

SERVICEBERRY BUSINESS EMPIRE

“Delivering Sustainable Development Solutions”

COMPANY UPDATE
2025

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Our Organizational Philosophy

Vision

To be a market leader in improving the lives of our customers by delivering innovative and quality sustainable development solutions, products and services that exceed their expectations thereby earning their trust and building lifetime relationships.

Mission

Serviceberry Business Empire (Pty) Ltd is committed to its People-Service-Profit Philosophy. We will produce sustainable financial returns by partnering with the world's best to deliver totally reliable, cutting edge, value-for-money sustainable development solutions, products and services anywhere, in a timely manner and in any business area we choose to operate in. To this end we will attract, develop, stimulate and retain exceptional talent.

Corporate Values

- **Teamwork and Collaboration** – we empower ourselves to pull together to achieve our vision
- **Fairness, Honesty and Ethical Conduct** – we conduct our business in fair, open, transparent and respectful manner
- **Creativity and Innovation** – our team are always encouraged to be versatile and agile to provide customer-fit solutions and thus allowing for creativity and innovation
- **Service Excellence** – we always strive to exceed customer expectation, ensuring excellent value for money while maintaining quality and timely results

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Our Products and Services

SERVICES

- Corporate Strategy Review and Development
- Corporate Social Responsibility Policy and Strategy Development
- Tswana/English Translation and Proof Reading of Documents
- Sustainability Management Advisory Services
- Sustainability Report Authoring
- Integrated Report Authoring and Advisory Services
- Sustainability Reporting Training
- Sustainability Reporting Assurance
- EIAs, SEAs, Public Consultations and Social Impact Assessments
- CBO Mobilisation and Capacity Building
- EMS Auditing
- Hydrocarbon Spill Management Training
- Hydrocarbon Spill Management Services (Bio-Remediation)
- Supplies of Hydrocarbon Spill Kits
- General Supplies of office consumables
- Electronic Waste Recycling

SUPPLIES OF GREEN PRODUCTS

- Abattoir Cleaning Products (FOG Digesters)
- Wastewater Treatment Enzymes
- Hydrocarbon Spill Clean-up Solutions
- Pit latrine, Septic tank, and Drains Treatment Enzymes
- Urinal Sanitizers
- Grease Trap Cleaning Enzymes (FOG free)
- Bathroom Cleaning Enzymatic Solutions
- SHE Bin Sanitizers
- Dust Suppressors
- Road Compaction and Durability Aiding Solutions

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Summary of Our Services Delivered

- Sustainability consultancy solutions – sustainability / green auditing (including climate / carbon footprint calculation), reporting and assurance, compliance advisory services;
- Environmental & Corporate Social Responsibility Policy and Strategy development;
- Conducting EIAs, SEAs, Scoping Exercise, EMPs, Public Consultations and Community Based Organisations (CBO) Capacity Building, including mobilization.
- Sustainability / Integrated Report Authoring, Assurance, Training and Advisory Services
- Resettlement Action Plan (RAP) development and implementation monitoring
- Social assessment studies and implementation monitoring
- Community Profiling and Local Economic Development Action Plan Development.
- Hydro-carbon and acid contaminated soil in-situ bio-remediation
- Air emissions and fall out dust monitoring and equipment supplies
- Dust suppression, monitoring services and equipment supplies
- SHE Consulting and Training

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Our Subsidiary Business – Serviceberry Tours

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Tour Services (Chobe & Surrounding)

- Game Drives
- Camping in the Chobe N. Park
- Transfers from Airport and All Hotels
- Boat Cruises
- Day Trips to Vic Falls
- Snake Park Visits
- Crocodile Farm Visits
- Fishing Expeditions
- Accommodation bookings

In order to deliver excellent service, Serviceberry Business Empire (Pty) Ltd has to align its staff's skills and core competencies with its delivery areas. Some of the delivery areas are closely linked even though drastically different, hence the need for personnel with sound understanding of the whole spectrum of sustainable development. To this end the Company

seeks and recruits outstanding sustainable development professionals, environmental specialists, and technologically savvy individuals. Where these skills are inadequate within the Company, they will be obtained from a network of professional associates. While some associates will fill this gap, others will peer review products for quality assurance purposes.

Through quality products and outstanding service we live our brand promise.

