

# NEWSLETTER

LEAD WITH KNOWLEDGE. ACT WITH INTEGRITY. STAY AHEAD



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## MESSAGE FROM THE CEO

Dear UNIK Colleagues,

As we close the second quarter of 2026, I would like to thank all employees, project teams, support departments and regional offices for their continued commitment to UNIK's growth and operational delivery.

Q2 has been a period of continued progress, reflection and renewed focus. Across the Group, our teams have continued to support key infrastructure projects while strengthening the systems that protect our business, our people and our reputation. Our work remains important not only because of the projects we deliver, but because of the impact those projects have on communities, public infrastructure and long-term development across the regions where we operate.

This quarter, we also placed strong emphasis on governance, compliance and responsible business conduct. Training and awareness initiatives, including data protection and compliance refreshers, remind us that every employee has a role to play in protecting confidential information, acting ethically, and reporting concerns when something does not feel right. Integrity must remain part of our daily decision-making, whether we are on site, in the office, engaging with clients, or working with suppliers and partners.

Safety, quality, accountability and environmental also remain central to our performance. As we continue to grow, we must ensure that our standards grow with us. This means planning properly, communicating clearly, supporting one another, and maintaining discipline in how we execute our work.

Looking ahead, our focus is on delivery, collaboration and continuous improvement. I encourage every team member to remain committed to UNIK's values of Integrity, Efficiency, Teamwork and Innovation. These values are not simply words; they are the foundation of how we build trust, strengthen performance and secure UNIK's future.

Thank you for your continued hard work and dedication.



# COMPANY NEWS

## BOTSWANA BRANCH SUPPORTS THE GWETA COMMUNITY

During Q2, UNIK’s Botswana branch supported two community initiatives in Gweta, reflecting the Group’s commitment to responsible corporate citizenship and positive local impact. The first donation supported the Botswana Police Service Women Network in Gweta, which organised a donation handover to the Gweta Primary Hospital maternity wing under the theme “Support girls and new moms, help protect the future.” UNIK contributed toiletries to assist new mothers and their newborn babies during their stay at the hospital. The Gweta Police Station later expressed its appreciation to UNIK for contributing to the success of the initiative and supporting vulnerable groups in the community.

The second donation was made to the Gweta Tribal Administration, following a request for assistance with four tyres for a kgotla vehicle. The vehicle had been standing unused due to poor tyres, affecting the Administration’s ability to carry out community service duties. UNIK donated four new tyres, helping restore the vehicle’s use and supporting the Administration’s daily service delivery to the community.

These donations demonstrate UNIK’s ongoing commitment to supporting the communities in which we operate and strengthening relationships with local stakeholders.



# COMPANY NEWS

## LESOTHO BRANCH SUPPORTS UPGRADE OF LOCAL POLICE STATION

UNIK's Lesotho branch was recently recognised in local media for its contribution to the upgrade of the St Monica's Police Post, a community-focused initiative delivered as part of UNIK's broader commitment to infrastructure development and social impact.

The upgraded police facility has brought meaningful improvements to the St Monica's community by providing officers with a more functional, secure and dignified working environment. The new facility includes improved operational space and essential infrastructure, helping police respond more effectively to local safety concerns. Community leaders and police representatives praised the project for strengthening public safety, improving access to policing services, and restoring confidence among residents. The upgrade has also supported faster response times, better case handling and stronger trust between the police and the community. This initiative reflects UNIK's belief that infrastructure development is not only about building roads, pipelines and public facilities, but also about creating lasting value for the communities in which we operate. Through projects such as the St Monica's Police Post, UNIK continues to support safer, stronger and more resilient communities across Lesotho.



# Building more than a police station

...how Unik Construction helped transform safety, dignity and opportunity at St Monica's Police Post



## Moroke Sekoboto

**B**uilding more than a police station...how Unik Construction helped transform safety, dignity and opportunity at St Monica's Police Post

Moroke Sekoboto  
FOR years, the people of St Monica's lived with uncertainty as crime cast a long shadow across the community. Reports of stock theft were common. Residents spoke in hushed tones about violent attacks. Parents worried about their children walking home after school, and business owners feared losing what they had worked hard to build.

Yet amid those challenges, the local police officers tasked with protecting the community were themselves operating under difficult conditions. Their workplace was a modest two-roomed container which was erected in 2019.

