

COMPANY SHARE ON SUSTAINING TB/HIV RESPONSE AMID THE COVID-19 PANDEMIC

GOLD FIELDS – SOUTH DEEP

7 June 2021 Dr. Khutso Setati





SOUTH DEEP RETURN TO WORK POST LOCK DOWN PLAN



Actions

- South Deep Response to the pandemic
- Brainstorm: strategy and planning (Steering committee)
- Risk assessment and preparedness
- What is the industry doing
- Return to work SOP
- Coronavirus passport
- The vulnerable or those with Comorbidities
- Symptomatic TB screening and HIV counselling
- Concluding remarks
- Reference



COVID-19 Management Response Plan Overview

- Business Travel & Visitor Restriction
- Bowtie Analysis Preventative & Mitigation Actions
- What is the world doing Awareness and proactive prevention of infection, Containment, and Mitigation

Three Phase COVID-19 Emergency Preparedness Plan (EPP)

- **Phase 1 Prevent:** Zero known cases general awareness, enhanced hygiene practice & monitoring
- (Only when applicable) Phase 2 Contain: *if known cases at mine -*Phase 1 plus mandatory screening, isolation and "exclusion"
- (Only when applicable) Phase 3 Isolate & Reintegrate: A number of cases – Phases 1 & 2; partial to full operational shutdown; isolated and/or remote delivery. Includes individual recovery monitoring & reintegration and, operational recovery sequence procedures

Six EPP Workstreams

- 1. Steering Committee & Governance
- 2. Communication & Awareness
- 3. Health and Hygiene Practices
- 4. Treatment & Isolation Protocols
- 5. Emergency Preparedness Plan
- 6. Reporting & Monitoring

Siyaphambili







Bow-Tie Risk Assessment

Preventative Controls

- Promoting, coaching and adhering to Social distancing across the mining value chain,
- Hygiene programme(s),
- Screening and testing employees,
- Communication strategy,
- Health care programme,
- Personal Protective Equipment (PPE),
- Emergency Preparedness Plan, (EPP)
- Partial or total mine shut-down,
- Controls to prevent exposure to airborne pollutants, including ventilation arrangements.

Mitigating Controls

- Isolation and adequate medical care
- Establish a committee to monitor (Steercom)
- Communication strategy (Pre, During & Post)



Two phase approach – Suppression Phase and Mitigation Phase

Introduction

- Third world countries issues funding, capacity, and capability of convirus Cases our health care system, self and social discipline and short-term lack of testing kits
- Balance short-, medium- and long-term social, ethical and economic dilemmas
- TB and HIV have not overwhelmed our health care systems as COVID-19 will
- Best strategy Suppression
 Phase and Mitigation Phase
- South Deep is making every reasonable endeavor to align returning to work protocols with best practice guidelines



Suppression phase (Hammer: short period –weeks of extreme measures)

- Lockdown, travel restrictions, contact tracing, widespread testing, identification, isolation & care for those infected
- Flattens the curve
- Less strain on healthcare system
- Buy time to develop vaccine
- Balance social and economic

benefits

Mitigation phase

(Dance: period of stabilisation)

- Relax restriction in controlled manner
- Physical distancing, banning large gatherings, hygiene practices, extensive testing/tracking/tracing protocols
- Extensive awareness and communications
- There is always the possibility of tightening the restrictions when needed
- Reducing AR (attack rate)
- Risk back to beginning of curve

eyo

Communication underpinning behaviour and habit change

Coronavi

ogether we can protect ourselves and those we care abou



12 May Cyclp-19 WhatsApp Geld-Declarations two it works Image: Constraint of the second secon	<section-header><section-header><image/><image/><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header>	<complex-block></complex-block>		<section-header></section-header>		<section-header></section-header>		<section-header><section-header></section-header></section-header>
	<section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header>	<section-header></section-header>	<section-header></section-header>	<section-header><section-header><section-header><section-header><section-header><text><text><text></text></text></text></section-header></section-header></section-header></section-header></section-header>	<section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header>	<section-header><section-header><section-header><section-header><section-header><text><text><text><text><text><text><text><text><text><text><text><text><text><text><text></text></text></text></text></text></text></text></text></text></text></text></text></text></text></text></section-header></section-header></section-header></section-header></section-header>	<section-header><section-header></section-header></section-header>	<section-header></section-header>



MINING INDUSTRY ACTION PLAN ON COVID-19

Minerals Council response



TIMELINE

Siyaphambili



Guiding Principles on the Prevention and Management of COVID-19 in SAMI

.....On the 26th of March the DMRE (Chief Inspector of Mines) issued a guiding principle on the preventions and management of COVID-19 in SAMI

Issues of Concern

The following have been identified by the stakeholders:

- a) In-house (hostel) accommodation for mine employees
- b) Close contact on transportation of mine employees to and into the mine
- c) Use of biometrics and turnstiles for entry and exit at mines and its working places
- d) Testing of mine employees for alcohol using breathalysers
- e) General awareness and precautionary measures to prevent the disease
- f) Medical surveillance (spirometry, audio booths, eye test, etc).
- g) Compliance to regulations 9.2(2) on terms of personal monitoring (personal sampling equipment)

