



BUILDING LESOTHO

NEWS LETTER
ISSUE 4



Note from the Editor

Mpho Sefali

This edition of Building Lesotho is the lightest version of the LSP Construction quarterly publication yet. Being a private business in one of the most critical industries, in one of the poorest countries of the third world, during these most unprecedented times, expectation and sense would be for LSP to grab any and every opportunity to saving and making more profits for its own sake! Sensible as that maybe, our management this season revealed its soft-hearted side, the humanitarian side, and gave us an opportunity to share more human stories happening within LSP, "the Company with a Human Heart"!

This issue therefore is themed around human welfare in all spaces, physical health, community development, character building, life experiences and philosophies amongst others. You will appreciate Lesotho's health efforts and the input of corporates such as LSP towards the general welfare of Basotho.

We hope these stories brings you a sense of optimism. The New Year comes with a chance to start afresh and grow in new ways from who you were last year. It is the perfect time to let go of past failures, embrace the gift of life and time. A time to test out new strategies and things that could improve you, your loved ones, and your entire community. Be inspired! Mahlohonolo a selemo se secha!



Note from the COO

Sam Ntene

We have come to the end of 2021, and what a year it was for us here at LSP!

2021 marched in loaded with the covid 19 inheritance left the by the preceding year, and this was clearly not the best way to start the New Year!

As all other businesses locally and globally LSP Construction had suffered financial deficits due to the Covid 19 pandemic, and the thought of a repeat was an ache, which however birthed a determination in us to not allow a repeat! Unlike 2020, which had caught us off-guard, 2021 found us equipped.

We had burnt, learned, and now prepared ourselves for the next challenge. It was the only 2021 we could ever be given, and we could only to do what had to be done to get the best out of it, which we did, and here we are today, alive and kicking!

Amidst all, still we progressed this year. We completed the LHDA Polihali infrastructure project and have made massive progress with the Polihali Diversion Tunnels currently under construction, proving our ability to triumph even during the most unprecedented of times, and we have remained Lesotho's most trusted construction company.

In response to enhancing the Lesotho Energy Policy 2015-2025 Vision, "Energy shall be universally accessible and affordable in a sustainable manner with minimal negative impact on the environment; LSP was this year entrusted by the Government of Lesotho by engaging it in the construction of the first Solar Power Station for the Kingdom of Lesotho.

The 2020 inherited Covid-19 this year reminded us of the importance of leading a healthy lifestyle. Our staff embarked on a health and fitness challenge, which later birthed a culture of living in a good mental and physical state. This newly developed culture proved our employees' tenacity and willingness to take on every challenge. Such dedication is needed for the well-being of the company and development of the country.

Another feat for us was the participation of our Managing Director Mr. Louis Fourie in South Africa's MUNGA MTB, known as the toughest mountain bike race on earth. This is worth a celebration which we owe to our tenacity and endurance as a firm.

We also had a representation in The MOTUL Roof of Africa also one of the biggest endurance challenges on Southern Africa. Our young riders, Andrew Bothma and Teboho Moretlo also made us proud!

Being the roller-coaster year that it was, perhaps the best way to describe 2021 would paraphrasing Art Buchwald's famous words, "It was the best of times, It was the worst of times, but it was the only 2021 we had, and we got the best out of it!"

To all LSP staff, you have made us proud.

As we go for the holidays, we would like to wish you all, our stakeholders, and all Basotho a productive and happy festive season!

OUR SHE POLICY

Ts'epo Machobane

The LSP Construction Safety, Health and Environmental (SHE) Policy is our overarching policy on the strategic direction the organization takes in terms of Safety, Health and Environment. It is based on various legislative requirements, with the most critical of these being the Constitution of the Country. More specifically, the policy talks to the following fundamental human rights and State policy principles as stipulated in the Constitution:

1. Right to Life
2. Freedom from inhuman treatment
3. Freedom of conscience
4. Freedom from discrimination
5. Protection of health
6. Protection of the environment

Over and above this, the Policy draws from requirements and guidance in the Lesotho Labour Code Order of 1992, as well as the Public Health Order of 1970. It is however not limited to these pieces of legislation and takes cognizance of the fact that the world is constantly changing.

The Policy is therefore updated/reviewed annually (or as and when required to cater for new legislative changes).

Our SHE Policy is not merely a tool basing itself on legislation; we also have it in place because at LSP Construction, the safety and health of our staff as well as our impact on the environment is of paramount importance to us.

