October 2026 **Issue 10**

NEWSLETTER

LEAD WITH KNOWLEDGE. ACT WITH INTEGRITY. STAY AHEAD



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COMPANY NEWS

CELEBRATING ACADEMIC EXCELLENCE AT UNIK

We are proud to congratulate Sasa Mitchelle on successfully completing her Executive Master of Business Administration (EMBA) at Sheffield Hallam University.

This wonderful achievement reflects her dedication, hard work and commitment to continuous professional development.

At UNIK, we celebrate the achievements of our people and the importance of lifelong learning.

Congratulations, Sasa! We wish you continued success in your professional journey.



CELEBRATING CHINESE NATIONAL DAY

A few moments from our Chinese National Day celebrations at UNIK!

A special occasion to come together, celebrate Chinese heritage and recognise the importance of culture, unity and shared traditions.

Wishing everyone a wonderful National Day celebration!



PROJECT PRESENTATION

HSE

Celebrating Safety Excellence: Zero LTI Recorded Across Botswana, Zambia, and Malawi Operations

As we look across our regional operations, safety remains the cornerstone of our operational excellence and culture. We are proud to highlight the outstanding health and safety performance of our teams in Botswana, Zambia, and Malawi.

Since January 2026, all three branches have achieved and maintained a Lost Time Injury Frequency Rate (LTIFR) of 0.00, significantly outperforming our Group Target threshold of 0.27. Across the entire year to date, these operations have recorded zero lost time injuries.

While minor first aid injuries and medical treatment cases were recorded during this period, the robust control measures and rapid intervention procedures at each branch ensured that no significant or high-severity injuries occurred in the workplace.

The Power of Leading Indicators: The Botswana Example
A key contributor to this sustained success is the direct relationship between proactive leading indicators and safe lagging outcomes—a trend demonstrated exceptionally well by our Botswana Branch.

Throughout the year, Botswana has consistently exceeded performance targets across crucial leading indicator categories, including:

- **Proactive Hazard Reporting:** High rates of Near Miss, Unsafe Act, and Unsafe Condition reporting, allowing site management to resolve hazards before they escalate into incidents.
- **HSE Training & Education:** Excellent execution and attendance across all scheduled Health, Safety, and Environment training programs, ensuring continuous skill development and risk awareness on the frontlines.

Botswana's focus on embedding leading safety habits directly reflects in their flawless lagging results, offering a clear playbook for continuous safety improvement across our organization.

5 Key Actions for All Branches to Emulate This Success
To align with this level of performance and drive down operational risk across all operations, all branches are encouraged to implement the following actions:

1. Active Hazard & Near Miss Reporting: Encourage and empower all frontline workers to proactively report near misses, unsafe acts, and unsafe conditions immediately without fear of reprisal.
2. Prioritise Quality HSE Training: Ensure full participation and high engagement in scheduled health and safety training modules, site inductions, and refresher courses.
3. Prompt Corrective Action on Minor Incidents: Thoroughly investigate every first aid case and medical treatment case to implement immediate corrective controls before minor incidents turn into Lost Time Injuries.
4. Conduct Regular Visible Felt Leadership (VFL) Walks: Maintain active supervisory presence on the ground to reinforce safe behaviors, review workplace hazards, and conduct dynamic risk assessments daily.
5. Track & Leverage Leading Indicators: Regularly monitor and act upon leading safety metrics to identify trends early and proactively resolve system weaknesses before injuries occur.



PROJECT PRESENTATION



HR



Building Roads, Building Community Spirit

UNIK Construction Engineering (A3 Francistown to Nata Road Project- MK section) representatives took part in the 10km Marobela Mini Marathon promoting teamwork, community engagement and a shared commitment to healthy living.





TRAINING

Where Infrastructure Development and Human Development Intersect

Unik Diphatse JV recently celebrated the successful completion of a 12-month graduate development programme for 16 graduates at our SANRAL N3 Project in Cato Ridge.

Funded through the SANRAL contract and facilitated by CoraBrand, the programme provided valuable professional mentorship and practical, on-site experience in Civil Engineering, Land Surveying, Quantity Surveying and Environmental Management. Congratulations to all 16 graduates, and a special thank you to SANRAL, CoraBrand and HHO, the resident engineers, for their contributions to developing the next generation of industry professionals.

At UNIK, we are proud to contribute to the development of both infrastructure and people.





INDUSTRY INSIGHTS

FINANCE MINISTER CONFIRMS THAT MANAGING INFRASTRUCTURE, NOT BUDGET, IS THE CRISIS – THE MONEY IS THERE. CAN THE INDUSTRY DELIVER?

In September, Finance Minister Enoch Godongwana said South Africa's infrastructure backlog comes from a lack of planning and delivery, not a lack of funding. He pointed out that more than R20 billion in water grants sits across various departments, yet communities still struggle to get basic water infrastructure built.