Guiding Principles

In terms of Section 11 of the Mine Health and Safety Act (MHSA), the employer should assess and respond to risk. The employer is required to conduct a risk based assessment covering all the workings at the mine considering the following:

- a) Identifying the risk of exposure for vulnerable employees (occupational lung diseases, communicable and non communicable diseases).
- b) Determine if workers could be exposed to activities or materials where the virus be encountered
- c) Considering the number of employees at workplace, meetings, etc. taking into account the recommended social distance
- d) Review HR policies around business travel, sick leave, and other related policies to account for COVID 19
- e) Scientific and evidence based approach. In implementing any solution driven measure, the employer must aim to apply the best available evidence gained from scientific methods for decision making in preventing COVID 19 exposure



Standard Operating Procedures

Following completion of the risk assessments, a COVID-19 Health Policy as well as Guiding Principles and Standard Operating Procedures were developed to guide the mine in their response to the pandemic.

All policies and procedures were approved by the steering committee and on a regular basis management consulted with organised labour for input and amendments.

In developing the documents, guidance was also taken from key public offices such as the:

- World Health Organisation,
- Department of Health,
- Disaster Management Act: Minister of COGTA
- Department of Mineral Resources and Energy and
- Minerals Council.

The subsequent slides highlight the policy and standard operating procedures that were developed and put in place.

Standard Operating Procedures

- Return to work (RTW) management of employees
- Fitness to Work:
 - Employees experiencing flu-like symptoms: stay home, telephonically inform line manager, own doctor/mine doctor/
 - Self-quarantine: if contact with confirmed case, remain home and telephonically inform as above, those that travelled outside the country or attended funerals or large gathering had to quarantine

Mine Access Screening:

- o Reduced number of access points to various operations, works and offices
- Mandatory screening of all personnel entering these access points:
 - A brief individual interview/questionnaire (Health/Medical declaration)
 - Temperature screening

High Density Residences:

- o Strict movement and social distancing protocols
- All returning post lockdown from provinces and SADAC countries quarantined (medical declaration, SARS CoV-2 PCR test within 24 hours)
- No visitors without prior written approval



Standard Operating Procedures

- Medical Response Protocol
 - Employees arriving at work with symptoms will be separated from others, issued with surgical mask, be registered and referred to their doctors or Mine clinic
 - Post self-quarantine: assessed by the attending healthcare professional and be given clearance by an OMP
 - o No individual will be permitted to resume work unless cleared and certified fit by the Mine's OMP
 - Those referred to the mine medical centre will be directed to an allocated room 11 for screening and SARS CoV-2 PCR test (now the antigen test and if positive, then PCR test)
 - Quarantine or isolation depending on the results
 - HCW collecting specimen to be appropriately dressed as per the guidelines: protective suite, high risk gloves, level 2 protective mask, protective googles and protective head cap
 - o Referral to hospitals where indicated
 - Reporting of cases to NICD and TEBA for contact tracing
- Management of Confirmed COVID-19 cases
 - Mild disease, isolate at home or designated mine isolation area. HC professionals to monitor all
 - Refer early in line with the guidelines
- Prevention and Personal Hygiene for suspected COVID-19 case
 - Employee education, awareness and practice of social distancing, respiratory etiquette and good personal hygiene

Standard operating practices and procedures



Standard operating practices and procedures





South Deep Page 1 of 6 Document No: MANAGEMENT OF Revision date: PATIENTS WITH FLU-LIKE Effective date: SYMPTOMS Revision N°: Next Revision

 No:
 SD-PRC-SHEE-MED-001

 late:
 10/03/2020

 late:
 March 2020

 le:
 000

 ion:
 10/03/2023

SOUTH DEEP GOLD MINE

STANDARD OPERATING PROCEDURE

for

MANAGEMENT OF PATIENTS WITH FLU-LIKE SYMPTOMS REPORTING AT THE SOUTH DEEP MEDICAL CENTRE

Name	Dr K Setati	Name	F vd Walt
Designation	Subject Matter Expert	Designation	Standards Committee Chairman - SHEE
Date		Date	
Signature		Signature	
Name		Name	J Kruger
Designation		Designation	Superintendent Health & Safety - Risk, Standards & Systems (RSS)
Date		Date	
Signature		Signature	
Name		Name	
Designation		Designation	
Date		Date	
Signature		Signature	

POLICY PROTOCOL FOR COVID-19

The protocols below have been developed to guide employees and various departments in their response to potential COVID-19 exposures.