LSP's input in national health efforts

MCC's Health Sector Project

Lesotho, like most countries in the region and on the continent, faces daunting challenges in public health, so much that the government would not achieve its set goals without support from partners.

About 23 percent of Lesotho's population is infected with HIV/AIDS, giving it the second highest HIV prevalence rate in the world after eSwatini.

It is against this background that in 2007, the government of Lesotho signed the Millennium Challenge Corporation compact known as Millennium Challenge Account (MCA), where it received a US\$122 million (about M1.8 billion) fund towards improving Lesotho's Health infrastructure and strengthening her health systems.

MCC, was guided by the understanding that a healthy population is critical for Lesotho to

achieve sustainable economic growth and poverty reduction.

A major portion of the MCC's Health Sector Project focused on rehabilitating 138 health centers across the country, all of which play a pivotal role in providing primary health care to local communities.

LSP Construction was entrusted with offering full construction services on rehabilitating the 138 health centers across the country. This project was segmented into a lot of activities which undoubtedly created a high number of jobs especially in the construction sector. "We are proud of the work LSP did in the project. This was a defining year for the company" says Louis Fourie, LSP's Managing Director.

LSP's own investment in health

Khalane Mamokhele Moletsane Health Post

Beyond this partnership with MCC, LSP has on its own independently funded the Khalane Mmamokhele Moletsane Outpost clinic.

On the 20th of April 2017, a Memorandum of Understanding was signed between the Ministry of Health and LSP, where an old house, donated by Mr. Mpho Malie and


renovated by LSP Construction, was converted into an Outpost Clinic. LSP's internal health department was involved in setting up the clinic in conjunction with the Department of Health and Welfare

Speaking at the handover ceremony, Andre Bothma, who was the Managing Director of LSP Construction at the time, said the idea of opening a clinic was inspired by the plight of the elderly with regards access to health services.

"We noted that the elderly experienced difficulties getting to the nearest clinic at Mofumahali oa Rosari and we saw this as an opportunity to create an out-post clinic." The Outpost clinic today serves over 600 residents of Ha Moletsane and other neighbouring villages. The facility offers basic health services such as first aid, blood pressure and diabetes management, HIV and TB testing and treatment, prenatal and antenatal care, child and family health, adolescent health, family planning and women's health, immunization, health promotion and education.

The clinic has adopted the Mercy Care Advantage (MCA) model. LSP Construction has employed two permanent nurses, one registered nurse and a nursing assistant to run and facilitate services at the clinic.





A legacy built from construction, commitment, and Care

The journey of Andre Johan Thabo Bothma

Squandering of inherited wealth is sadly among modern-day never-ending tragedies. Children inherit wealth from parents, a few years later the family's legacy is wasted, and all that remains is ruins and derelicts of a once glorious legacy.

Fortunately, this is not the story of Andre Bothma, the firstborn son to one of Lesotho's prominent businessmen and most treasured humanitarian citizens, Mr. Danny Bothma.

Ntate Thabo, as Andre is affectionately referred to by his employees and those close to him, had some very big shoes to fill at the age of 22 when he took over the reins of one of Lesotho's biggest companies (LSP Construction, previously known as Lesotho Steel), from his father.

When he joined Lesotho Steel, he worked as an Assistant Manager bringing a different kind of passion, introducing concepts, work strategies and policies that grew the company rapidly. This had him ascending to the Managing Director position in just two years.

You witness nothing short of pride and gratitude in Danny Bothma's eyes when he testifies of his son's stewardship under which LSP Construction grew and moved to a category A contractor and today recognized for its commitment to changing Lesotho's construction industry and the lives of Basotho.

LSP's footprints fill the landscape of this country. From the construction of electric powerlines, substations, water projects, clinics and schools, every Mosotho that worked for LSP has their lives positively impacted by the company under the good leadership of and Andre.

While many would have crumbled under the weight of assuming the helm of such a big construction company at such an early age, Andre proved himself as different. Under his watch, LSP Construction grew to being the biggest Basotho owned Construction Company today synonymous with excellence and endurance.

One might wonder why Andre Bothma has such a heart for Basotho and Lesotho. It is because he has his roots firmly planted in Lesotho. A.F. Bothma, his grandfather arrived in Lesotho in 1941, where he settled with his family at Ha Moletsane, building businesses and setting up community development projects in Mphahle's Hoek.

