



# COVID-19 UPDATE

2 July 2020



# Status update

**As at 2 July 2020**

Total number of employees	425,079
Total number of people screened every day	287,297
Total number of tests	19,655
Total tests pending	931
Total positive cases	2,573
Active cases	1,538
Deaths	13
Recovered	1,022

Testing rates  
by population

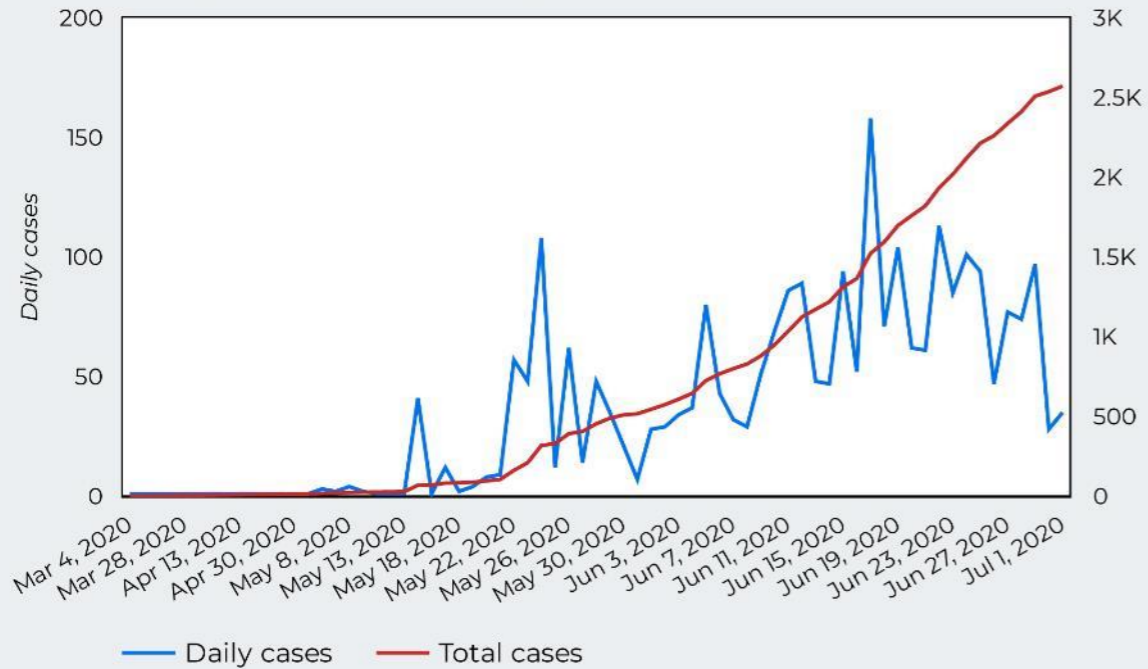
Global test rate  
**3.14%**

RSA test rate  
**2.81%**

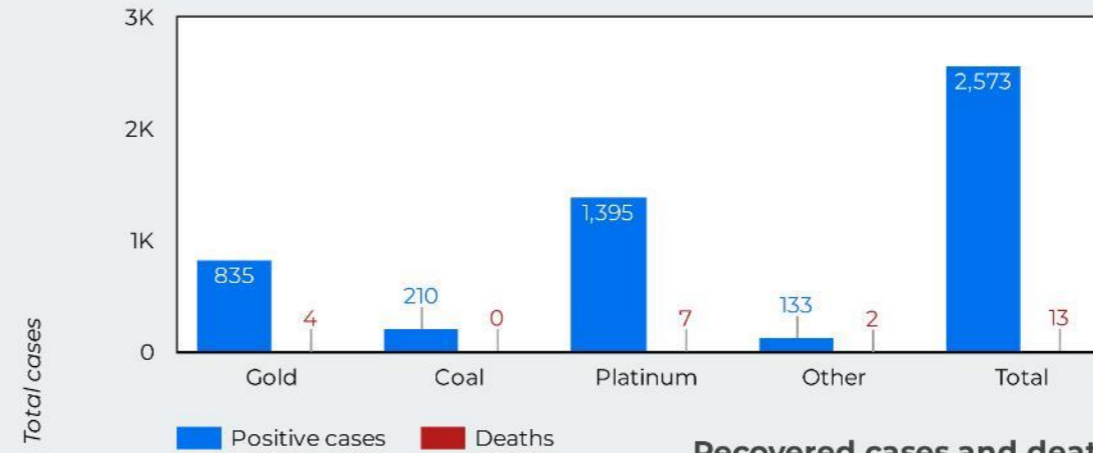
Mining test rate  
**4.62%**

# Status update

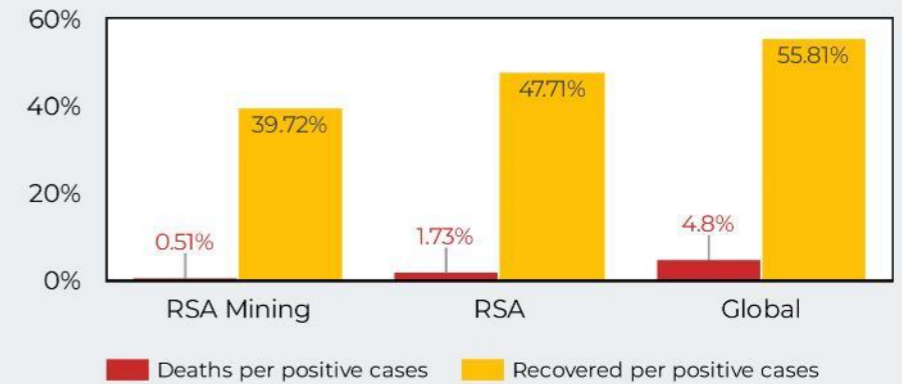
Daily and total cases diagnosed over time



