GETTING BACK TO WORK UNDER COVID-19

28 April 2020
This briefing

Tebello Chabana on the Minerals Council’s approach

Dr Thuthula Balfour on the health response

Motsamai Motlhamme on labour issues

Company representatives approach in action

Ursula Brown on AMCU legal action

Q&As
Current situation

• Partial resumption of mining activities since the amendment of the 16 April Disaster Management Act regulations - reinforced by the switch to Level 4 alert status announced by President Ramaphosa on 23 April
  • 100% of activities for coal mines
  • 100% of activities for open-cast mines
  • 50% of activities for underground mines

• Too early to assess accurately the impact of new situation on state of the industry

• Industry extremely conscious of its responsibilities in these unprecedented circumstances

• Mining industry has had to deal with these issues at an earlier stage than most others, because of the essential services and care and maintenance work we have been permitted to carry out

• Characterised by extensive engagements
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
Dr Thuthula Balfour
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
December 2019

41 people hospitalised in Wuhan City, Hubei Province, China

31 December

WHO alerted to cluster of unknown cases of pneumonia in Hubei

Early January 2020

SARS Cov-2 identified as cause and named COVID-19

30 January

WHO declares COVID-19 a Public health emergency of international concern

February 2020

Minerals Council initiates communication plan and distributes educational material to companies

11 March 2020

WHO declares COVID-19 a Pandemic. Minerals Council provides further material and guidance to members
Timeline

February 2020
Minerals Council initiates communication plan and distributes educational material to companies

11 March 2020
WHO declares COVID-19 a Pandemic

17 March 2020
Minerals Council adopts a COVID-19 Preparedness Plan (10 Point Plan)

25 March 2020
Minerals Council adopts SOP on Management of COVID-19

9 April 2020
Minerals Council adopts SOP on COVID-19 Following the Lockdown

21 April 2020
Minerals Council issues Guidance on PPE for COVID-19

MINING INDUSTRY ACTION PLAN ON COVID-19

STANDARD OPERATING PROCEDURE
Key elements of interventions

- Prevention
- Risk assessment of workplaces and vulnerable employees
- Management of cases, including screening, testing, isolation, quarantine and reporting
- Collaboration on regional basis among companies and with the public health system
• CEO-led initiative to reduce mortality in the industry under CEO Zero Harm Forum
• Additional funding allocated for:
  • Behavioural training
  • Disease mapping
  • Fundamental research
Labour interventions

Motsamai Motlamme
Labour interventions

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

Part of Nedlac engagements on labour market aspects

Provision of information and guidance to members on various labour issues
<table>
<thead>
<tr>
<th>LABOUR ISSUES</th>
</tr>
</thead>
</table>

**Issues at roadblocks**
- Documents to be produced
- Police insisting on hard copy, not electronic permits

**Issues affecting transport**
- Taxi associations insisting in transporting employees
- Health and safety issues re sanitisation, social distancing, 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 will be paid their normal salaries
- Most members decided to pay employees who were not working for the first 21 days of lock-down
- Some of the companies cannot afford to pay salaries for the extended lock-down and will claim from UIF on behalf of employees
- Members who were unable to pay during the lock-down have claimed from UIF on behalf of their employees
Responding to AMCU’s application

- Minerals Council not averse to regulation of workplaces under COVID-19 directives and regulations by the DMRE inspectorate, as is the case in respect of other health and safety matters
- We welcome the engagement of AMCU, along with all other trade unions, in a collaborative effort to address the pandemic
- Minerals Council has opposed some, but not all of AMCU’s motions

