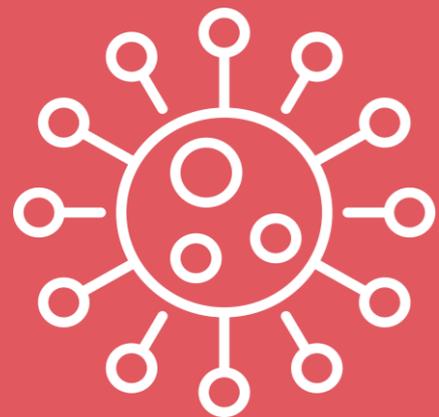




BRIEFING TO THE PORTFOLIO COMMITTEE ON MINERALS RESOURCES AND ENERGY

MINING INDUSTRY RESPONSE TO COVID-19
19 June 2020



This briefing

Roger Baxter
**Minerals Council's
approach**

Dr Thuthula Balfour
on the
health response

**Testing and
Statistics**

Tebello Chabana
on
**Mining Industry in
Communities.**

Motsamai
Motlhamme
on
Labour Issues

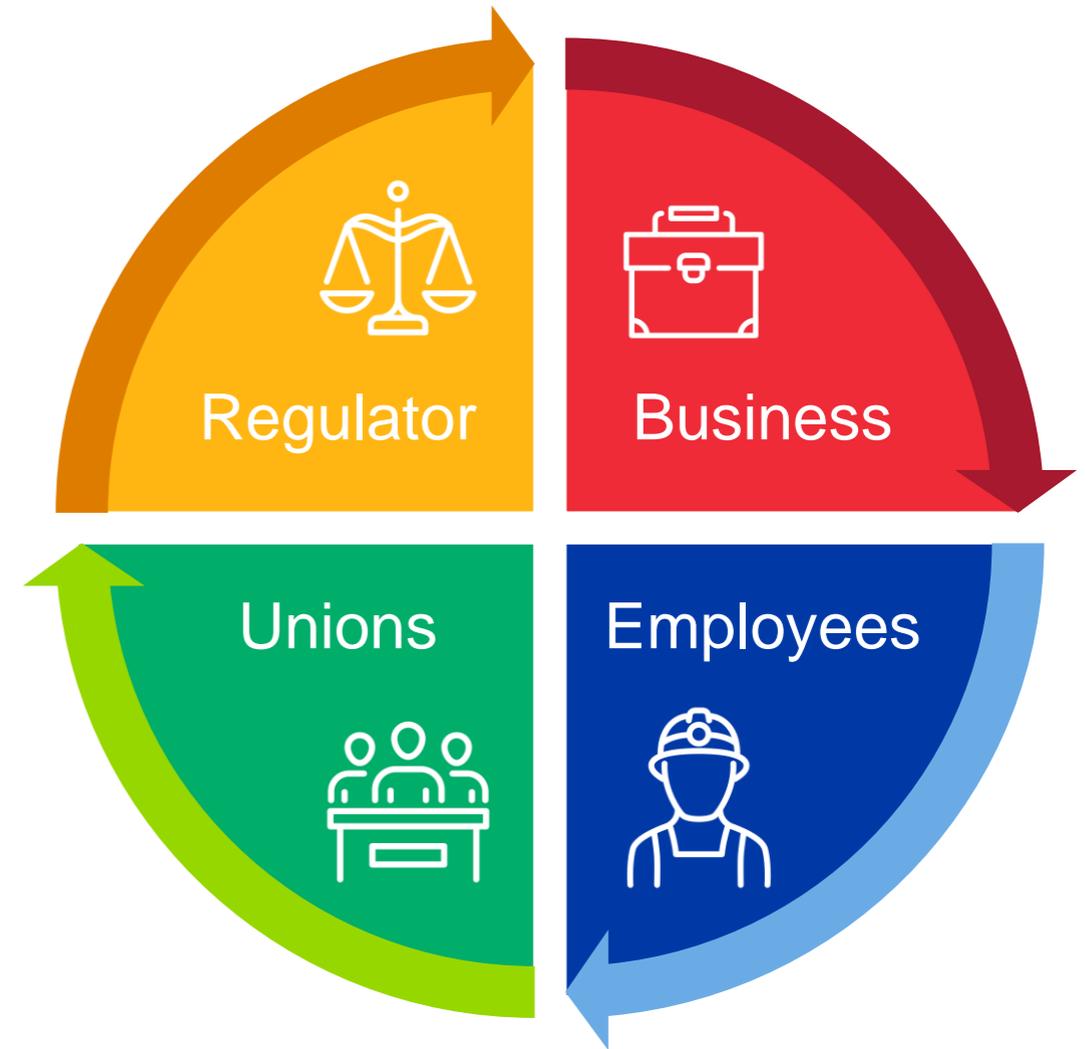


Shared responsibility

While the prime responsibility for ensuring the effective implementation of measures to ensure healthy and safe working practices rests with management, levels of responsibility rest with all involved, including employees themselves, their elected representatives and the regulator.

But it goes beyond the workplace

People are employees for only a part of their time, and they are also individuals with families and friends. This is why companies, in addition to doing their utmost to ensure health and safety in the workplace, have also made significant contributions to salaries of those who have been unable to work, made donations to the Business for SA Solidarity Fund and other funds, and carried out additional community projects.





COVID-19

Minerals Council – health interventions

COVID-19: a black swan



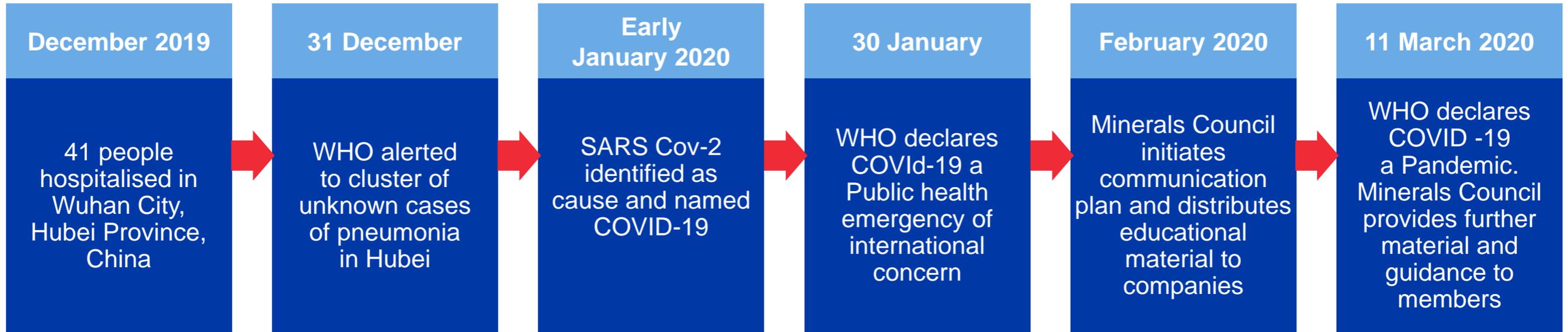
Novel virus

Unprecedented socio-economic disruption

No-one has all the answers - we are all finding the best way to control and mitigate the impact of the disease



Timeline of interventions



The coronavirus has been declared a global health emergency by the World Health Organization (WHO). How to stay healthy while travelling

The coronavirus has been declared a global health emergency by the World Health Organization (WHO). To protect yourself and others from getting sick. Wash your hands

WHAT YOU NEED TO KNOW ABOUT CORONAVIRUS. WHAT ARE THE SYMPTOMS?

WHAT YOU NEED TO KNOW ABOUT CORONAVIRUS. HOW CAN I PROTECT MYSELF AND OTHERS FROM GETTING SICK?

WHAT YOU NEED TO KNOW ABOUT CORONAVIRUS. HOW DOES IT SPREAD?

WHAT YOU NEED TO KNOW ABOUT CORONAVIRUS. CAN I GET IT FROM TOUCHING THINGS?

WHAT YOU NEED TO KNOW ABOUT CORONAVIRUS. WHAT SHOULD I DO IF I THINK I HAVE THE VIRUS? WHO IS AT RISK?

Timeline of interventions



MINING INDUSTRY ACTION PLAN ON COVID-19

Minerals Council response

TIMELINE

- January 2020: Minerals Council initiates communication plan and distributes educational material to companies.
- Early February 2020: Minerals Council initiates communication plan and distributes educational material to companies.
- Week of 9 March 2020: Minerals Council initiates communication plan and distributes educational material to companies.
- 11 March 2020: WHO declares COVID-19 a Pandemic.
- 11 March 2020: Minerals Council adopts a COVID 19 Preparedness Plan (10 Point Plan).
- 15 March 2020: Minerals Council adopts a COVID 19 Preparedness Plan (10 Point Plan).
- 17 March 2020: Minerals Council adopts a COVID 19 Preparedness Plan (10 Point Plan).