Some of Our Past Successful Jobs

a) Sustainability Reports using GRI Standards

- Debswana's Report to Stakeholders (RTS) or Sustainability Report
 - 2019, 2020, 2021 and 2022 Reports delivered in both Setswana and English

b) Mine Closure Plan Development / Updating

- Updating of the Orapa, Letlhakane and Damtshaa Mines (OLDM) Mine Social Closure Plans (2016) – Mr Unopa Sikuku led the Project under Geoflux

c) Rehabilitation of Oil / Acid Contaminated Soils

- Recovery and rehabilitation of the Ngwasha Suphuric Acid Spill (2021)
- Sole hydrocarbon soil bioremediation contractor at Lucara Botswana's Boteti Mine since 2018 – treated more than 1000 cubic metres of grease/lubricating oil/hydraulic oil contaminated soils

Some of Our Past Successful Jobs

d) Resettlement Action Plan (RAP) Development and Implementation Monitoring

- RAP development and implementation for the Design, Build & Transfer of Selected Urban Road Intersections in Greater Gaborone Under Output & Performance Based Contract Methodology, Ministry of Transport and Communications (Feb. 2020 to Dec. 2021)
- Performance Based Road Contract (OPRC) (Asset Management Contract) For Design, Rehabilitation/Improvement, Network Performance, Routine and Periodic Maintenance Works Package 2 for Road Sections (Feb. 2018 to Dec. 2021)
 - B101-1 Rakhuna/A1 Junction Tlhareseleele (12.03 Km);
 - B101-2 Tlhareseleele — B101/A1 Pitsane Junction (5.25 Km);
 - B101-3-- B101/A1 Pitsane B101/A1 Junction Phitshane Molopo Change Paved/New Design Road (66.8 Km);
 - B101-4 — Phitshane Molopo Change Paved/New Design Road Mabule (60.2 Km)
- A4 Project RAP Scoping Report as the Lead Technical Partner for the Digby Wells Team (March 2021 to Sept. 2021)

Some of Our Past Successful Jobs

- e) **Environmental Impact Assessment (EIA) / EMP Development and Monitoring**
- Environmental Management Plan Development and Monitoring for the Provision of Minimal Infrastructure Services in Kalamare (July 2018 to March 2021).
 - Provision of Consultancy Services for Development of Environmental Management Plan (EMP) and Monitoring Services for Mogoditshane-Gabane-Mmankgodi Dualing Project (October 2018 to March 2019)
 - Review of the EIA for the Tloaneng Quarry, partnered as the Socio-Economic Specialists (Nov 2017 to May 2018)
 - Study for the Proposed Filling Station, Lodge And Truck Parking Area In Artesia (Oct 2017) – Scoping Report finalized and project left on hold due proponent's financial situation then
 - Environmental and Social Impact Assessment from 2014 to 2016, led under Geoflux and EIA report approved by DEA in 2016
 - for the Maun Water Supply and Sanitation Scheme II Project, including supervision of EMP Implementation
 - for the Maun CBD, Disaneng and Matshwane Local Centres Infrastructure

Our Managing Director

- Mr Unopa Sikuku is the Founder and Managing Director of Serviceberry Business Empire (Pty) Ltd with well over 20 years' experience in Environmental Management, Natural Resource Management, Socio-Economic Studies and Public Participation facilitation, making him a well-rounded Social Development and Environmental Expert.
- Mr Sikuku's comprehensive expertise and knowledge was acquired from working with NGOs, International Development Bodies such as the World Bank, European Union, Government of Botswana and the Private Sector dealing with socio-economic and environmental issues, and participating in a number of environmental and social impact assessments as well as mine closure social plans development projects.
- He is capable of handling population-development-environment issues and has developed professional understanding of most cross cutting socio-economic issues including the environment, climate change, community relations and corporate social responsibility (CSR), stakeholder engagement and management, health, safety, poverty, conservation, gender, and HIV-AIDS, etc.
- He holds MPhil in Environment and Development, University of Cambridge 2002; Bachelor of Social Sciences (Environmental Science and Demography), University of Botswana 2000; MSc Degree in Strategic Management, University of Derby (pending award). He also trained on professional courses in Leadership, Environmental Management, Enterprise Risk Management, Financial Management, Project Management and is a trained Lead Auditor (Environmental Management Systems ISO 14001)
- He also achieved Sustainability Practitioner Accountability's Associate Certified Sustainability Assurance Practitioner (CSAP) which allows him to use principle based AA1000 Standards for assessing and reporting at site-level the aspects of the organisation's or project's social and ethical performance relevant to local stakeholders. He is trained to use the same Standard for Sustainability Report Assurance.
- He is a GRI Certified Professional and uses Sustainability (ESG) Reporting Standards for Training and Report Authoring. He has been authoring Sustainability Reports since 2018 and one of his longest clients is Debswana.

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THANK YOU