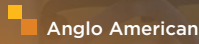


FACT SHEET / AUGUST 2023

OCCUPATIONAL HEALTH



**MINERALS COUNCIL
SOUTH AFRICA**

#MakingMiningMatter



The total number of occupational diseases decreased by 4% between 2020 and 2021

QUICK FACTS 2022

1,924

occupational diseases
(2,013 in 2020)

793

TB cases reported
(849 in 2020)

776

Noise induced hearing loss
cases (738 in 2020)

240

Silicosis cases reported
(271 in 2020)

**Due to a lag in the reporting of health-related performance, the statistics represented are for 2021.*

OVERVIEW OF HEALTH PERFORMANCE

Exposure to various health risks in the workplace is well documented. The mining industry poses several occupational health challenges, which vary from sector to sector within the industry. In the past decade, health-related statistics have improved significantly as the industry has undertaken efforts to reduce occupational health risks.

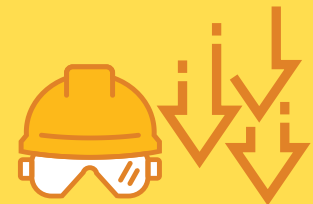
Tuberculosis (TB), silicosis and noise-induced hearing loss (NIHL) are the most common occupational diseases in the mining industry. While NIHL is a health risk in almost all areas of mining, occupational lung disease, particularly silicosis, is a major issue in the gold and coal sectors. The mining industry has made significant strides in reducing the incidence of these diseases in recent years.

In the last decade health-related statistics have improved significantly as the industry has undertaken efforts to reduce occupational health risks. A general decrease of 4% was noted in the total of 1,924 occupational diseases reported by mines in 2021, when compared to 2,013 cases reported in 2020.

The COVID-19 pandemic affected the TB and HIV programmes at the mines, which resulted in a decrease in TB screening and an increase in employees diagnosed with TB.

Screening for HIV, TB, hypertension and diabetes slowly gained traction during 2022 and ended at 83% for HIV, TB, hypertension and 79% for diabetes. Pneumoconiosis in novice workers remains at zero which is in line with the 2014 Milestones.

The health statistics reported in this fact sheet draw on the latest annual data published by the Department of Minerals Resources and Energy (DMRE) for 2021.

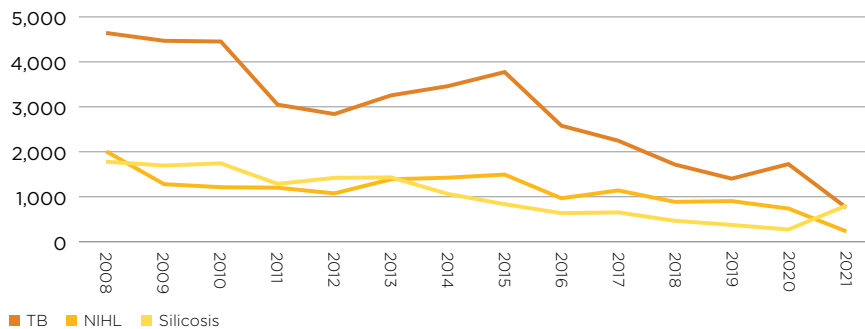


COVID-19

2022 was a turning point in the COVID-19 pandemic as the virus lost its potential to cause widespread disease and death. The mining industry benefitted from having high vaccination rates, with 77% of employees fully vaccinated by April 2022, sparing many lives and reducing absenteeism.

However, close to 100 employees died due to COVID-19 in 2022, mostly earlier in the year, before the intensity of the disease began to decline.

Occupational diseases in mining 2008-2021*



Source: Department of Mineral Resources and Energy

*Due to a lag in the reporting of health-related performance, the statistics represented are for 2021.

Occupational medicine milestone performance

Milestone	2022 year end vs target 100%
No novice employees with pneumoconiosis	-
No cases of STS (NIHL)	26
All employees counselled for HIV	83%
All employees screened for TB	83%
Screening for hypertension	83%
Screening for diabetes	79%

HEALTH PROGRAMMES

The Minerals Council remains committed to reaching industry targets on health and safety. Following the disruptions to the various health initiatives and programmes caused by COVID-19 during 2020 and 2021, the success of the industry-wide vaccination campaign in 2022 is noteworthy. The Minerals Council played a significant role in leading the industry's response to the pandemic, and in particular to the vaccination campaign - 77% of industry employees were fully vaccinated by April 2022.

Masoyise Health Programme

Now in its third term, which runs until 2024, the Masoyise Health Programme is a Minerals Council-led multi-stakeholder programme that leads the South African mining industry's commitment to reduce the impact of TB, HIV, occupational lung diseases, non-communicable disease and mental health. The programme has a new strategy for 2023-2024 which reflects our renewed commitment to encourage, monitor and support stakeholders to move the mining sector closer to the vision of an industry that optimises the health and well-being of all who work in it.

Khumbul'ekhaya health and safety initiative

Launched in October 2019, Khumbul'ekhaya, a CEO-led Minerals Council strategy to drive a step-change in health and safety performance in the mining industry, has an overall aim to eliminate health and safety fatalities in the mining industry. This initiative emphasises the need to develop a holistic approach to address health- and safety-related issues, and a system that promotes understanding of the impacts of occupational deaths, in and beyond employment.

Given the impact of the COVID-19 pandemic, the Khumbul'ekhaya strategy has more recently renewed its focus on the health and safety of workers. The following projects were approved by the CEO Zero Harm Forum for implementation over a three-year period starting from 2021:

- The Just Culture Accountability Framework Leading Practice
- Multi-disciplinary independent peer review incident and accident investigation systems and analysis
- Tripartite engagement
- Digitisation of health and safety data



MILESTONE SETTLEMENT

The Tshiamiso Trust was established in 2020 to carry out the terms of the settlement agreement reached between six mining companies and claimant attorneys in the historic silicosis and TB class action. Tshiamiso is a Setswana word that means 'to make good', or 'to correct'.

The trust is responsible for ensuring that all eligible current and former mineworkers across southern Africa with silicosis or work-related TB (or their dependants where the mineworker has died) are compensated.



To view the website, please visit:
www.tshiamisotruster.com

FITNESS TO WORK

The risk presented by fatigue is managed by means of specific occupational health and safety management plans implemented by each mine. Fatigue (a symptom of over-exertion) is a state of physical and mental impairment that reduces alertness and performance. Employees often complain of feeling lethargic, exhausted and tired. Fatigue is multi-faceted but often associated with an individual's circadian rhythm (sleep-wake cycles). If not managed properly, the effects of fatigue are dangerous, mentally and physically, leading to debilitating depression, keeping employees away from work, reducing productivity and increasing the risk of occupational injuries.

SPECIFIC MINIMUM STANDARDS

The DMRE requires mining companies to ensure that employees meet specific minimum standards of fitness to perform their work, and provides guidelines for a mandatory code of practice on risk-based fatigue management. Fitness assessments to perform specific jobs on a mine consider records of medical history, including clinical examinations, blood tests and diagnostic radiology. Wellness encompasses more than fitness to work. It is also about preventing disease. Practically, this means eating a balanced diet, exercising regularly and achieving work-life balance. Ensuring wellness includes regular health screening for common diseases, such as HIV, and lifestyle ailments (such as hypertension, diabetes and cancer). It is also important to manage stress through counselling.

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