



**LETSOLO**  
WATER AND ENVIRONMENTAL SERVICES  
"Engineered Solutions for Environmental Quandary"



# LETSOLO BUSINESS REVIEW **2023**

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## INTRODUCTION

Established in 2009, Letsolo Water and Environmental Services is a Level 1 BBBEE environmental consulting company specialising in water engineering, civil engineering, and environmental management. We merge engineering and environmental management – hence our distinctive water and leaf logo. We also specialise in water use license applications, environmental engineering, civil design, project management, and several other services.

Our commitment to the environment extends far beyond mere compliance. It is ingrained in us to be guardians of the environment and we take our responsibility seriously. We strictly adhere to environmental laws with integrity and fairness, we conduct our business with passion and concern for the environment, and through stringent environmental policies, sustainable practices, and continuous improvement initiatives, we strive to minimise our ecological footprint.

Furthermore, we undertake all our services within the requirements of applicable South African legislation, as well as acceptable international best practices and standards. Our advocacy goes beyond providing essential services; we actively participate in public awareness campaigns, educational initiatives, and community outreach programs to promote water conservation and environmental preservation.

We are proud to call ourselves Letsolo Water and Environmental Services.



# LETSOLO

WATER AND ENVIRONMENTAL SERVICES  
"Engineered Solutions for Environmental Quandary"

## DIRECTOR'S ADDRESS

South Africa experienced its fair share of hardships in 2023. The country's prospects were dampened by several factors such as the after-effects of Covid, the ongoing electricity crisis, flooding across various regions and civil unrest, to name a few.

Environmentally speaking, the move from energy generation by fossil fuels over to green energy is an international commitment that aims to reduce cumulative greenhouse gas emissions and mitigate climate change eventually.

Over the fourteen years that Letsolo Water and Environmental Services has been in operation, our team has worked tirelessly to consult, advise, and encourage our clients and various stakeholders to adopt specific strategies to address the effects of climate change, pollution, and the protection of our natural resources.

We take protecting the natural environment around us very seriously and have integrated several environmentally friendly practices internally to contribute towards a more sustainable future. We have identified areas where improvements can be made for the greater good of our environment. We actively encourage employees to

reduce, reuse, and recycle materials and we provide ongoing employee training programs to increase awareness and understanding of environmentally friendly practices. This empowers employees to adopt sustainable behaviours, both at work and in their personal lives.

Letsolo has implemented several environmental sustainability projects to empower younger generations to become environmental changemakers. One such project has been the Miss Letsolo Ambassador campaign where we encouraged contestants to actively participate and engage in environmental initiatives within their own communities and adding their voices to the growing movement of environmental changemakers.

Another project has been getting involved with various schools within our community where we actively get involved in teaching and encouraging students to participate in greening projects. Annual visits are arranged so that we may check in on their progress and continue to provide them with guidance and support. Letsolo Kids is an initiative that aims to educate children on various environmental topics in a fun and interesting way.

Surprisingly, there are many companies that have been in operation for decades that are yet to make the change over to sustainable environmental practices, while others are not in a suitable position to implement measures and technologies. Letsolo's corporate social responsibility is in line with Environmental, Social and Governance (ESG) legislature. ESG is a management and analysis framework that seeks to understand and measure how sustainable an organisation is. We adopt ESG principles to guide our stakeholders so they too may understand and determine how best to manage the risks and opportunities related to environmental management.

Observing my team as they continue to maintain a level of integrity and professionalism while at the same time remaining fully committed to the preservation of our natural environment has made me extremely proud.

Empowering tomorrow, sustaining today, Letsolo Water and Environmental Services remains your partner in environmental excellence.

*Ishmael Phalane*

# ENVIRONMENTAL COMPLIANCE & MONITORING



Letsoalo Water and Environmental Services provides professional advisory services to clients including environmental compliance monitoring. We conduct various environmental monitoring activities for many projects and offer a wide range of services to different sectors such as the mining sector, agricultural sector and urban developments. These sectors require an independent environmental professional to monitor compliance and advise them on greenhouse keeping and applicable best practices.

