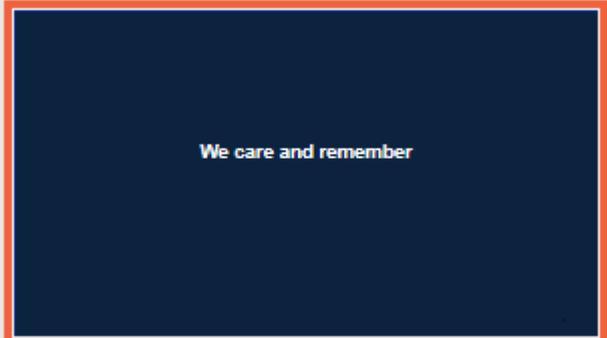


NATIONAL DAY OF HEALTH & SAFETY IN MINING 2020

SPEAKING NOTES - ROGER BAXTER, 17 JULY 2020

- Chief inspector David Msiza, and Dr Ndelu, Mziwakhe Nhlapo, Gabriel Nkosi, Hanlie van Vuuren and Franz Stehring representing organised labour, Thabo Dube and Masanda Peter from the MHSC, fellow mining industry CEOs, colleagues, friends and all stakeholders in South Africa's mining industry.
- Thank you for joining us today at the virtual launch of the National Day of Health and Safety for 2020.
- The outbreak of the COVID-19 pandemic has greatly affected the lives of so many individuals around the world, and it is fitting we think that this is the focus when we commemorate this day in 2020.
- The need to collaborate to address the impact of COVID-19 became apparent very early on. The mining industry has a longstanding history of collaboration particularly when it comes to managing the health and safety of employees.
- 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.
- Achieving our ultimate goal of Zero Harm will require continued vigilance and determination by all stakeholders.
- Before we continue, I would like to take this opportunity to ask all of us to pause, reflect and observe a minute of silence in remembrance of all those who have lost their lives as a result of mining-related accidents and in particular, the 23 (compared to 24 during the same period last year, 4% improvement) people who have lost their lives this year. Every single fatality is one too many. At this time let us also remember the 45 colleagues who have died as a result of COVID-19, and indeed the thousands of other South Africans that have succumbed to the disease.
- Our thoughts and prayers are with their families and their colleagues.



We care and remember

[Minute's silence]

- We remain resolute in our determination to work collaboratively to achieve Zero Harm in the workplace and to minimise the impact of COVID-19 on the lives of our employees at work and in their communities.

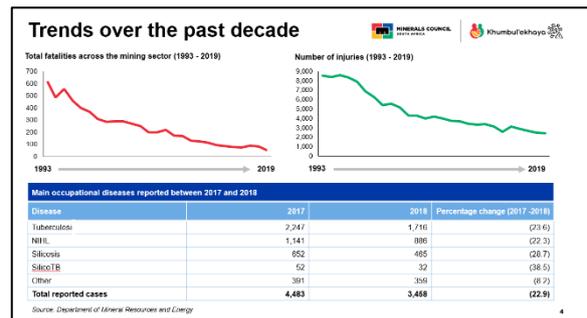
National Day of Health and Safety 2020

- The aim of the National Day of Health and Safety is to drive and sustain the mining industry's recommitment to the goal of Zero Harm, as we strive to ensure that every mining employee returns home, every day, unharmed.
- This is the third National Day of Health and Safety in Mining. At the time of the first commemoration in 2018, the industry was experiencing an increase in fatalities - the first regression in a decade.
- This highlighted the need for further work to be done by all stakeholders to improve health and safety in mining and prompted the Minerals Council Board to reflect and to apply earnest introspection in initiating a number of measures to urgently address this trend, including intense scrutiny of the major causes of accidents and fundamental research through the Mine Health and Safety Council (MHSC).
- This in turn gave rise to the Khumbul'ekhaya health and safety strategy. Khumbul'ekhaya means "remember home" – a reminder to us all that the biggest impact of a fatality is felt at home.
- It has its genesis in January 2019, as a meaningful heartfelt leadership conversation about health and safety under the auspices of the CEO Zero Harm Forum, and is a rallying cry for a step-change in safety and health performance, driven at the highest levels of the mining industry.
- Launched in October 2019 on the National Day of Health and Safety in Mining, the strategy recognises that fatalities have the greatest impact on loved ones at home and encourages every mining employee at every level to remember the ones they love as they plan their work and go about their daily tasks.

- Khumbul’ekhaya is complementary to and supportive of existing initiatives and aims to:
 - Promote a holistic approach to the elimination of fatalities.
 - Address occupational deaths in and beyond employment.
 - Adopt methods for more effective training.
 - Adopt global leading practice to learn better and fast from others
- We believe that these efforts contributed to greater visibility of health and safety among all stakeholders, and a greater sense of collective responsibility.
- By ensuring that health and safety are at the forefront of all activities we experienced a significant improvement in health and safety performance during the latter part of 2018 and in 2019.

Performance

- In 2019, the mining industry recorded the lowest number of fatalities since record-keeping began more than a century ago.
- Following a renewed, industry-wide focus on safety and health, the total number of fatalities fell dramatically by 37% in 2019, from 81 fatalities in 2018 to 51.



- The overall number of serious injuries reported during 2019 also decreased to 2,406 compared to 2,447 in 2018.
- Disease incidence rates improved significantly. While there is a lag in the DMRE reporting of health-related performance, the 2018 statistics indicate that key disease rates for the mining sector - which include silicosis, TB and noise-induced hearing loss - improved by 74%, 63% and 56% respectively.
- These improvements, too, can be attributed to the collaborative and collective efforts of individual companies, Minerals Council programmes, the efforts of unions, government and tripartite initiatives led by the MHSC.
- While the latest statistics indicate that our safety performance for the year is aligned to that of 2019, we must remain vigilant and diligent in our pursuit of Zero Harm.

COVID-19 support

- The CEO Zero Harm Forum recognised very early on that more fundamental research would need to be undertaken to support the industry and others to deal with COVID-19.
- The industry's response to the disease is a risk-based one and falls within the scope of the Khumbul'ekhaya strategy.
- We have repurposed many of the Khumbul'ekhaya interventions to deal with COVID-19 as a priority. These include:
 - developing behavioural change training on COVID-19 – and we will talk more about this shortly.
 - contracting research capability to fundamentally understand the nature of COVID-19; and
 - developing a Geographic Information System (GIS) to inform decisions and mitigate the risks associated with transmission.
- CEOs are also engaging and learning through the sharing of leading practices and challenges related to managing COVID-19 in the workplace, in communities and in the homes of employees.

In conclusion

- As an industry, we recognise that one fatality is one too many.
- That said, the improvement in performance demonstrates that the effects of initiatives such as the National Day of Health and Safety in Mining were beneficial, and that there is value in continuing with strategies such as Khumbul'ekhaya to accelerate the achievement of the MHSC Summit milestones on occupational health and safety.
- However, improvements and successes cannot be cause for complacency.
- Our efforts need to be maintained and intensified.
- In everything we do, the health and safety of the half a million people who work in the mining industry needs to be prioritised.
- It is our collective responsibility – as industry, government and organised labour – that employees continually remember home and that they always reach it.