



Nasby Botswana

HEALTH - SAFETY - ENVIRONMENT - QUALITY

COMPANY PROFILE 2026

Safer operations. Stronger business.

Tailor-made HSEQ, petroleum and transport solutions for Botswana's high-responsibility industries.

In partnership with our customers, we deliver safe and cost-effective solutions without compromising on quality.

INCORPORATED IN BOTSWANA - ESTABLISHED 2008



COMPANY OVERVIEW

Botswana expertise for safer, stronger operations.

Nasby Botswana (Pty) Ltd is a consulting company providing practical, tailor-made solutions to the petroleum, transport, manufacturing and FMCG industries.

2008	25+	5
Incorporated in Botswana	Years of specialist experience	Priority sectors supported

Who we are

Our work connects legal compliance, international standards and operational reality. We help clients identify risk, build stronger systems and equip people to perform safely.

Where we add value

- ✓ Health, Safety, Environment and Quality
- ✓ Petroleum and fuel transport operations
- ✓ Road safety, dangerous goods and fleet control
- ✓ Business systems for citizen-owned enterprises

Registered name	Nasby Botswana (Pty) Ltd
Registration	BW00000383970 (CO2008 / 1988)
Founder Director	Raju Joseph Thomas
Head office	Plot 22085, Nyamambisi Road, Gaborone West Industrial, Gaborone, Botswana
Contact	+267 72110858 / 3914949 raju@nasbybotswana.com www.nasbybotswana.com

STRATEGY

A preventative approach to performance.

We focus on preventing incidents and non-compliance rather than dealing only with their consequences.

VISION

To be the leading provider of HSEQ consultancy to the Botswana market.

Known for quality delivery, personal attention to detail, professionalism and strong customer relationships.

MISSION

Help clients meet legal and industry expectations.

Support compliance with occupational health and safety, factories and environmental requirements while promoting industry best practice.

How prevention becomes practical

- 01 Identify**
Review processes, hazards, exposure and legal obligations.
- 02 Build capability**
Educate and equip employees, employers and safety representatives.
- 03 Control**
Implement site-specific systems, responsibilities and operational safeguards.
- 04 Improve**
Monitor trends, investigate events and strengthen corrective action.

Our goal

Exceed client expectations through outstanding service, flexibility and value - optimising systems, improving operational efficiency and raising health and safety standards.

LEADERSHIP

Founder-led expertise with commercial perspective.

RJT**RAJU JOSEPH THOMAS**

Founder Director and HSEQ Specialist

"If we help our clients win, we win."

Experience that crosses disciplines

Mr. Thomas is a NOSA SAMTRAC-qualified Health and Safety Specialist with more than 25 years across transport operations, marketing, road safety, HSEQ and auditing.

He has more than 23 years of experience in Botswana's petroleum and fuel transport industry, with expertise spanning management, operations and HSEQ.

His commercial education and technical training allow Nasby to connect compliance requirements to the way a business actually performs.

Qualifications and specialist training

- ✓ B.Com in Accounting and Master of Business Administration
- ✓ NOSA SAMTRAC Health and Safety qualification
- ✓ ISO 9001, ISO 14001 and OHSAS 18001 auditor training
- ✓ Risk assessment, dangerous goods and tachograph analysis
- ✓ Incident investigation, risk management and root cause analysis
- ✓ First aid, fire fighting and emergency response training

Leadership philosophy

Listen first. Build trust through transparent, fair agreements. Transfer knowledge so that the client is stronger and more independent after every engagement.

PROFESSIONAL SERVICES

Prevent risk. Strengthen control.

Our primary objective is to identify, evaluate and control risks in the workplace. We support long-term, medium-term and once-off requirements.

01

Safety and Risk Management

Identify and control hazards before they become incidents.

- ✓ Risk assessments and hazard identification
- ✓ Periodic workplace safety inspections
- ✓ Fire risk assessments
- ✓ Permit-to-work and electrical lockout systems
- ✓ On-site safety officers and representatives
- ✓ Weekly toolbox talk material

02

HSEQ Management Systems

Connect legal compliance, standards and daily operations.

- ✓ ISO 9001 quality systems
- ✓ ISO 14001 environmental systems
- ✓ OHSAS 18001-aligned safety systems
- ✓ Pre-certification and surveillance audits
- ✓ Legal compliance audits
- ✓ Process reviews for operational hazards

03

Emergency Preparedness

Build site-specific readiness so people can respond with confidence.