10-POINT ACTION PLAN

- Employee education and health promotion for employees, contractors and suppliers**
 - Use appropriate channels to engage with employees
 - Regular, frequent, targeted, and engaging messages
 - Provide most important health, safety and COVID-19 related information
 - Use appropriate channels to engage with contractors and suppliers
- Health worker readiness**
 - Ensure health workers are available
 - Ensure health workers are trained and equipped to manage COVID-19 cases
 - Ensure health workers are protected from infection
- Ensuring access to consultation**
 - Ensure health workers are available
 - Ensure health workers are trained and equipped to manage COVID-19 cases
 - Ensure health workers are protected from infection
- Proactive influenza vaccination**
 - Ensure health workers are available
 - Ensure health workers are trained and equipped to manage COVID-19 cases
 - Ensure health workers are protected from infection
- Understanding the potential impact on employees who may be immunocompromised**
 - Ensure health workers are available
 - Ensure health workers are trained and equipped to manage COVID-19 cases
 - Ensure health workers are protected from infection
- Case detection and management of suspected cases or contacts of cases**
 - Ensure health workers are available
 - Ensure health workers are trained and equipped to manage COVID-19 cases
 - Ensure health workers are protected from infection
- Isolation of employees should the need arise**
 - Ensure health workers are available
 - Ensure health workers are trained and equipped to manage COVID-19 cases
 - Ensure health workers are protected from infection
- Travel advice**
 - Ensure health workers are available
 - Ensure health workers are trained and equipped to manage COVID-19 cases
 - Ensure health workers are protected from infection
- Reporting and communication in the mining industry in the event of a case**
 - Ensure health workers are available
 - Ensure health workers are trained and equipped to manage COVID-19 cases
 - Ensure health workers are protected from infection
- Monitoring**
 - Ensure health workers are available
 - Ensure health workers are trained and equipped to manage COVID-19 cases
 - Ensure health workers are protected from infection

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STANDARD OPERATING PROCEDURE

The Minerals Council South Africa, on behalf of its members, has developed a Standard Operating Procedure (SOP) to assist in preventing the transmission of COVID-19 in South African mines. This procedure provides guidelines for the management of the employees and healthcare workers returning to work following the COVID-19 South African lockdown. It addresses possible exposure to SARS-CoV-2 the virus responsible for COVID-19 and subsequent illness, isolation and quarantine, and outlines the additional special steps and procedures to be followed in addition to the formal procedure for medical surveillance of any workers returning to work following a significant period of time away from work, based on the Department of Minerals Resources and Energy's (DMRE) standards of fitness to work.

This SOP is aligned with the SOP for Addressing Cases of COVID-19 also prepared by the Minerals Council, and the Guiding Principles on Prevention and Management of COVID-19 in SAMI established by the Department of Minerals and Energy (DMRE) on 26 March 2020.

10-STEP PROCEDURE

- Before arrival**
 - Before employees arrive at work, mining companies should have a return to work procedure in place, including:
 - Staff clear resources are in place for pre-screening and isolation.
 - Staff with recently medical, visible, coughing, sneezing, sore throat, fever, diarrhoea, vomiting, loss of taste or smell, and other symptoms are available.
 - Necessary medical and hygiene supplies (PPEs, soap, water, sanitising, etc.) are available.
 - High risk employees are provided with fluosced tablets and analgesics.
 - Cleaning and disinfecting consumables and services are available.
- After arrival**
 - After employees arrive at work, mining companies should apply infection prevention and control measures in all forms of movement of employees, screening areas and working areas.
 - Encourage employees on measures to prevent infections such as social distancing and hygiene.
 - Encourage PPE, particularly for front-line staff.
 - Encourage employees to wear non-medical masks.
 - Encourage employees on how to use PPE and masks and encourage to dispose of them.
 - Reinforcing the need to use chronic medication.
- Isolation area assessment**
 - Employees should be assessed for COVID-19 signs and symptoms in an isolation area. Employees who meet the NICD criteria of a person under investigation must be referred to the designated Isolation Centre for testing.
 - Employees whose test results are positive for COVID-19 are not very sick and have the capacity to self-isolate may do so at home for 14 days. However, staff must be assessed and contact-traced under supervision.
 - If a medical centre team must follow up telephonically with the employee or a daily body temperature and refer to hospital if required.
- Follow-up**
 - Employees must call the medical centre to arrange for an assessment and the taking of a distance letter after the isolation/admission period. Only after the fitness to work assessment may a return to work have been issued and the line manager advised.
 - Continuous measures to be applied at work include:
 - Training of staff and employees, continuous re-training, universal hygiene practices, enforcing physical distancing in the workplace, continuous use of face masks, and promotion of good hygiene practices.
 - Case reporting should be done through the NICD surveillance programme. Details should also be submitted to the Minerals Council and DMRE, OSHA, and report to the local health workers who conduct infection control in the workplace.
- Screening and referral**
 - Companies should apply screening at designated areas, including pre-screening employees before they enter their areas of residence during the lockdown.
 - Screen healthcare workers before they screen employees and daily thereafter.
 - Where possible, screen employees in a designated area before they return and isolate or quarantine at source.
 - Apply universal infection prevention and control measures and education on signs and symptoms of COVID-19 on their return.
 - Inform employees of the early to report their COVID-19 status if they were tested before returning to work.
- Reporting**
 - Companies should report COVID-19 cases to the NICD and the DMRE.
 - The Minerals Council will monitor and report on industry cases.
- Monitoring**
 - The Minerals Council will continue to monitor and report on industry cases.
 - The Minerals Council will continue to monitor and report on industry cases.

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The full SOP may be downloaded from: <https://www.mineralscouncil.org.za/minerals-council-position-on-covid-19>

Most recent guidance on vulnerable populations

GUIDANCE

ON COVID-19 AND VULNERABLE POPULATIONS

The Minerals Council has developed a **Guidance on COVID-19 and Vulnerable Populations** to guide members in taking informed decisions in managing employees who are vulnerable to COVID-19. The Guidance is based on legislative and scientific information and provides advice on how mining companies can make use of risk-based methods to protect the health of their employees.

The Guidance should be read in conjunction with the Minerals Council Standard Operating Procedure (SOP) for Addressing Cases of COVID-19 while taking into account the Guiding Principles on Prevention and Management of COVID-19 in SAM and the Guideline for the Compilation of a Mandatory Code of Practice for the Mitigation and Management of COVID-19 Outbreak, both published by the Department of Mineral Resources and Energy.





WHO ARE VULNERABLE GROUPS?

- People who are 60 years and over
- People of all ages with underlying medical conditions such as:
 - Chronic lung disease or moderate to severe asthma
 - Serious heart conditions
 - Hypertension
 - Immunocompromised individuals as a result of:
 - cancer treatment, smoking, bone marrow or organ transplantation, immune deficiencies, poorly controlled HIV or AIDS, prolonged use of corticosteroid and other immune weakening medications
 - Severe obesity
 - Diabetes
 - Chronic kidney disease
 - Liver disease

CHRONIC DISEASES IN THE MINING INDUSTRY

Chronic lifestyle diseases have increased in South Africa over the past decade. Hypertension is particularly prevalent, with rates in men in 2008 of 60% in 45-54 year olds and 70% in 55-64 year olds. Similarly, these co-morbidities are prevalent in the mining industry and increase with age.

A 2015 study on chronic diseases prevalent amongst Minerals Council members showed that the most common chronic diseases in the mining industry are diabetes, hypertension, HIV and TB.



GUIDANCE

The occupational medical practitioner (OMP) will decide who is fit for work in the COVID-19 environment following a risk assessment of each employee's individual occupational and clinical circumstances on a case-by-case basis.

Special measures need to be taken to protect vulnerable employees and to mitigate the risk of those employees contracting COVID-19. These measures need to be based on a proper risk assessment on a case-by-case basis.



Workplace risk and COVID-19 assessments

A consistent formal approach for workplace risk and COVID-19 risk assessments to allow for employee exemptions to return to work includes:

- 1** Risk assessment per job category, indicating how well the transmission risk can be mitigated through PPE and operating protocols.
- 2** If the risk can be mitigated, the employee will get an exemption, and be permitted to return to work.
- 3** If the assessment outcome shows that the risk cannot be mitigated, then the existing PPE and/or operating protocols will be amended to allow mitigation. This will lead to an exemption so that the employee is permitted to return to work. If these amendments do not ensure that the risk can be mitigated then no exemption can be attained.
- 4** Assessments to include consideration of other COVID-19 risk factors, including travel-related risks and living condition risks.
- 5** Assessments to support exemptions to be substantiated by audible evidence.