- Primarily, it is opposing the union’s motion that the pandemic be declared a health hazard in terms of the Mine Health and Safety Act
  - it is submitted that this is a legally incorrect application of the Act’s health hazard provision
  - it is our view that the implementation of a code of practice by the Chief Inspector and/or the publication of regulations in the DMA are appropriate mechanisms to address the COVID-19 hazards effectively, whilst the regulatory mechanisms takes into account the position at particular mines and with flexibility should the situation change
  - the Mine Health and Safety Council, of which AMCU is a member, was set up under the MHSA to address many, if not all, of the concerns that AMCU raises
- Minerals Council welcomes AMCU’s statement that the Minerals Council’s SOP “could well serve as a short-term binding regulation”
- We support the proposal that the advice of experts should be relied upon in developing strategies and policies as the pandemic continues to unfold, and note these experts should include a broad range of the scientists and medical experts as agreed by all parties
GOLD FIELDS
SOUTH DEEP

GETTING BACK TO WORK
Integrated approach

We have taken a holistic and integrated approach that looks at the full day in the life of an employee.

A break in any link weakens the chain.

We have a shared responsibility.
Multi-channel

WhatsApp platform
Posters
Facebook
Training

Briefs
Videos and animations
Hotline
Direct contact

What can we do in our homes?
- Continue to practice good hygiene by washing your hands regularly, cleaning all surfaces, and using a disinfectant spray.
- Cover your mouth and nose when sneezing into your elbow.
- Wash your hands, rub them well, and dry them thoroughly.
- Keep a distance of 6 feet or 2 meters away from anyone outside of your household.

What can we do when we travel?
- Avoid public transport when possible.
- Wear a mask and gloves.
- Keep a distance of at least 6 feet away from anyone outside of the vehicle.
- Continue to practice good hygiene by washing your hands and coughing or sneezing into your elbow.

What can we do at work?
- Check that you are well rested and energized before starting work.
- Take a break every 50 minutes.
- Keep your space clean and tidy.
- Keep a safe distance from others (at least 2 meters).
- Keep your hands, face, and mouth free from food and drink.
- Keep your hands and face free from contact with your nose, mouth, and eyes.

What can we do in our communities?
- Avoid crowds and gatherings.
- Avoid travel and try to stay at home as much as possible.
- Continue to practice good hygiene by washing your hands and coughing or sneezing into your elbow.

Presentation title inserted here
Coronavirus passport

• Issued to employees when they reported for first shift back at work. Included:
  • Travel permit
  • Return to work induction
  • Daily protocols to follow
  • Important contacts
Back to work week

Adapting to the new ‘normal’

As people and a business, we at South Deep are not immune to the impact of the Coronavirus. As the lockdown period draws to an end, we need to be mindful that the virus has not gone away.

In adapting to the new “normal”, each and every one of us needs to make informed choices across all aspects of our daily lives, because the choices we make today will influence our lives tomorrow.

Let’s work together to keep ourselves and each other, our families and our communities safe, every day, everywhere we go.

What do we need to know?

- We have to stay safe to keep our loved ones safe.
- For the most effective contact tracing, we need to be accurate.
- Always wear a mask, maintain a safe distance, wash hands often, stay at home if unwell.

What can we do?

- In our Homes:
  - Cover your mouth and nose with a tissue or the sleeve of your shirt when you cough or sneeze, throw it away immediately, wash your hands, and cover your nose/mouth with a tissue or your elbow.
  - Regularly wash your hands with soap and water.
  - Avoid close contact with others (social distancing).
  - Avoid touching your eyes, nose, and mouth.

- In our communities:
  - Avoid large gatherings (over 10 people).
  - Avoidлиц close contact with others.
  - Avoid travelling.

What can we do at work?

- Wear a mask when working.
- Keep a safe distance from co-workers.
- Wash hands often.
- Avoid touching your face.

Let’s work together to keep ourselves and each other safe, every day, everywhere we go.

My mask protects you, your mask protects me, our families and our communities too

Protect yourself, your colleagues, your family and community, and ask them to do the same for you.

Let’s work together to keep ourselves and each other safe, every day, everywhere we go.

Covid-19 infection is still spreading

Lead the way at home, in the community and at work.

Remind everyone you see to:

- Stay home if you are ill.
- Wash hands often.
- Avoid close contact with others.
- Avoid touching your face.