Scenario	Action
Scenario 1: Confirmed C	OVID-19 case
Employee develops COVID-19, confirmed by a lab test.	Employee: Stays at home & notifies line manager or the COVID-19 call
Employee is not at work.	centre. HR Department & Occupational Medical Practitioner informed.
	Gets sick note from doctor for the period for which the employee is unwell.
	Occupational Medical Practitioner:
	Contact employee. Confirm National Institute for Communicable Diseases (NICD) was notified.
	Ongoing monitoring of employee.
	Notify Business Improvement Department to update dashboard.
	Return to work cleared by Occupational Medical Practitioner treating doctor at the end of the infectious period. Confirmation of the negative test result.
	HR Department:
	Contact tracing and home quarantine.
	Positive close contacts – handle as per scenario 3.
	Positive casual contacts – handle as per scenario 4.
	SHE Department:
	Workplace decontamination.
Scenario 2: Symptoms o	f Concern



Return to Work (RTW) Management of Employees

VERSION	EFFECTIVE DATE	PARAGRAPHS AFFECTED	REVIEW DATE
1	April 2020	NI	April 2023

E

GOLD FIELDS

OCCUPATIONAL

HEALTH SERVICES

.

GOLD FIELDS

BACKGROUND

In an endeavour to slow down the spread of the global COVID-19 pandemic in South Africa, the government instituted a mandatory 21-day national lockdown which is scheduied to end at midnight on 16 April 2020. Public activity and 'normal' routines will resume and many workers will be traveling back to their employment centres from various provinces, towns, rural areas and from neighbouring countries. As of 8 April 2020, South Africa has reported in excess of 1700 COVID-19 positive cases and 13 deaths. In light of the prevailing COVID-19 infection spread and the resumption of operations, this SOP has been developed to assist in containing and/or mitigating the spread of infection at South Deep Mine.

OBJECTIVE

This procedure provides mandatory health management protocols and guidelines to facilitate the safe and orderly resumption of operations, the management of potential COVID-19 exposure to all personnel including healthcare workers, and our surrounding communities.

POLICY

All employees, contract employees and approved visitors will be required to undertake a health clearance questionnaire and temperature screening prior to entering any operational and/or office site. Employees returning to high density mine residences such as the Hostel, Guest Houses, etc. will be required to undergo a more rigorous and prescribed health clearance examination prior to resuming residency. Owing to the unique COVID-19 health considerations, visitors to the Mine, its Operations and/or Mine Residences will require prior written approval by the Vice President: South Deep before such visitation will be permitted. The Mine reserves its rights to decline any visitation request at its sole and absolute discretion.

PROCEDURE

1. Fitness to Work

1.1 Employee Illness

Employees experiencing flu-like symptoms especially a dry cough, sore throat, sneezing, sore muscles, fever above 37.5° Celsius and shortness of breath should:

- Remain at home and not report for duty.
- Telephonically contact their line manager to inform them of their intended absence.

Guidelines – Key public offices

With guidance from key public offices such as WHO, DMRE, Minerals Council, NCID and the Ministry of

Health, we are able to develop and implement mine standard operation practices and procedures.

Public Office	Applied Guidelines			
WHO	Technical Guidance notes on COVID-19			
National Government Office	Disaster Management Act: Regulations and Guidelines COVID-19			
DMDE	26 March 2020 – Guiding principles on the prevention and management of COVID-19 in SAMI			
DIVIRE	Section 5 of the Mine Health and Safety Act 29 of 1996 - Employer to maintain healthy and safe mine environment			
NICD	NDoH NICD Guidelines on COVID-19			
	Mining Industry Action Plan on COVID-19			
Minerals Council	Standard Operating Procedure (SOP) for addressing cases of COVID- 19: Prepared for members of the Minerals Council South Africa			

Standard operating practices and procedures

Response to Government

Department of Minerals an Energy:

23 March 2020

- Identified list of essential services
- Schedules provided as per requirement

17 April 2020

- Adherence to revised conditions to operate
- Plan to restart with 50% labor capacity
- Declared as essential service CIPC
- Screening and testing program available
- Awareness and communication continues for all key stakeholders
- Quarantine facilities available
- Data collection and submission to NICD in place