One room served senior officers while the other was shared by officials from the Stock Theft Unit, Criminal Investigation Division, and Child and Gender Protection Unit. Privacy was almost impossible to guarantee for community members reporting sensitive matters, and officers worked within severe limitations.

Then in 2022, an unidentified intruder deliberately set the facility alight. Though it was restored in 2023, the damage to both the structure and public confidence had already been done.

That was the reality at St Monica's — until Unik Construction Engineering arrived.

### A company built on more than construction

Since establishing operations in Lesotho in 2007, Unik Construction Engineering has participated in the delivery of major infrastructure projects supporting national development, including roads, water infrastructure, public facilities and industrial developments. Over the years, the company has created more than 1500 local employment opportunities and worked alongside government institutions, local authorities and communities across the country.

At the heart of the company's operations is a commitment to modern infrastructure, community investment, service excellence, and sustainable growth. These values have consistently translated into tangible improvements in the communities where Unik operates.

Under the Lesotho Lowlands Water Development Project Phase II (Contract No. LLWDP/W/04), Unik supported a range of community-driven developments — a football playground, community access roads, and improvements to a local graveyard. Each project was designed to strengthen the social fabric of the communities it touched.

But none has had as immediate or visible an impact as the new St Monica's Police Station.

### Answering a community's call

During the implementation of the LLWDP project in Leribe, local police officers and community leaders approached Unik with a plea for help. The old police station — which fell within the project area — had deteriorated beyond the point of effective use. Officers could no longer serve residents adequately, and the community's

sense of security was eroding. Unik's Project Manager, Romjan Mondol, recognised that this was more than a construction challenge. It was an opportunity to strengthen a public institution and directly improve lives.

"Recognising the importance of public safety and community welfare, the company accepted the request and undertook the construction of the new police station," Mr Mondol explained.

For Unik, it became one of the most meaningful decisions in its Lesotho operations.

**Renewed dignity and confidence**  
Completed in 2025 and operational since February 2026, the new St Monica's Police Post stands as a defining symbol of what collaborative community development can achieve.

What emerged from the project was not merely a building. It became a place where justice could function properly — where officers could serve with dignity, and where residents could feel genuinely protected for the first time in years.

Local residents say the new facility has not only transformed policing but changed the community itself. Where there was once fear, there is now confidence. Where there was dysfunction, there is now order. And where a crumbling container once stood, there is now a fully-fledged police post — a lasting testament to Unik Construction Engineering's belief that building a better community means more than laying foundations, it means changing lives.

### A new chapter for policing

Speaking on behalf of the Leribe District Police Commander, Officer Commanding Hlotse Police Station, Assistant Commissioner of Police (ACP) Mpolokeng Shale, says the station marks a turning point in local law enforcement.

Unlike the previous arrangement, the new facility includes essential infrastructure such as secure holding cells — a development she says has fundamentally strengthened police operations.

"We extend our sincere appreciation to Unik Construction for their remarkable support and commitment in the construction of this police post," ACP Shale said.

"Your contribution is far more than the physical structure you have helped build; it is a meaningful investment in public safety, justice and community wellbeing."

She said the improved infrastructure has provided officers with a safer and more dignified working environment.

"Police officers now have a more functional, secure and dignified working environment, enabling them to serve the public with greater effectiveness and professionalism."

According to ACP Shale, community members are already benefiting through improved access to policing services and faster responses to security concerns.

She believes the impact will continue to be felt for generations.

"The inclusion of critical infrastructure such as holding cells ensures that the station is better equipped to respond to the practical demands of modern policing."

"When we build police infrastructure, we do not merely construct walls — we create spaces that uphold law, protect dignity and preserve peace. Today, Unik Construction has helped build not only

a police station, but a stronger and safer community."

### From embarrassment to pride

For officers stationed at St Monica's, the transformation has been deeply personal. Officer Commanding St Monica's Police Post, Inspector Mamarumo Matela, says there was a time when officers felt uncomfortable showing people where they worked. That changed the moment the new facility opened.

"Modern law enforcement requires modern infrastructure," Inspector Matela said.

"One of the most important additions, she explained, has been the introduction of secure holding cells.

"In the past, operational hurdles often slowed the wheels of justice. The addition of these essential facilities changes the landscape of our law enforcement entirely. The cells provide a lawful, highly secure environment for the temporary detention of suspects."

She said officers can now process cases locally instead of transporting suspects long distances — reducing delays and ensuring officers remain available within the community. But beyond efficiency, the station restored pride.

