



**GIPF**

Government Institutions  
Pension Fund

*To guard, and to grow.*

## THE DAWN OF A NEW ERA AT GIPF

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# Editor's Note

The Guardian is an external newsletter issued by the Fund to engage strategic stakeholders of the GIPF. The publication aims to spark conversations that are of mutual interest through transparent sharing of news and information on the Fund's activities.

The Fund's current three-year Strategic Plan (2024 – 2026) is themed "Deepening the Strategy towards Member Centricity" and this publication strives to showcase the efforts the Fund is making towards the fruition of this theme.

In this edition, we shed light on the Fund's commitment to upholding high ethical and moral standards, by undertaking to conduct ourselves with integrity.

Read more on the Fund's Responsible Investment Symposium hosted earlier this year. This unique event provoked dialogue on the Environmental, Social and Governance aspects as well as the GIPF's outlook on Responsible Investment. The GIPF prides itself on being an "Employer of Choice" through its Employee & Organisational capacity strategic pillar which is aligned to its value of 'Care', read more on this as well.

We offer this publication as we at the GIPF places significant emphasis on brand reputation, stakeholder engagement and satisfaction that forms a dynamic interdependence that is crucial for the overall success of our brand.



We, however, can only achieve this through continued and transparent communication.

Please enjoy this edition of The Guardian that is aligned to our organisational values and goals and reinforces our commitment to member centricity through all our dealings. We look forward to receiving your feedback and comments via **email: [info@gipf.com.na](mailto:info@gipf.com.na)**

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**Edwin Tjiramba**  
General Manager: Marketing and Stakeholder Engagement

# EMPLOYER OF CHOICE

Organisations regarded as “Employers of Choice” are highly desirable to work for because of their compelling employer brand promise and reputation, the attractive benefits they offer, the opportunities for career progression and their ideal and model corporate culture.

Leading organisations place emphasis and underpin the importance of setting strategic objectives and key initiatives focused on their employees.

Building an effective and authentic Employee Value Proposition (EVP) is a vital objective for any organisation that would like to attain a competitive edge. GIPF as an organisation has moved away from the traditional paradigm of only focusing on benefits when defining EVP but more focus and emphasis is placed on the human part of it, hence the reason why it introduced one of its strategic pillar of care to address this. Entities that achieve their strategic intent can create shared value for their stakeholders and ultimately deliver socio-economic impact. This requires rigorous commitment to attracting and retaining top talent and promoting a reputation for ethical and inclusive practices.

The fostering of an ideal working environment for skilled and engaged professionals requires organisations to take deliberate actions to focus on employees in strategic direction and intent. This can be achieved through a robust wellness programme that considers work-life balance, having a recognition and reward initiative programme in place that is driven and led from the top through strong and inspirational leadership.

## **This leads to high levels of employee satisfaction.**

Employees value companies that assist them to grow and find a higher purpose. Human resource practitioners must drive employee engagement through an organisation’s mission, vision, and values. This involves taking an employee-centric approach, prioritising the needs and interests of employees on the top of the organisation’s agenda as employees are key enablers for achieving objectives and ultimate success of any business. Committed and engaged employees execute strategy, achieve objectives, and produce positive results through



**Anselma Haushiku**

General Manager: Human Resources

their day-to-day interactions on a consistent basis.

Embodying the ethos of an “Employer of Choice” is demonstrated through programmes that drive talent management and development, fostering a positive culture, and ensuring alignment between individual and overall organisational performance.

It is highly necessary for organisations to enhance inspirational leadership and management, strategy driven training and development and ensure vigorous employee wellness programmes that are tailor-made and impactful. Commitment to employee well-being reflects an organisation’s dedication to corporate professionalism.

The benefits of a well-crafted and implemented employee wellness programme boost morale, mitigates stress and burnout, minimises absenteeism and disengagement, reduces healthcare costs, and ultimately enhances the productivity of an organisation. Dedication to employee well-being is not merely a moral obligation but is a strategic investment in the long-term prosperity of an organisation. Those responsible for wellness should partner with dedicated professionals and specialists to provide ongoing assistance at regular intervals.

There is correlation between organisational efficiency and employee satisfaction. Institutions are therefore urged to place emphasis and focus on employees as a key stakeholder to drive transformational change and a healthy organisational culture driven by a motivated workforce.

# The dawn of a new era at GIPF

The appointment of Mr. Martin Inkumbi as the new Chief Executive Officer/ Principal Officer effective 15 January 2024 signifies the dawn of a new era for the Government Institutions Pension Fund (GIPF).

Inkumbi commenced his career as a banker which culminated in 26 years of experience in the fields of economic research, corporate and development finance, and business strategy.

