to their responsibilities, both for personal and career development. They are goal oriented. Such employees often acquire a strong sense of loyalty and support to the organization's vision. This can be seen in their positive attitudes. They are flexible when assigned tasks, punctual at work-related events and voluntarily go an extra mile in their work duties.

Reliability

A reliable and dependable employee is a trustworthy and proactive one. Reliability is an important factor that employers highly require and value in their employees. Employers will entrust a reliable employee with bigger responsibilities. Where trust lacks the employer-employee relationship becomes frail, and often leads to unfruitfulness, and sometimes leading to termination of employment contracts.

Reliable employees finish their tasks without much supervision. They also acquire traits such as, consistence in meeting deadlines, making initiatives, and producing high quality work.

Integrity

Integrity may be defined as the quality of being honest and firm in one's moral principles. A person of integrity does what is right against all odds. They are accountable and true to their values. Integrity and transparency are intertwined values that shape the company's culture and reputation.

2. Hard skills

These are skills attained through training. They are acquired through enhanced practice, repetition, and education. They can be measured and qualified. Often one will obtain a certificate as proof of completed training. Training enlightens individuals, and develops their competence and effectiveness, therefore leading to them becoming assets of the company.

Benefits

Good employee qualities benefit both the individual and the employer. The benefits entail:

- Good relationships and less conflicts with fellow employees, leading to personal contentment and increased employee morale.

- Proven effectiveness and efficiency, helping in the company's growth.

- Increased trust by superiors, subsequently leading to promotion and personal growth.

At LSP Construction we recognize potential and skill. We believe in our employees and know the potential of each. "Human Resource isn't a thing we do. It's a thing that runs our Business- our beloved LSP Construction."



HR *manager note*

Dear Staff

We are consistently amazed by all your efforts and performance; especially during these most trying times. The covid 19 pandemic is undoubtedly one of the worst pandemics in our time. The declining economies, illnesses and losses of lives are awful experiences and setbacks.

We however see your dedication and commitment against all these odds. Thank you for all your hard work. It's incredible to see you consistently pushing the bar.

To this season's top performers, we'd like to congratulate you and acknowledge the success you've achieved. The entire team thanks you for everything you do. It's rare to come across people who are so dedicated and trustworthy.

To the rest, keep up the good work. Your efforts too will not go unnoticed. Thank you!!

Human Resource Manager
Thapelo Mateisi

Top Performer

Tlokotsi Peter Mokhula Section Foreman – Electrical Department

Tlokotsi Mokhula is one of LSP's long serving employees, having been with the company for over 18 years. Throughout the years Mokhula continually demonstrated commitment, passion, and willingness to learn and acquire new skill.

At arrival he worked as a Mechanic at LSP's head office and was due to proven competence transferred to the Let'séng Diamond site, where he worked as the Site Mechanic.

Later in the years Mokhula was moved to the Electrical Department, where he learned heavy current; and later built powerlines from low voltage to high voltage. Mokhula has worked in various projects across the country electrifying villages and building powerlines. Among the projects that stand out for him is the Metolong Dam electrification in 2015, which he was part of beginning to end.

At Polihali Project he worked on the 33kv powerline and other small lines that supply the Polihali village, the labour camps and pump stations. He is currently engaged at a WBHO-LSP JV in Katse.





... **Against** **all Odds** | With Agnes Mosebo

"It takes a lot of patience, dedication, and hard work for a woman to stand out in a male dominated profession and industry," These words are echoed by 'Malekhotla Agnes Mosebo, who at the time of this interview had no idea that she had been recognized as a top performer in her field of work.

Mosebo has been engaged at LSP Construction as a security officer since March 2012 and has throughout the years displayed passion and loyalty to the company, leading to promotions to the level of Senior Security Supervisor.

She was born at Ha Qaba in the Mafeteng district and is a middle-aged mother of one daughter. She holds a certificate in carpentry and Joinery from Thaba Tseka Technical Institute, and a diploma in Security Management from Yeboke Security Services Academy in Pretoria, South Africa.

Mosebo takes us through her journey, which started at Yeboke Academy in 2008. "My experience as a female security officer in a male dominated industry, in a foreign country toughened me. It molded me into the woman I am today", she says about the tough working conditions that she experienced in her former employment which ended in her decision to return home.

"When I joined LSP in 2012, there were three female officers (myself included) in our field. The other two later left due to the nature of our job. Our job requires a very disciplined, alert, and vigilant person. You need to make sure that you always see everything that happens within the company premises. If one loses focus, they may end up losing their job".

Mosebo firmly believes that being the only woman amongst male colleagues strengthened her and made her a better person. "I learned being corporative, effective, and efficient. I am now confident

in my work. I am a woman that can secure premises and personnel by patrolling property, inspecting buildings, equipment, and access points, permitting entry, preventing losses and damage by reporting irregularities and restraining trespassers."

"My experience at LSP has been an amazing one. The company has developed my skills and contributed to my growth. Working for such a giant institution that contributes to the infrastructural development of the country and gives back to the community as LSP does is truly a blessing. LSP has also created numerous employment opportunities, and we are grateful to management and government for jobs that they give the company."



The leading contractor in Lesotho

Our services

LSP Construction is the leading commercial, electrical, mining, and civil contractor in Lesotho.

Having built resources for over 40 years, we have extensive resources and expertise to tackle complex projects in-house.

LSP Construction has constructed most of the electrical power lines in the country.

Logistical, geographical, and extreme climate challenges of construction in the Lesotho Highlands are well known. LSP has the experience and capability to overcome these challenges and successfully execute year-round projects throughout Lesotho.

Our experience and reputation have afforded us the ability to secure the local and international talent required to successfully deliver on diverse complex projects.

Listed below are the main project categories and a link to their portfolios.

<https://lspconstruction.net/projects-and-services>







Building Lesotho for over 40 Years

Over the 40 years of operating in Lesotho, LSP Construction has developed the core competency and infrastructure to deliver on complex projects under difficult conditions.