Thursday, 26 March, 2020		
	GOLD FIELDS	
Hounourable Minister		
Department of Mineral Resources and Energy		1000
71 Trevenna Campus		
Cnr Meintjies and Francis Baard Streets		Goup Elsups
Pretoria		GOLD FILLOS
0001	Friday, 17 April, 2020	SOUTH DEEP GOLD MINE (South Deep Joint Venture)*
Copy The Principal Inspector of Mines - The Provincial Police Commission		Farm Modderfontein, Old Vereeniging Road, Westonaria, 1779
The Local Station Commanders -	Honourable Minister	PO Box 57, Westonaria,
Westonaria, Randfontein, Krugers	Department of Mineral Resources and Energy	1780 South Africa
	71 Trevenna Campus	Tel +27 11 411 1000
	Pretoria	Fax +27 11 411 1294
Dear Minister	0001	Winkgord medaloom
RE: EXEMPTION FOR CERTAIN ESSENTIA		
DEEP MINE, AN UNINCOPORATED JOINT	COPY: Director General of the Department of Mineral Reso	urces and Energy
HOLDINGS PROPRIETARY LIMITED AND GOI	Principal Inspector of the Department of Mineral Res Regional Manager of Mineral Resources and Energy	sources and Energy - Gauteng y - Gauteng
1. We refer to the statement made by the Sta		
on 'Escalation Measures to Combat CO'	Our Ref: Essential Services/South Deep	
Buildings, Tshwane.		
2. In the statement provision is made for c	RE: ADVISORY NOTE IN TERMS OF REGULATION 11	K READ TOGETHER WITH
includes functions deemed as essential s	ANNEXURE B OF THE REGULATIONS OF THE DISAS 2020 ON 16 APRIL 2020	TER OF MANAGEMENT ACT,
3. The measures announced by the Preside	1. We refer to the statement made by the President Cyril Ram	aphosa on 'Escalation Measures
underground mine operations will b	to Combat COVID-19 Epidemic' on 23 March 2020 at the U	nion Buildings, Tshwane.
maintenance to avoid damage to their	2 In the statement referred to provision is made for extension	of poorlo who will be exempted
	 In the statement referred to, provision is made for dategories well as essential services and essential noods 	or people who will be exempted
* Scath Deep Joint Vantum Is an anincorporated joint vanture between Gold Fields Operations Limited (Reg. No. 1959/003269/003, both 2007/015041/07) a subalitievy of Gold Fields Limited (Reg. No. 1988/004-	מא שלון מא באפרונומן ארואיבא מווע באפרונומן אייעש.	
Gold Tailds Operations Limited Directors: NJ Holland' (Chairman), NA Choha GR Joint Venture Holdings Proprietary Limited Directors: NJ Holland' (Chairm 'British	 South Deep Joint Venture is an unincorporated joint venture between GH Joint Venture Holdings P Gold Fields Operations: Limited (Reg. No. 1959(032030)60), both wholly-owned subsidiates 	ropristary Limited (Reg. No. 1998/022354/07) and of Newshell 899 Proprietary Limited (Reg. No.

Gold Fields Operations Limited Directors: NJ Holland' (Chairman), R Bardien, NA Chohan, P Matete, BL Mokoatle, M Preece GII Joint Venture Holdings Proprietary Limited Directors: NJ Holland' (Chairman), R Bardien, NA Chohan, P Matete, BL Mokoatle, M Preec Ventuin

Co-morbidity risk employees

As per Section 11 of the Mine Health and Safety Act (MHSA), a protocol has been developed to guide employees and various departments in their response to potential COVID-19 exposure and in particular dealing with vulnerable employees. An interview exercise was undertaken on the 30th April with known vulnerable employees to access risk levels which would then assist with further advise and recommendations on a case by case basis.

DMRE Guiding Principles:

In terms of Section 11 of the Mine Health and Safety Act (MHSA), the employer should assess and respond to risk. The employer is required to conduct a risk-based assessment covering all the workings at the mine considering the following:

a) <u>Identifying the risk of exposure for vulnerable employees</u> (occupational diseases, communicable and non communicable diseases)

Immune Compromised Employees

Total number of employees	274
Employees back at work	93
Employees reviewed by OMP	61
Employees placed on Sick Leave	9
Employees booked for a review	3
Employees (pending)	32

Social distancing

Holistic approach



A break in any link weakens the chain

Public transport:

- West Rand Taxi Association leadership
- Aligned to enforce regulations:
 - Wearing of face masks
 - Limiting passengers
- Clear commitment for co-operation
- Employees and residents of on-mine accommodation provided with face masks on embarking at South Deep taxi rank
- South Deep taxi rank sanitised regularly
- Local authorities are assisting the taxi association
 with sanitising of local taxi ranks

What can we do in our homes?

- Continue to practice good hygiene by washing your hands regularly, cleaning all surfaces with a disinfectant and coughing or sneezing into your elbow
- Not invite people over or visit others in their homes
- Keep a distance of at least 2 metres away from your neighbours

What can we do at work?

- Check that you are well before you leave home. If you are not feeling well, stay at home and contact our call centre at 072 515 9753 or 072 649 8255
- Ensure that you take your temperature at key entrance points
- Wear all the PPE provided to you such as masks, goggles and gloves
- Keep a distance of at least 2 metres away from your colleagues, especially at congregating and queuing points, turnstiles
- In cages wear masks, goggles and gloves and follow good respiratory hygiene by coughing and sneezing into the fold of your arm
- Continue to practice good hygiene by washing your hands and coughing or sneezing into your elbow



What can we do when we travel?

- Avoid lift clubs or public transport where possible
- Wear a mask and gloves
- Keep a distance of at least 1.5 metres away from anyone else in the vehicle
- Continue to practice good hygiene by washing your hands and coughing or sneezing into your elbow

What can we do in our communities?