An Environmental Control Officer (ECO) is appointed to monitor, inspect, advise and give recommendations to contractors on how a particular activity or action should be undertaken.

Compliance monitoring inspections are carried out to ascertain whether an organisation is adhering to the relevant

regulations, authorisations, licenses and permits issued.

This service plays a critical role in ensuring continued compliance and sustainable environmental management. Without efficient compliance monitoring, non-compliances may go unnoticed, ultimately compromising the environment.

Accompanying the compliance and monitoring work requires an environmental related qualification, training, and environmental awareness. The environmental compliance, monitoring and audits are usually conducted to verify the compliance with the intension of determining whether the authorisations were adhered to, or the management plan was properly implemented.

An environmental compliance and monitoring activity helps to highlight

the collective efforts of environmental management in accordance with the applicable laws for the benefit of present and future generations.

Contamination occurs when a substance or material is introduced into the environment causing harm or altering its quality, for instance on water and soil.

Common areas of concern during ECO duties include the following:

### Water Pollution Control Dam Assessment

When chemicals contaminate water sources, the water becomes unsafe to use or consume. Chemicals, garbage, bacteria and parasites are examples of water pollutants. Pollution control dams are constructed to contain contaminated water so that it does not directly affect the receiving environment.



### Soil Contamination

Soil contamination, stemming from human activities like industrial processes, agriculture, and improper waste disposal, poses significant threats to the environment. Hazardous substances such as heavy metals, pesticides, and industrial chemicals can adversely affect both human health and ecosystems. Contaminated soil not only jeopardizes the quality of agricultural produce but also endangers the health of those who come into direct contact with it, leading to a range of illnesses. Ecologically, it disrupts the delicate balance of plant and microbial communities, affecting biodiversity and compromising the overall health of ecosystems. The contaminants can leach into groundwater, contaminating drinking water sources and perpetuating risks to human well-being. Additionally, the persistence of these pollutants exacerbates the long-term environmental impact, making soil contamination a pressing concern that necessitates comprehensive remediation and preventive measures to safeguard the health of our planet.

### Spontaneous Combustion

Spontaneous combustion is a phenomenon where a substance ignites without an external heat source, typically due to the internal heat generated by chemical reactions. When spontaneous combustion occurs, it can have profound effects on the environment. One notable

example is the combustion of organic materials like compost or hay, which can release significant amounts of heat and potentially lead to fires. These fires not only pose a threat to surrounding vegetation, wildlife, and ecosystems but also contribute to air pollution by releasing smoke and harmful pollutants. Additionally, spontaneous combustion can occur in industrial settings, involving materials such as coal piles or oily rags, leading to environmental contamination and posing a risk to human health. The prevention and management of spontaneous combustion events are crucial to mitigating their adverse effects on the environment.

### Waste Segregation

Waste segregation is a vital practice aimed at sorting and separating different types of waste materials to facilitate proper disposal and recycling. When effectively implemented, waste segregation has positive effects on the environment. By segregating waste into categories like recyclables, organic matter, and hazardous materials, it becomes easier to divert materials away from landfills and promote recycling efforts. This not only conserves valuable resources but also reduces the environmental impact associated with the extraction and processing of raw materials. Proper waste segregation also helps minimise the release of harmful substances into the soil and water, promoting healthier ecosystems.

Additionally, it contributes to the reduction of greenhouse gas emissions from decomposing organic waste in landfills. Waste segregation plays a crucial role in fostering sustainable waste management practices, conserving resources, and managing environmental pollution.



# ERADICATION OF INVASIVE ALIEN SPECIES



Invasive alien species (IAS) are plants that become introduced, either accidentally or intentionally to a region where they are not present and have serious negative impacts where they establish. To eradicate alien invasive species, it is important to limit their negative impacts through early detection, monitoring and rapid eradication.

Previous experience and guidelines from “Alien Invasive Plants List for South Africa, Latest revised edition 2019” is used to confirm the presence of alien species. This guideline is the most up to date, accurate user guide to Alien Invasive Plant Species in South Africa. Letsolo Water and Environmental Services is qualified to confirm the category of species according to the following:

**Category 1a:**

Invasive species requiring compulsory control. Remove and destroy. Any specimens of Category 1a listed species need, by law, to be eradicated from the environment. No permits will be issued.