Employees with comorbidities

- Express and informed consent to be obtained from employees for confidential medical information to be disclosed.
- Record of vulnerable employees and relevant risk categories to be compiled.
- Educate employees about importance of disclosing medical conditions.
- Provide at-risk employees with additional education and protection.
- Assess level of control of chronic diseases and assist employees with treatment and control of chronic diseases.
- Prioritise vulnerable employees for prophylactic interventions.
- If possible, offer vulnerable employees jobs working from home or with minimal contact with other people.
- If possible, re-design workplace to accommodate vulnerable employees and/or assign vulnerable employees to temporary alternative functions.
- Identify additional workplace control measures appropriate for vulnerable employees; develop approved individual medical management plan.
- Supplement and enhance control measures identified as critical for workplace to protect health and safety of vulnerable employees.
- Issue vulnerable employees with additional PPE and additional hygiene enablement tools.
- Consider if essential risks can be reduced further, e.g. reducing interaction with visitors or use of public transport.
- Monitor vulnerable employees regularly.
- Exercise greater vigilance and early treatment and hospitalisation for employees with comorbidities.



Employees aged 60 years and older

Disaster Management Act regulations do not automatically exclude employees aged 60 years and older from returning to work. But, employers must put special measures in place to protect their health and safety.

These criteria apply conditional on the following case-by-case considerations:

- If employee's job or function can be performed remotely, they should do so.
- If employee's job or function is low risk, the employee will be permitted on site for work.
- If the employee's job or function is high risk, the employee will not be permitted on site for work.

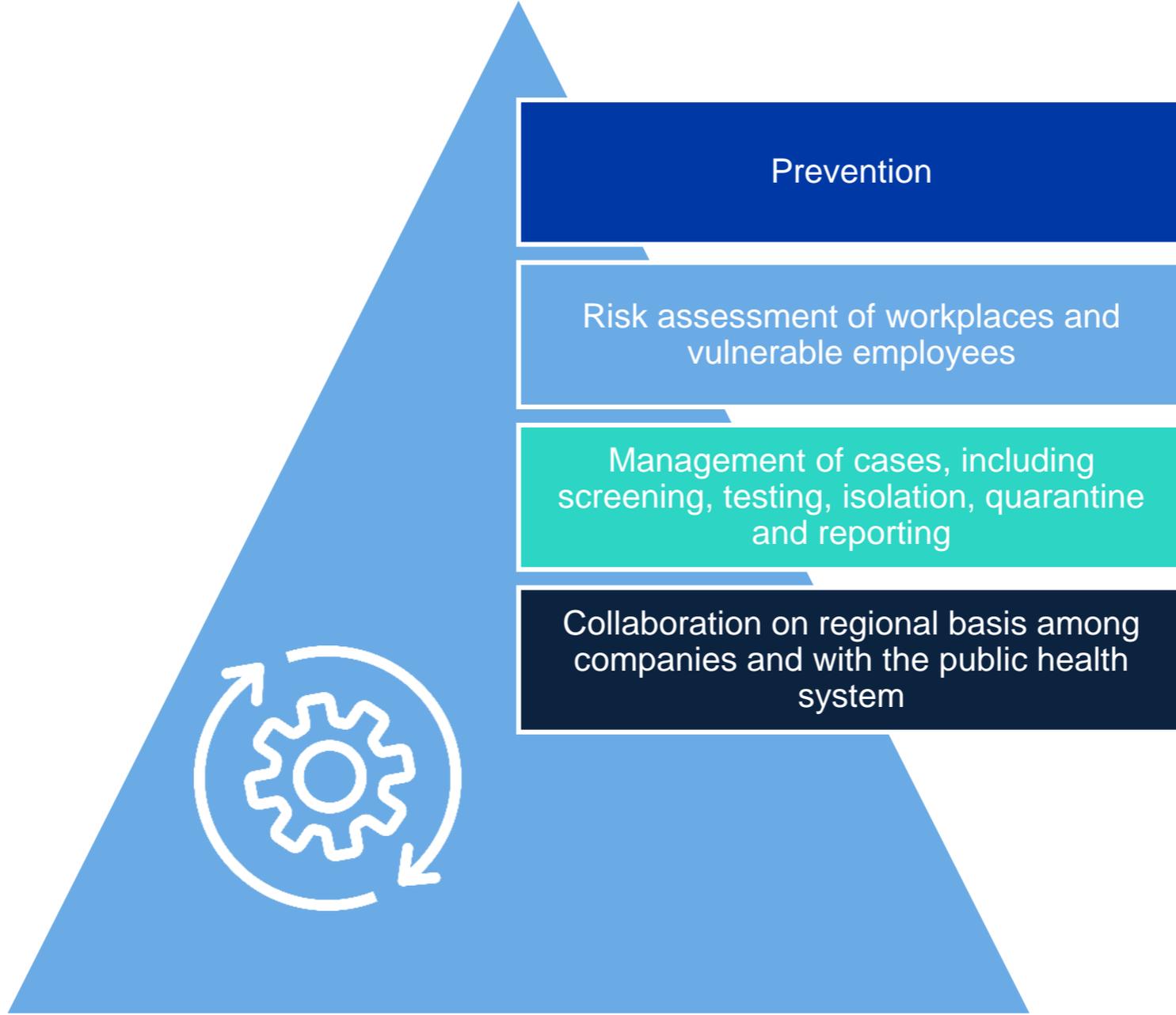
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MINERALS COUNCIL
SOUTH AFRICA

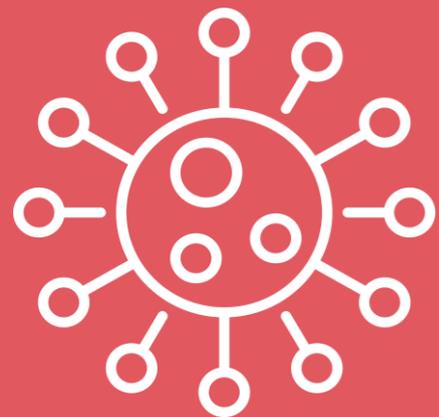
Key elements of interventions





Khumbul'ekhaya

- CEO-led initiative to reduce mortality in the industry under CEO Zero Harm Forum
- Additional funding allocated for:
 - Behavioural training
 - Disease mapping
 - Fundamental research