- Avoid crowds and gatherings
- Limit my time out in public by staying at home as far as possible
- Continue to practice good hygiene by washing your hands and coughing or sneezing into your elbow
- Check on my elderly neighbours, but keep my distance when I do

"On-boarding" - Screening & Testing of Employees

Return to work process and self-declaration:

- Declaration & Temperature at mine entrance
- Issue of Passport
- Medical assessment and review of medical file
- Covid-19 Training
- Supervisor contact session (daily protocols)
- COF verification
- Locker Allocation

Level 3 onwards:

- COVID-19 testing
- Suspected cases were quarantined for at least 8 days before retesting
- Negative employees returned to work

South Deep Gold Mine		Ž		
COVID – 19 POST LOCKDOWN RTW MEDICAL SCREE	NING (AP	2	0)	
Employee medical declaration following absence from work	due to COVID:		ock	do
Gurname: First Name(s): De	partment:			
Occupation: Ind. / Co No.: M	ale/Female (Circle	the o	orrec	t or.
Employees who have not come to work during the Lockdown:				
Please mark with an X		YES	NO	UNSURE
Have you been in contact with any person who tested positive for the COVID-:	19 virus?			
Have you travelled abroad or to neighbouring countries during your absence?				
Have you been in direct contact with any persons who has travelled to other o	countries?			
Have you consulted a doctor or visited a hospital or clinic during your absence	2			
Do you have any of the following symptoms: Fever ; Cough; Sore throat; Short	ness of breath			
Do you have or have you during lock down developed any chronic diseases or	illnesses?			
Disease: Hypertension; Diabetes; Epliepsy; Asthma; TB; Psychosocial problems Have you been compliant to treatment, and do you still have your medication	s (circle disease)			
Have you had any accidents, injuries or operations during your absence?				
Have you had any accidents, injuries of operations during your absence:				
Have you started any new medication?				
Did you exercise strict lockdown procedures and stayed at home during your a	absence?			
Do you feel fit to return to work?				
If Yes to any of the first nine and No to any of the last two, refer to the medica	al centre			
Employees who have worked during the Lockdown:				
herewith declare that I have been working during the break, and:				
Please mark with an X		YES	NO	UNSURE
I have not had contact with any person that has tested positive for the COVID-	-19 virus,			
Did not have contact with any persons who has travelled to other countries,				
Practised strict lockdown procedures and good hygiene at all times when not a	t work,			
I am fit to continue to work.				
Employees with a history of any Chronic Illness or on Chronic Medicati will undergo the following additional tests:	on as well as en	nploy	ees f	eeling si
BP Pulse Temp 1 st : 2 nd :	н	at		
		3-		
Final Status (tick appropriate box):		_		
Fit to work Refer to medical Centre Refer to isolatio	n area			
		-		
I hereby declare that all the information furnished above is, to the best	t of my knowled	lge, t	rue a	nd corre
and that no information has been omitted or withheld.	Temperature Ma		d > 2	7 50
	remperature Me	asure	u / 3	
Signature of Employee:			°C	
Date:	Pafarrad to Ma	diar	Cont	

Coronavirus passport



If you have existing illnesses, such as HIV, hypertension, diabetes, you need to ensure that you take your medication on time and stay healthy

If you have any concerns, speak to your healthcare practitioner.

have come in close contact with

 Close contact means that you have had face-to-face contact (<2m) or were in a closed environment with a someone who has been confirmed to have coronavirus

 Stay at home and isolate yourself Notify your line manager and the coronavirus call centre (072 515 9753 or 072 649 8255)

· Consult with the Occupational Medical Practitioner to arrange to be tested While you are waiting for the results of your test, stay at home and take the necessary steps to protect your family

a person who was confirmed to be positive for coronavirus before he/sh was III

· Casual contact means a brief encounter with a person, before he/she was ill Notify your line manager and the coronavirus call centre (072 515 9753 or 072 649 8255)

 Monitor yourself for symptoms for 14 days following contact

 Go to work, but apply extra precautions to avoid non-essential contact

have a compromised immune system, due to a chronic medical conditio

 Immediately report the condition to the Occupational Medical Practitioner so that they can help you

Let's work together to keep ourselves and each other safe, every day, everywhere we go

What can we do in our homes?

by washing your hands regularly, cleaning all surfaces with a disinfectant and coughing or sneezing into your elbow Keep a distance of at least 2 metres away from your neighbours

work?

Wear all the PPE provided to you such as masks, goggles and gloves Keep a distance of at least 2 metres away from your colleagues, especially at congregating and queuing points, turnstil

follow good respiratory hygiene by coughin and sneezing into the fold of your arm Continue to practice good hygiene by washing your hands and coughing or sneezing into your elbow

What can we do when we travel?



we do in our communities?

 Continue to practice good hygiene by washing your hands and coughing or sneezing into your elbow Check on my elderly neighbours, but keep my distance when I do

Important contact numbers

South Deep Hotline 072 515 9753 or 072 649 8255

weekdays from 08h00 to 10h00 and 15h00 to 17h00

WhatsApp 087 250 3037

Save this WhatsApp number on your phone. This is how we will contact you.

Facebook https://www.facebook.com/GoldFieldsLTD



South Deep has started a new WhatsApp line for all employees. Please make sure we have your WhatsApp number so that we can contact you.