Let’s work together to keep ourselves and each other safe, every day, everywhere we go.

Even if we don’t show any symptoms like:

- A dry cough
- Fever
- Difficulty breathing

We may still be carrying and spreading coronavirus.

Protect your friends, family and colleagues by:

- Washing your hands, especially after you touch your face.
- Covering your nose and mouth when you cough or sneeze.
-避免 touching your face.

Let’s work together to keep ourselves and each other safe, every day, everywhere we go.

Do not touch your face!

Every time you touch your face, you may pass coronavirus from surfaces which you may have touched to your eyes, nose or mouth.

Try to avoid:

- Touching your eyes, nose and mouth.
- Touching your face.
- Touching your nose.
- Touching your mouth.
- Touching your ears.

Let’s work together to keep ourselves and each other safe, every day, everywhere we go.

Keep the distance

This is how the virus enters your body, and puts you at risk of getting sick.

This is how the virus leaves your body, and protects you from getting sick.

Try to avoid:

- Touching your face.
- Touching your nose.
- Touching your mouth.
- Touching your ears.
- Touching your nose.
- Touching your mouth.
- Touching your eyes.

Let’s work together to keep ourselves and each other safe, every day, everywhere we go.

Social distancing is vitally important

Reduce social distance, reduce the spread of the virus.

Try to avoid:

- Using your hands to touch your face.
- Touching your nose.
- Touching your mouth.
- Touching your ears.
- Touching your nose.
- Touching your mouth.
- Touching your eyes.

Let’s work together to keep ourselves and each other safe, every day, everywhere we go.
RETURNING TO WORK AT SOUTH DEEP

WHAT TO EXPECT WHEN YOU RETURN TO WORK
STOP!
CORONAVIRUS

A COLLABORATIVE APPROACH

Dr Bafedile Chauke
VP – Group Health
Approach

• At the outset, clear recognition of a global pandemic, which is pervasive and fast spreading to workplaces and communities

• Recognition that AGA operates within and as part of communities
  • work to strengthen and support healthcare systems and community response mechanisms to make the company more resilient
  • actively looked for places to help in our communities, and supplement local efforts already underway

• Transparency and openness are key - knowledge will empower employees and communities, and reduce anxiety and panic
Community health initiatives

HOSPITALS

• Close collaboration with expert, multidisciplinary teams from the provincial governments of the North West and Gauteng
• Two hospitals made available for their exclusive use
• Facilities will be used by the authorities for the treatment and isolation of COVID-19 patients

West Vaal facility

• Near Orkney in the North West Province
• Fully equipped
• 270 beds

West Wits facility

• Near Carletonville/Merafong in western Gauteng
• Building in good condition with oxygen piping infrastructure and other design elements needed for a fully functioning hospital
• Capacity for around 300 beds
• Equipped and recommissioned by Gauteng Department of Health
Partnership Between AngloGold, Sasol and Imperial

- Partnerships are an effective way to increase the impact of relief efforts
  - pooling of capital, complementary assets and skills
- General hand hygiene remains an effective line of defence against COVID-19
- Sufficient supplies of hand sanitizer critical to mitigate the spread of COVID-19 in hospitals
- Provide bulk supplies of hand sanitizer at four major Gauteng state hospitals:
  - Chris Hani Baragwanath Academic hospital
  - Charlotte Maxeke Academic hospital
  - Helen Joseph hospital
  - Leratong hospital
- Close collaboration between partnering companies and dedicated clinical hospital managers to find innovative ways to address the need for sanitizer in a sustainable way
- Sasol – increased production of hand sanitizer
- AGA – share cost of production with Sasol and provide the specially manufactured bulk-storage tanks
- Imperial – ensuring that the sanitiser tanks are safely transported from Sasol to the four hospitals in Gauteng
- Seeking additional partners to ensure this project is sustainable and can be extended to other facilities
Other support initiatives

