



MINERALS COUNCIL
SOUTH AFRICA



Women in Mining



WOMEN IN MINING COVID-19 HEROES



On the front-line of our fight against COVID-19, each of these heroes has gone above and beyond the call of duty and made a real difference in the lives of her colleagues, her community and her family. We celebrate them!

#MakingMiningMatter

www.mineralscouncil.org.za



Dr Mpho Moloji

Occupational Medical Practitioner,
Petra Diamonds, Finsch Mine

Like most people, Dr Moloji's initial response to COVID-19 was feelings of fear, uncertainty and confusion. However, she quickly realised that as a medical practitioner she was a voice of reassurance and needed to face the pandemic with confidence. She equipped herself mentally and physically and took on the role of local custodian helping those around her fight and guard against the virus.

Helping local communities and employees during a time of such uncertainty, Dr Moloji held daily consultations with anyone who needed help and was constantly reading and updating the company's standard operating procedures. She contextualised and simplified complex medical information which was then published throughout Petra Diamonds' communication channels. Dr Moloji was also available to answer questions and provide clarity on a 24-hour basis to curb misconceptions related to the virus.

Dr Moloji foresaw the possible impact COVID-19 would have on mental health, particularly how it would impact the work and home environment. She guarded against stigmatisation by guiding the reporting of cases and made sure that the Employee Assistance Programme was equipped to deal with employees' mental health issues.

Sharing medical information clearly and sensitively, Dr Moloji became the sounding board for management, community members and employees as she kept herself up to date with the latest COVID-19 research. She liaised with all stakeholders to make sure that Petra Diamonds remained compliant with legislation, whilst being sensitive to socio-economic challenges. She spearheaded a campaign to issue the flu vaccine to vulnerable employees and community members and visited a local school to help educators understand the necessary screening process for their pupils.

Dr Moloji saw the importance of working together to combat the effects of the pandemic and was instrumental in creating a forum that included mines in the area and local community councillors. The forum conducted strategic planning to help local communities. On a personal level, this was a difficult time for Dr Moloji. As a single mother, she had to endure being away from her two young children for extended periods and even with regular video calls and messages she felt disconnected from her family. However, her children inspired her to continue this important work.



"The fight against COVID-19 is a fight for

all. Collaborative commitment will see us conquer. Let us all rely on credible sources for updating ourselves, being cautious and sensible will curb stigmatisation. We owe it to ourselves and to each other to rise and adapt to the new normal."

Adapt to the new normal!



Gaynor Kast

Communication specialist, South32, Hillside Aluminium

Gaynor is known as the as “The Fixer,” by her colleagues as nothing is ever too big or small for her to tackle, and her response to COVID-19 reflects this. Gaynor worked around the clock with the corporate affairs team to support the company’s efforts to ensure the safety, security and wellbeing of all employees.

Always thinking of the children in the community, Gaynor formed partnerships with key stakeholders to ensure that learners were able to keep up with their schoolwork during lockdown. She worked with the local newspaper, the Zululand Observer and the Department of Education to distribute learning material, including a Maths supplement for learners in grades 4-7 and a Grade 12 English First Additional Language supplement.

These supplements were the result of a huge effort from Gaynor and her team who compiled them - making sure they sourced correct content, proofreading and finalising layout. The supplements proved to be a huge success in host communities and the Department of Education was very thankful for the assistance, as the printed supplements were a tremendous help for those children who did not have access to the internet.

Gaynor was away from her children and family for the duration of the level 5 lockdown and had to stay in touch using video calls and text messages. Despite the difficulties, she chose to keep working and to serve those around her with love and a smile.



“This pandemic has highlighted just how simple life

is and should be. That we all need each other in one way or another; and nothing and no one should stop us from lending a helping hand to those we know and even complete strangers. More than that, compassion, empathy, kindness and unconditional love trumps all the noise and negativity on any given day. Also, if we choose to walk in unity and work together and support each other we will overcome what could potentially be a dire situation for our nation. We are stronger together!”

We are stronger together!



Lee-Ann Samuel

Group Executive: People, Impala Platinum

Lee-Ann's first response to the COVID-19 pandemic was to set up a crisis committee which developed a response plan that ensured precautionary measures were in place to protect employees and community members against the virus.

Supporting vulnerable employees was a high priority for Lee-Ann. She rolled out a specialised programme to ensure that all vulnerable employees on chronic medication received their medication during the lockdown period. Employees also received the flu vaccine, vitamin C tablets and iron tables under Lee-Ann's oversight.