Coronavirus passport

Return to work passports:

Issued to employees when they report for first shift back at work. Includes:

- Travel permit
- Medical assessment
- TB and HIV screening
- Return to work induction
- Daily protocols to follow
- Important contacts



Travel permit

Surname	Mokoatle						
Full names	Benford						
Industry number	P8795119						
Position	VP Operations, South Deep Gold Mine						
Contact Details	Call Centre	Call Centre	Email address				
	072 515 9753	072 649 8255	Benford.Mokoatle@goldfields.com				
Physical Address of Institution	Farm Modderfontei	n, Old Vereeniging R	oad, Westonaria, Gauteng Province				
Certify that, the indiv Regulation 11K(d) of t travel for this purpos	idual employee, who he Disaster Manager e;	se details are set out nent Act, 2002 to pe	below has been authorised in terms of form work in the mining sector and to				
-							

Surname	
Full names	
Identity number/ passport number	
Industry number	
Work Address	Farm Modderfontein, Old Vereeniging Road, Westonaria
Company	
Occupation	

Autho	rised Co	ompany	Representa	tive		
DATE	:					
o sefety	() integrity	CO respect	esponsibility	innevation	(A) delivery	Siyaphambili We are gaing forward

Return-to-work Induction

Check	Responsible	Name	Signature	Date	Comments
Temperature check	Medical staff				
Medical screening and declaration	Medical staff				
Chronic Condition (yes / no)	Medical staff				
Approved to work	Medical staff				
Time and attendance	Human resources				
Certificate of Fitness (If lapsed)	Human resources				
Refresher training (if lapsed)	Human resources				
Coronavirus training	Human resources				
Locker relocated	Change-house Supervisor				
Operational Induction	Line manager				
WhatsApp number checked	Human resources				



Employee & Contractor training and awareness



COVID-19 TRAINING MATERIAL

Friday, 17 April 2020

0 0 0 0 0

Contents

- The Facts
 - What are the facts about COVID-19?

Medical opinion

- How is COVID-19 transmitted?
- What are the myths about COVID-19?
- What are the symptoms of COVID-19?
- How serious is COVID-19?

Keeping safe

- · Where am I at greatest risk?
- How do I prevent getting infected at home?
- How do I prevent getting infected in my community?
- How do I prevent getting infected during transportation?
- How do I prevent getting infected at work?
- How have we responded?
- · What is expected from me?
- What do I do if I suspect I am infected or my colleague is infected?
- Pre-task action drills
- Keeping in touch
 - How do I stay informed?
 - Any questions







COVID-19: Pre-task action Concrete Casting

Are people applying good hygiene practices (wearing mask, coughing in elbow, sanitizing hands)





Now we can start working!!



Employee and contractor training and awareness

BRIEF TO THE PEOPLE OF SOUTH DEEP 18 April 2020



ronavir

In line with the recent amendments to the

Gwede Mantashe, the Minister of Mineral

Resources and Energy, South Deep will be

re-starting operations on Monday morning,

of our workforce numbers.

on 0725159753 or 0726498255.

South Deep.

20 April 2020, building up gradually to 50%

Anyone who is requested to return but has symptoms

like fever, loss of smell and taste, a dry cough or trouble

breathing must stay at home and contact the call centre

Our decision to restart was taken after much consideration:

· Our first and primary consideration is that we have put in

place measures to keep our people healthy and safe.

jobs and earnings, and that we need to keep our mine

important to South Africa as a whole, and to many families

· We realise that our continued closure has a big impact

on small businesses and contractors who also rely on

· We have the opportunity to slowly restart operations.

which enables to practice social distancing, and for

While we may have the go-ahead to return to work, the

country remains at risk of the spread of the coronavirus,

training for all of our people in a phased way.

and communities in South Africa and neighbouring countries.

We know that our people and communities rely on the

· We recognise that the mining industry is fundamentally

going and strong now, and for the future.

lockdown regulations announced by Minister

Colleagues

Martin Preece **Benford Mokoatle** EVP: South Africa VP: South Deep

and we can expect to see a continued rise in infections until much later in the year. It is very important that we do not see the coming period as a lifting of the lock-down, but rather a relaxing of its conditions so that some degree of normality and commercial activity can return to sustain our people and the economy

It is vitally important that we continue to follow our hygiene and social distancing protocols. We will also be following additional guidelines developed specifically for the mining sector that will help us keep ourselves and those we love and care about safe

What will this mean for the return to work?

To limit the number of people present on site at any given time, we will introduce a phased return to work. To achieve this:

· Employees required to return to work will be notified via WhatsApp messages and/or a phone call from their immediate line manager or the HR Department. They will also be forwarded an electronic travel permit, which is needed to travel to the mine and for access to the mine. Those returning from labour-sending areas will need this permit for Teba screening before traveling and for the provided transport. This permit is for each individual only, and cannot be shared with anyone else.

· It is very important that only those employees that are notified to return to work then report for duty. Individuals not authorised to return will be asked to return home and observe the lock-down regulations. Those who return without a permit may be stopped by the SAP and could face arrest.

· Everyone who was authorised by their head of department to work from home should continue doing so, unless expressly instructed differently by their line manager. · Anyone who has been exposed to a person with a confirmed case of coronavirus or who has a travel history to a destination of concern, must also stay at home and contact the call centre on 0725159753 or 0726498255.

