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# NEWSLETTER

Implats - Impala Rustenburg operations

## MESSAGE FROM THEMBA MKHWANAZI AND MXOLISI MGOJO



*Themba Mkhwanazi, CEO Kumba Iron Ore and chair of the CEO Zero Harm Forum and Mxolisi Mgojo, Exxaro CEO and Minerals Council President*

The year 2020 will go down in all records as one that has challenged us all. With such an intense focus on COVID-19, it has been more difficult to maintain the impetus towards Zero Harm in the occupational health and safety areas.

There have been periods in recent months when our safety performance has displayed signs of regression. The information available to us as at 2 November 2020 shows that 48 of our colleagues have died in accidents so far

this year. This is 17% more than at this time in 2019.

Given the significant reduction in hours worked due to COVID-19, the reality is even worse when we consider the higher fatality frequency rate. With heavy hearts, we realise at this stage that we are failing in our aspirations to show a continuous improvement towards our goal to eliminate fatalities.

We appeal to companies to intensify the focus of the Khumbul'ekhaya strategy at their operations, which aims to eliminate fatalities arising from both safety and health incidents. Let us continue to learn from incidents, and from each other and other industries.

On a more positive note, we commend companies for the way in which they have approached the challenges brought by the pandemic, and the measures they have put in place. While it does seem as though the worst is now behind us, we cannot let down our guard and must work together to keep our employees and their families safe and healthy.

It is not only COVID-19 and safety issues that we need to be conscious of. We also need to maintain our awareness that the risks of HIV, TB and most prevalent non-communicable diseases to employees and the industry are even higher.

As we work towards the end of the year, going into the period referred to as the 'silly season', where focus on critical issues is often lost and when people let down their guard and start to take risks, we need to be extra vigilant and committed to safety and health and well-being.

Let's reinforce our collective efforts to anchor all we do around the elimination of fatalities due to occupational accidents and diseases, and to the pursuit of our ultimate goal, Zero Harm. 🌟

# 2020 NATIONAL DAY OF HEALTH AND SAFETY LAUNCHES, WITH COVID-19 FOCUS



*Roger Baxter, Minerals Council CEO*

On 17 July 2020, the third annual National Day of Health and Safety in Mining was observed by the Minerals Council – under the Khumbul'ekhaya Health and Safety Strategy – to demonstrate and support industry's recommitment to the shared imperative of Zero Harm.

Every year, the National Day of Health and Safety calls on member companies to devote a day to renew management and employees' focus on health and safety. In 2020, the commemoration was centred on reinforcing behaviour change – at home and at work – in the face of COVID-19.

This year's event was held virtually, attended by more than 125 mining industry professionals and members of the media, so that all health and safety recommendations could be followed.

In addressing the virtual launch, Minerals Council Chair, Themba Mkhwanazi, reflected on the unanticipated challenges brought by the pandemic: "Every mining company has had to focus on COVID-19 and its responses to it. It has been a mammoth task carried out under difficult circumstances.

"But it has certainly brought the subject of health clearly into focus and the resilience of our industry owes much to the progress we have made, and the systems and protocols that we have in place on the health front, especially in respect of TB and HIV/AIDS."

While there is a lag in health-related performance reported by the Department of Mineral Resources and Energy (DMRE), the 2018 statistics show that key disease rates for the mining sector – including silicosis, TB and noise-induced hearing loss – improved by 74%, 63% and 56% respectively since 2008. In 2019, the industry also demonstrated significant progress in safety performance, achieving a 37% improvement measured by the number of fatalities.

"We can attribute these and other improvements to the collaborative and collective efforts of individual companies, Minerals Council programmes, the efforts of unions, government and tripartite initiatives led by the Mine Health and Safety Council", said Minerals Council CEO, Roger Baxter, who opened the virtual launch.

Roger Baxter commented further on the industry's longstanding history of collaboration, particularly as it relates to managing employees' health and safety: "It is only through collaboration with our tripartite partners, including government and labour, that we have been able to improve on our health and safety performance over the past 26 years.

"We know, however, that we still remain a long way from our goal."

Chief Inspector of Mines, David Msiza, commended the industry for the work it has done with the Department of Health and communities during the period. At the time of the launch, the DMRE had conducted more than 1,700 audits and inspections on companies' compliance

with COVID-19 regulations. It had found good levels of compliance on the part of large companies, but said that some companies were not fully compliant in certain respects such as conducting full screenings. Mr David Msiza called for companies to continuously adopt leading practices and technologies to enhance health and safety.

NUM health and safety head, Mziwakhe Nhlapo, spoke on behalf of the industry's representative unions, highlighting that while there had been one less fatality at the time compared with the same period last year, many mines had been closed or operated at lower capacity. He urged for research on falls of ground and transport issues, the two main causes of fatalities, be accelerated, noting that this is a collective responsibility.