He has vast knowledge and a proven track record in leading macro-critical functions and institutions in Namibia, having steered the Development Bank of Namibia for a decade.

His leadership ability further stems from his numerous years at the helm of strategic functions at reputable entities such as the Bank of Namibia and the First National Bank of Namibia.



**Mr. Martin Inkumbi**  
Chief Executive Officer/ Principal Officer





*Inkumbi is a result driven team leader with a keen focus on an inclusive and collaborative management strategy that guarantees pension benefits for all GIPF pensioners, children, and spousal beneficiaries.*

“My formal training was primarily in the fields of economics, management accounting, finance and banking, while my working experience has been in the field of banking, with a focus on corporate banking, credit risk management and development finance”, stated Martin Inkumbi.

Inkumbi is a result driven team leader with a keen focus on an inclusive and collaborative management strategy that guarantees pension benefits for all GIPF pensioners, children, and spousal beneficiaries.

“My focus is on delivering on our strategic intent to propel the GIPF in a sustainable manner that ensures that we are well funded and in a financial position where our asset values exceed the value of our liabilities thus ensuring maximum growth and guarding the fund over time,” said Inkumbi.

“I am entrusted by the Board of Trustees of the GIPF to lead the Fund through adherence to all legislative framework and internal policies in a transparent manner that is fair and ethical in all my dealings” he stated.

Inkumbi is committed to implementing innovative approaches and establishing trust relationships with all stakeholders to bolster the Funds position as a leading contributor to the Namibian economy.

In his spare time Inkumbi enjoys reading, keeping fit, and is a keen scholar of modern African history. “A friend recently gave me a book with the title ‘Richer, Wiser, Happier’, by William Green, which I am reading. It offers insights into the mindset and philosophies of some of the world’s greatest investors”.



# Our Leadership at a Glance



**GIPF**

Government Institutions  
Pension Fund

*To guard, and to grow.*

The experienced GIPF leadership team is committed to guiding the Fund's investments with expertise and care. Focused on achieving a steady and long-term growth, the Board and Management ensures that the GIPF's financial future is in trusted hands.

## BOARD OF TRUSTEES



**Penda Ithindi**  
Chairperson



**Evans Maswahu**  
Vice-Chairperson



**Faniel Kisting**  
Trustee



**Loide Shaanika**  
Trustee



**Petrus Nevonga**  
Trustee



**Nillian Mulemi**  
Trustee



**Roswitha Gomachas**  
Trustee



**Maria Dax**  
Trustee



**Mihe Gaomab II**  
Trustee



**Martha Dama**  
Specialist Member



**Rodgers Walters**  
Specialist Member



**Adolf Denk**  
Specialist Member



**Collin Katjitae**  
Specialist Member

## EXECUTIVE MANAGEMENT TEAM



**Martin Inkumbi**  
Chief Executive Officer/ Principal Officer



**Elvis Nashilongo**  
General Manager:  
Operations



**Onno Amutenya**  
General Manager:  
Information Systems



**Anselma Haushiku**  
General Manager:  
Human Resources



**Conville Britz**  
General Manager:  
Investments



**Edwin Tjiramba**  
General Manager:  
Marketing & Stakeholder  
Engagement



**Daniel Ndara**  
General Manager:  
Finance and Administration



**Melki-zedek Uupindi**  
Chief Legal &  
Compliance Officer



**Aini Kanime**  
Chief Audit Executive



**Escher Luanda**  
Company Secretary



**Michael Beukes**  
Manager:  
Risk



**Josephine Hamwaama**  
Acting Manager:  
Strategy & Projects



## BOARD OF TRUSTEES PROFILE:



### **Loide Shaanika**

Secretary General, Namibia National Teachers Union (NANTU)

**Position on the Board:** Trustee

**Qualifications:** Currently pursuing Master's Degree in Industrial Relation; Honours in Education

**Appointed:** 15 April 2024 by Namibia National Teachers Union (NANTU)



# BOARD OF TRUSTEES RE-APPOINTMENTS

The following Trustees have been re-appointed for three year terms as indicated below:



**Faniel Kisting**  
Trustee  
21 January 2024



**Petrus Nevonga**  
Trustee  
01 July 2024



**Nillian Mulemi**  
Trustee  
14 May 2024



# New appointments



## **Aini Kanime**

Aini Kanime has been appointed as the Chief Audit Executive of the Government Institutions Pension Fund, effective the 1st of August 2023. She is a Certified Internal Auditor (CIA) by profession and has over 20 years corporate experience, with 10 years thereof having been at management level. She rose through the ranks over the years and until her recent appointment, was the Manager Internal Audit at NamPower. She has accumulated experience in accounting, finance, risk and auditing across various industry sectors over her long career. Aini holds a Master's degree in Business Administration (MBA) from the University of Stellenbosch, a Bachelor of Accounting Science Honors degree from University of South Africa, a Bachelor of Technology in Accounting and Finance as well as a National Diploma in Cost Accounting both from the Polytechnic of Namibia. She is a member of the Institute of Internal Auditors of Southern Africa and global, has attended several professional and business management courses and also has the privilege of serving as an Alternate Trustee of the NamPower Provident Fund. She is a self-motivated, result-oriented person with a passion for learning and a drive to serve her community.