On why his business philosophy has always been centred around the people of Lesotho Andre explains, "Having grown up at Taung, Ha Moletsane in Mphahle's Hoek, I saw my grandfather love Lesotho, and my father love Basotho, and I love Lesotho. I am a Mosotho man whose heart and soul belongs in these mountains", Andre explains.

"LSP has served and continues to serve Basotho. We have participated in projects of all kinds and scope, finishing every job successfully", says Andre.

"This is our country, our home and its solutions can only come from us" he says.

While Andre began his career at LSP Construction, his commitment to changing Lesotho did not stop there. After realising that Basotho's struggle of having to cross to the neighbouring country (South Africa) for shopping, he partnered with some local businessmen and established Moruo Developments, which later built the first ever commercial mall in the country, Pioneer Mall.

Pioneer Mall, for it being the first development of its kind in the country, stands at 30,000 square metres and boasts some of the most popular chain stores as its tenants. While it was satisfying to watch the mall be filled up with popular and well-established chain stores, Andre felt there was a need to give local stores start up visibility, that is why there are also shops like Cura Industries, where locally made wares are exhibited.

Of course, being in business is not without challenges, and through the years, there has been budget cuts, a slow economy and most recently the Covid-19 crisis has seen many of the businesses including those that Andre is involved in. He had to

make hard choices like job cuts and retrenchments. This he says has been of pain to him as he considers all his employees as family. The only way he has been able to overcome this, is to keep bringing people back when things improve.

Andre says he hates to see a good employee go and that's why most of his employees have been with him for a long time. He has been described by his peers as a man who has a knack for spotting talent, and he agrees. "The trick is to identify talent in your employees, nurture and reward it and you can never fail." His management style has always been to give young people responsibilities and see how they perform and if they do well give them more responsibilities.

Asked if he has any regrets, Andre says he regrets that LSP Construction did not start building roads earlier and that they did not think to start their LSP staff development programme for staff earlier. The concept behind the programme itself was simple -teach staff members who had little formal education subjects like English, mathematics, on the job training and basic life skills. This was in line with Andre's philosophy that training and bettering your employees to be the best version of themselves is one of the basic tenets of a good business.

"Business is like building a building. With an A team and B grade equipment you will build an A grade building. With a B team and A grade equipment you will end up with a B grade building." Andre stepped down from formal duty at LSP Construction in 2017 to let younger people with a fresh perspective take over the reins and this is a move he does not regret as the company has done extremely

well, especially with the LHDA Projects. "I am forever grateful to the commitment of the LSP Managing Director Louis Fourie and Sam Ntene, the Chief Operations Officer" Andre says, further appreciating the loyalty of Johan Steenkamp, the Electrical Department Manager and Stephen Roestoff, the Contracts Manager, among some of his senior managers.

Thabo Bothma sits on the board as Chair of the company. This he says is a great and also challenging responsibility as he also heads MG Health, Moruo Developments and others. He seems unfazed and emphasises that with the right team it is possible for him to handle all his duties. He emphasizes that it all comes down to everyone working as a team and every team member doing their part.

His most ambitious project to date has been MG Health, formerly known as Medigrow Lesotho, which is today proudly the first EUGMP Accredited Pharmaceutical Company in Africa, a licensed cultivator and manufacturer of medical-grade cannabis extracts and products. Both its cultivation and state-of-the-art processing facilities based 2000 meters above sea-level in a village called Ha Marakabei, a once sleepy little village with not enough prospects which has now turned into an economic hub due to developments brought about by MG Health.

That is the legacy of Andre Johan Bothma. While many see business as just a way to make money, Thabo sees hope, building futures, and transforming the lives of the ordinary Basotho.

2021 Projects



Polihali Substation | October



Polihali Diversion Tunnel | October



Polihali Diversion Tunnel | October

"A healthy outside starts from the inside."

– Robert Urich



At the heart of LSP Construction's is a commitment to protecting and promoting the safety and health of its employees, contractors, visitors, and the community at large" -

It is on these grounds that LSP Construction strives to maintain a lead among employers in employee health and wellbeing through its comprehensive health policies and associated programs.

The advent of challenges posed by Covid-19 also led the company this year to introduce a raft of activities uniquely tailor-made to ensure that its valuable human resources are well taken care of. Weekly toolbox talks, supply of fruits and sponsored exercise sessions, are some of the initiatives in 2021.