CURRENT STATS

June 2020

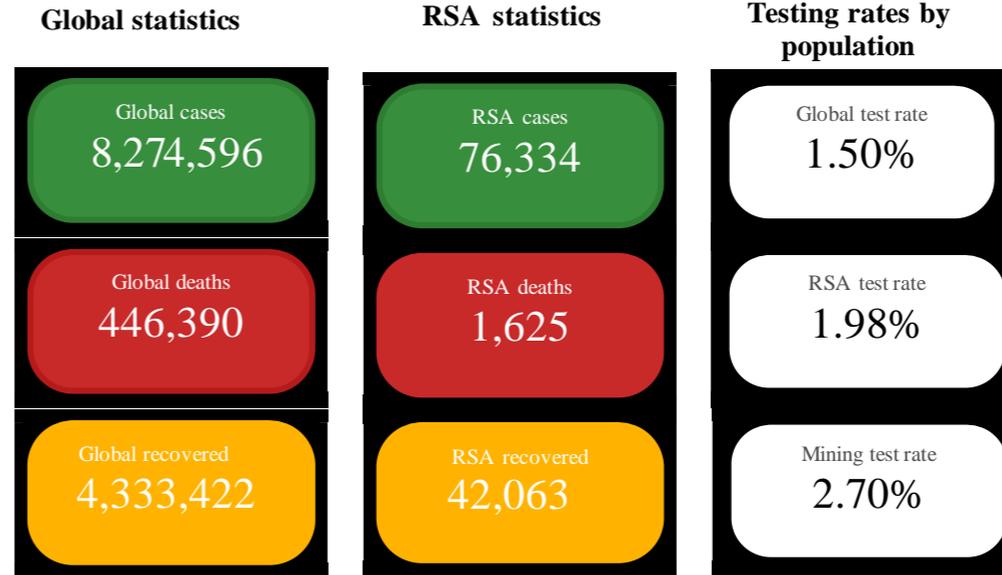




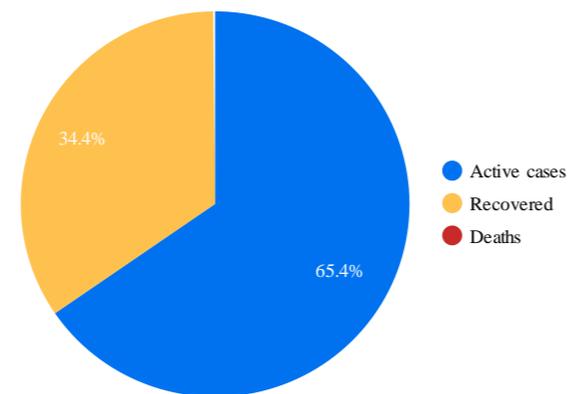
COVID-19 DASHBOARD



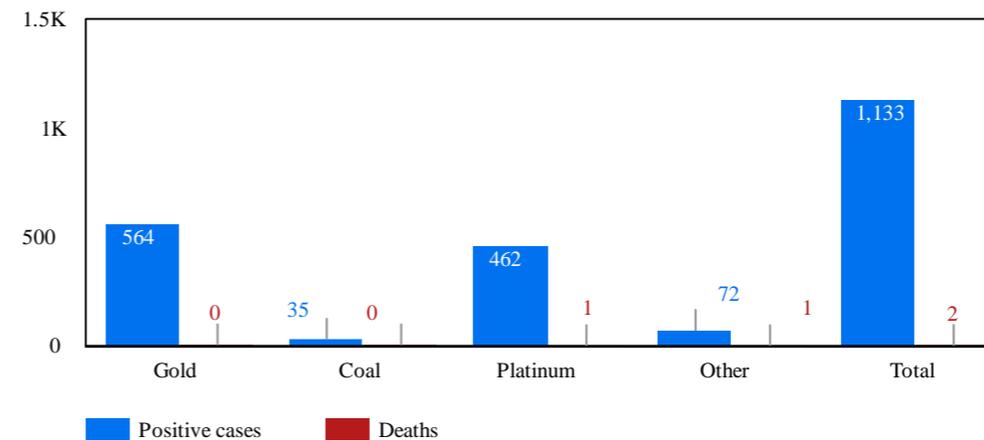
| Mining industry statistics | |
|----------------------------|---------|
| Number of mines | 385 |
| Total screening | 261,710 |
| Total tests | 12,131 |
| Tests pending | 803 |
| Total positive cases | 1,133 |
| Active cases | 741 |
| Deaths | 2 |
| Recovered | 390 |



Status of mining cases



Cases and deaths per commodity

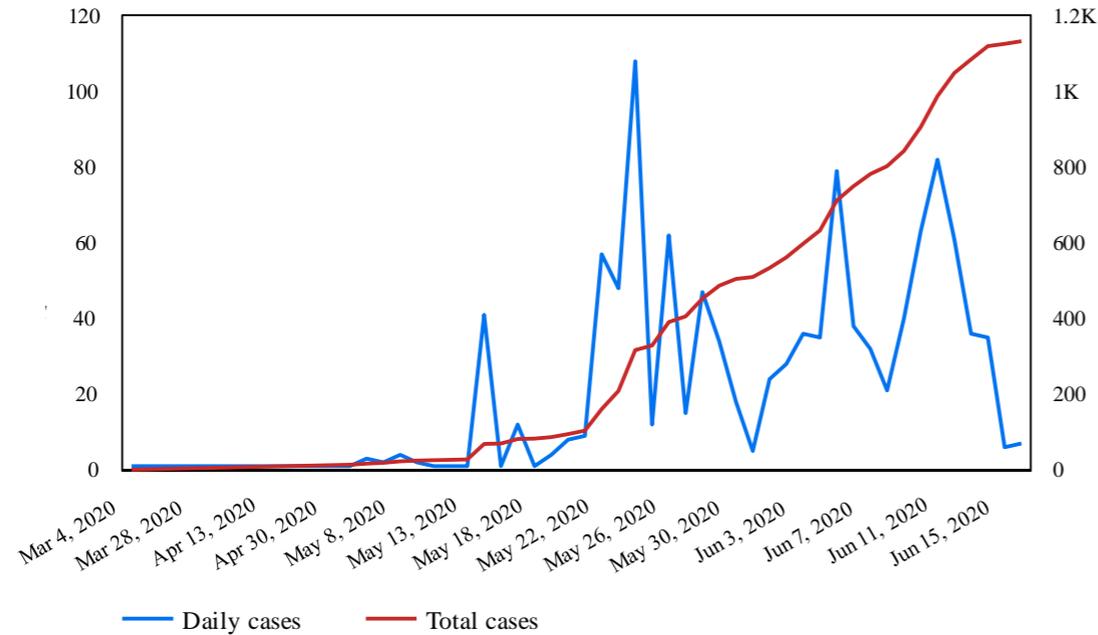




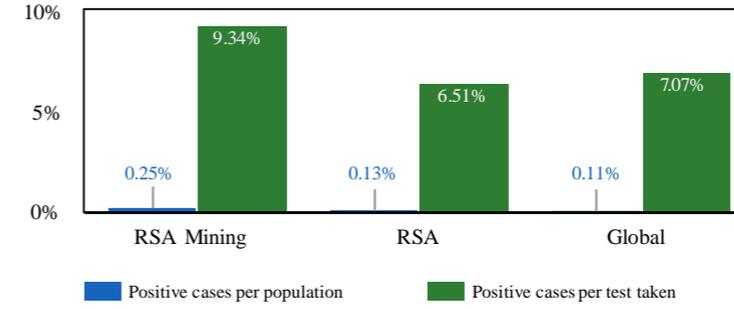
COVID-19 DASHBOARD



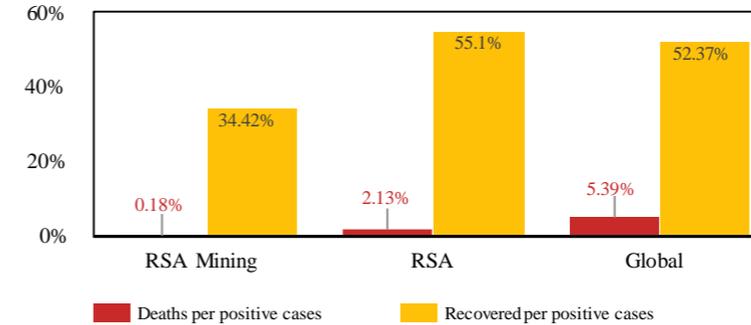
Daily and total cases diagnosed over time



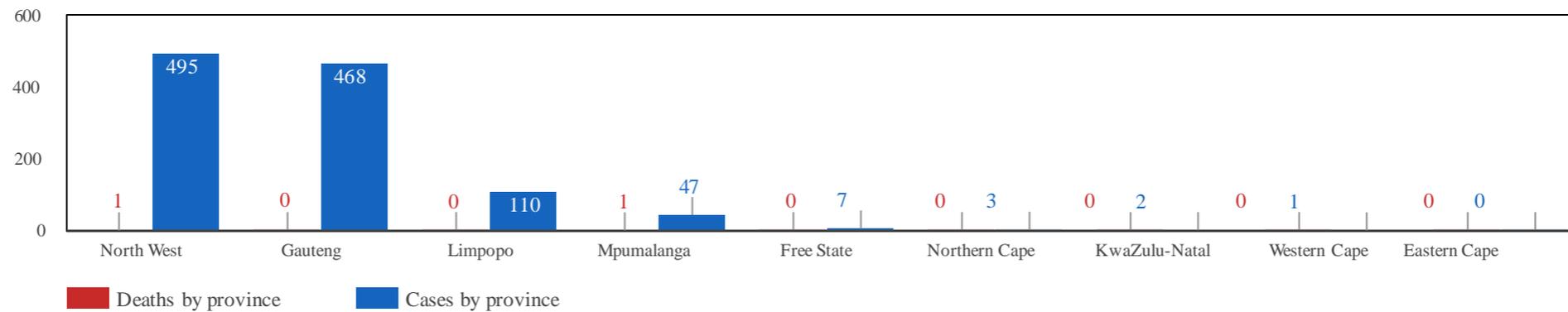
Positive cases per population and per tests taken