Mr Nhlapo raised the importance of considering health issues, especially the impact of COVID-19 on TB, HIV and silicosis treatment and management. He further spoke of workers' anxieties and frustrations around the uncertainty created by COVID-19, commending certain companies for the programmes they are running to alleviate these concerns in their operations and communities.

Themba Mkhwanazi also drew attention to the Minerals Council's campaign against sexual and gender-based violence launched in March, and efforts to deal with mental health issues, which have been exacerbated by the COVID-19 pandemic.

In closing, Mr Mkhwanazi asked companies to use all resources available to effectively prevent health and safety incidents: "When it comes to health and safety, prevention is always better than cure. We understand critical controls and risk management – we need to spare no effort to use these tools optimally. Mining has always succeeded in doing more". 🍌

# STAY SAFE AND HEALTHY, AT HOME AND AT WORK



Member companies are encouraged to share the messages from this year's National Health and Safety Day to employees, and by extension, to their communities.

Listen to the event recording: [www.safetyandhealthinmining.co.za](http://www.safetyandhealthinmining.co.za)

Watch the animation: <https://youtu.be/exJnz3mKQz4>

All posters are available for download: <https://www.safetyandhealthinmining.co.za/resources/publications#posters>



Also available in other African languages

Afrikaans

Xhosa

Sotho

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Follow us and tag us in your social media posts:

[@KhumbulekhayaSafetyAndHealth](https://www.instagram.com/KhumbulekhayaSafetyAndHealth)

[#staysafeandhealthy](https://www.facebook.com/staysafeandhealthy)

[#rememberhome](https://www.facebook.com/rememberhome)

## UPDATE ON KHUMBUL'EKHAYA RESEARCH PROJECTS

In the early onset of the pandemic, the CEO Zero Harm Forum recognised that more fundamental research would need to be undertaken to strengthen the industry's response to COVID-19.

Dr Thuthula Balfour, Head of Health at the Minerals Council says: "As an industry, we recognise that we are part of communities, not separate from them. These research projects are critical to support mining companies and their communities in understanding the pandemic, adding to the body of knowledge on the disease and how to deal with it both within and outside the mine gate."

Many of the Khumbul'ekhaya interventions were repurposed to deal with COVID-19 as a priority. These projects were in three broad areas: behaviour change training, research capability and Geographic Information System (GIS) mapping.

### RESEARCH

The research is aimed at accelerating learning on how to prevent and manage exposure and transmission of COVID-19. To improve the industry's surveillance of COVID-19, the Minerals Council has collaborated with the Aurum Institute first to review the current COVID-19 surveillance system to enhance data collection. This has resulted in an analysis of the cases and deaths suffered to 20 June 2020. The next aspect of this research is to conduct surveillance to determine risk factors for infection. The Minerals Council has also commissioned UNISA (University of South Africa) to conduct a feasibility study on the effectiveness of all control measures in place across the industry to determine whether they are achieving their intended objectives.

### GEOGRAPHIC INFORMATION SYSTEM MAPPING (GIS)

Using publicly available data on COVID-19 cases, company-specific and proprietary information, the Minerals Council has developed GIS mapping to inform decisions around managing and mitigating the risks associated with COVID-19 transmission. This tool is particularly helpful in identifying areas which are at greater risk by outlining prevalence, susceptibility and the coping capacity of communities based on live geographic data.