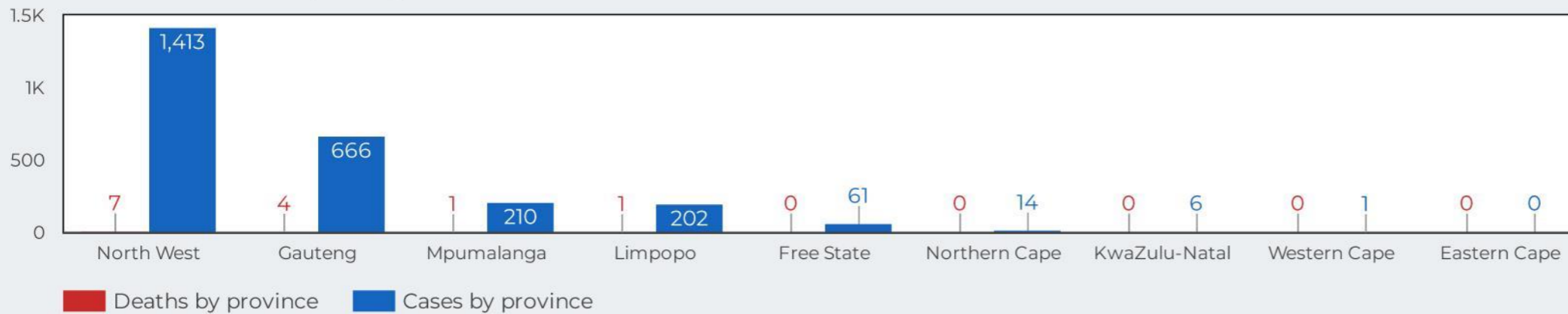
Cases and deaths per commodity



Recovered cases and deaths per positive cases

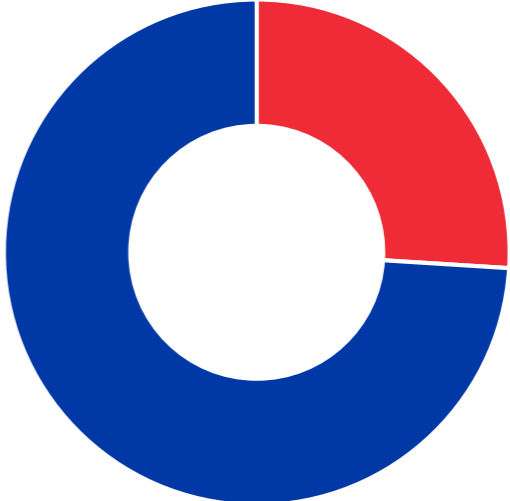
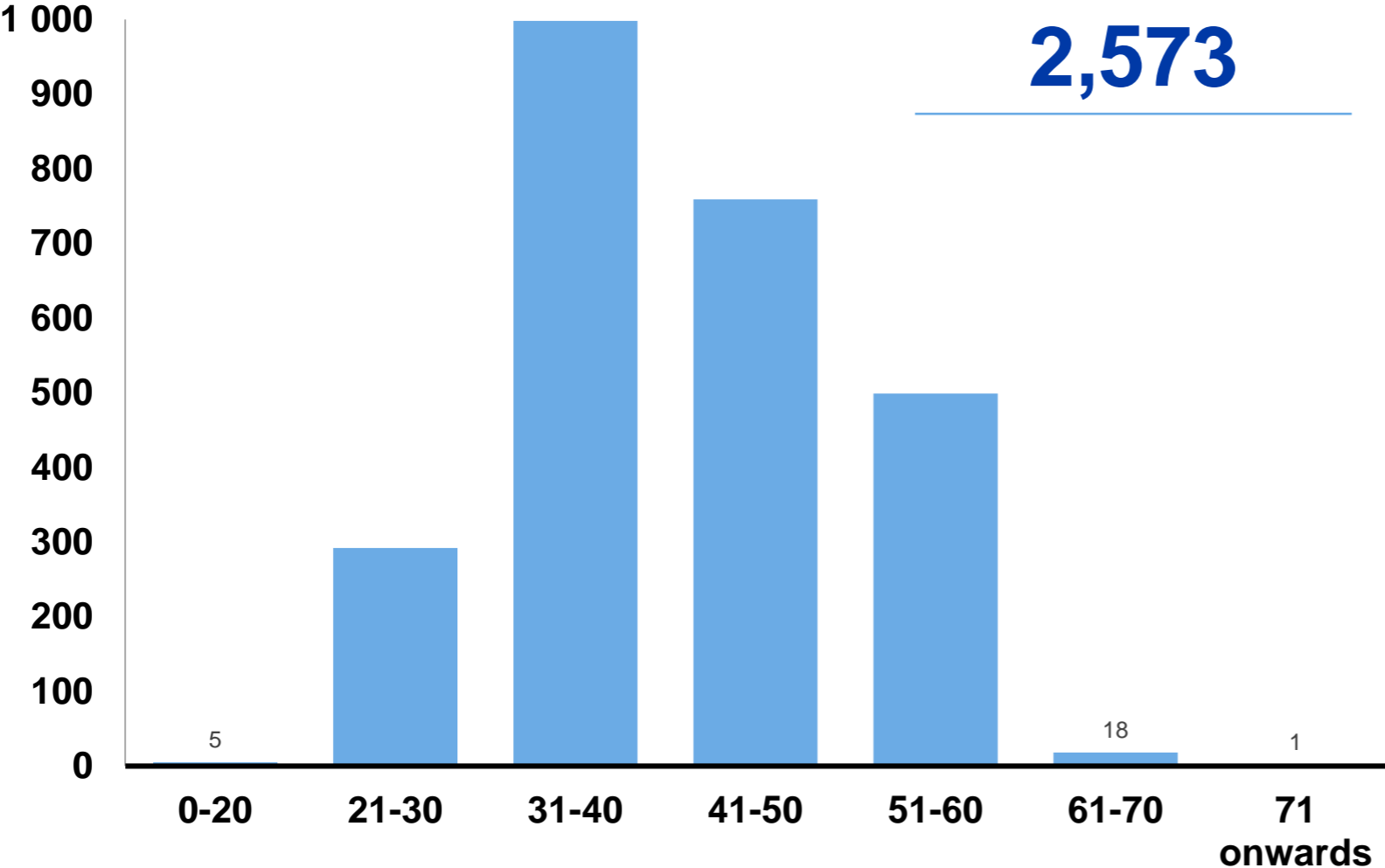


Cases and deaths per region to date



# Status update

Number of cases by age range



Symptomatic

26%

Asymptomatic

74%



# COMMUNICATING DURING A PANDEMIC

# Addressing stigma

## Impact of stigma

- At a community level
  - fear and prejudice not only of mineworkers but of everyone or anyone who is ill
  - irresponsible behaviour (knowing and unknowing)
  - lack of reporting, reluctance to get care
- At a company level
  - discrimination against and lack of support for individuals who are ill
  - blame
- At an individual level
  - lack of reporting by affected people for fear of discrimination and prejudice
  - denial of symptoms and risks, and possibly reckless behaviour, because individuals simply believe they will not be affected because of who they are, and not because of how they behave

Good practice tells us we need to do four things:

- 1 Build trust in health services and company support mechanisms**
- 2 Provide sufficient understandable and practical information in a non-judgemental and transparent way**
- 3 Show empathy and care for those who are affected.**
- 4 Provide practical avenues that individuals can and should do to protect themselves and their families, both to prevent the illness but also in the event that they do contract the virus.**

# WORKING TOGETHER TO BEAT COVID-19

NATIONAL WHATSAPP CONTACT LINE : 060 012 3456

**DE-STIGMATISATION CAMPAIGN  
MZILA MTHENJANE  
MINERALS COUNCIL SOUTH AFRICA  
MEDIA BRIEFING 2 JULY 2020**

# COVID-19 TRUTHS CROSS REFERENCED AGAINST OUR CULTURE THEMES

TRUTHS	CULTURE THEMES				
	Responsible	Adaptable	Open and Connected	Diverse	Ownership
1. You cannot see if someone has COVID-19	✓				
2. COVID-19 can infect people of all ethnic groups	✓		✓	✓	✓
3. You do not need to stay away from healthcare professionals	✓		✓		
4. This is not just a traveller's disease	✓			✓	
5. People of all ages can become seriously ill from COVID-19	✓			✓	
6. Children can get COVID-19	✓				✓
7. A face mask does not mean someone is infected	✓	✓	✓		✓
8. Most people are able to recover from COVID-19		✓	✓		
9. You are no longer infectious once you've recovered		✓	✓		
10. Together, we can stop the spread	✓	✓	✓	✓	✓



# OVERALL CAMPAIGN PLAN AND TIMEFRAME

PHASES	FOCUS	TIMEFRAME											
		MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR
<b>Phase 1A</b> Internal (Head Office and Operations/BUs); External (Communities)	<b>10 truths about COVID-19</b> <ul style="list-style-type: none"> <li>- 'Mythbusting' (debunking)</li> <li>- Destigmatisation</li> <li>- Compelling and fact-based</li> <li>- Alignment to culture/themes</li> </ul>												
<b>Phase 1B</b> Internal (Head Office and Operations/BUs); External (Communities)	<b>Know the truth about COVID-19</b> <ul style="list-style-type: none"> <li>- Human stories</li> <li>- Factual and emotive</li> <li>- Alignment to 10 truths</li> <li>- Alignment to culture/themes</li> </ul>												
<b>Phase 2</b> Internal (Head Office and Operations/BUs)	<b>Ongoing culture drive/activities</b> <ul style="list-style-type: none"> <li>- Keep momentum going</li> <li>- Activate culture amid the new realities of COVID-19</li> <li>- New GBV campaign for 2020</li> </ul>												

# CREATIVE ELEMENTS: COMMUNITY STREET POLE OUTDOOR ADVERTISING



# CREATIVE ELEMENTS: RECOVERIES – HUMAN STORIES



**10 TRUTHS ABOUT COVID-19**

“ My friend down the road has COVID-19. I am well but I still put on my mask when I go out and do his shopping for him. I always check in to see if he is ok, he is my friend and would do the same for me. ”

Sbu, 37

**TRUTH #07**

**A FACE MASK DOES NOT MEAN SOMEONE IS INFECTED.**

Now a regulation in South Africa, a face mask prevents the spread of the virus and should be worn by everyone in shared or public spaces.

**EVERY DAY COUNTS**  
Khethe Ukuphepha

**SAFETY ALWAYS WALKS WITH YOU**

**exxaro**  
POWERING POSSIBILITY

For more truths visit [sacoronavirus.co.za](http://sacoronavirus.co.za)



**10 TRUTHS ABOUT COVID-19**

“ I just couldn't shake the fever and I was short of breath. My daughter took me to the clinic to get tested. It was a few days of feeling weak and resting at home. I self-isolated for 14 days. Now I am back and strong, I am ready to hug my Grandchildren again. ”

Lillian, 54

**TRUTH #09**

**YOU ARE NO LONGER INFECTIOUS ONCE YOU'VE RECOVERED.**

If you've fully recovered from COVID-19, it means the virus has left your body, you're no longer contagious and cannot spread the virus.