SANITATION

• Local manufacture of free standing 1,000 litre water tanks for handwashing

• Close partnership with Gauteng Department of Roads and Transport, The City of Johannesburg, Johannesburg Water, City of Tshwane, particularly in the Hammanskraal area and various taxi associations

• Facilities placed at selected high-traffic areas in Gauteng, including major taxi ranks, to improve hand hygiene in areas that may not have sufficient reticulated water

HOSPITAL BEDS

• Procured 27 electronic intensive-care beds for Soweto’s Chris Hani Baragwanath Hospital, the world’s third-largest healthcare facility, for its COVID-19 isolation units

• Collaborated with the SAME Foundation
Other support initiatives

MASKS
• Donated masks from a local supplier to the Merafong municipality in Gauteng, the Matlosana municipality in the North West Province, and the Chris Hani, OR Tambo and Amathole municipalities in the Eastern Cape

RELIEF
• 5,000 care parcels distributed to help cushion the effects of the lockdown
• Recipients include the elderly, people with disabilities and those receiving childcare grants
• Collaboration with Imbumba Foundation for the implementation of this initiative
• Assisting various other organisation through the Matlosana and Merafong municipalities, with blankets, food and toiletries.

SANITATION
• Provided and servicing 24 mobile toilets to Chris Hani Baragwanath Hospital
Awareness
WORKING TO PROTECT THE WELLBEING AND LIVELIHOODS OF OUR PEOPLE AND COMMUNITIES

Nomonde Ndwalaza

28 April 2020

WeCare
Protecting our wellbeing during Covid-19

Real Mining. Real People. Real Difference.
WORKING TO PROTECT THE WELLBEING AND LIVELIHOODS OF OUR PEOPLE AND COMMUNITIES

Our people and communities are our utmost priority during this time

Anglo American has been consistent in its position around the pandemic, and its support of the measures put in place by the national government. As the biggest mining company in South Africa, Anglo American is ensuring it plays its material part, which is to protect the health and wellbeing of our people, stakeholders and host communities by:

• In the first instance, limiting the spread of COVID-19 across all Anglo American operations and communities by aligning with best practice guidelines
• In the event of an infection, we have resources in place to help isolate and treat our people
• Prioritising and safeguarding the health and safety of employees
• Securing employees and suppliers’ livelihoods and not crippling them financially

Anglo American takes its role as a responsible corporate citizen importantly. We want our communities to remember us as partners who care about their lives and their livelihoods, and act with care, integrity and accountability.

Through our guiding framework of Prevention, Response and Recovery, Anglo American is “safely thinking beyond the extended lockdown” by ensuring that our host communities have funds and access to essential community infrastructure that is provided by the company, in a way allows them to set themselves up for recovery beyond the lockdown and the devastation of COVID-19.

We are our host communities’ most important ally in the fight against COVID-19. Our most effective business continuity measure is to keep our businesses operating and generating cash in order to afford to continue to provide our many essential services.

• Water - In many communities we provide water and/or facilitate access to fresh water and water for local crops and food production
• Energy - In most remote sites we are the local energy supplier. We are also suppliers of coal and other energy sources for broader community supply
• Food - In many cases we run agriculture co-ops and local food stores and/or provide key services to keep those operating facilities
• Health Systems - Hospitals are needed to look after serious infection cases. GPs and other medical practitioners and nurses and support staff will be needed to support increasing caseloads. Where possible, we have availed our own health facilities to local governments – such as in South Africa through our Coal and Kumba business
• Banking and Cash is needed to help people buy food and pay for the essentials they need to survive. Government services and infrastructure must be kept running to support the provision of essential services in this context
• Broader Infrastructure and Support that we drive in our communities must be maintained to ensure essential services can be sustained
• $2 million donation to South Africa’s Solidarity Fund
• $1 million donation to the Oppenheimer family’s South African Future Trust for SMMES
• Cumulative global contribution of US $22.2 million to COVID-19 response measures
Our integrated health response – Protecting the wellbeing of our employees during COVID-19

• **We Care** is a programme focused on protecting the health and wellbeing of our employees, full-time contractors and host communities during the pandemic.