Recovered cases and deaths per positive cases

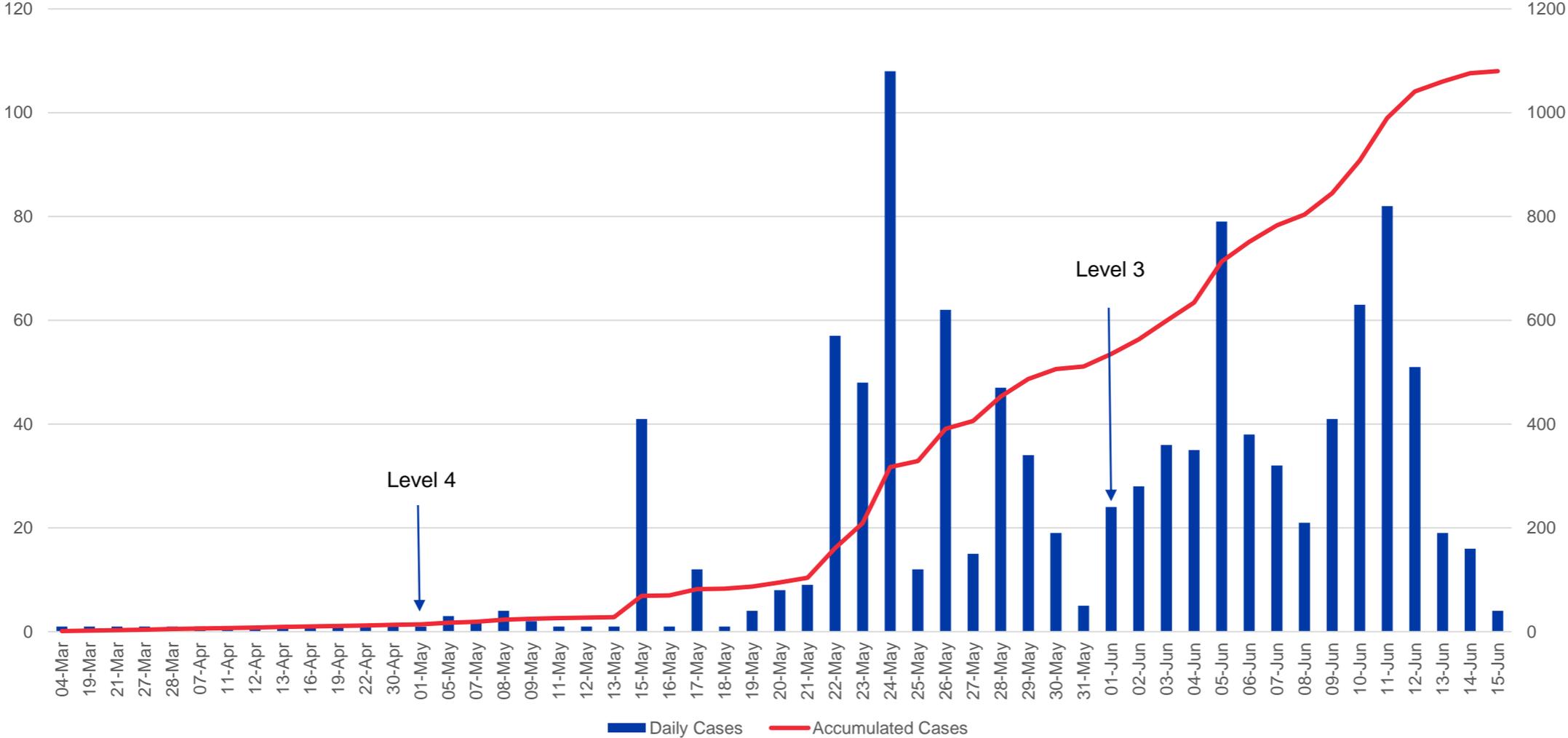


Cases and deaths per region to date



Industry statistics in context

MCSA: COVID-19 Daily and Accumulative Positive Test Results - Pandemic to Date



Context for reported high numbers of COVID-19 cases

Given the high level of preparedness of the mining sector, the industry is doing more screening and testing than any other sector. If other sectors of the economy were doing the same level of screening and testing, they would also be detecting the real case numbers in society.

1. More COVID-19 infections diagnosed in mining as proportion of workforce than positive diagnoses as proportion of population as a whole - mistaken to assume that mining is more prone to spread of virus than population as a whole
2. Clusters have contributed to high incidences in particular areas
3. Mining companies conscious of risk of employees returning to work from different locations can potentially transport the virus - industry committed to strict routines for employees returning from other countries or regional “hotspots”
4. Industry COVID-19 death rate of miners far lower than for similar age groups in country as a whole - industry taken very cautious approach to taking extra measures for individuals who may be at greater risk

Intensive daily screening, thorough contact tracing and testing of contacts means that the overall incidence is NO HIGHER THAN THE POPULATION AS A WHOLE, and is MORE LIKELY LOWER, given especially the intensive hygiene and social distancing measures required at every workplace

Issue of testing

- Testing done on any person displaying any symptoms
- Screening and testing undertaken in line with protocols determined by NICD
- In South Africa, as in most of the rest of the world, testing resources are limited. It would be unfair to everyone else if a big share of total testing capacity was allocated to one industry
- Number of mining companies have been seeking to boost testing capacity within companies and regions in which they operate
- Testing not panacea – it is at a point of time with infection happening only minutes after a test has been done

Biggest defence is prevention through hygiene and social distancing practices, combined with exclusion of those who may be infected from workplace, and the care and isolation of those who may become ill



Labour interventions

Labour interventions

The Minerals Council has been part of broader business engagements on labour issues pertaining to Covid-19 and the lock-down (B4SA)

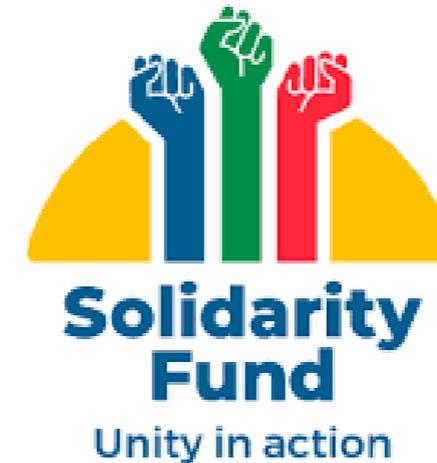
Part of Nedlac engagements on labour market aspects

Provision of information and guidance to members on various labour issues



BUSINESS FOR SA | COVID-19

WWW.BUSINESSFORSA.ORG



Labour issues

Issues at roadblocks

- With our partner TEBA managed to facilitate passage of employees from the Labour Sending Areas
- Created a standard format for the essential services permit for members

Issues affecting transport

- Through TEBA and engagement with the relevant government departments – resolved transportation issues with the Taxi Associations
- Health and safety issues such as sanitisation, social distancing, de-densification etc

Progress with return to work

- Around 60% of recalled employees have return to mines to date. Constraints at Teba offices (screening and fitness tests) a reason for delays

Payment of salaries

- Employees who have been at work during the lock-down have been paid their normal salaries by companies
- Most members decided to pay employees who were not working for the first 21 days of lock-down
- Some of the companies could not afford to pay salaries for the first 21 days and for extended lock-down and claimed from UIF TERS benefit on behalf of employees
- Initial issues experienced with the UIF application portal resulted in delays in the payment for April. Some of the issues sorted out but foreign nationals remained a major challenge until mid-May
- Delays in the processing and payment of May applications.

Return of mineworkers

Foreign national mineworkers have played important role in mining industry for decades, and employment in SA is critical component of GDPs of these countries - number of foreign national employees estimated around 10% of national mining workforce.

Some employees remained in South Africa during lockdown period

- Out of more than 20, 000 employees located outside of country around 9,500 are currently scheduled for return to work
 - Return of foreign employees will take place under strict agreed conditions
1. Minerals Council will have responsibility for facilitating coordination of screening, testing, border logistics, transportation, and quarantining of all returning foreign mine workers for 14 days
 2. Initial quarantine facilities will be located near mines. Employees will need to be kept isolated during the trip from border post to quarantine facilities
 3. Minerals Council commissioned TEBA to manage logistics of returning workers. TEBA will carry out screening of individuals in country of origin, transport and, where necessary, overnight accommodation
 4. Screening and testing of employees in quarantine carried out according to NICD guidelines
 5. Returning foreign employees will be advised that they will not be able to return to their home countries for duration of pandemic to avoid dangers presented by continual cross-border travel
 6. Those who fail testing will be diverted to local district health system. Mining companies will have duty of care, including through facilitating testing and providing medication and car

Mining Industry Support of Communities

In addition to fulfilling Social and Labour Plan commitments, mining have committed to supporting communities in the fight against COVID-19