**EVERY DAY COUNTS**  
Khethe Ukuphepha

**SAFETY ALWAYS WALKS WITH YOU**

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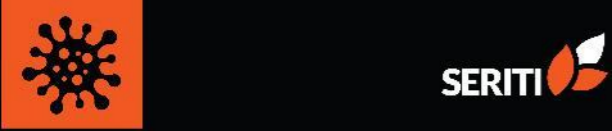
# CREATIVE ELEMENTS: COMMUNITY PRINT PUBLICATION




# COVID-19 ANTI-STIGMA WORK

02 July 2020

# Engaging with employees




## NO-ONE CHOOSES TO GET COVID-19



Although for many people COVID-19 will be a mild illness, even those who do not need hospital can feel very sick. Some people will have a serious illness, and will need hospitalisation, oxygen and maybe even ventilation. For some people, COVID-19 will be fatal.

COVID-19 is not a sickness that anyone will choose to have. Our sick colleagues need our support and encouragement.

**LET'S EMBRACE EACH OTHER WHEN WE RETURN TO WORK!**



*Continue to follow all the health guidelines – wear a mask at all times outside your home, maintain social distancing wherever you are, cough safely, and do not come to work or leave home if you feel sick.*



## WE ARE ALL AT RISK FROM COVID-19



COVID-19 is not picky. It does not care how old we are, what race we are, if we are men or women, if we are sick or healthy. It does not care where we live or where we work.

Every one of us is at risk from COVID-19, every one of us could catch it without knowing. Every one of us is part of the solution. Only by taking responsibility and working together can we beat it.

**LET'S EMBRACE EACH OTHER WHEN WE RETURN TO WORK!**



*Continue to follow all the health guidelines – wear a mask at all times outside your home, maintain social distancing wherever you are, cough safely, and do not come to work or leave home if you feel sick.*



## SICK COLLEAGUES ONLY RETURN TO WORK WHEN IT IS SAFE TO DO SO



There are very strict rules in place about when someone who has COVID-19 is allowed to leave quarantine and return to work.

If 14 days after their confirmed test a person no longer has any symptoms, nor a temperature, then they are no longer contagious. This means that they are safe to return to work. If someone has been sick, but is now back at work, that is because they are recovered and are not infectious.

**LET'S EMBRACE EACH OTHER WHEN WE RETURN TO WORK!**



*Continue to follow all the health guidelines – wear a mask at all times outside your home, maintain social distancing wherever you are, cough safely, and do not come to work or leave home if you feel sick.*



## WE MUST SUPPORT EACH OTHER TO STAY SAFE AND HEALTHY



If people are scared that they will be discriminated against, threatened, talked about or avoided if they get sick – then they are less likely to report that they are sick. If they are very scared they may even hide that they have symptoms.

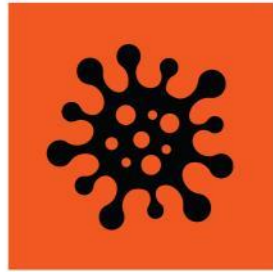
We must support each other now more than ever. Your support to your colleague can make the difference between a quick recovery and a long sickness. We are all in this together.

**LET'S EMBRACE EACH OTHER WHEN WE RETURN TO WORK!**



*Continue to follow all the health guidelines – wear a mask at all times outside your home, maintain social distancing wherever you are, cough safely, and do not come to work or leave home if you feel sick.*