• Colleagues are encouraged to protect themselves from getting the virus, monitoring their health to pick up early symptoms, and to manage their health if or when they test positive for COVID-19.

• Our community approach to Covid-19 is a community, operational, interpersonal and individual centred approach that aims to respond to the needs, expectations and vulnerabilities of our employees, suppliers and host communities.

WeCare pillars: Prevention, Response, Recovery
WECARE IN OUR COMMUNITIES

Distributing 66,000 food parcels to communities around our 22 operations around South Africa, Namibia and Zimbabwe.

Supporting 160 clinics and hospital wards with personal protective equipment, training and support, and setting up screening stations and temporary wards.

Supporting government with targeted educational messaging through a dedicated community awareness and radio campaign.

Suppling water tankers to 9 municipalities, expanding water programmes to 21 villages around 4 operations and drilling 10 boreholes in Zimbabwe.

Working with our Supply Chain and the NGO supply chain to secure and supply this equipment as far as possible, taking into account the current global shortage of supplies.

Providing significant support to small and medium-sized businesses through payment holidays for all loans until the end of June through our enterprise development programme, Zimele.
Media briefing
Support towards COVID-19

James Wellsted

28 April 2020
COVID-19 Actions and support in line with Group values, vision and purpose

- Contributions to the SA relief funds
- Employee wages paid during lockdown period
- Employee donations matched by the company
- Support to local, small businesses
- Social relief food parcels, water tanks, blankets and mattresses
- Schools and education – sanitisation and catch-up programmes
- Health and safety preparedness and support
- COVID-19 awareness communication
Financial contributions

Contributions to SA National relief funds

Solidarity fund
- R2.8 million Board and Executive salary sacrifice
- Additional R12.0 million corporate donation

SA Future Trust Fund
- R9.0 million corporate donation

Employee wages
R1.5 billion paid during lockdown period

Contributions toward COVID-19 relief initiatives on multiple levels

Employee volunteerism scheme
Employee donations of up to R1 million will be matched by company
- over R2.0 million potential contribution
**Local community support**

### Local, small business support

**CEO SMME support fund** – R14.5 million to stimulate local economic growth in local communities

**Focused spend with local suppliers** for COVID-19 related PPE of R1 million

### Social relief

- 20 water tanks for communities around Marikana
- 8,000 food parcels for local communities
- 600 blankets and mattresses for homeless shelters

### Community, business and educational support

### Schools and education

School sanitisation and support for catch up programme in North West, Free State and Gauteng - R3.0 million
Health education and COVID-19 prevention support

Health preparedness and support
- PPE for health facilities in local clinics (masks, gowns, gloves and boots) – R2.0 million
- Sanitisation of health facilities, old age homes, taxi ranks and schools – R3.0 million
- Quarantine facilities - conversion of hostels in the Free State, West Rand and Rustenburg – R 4.9 million in total

COVID-19 awareness communication
- Leaflets with soaps delivered to communities
- Radio slots in local media around our operations
- Community billboards around our operations
- Taxi rank communication

Isolation treatment facilities - for employees at local hospitals
- Partnership with Gauteng Province on a facility (isolation or treatment) in the West Rand
- Tracing and screening of employees in labour sending areas and referrals for their families (with TEBA)
- Medical App to screen, trace and educate employees