"A dignified working environment breeds professionalism. Prior to this development, officers often worked in constrained environments that limited their operational capacity. Police officers now step into a functional, secure and dignified workspace."

Her most revealing reflection captured the emotional significance of the project.

"We were ashamed to point out where we work, but now we confidently show people where we work. The morale of staff is high because they are oozing with confidence, hence the motivation."

### Safer streets, stronger trust

Second-in-command at St Monica's Post, Sergeant Mosiuoa Ramokatsa, says the real success of the project can be measured by its impact on ordinary people.

He says residents now report crimes more easily, police respond faster, and relationships between officers and the public have improved significantly.

"A centralized, modern hub makes reporting crimes and seeking assistance seamless," Sgt Ramokatsa said.

He added that stronger infrastructure has allowed operational teams to react more quickly to emergencies.

"Visualizing a strong, well-equipped police presence naturally strengthens public trust and fosters a deeper police-community partnership."

For him, Unik Construction's contribution demonstrates what can happen when private companies invest directly in community wellbeing.

"In an era where public-private partnerships are vital for development, their willingness to step forward serves as a masterclass in civic leadership."

"Unik Construction has helped build not only a police station but also a stronger, safer and more resilient community."

### A community reclaims its future

St Monica's Councillor, Nikopele Mokatse, remembers when the area was known

more for crime than opportunity.

Determined to reverse the trend, local leaders launched stakeholder initiatives aimed at improving safety. That process ultimately led to the establishment of the community-based police post.

Importantly, he says, residents themselves mobilised support and donations to make it possible. Today, he sees a different St Monica's.

"Bringing law enforcement directly into our community, this post has completely transformed local safety, revitalized public confidence, and breathed new life into our local economy," Mr Mokatse said.

"Families can now walk the streets with peace of mind, and businesses can operate without the constant fear of crime."

Area Chief, Peete Tsime, echoed those sentiments. He recalled years when the community experienced high crime rates and disturbing incidents.

"Crime has been high in the area. Babies were dumped in the forest, people were brutally killed, and the thieves were many. Thanks to the police post, that is a thing of the past," Chief Tsime said.

He said having officers stationed permanently within the area has dramatically reduced response times and strengthened crime prevention.

Beyond the police post itself, community leaders noted that infrastructure projects implemented by Unik in the area have also provided employment opportunities and skills development for local residents, leaving benefits that extend beyond the construction period.

### Changing the future for students

Perhaps nowhere is the impact more visible than at Sacred Heart High School. School principal, Dr Richard Mutebi, says security concerns once affected both learning and student welfare.

Drug abuse was becoming a growing challenge and safety concerns worried parents. Since the arrival of the police post, he says, confidence has returned.

"The security of our students has been guaranteed. Our students can come to school and do their studies anytime, even at night, without fear of being attacked," Dr Mutebi said.

He says the school has not recorded attacks involving students and enrolment numbers have increased as parents increasingly view St Monica's as a safe environment.

Police engagement has also helped address drug abuse. Members of the police post regularly visit schools to speak with learners about the dangers and consequences of substance abuse.

"The students are now more cooperative than before. They are interested in their studies because the police also give them encouragement, career guidance and all that."

### More than a station

The new St Monica's Police Post tells a story that extends beyond construction. It is a story of partnership.

It demonstrates how infrastructure, when guided by a broader vision of community development, can generate benefits that extend far beyond the physical structures themselves.

For Unik Construction Engineering, the project reflects a long-standing belief

that development is measured not only by roads built, pipelines installed or buildings completed, but also by the positive impact created for communities.

Since establishing its presence in Lesotho nearly two decades ago, the company has continued to contribute to infrastructure development, local employment, skills transfer and community initiatives across the country.

At St Monica's, those commitments have taken visible form.

It is renewed confidence, strengthened public institutions and a safer foundation upon which the community can continue building its future.

## UNIK IN LESOTHO

### By The Numbers

- 19 Years
- Operating in Lesotho since 2007
- 1,500+ Local jobs created over the years

### Category A

Highest contractor classification in Lesotho

### ISO Certifications

Quality, Environmental and Occupational Health & Safety Management Systems

### Delivering Key Infrastructure

- Metolong Water Supply Project
- LLWDP Phase II
- Katshe Village Upgrades
- Moshoshoe & Kofi Annan Road Rehabilitation
- Water Supply, Reservoir and Pipeline Projects Nationwide

### Community Impact

Supporting local employment, skills development and community initiatives while delivering infrastructure that contributes to Lesotho's long-term development.