### BEHAVIOUR CHANGE

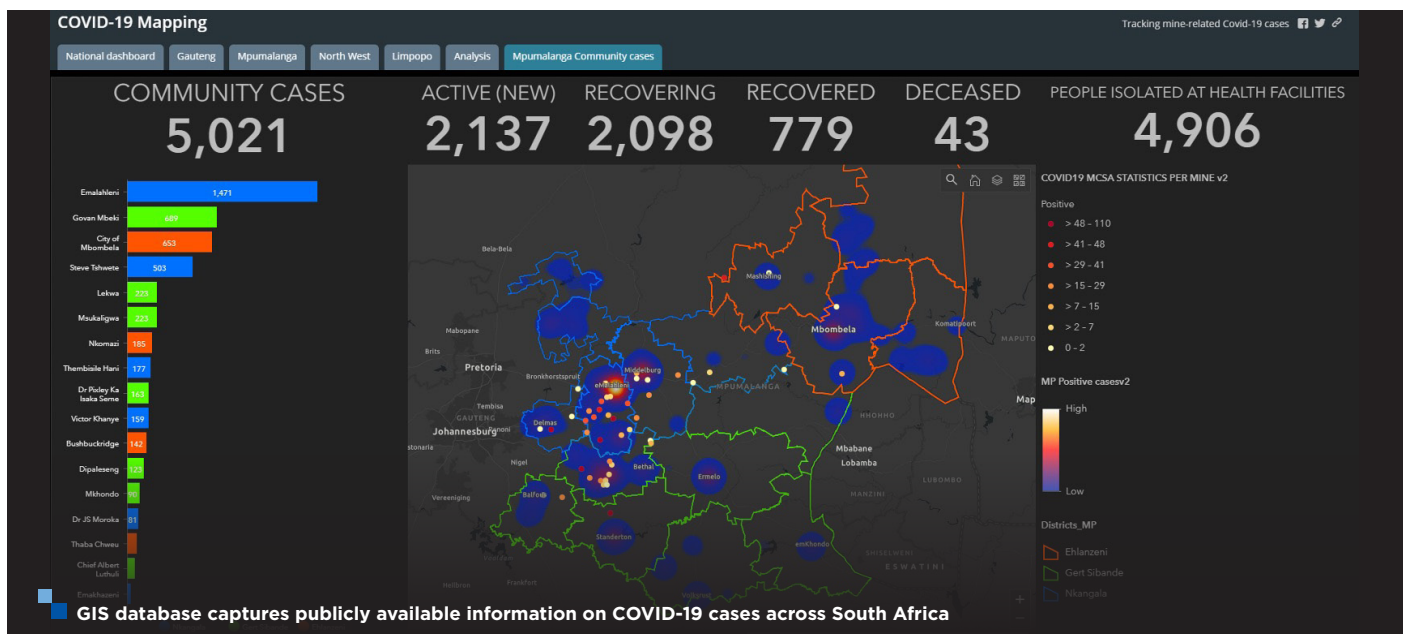
The Minerals Council, under the auspices of the CEO Zero Harm Forum, has worked to share leading practices to enable and promote behaviour change that will help prevent and contain COVID-19. This work has resulted in two field guides with the first issue – Within the Mine Gate Field Guide – published on the 2020 National Health and Safety Day in Mining.

This field guide aims to reinforce behaviours that support healthy and safe ways of working in the context of COVID-19. The second issue, Beyond the Mine Gate Field Guide, is designed to promote and support healthy and safe behaviours within communities, with a specific focus on COVID-19.

Says Dr Balfour: "By providing employees with knowledge, and the right skills and capabilities, they become agents of change in our communities. The Minerals Council believes that these documents have value beyond the mining sector and is therefore making them freely available."

**Download the Within the Mine Gate Field Guide:** <https://www.mineralscouncil.org.za/industry-news/publications/fact-sheets/send/3-fact-sheets/1122-behaviour-change-field-guide>

**Download the Beyond the Mine Field Guide:** <http://www.mineralscouncil.org.za/downloads/send/60-2020/1236-beyondthe-mine-gate-field-guide>



## REFLECTING ON PERFORMANCE AGAINST THE MHSC MILESTONES

The industry continues to support and implement measures to meet the 2024 occupational health and safety milestones set in 2014 through the Mine Health and Safety Council (MHSC).

### PERFORMANCE AGAINST OCCUPATIONAL HEALTH MILESTONES

The 2024 health and safety milestones were established to eliminate or reduce the incidence of pneumoconiosis, noise induced hearing loss (NIHL), TB and HIV in the mining industry. As part of the Masoyise Health Programme, the Minerals Council set additional targets on TB screening and reducing non-communicable diseases (NCDs).

Since 2016, the Minerals Council has used an electronic health reporting system to collect data on these milestones. The health reporting system is available to all companies, including to non-member companies, and is used by a stable cohort accounting for up to 86% of employees in the industry in some instances.

In occupational hygiene, performance against the milestones indicates a regression from 2018. In 2019, the industry did not meet the respirable crystalline silica dust (RCS) milestone, exceeding the aspirational target of 10%. While the aspirational target of the coal dust milestone was also not achieved, the platinum dust target was comfortably met and the industry is progressing well in terms of noise source performance to meet the target that should eliminate noise induced hearing loss.

In occupational medicine, all industry and Masoyise Health Programme milestones, except pneumoconiosis and TB incidence, were not met. There were no cases of silicosis or coal worker's pneumoconiosis

diagnosed among novice workers. The industry also met the milestone of a TB incidence that is at or below the South African rate, reporting an incidence of 301/100 000 in 2019. Regrettably, the HIV counselling, TB screening and Masoyise Health Programme milestones on NCDs were not achieved. A major contributor to this result was the number of large companies that performed poorly, pulling down the performance of the whole industry.

### OCCUPATIONAL SAFETY MILESTONES PERFORMANCE

During the 2014 MHSC Summit, all stakeholders agreed that the industry should accelerate the elimination of fatalities. The occupational safety milestone was set to eliminate fatalities by December 2020.