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## **Anselma Kunyanda Haushiku**

Anselma Joined GIPF on the 03 July 2023 as the General Manager: Human Resources. She is expected to execute the Fund's HR Strategy that is aligned to the overall business objectives to ensure that employees are supported to unlock their full potential. Anselma has a diverse experience in human resources spanning from various sectors such as Banking, Retail and Manufacturing.

Her highest qualifications are an MBA in Innovation and Leadership (University of Mauritius in collaboration with Ducere Global Institutions, Australia) and a Masters degree in Management from STADIO. With a multifaceted work experience and educational background, we trust that Anselma is equipped to move the Company's HR strategy forward.



# New appointments



■ **Katrina Siken**

Newly appointed manager for Stakeholder Engagement at the Government Institutions Pension Fund (GIPF), Katrina Siken was appointed on 16 November 2023. Siken explains that the pension fund industry is all about ensuring financial security and stability upon retirement, death, or disability of its members. This is attained through the responsible and transparent management of the Fund in accordance with various internal and external policies, procedures and compliance to various legislative frameworks whilst maintaining member centricity.

In her role as manager for Stakeholder Engagement, her responsibilities, and areas of accountability amongst others include dealing with all corporate communication interventions on behalf of the Fund in an effective and consistent manner. She ensures that all stakeholder engagement and communication is clear, concise, and comprehensive to enhance and maintain a positive image of the Fund.



# New appointments



**Angela Ndatipo**

Digital Media and Marketing Officer

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**Victoria Munenge**

Applications Administrator

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**Fillemon Natangwe Mathias**

Client Service Consultant - Oshakati Regional Office

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**Junias Victor**

Investigations Officer

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# Our Family Ties Season 1



The Government Institutions Pension Fund (GIPF) unveiled “Our Family Ties”, a groundbreaking member educational series produced for Namibian television viewing through the sharing of real GIPF stories on the 19 March 2024.

This pioneering television production discusses GIPF benefits through day-to-day scenarios such as, normal retirement, early retirement, resignation/dismissal, retrenchment, disability benefit, ill-health retirement, death benefits, funeral benefits.

Our Family Ties offers a comprehensive and engaging educational experience for GIPF members. View all episodes via the links below:

- ▶ **Episode 1:** <https://youtu.be/0u9mLU2Rshg?si=wWmL7MJMTc5cQkvm>
- ▶ **Episode 2:** <https://youtu.be/Y7WxVFTiplc?si=ZrfLIUqW1OeuTDrU>
- ▶ **Episode 3:** <https://youtu.be/gXmYWWTUB98?si=DRC8fHt-I5vQg4vO>
- ▶ **Episode 4:** [https://youtu.be/18zg\\_Vfjje4?si=jvY\\_3xvCixFqHogI](https://youtu.be/18zg_Vfjje4?si=jvY_3xvCixFqHogI)
- ▶ **Episode 5:** <https://youtu.be/7-eQgn3QYzQ?si=R0IM2zf1yLXvQjMQ>
- ▶ **Episode 6:** <https://youtu.be/DnJxtks2SQ?si=p4HrkjGoww-MjjBo>

# Ethics in the workplace

Organisations are guided by their purpose, corporate values, vision and mission and various sets of guiding principles on how to attain their strategic objectives and how they relate to their stakeholders. In numerous instances organisations place emphasis on values such as teamwork, service excellence, integrity and care which guide the way employees, and Boards and duly authorised agents, conduct themselves and the business in all their dealings.

Ethics in the workplace requires that institutions remain committed to upholding high ethical and moral standards, thereby undertaking to conduct their businesses with integrity. Organisations that practice good corporate governance, commit to the principle of integrity, and would always strive to be honest, fair, transparent, ethical, and trustworthy in everything they do. Good corporate governance and ethics are very much complimentary and hence the King IV reference to corporate governance as the exercise of ethical leadership. It therefore follows that good governance requires high standards of ethical conduct which must be demonstrated through ethical behaviour in terms of acting and demonstrating fairness, compassion to stakeholders, integrity, honour, and responsibility. Integrity and practicing ethical conduct are intrinsic to meeting stakeholder expectations.