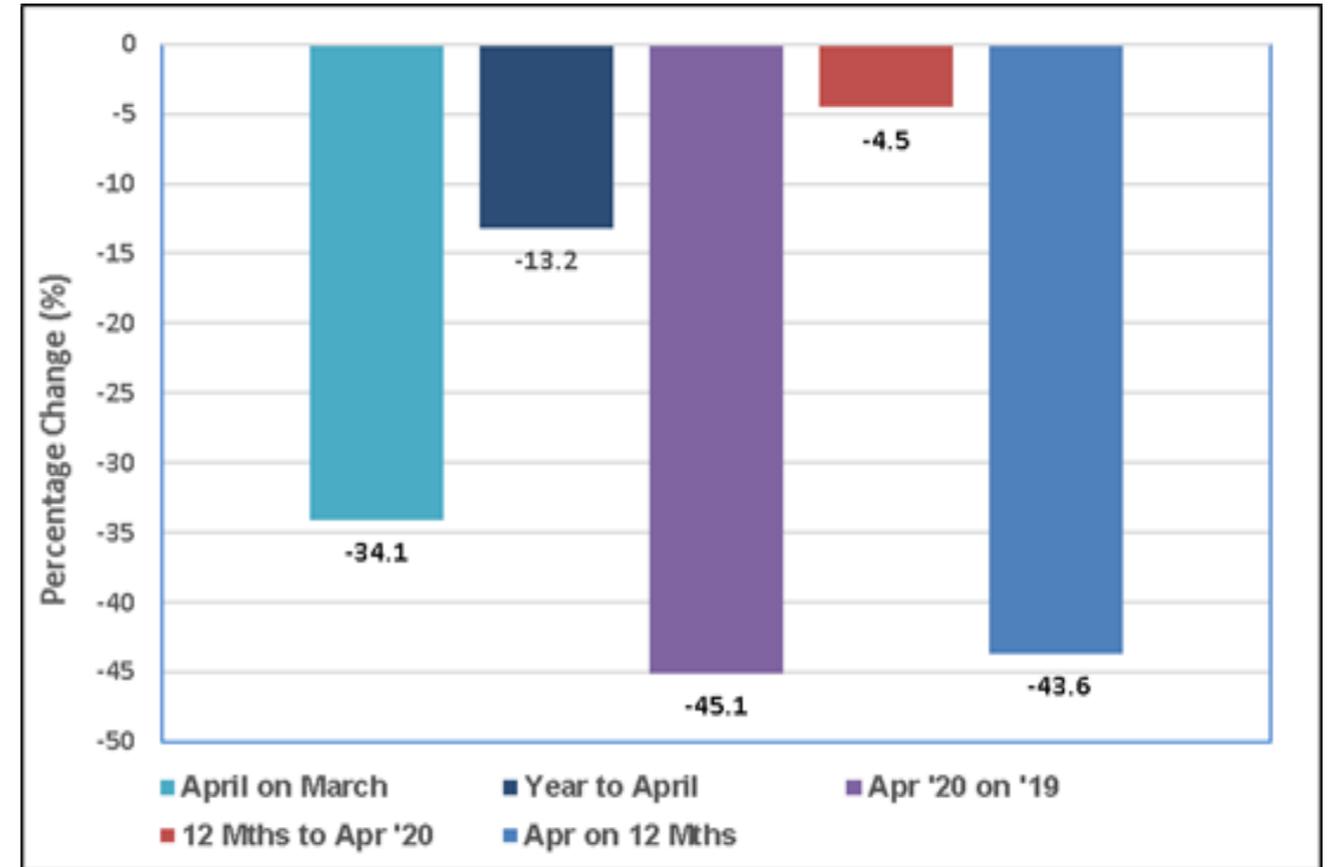
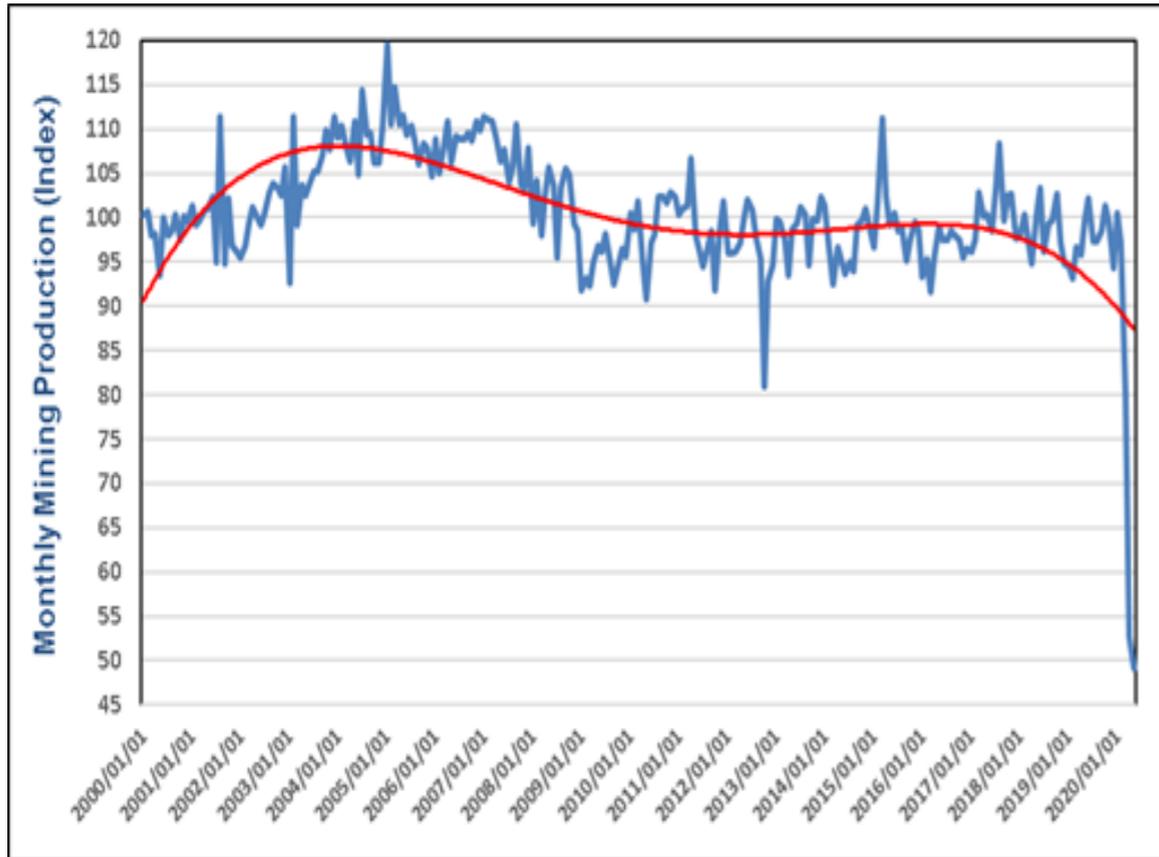
Financial assistance that has thus far been provided or pledged includes the following:

- Provision of equipment and consumables for testing facilities
- Provision and/or purchasing of PPE and critical medical equipment for health and social development personnel in the field and in hospitals and clinics
- Purchase of water tanks to public facilities and communities
- Provision of food parcels to vulnerable families in host of communities
- Contribution to Solidarity Fund and other non-governmental organisations (NGOs); and
- Increase awareness through radio and print and social media