Awareness and preparedness for COVID-19
Summary of COVID-19 contributions

<table>
<thead>
<tr>
<th>Financial contributions</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Contributions to the SA national relief funds</strong></td>
<td><strong>R24.8 million contributions + R1.5 billion wages</strong></td>
</tr>
<tr>
<td>• Solidarity fund</td>
<td></td>
</tr>
<tr>
<td>• Salary sacrifice by board and Executive = R2.8 million</td>
<td></td>
</tr>
<tr>
<td>• Additional corporate donation = R12.0 million</td>
<td></td>
</tr>
<tr>
<td>• SA Future Trust Fund</td>
<td></td>
</tr>
<tr>
<td>• Corporate donation = R9.0 million</td>
<td></td>
</tr>
<tr>
<td><strong>Employee wages and benefits</strong></td>
<td><strong>R24.8 million</strong></td>
</tr>
<tr>
<td>• Wages and benefits paid to employees during lockdown period = R1.5 billion</td>
<td></td>
</tr>
<tr>
<td>• No obligation to pay even though no work no pay would legally apply</td>
<td></td>
</tr>
<tr>
<td><strong>Employee volunteerism scheme</strong></td>
<td><strong>R1.5 billion wages</strong></td>
</tr>
<tr>
<td>• Up to R1.0 million employee donations will be matched by company = potential R2.0 million contribution</td>
<td></td>
</tr>
<tr>
<td><strong>Local community support</strong></td>
<td><strong>R23.0 million</strong></td>
</tr>
<tr>
<td><strong>Support to local, small businesses</strong></td>
<td></td>
</tr>
<tr>
<td>• CEO SMME fund (internal fund) to stimulate local economic growth in local communities = R14.5 million</td>
<td></td>
</tr>
<tr>
<td>• Focused spend on local suppliers for COVID related PPE (cloth PPE for employees’ families and old aged homes = R1.0 million</td>
<td></td>
</tr>
<tr>
<td><strong>Social relief</strong></td>
<td></td>
</tr>
<tr>
<td>• 8,000 food parcels for indigent community members = R4 million</td>
<td></td>
</tr>
<tr>
<td>• 20 water tanks for communities around Marikana and donation of 600 blankets and mattresses for homeless shelters = R500,000</td>
<td></td>
</tr>
<tr>
<td><strong>Schools and education</strong></td>
<td></td>
</tr>
<tr>
<td>• School sanitisation and support for catch up programme in North West, Free State and Gauteng = R3.0 million</td>
<td></td>
</tr>
<tr>
<td><strong>Health education and COVID-19 prevention support</strong></td>
<td><strong>R30.2 million</strong></td>
</tr>
<tr>
<td><strong>Health preparedness and support</strong></td>
<td></td>
</tr>
<tr>
<td>• PPE for health facilities in local clinics (masks, gowns, gloves and boots) = R2.0 million</td>
<td></td>
</tr>
<tr>
<td>• Sanitisation of local health facilities, old age homes, taxi ranks and schools = R3.0 million</td>
<td></td>
</tr>
<tr>
<td>• Tracing and screening of employees in labour sending areas and referrals for their families = R1.8 million</td>
<td></td>
</tr>
<tr>
<td><strong>COVID-19 awareness communication</strong></td>
<td></td>
</tr>
<tr>
<td>• 10,000 leaflets with soaps delivered to communities</td>
<td></td>
</tr>
<tr>
<td>• Radio slots in local media around our operations</td>
<td></td>
</tr>
<tr>
<td>• Community billboards around our operations</td>
<td></td>
</tr>
<tr>
<td>• Taxi rank communication</td>
<td></td>
</tr>
<tr>
<td>• Total = R1.0 million</td>
<td></td>
</tr>
</tbody>
</table>
Photos of some of the actions and contributions
More photos of some of the actions and contributions
COVID-19: RETURN-TO-WORK PROCESS

Mashego Mashego

28 April 2020
KEEPING EMPLOYEES INFORMED

• Had to be adequately prepared to deal with the rapid changes

• Challenges:
  • Keeping tabs on the geographic location of employees as they left mine accommodation during lockdown
  • Getting the employees to return to work in a coordinated way
  • Ensuring compliance with the COVID 19 regulations
  • Employee communication with frontline workers who don’t have access to email during this time