**Category 1b:**

Invasive species requiring compulsory control as part of an invasive species control programme. Remove and destroy. These plants are deemed to have such a high invasive potential that infestations can qualify to be placed under a government sponsored invasive species management programme. No permits will be issued.

**Category 2:**

Invasive species regulated by area. A demarcation permit is required to import, possess, grow, breed, move, sell, buy or accept as a gift any plants listed as Category 2 plants. No permits will be issued for Category 2 plants to exist in riparian zones.

**Category 3:**

Invasive species regulated by activity. An individual plant permit is required to undertake any of the following restricted activities (import, possess, grow, breed, move, sell, buy or accept as a gift) involving a Category 3 species. No permits will be issued for Category 3 plants to exist in riparian zones.

# ENVIRONMENTAL EDUCATION AND AWARENESS (EEA)



**E**nvironmental Education and Awareness (EEA) is a crucial bridge between environmental practitioners and the community. Understanding the intricate relationships between human activities and the environment is essential for making informed decisions that promote conservation and alleviate environmental degradation.

By raising awareness about the consequences of human actions on the planet, people are encouraged to adopt eco-friendly lifestyles, make responsible consumer choices, and actively participate in conservation efforts. Informed individuals are more likely to support and advocate for environmental policies, contribute to community-based initiatives, and engage in practices that prioritise the well-being of the Earth.

Letsolo Water and Environmental Services serve as advocates of the environment. We visit schools to educate children about environmental impacts such as illegal dumping on environmentally sensitive areas such as wetlands and how to combat the issue through reusing, reducing, and recycling. On international environmental observances such as Arbor Week, we encourage communities to plant trees to reverse deforestation.



# AIR POLLUTION



**A**ir pollution, mainly caused by the release of pollutants into the atmosphere from human activities, poses major threats to the environment. Emissions from industries, vehicles, and other sources introduce pollutants such as particulate matter, nitrogen oxides, sulfur dioxide, and volatile organic compounds into the air. These pollutants can have detrimental effects on both the environment and human health.

Air pollution contributes to the formation of smog and acid rain, damaging ecosystems, soil, and bodies of water. It also poses a threat to wildlife, causing respiratory problems and disrupting food chains. Human health is also at risk as exposure to air pollutants has been linked to respiratory diseases, cardiovascular issues, and other health complications. Proactively managing air pollution is crucial

for preserving the quality of air, safeguarding ecosystems, and promoting the well-being of both the environment and the human population.

### What can we do to save our fresh breathing air from pollution?

Saving electricity and reducing fossil fuels in our homes, we can significantly lower our carbon footprint and contribute to mitigating climate change while also saving money on energy bills.

Using renewable energy such as solar power, wind and water energy generation will help as no air pollution is emitted into the environment. Planting trees where reasonably practical will also aid in removing some air pollutants in the air as trees take in carbon dioxide and release oxygen.



# WATER QUALITY MONITORING



**W**ater quality monitoring is important because it provides technical evidence necessary to make informed decisions around managing water quality and preserving water for future generations. The quality of water directly influences the health of aquatic ecosystems, biodiversity, and overall environmental balance.

Monitoring water quality provides essential data on parameters such as chemical composition, biological indicators, and physical characteristics, allowing us to assess the impact of human activities, industrial processes, and natural phenomena on water bodies.

By understanding and regulating water quality, we can better manage pollution, protect aquatic habitats, and sustain the delicate balance of ecosystems. Clean and safe water is vital for human consumption, agriculture, and industry, making water quality monitoring crucial for public health and sustainable development. Regular monitoring efforts enable early detection of contaminants, facilitate informed decision-making, and promote responsible water management

practices, ultimately contributing to the preservation and conservation of our precious water resources.

Letsolo Water and Environmental Services collects and preserves water samples for analysis at the laboratory. The results are used for trend analysis to alert us to current, ongoing, and emerging issues.