She also established a mechanism that allowed Implats employees to donate a portion of their salary to relief efforts that were working to cushion the impact of the pandemic on the country's most vulnerable citizens and to provide care and support to Implats' host communities. These funds were directed to programmes and initiatives which benefited local communities and employees. Under Lee-Ann's watch, feeding campaigns, medical campaigns, mask donations and increased screening and testing were rolled out. A partnership was also developed with the Department of Health to support the local community testing programme.

Managing a phased return to work for employees and trying to ensure that workloads were properly managed under the various levels of labour restrictions as lockdown eased was especially challenging. However, being able to play a significant role in assisting the business, employees and local communities in coming through this tough time has made it worthwhile for Lee-Ann. As a working mother, Lee-Ann also had to balance her work responsibilities and family life, along with managing critical tasks such as home-schooling during lockdown.



**"Hang in there,
this too shall
pass. We are
a resilient**

**nation we can and
have overcome many
obstacles. Every one of
us can make a difference
by washing our hands,
watching our distance
and wearing our masks.
Together we can beat
COVID-19!"**

Together we can beat COVID-19!



Makhosazane Kubheka

Occupational Health nurse, Seriti Coal, New Denmark mine

When Sister Khosi heard that COVID-19 had made its way to South Africa, her initial response was to empower herself with information – as a frontline worker she knew everyone at the mine would look up to her for support and care. She ensured the mine was well equipped with PPE and sanitisers before the first case was confirmed, as well as keeping employees and management up to date about new safety measures and COVID-19 news.

Sister Khosi's knowledge and positive outlook made a huge difference to her team and their patients. When the first employee tested positive, she contact-traced back to five family members and 29 employees, 13 of whom tested positive. Taking Sister Khosi's advice, Seriti extended COVID-19 testing to family and community members at no cost. When 90% of her staff was quarantined and isolated, Sister Khosi and one newly appointed team member kept the clinic operating as normal.

Sister Khosi contacted people who had tested positive twice a day and gave them her personal contact number should they need someone to talk to at any time for assistance and support. For those people whose symptoms were worsening at home, Sister Khosi arranged ambulances to take them to the hospital. When the virus began to spread within the community and amongst employees, she arranged for the mine to hire three 60-seater buses for two weeks to transport Department of Health employees conducting house to house screening and contact tracing. Employee transport drivers were also called in and given the necessary classes and information to keep themselves and employees safe and were issued with sanitisers, masks and gloves.

When Sister Khosi herself tested positive for COVID-19, she continued working - giving direction and support to others, providing daily updates and statistics to management and relevant authorities, and continuing to contact people who had tested positive.



“We need to change our mindset and accept that this

is a new normal. We need to be very responsible when we are in groups and family gatherings by ensuring that we don't become complacent. We need to adhere to COVID-19 health and safety rules i.e. observing social distance, wearing facemasks and washing hands. Where possible, let's stay at home.”

Where possible, let's stay at home!



Yogen Chetty

HSE Operations Manager, South32 Africa

Yogen was responsible for developing South32's COVID-19 response and management strategy for all the company's mines in Africa. Critically, her role focussed on ensuring all operations were able to react swiftly to the pandemic, providing critical information and spending many hours travelling to those operations. She decided early on that she was not going to stand back and allow the pandemic to have a negative impact her family, community and colleagues.

Yogen knew it was important for site teams to focus on maintaining control responses rather than trying to develop them, and that medical teams and frontline medical processes were aligned to response plans. Introducing technology to improve efficiency, Yogen implemented the use of mobile pre-screening apps to drive pre-screening and exit screening processes as well as case management.

Yogen supported employee wellbeing during the pandemic by ensuring that the Employee Assistance Programmes were providing the necessary support. She helped drive awareness around Mental Wellness by doing a podcast on the impacts of COVID-19 and how she navigated through the pandemic. This was featured at all South32 sites and helped to drive mental wellness globally. Being an active member of the Woman and Work Forum, Yogen along with the forum helped women employees in the working environment deal with the pressures they faced.

Yogen organised regular contact sessions with doctors and heads of department across operations, to allow sharing and learning in a way that allowed best practice to be implemented across the region. For Yogen the most rewarding part of her job has been knowing that she has made a significant contribution to the sustainability of the business and saved many lives by implementing systems and processes to help teams manage COVID-19 in the workplace and at home.