• Alternative Communication Channels
  • Harmony Connect app - also uses USSD instrumental in assisting to communicate
  • Keeping employees informed about the company’s initiatives, interventions and campaigns
  • Messages sent to all employees and allow for two-way communication
  • We were also able to survey our workforce to determine if they were in the country and to elicit their wellbeing
• Stakeholder Engagement Plan outlined Return to Work (RTW) action plan
  • Engagement with DMRE to share company’s Standard Operating Procedures and preventative measures
  • Rigorous engagements with organised labour to discuss the RTW processes
  • Participation in Joint Operational Centres in various districts to share RTW processes
  • Engagement with South African Provincial Command Centres in labour-sending areas to ensure successful travelling of recalled employees
  • Engagement with neighboring countries consulates to assist with release of employees from respective home countries

• HR teams at the respective operations selected the employees that would need to return. SMSs sent to selected employees.
RETURN TO WORK

Local employees

• Collect travelling permission from local TEBA offices or police station
• Screened, sanitised and given gloves and masks before boarding transport
• Buses sanitised before/after each departure/pick-up
• Drivers of the taxis transporting employees subjected to similar screening process

Labour-sending areas

• Report at TEBA offices
• Fill in a screening form
• Do temperature screening
• If successful, receive travelling permit before boarding
• Employees who passed screening would be sanitised, given gloves and a masks prior to boarding the company provided transport
• Buses sanitised before/after each departure/pick-up
• Drivers of the taxis transporting employees are also subjected to a similar screening process
RETURN TO WORK

• Before employees enter mine and hostel, they are screened by medical staff

• Sanitisation before entering and exiting hostel, operations, eating halls, ablution facilities, turnstiles

• HR verifies if that employee is a hostel resident

• Employees required to fill in a self-assessment form daily on app platform or a hardcopy – forms in English, Sesotho, Xhosa and Tswana

• Social distancing reinforced at waiting areas, bus stations and other communal areas

• Employees encouraged to contact the company COVID-19 hotline number should they appear to have symptoms or have questions

• Number of employees per cage have also been limited
Exxaro Resources: MCSA Covid-19 Media Briefing
28 April 2020
Mzila Mthenjane: Executive Head, Stakeholder Affairs
SCREENING AT OPERATIONS

COVID-19 self-screening questionnaire:

- Developed for daily use by employees before leaving for work
- Emergency numbers provided in suspected cases
- Occupational Medical Practitioner (OPM) over the telephone, will make assessment, refer suspected cases for testing at Exxaro pre-approved laboratories (Lancet laboratories, Ampth laboratories and Pathcare laboratories).
- Suspected cases immediately quarantined until results are confirmed.

COVID-19 Thermal-scanners at all access points:

- Thermal Scanners are used at all BUs access control points.
- Should an employee register a temperature of 38 °C and above - will be send home, call OPM for further assessment.
## MATLA COAL MINE SCREENING PROCESS

<table>
<thead>
<tr>
<th>MEASURE</th>
<th>PROCESS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proactive screening</td>
<td>- Exxaro Matla Coal has developed a screening questionnaire (attached) to ascertain which employees are at risk of having the virus.</td>
</tr>
<tr>
<td></td>
<td>- This questionnaire is used to determine the travel history of the employees and to check which employees have the symptoms associated with the virus and have been in contact with a confirmed COVID-19 case.</td>
</tr>
<tr>
<td></td>
<td>- The employees use the questionnaire to ascertain their level of risk of having COVID-19 and contact the Matla Health Centre to receive the necessary medical attention or advice.</td>
</tr>
<tr>
<td>Screening of visitors</td>
<td>- All visitors are screened before being allowed access into the mine by completing the COVID-19 screening questionnaire.</td>
</tr>
<tr>
<td></td>
<td>- Visitors that are suspected to be infected are denied access into the mine.</td>
</tr>
<tr>
<td></td>
<td>- Risk Department will also ensure that only production related visitors are allowed access into the Mine after completing the screening questionnaire</td>
</tr>
<tr>
<td>Temperature screening</td>
<td>- The Emergency Services team with the assistance of the Risk Department personnel will conduct temperature monitoring using the non-contact infrared thermometer on all employees, contractors and visitors before being allowed access into the mine.</td>
</tr>
<tr>
<td></td>
<td>- Employees with a high temperature (above 37 degrees) will be referred to the Matla Health Centre.</td>
</tr>
<tr>
<td></td>
<td>- Visitors with a high temperature (above 37 degrees) will not be allowed access to the mine.</td>
</tr>
</tbody>
</table>
**MATLA COAL MINE: RETURN TO WORK SCREENING PROCESS**

