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South African Coal Ash




SARS Tax Exemption No: 930012713

COVID-19 EASTER WEEKEND – SUPER SPREADER

Dear all,



A very early special meeting of the Minerals Council Board was held to discuss the COVID-19 Pandemic and the super spread over Easter.

BACKGROUND:

-  December was a super spreader due to the school children, holidays and flights. This caused a severe spike in the pandemic's second wave.
-  What should we in industry do if Government does nothing – what do we in businesses do?
-  Professor Roseanne Harris from Discovery Health shared some facts:
 - +86% daily infections
 - Second wave was bigger than first wave
 - Younger ages hit harder +27%
 - Shorter stay in hospitals
 - 60% of population has been exposed to COVID-19
 - New variant of COVID-19 to be contended with too
 - People **DO** get re-infected – although be it at a low level of 2.7& re-infections
 - The risk of the third wave is very high
 - Deaths could rise dramatically
 - It is critical to avoid all social gatherings during Easter holidays
 - Vaccines must be escalated
 - Eastern Cape still highest affected














MINERALS COUNCIL INPUT:

-  Sixty thousand in mining have not returned to work
-  Mining industry has a low mortality rate of 1% - general figure is 3%



KUMBA/ANGLO AMERICAN SUGGESTED PROTOCOLS:

-  Continue and amplify Complacency internal and external campaign — Possible wave 3 and upcoming holiday season communication to once again educate and spread awareness of the dangers of COVID — using both internal and external channels.
-  Employees, including contractors to be strongly discouraged to travel during the Easter period, Rationale to be explained as per the impacts we have seen during the second wave over December period.
-  Work needs to be planned for the Easter weekend to encourage contractors to work during Easter. Usual public holidays incentives will apply.
-  Managers to encouraged employees/contractors not to take leave during this period unless it is family emergency.
-  Employees and contractors that really need to travel must be asked to declare the reason for travel. A master list to be populated with all the names. Strict return to work measures, including testing and so on/quarantine must apply to all employees that come back from cross-provincial travel. Again, highlighting the potential consequences of contracting COVID.
-  All employees including contractors need to be reminded that it will be illegal to attend religious, or other gatherings where more than 250 people is expected. Section 72 93) of the disaster management act to be made clear to all. Apply strict restriction on travel to site from elsewhere for 3 weeks after Easter break.
-  Union leaders need to be engaged by BU leadership to call on their support to assist the "do not travel" initiative.
-  Contractor owners and CEO's to be engaged by GU leadership to call on their support to discourage their people to travel over the Easter weekend.
-  Faith based organisations, should be reached out proactively to garner their support for proactive wave 3 precautions.
-  Engagements to be held at the highest level possible with Transnet to encourage them to follow the same protocols to ensure 3rd wave proactive precautions are implemented.
-  Employees and contractors can be offered a long weekend in a rotational way at a later stage to "make-up" for the lost Easter weekend.

- Mineral Council and BUSA to engage with National Government in parallel for implementing Covid 3rd wave proactive measures.

EMPLOYEES AND CONTRACTORS WILL BE DISCOURAGED TO TAKE LEAVE OVER EASTER. IF THEY DO NEED TO TAKE LEAVE THE FOLLOWING WILL APPLY:

- All employees, contractors and visitors to complete the 3rd wave questionnaire prior to being (Engage App or hard copy questionnaire). A rapid COVID test will be conducted, and if positive, the employee will undergo a PCR test. A 10-day isolation/quarantine period will apply if PCR test is positive.



- Employees that need to fly for essential services to and from sites must undergo a fortnightly COVID-19 PCR test. As part of the boarding process, employees must also complete the daily screening questionnaire (i.e. 'Monitor myself – We care daily form on the Engage App or hard copy form).

- Visitor (i.e. non-Kumba employee or contractors) to any KIO BU must have evidence of a negative COVID-19 PCR test conducted within the past 3 days.

- Daily COVID-19 screening and management of suspected cases will continue as per the normal Kumba COVID-19 protocols,

Sharing some of the controls in place at the S32 mines, which we continue to maintain:

High risk travel / High risk activities:

- International travel – negative PCR – additional workplace exclusion for 5 days and test on day 6.
- Attending a funeral – additional workplace exclusion for 5 days and test on day 6.
- Cruise-ship travel – negative PCR – additional workplace exclusion for 5 days and test on day 6.
- Sick management – continue to manage closely and ensure that return to work clearance is maintained.

All site COVID-19 Management controls remain intact as per the Material Risk Process.

In Conclusion:

- 🧑 It is assumed that there will be some restrictions:
 - Alcohol sales will be restricted
 - Travel will be restricted
- 🧑 Taxis / borders are a huge problem.
- 🧑 Investigate how workers travel home / and back.
- 🧑 Transport hubs are super spreaders.
- 🧑 Prioritize to people over 60 years of age.
- 🧑 Encourage employees not to travel.
- 🧑 Review working arrangements.
- 🧑 Most big mines will work during Easter weekend.



Kind regards,

Nico Pienaar
Nico Pienaar