The Auditor-General's latest findings support his view. Poor maintenance cost municipalities R14.73 billion in water losses and R21.63 billion in electricity losses in 2024/25. Of 129 infrastructure projects audited, 78% had findings, and delays averaged 25 months.

The pipeline, however, is substantial. About R1.07 trillion is earmarked for infrastructure over the next three years, roughly R205 billion of it through municipalities. The Minister also said private funders such as the DBSA, the GEPF and the PIC are keen to invest once the right environment is in place.

UNIK can benefit

- **A large and funded pipeline.** With more than R1 trillion allocated, the constraint is credible contractors who can turn budgets into finished projects. UNIK's 29-year delivery record puts us in a strong position to compete for this work.
- **Rehabilitation and maintenance.** Years of deferred maintenance have created urgent demand to refurbish water, sanitation and road assets. This suits UNIK's civil engineering capability and offers longer-term maintenance contracts alongside new builds.
- **Private and blended finance.** Growing appetite from the DBSA, pension funds and other investors opens doors to PPPs, concessions and funded EPC models. UNIK's experience of working with partners and funders on structured projects is a direct advantage here.
- **Reputation as a differentiator.** When most audited projects run late, a contractor that finishes on time and hands over proper as-built records and asset data stands out to clients and funders alike.



INDUSTRY INSIGHTS

MAGALIES WATER TURNS CRISIS INTO INNOVATION - FAST-TRACK WATER: LESSONS FROM KLIPDRIFT

The Klipdrift Modular Treatment Plant near Hammanskraal, north of Pretoria, shows how quickly water infrastructure can be delivered when the need is urgent. Built in response to a long-running water crisis in the area, it is described as Africa's largest package water treatment plant. It is also the first in the world to combine dissolved air flotation and sand filtration in a single modular unit.

The Department of Water and Sanitation allocated R758 million to the project, with Magalies Water as implementing agent. The plant adds 50 Mℓ/day of capacity, raising combined output at Klipdrift from 42 to 92 Mℓ/day. It was built and commissioned in four phases of 12.5 Mℓ/day each, with the first phase completed in about seven months. Modules were manufactured off-site while civil works progressed on site, and the plant uses roughly 2.5 times less space than a conventional plant of the same output.

The site was not without difficulty. The team encountered hard rock that had to be broken with chemical blasting to protect existing infrastructure. Sections of the existing pipeline network also turned out to differ from the original drawings, and a missing pipeline section across the Apies River had to be built.



UNIK can benefit

- **A growing market for fast-track water projects.** Water boards and departments are turning to modular and package plants to respond quickly to supply failures. These projects still depend on substantial civil works, including abstraction upgrades, pipelines, reservoirs, pump stations and foundations, which is core UNIK work.
- **Partnerships with technology suppliers.** Package-plant specialists need experienced civil contractors to deliver complete schemes. Teaming with process technology providers would let UNIK bid for turnkey water solutions, not just the civil component.
- **Water boards as clients.** The project shows water boards acting as implementing agents for national funding. Building relationships with water boards widens UNIK's client base beyond municipalities, often with stronger governance and payment security.
- **Brownfield expertise.** Much of the value at Klipdrift came from upgrading and integrating existing infrastructure. UNIK's experience of working on and around live assets is a selling point for this growing category of work.

INDUSTRY INSIGHTS

SA INFRASTRUCTURE: THE HIDDEN BUSINESS RISK - FAILING INFRASTRUCTURE IS NOW A BUSINESS RISK

In September, Western National Insurance's Head of Claims and Procurement, Megan Holliday, set out the cost of South Africa's ageing infrastructure in stark terms. Nearly half (47.3%) of all municipal water supplied is lost through leaks, failures and other non-revenue losses. Copper theft is estimated to cost the economy more than R45 billion a year, and road maintenance backlogs exceed R197 billion.

Holliday reports a clear rise in infrastructure-related insurance claims, driven by deteriorating municipal networks and criminal activity targeting public infrastructure. Because these systems are interconnected, one failure in power, water, roads or stormwater drainage can quickly spread into property damage, business interruption and supply-chain losses. Often the cost of not being able to operate is greater than the physical repair.

The pressures differ by region. In Gauteng, businesses face water interruptions, cable theft, deteriorating roads and electrical failures. In KwaZulu-Natal, recent floods have left damaged road networks and flood-prone drainage. Holliday expects these risks to keep growing, with more extreme weather, water scarcity and transport constraints, and urges businesses to invest in backup power and water, physical security, diversified suppliers and adequate business interruption cover.