"To my fellow South Africans - we are a nation that can

overcome any situation. Do not lose hope. Let us rise-up and do everything in our power to stay healthy and safe. In the spirit of ubuntu - lets stand together to fight this global pandemic. Together we will stop the spread of the virus!"

Together we will stop the spread of the virus!



Nadine Jacobs

**Safety and Sustainable Development Reporting Coordinator,
Anglo American Coal, Centralised Services Division**

When she realised that COVID-19 would be a challenge for South Africa, Nadine was worried about its impact and about the changes it would bring. However, she knew that remaining calm and following the guidance provided by government and medical practitioners would help her to make it through. Nadine was appointed COVID-19 command centre manager for Anglo American Coal South Africa, allowing her to support her colleagues, family and community members through getting tested, receiving results and dealing with the results.

Through the command centre, Nadine was able to implement processes and systems to ensure effective communication across the company and learned to adapt and modify processes as more information became available. These processes followed a case from testing for the virus, getting the results, ensuring the person was able to isolate if positive, following up on their physical and mental health and lastly contact tracing and informing every close contact and having them tested as well. As more people got tested and the number of positive cases rose, Nadine played an instrumental role in managing communication between patients and company health staff.

Nadine was also responsible for daily reporting on Anglo American Coal's COVID-19 statistics, for contact tracing and communicating with any high-risk contacts identified via contact tracing. When Nadine herself tested positive for the virus at the peak of the spread, she continued to do her job remotely knowing that her colleagues and employees needed her more than ever. She was courageous in sharing her story change to encouraging others to never give up.



“Each and every act we do carries weight and contributes

to stopping the spread. Let us be courageous and walk the talk every day, following the rules. Let's care, communicate and commit to each other. Together we can beat this pandemic!”

Together we can beat this pandemic!



Dr Thulisile Ngwenya

Medical Service Manager, Anglo American Coal,
Highveld Hospital

Dr Ngwenya and her team started preparing for the arrival of COVID-19 in South Africa at the company's first medical advisory meeting in January, which allowed them to hit the ground running making sure all systems for prevention and health care were in place. By the time the first COVID-19 case was identified in South Africa they knew they could tackle the virus head on.

Dr Ngwenya leads a relatively small team at the hospital, which stretched itself beyond its normal limits to enable the mine to deliver efficient and effective care to all employees and community members. Under her supervision and oversight, in response to the rapid speed at which the pandemic was spreading, the hospital was able to use their two PCR testing units to extend testing beyond Anglo Coal employees to other mining companies in the area.

Dr Ngwenya was involved in the deployment of clinical associates tasked with responding to alerts from employees who report symptoms using the company's mobile employee engagement app. The teams' daily tasks involve home care visits and testing, assessments of individuals' homes and ability to self-isolate, education on self-isolating, contact tracing and tracking the recovery rate. Dr Ngwenya communicated constantly with her team on available resources to help employees cope with the effects of the pandemic, also making herself available to give medical advice to family members of people who had tested positive, to give reassurance and to offer emotional support.

For employees who would normally collect chronic medication from the hospital, Dr Ngwenya arranged to have their medication delivered to them for three months to limit the potential risks of exposure at the hospital. She ensured there were exhaustive COVID-19 procedures and controls at the company's Occupational Health Centre to protect employees undergoing mandatory screenings as part of their annual certificates of fitness. She guided the business on the selection of COVID-19 PPE and oversaw the conversion of the Highveld Hospital into a dedicated COVID-19 facility that would support the public health sector should the need arise.



"This pandemic has forced us to remember just how

interconnected we are, how my actions impact on your actions and how your actions impact on another person, we are one. May we never forget that. Let us look to our neighbours and keep asking where and how we can help."

Ask where and how we can help!



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Dr Tumi Legobye

Executive for Health, Harmony Gold

With over 17 years' experience in occupational health, 12 of which are in the mining industry, Dr Legobye is considered a powerhouse by her colleagues. She was instrumental in introducing measures for the management, containment and prevention of the COVID-19 pandemic to ensure a safe and risk-free workplace for thousands of Harmony employees, measures which were also extended to Harmony's host communities. Her efforts have had a direct positive impact on almost 40,000 Harmony employees at the company's South African operations.

Her leadership and expertise were visible and felt, at a time of much uncertainty. As a Board Member of the Mine Health and Safety Council, Dr Tumi was at the forefront and fully participated in writing up the guidelines for COVID-19 for the mining industry, which assisted her to be better prepared for the COVID-19 pandemic within Harmony. This included assisting in equipping the health hubs for the treatment of COVID-19 patients. Dr Tumi and her team also had the opportunity to test the knowledge and programmes they had implemented at Harmony to mitigate the impact of COVID-19.

