

Special interest brief: COVID-19 outbreak protocol:

The South African President, Cyril Ramaphosa, announced on Sunday 15 March 2020 that the COVID-19 outbreak, has been declared a National State of Disaster in terms of the Disaster Management Act. In response to this we drawn up and will implement this Covid-19 protocol in order to mitigate the risks associated with the pandemic. The Emergency regulations were amended on 16th April 2020 and we are now by dispensation of the Minister of Minerals and Energy allowed to continue limited scale mining operation in accordance with social distancing norms during this Lockdown period. The following protocol measures will be implemented to reduce the risks to employees.

All or almost all mine employees work in isolation and come into minimal contact with one another or other persons.

There are four stages to the action plan:

Stage 1: The current situation, COVID-19 outbreak in South Africa.

Stage 2: Outbreak reaches the Northern Cape and virus is spread inside the province.

Stage 3: An employee, contractor or service tests positive for COVID-19.

Stage 4: Outbreak of COVID-19 on the mine.

STAGE 1 ACTION PLAN:

1. **TRANSPORTATION:**

The mode of transportation will continue as normal for the time being, but the following measures will be implemented:

- a) Hand sanitizers will be provided, and each person must clean their hands on entering the vehicles, to be managed by the drivers.
- b) A questionnaire with the symptoms of COVID-19 will be completed by all the employees before entering the vehicles (on Mondays).
- c) All passengers will be required to wear dust masks when contact between persons in closer than 1,5 meters. The masks are for multiple use (by same employee only) and will be issued by the mine. Material, flannel or cotton masks will be washed by the person it was issued to

2. **SECURITY ACCESS:**

- a) The alcohol breathalysers will be discontinued.
- b) Discretion of the supervisor/site manager will be to determine whether someone is under the influence.
- c) Zero tolerance for alcohol and drugs on the mine still apply.
- d) COVID-19 symptoms questionnaire of must be completed at the security gate by each person that enters the mine. The exception is where testing at mine controlled accommodation has taken place immediately preceding entry to the mine.

3. **KITCHEN/FOOD PREPARATION:**

- a) No person other than the kitchen personnel is allowed to enter the kitchen area.
- b) Groceries must be purchased from a reliable source.
- c) The cook must wash his/her hands with sanitizer and soap before handling food and after touching animal products.
- d) Meat products must be cooked thoroughly.
- e) Working areas and equipment must be sanitized before preparing meals.

4. **MULTI-USE ROOMS (DINING HALL AND LOCKER ROOM):**

- a) This facility will be cleaned or sprayed with alcohol or chlorine-based sanitizer between shifts.

5. **ANNUAL MEDICALS:**

- b) Annual medical will be postponed until the situation has stabilized in order to minimize exposure.
- c) Entrance medicals will continue as planned for the time being (until we reach stage 2).

6. **MEETINGS:**

- a) The pre-shift safety meetings will continue maintaining social distancing of 1,5 meters. Where this is not practical, employees will be required to wear dust masks during the talks and refrain from touching persons or surfaces.
- b) The meeting size must not exceed 30 people.
- c) Meetings should preferably be held in a ventilated area or even outside.

7. **GENERAL HYGIENE:**

- a) All physical contact must be avoided where possible, **do not shake hands**.
- b) All employees are required to wash or sanitize hands before shifts and before meals.
- c) Sanitizer or soap will be available in the bathrooms.
- d) Emphasis will be placed on communication about general hygiene.

8. **HANDLING OF PERSONS DISPLAYING SYMPTOMS.**

- a) Any employee displaying symptoms of COVID-19 is required to report to the site supervisor.
- b) The hotline number 0800 029 999 must be phoned immediately. Where this is not possible, the OMP or closest medical facility must be contacted.
- c) The person must be isolated until the hotline or medical facility provides further instructions. As new regulations are promulgated these will be applied.

STAGE 2 ACTION PLAN:

1. **TRANSPORTATION:**

The mode of transportation will continue as normal for the time being, but the following measures will be implemented:

- a) Hand sanitizers will be provided, and each person must clean their hands on entering the vehicles, to be managed by the drivers.
- b) Vehicles will be sanitized between shifts.
- c) A questionnaire with the symptoms of COVID-19 will be completed by all the employees before entering the vehicles (daily).
- d) All passengers will be required to wear dust masks when contact between persons in closer than 1,5 meters. The masks are for multiple use and will be issued by the mine.

2. **SECURITY ACCESS:**

- a) The alcohol breathalysers will be discontinued.
- b) Discretion of the supervisor/site manager will be to determine whether someone is under the influence.
- c) Zero tolerance on alcohol and drugs on the mine still apply.
- d) Where persons are suspected of having a raised temperature; Temperature scanning of employee will be conducted and recorded. Alternatively, all persons may be scanned for raised temperature before entering the mine.
- e) Any person tested at or above a temperature of 38 Degree, will be refused entrance.
- f) Questionnaires with the symptoms of COVID-19 must be completed at the security gate by each person entering the mine.

3. **KITCHEN/FOOD PREPARATION:**

- a) No person other than kitchen personnel is allowed to enter the kitchen area.
- b) Groceries must be purchased from a reliable source.
- c) The cook must wash his/her hands with soap and sanitize before handling food and after touching animal products.
- d) Meat products must be cooked thoroughly.
- e) Working areas and equipment must be sanitized before preparing meals.

4. **MULTI-USE ROOMS (DINING HALL AND LOCKER ROOM):**
 - a) This facility will be cleaned with sanitizer or chlorine-based cleaner between shifts and before meals.

5. **ANNUAL MEDICALS:**
 - a) Annual medical will be postponed until the situation has stabilized in order to minimize exposure.
 - b) Entrance medicals will be postponed until the situation has been stabilized in order to minimize exposure.

6. **MEETINGS:**
 - a) The pre-shift safety meetings (Toolbox talks) will continue but all employees will be required to wear dust masks and maintain social distancing.
 - b) Meeting may only take place where social distancing is maintained. The meeting must not take place where the number of persons exceeds 30 persons.
 - c) Meetings will be held in a ventilated area or even outside.

7. **GENERAL HYGIENE:**
 - a) All physical contact must be avoided where possible, **do not shake hands.**
 - b) All employees are required to sanitize or wash hands before shifts and before meals.
 - c) Sanitizer or soap will be available in the bathrooms.
 - d) Covid-19 awareness communication and general hygiene to be emphasised.

8. **HANDLING OF PERSONS DISPLAYING SYMPTOMS:**
 - a) Any employee displaying symptoms of COVID-19 is required to report to the site supervisor.
 - b) The hotline number 0800 029 999 or OMP must be phoned immediately.
 - c) The person must be quarantined until the hotline, OMP, hospital or medical facility provides further instructions.

STAGE 3 ACTION PLAN:

- a) If an employee, or any other person tests positive for COVID-19 that person will be placed in the temporary quarantine area and arrangements made for relocation to a medical facility.
- b) In addition, any persons that came into physical contact with the infected individual must be placed separately in temporary quarantine and tested as soon as possible.

STAGE 4 ACTION PLAN:

- a) Total shut down of the specific mining area or site if the Covid-19 infected person came into contact with work colleagues.

Date: _____

Employer Representative:

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