For formalised activities, water quality data is used to determine compliance with environmental and drinking water standards. We assess how water quality is changing, analyse trends, and formulate necessary plans and strategies that improve water quality management and ensure that water meets its intended use.

Over the years, Letsolo has honed its skills on proven sampling methods and reporting which is highly useful for anyone interested and concerned about water quality monitoring. Considering our scientific, managerial and engineering background, our field staff have turned into water quality specialists.

# REINFORCEMENT OF ROODEPLAAT DAM



**R**oodeplaat dam is a well-known destination for bird watching, game viewing and a range of water sports including freshwater angling. It is also one of the few water-based recreation areas in Gauteng that accommodates long distance rowing. This competitive advantage won South Africa a bid to host the World Rowing Master’s Regatta in September 2023.

In preparation for such a renowned international event, and as part of the Dinokeng Project, the Gauteng Department of Economic Development (DED) proposed the reinforcement of water banks to stabilise the Roodeplaat dam and sustain it against the effects of erosion. Reinforcing the banks was initially proposed to ensure there is no further erosion and to eradicate alien vegetation currently growing along the edge of the dam. Reintroducing original

indigenous vegetation as part of the project will help to purify the water, stop erosion and restore the dam to its former state.

Letsolo Water and Environmental Services was contracted by Gauteng DED, under the Dinokeng Project, to undertake the necessary work to achieve this objective. Due to the dam’s importance to the local community, the project was assigned as a community implemented task, with professional guidance from civil and environmental consultants.

A portion of the dam’s bank situated close to the rowing facility (finishing point for the race) had already been reinforced by strategically placing used tyres along the banks to prevent further erosion. The tyres are now well established, and vegetation has since grown to the point that the

tyres are invisible. However, the rest of the dam’s banks, including the stretch around the starting point of the race, were not reinforced, and continued to be eroded. This caused a serious water safety hazard for people working near the dam as well as to water sport spectators and to people fishing. The reinforcement of the remaining banks was then done to control erosion, improve the aesthetic value of the dam and stabilise its water edges.

Community members were consulted before the start of the project and twenty-two general workers from the community itself were recruited to work on the project, headed by a local community supervisor. The appropriate personal protective equipment (PPE) was sourced for all workers, registers were provided to record and manage shifts and all materials needed for the project to commence was sourced locally.



## WATER HYACINTH CLEARING

Letsolo Water and Environmental Services together with a group of children from a local school in Pretoria embarked on a voluntary project to remove water hyacinth growing around the Roodeplaat dam.

Water hyacinth (*Eichhornia crassipes*) is an invasive aquatic plant that can have numerous negative effects on water sources. The most invasive of aquatic plants, water Hyacinth depletes oxygen levels in water systems, resulting in poor water quality which then affects various lifeforms in the ecosystem.

The water hyacinth at Roodeplaat dam covered a significant surface area of the dam, making any form of water sport difficult. The floating mats of the plants prevented sunlight from penetrating the water around the shoreline and other plants growing there were destroyed. This invasive plant also has a negative impact on indigenous fish species and causes plant debris to build up on the dam floor.

The manual removal of water hyacinth at Roodeplaat dam is an ongoing activity at the dam.

## EXCAVATIONS FOR STORMWATER MANAGEMENT CHANNEL

Stormwater management channels are designed to collect, convey, and safely redirect excess stormwater, preventing damage to infrastructure and minimising the risk of localised flooding. Additionally, these channels help filter pollutants from stormwater, promoting improved water quality as the water is transported to receiving bodies such as rivers or lakes. The relevance of a well-designed stormwater management channel lies in its ability to alleviate the adverse effects of urbanisation on natural hydrological processes, safeguarding communities and the environment from the impacts of storm events.

Letsolo Water and Environmental Services manages the construction of stormwater drainage channels to collect dirty water for proposed mining activities. The construction of stormwater drainage systems intends to deal with runoff which will be conveyed to a pollution control dam. This drainage will convey as efficiently as possible to the control point located at the inlet of the dam. The drain is lined with HDPE as it is cost efficient for mines with a shorter operational lifespan. This slope of the channel is modified from the natural topography to decrease the time runoff takes to reach the control point. The result is a reduction of overland flow and the prevention of overflowing drains during higher peak flows.