It is imperative that organisations prioritise and integrate ethical standards into their strategy and operations. These ethical standards should continue to inform business practice, procedures, policies, and conduct. This requires the development and implementation of organisation-wide ethics management programmes and



**Edwin Tjiramba**

General Manager:

Marketing & Stakeholder Engagement

initiatives. These programmes should be designed in line with a zero-tolerance philosophy on unlawful conduct, or any form of dishonesty, fraud, theft, and corruption.

An organisation's leadership can either be a success or a root cause of its own failure in terms of ethical conduct in the workplace.

Organisations should build their ethical foundation as the cornerstone of how to conduct themselves and encourage employees to embrace habits for accomplishing tasks efficiently and interacting effectively in the workplace for the greater good of all stakeholders. There are various central characteristics of strong employee work ethic to which organisations should adhere to, namely punctuality, which involves showing up to work on time, the completion of tasks within set timeframes, and respecting the value of time in the workplace.

Other central characteristics that

define employee ethical compass pertain to accountability, taking responsibility for ongoing projects and blame for errors made. It is critical that employees efficiently accomplish tasks, remaining focused and avoiding distractions of chatter, social media and other distractions. Productive employees do not merely concern themselves with ticking off items on a to-do list but focus on doing what needs to be done for the betterment of the organisation. Employee productivity hinges upon an employee's ability to overcome distractions, ignore external influences, and conquering obstacles that inhibit them from performing their task. Ethics in the workplace and professionalism are illustrated through employees who show up and take their work seriously, staying respectful of themselves and others. In fact, studies have established that employees would prefer to work for organisations that are considered ethical.

Key phrases remain dedication and consistency and showing up ready to accomplish tasks daily, all while maintaining focus and productivity. The desire to improve is illustrated by employees who embrace feedback and showing that they are willing to work to grow in their careers. Organisations such as the GIPF are required to remain committed to ethical leadership by setting the tone at the top and undertake to "walk the talk", especially on the part of those in positions of senior leadership. This they do by being exemplary in ensuring that, their actions and the decisions taken are guided by ethical values, particularly that of integrity and supporting and following through their fraud reporting frameworks. The Fund further ensures that relevant authorities do not interfere in any investigation where due process dictates that they should not.



# Events

## GIPF RESPONSIBLE INVESTMENT SYMPOSIUM

The Government Institutions Pension Fund (GIPF) hosted a Responsible Investment Symposium (RIS) earlier this year in Windhoek. This unique event was dedicated to challenging thinking, broadening horizons, and engaging in honest debate about the relevance and practical impacts of the Responsible Investment and Environmental, Social and Governance (ESG) landscape and the Fund's shared mandates.

Leading partners, policymakers, investors, and expert specialists discussed pertinent issues on the latest local and global responsible investments and ESG strategies.

The RIS provided a platform for stakeholder engagement through building of lasting relationships and enabled participants to share best practices with other responsible investment investors and Fund Managers to help shape our emerging future.



*Leading partners, policymakers, investors, and expert specialists attended the GIPF RIS to discuss pertinent issues on the latest local and global responsible investments and ESG strategies.*





# GIPF MEDIA COOK OFF EVENT

The Fund places significant emphasis on brand reputation, stakeholder engagement and satisfaction that forms a dynamic interdependence that is crucial for the overall success of our brand.

Our engagement with key stakeholders such as the media is based on trust, transparency, and honesty which we achieve through proactive, timely and accurate communication.

The event on the 07 June 2024 was aimed at fostering strong relationships to demonstrate our commitment to maintaining our mutually beneficial relationship.

The Fund strives to achieve this through regular engagements. This cook off was not only about the GIPF brand and its promise to stakeholders, but it also aimed to bring the Fund and media partners closer in having a deeper understanding and appreciation of various cultures through breaking bread together.

\*\*\*Interactive link to videos on our YouTube channel

Link:

 [https://youtu.be/6kH7CQmiVCw?si=9A3YVI\\_4rZ6LVaAa](https://youtu.be/6kH7CQmiVCw?si=9A3YVI_4rZ6LVaAa)









IF SOMETHING'S WRONG,  
DO THE RIGHT THING

**REPORT**  
UNETHICAL CONDUCT  
*Guard Your Fund*

Blow the whistle on:

- Illegal and unethical conduct
- Abuse of Fund assets
- Bribery and corruption
- Theft and fraud

Simply log onto the GIPF Ethics Helpdesk

[www.gipf.ethicshelpdesk.com](http://www.gipf.ethicshelpdesk.com)



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Windhoek (Head Office)



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