HEALTH AND SAFETY: INDUSTRY RESPONSE TO COVID-19
Mxolisi Mgojo / President of the Minerals Council South Africa / Joburg Indaba
A BLACK SWAN EVENT?

We need to ensure that measures remain in place and that we do not take our eye off the ball in terms of safety and health overall in our industry.

Industry better positioned than others to face COVID-19

Swift and effective
TIMELINE OF INTERVENTIONS

January
WHO declares COVID-19 a public health emergency of international concern

February
Minerals Council initiates communication plan

March
- WHO declares COVID-19 a Pandemic
- Minerals Council provides further guidance to members
- Minerals Council adopts a COVID-19 Preparedness Plan (10 Point Plan)
- Minerals Council adopts SOP on Management of COVID-19

April
- Minerals Council adopts SOP on COVID-19 Following the Lockdown
- Minerals Council issues Guidance on PPE for COVID-19

May
- DMRE publishes Guidelines for a Mandatory Code of Practice on the Mitigation and Management of COVID-19

June
- Mining industry collaborates to increase COVID-19 testing capacity
- Minerals Council outlines response to COVID-19 in Host Communities
- Minerals Council briefs Parliamentary Portfolio Committee on Mineral Resources and Energy

July
- Minerals Council outlines research critical to supporting mining industry and others during COVID-19
- Behaviour Change Field Guide version 1:1 published
- Minerals Council briefs Civil Society Organisations on Approach to COVID-19

August
- Minerals Council members contribute R4.7 million to oxygen and oxygen products

September
The Minerals Council South Africa launches the Beyond the Mine Gate Field Guide, aimed at empowering employees as agents of change and promoting and supporting healthy and safe behaviours within communities, with a specific focus on COVID-19.
We made our first public pronouncement on COVID-19 on 6 March, the day after the first case was diagnosed in South Africa. By then we had done a lot of thinking, planning and actioning, and it was no longer advisable to stay silent.

“We recognise that the mining sector has special circumstances that could make it vulnerable to transmission of infectious diseases such as COVID-19. Employees congregate in areas of work, and travel in close proximity. As mining often involves physical activity, there could be a high degree of exposure to the virus simply through contact with people, machinery and equipment.”
OUR 10-POINT PLAN

1. **Ongoing health education**
2. **Health worker readiness**
3. **Adequate PPE, sanitisers and other hygiene**
4. **Proactive flu inoculations**
5. **Testing capacity**
6. **Case management**
7. **Quarantine and isolation facilities**
8. **Dealing with immuno-compromised employees and others with comorbidities**
9. **Travel issues**
10. **Reporting**

**Daily screening of every employee added at slightly later stage**
SOP: the basis of the regulatory regime after AMCU brought legal action in May to require government to put in place more detailed, formal COVID-19 regulations for the industry

Pending the publication of the Notice and the lodging of codes of practice with the Chief Inspector in terms of section 9(5) of the MHSA, and in addition to complying with any regulations and directions issued under section 27(2) of the Disaster Management Act (“the regulations”):

4.1 all employees as defined in the MHSA shall, at a minimum, comply with the **Standard Operating Procedures**, a copy of which is attached hereto marked
INITIAL LOCKDOWN

1. Most of industry locked down from 27 March, except essential goods and services.

2. Industry supported President Ramaphosa’s the initial three-week lockdown.

3. Operations supplying Eskom and synfuels industry continue to operate.

4. Refineries and smelters able to continue to operate at reduced levels.

5. Security, ventilation, cooling and pumping, refrigeration, tailings facilities and specialised maintenance continue.

6. SOP fully applied.
AFTER 3-WEEK LOCKDOWN

Mid-April - mining begins to return to 50%

June shift to Level 4 – further moves towards our "new normal"

Update: Mining declared an essential service and operations permitted to resume at 50% capacity

With South Africa beginning phase 2 of the national lockdown due to end on 30 April 2020, mining companies received positive feedback from the Minister for the Department of Mineral Resources and Energy (the "Minister") on 16 April 2020 regarding their request to operate at 50% capacity. The mining sector has been assessed as essential and can resume operations, provided certain health and safety measures are implemented to mitigate risks associated with working in mines, including the risk of infection from COVID-19. The Minister has recommended a phased approach to reactivation, focusing on the essential operations initially, with a view to expanding to other activities as circumstances permit.

SA mining sector to operate a 50% of production capacity as Govt adjusts lockdown regulation

Gas and other gasses or prevalence of seismicity and rock fall. Consequently, a phased recall of workers to work in the mines and a ramp up of
IMPACT OF THE LOCKDOWN

1. **Lockdown came at a price**

2. **Most employees paid during initial lockdown**

3. **Annual production to be 10-20% down**

Graph:
- Monthly production index from January 2019 to July 2020.
- Production index drops significantly during the lockdown period, with a recovery towards the end of the period.

Key Points:
- Initial lockdown had a significant impact on production.
- Annual production is expected to be down by 10-20%.
- Employees were affected during the initial lockdown period.
BACK TO WORK

352,935
Mining industry employees
now at work - 78% of workforce

Made possible through negotiations with a range of government departments and entities, including the DMRE, Department of Home Affairs and SAPS.

Many employees from outside South Africa returned during August and September.
NATIONAL DAY OF HEALTH AND SAFETY

STAY SAFE AND HEALTHY
AT HOME AND AT WORK

#staysafe #stayhealthy
COMMUNITY SUPPORT

Member companies:

• donated to the Solidarity Fund and other funds

• undertook enormous outreach projects, from food security, to providing oxygen, sanitisers and equipment, to hospitals and communities

• some members actually built or handed over field hospitals to local authorities
MINERALS COUNCIL MEMBERS CONTRIBUTE TO
COVID-19 RELIEF IN THE EASTERN CAPE

Mining industry has undertaken intensive efforts in addressing COVID-19
at operations, in communities, in province of operation and nationally
(including contributions to Solidarity Fund and other funds)

Many examples of companies working collaboratively in their province of operation – through the Minerals Council and directly
COVID-19

TESTING = fundamental basis of response to pandemic

• Mining has gone beyond NICD protocols
• Ensured we added to, rather than depleted, national testing reserves

As of 5 October, industry had undertaken
>53,000 tests yielding
17,155 positive cases
Our dilemma:

- Do we do it quietly?
- Or are we transparent?

Our decision:

Transparent from the outset:
- Daily dashboard
- Weekly media briefings
INDUSTRY PERFORMANCE
184 mining employees have succumbed to Covid-19.

Clusters of COVID-19 diagnoses at some mines.

Dealing with many unknowns.
INDUSTRY PERFORMANCE

Risk-based approach
CEO Zero Harm Forum
Understanding best practice, guide industry’s response, and share learnings
The Minerals Council recognised very early on in the process, that fundamental research was critical to support the mining industry and others in dealing with the impact of COVID-19.
NEW RESEARCH

Through Aurum, what makes people vulnerable and how to minimise deaths.

Commissioned UNISA to study effectiveness of existing control measures.

Age distribution of mortalities

Number of cases by age range

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<td>60 and onwards</td>
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Comorbidities

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<th>Cases</th>
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Employee and community behaviour change – field guide
NEW RESEARCH

Geographic information mapping system
NO TIME FOR COMPLACENCY