## CONCRETE LINED CHANNELS

Letsolo Water and Environmental Services was appointed to design and construct the concrete stormwater drainage channel for a mine. The important issue that the drainage specialist addressed was the consideration of every storm event - from a severe, infrequent storm event (termed a major event) to the frequent, common storm events (termed minor events). A concrete lined drainage system was considered as it efficiently deals with all these events.



## RESHAPING AND COMPACTION OF STORMWATER DRAINS

In line with the detailed designs and master drainage planning, the side slopes and base of the drainage system were reshaped and compacted to increase the strength over the design life of the storm water system. The system is located on the lowest elevation of the contributing catchment area considering future infrastructure to be developed within the contributing catchment. Prior to the construction phase, a detailed environmental impact assessment on hydrology and catchment changes were investigated. The sizing and location of the system was modelled using hydraulic routing techniques. It is assumed that with development there is an increase in both the overall quantity and the peak flow rate of the runoff.



## DAM SAFETY AUDITS

Dam safety audits play a pivotal role in ensuring the integrity and reliability of dams, which are critical infrastructure for water supply, flood control, and energy generation. The importance of dam safety audits lies in their ability to assess the structural and operational aspects of dams, identifying potential risks and vulnerabilities.

By conducting regular and comprehensive audits, authorities can proactively address issues related to dam design, construction, and maintenance. These audits provide a thorough examination of safety protocols, emergency preparedness, and potential environmental impacts. Ensuring the safety of dams through rigorous audits is paramount, as failure can lead to catastrophic consequences, including loss of lives, property damage, and environmental devastation.

Beyond risk mitigation, dam safety audits instil public confidence, support sustainable water management practices, and contribute to the overall resilience of communities that depend on these vital water infrastructure projects. The purpose of Dam Safety Audits is to promote the safety of new and existing dams with a safety risk to reduce the potential harm to the public, damage to property and to resource quality.

Letsolo Water and Environmental Services can assist with Dam Safety Audits in line with Chapter 12 of the National Water Act, 1998 (Act No. 36 of 1998).

# SOCIAL SUSTAINABILITY

**S**ocial sustainability in the workplace revolves around creating a work environment that promotes and prioritises the wellbeing, diversity, and inclusivity of employees. It involves fostering a workplace culture that values fairness, equity, and respect for individuals, irrespective of their backgrounds.

Socially sustainable workplaces actively engage in practices that support work-life balance, mental health, and employee development. This includes initiatives such as flexible work schedules, wellness programs, and professional development opportunities. Embracing diversity and inclusion is a key aspect of social sustainability, acknowledging and celebrating differences in gender, race, ethnicity, and other characteristics.

In the consulting industry there is a lot of interaction with clients of different ethnic groups, and culturally diverse people. Our clients are happy to partner with Letsolo Water and Environmental Services considering we constantly strive to provide a comfortable workplace for employees and visitors alike. The key service in consulting is providing specialist input into clients' development activities.

Letsolo's core values include honesty and integrity, and the company takes its business ethics seriously. Other values Letsolo upholds include the ability to grow through creativity, invention and innovation, and constantly seeking to improve upon everything we do.

At Letsolo, there's cultural diversity in that our employees are Pedi-, Swati-, Zulu-, Xitsonga- and Shona-speaking

people who each come with their own unique cultural values and traditions. Boundaries and personal beliefs are always respected, and staff are allowed to be who they are, while the mutual goal as a Letsolo employee is achieving the task at hand. Employees engage with one another in a professional and respectful manner with open and honest dialogue. The different genders are also considered at our workplace with five males and five females.

Quality of life is said to address people's perceptions of their position in life in relation to their culture, values, and expectations. This dimension also has a role to play in social sustainability not only on company's values, but also on the employees working at the company. Both quality and diversity lead to the ultimate success of a company.

## AN END TO LOADSHEDDING

**G**overnment has made a call for people and businesses to consider making use of green energy. Green energy, also known as renewable energy or clean energy, refers to energy derived from sources that are environmentally sustainable and have minimal impact on the environment.