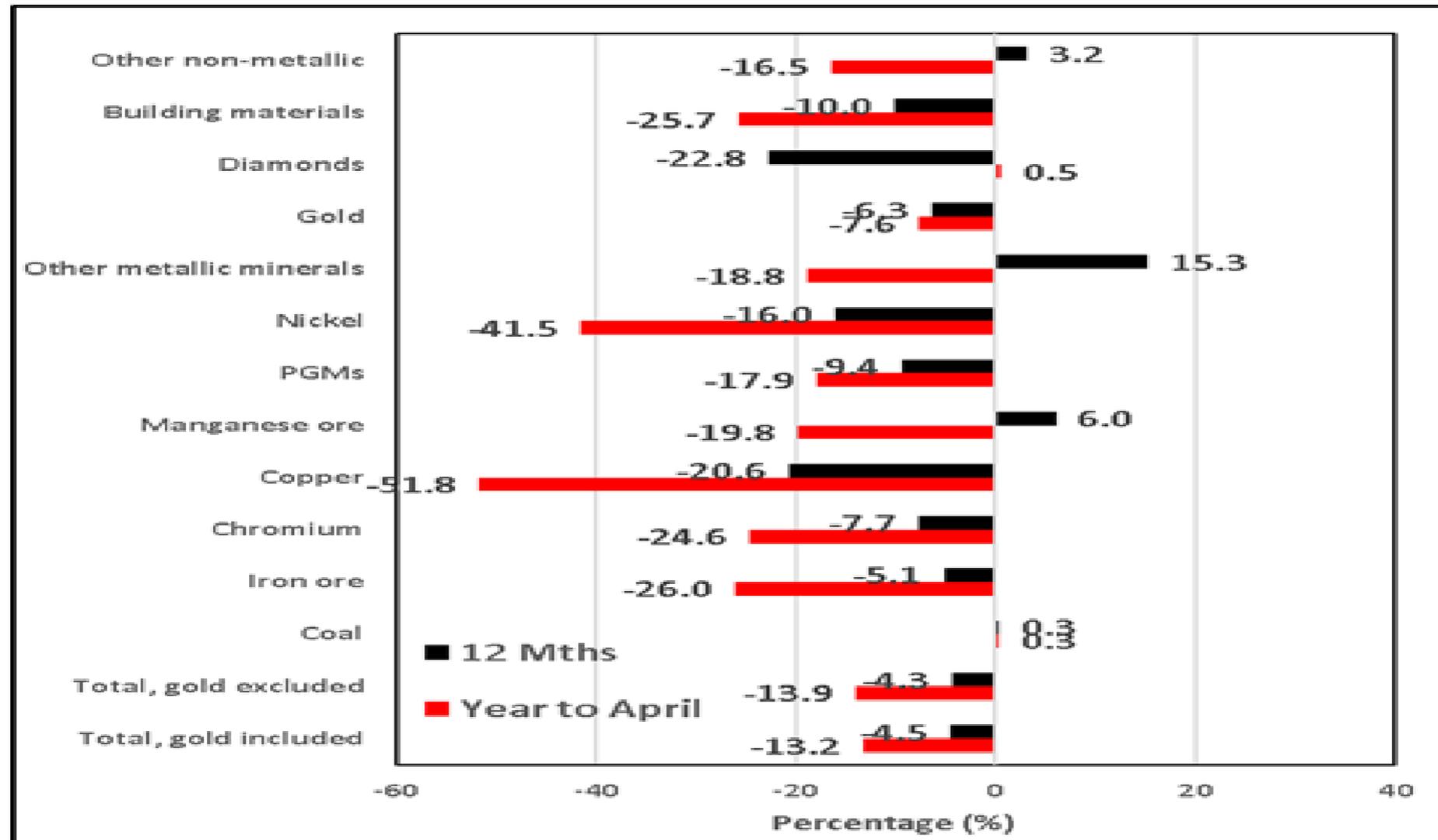
Non Financial Support

- Provision of tracers in priority municipalities
- Access to mine ambulances and paramedics
- Provision of access to tap stations, underutilised water tanks, mine water and tankers to refill water at various locations; and
- Provision of facilities that could be used for self-isolation by mine workers and other community members who test positive
- Currently engaging with schools to explore different ways of providing support

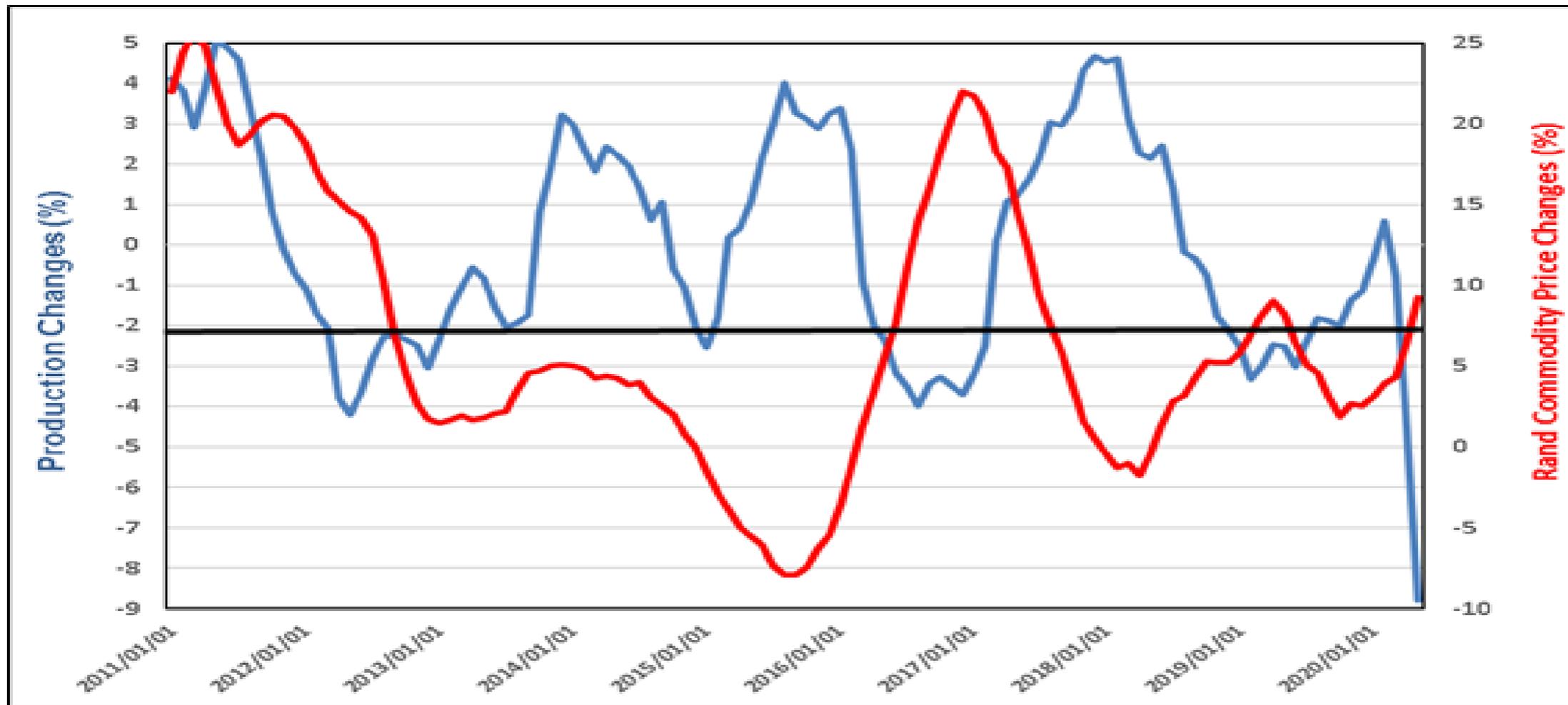
Production and trend, and Changes/declines over different time periods



Production performance by Commodity

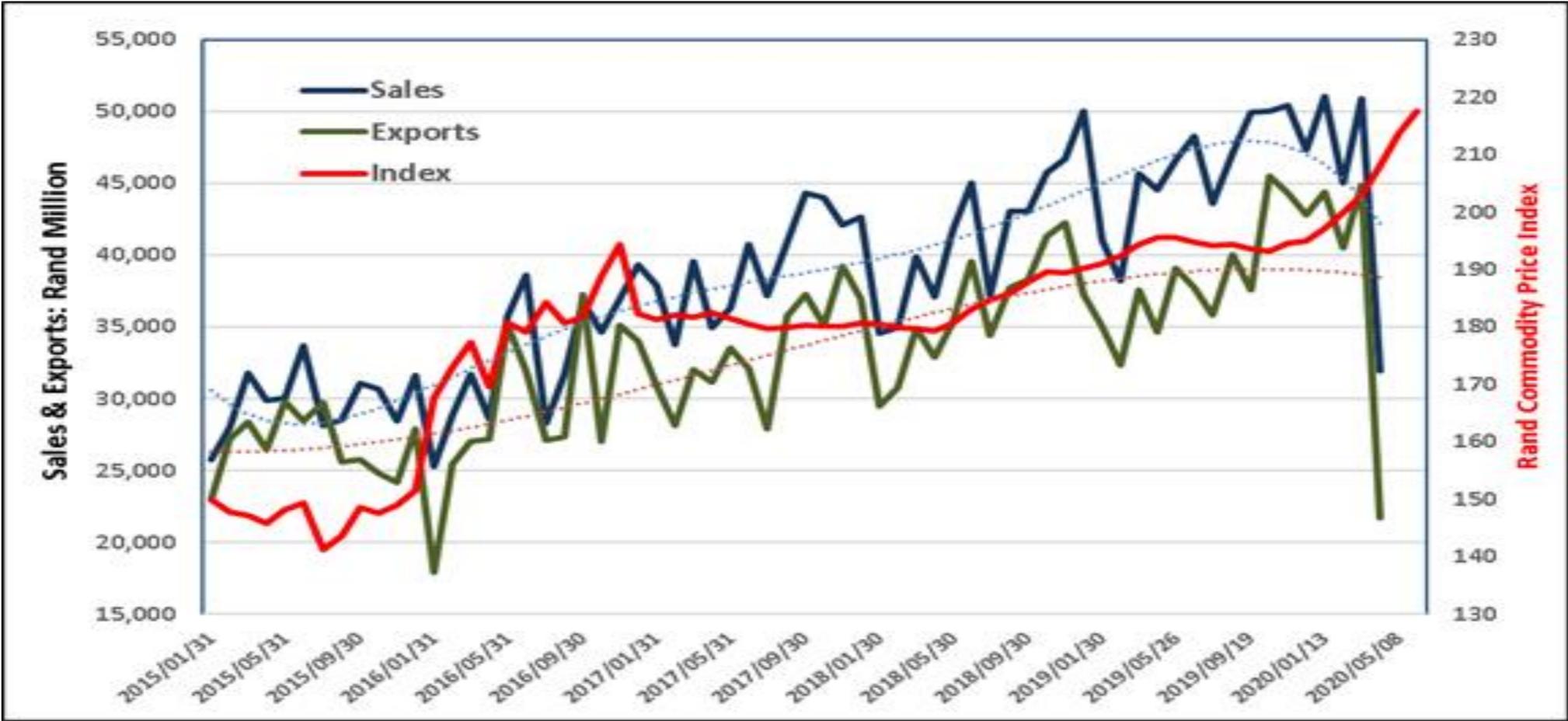


Decline in Production versus Commodity prices holding up (mainly due to gold and PGM's)