- ✓ Emergency response plans
- ✓ Response capability evaluations
- ✓ Evacuation plans and procedures
- ✓ Evacuation readiness reviews
- ✓ First-aid and fire-response readiness
- ✓ Operational continuity support

PROFESSIONAL SERVICES

Investigate. Optimise. Protect.

04

Incident and Contractor Assurance

Turn evidence into corrective action and accountable performance.

- ✓ Incident investigation and root cause analysis
- ✓ Incident and occupational disease reporting
- ✓ Trend monitoring and exposure analysis
- ✓ Contractor management systems
- ✓ Contractor and supplier audits
- ✓ Corrective-action follow-through

05

Petroleum and Transport Advisory

Commercial and operational insight grounded in local fuel transport experience.

- ✓ Road safety training
- ✓ Transport costing and benchmarking
- ✓ Tachograph and fleet performance analysis
- ✓ Dangerous-goods transport guidance
- ✓ In-vehicle monitoring advisory
- ✓ Fuel operations, procurement and stock support

06

Environmental Compliance

Reduce environmental exposure while meeting regulatory expectations.

- ✓ Environmental compliance reviews
- ✓ Hazardous waste source identification
- ✓ Hydrocarbon waste disposal advice
- ✓ Spillage clean-up advisory
- ✓ Environmental risk controls
- ✓ Supplier environmental assurance

SECTOR EXPERTISE

Built for Botswana's essential operations.

Nasby understands the operating pressure, regulatory expectations and practical realities that shape high-responsibility industries.

01	Petroleum	Fuel operations, storage, distribution, procurement and hydrocarbon risk.
02	Transport and logistics	Fleet safety, dangerous goods, costing, monitoring and road-risk control.
03	Manufacturing	Process hazards, contractor assurance, emergency readiness and management systems.
04	FMCG	Quality, safety and environmental support across fast-moving supply chains.
05	Citizen enterprises	Policies, training, costing and internal systems that support sustainable growth.

Local relevance

Our solutions are designed for Botswana's operating environment while drawing on recognised international management standards and industry best practice.

CITIZEN ECONOMIC EMPOWERMENT

Building independent, sustainable Botswana businesses.

PETROLEUM INDUSTRY DEVELOPMENT

From market entry to operational maturity.

Citizen participation in Botswana's fuel transport industry continues to develop. Success depends on experience, expertise, strong internal control and access to practical business systems.

Nasby has worked with citizen-owned petroleum companies to build the foundations for financial and operational independence.

Policies	Company policies and governance foundations.
Procedures	Practical operating and HSSE procedures.
Training	Role-focused capability and awareness.
Reporting	Internal performance and accountability structures.
Costing	Transport costing and commercial benchmarking.
Assurance	Auditing, corrective action and continuous improvement.

Partnership principles

- ✓ Financial agreements suitable to both parties
- ✓ A transparent, win-win relationship
- ✓ Reasonable remuneration for real value

- ✓ Highly skilled professional support
- ✓ Attention to the client's bottom line
- ✓ Customised, sustainable solutions

WORKING WITH NASBY

Clear steps. Shared ownership. Lasting improvement.

01	Listen and assess	Understand the operation, obligations, risks, people and priorities.
02	Design the solution	Create a proportionate, site-specific programme with clear outcomes.
03	Implement together	Work alongside the team, building tools and internal capability.
04	Verify and improve	Measure performance, close gaps and strengthen the system.

Flexible engagement models

Once-off

Audits, investigations, risk assessments and targeted reviews.

Project

System implementation, emergency readiness and structured improvement.

Ongoing

Retained advice, on-site professionals and continuous assurance.

Confidentiality

Client information, records, designs, processes, methods, market information and commercial material are treated as the client's property and are not disclosed to third parties without written consent.

CONTACT

Start with the challenge in front of you.

Tell us what you need to improve, verify or solve. We will help identify a practical next step.

NASBY BOTSWANA (PTY) LTD

Raju Joseph Thomas

Founder Director and HSEQ Specialist

Plot 22085, Nyamambisi Road
Gaborone West Industrial
Gaborone, Botswana

+267 72110858 / 3914949
raju@nasbybotswana.com
www.nasbybotswana.com

Why choose Nasby Botswana?

- ✓ Hands-on industry experience and qualified professionals
- ✓ Customer-oriented, transparent partnership
- ✓ Tailor-made, site-specific solutions
- ✓ Practical focus on prevention and capability
- ✓ Flexible once-off, project and ongoing support

"We do not charge you an arm and a leg, we help you save them."

Let us strengthen your HSEQ performance.

A safer operation starts with one conversation.