World Aids Day Commemoration

Since the worldwide pandemic affects people in different ways: socially, spiritually, psychologically, and economically, LSP considers the scourge as both a business and a workplace issue. LSP Construction (Pty) Ltd has, therefore, adopted a proactive HIV and AIDS policy for its workplace.

This policy is intended to be a tool that will enable the Company to manage and mitigate the impact of HIV and AIDS on all employees and management who are infected and affected within the workplace.

In commemorating of the day, LSP Construction this year joined the WHO and UNAIDS campaign to End inequalities. End AIDS. End Pandemics. On the day, employees attended a HIV awareness session all dressed in white and wearing construction helmets (symbolizing protection). Celebrated on December 1, the World Aids Day brings together people from around the world to raise awareness about HIV/AIDS and demonstrate international solidarity in the face of the pandemic. Weekly fruits supply

"Health professionals have taught us that when an individual is overweight, the more they become vulnerable to serious sickness or even mortality should they contract the disease"

As the experts also say, "The food you eat can

either be the safest and most powerful form of medicine or the slowest form of poison".

"It was with this powerful phrase in mind that we motivated and nurtured healthy eating habits among our employees, where we later introduced the weekly supply of fruits to employees at the Head Office," says Thapelo Mateisi, the Human Resource Manager.

This is over and above a feeding scheme for its employees meant to help maintain their health and well-being. A cooked meal is given to each employee at lunch time on each site which has been a great success in aiding the employees with their health and well-being.

Weekly exercise sessions

Another newly introduced activity towards employee health and fitness was a fully sponsored weekly gym session facilitated by one of Lesotho's most esteemed fitness coaches and trainers, Mpho Phakoana.

LSP will also be launching a more structured and lasting staff health and fitness program for 2022 "The LSP Fitness and Wellness Club will continue to promote and sustain a fitness and health culture among LSP Staff. The idea is for the club to incorporate activities such as cycling, hiking, gym sessions and aerobics, to cater for various interests," says Sam Ntene, LSP's COO.

2021 LSP Biggest Loser Contest

As a fore-runner to the upcoming LSP Fitness Club, the company in October introduced the "2021 LSP Biggest Loser Challenge" under guidance of the health principle that encourages employees to manage their weight.

The biggest loser contest is a popular program designed to advocate participants to be more active in their personal lives, to lose weight, and become healthier. Participants are also encouraged to engage in friendly competition with one another to motivate and support each other in promoting a healthy active lifestyle.

"The 2021 LSP Biggest Loser contest was this year a seven-week long healthy eating, fitness and weigh loss competition which attracted 16 participants, out of which winners were picked from the female and male groups.

LSP 2021 Biggest Loser Contest Results

Female Group	Name	% Loss
1st place	Tsotelo Lesofe	-7.26%
2nd place	Palesa Maqache	-6.31%
3rd place	Neo Ntaote	-6.06%
Male Team	Name	% Loss
1st place	Stephen Roestoff	-6.40%
2nd place	Raisi Fihlang	-4.15%
3rd place	Teboho Phaate	-2.63%

"This was an amazing 7 weeks for our staff. The weight loss and fitness contest has inspired an evident interest in healthy living. In the six weeks we have witnessed more health-related dialogues, habits, and activities among LSP employees," says COO Ntene who is also the initiator of the 2021 contest.

Congratulations to this year's winners! What an achievement!!! Praises to all Participants! You all did well!!!



A PERSONAL EXPERIENCE

LSP Staff member

Since the start of the Covid-19 pandemic one has heard varying reports. From health care workers warning us on how painful and tragic getting Covid-19 could be, to nay Sayers telling of how it was nothing more than a bad flu. Luckily or unluckily for me I was soon to have a personal experience.

I think I knew I had Covid before I tested positive for Covid. I was at work on a Wednesday I think when I felt the first stirrings of flue but this time it felt different. So, I called someone to bring me meds and continued with my day. The next morning, I was supposed to show up for work, but I instead called to let them know I was not coming in and requested a covid test instead. The policy at LSP construction is straight forward and clears on the matter. If you suspected, you had contracted covid-19 or had any flue like symptoms you had to stay home until a test could be done and you are cleared. Of course, I also had to be concerned about my coworkers; I could not risk infecting them.