Matla has approx. 2000 employees and contractors return to work during May. This will be phased to ensure that we manage the numbers and the risk of the virus spreading. To manage the risk and exposure of employees and ensure that employees only enter the place of work once they have been screened and declared fit for work, the following process will be followed:

<table>
<thead>
<tr>
<th>ACTION</th>
<th>PROCESS</th>
</tr>
</thead>
</table>
| Prior to arrival        | - Exxaro Matla management will identify employees that were working from home during the national lockdown period.  
                           - These employees will be contacted by their Supervisor to return to work.  
                           - Prior to arrival at the Business Unit, the employee’s access will be temporally suspended.  
                           - This will assist in ensuring that the employees undergo the necessary screening, medical assessment, training and onboarding prior to resuming their work. |
| Arrival of employees    | - All employees will be directed to the designated COVID-19 screening area – this is a designated area away from ‘normal’ operations  
                           - Employees will be screened by a health worker for COVID-19 and any other changes on their health status during the period of absence.  
                           - Employees suspected to be infected with the COVID-19 virus will be referred for testing. |
## MATLA COAL MINE: RETURN TO WORK SCREENING PROCESS

<table>
<thead>
<tr>
<th>MEASURE</th>
<th>PROCESS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Referrals</td>
<td>- In compliance to the minimum standards for fitness to perform work Code Of Practice for Matla,</td>
</tr>
<tr>
<td></td>
<td>- All employees that have been off-site during the lockdown period will also undergo a fitness to work assessment to determine their fitness to work.</td>
</tr>
<tr>
<td></td>
<td>- Employees found fit to work will be issued with a certificate of fitness to report for duty and those that are found unfit to perform work due to other medical conditions (not COVID-19 related) will be referred to their own medical practitioner for further assessment.</td>
</tr>
<tr>
<td></td>
<td>- COVID-19 suspected cases will be referred to the appropriate testing facilities. The Health Centre shall be responsible for arranging transportation of suspected cases to various testing facilities.</td>
</tr>
<tr>
<td>Reporting and record keeping</td>
<td>- Case reporting will be conducted through the NICD surveillance programme and COIDA reporting will be conducted in the event that a healthcare worker becomes infected from a known source in the workplace</td>
</tr>
<tr>
<td></td>
<td>- All screening records will be kept by the OMP</td>
</tr>
</tbody>
</table>
MONITORING OF COVID-19 AT OPERATIONS

All BUs established Technical COVID-19 committees to track, monitor and report on:

- Health facilities readiness – All facilities have monitoring and tracking tools i.e. COVID-19 incident reporting template, and screening questionnaires.
- Adherence to amended business processes,
- Adherence to modified processes at high-risk areas such as enforcement of 1-metre rule and randomized alcohol testing,
- Modification of high-risk processes such as suspension of COF for employees who test positive for COVID-19,
- Empowering employees with information
- Managing high risk employees (pre-existing conditions),
- Employee Wellness Programme (EAP) in place for one-on-one anonymous and professional counselling services.
In closing

- We and the industry are also open and committed to transparency on these matters - COVID-19 portal
- We welcome a collaborative and integrated approach
- It is only through a shared responsibility and recognising the full 'life cycle' of an employees day (and hence exposure) that we will be able to beat this virus
Questions?

T +27 11 498 7100  E info@mineralscouncil.org.za  W www.mineralscouncil.org.za

5 Hollard Street, Johannesburg, 2001, PO Box 61809, Marshalltown 2107