# COMPANY NEWS

## OLD NALEDI POLICE STATION FENCE UPGRADE

As part of its commitment to community safety and social responsibility, RIC Development Botswana upgraded and replaced the ageing perimeter fence at Old Naledi Police Station.

The project enhanced security at the facility while supporting the important work of law enforcement officers. This initiative reflects RIC's dedication to strengthening local communities, supporting public institutions, and contributing to a safer environment for residents and businesses.



## DIACORE GABORONE MARATHON

RIC Development Botswana proudly participated in the Diacore Gaborone Marathon as part of its ongoing commitment to promoting health, wellness, and active lifestyles.

The event brought together runners, fitness enthusiasts, businesses, and community members in a celebration of endurance, determination, and well-being. Team RIC was strongly represented, with approximately 50 employees participating, including senior management and the Managing Director.

The marathon provided an opportunity to encourage physical fitness, strengthen team spirit, and foster meaningful community engagement. Through participation in events such as these, RIC continues to champion healthy living while building stronger connections.



# COMPANY NEWS

## WORLD ATHLETICS RELAYS GABORONE 2026 SPONSORSHIP



As Botswana welcomed athletes and visitors from around the world, RIC Development proudly contributed P500,000 towards the successful hosting of the World Athletics Relays Gaborone 2026 from 2 May to 3 May 2026.

This sponsorship demonstrated the company's commitment to supporting initiatives that elevate Botswana's global profile while promoting sports development, tourism, and economic growth.

The event showcased Botswana's ability to host world-class international competitions and created opportunities for local businesses, communities, and young athletes to be inspired by excellence on a global stage.

## BOTSWANA SPORTS AWARDS SPONSORSHIP

RIC Development Botswana further demonstrated its support for sports development through a P30,000 sponsorship of the Athletics Category at the Botswana Sports Awards on 9 May 2026.

Recognising and celebrating excellence is essential to inspiring future generations. Through this sponsorship, RIC contributed to acknowledging the hard work, discipline, and achievements of Botswana's athletes while promoting youth empowerment through sport.



# COMPANY NEWS

## COMRADES MARATHON 2026

Date: 14 June 2026

RIC Development Botswana proudly celebrated the achievement of Jesson, who successfully represented Team RIC at the prestigious Comrades Marathon 2026 in South Africa.

Covering an impressive distance of 85.777 kilometres, Jesson completed the world-renowned ultramarathon in an outstanding time of 10 hours, 28 minutes, and 18 seconds, demonstrating remarkable endurance, resilience, and determination.

His achievement serves as an inspiration to colleagues and the wider community, reflecting the values of perseverance, discipline, and excellence that RIC Development Botswana continues to promote through its support of health, wellness, and personal growth initiatives.



# COMPLIANCE



## ▶▶▶ COMPLIANCE REFRESHER: LIVING THE ICP EVERY DAY, DOING BUSINESS THE RIGHT WAY

UNIK's Integrity Compliance Program and Code of Conduct remain key to protecting our people, projects, partners and reputation across all regions where we operate. As we continue to grow, every employee, contractor, supplier and business partner has a responsibility to conduct business with integrity, transparency and accountability.

Employees are reminded that bribery, corruption and unethical conduct are strictly prohibited. This includes offering, requesting, accepting or facilitating any improper payment, gift, favour or advantage in order to influence a business decision. Gifts, hospitality and entertainment must always be modest, transparent, properly approved where required, and recorded in the Gifts Register when applicable.

Compliance also extends to how we select and manage third parties. Suppliers, subcontractors, consultants and business partners must be engaged through proper due diligence processes to ensure that UNIK works with reliable and ethical partners. Donations and sponsorships must also be for legitimate purposes, properly approved, documented and monitored.

UNIK encourages a speak-up culture. Any suspected misconduct, conflict of interest, fraud, bribery, harassment, safety breach or policy violation should be reported through the approved whistleblowing channels, including your Compliance Champion or the tip-offs email address below. Reports made in good faith must be handled confidentially and without retaliation.

Compliance is not only a legal requirement – it is part of how we live UNIK's values of Integrity, Efficiency, Teamwork and Innovation every day.