In any case after I made a call to my immediate supervisor and the health and safety department, I was given permission to stay home while they organized someone to come test me. I must say I am thankful that the nurse comes to you. I was generally too weak to go to any testing center. I am a person that struggles with anxiety. I deal better with bad news than the anticipation of bad news so the few hours I had to wait for the nurse were very scary. I also have a very low tolerance for pain so I had the added worry of knowing she would poke me with the long pokey thing in my nose. If you have never had a covid test, do not let them fool you, the swab feels like it is hitting the back of your brain! In any case she tested me; I was fighting so hard I was strangling her! The test confirmed what I already knew. I had Covid 19.

It is easy to talk about getting Covid-19 when it is in theory. You logically know the statistics and death rates are quite low. It is another matter altogether once you test positive for it. Suddenly you remember that you could quite actually die. The worst part is you must stay isolated with mostly your phone for company, and you know what that means. Idly scrolling through social media and suddenly your newsfeed is filled with posts about people who have died because of it. People with more financial resources than you. People with fitter and healthier bodies than yours. You begin to wonder if you even stand a chance and realistically speaking, you realize you do not.

Funny enough in the first few days my symptoms were honestly not bad. It was mostly sneezing and snot. God! So much snot. By the time my two weeks of isolation were over I had gone through a 12 pack of tissues. I only started getting seriously ill around day 5. As is advised I been steaming quite religiously with Eucalyptus when one day I asked my mother. "How come the eucalyptus has stopped smelling, perhaps we need a fresh batch." She looked at me shocked and told me the whole house smelled of eucalyptus, it was so strong as to be nauseating to everyone and I could not smell it. It was then I realized that the proverbial s&t had hit the fan. I had lost my sense of smell. Not being able to smell anything isn't necessarily painful but it is disconcerting. Smell is one of those things you take for granted, once it is gone you feel a bit disorientated. Like something is wrong but you cannot pinpoint it. Things started going downhill from that day. Loss of appetite, chest pains, having to stick my face out of the window because the air in the house seemed to be suffocating me. Then the one night when I had what was described as bronchial spasms.

The best way to describe the spasms is that you feel your heart stopping for just a few seconds, you are aware it has stopped and then when you are about to give up it starts again. The process repeats for a few minutes during which you accept that this is the day that you die. I remember thinking, what a tragedy. Young, gifted, and dead! I somehow survived that night, with my frantic mother refusing to sleep in case it happened again. In my head I was thinking, "This one wants to see me die with her own two eyes, what a way to unnecessarily traumatize herself". I might have lost my ability to breathe normally but I like to think I still had a sense of humor. However morbid it might have been.

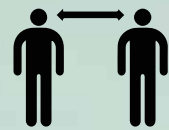
My health started improving after that night, or maybe I got my fighting spirit back. I was determined to get well, not just to stay alive but because I never would I if I live want to experience those spasms again. I get fearful just thinking about them. In a bit my two weeks were over. I got tested again and it came out negative and I was cleared for living. Foolish as I was, I took a trip to Mokhotlong. At some point I was at Afri Ski when my lungs started doing a thing like they were shutting down. Coupled that I was already thinking its spasm time and I was already crying. It was then that I realized that yes, I might have been cleared but the road to recovery is a long one. For the first few weeks after I came back to work stairs were my enemy. It has been a few months, I am well, but I can no longer walk long distances. I used to be able to walk 23 Kilometres but now I am out of breath in 10. I have not actually tried running. Aerobic exercise is also a bit of a struggle. So, when I meet people who want to make light of the corona virus disease I think of those spasms and I laugh at their naivety. It is not just a bad flu. It is so much worse, and this is coming from someone who had a mild experience because I was never hospitalized.

Together we can beat COVID-19.

Let's remember to live by these
rules at all times.



Frequently clean your hands by **washing with soap**
for 20 sec or using **alcohol-based hand sanitizer**,
before and after eating.



Keep physical distance
of at least **2 meters** from other
persons at all times.



If you are not feeling well,
seek medical assistance at
the nearest health centres.



Wear a mask at all
times.



Huge test for bike and body - massive test for mind and soul.

This year's Munga will certainly be remembered for a long time. For the front riders mainly wind and lots of wind, but this is not unheard of. For the mid packers and back of the field riders, rain and cold. Lots of rain and hail, which brought the wind chill factor down to "absurdly cold." Multi Munga finishers reckon this year's challenge was the most difficult one yet.

The question I get asked all the time is: "Why do you want to do these extreme things and why can you not just do something normal like so many other people?"