Since 1994, the mining industry has maintained a gradual improvement in fatalities, until in 2017 and 2018, it experienced significant challenges that affected the nine-year downward trend. In 2019, the total number of fatalities was 51 – a marked improvement of 37% on the year before. Falls of ground, transportation and general classified incidents have contributed to the most fatal incidents in recent years. Although the industry has not achieved the aspirational target of a 20% reduction in fatalities, it has been able to perform at levels that are comparable to international benchmarks.

The industry has also experienced a gradual decline in the number of serious injuries. In the last four years all commodities except for the platinum sector have improved on serious injuries, though this improvement was below the 20% year-on-year reduction target. Injuries classified under general are the biggest contributor to overall injuries, followed by transport-related and falls of ground incidents.

Overall, the industry's performance when measured against the bold milestones set in 2014, are largely mixed. However, it is evident that the trends are headed in the right direction and that by continuing to push additional efforts, collectively, the industry can be brought into line with all the milestones.

## WORKING TOGETHER:

### RECOMMENDATIONS FROM THE KHUMBUL'EKHAYA VIRTUAL TRIPARTITE ENGAGEMENT

On 7 August, the Minerals Council hosted the Khumbul'ekhaya Virtual Tripartite Engagement. The purpose of the engagement was to review the progress of the Khumbul'ekhaya programme, to plan for sustaining the strategy within the constraints of the COVID-19 pandemic, and to openly discuss observations and recommendations amongst stakeholders.

Intensive conversations took place between the Minerals Council, representatives from unions and the DMRE.

The Tripartite Engagement resulted in a number of actions being identified.

- Support for gender-based violence strategies
- Resolution required for redundancy during COVID-19
- Investigation into wearing of masks over long periods
- Investigation of social distancing in cages
- Focus on mining communities
- Protection of vulnerable employees
- Rapid recovery of economy
- Attention to wellness of employees

Says Roger Baxter: "Achieving our goal of Zero Harm will require continued vigilance, determination, and significant leadership input. While the COVID-19 pandemic is a potential distraction for many other issues, we cannot let it distract us from our occupational health and safety goals."

# IN THE WORDS OF THE CEOs

A critical component of Khumbul'ekhaya is CEO-ship. Mining CEOs were asked for their views.

View the interviews here: <https://youtu.be/5v3LXTfVIQc>



**Themba Mkhwanazi**, Kumba Iron Ore CEO and Chair of CEO Zero Harm Forum: "CEO-ship creates a purpose-led, values-driven environment where we can unite against COVID-19."



**Natasha Viljoen**, Anglo American Platinum CEO: "Our behaviours during COVID-19 will direct our success in flattening the curve. Remembering home will also remind us of the loved ones around us for whom we need to take accountability."



**Mxolisi Mgojo**, Exxaro CEO and Minerals Council President: "CEOs need to manage the immediate impact but also address the vulnerabilities that COVID-19 has exposed within businesses and societies."



**Roger Baxter**, Minerals Council CEO: "The Minerals Council has played a key role, working with all stakeholders, in the fight against the pandemic. It is critical to ensure that we save lives and livelihoods."



**Mike Teke**, Seriti Resources CEO: "This is about protecting our families. This is about humanity facing a pandemic."



**Errol Smart**, Orion Minerals Managing Director and CEO: "Thinking of home has a very special meaning for CEOs of junior and small-scale mines – where our family are our staff, and our staff become our family."



**Martin Preece**, Gold Fields South Africa Executive Vice President: "Our campaign is anchored in homes and in communities and taking care of the people we love and care about."

## Get social

Show your commitment to Khumbul'ekhaya by following and posting to our Facebook page.

The Minerals Council encourages mining companies to share their health and safety days on Facebook using the hashtag "#rememberhome" and "#staysafeandhealthy". You can also help to grow the Khumbul'ekhaya Facebook following by sharing our posts on your company page.

If you have a company Facebook page:

**Step 1:** Develop a brief description for your safety and health post.

**Step 2:** Source engaging images or videos to post with your description.

**Step 3:** Ensure that you include @KhumbulekhayaSafetyAndHealth and #rememberhome in your post.

If you do not have a company Facebook page, please follow steps 1 and 2 and email your information to [Khumbulekhaya@rasc.co.za](mailto:Khumbulekhaya@rasc.co.za). The Khumbul'ekhaya team will post your written and visual content on our Facebook page for you.

## #MakingMiningMatter

The South African mining industry is committed to the principle of Zero Harm.



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**#rememberhome**  
@KhumbulekhayaSafetyAndHealth

[www.safetyandhealthinmining.co.za](http://www.safetyandhealthinmining.co.za)