Report concerns confidentially: [tip-offs@unikconst.com](mailto:tip-offs@unikconst.com)



# COMPLIANCE



## CLIMATE CHANGE LEGISLATION: WHAT BOARDS AND BUSINESSES NEED TO KNOW

Climate change is no longer only an environmental issue. It has become a legal, financial, operational and governance issue for companies across Southern Africa. Chapter 3 of the CGISA Best Practice Guide on the role of the company secretary in climate change highlights the growing legislative framework that companies must understand, monitor and respond to.

A major development is South Africa's Climate Change Act 22 of 2024, which was signed into law in July 2024 and commenced on 17 March 2025. The Act represents South Africa's first comprehensive legal framework dedicated to climate change. Its long-term objective is to support a just transition towards a low-carbon and climate-resilient economy, with the broader goal of achieving net-zero emissions by 2050.

The Climate Change Act introduces both mitigation and adaptation measures. Key features include sector-specific emissions targets, carbon budgets for major emitters, support for green job creation, and a national adaptation strategy. The Act also strengthens the role of the Minister responsible for the environment, who is empowered to identify sectors for emissions targets and coordinate climate-related policy changes with other government departments. This is expected to have significant implications for industries with high emissions or exposure to climate-related regulation.

Another important development is the formalisation of the Presidential Climate Commission as a statutory body. This strengthens its role in guiding South Africa's just transition through research, policy recommendations and stakeholder engagement. The Act also promotes transparency by requiring relevant policies and targets to be published, allowing stakeholders to monitor climate action and hold decision-makers accountable. However, the guide also notes weaknesses in the Act. While there are penalties for failing to prepare and submit greenhouse gas mitigation plans, there are concerns that the Act does not contain sufficient sanctions for exceeding carbon budgets or failing to implement mitigation plans. There are also concerns about deferred provisions, including sectoral emissions targets and carbon budget regulations. These delays may weaken the urgency and credibility of South Africa's climate response if implementation is not prioritised.

The Carbon Tax Act 15 of 2019 remains another key legal tool in South Africa's climate framework. It is based on the "polluter pays" principle, which means that entities responsible for greenhouse gas emissions should carry the cost of those emissions. The tax applies to emissions from fuel combustion, industrial processes and fugitive emissions where thresholds are exceeded. From 1 January 2026, the carbon tax increases to R308 per tonne of carbon dioxide equivalent, up from R236 in 2025.

# COMPLIANCE



## CLIMATE CHANGE LEGISLATION: WHAT BOARDS AND BUSINESSES NEED TO KNOW - CONTINUED

The guide notes that carbon pricing can encourage behavioural change by large emitters, help shift the cost of pollution away from society, and raise revenue that can support poorer households and climate adaptation or mitigation measures. At the same time, there is pressure from high-emitting sectors to pause or suspend the carbon tax. The guide cautions that weakening carbon pricing may reduce the effectiveness of South Africa's transition to a low-carbon economy. The chapter also considers other environmental legislation, particularly the National Environmental Management Laws Amendment Act, 2 of 2022, which amended the National Environmental Management Act and several specific environmental laws, including laws relating to air quality, waste, protected areas and biodiversity. These amendments point to a stricter compliance and enforcement environment, requiring businesses to remain alert to evolving environmental obligations.

Case law is also becoming increasingly important. In the Ezulwini Mining matter, the Supreme Court of Appeal reinforced the "polluter pays" principle and considered when a mining company may be released from environmental obligations. In the Wild Coast case, the court set aside an oil and gas exploration right after considering factors such as harm to marine and bird life, community rights and climate change concerns. These cases show that courts are increasingly willing to consider climate change, sustainability and environmental justice in regulatory and permitting decisions.

The legislative landscape is also developing across the region. Namibia is advancing sustainable finance instruments such as green bonds and sustainability-linked loans and has joined the Network for Greening the Financial System, signalling a growing focus on climate-related financial risk. Lesotho's National Climate Change Policy 2017-2027 contains strategies focused on climate resilience, low-carbon growth and sustainable resource management. Botswana's Stock Exchange has also issued ESG guidance encouraging listed companies to adopt double-materiality reporting, including climate change, biodiversity and social equity considerations.

Internationally, the Paris Agreement remains a key driver of climate action. Participating countries must submit nationally determined contributions, which are formal pledges to reduce greenhouse gas emissions and adapt to climate impacts. COP30, held in Brazil in 2025, continued global discussions around fossil fuel reduction, climate finance and the need for developed countries to support vulnerable developing countries through adaptation, mitigation and loss-and-damage funding.