Well, it's not a short answer, but one I want to share with you.

For me, it's like a triangle formed by body, mind, and soul.

In endurance sport we refer to a "hurt locker" or "pain cave" as the place or condition when you are suffering more than normal from pain or fatigue. Naturally, people want to avoid these places because they are afraid of them.

In ultra-endurance events you will inevitably end up in one of those deepest and darkest corners of your pain cave.

That is where your body shouts and screams at your mind to stop, because it's tired. You then push on further, hoping the pain and fatigue is temporary and will go away, just like a cramp in the calf or hamstring.

In ultra-endurance events, this is an on-going battle between body and mind. Sometimes the body will win outright with a complete shutdown, like what happens to Dale's neck, but often it will be one hell of a fight between these two. For me, I just love that fight and victory for mind over body is bittersweet!! Your mind is in control, and you are the man!! In control of yourself and bullet proof!!

But then you get to the "interesting" part where things will be beyond your mind's control. Like us being caught up in an unheard-of cloud burst and rainstorm 40km from Sutherland. There was nowhere to get shelter, because apart from Karoo bossies, there is nothing! We simply had to sit in

the road, with hail, thunder, rain, and wind wanting to destroy body and mind. We were soaking wet and the wind bad, bad. I was near freezing.

Now that is where the soul enters the fight. I was praying to God the whole time during that storm, just to protect us against lightning, since we were totally exposed.

We had to get warm, because it is impossible to cycle in soaking wet kit in that wind. You will freeze to death. We shoved our space blankets between our bodies and cycling kit and started walking to just try and keep warm. We walked for I don't know how far in the rain, on Karoo roads that literally became rivers. Mountain bike shoes are not made for walking and bikes to for pushing!

We were later able to start riding again, although it was still raining. Boetie Hugo caught up with us. He is a 6-time Munga finisher and knows the area like the palm of his hand. He is an incredible guy and can cycle!

He told us about a farmhouse right next to the road, not too far away. We got to the farm, but there was nobody there, but fortunately the shed (stoor) was open. Does not look like either the Corona virus or crime has come to the Karoo yet.

We took our wet kit off and wrapped our space blankets around our freezing bodies. It helped a lot to stay warm, but not to get our kit dry. We are losing valuable time. We know we had to start a fire but could not find any matches or lighters.

Boetie then, like a proper genius found jumper cables, connected that to a motorcycle battery, dipped an old rag in the motorbike's petrol tank and short circuited the jumper cables to spark until the petrol rag caught fire. We then took anything, that belonged to someone else, that can burn and made fire in an old bucket. Just then the farmer Oom and his wife arrived. Quite shocked to find five men, with only cycling shorts and space blankets around them, standing around a fire in their stoor!!

Tannie immediately made us coffee with rusks even!! I am quite particular when it comes to coffee, but I'm telling you, I wouldn't have been

able to tell the difference between Seattle and Frisco!! It was wonderful. The Oom told us it was the first time in 9 years they had more than 20mm of rain. Unbelievable....

The rain stopped (what would have been only for then), our kit dry and we were off. Smelling awful!! I smelled that fire and smoke on my clothes till the end of the race.

We ended up cycling on wet muddy gravel and farm roads for the entire last 400 km. Cycling on a muddy gravel road is difficult and drains your energy

We crossed rivers in the Tankwa Karoo in knee deep water. That is practically a desert. Roads washed away and Ouberg pass down is a mess, destroyed.... It was unreal.

Sadly, Dale had to pull out of the race at Sutherland due to his neck that simply could not keep his head up anymore. It was just impossible for him to continue. He is a 2017 Munga finisher and a legend in his own right.

Johan and I finished Munga 2021 comfortably with 3 hours to spare. Thanks, Johan, for the laughs, jokes and bleeding through our eyeballs!! Finisher position, apart from the top ten in Munga does not count. Just like our position in heaven one day would not count either!!

To finish a Munga with your soul untouched, I think is impossible. It must be. For me, God is in control of my soul and eventually my mind as well. That Munga taught me twice now. As much as I want to, I cannot control everything.

I just love this interaction between body, mind, and soul and that is way I did Munga again. The reward is huge, even bigger, and heavier than the Munga medal.

Munga taught me how to face challenges at work and in personal life as well.



Improving lives at Ha Moletsane



In May 2009 LSP Construction initiated a program to benefit the elderly living at Ha Moletsane.