Siyaphambili



Colleagues

As most of you will know, the South African Government regulations issued last week allowed for the mining industry to return to work. but at 50% of normal operations. The South Deep team has carefully reviewed our operations and developed a return-to-work schedule to comply with the 50% limitation on employee numbers.

Over the past few days we have been calling our people to report for work. The staffing plan during this period is designed to limit surface and underground employees to essential staff, which currently totals approximately 2,000 employees and contractors from the different areas of the mine as determined by our operational requirements. Combined with the number of people who

can continue to work from home, we are likely to have less than the allowed 50% of the normal complement on site and in any specific function, shift or department at any given time. We will build up to this number over a period of days, ensuring that our controls are effective.

Very important: Employees who are required to return to work have received a call from their supervisors or HR, and have received a permit to travel. Only those employees called to return to work in this way, may actually return to work.

Our priority in returning to work is to ensure that everyone who returns to work is healthy, and that they stay that way. Every person returning to work goes through a thorough induction process. This includes medical screening and selfdeclaration, Coronavirus training, confirmation of RED ticket and HR inductions.

We have a shared responsibility:



We share the responsibility to keep protecting ourselves and our colleagues, our families and loved ones, our communities and our country. We rely on you not to come to work if you are ill or if you have been in contact with someone who has been confirmed to have the coronavirus. We rely on you to truthfully complete the selfdeclaration when you return to work. We rely on you to stop working and seek medical attention if you feel ill at any time that you are at work. We rely on you to wear your PPE and practice social distancing at all times to protect yourself and others.

This is what we need to be doing now for our country and to support our President.



	South Deep
GOLD FIELDS	START-UP AFTER PROLONGED STOPPA

Page 1 of 26 Document No: Revision date: Effective date: GE Revision Nº: Next Revision SD-PRC-MIN-GEN-011 24/03/2020 28/11/2018 000 28/03/2023

SOUTH DEEP GOLD MINE

PROCEDURE

for

START-UP AFTER PROLONGED STOPPAGE

Name	E Mabela	Name	R Nichaus
Designation	Subject Matter Expert	Designation	Standards Committee Chairman - Mining
Date	25 32000	Dute	25/3/2020
Signature	Alltaber	Signature	ales -
Name	S Potgieter	Name	J Kruger
Designation	Section Manager Rock Eng	Designation	Superintendent Health & Safety - Risk, Standards & Systems (RSS)
Date	25/03/2020	Date	85/3/2020
Signature	÷.	Signature	1D
Name		Name	
Designation		Designation	
Date		Date	
Signature		Signature	

Employee Health & Assistance programme Co-morbidity decision making matrix

Low Risl

Simplified diagnosis for comorbidity employees:

- Employee with more than one medical condition is automatically classified as high risk
- Single illness with more than one co-morbidity in any other group, employee is automatically classified as high risk
- Employees with co-morbidities scheduled for routine medical examinations and precautionary testing
- Greater focus on vulnerable employees improve monitoring and future disease management regime

CHRONIC DISEASES	RISK CATEGORIES						
	Low Risk	Medium Risk	High Risk				
CRTB	Previous CRTB without Fibrosis		Previous CRTB with Fibrosis	Employee on active medication			
SILICOSIS	Silicosis (Surface)		Silicosis (underground)				
LUNG FIBROSIS			Employees with confirmed Lung fibrosis				
CHRONIC OBSTRUCTIVE AIRWAY DISEASE			COAD (both underground and surface)				
ASTHMA			Asthmatic employees				
	Viral load suppressed & CD4 above 500	CD4 below 200 without comorbidities	Not suppressed (active)	CD4 below 200 with comorbidity			
HIV	CD4 below 500 but above 200 consistently with no other comorbidities		CD4 below 500 but above 200 with other comorbidities	With Complications (kidney, heart)			
HYPERTENSION	Controlled HPT		Complicated HPT & Uncontrolled				
CARDIAC DISEASES	Non-complicated disease (mild issues with no heart failure and controlled treatment)		Complicated disease (any cardiac surgery or major complication)				
CANCER		Employee on remission	Employee on active treatment				
DIABETES MELLITUS	Controlled DM		Complicated & Uncontrolled DM				
AUOTOIMMUNE DISEASE			Diagnosed with Autoimmune Disease				
RISK LEVEL	TOLERANCE LEVELS FOR OPERA	TIONAL RISK ASSESSMENTS					
(H) – High Risk	Stop work - Sick leave, extended lo	ockdown or work from home					
(M) – Medium Risk	Work with restrictions - Cycle work	croster, proper & regular reviews	by OMP				

	Vulnerable Employees		Total Recalled Vulnerable Employees		Vulnerable Employees at Work		
	Total Vulnerable Employees	Not Recalled	Total Vulnerable Employees Recalled	Recalled but on Precautionary Sick Leave	Total at Work	Medically reviewed	Pending review
Multiple Conditions	82	3	79	20	59	52	7
Hypertension	280	3	277	46	231	205	26
CRTB	3	0	3	3	0	0	0
Asthmatic	19	2	17	6	11	9	2
COAD	2	0	2	1	1	0	1
Silicosis	6	0	6	4	2	1	1
Diabetes	35	0	35	4	31	24	7
HIV+	404	8	396	82	314	219	95
Other	9	1	8	3	5	3	2
Total	840	17	823	169	654	513	141