Green energy options are considered environmentally friendly because they produce little to no greenhouse gas emissions during operation, reducing the impact on climate change compared to traditional fossil fuel-based energy sources. The choice of green energy depends on factors such as location, available resources, and the specific goals of a sustainable energy project. The most common types of green energy are wind energy and solar power.

There are many benefits to solar power, making it a sustainable choice for energy generation. First and foremost, solar panels harness abundant sunlight, providing a renewable energy source that reduces reliance on finite fossil fuels. This not only reduces greenhouse gas emissions but also helps combat climate change.

The environmental benefits are significant, too, with solar power contributing to cleaner air, water, and reduced strain on natural resources. Furthermore, the solar industry also promotes employment across various sectors, further solidifying its position as a key player in the transition to sustainable energy practices. The use of solar panels not only supports environmental conservation but also presents economic advantages, making an increasingly popular and impactful choice for power generation.

As Letsolo's head office is situated inland, solar power seemed the best option. Facing the Eskom loadshedding crisis, the company installed solar panels. This initiative is the first step towards Letsolo going completely off grid in the near future.



# PUBLIC PARTICIPATION IN EIA AND WULA PROJECTS



The public participation process forms an integral part of Environmental Management Authorisation (EMA) processes in South Africa. Environmental Impact Assessments (EIA) requires a Public Participation Process (PPP) to be conducted according to requirements of the National Environmental Management Act 107 of 1998 and its regulations. A water use license application also requires a PPP conducted as required in the National Water Act 36 of 1998.

Acting as an independent environmental consulting company, Letsolo Water and Environmental Services advocates for the environment and sustainable development. Our task is to point out the nature of the affected environment, assess potential environmental impacts a proposed project will have on the natural environment, and suggest alternatives and mitigation measures to avoid, reduce, or minimise potential environmental impacts.

Advocating for the environment requires us to support the wellbeing and livelihoods of local people surrounding proposed development sites, especially groups that have been historically disadvantaged and too often gone suppressed and voiceless. Public participation allows the recognition and celebration of traditions, cultures and histories of the local people, utilising the existing indigenous knowledge about the areas to enhance development while preserving the environmental aspects.

Indigenous and local groups have provided invaluable wisdom and insight on existing environmental settings, cultural and heritage aspects that are valuable in attempting to live more harmoniously with the planet and with each other. Listening to and supporting such communities during PPP is an essential part of achieving global sustainability. Consulted communities are also supportive to projects when they commence and operate.

Letsolo Water and Environmental Services has been involved in various PPP in completed EIA and WULA projects. As required by the legislation, we have placed site notices in and around the affected communities, held meetings and sensitised the public through newspaper articles. Various community forums, tribal communities and organised groups have managed to give their views, concerns and fears pertaining to proposed projects for consideration in decision making by authorities.

All efforts to engage with the public, interested and affected parties, locals, regulatory authorities and non-governmental organisations have proved essential and useful in strengthening the environmental management programmes. Inputs from PPP are invaluable, and giving the public the opportunity to get involved has supported the implementation of the proposed projects.

# LETSOLO COMMUNITY OUTREACH



During the wet season in 2023, a cholera outbreak on the outskirts of Tshwane resulted in mounting avoidable deaths, exposing the longstanding water crisis in Hammanskraal. Cholera is a diarrhoeal disease caused by ingesting water or food contaminated with faecal matter containing the bacterium *Vibrio cholerae*.

During the cholera outbreak, Letsolo Water and Environmental Services donated drinking water to Refitlhile Primary School located in Temba, Hammanskraal, North West Province. As a caring water and environmental services company, the Letsolo team deemed it imperative that they donate water at the primary school in the wake of the Cholera virus which struck the Hammanskraal area.

The donation helped ease the pressures felt by the school in their battle against the cholera virus and provided safe drinking water to the school's pupils.

Blessed is the hand that gives because it will receive abundantly.