This came about as the Bothma family, some time ago, owned a grocery store at Ha Moletsane. The family received momentous support from the villagers. To show their gratitude, the Bothma family decided to give back to the community.

LSP sent their Health & Welfare Manager to the village to do home assessments, to come up with a list of needy and destitute old people. A total of 61 were identified.

LSP decided to open a kitchen (feeding center) in the village to serve the elderly lunch. Groceries are bought once a month and 3 ladies have been employed to cook and maintain the kitchen. The initiative continues today.

"The kitchen has brought a significant change to the lives of Ha Moletsane, with increased nourishment and improved health, says Thabo Moletsane (75), an elderly member of the community. Requirements are constantly being reassessed and currently over 60 elderlies are being fed.

Each December LSP buys extra groceries which are packed into hampers as Christmas gifts. This results in quite a celebration attended by the Bothma family and LSP employees.



Powering local riders' dream



November 25 2021 saw another installment of the MOTUL Roof of Africa Motorcycle rally. Out of about 400 riders who had registered only ten were from Lesotho and LSP Construction is proud to have sponsored two of these local riders.

The riders, Teboho Moretlo and Andrew Bothma participated in the 53rd installment of the rally courtesy of LSP Construction in line with its health and fitness promotion policy. The company is in the process of formally establishing a fitness club to encourage physical exercise for healthy living among its employees.

While the overall winner of the rally was South African rider, Wade Young, who was winning it for the sixth time, local riders did not even make it to the podium for any medals in the all the categories. This is a situation which the LSP hopes to change for the better in future through increasing the number of local participants in the completion, which is currently dominated by riders coming from outside the country.

After the race, the two LSP assisted riders were grateful for the opportunity to rub shoulders with some top riders from around the world.

For 17-year-old Andrew, participating in the Roof was a childhood dream come true.

Having first attended the Roof rally as a spectator along with his family, Andrew got his first proper bike in 2016 to begin racing.

"This was my first race in the Roof this year and as can be expected I was a little bit nervous," says Andrew. "However, in general this has been a great learning experience on how these events work, and hopefully it will get easier going forward. I must also express gratitude for the

consistent support I have had from both my parents. I am determined to make them proud." Andrew would like to see local riders participating in the Roof in future.

"I hope Lesotho supports riders more going forward."

On his part, Teboho's interest in motor bikes was noted at age 17. This was after he had attended the MOOI River Race held in KZN, South Africa.

"The exceptional skill, confidence, and passion of the riders displayed in the competition established interest in me that would later become more than just a hobby."

"I consider this year's race the toughest due to the rainy weather conditions, and unfortunately I could not finish it as I crashed.

"My first roof experience was in 2017, where I actually managed to finish the race, and that was a big deal to finish it at the first attempt.

As for his parent's attitude towards the sport; His mother is supportive despite her fear that the sport is extremely dangerous. Teboho is also appreciative of his late father Fako Moretlo's support and contribution to his progress in the sport.

"My father played his fatherly role perfectly. I find it hard to single out any one thing that he might have done to add value in my life. He just played his part perfectly".

Teboho is also passionate about the sport and looks forward to one day setting up a bike club to groom other riders hopefully for the Roof

"I would like to have a bike club in order to grow the sport and introduce it to my peers." Teboho said.



"He finished spectacularly, souring up that final muddy, steep climb without a single stop"

Ziona Bothma shares a story of her young biker

When did you start noticing Andrew's interest in riding the bike?

From the time Andrew was a baby, he has always had an interest in pretty much anything with an engine and wheels. From construction plant (he rode his first Bobcat at age 6) to trucks and then off-road bikes from the age of about 12 - the engines might have gotten smaller and the wheels fewer, but his passion has certainly grown.

The sport is perceived as quite dangerous/risky by some people, with some even discouraging their children from it. What is your opinion about this?

What this sport has taught Andrew, for me, has thus far outweighed the risks. One of the things that I have come to admire about Enduro Motorsports is the camaraderie. Every person is out there doing their best and toughing it out, but no rider is ever left behind. With Enduro riding you are mostly trying to improve your own personal time, but also competing against one another, and yet that doesn't stop a rider from helping another rider in need. Whether it's getting help for an injury or fixing a part of the bike in the middle of nowhere, they stop and help one another.