-Social distancing, frequent hand washing

COVID-19 Management Response Plan Treatment and Isolation Facilities – Vulnerable Employees

Monitoring and treatment of vulnerable employees

- All employees diagnosed with chronic diseases were advised and given 3 months treatment to avoid frequenting the clinic during the pandemic.
- All employees were provided with vitamin B complex/multivitamins and Vitamin C to boost their immune system.
- HAART programme patients were given Selenium and vitamin B complex for boosting immune system.
- HAART programme patients were checked to have received isoniazid prophylaxis treatment (IPT).
- Employees with Silicosis were checked to have received IPT for six months.
- The isolation/quarantine area at the hostel was identified and fenced out: a total of 225 rooms.
- \circ A church in the same area converted into a six-bed high care unit.



Briefs to employees

Return to work announcement



Day of return

Consistent subsequent messaging with at least weekly updates

Provide guidance and reassurance

Provide more detailed instructions about return process Provide reassurance Encourage anyone who is ill to isolate/get treatment Provide more detailed instructions about operating procedures Provide reassurance Medical surveillance to determine fitness to work Confirm Rx compliance TB and HIV screening Updates on situation Reinforcement of messaging Reassurance of care







TB Screening



Number of emplyees
 Number of emplyees screened for TB



HIV Screening

HCT 2020



living with HIV on ART with viral suppression



SD COVID-19 Dashboard



Date: 27 May 2021

ALERT	ALERT	ALERT	ALERT	ALERT
LEVEL	LEVEL	LEVEL	LEVEL	LEVEL
5	4	3	2	1
Drastic measures to contain the speasol of the virus and save lives.	Extreme precautions to limit community transmission and outbreaks, while allowing some activity to resume.	Restrictions on many activities, including at workplaces and socially, to address a high risk of transmission.	Physical distanting and restrictions on leisure and social activities to prevent a resurgence of the virus.	Most normal activity can resume, with precautions and health guidelines followed at all times. Population preparet for an inc. in alert la cif mices y.

Vulnerable Employees Analysis



2

8

57

1 1 1 6

57

1 1 0 7

0

9

6

126

59

1 1 2 4



Multiple

Total

59

1 1 2 4

0

0

Concluding remarks

- Early implementation of various non-pharmaceutical measures (communication and awareness, hygiene and sanitization) has proved effective in curbing transmission with our people and families
- **Holistic approach** has been implemented (Day-in-a-life)
- **Further interventions** PPE, behaviour change, supported by screening, testing, tracking and tracing
- Medical assessment Fitness to work, TB and HIV screening
- **Continued reinforcing** of practice and behaviours regarding social distancing and hygiene standards to preserve employee overall wellness
- There are no guarantees, but a holistic approach will drive motivation and mindset to support the method in place, with great communication, good hygiene and sanitation practices, as well as screening and testing
- Strong problem-solving from first principles, agility in response to changing environment have been key to success in fighting the epidemic

WHAT WE BELIEVE HAS MADE THE DIFFERENCE

- 1. Steadfast and visible leadership
- 2. Consistent and clear communications
- Non-pharmaceutical interventions, with a strong focus on changing habits and behaviours in all 4 quadrants
- 4. Meaningful and constructive collaboration with organised labour



Key articles that have informed our decision making

- Corona virus: The hammer and the dance <u>https://medium.com/@tomaspueyo/coronavirus</u> <u>hammer-and-the-dance-be9337092b56</u>
- Two principles for leading your organization through COVID-19 crisis -https://insight.kellogg.northwestern.edu/article/two-principles-leading-organization-covid-19-crisis
- Act fast and do whatever it takes to fight the COVID-19 crisis, say leading economists https://www.weforum.org/agenda/2020/03/covid-19-economic-crisis-recession-economists
- Modelling suggest suppression strategy will save more lives from COVID-19 in poor countries - <u>https://www.gavi.org/vaccineswork/modelling-suggests-suppression-strategy-will-save-more-lives-covid-</u> <u>19-poor-countries</u>
- The global impact of COVID-19 and strategies for mitigation and suppression Imperial College London
 <u>http://www.imperial.ac.uk/mrc-global-infectious-disease-analysis/covid-19/report-12-global-impact-covid-19</u>
- Determing the optimal duration of the COVID-19 suppression policy: A cost-benefit analysis https://www.aei.org/research-products/working-paper/determining-the-optimal-duration-of-the-covid-19-suppression-policy-a-cost-benefit-analysis/
- The economics of a pandemic: a case for COVID-19 <u>https://www.london.edu/think/coronavirus-understanding-the-economics</u>
- BCG: Epidemic projections <u>https://www.bcg.com/featured-insights/coronavirus.aspx</u>





THANK YOU