# MISS LETSOLO AMBASSADOR



In June 2023, Letsolo Water and Environmental Services initiated and launched the first ever Miss Letsolo Ambassador project where young ladies between the ages of 18 to 30 within the Gauteng and neighbouring provinces were invited to become environmental advocates in their communities, and in doing so compete to become 'Miss Letsolo Ambassador 2023'.

The pageant is a celebration of beauty with purpose, as we recognise the potential of our contestants to inspire, educate, and lead as ambassadors for a sustainable and greener future. The aim of the pageant was to find and crown an individual who not only embodies elegance but also demonstrates a genuine commitment to environmental conservation and protection. Not only were contestants evaluated on their poise and charisma, but also on their understanding of environmental issues, advocacy efforts, and innovative ideas to drive positive change in a country grappling with many environmental challenges. Voting was done through social media as well as via Letsolo's website.

Contestants embarked on a number of environmental initiatives such as community clean-ups, motivational talks at schools, planting trees and visiting food gardens. Some of the criteria used for judging the participants included: knowledge of nature conservation,

a desire to learn more about the environment, a willingness to work and spread the word on conservation, confidence and creativity, overall appearance and mannerisms, self-awareness and etiquette.

The final event was hosted at The Bears Palace in Pretoria. The audience voted for their favourite contestant to receive a special 'Live Audience Choice Award.' The event, sponsored by Letsolo Water and Environmental Services, was a resounding success with many people saying how they cannot wait for the next pageant.

During the show, the audience was asked to vote for their favourite contestant and the winner received a certificate. The host also clearly explained the purpose of the day and after each round he would engage with the audience.

The fashion show segment showcased creativity and how much our daily consumption contributes to waste material. This was a wake-up call for all of us to do better and find ways to reduce where we can or where we cannot avoid using the material (such as bread sold in plastics) become active in recycling. The MC was good in also pushing the messages and agenda of the day, and one of the young ladies who answered the question on the '3 R's

of Nature Conservation' mentioned how that left a positive impression on her.

Sought-after confidence & etiquette coach, author and speaker, Myrtle Gray, who was one of the judges at the event, mentioned how the next pageant should include a Mr Letsolo, to clarify that conservation is the role of all humanity not just the females. We used social media, Facebook and Instagram to engage with people, we consistently posted the community work that they were doing in the communities. One of the finalists got a radio interview at TUT station to talk about her Miss Letsolo Ambassador journey.

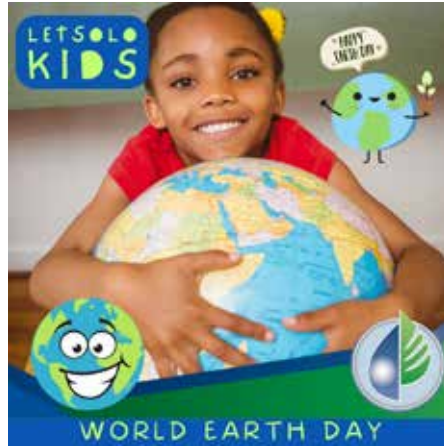
A highlight was the creative wear category, where contestants wore clothes made of recycled materials to show that instead of discarding waste, it can be turned into something new and beautiful. Certificates were handed out to recognise and appreciate all the challenging work that contestants have been doing over the past few months.

Plans for the second Miss Letsolo Ambassador for 2024 are already underway. This time the team has a solid foundation from which to embark from and will seek to find sponsors that naturally align with the company's vision around the pageant.

A big thank you to everyone involved for making Miss Letsolo Ambassador 2023 an event to remember.



# LETSOLO KIDS



Our commitment to fostering a greener tomorrow starts with the belief that every child has the potential to become a passionate environmental advocate. As such, Letsolo Water And Environmental Services recognises that we have a role to play in instilling a sense of environmental responsibility in children.

We know that habits and values instilled in childhood tend to persist into adulthood. By involving young children in environmental initiatives, there is a greater likelihood of fostering a lifelong commitment to sustainable practices.

Letsolo Kids is an initiative aimed at helping kids connect to nature. This connection to nature can lead to a lifelong commitment to environmental preservation. Children learn that their actions can have a positive impact on the world around them. Letsolo Kids

empowers children to believe that they can make a difference.