Having said that, Andrew is our 5th child and so we are no strangers to sport related injuries. We have always felt that sport is a necessary part of our children's lives and have strongly encouraged them. Our daughters and sons have all participated in different sports at varying levels, as we felt that it has been as vital to their growth and development as their education. I have watched Andrew develop as a rider; constantly challenging himself to take bigger leaps (literally), ride further and faster, through any kind of weather and every time he is out there, I am aware of all that could go wrong, and I will admit that, from our side, there is always a ton of nerves

with every enduro that Andrew participates in and even more praying.

But even so, Andrew has always been a sensible guy and having watched him ride for a while now, I have come to trust that he knows what his limits are and when to push against those and how far to push himself each time. We have encouraged Andrew and stood by him but have never pushed him; with as risky a sport as this I think he must do what he is comfortable with. At the end of the day, he is in control of the bike and has to trust himself, and his instincts most when facing those challenging, and sometimes dangerous moments and terrain; to know exactly what his limits are and to feel confident within his own abilities when faced with obstacles.

It's the same as watching our children climb a tree when they are little or even when they start to take their first steps; as parents, our instincts are to protect and so we may be tempted to intervene, to want them to be careful or avoid what could hurt them, but if they never climb the tree or never fall, they will never know how strong and capable they can be or learn how to balance better so that they fall less. I am as guilty of stepping in, of wanting to protect them and I believe that is natural parental instinct, but as they grow, you learn and they teach you to trust that the more you let go, the more their confidence in their own abilities will develop.

Will I still be standing at the finish-line every time waiting and worrying, worrying if he's okay, wondering if I made the right decision to encourage him in this sport, without a doubt, but I am also the loudest one cheering him on. I am his biggest fan.

Andrew participated as the youngest rider in the recent RoA race, something I see as quite an achievement. How did you feel about this? A little worried? Very proud?

Mostly, just immensely proud. Even after a super tough ride on the Friday, he got up on Saturday to try again and then not only did he finish, but he finished spectacularly, souring up that final muddy, steep climb without a single stop. So, so proud.

With Enduro Motorsports, I think age is not as

much of a factor as what ability is, so being the youngest in Lesotho didn't worry me. This is Andrew's back yard. I knew he could handle the weather and terrain and most obstacles he would come up against. Andrew has also been very fortunate to have as accomplished and experienced a rider as Teboho Moretlo as teammate and coach. Andrew has been riding for a while, and mostly in the mountains either on his own, or with Teboho, in all sorts of weather, and that has helped a great deal to ease my concerns.

Which of your son's personality traits do you admire the most?

As clichéd as it might sound, first and foremost, his kind heart. There is not a single story of an Enduro that he has completed, where he hasn't stopped to help somebody that needed it. He has just always been a kind and happy boy and now young man. Many a Saturday he has spent at the Pope's Podium helping to teach new and/or younger riders and is always willing to share what he knows with them. Andrew is one of the most non-judgmental people you will ever get to know. He is very accepting of anyone, regardless of age, gender, or race, if you seem to be a good person, Andrew will be friendly and kind to you. He is quietly driven, resilient and like his father, doesn't easily give up.

Any word of encouragement for him?

Always remember that what will set you apart from the rest will always be your tenacity, your fighting spirit, and your kind heart.

I have never been prouder of you, than when you got up to ride again on that Saturday morning when you felt defeated from the previous grueling day. That is what will make you a winner in the end, that is what will set you apart from the rest - it's never the number of medals you accumulate, but finding the strength, when you have none, to fight another day.

As your father (and Churchill) always says, 'Never, never, never give up'. In every aspect of life, those that succeed are the ones that never give up, you may need to change course or direction, but don't ever give up.

HR Note

Thapelo Mateisi

With a staff complement of over 500 employees, LSP Construction is one of the biggest private sector employers in Lesotho. With employees this many it is easy to believe that people just become a number, but it is not the case at LSP Construction. We value each and every one of our employees and believe them to be family.

We would not have achieved all that we achieved this year without the heart, tenacity, grit, and sheer hard work of all our employees. As we go off to the festive season, we would like to thank you for all you have contributed this year. To this year's top performers, we are grateful that you have set an example amongst your colleagues that hard work does pay off.


To all our employees, have a beautiful holiday season and stay safe. LSP Construction is more than bricks and a name. It is people and you are those



Top Performer

Phillip Lefatsa
Supervisor linesman electrician

For exhibiting hard work, commitment, integrity, and personal growth.



**"As a strong and
unified team, we
will conquer!"**

– Louis Fourie