

GUIDANCE NOTE ON THIRD WAVE RISK MANAGEMENT AROUND EASTER

1 INTRODUCTION

The Minerals Council's CEO Zero Harm Forum had an urgent, special meeting about Third Wave Risk Management around Easter.

A presentation from Discovery to Nedlac indicated that in a 'Super spreader Easter, with Reinfections' scenario, 92,500 additional deaths could occur and hence advised that it is critical to avoid gatherings during the Easter holidays.

The purpose of this guidance note is to provide guidance on measures that should be considered for the Easter weekend to avoid the above scenario. It was prepared with inputs from various members. While the focus of this document is on the Easter weekend, the measures could also be considered for other school and/or public holidays during April.

2 GUIDANCE

Intensive communications campaigns



1. Internal and external campaigns should be continued and amplified to support the guidance measures discussed below, the likelihood of a third wave and what can be done to avoid it, to prevent complacency on current protective measures, to reiterate the additional measures that should be adopted when travelling, and the personal responsibility of each individual to protect themselves and their families.

Travel and leave



2. Employees, including contractors, should be strongly discouraged from travelling during Easter. The rationale should be explained as per the impacts all have seen during the second wave over the December holiday period. Visible leadership by CEOs, management and unions on this matter is important.
3. Work should be planned for the Easter weekend to encourage employees and contractors to work during Easter applying usual public holidays incentives.

4. Where suitable, companies should consider encouraging employees, including contractors, to take four days leave during other times over the next few months.
5. Employees and contractors who really need to travel should be asked to provide details of their travel. A list should be populated with all the names and strict return to work measures, including testing and isolation/quarantine should apply to all employees who come back from their travel.
6. Existing measures related to high-risk travel and high-risk activities should be maintained. An example of such measures may include:
 - International travel including SADC travel: Negative PCR or Antigen test and additional workplace exclusion for 5 days and testing on day 6.
 - Attending a funeral: Additional workplace exclusion for 5 days and testing on day 6.
 - Sick management: Continue to manage closely and ensure that return to work clearance is maintained.

Current legal measures



7. All employees, including contractors, should be reminded of government regulations and prescripts, including the DMRE Guidelines for a Mandatory Code of Practice on the Mitigation and Management of COVID-19 Outbreak. It should be noted that it is illegal to attend religious, or other gatherings where more than 250 people are expected.

Engagement



8. Union leaders should be engaged by relevant business unit leadership to call on their support to assist in the "do not travel" initiative.
9. Contractor owners and CEOs should be engaged by relevant business unit leadership to call on their support to discourage their people from travelling over the Easter holidays.