For companies, the message is clear: climate change legislation is becoming more detailed, more enforceable and more closely linked to corporate governance. Boards and management teams need to understand how climate laws affect strategy, risk management, reporting, operations and long-term business resilience. Failure to account for climate-related obligations may result in regulatory non-compliance, litigation, financial exposure and reputational damage.

As ESG and climate activism continue to grow, companies will increasingly be expected to demonstrate that climate-related risks are being properly considered and managed. Climate governance is therefore not only a compliance requirement; it is becoming a core part of responsible and sustainable business leadership.



# PROJECT PRESENTATION

## ▶▶▶ HSE

As the organisation entered the winter season, a focused HSE awareness campaign was undertaken to remind all employees, site teams, and contractors of the additional health, safety, and environmental risks associated with colder weather conditions. The purpose of this initiative was to proactively reduce winter-related incidents, strengthen employee awareness, and ensure that all operational teams remained alert to risks such as cold stress, reduced visibility, slippery surfaces, fatigue, fire hazards, and the safe use of heating equipment.

The campaign was implemented because winter conditions can significantly affect both people and workplace activities, particularly across construction and civil engineering environments where employees are exposed to outdoor work, changing weather patterns, early morning conditions, and site-specific hazards. By raising awareness before and during the winter period, the organisation demonstrated its commitment to preventative risk management and the protection of its workforce.

To support this initiative, the organisation communicated winter safety awareness material across sites and offices, encouraged toolbox talks and site briefings, reinforced the importance of appropriate personal protective equipment, and reminded teams to inspect work areas, vehicles, plant, and equipment before use. Site management teams were also encouraged to identify winter-specific hazards, implement suitable controls, and ensure that employees remained vigilant, prepared, and responsible for their own safety and the safety of others.



**TOUGH JOBS DON'T STOP. WINTER BUGS CAN.**

**COLD & FLU AWARENESS**

Colds and flu can slow you down and take you off the job. Protect yourself, your crew, and your project.

**WE LOOK OUT FOR EACH OTHER. A HEALTHY CREW GETS THE JOB DONE.**

**5 WAYS TO PROTECT YOURSELF & YOUR CREW**

- 1 WASH YOUR HANDS**  
Wash often with soap and water for at least 20 seconds. Use hand sanitizer when soap isn't available.
- 2 COVER YOUR COUGH**  
Use your elbow or a tissue to cover your mouth and nose. Dispose of tissues right away.
- 3 STAY HOME IF SICK**  
Don't tough it out. Stay home, rest, and get better. Keep from spreading germs to others.
- 4 GET YOUR FLU SHOT**  
The flu shot is safe, effective, and can keep you from missing work.
- 5 DRESS WARM, STAY WARM**  
Wear layers, a hat, gloves, and stay dry. Cold stress weakens your body and your immune system.

**EXTRA REMINDERS**

- HYDRATE** Drink plenty of water and eat healthy to keep your immune system strong.
- CLEAN COMMON AREAS** Wipe down tools, equipment, and surfaces regularly.
- RESPECT EACH OTHER** Look out for your crew. If someone isn't feeling well, encourage them to get help.
- SPEAK UP** If supplies are low or you're not feeling well, let your supervisor know.

**HEALTHY TODAY. STRONG TOMORROW.**

PROTECT YOURSELF. PROTECT YOUR CREW. PROTECT THE JOB.

TOGETHER, WE CAN STOP THE SPREAD OF COLD & FLU THIS WINTER.



# PROJECT PRESENTATION



## HR

### Q2 Team Building at Kruger Park

In Q2, 43 staff members from 9 branches came together in South Africa's Kruger Park for a Group team-building event. The gathering created an opportunity for colleagues from different regions to connect, strengthen working relationships and build greater collaboration across the business. The event reflected UNIK's commitment to teamwork, unity and continued engagement across its regional operations.



## TRAINING

### Data Protection Training – Botswana Offices

UNIK completed Data Protection Training at Botswana Head Office on 8 and 15 June 2026. The sessions focused on Botswana data privacy requirements, responsible handling of personal and sensitive information, data protection risks on project sites, and the importance of reporting and responding to data breaches. The training reinforces UNIK's ongoing commitment to compliance, confidentiality and responsible information management across the Group.



# INDUSTRY INSIGHTS



## PUBLIC-PRIVATE PARTNERSHIPS (PPPS) CAN SHOCKPROOF INFRASTRUCTURE

Public-Private Partnerships are increasingly being positioned as an important mechanism for strengthening infrastructure delivery, particularly in the water and sanitation sector. By converting infrastructure delivery from a once-off capital project into a long-term, performance-driven service, PPPs can help build more resilient, reliable and accountable infrastructure systems.