UNIK can benefit

- **A R197 billion road maintenance backlog.** Road rehabilitation, resurfacing and reconstruction is a large and growing market, and one where UNIK's road construction experience is directly relevant.
- **Cutting water losses.** With nearly half of municipal water lost, pipe replacement, leak repair, metering, reservoirs and bulk pipeline upgrades are a priority for municipalities and water boards. These are core civil engineering packages for UNIK.
- **Climate-resilient infrastructure.** Flood damage in KwaZulu-Natal and more frequent extreme weather are driving demand for stronger stormwater systems, bridges, culverts and drainage. UNIK can position itself as a contractor that builds for resilience, not just to minimum specification.
- **Private-sector resilience projects.** Manufacturers, logistics operators and agricultural businesses are investing in their own water storage, backup systems, access roads and secure facilities. This opens a private-client market that is less exposed to public payment delays.

SOCIAL ENGAGEMENTS

CELEBRATING ACADEMIC EXCELLENCE AT UNIK

We are proud to congratulate Itu, our Senior Accountant, on successfully completing her Postgraduate Diploma in Taxation (PGDT).

This achievement, made possible through UNIK's sponsorship, reflects Itu's dedication to professional growth, continuous learning and excellence in her field.

At UNIK, we believe in investing in our people and supporting opportunities that encourage both personal and professional development.

Congratulations, Itu! We are proud of your achievement and look forward to seeing you continue to grow and succeed.



INSPIRING THE NEXT GENERATION THROUGH STEAM

A few highlights from the Women in Engineering Botswana (WIEB) STEAM Club Launch, held in August at Phatlhogo Primary School in Francistown, Botswana.

The event brought together young learners and passionate volunteers, introducing students to the exciting world of Science, Technology, Engineering, Arts and Mathematics (STEAM).

An inspiring initiative aimed at encouraging curiosity, creativity and a passion for learning among the next generation of innovators and engineers.



SOCIAL ENGAGEMENTS

CELEBRATING A SPECIAL MILESTONE AT UNIK

A heartfelt congratulations to our accountant, Botho, and her husband, Kabo, on their recent wedding!

Botho has been a valued member of the UNIK team for the past four years, and we are delighted to celebrate this special milestone with her.

Wishing Mr and Mrs Ramolefe a lifetime of love, happiness and beautiful memories together.

Congratulations from all of us at UNIK!







PROMOTING HEALTH AND WELLBEING

UNIK was pleased to participate in the Botswana Private Sector Wellness Day, an initiative focused on promoting health, wellbeing and a balanced lifestyle.

The event provided a wonderful opportunity to come together, raise awareness about the importance of physical and mental wellbeing, and encourage healthier lifestyles.

At UNIK, we believe that investing in the health and wellbeing of our people is essential to building a stronger, healthier workforce.

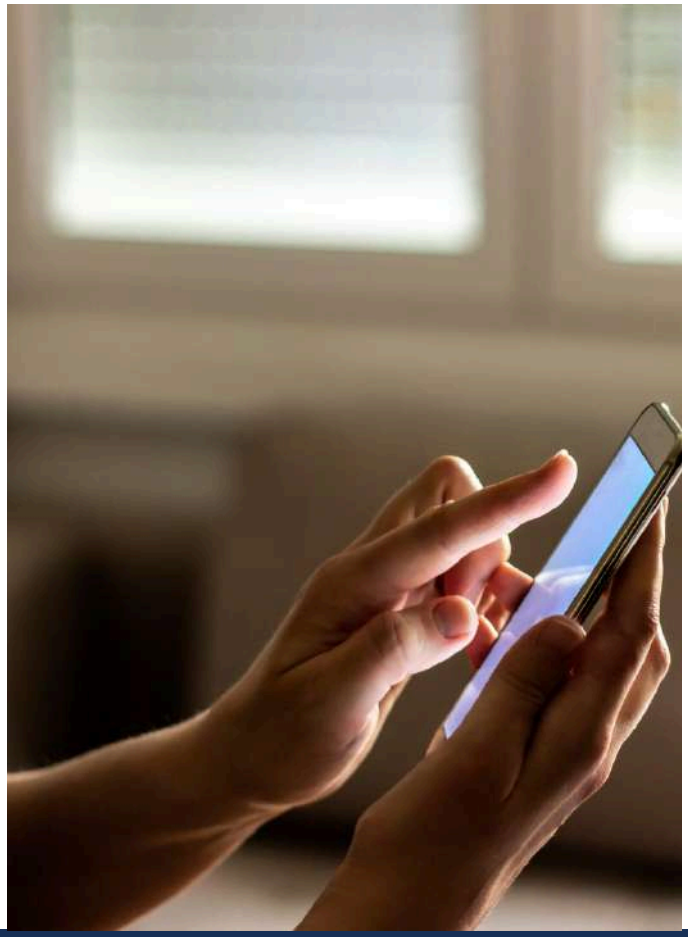


STAY CONNECTED

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: 🎉

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👍 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
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