She successfully led the Harmony health team in making urgent decisions on COVID-19 at a time when very little was known about the pandemic itself. She ensured that there was full collaboration and interaction with other departments in the quest to deliver on the fast moving COVID-19 mitigations. She played a key role in encouraging the healthcare workers to soldier on even when everyone felt overwhelmed. Dr Tumi and her team availed themselves to healthcare workers who needed psychosocial support and ensured that their mental health was prioritised.

Dr Tumi played a vital role in promoting health education and offering guidance around COVID-19. The onset of the pandemic also meant that Dr Tumi and her health team had to work for longer hours. The health team's time offering was at its highest during Level 5 and 4, and this included personal support to operations in case any of the healthcare workers became infected with COVID-19.



"COVID-19 is nowhere close to ending and as we anticipate

the second wave, I have no doubt that as South Africans and the mining industry we are better equipped to fight it."

As South Africans and the mining industry we are better equipped to fight it!



Dr Duduzile Sibeko

Unit Manager: Health and Wellness, Sibanye Stillwater, Gold Division

Dr Dudu has worked tirelessly coordinating health and wellness activities for Sibanye Stillwater's SA Gold Division. She and her team managed a number of critical processes to get mining operations back to full capacity, while ensuring the health and wellbeing of all employees.

Dr Dudu ensured that, even before South Africa's first COVID-19 case was reported, her team understood the challenges they would be facing, and were ready to deal with them - including the critical importance of protecting themselves as health care workers. Under her guidance and leadership, all precautions, processes and safety measures were put in place to limit the spread of the virus at the company. These processes included COVID-19 screening, conducting employee vulnerability assessments, working through the backlog of mandatory fitness and medical assessments, contact tracing from known cases and ensuring social distancing. Dr Dudu dealt with COVID-19 fatigue by keeping her team motivated and ensuring regular check-ins with the various health teams.

As all the necessary health care systems were in place, Dr Dudu then focussed on providing colleagues with emotional support in terms of reassurance and advice where necessary. Dudu herself tested positive for COVID-19 and understood that this fact, along with the provision of medical support emotional and mental support would carry weight with her colleagues who were dealing with the same challenge.



"Having been a COVID-19 survivor, it's an experience

I would not wish on anyone therefore let us ensure that we take all the necessary precautions to prevent the second wave. In the event that you do contract COVID-19, it is possible to be treated and survive."

It is possible to be treated and survive.



Dr Bafedile Chauke-Moagi

**Vice President: Health Group Sustainability,
AngloGold Ashanti**

Dr Chauke-Moagi had been tracking the spread of COVID-19 since it first emerged late last year, and by January she and her team had already circulated guidelines to assist in minimising the risk of the spread of the virus and at a group level, led the drafting of an action plan based on five potential crisis phases, all attached to activation triggers. Some of this planning took lessons from the company's management of an Ebola outbreak in Guinea and meant that an unprecedented crisis became more manageable.

As a medical doctor and public health specialist, and having worked at the World Health Organization, Bafedile's professional experience played a critical role as she worked with colleagues, across management teams, with AngloGold Ashanti's executive committee and board, to prepare for, and mitigate the spread of COVID-19 around their operations and the host communities of the countries in which they operate. Bafedile's interventions were informed by community and local authority engagement to ensure alignment and responsiveness to need. Collaboration was key for her and her team of health professionals. Comprehensive control programmes implemented for employees and families ranged from mine control measures, adequate isolation, quarantine and medical care as well as mental health services; donations were also made to various national and local community initiatives as informed by local needs.

Bafedile's colleagues describe her as being calm, hands-on and having a clear moral compass. She holds the firm belief that a wholistic approach to employee and community health is not only beneficial to communities but to the company.

Because she believes an interconnected approach is essential for optimal healthcare Bafedile says a low point for her during the spread of COVID-19 was the delayed reaction of politicians across a number of countries, many taking an ill-informed and blinkered view, ignoring scientific thought and telling populations the spread of COVID-19 could be managed with little effort.



**"The
importance
of community
health to**

**our business is higher
now than it has ever
been. As a company,
we have to ensure
we understand both
internal and external
risk and contribute
more tangibility, so we
meaningfully strengthen
health systems both at
our operations and in
host communities."**

The health of our community is very important!