Children learn to work together towards a common goal, fostering social skills and a sense of community. Children gain practical, hands-on knowledge about science, ecology, and the interconnectedness of natural systems. Developing a sustainable mindset means learning about the importance of reducing, reusing, and recycling resources to minimise their ecological footprint.

Letsolo Kids is an initiative that aims to educate children on various environmental topics in a fun and interesting way. The focus for 2023 was creating awareness around the various special environmental days. Examples include World Wetlands Day, Earth Day, Water Day, World Rivers Day, and so on. Each of these special days were

presented as bite-sized mini blogs. Just enough information to intrigue and peak their interest so they may find out more about the world they live in.

Letsolo collaborated with a publication in the Western Cape called the Stanford Spectator who publish these mini blogs as part of their monthly publication.

Going forward, we plan on establishing many other initiatives and programs that actively encourage the participation of kids in various eco-friendly activities, educational workshops, and hands-on projects. By creating a supportive and engaging environment, we empower young minds to explore, learn, and take meaningful actions towards environmental conservation.

Letsolo is committed to shaping our youth into environmentally conscious and responsible individuals.

# UNITED THROUGH OUR DIVERSE CULTURES



South Africa is a nation known for its multicultural society. Embracing and acknowledging this diversity within a company fosters an inclusive and harmonious work environment. It promotes a sense of belonging among employees, enhancing teamwork and collaboration.

Recognising and celebrating various cultural practices and holidays not only demonstrates respect for individual identities but also contributes to a more culturally competent workforce. A diverse and inclusive workplace brings forth a multitude of perspectives, ideas, and skills, which can lead to increased innovation and creativity. Embracing cultural diversity in the workplace not only enriches the organisational culture but also contributes positively to the social fabric of the nation.



Each year on Heritage Day (24 September), Letsolo joins the nation in observing and celebrating the rich cultural diversity of our beautiful rainbow nation country. Even within our own company there is a diversity in languages, cultures, religious beliefs, tribes, and nationalities. While some of these are inherited and others are acquired, they create a mosaic worth embracing and celebrating. It is one's heritage after all.



# OFFICE CHRISTMAS PARTY



The spirit of Christmas embodies warmth, generosity, and a sense of togetherness, making it a special time of the year to celebrate with fellow employees. Beyond the festive decorations and holiday cheer, celebrating Christmas in the workplace fosters a sense of camaraderie and strengthens interpersonal relationships. This shared experience creates a positive and inclusive atmosphere, promoting teamwork and collaboration.

Christmas celebrations often include activities such as gift exchanges, holiday parties, and shared meals, providing opportunities for employees to unwind and build connections outside of the usual work setting. Engaging in these

festivities can boost morale, reduce workplace stress, and enhance overall job satisfaction. The act of giving and receiving during this season cultivates a spirit of gratitude and kindness, contributing to a more harmonious and supportive work environment. Celebrating Christmas with fellow employees not only adds joy to the workplace but also reinforces the importance of unity and goodwill, creating lasting memories that can positively impact the company culture.

Here at Letsolo Water and Environmental Services, the last month of the year is a time of reflection, showing gratitude and appreciation for one another, for giving thanks and

spending a bit of quality time together. Our annual Christmas party is a small but special event where we usually partake in a 'Secret Santa' where each employee, having drawn a 'gift idea' from a box, arrives with a wrapped gift.

Once we have had our last meeting for the year, our Managing Director, Ishmael, shares his message with his team and then employees are given an opportunity to say a few words. Once the meeting is formally closed, employees share their gifts, and the festivities begin.

A perfect ending to another wonderful year at Letsolo Water and Environmental Services.



# LETSOLO

WATER AND ENVIRONMENTAL SERVICES  
"Engineered Solutions for Environmental Quandary"

**Established in 2009 and based in Pretoria, Letsolo Water and Environmental Services specialises in:**

- **Water engineering;**
- **Civil engineering;**
- **Environmental management;**
- **Eradication of alien species;**
- **Greenhouse gases; and**
- **Carbon footprint assessments**

**We aim to make a lasting contribution when it comes to the protection and preservation of our precious natural resources.**

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