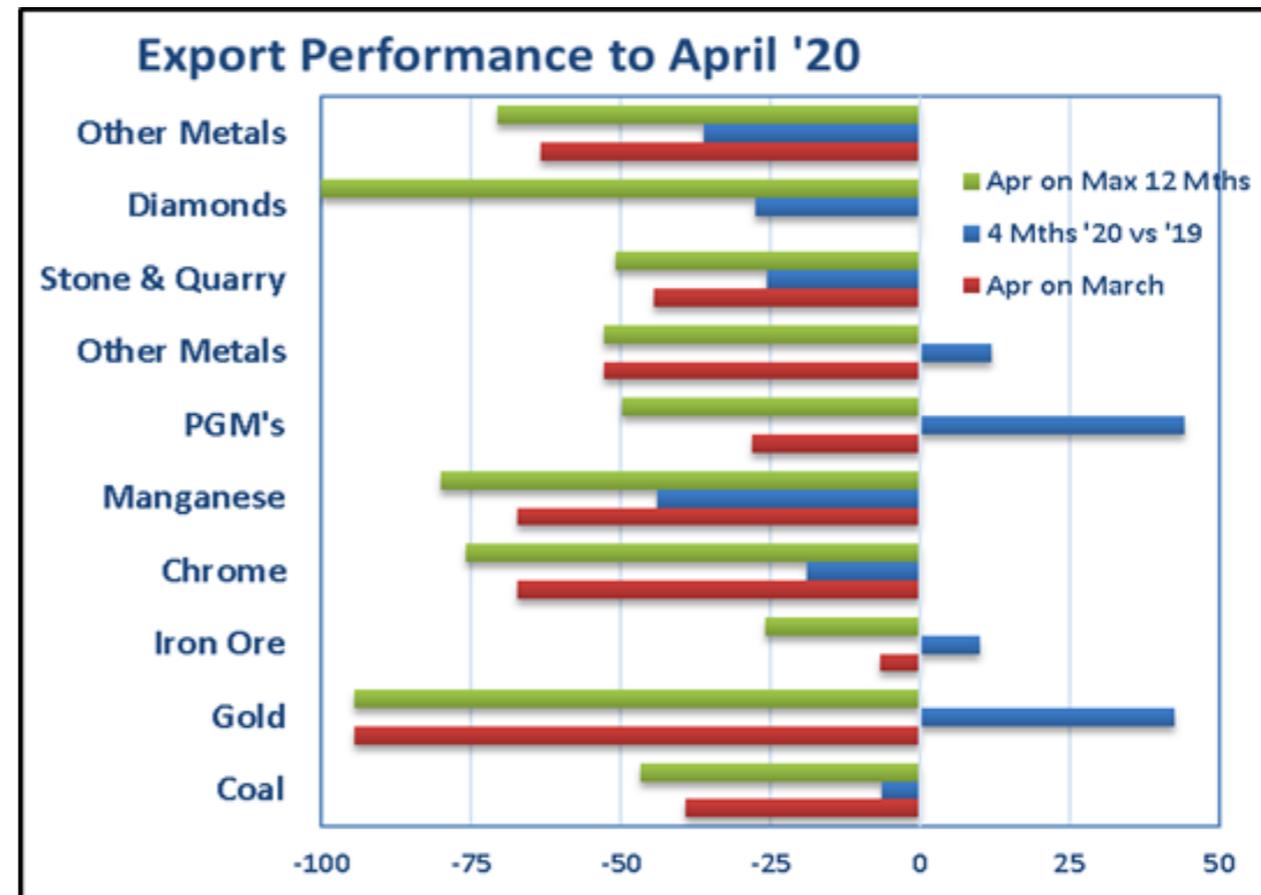
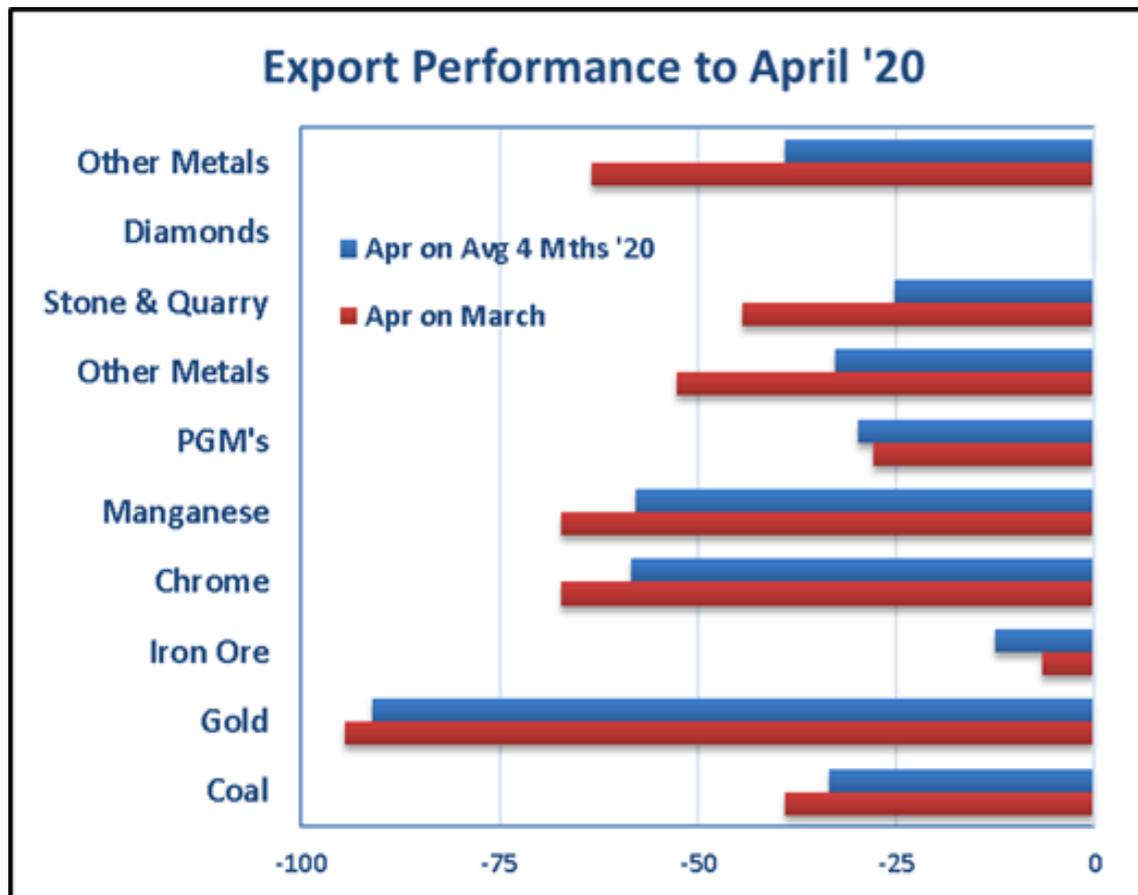
Sales Performance

Sales performance has been as dismal; if you take into account that this is the effect of March and April production, a similar performance could be expected in May and even June, due to weaker commodity demand



Export Data

We have export data for April (from SARS) which shows the combined impact of lower sales and lower demand for commodities



Documents attached to provide detailed information

The following documents have been provided to the Committee to give more information on some of the issues being discussed

- Minerals Council FAQ host communities
- Minerals Council FAQ foreign nationals
- Minerals Council getting back to work under COVID-19
- Economic Impact of COVID-19