A key benefit of the PPP model is its focus on the full lifecycle of an asset. Instead of looking only at the upfront cost of design and construction, PPPs consider the long-term cost of operating, maintaining, replacing key components and eventually handing the asset back to the public authority. In the water sector, this means assessing not only what it costs to build a treatment plant, but also what it costs to keep that plant functioning to the required standard over the full contract period.

PPPs also shift the focus from procuring an asset to procuring a service. The private partner may be responsible for designing, financing, building, operating and maintaining the infrastructure, while payment is linked to delivery of agreed outputs such as water quality, service reliability and operational performance. This “pay-for-performance” approach strengthens accountability and helps ensure that infrastructure continues to function beyond commissioning.



The model is often misunderstood as privatisation, but properly structured PPPs do not remove public ownership or oversight. The public authority retains its mandate, regulatory control and responsibility for service standards, while the private sector contributes capital, technical expertise and operational capability under defined contractual obligations.

Risk allocation is central to a successful PPP. The private partner may take on financing, construction, operational efficiency and performance risks, while the public sector retains risks linked to its statutory role and broader system obligations. Balanced risk allocation, supported by payment guarantees, credit enhancements and, where necessary, government-backed support, is important for making projects bankable and sustainable.

# INDUSTRY INSIGHTS



## PUBLIC-PRIVATE PARTNERSHIPS (PPPS) CAN SHOCKPROOF INFRASTRUCTURE • CONTINUED

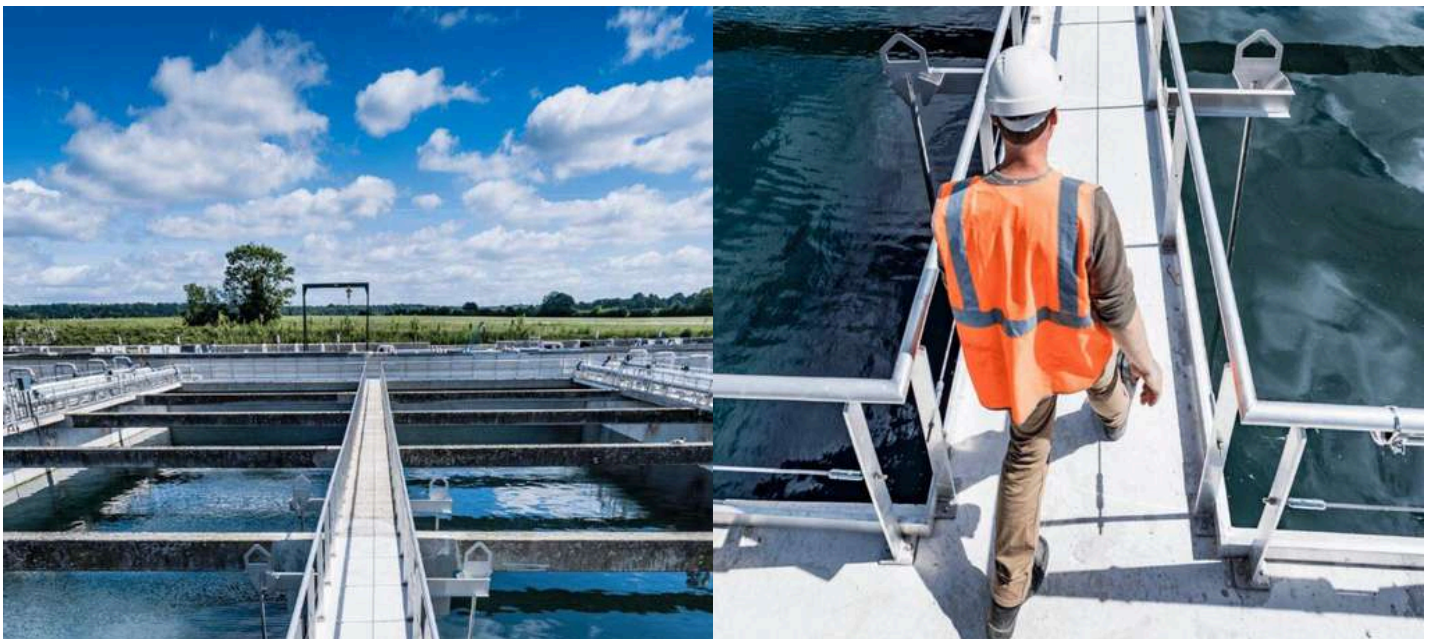
Strong project preparation is equally important. Many municipalities face funding, technical, legal and procurement constraints, which can result in weak feasibility studies, unclear project scopes and contracts that do not attract private sector participation. The Water Partnerships Office is intended to support municipalities with feasibility studies, standardised processes and better project packaging so that PPP opportunities can meet National Treasury requirements and attract investment.

In addition to guarantees, every PPP needs termination clauses as they define what happens if the agreement needs to be ended early due to non-performance, financial distress or unforeseen events. In long-term infrastructure projects, these clauses provide clarity and protection for both parties by outlining the conditions under which termination can occur and the associated financial implications.

Viability gap funding is another tool that can help unlock socially necessary projects that may not be fully viable through user charges or municipal payments alone. By bridging the gap between project revenue and the real cost of delivering the service, viability gap funding can improve affordability while still enabling private sector investment.

Transparency remains essential. PPPs involve public funds, long-term contracts and essential services, so stakeholders must have confidence in how decisions are made, how risks are allocated and how performance is measured. A transparent process strengthens trust between communities, regulators, investors and delivery partners.

For the infrastructure sector, the message is clear: PPPs are not only a funding solution. When properly structured, they can support long-term maintenance, performance accountability, skills transfer, investment confidence and more reliable public infrastructure.



# STAY CONNECTED

## STAY CONNECTED

### ▶▶▶ WITH UNIK

and never miss out on the latest updates, achievements, and exciting news! Be a part of the UNIK community by following us on social media: 🎉

Facebook: [UNIK Construction](#)

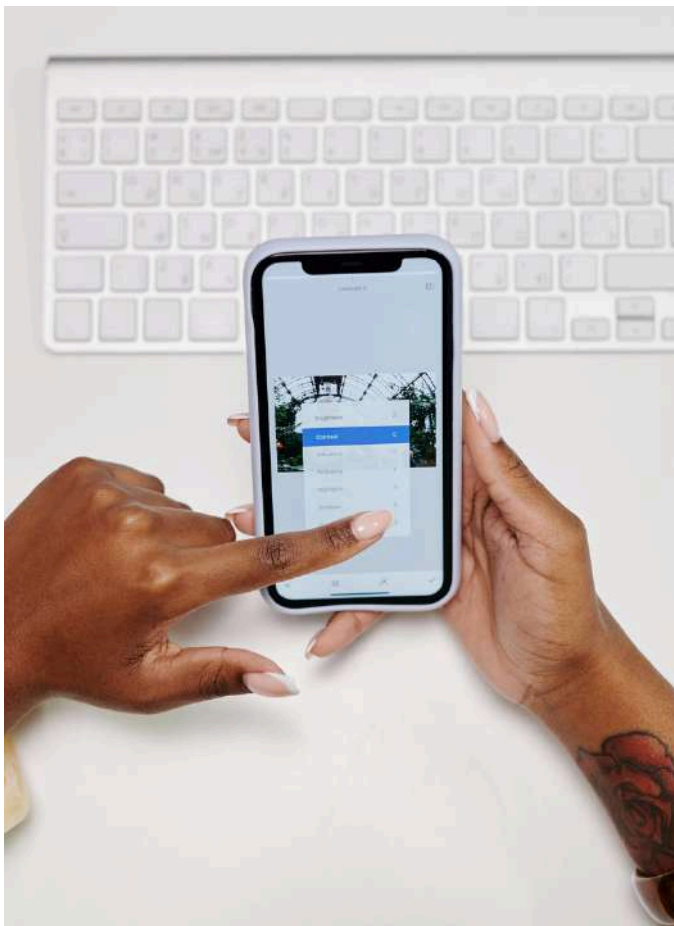
LinkedIn: [UNIK Construction](#)

✨ Don't forget to:

👍 Like

💬 Comment

🔗 Share our posts! Let's keep building success, together—online and on-site! 🧑



## FEEDBACK

### WE WANT YOUR IDEAS ◀◀◀

Got a great idea, an inspiring story, or a way to make UNIK even better?

We'd love to hear from you!

Share your thoughts, and you could see your ideas featured in the next edition. Plus, you might even receive a special shoutout!

Drop us a line at

[Preshnee.moodley@unikconst.com](mailto:Preshnee.moodley@unikconst.com)