# Brief to employees



*Let us take responsibility  
and work together to  
fight COVID-19*



## **BRIEF TO EMPLOYEES**

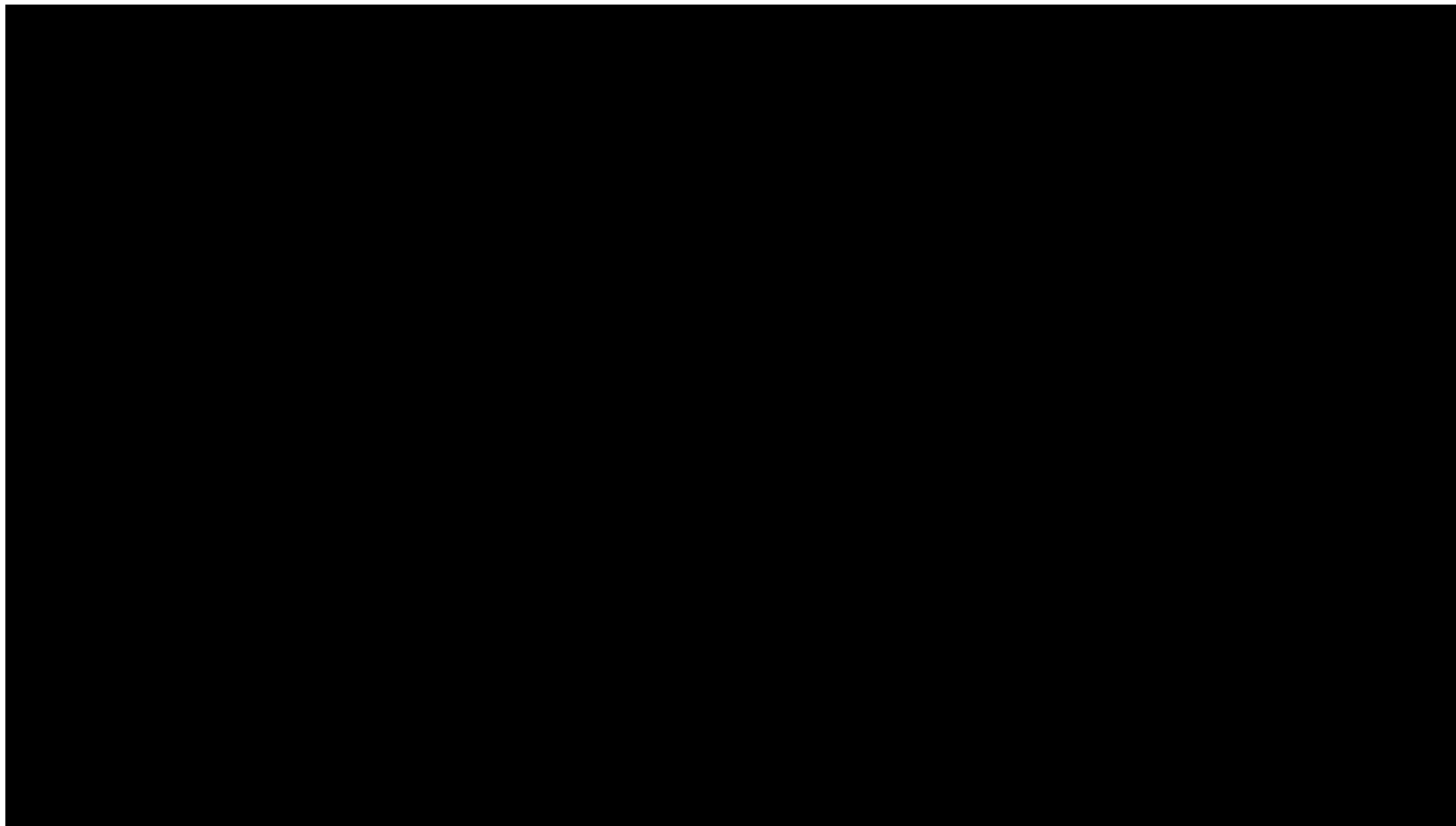
Welcoming back our colleagues into our workplaces is just as important. Will their recovery and return be easy or difficult? That is in our hands. I humbly urge that each one of us embraces one another, supports each other, and learns from one another.

No-one chooses to get sick with COVID-19. The virus is indiscriminate and does not care who we are, what we do or where we live. We welcome those colleagues who have recovered back with open arms – we are glad you recovered, and we are glad you are back!

Finding cases as early as possible is important to prevent the spread of infection, and to ensure that employees get the care they need. That is why our daily thermal screening and COVID-19 questionnaire are so important. We rely on employees being responsible and honest in their reporting.

After isolation for 14 days, individuals who have tested positive are considered to be free of the virus, as long as they are asymptomatic with a normal temperature.

# Animation







# What Quarantine means


2 July 2020

Harmony Gold Mining Company Limited

NYSE Ticker code: HMY


JSE Ticker code: HAR

# Employee leaflet



*You have now started the process of returning to work. Along with our normal induction process when we return to work, we know that we have to follow additional measures to keep ourselves and those around us safe and healthy. You will go through a Coronavirus screening process, and will be able to discuss any medical concerns you have with our health team. You will also be fully briefed on the things that we need to do together, at work, to prevent the spread of the Coronavirus.*

*And then – before you can get back to work – you will need to quarantine.*



**What you need to know about quarantine**

**BACK TO WORK SAFELY**



## WHAT IS QUARANTINE?

*Quarantine means you need to stay in one place, with a small group of people, with access to proper medical care for 14 days.*

### WHY MUST YOU QUARANTINE?

First, it is the law and we, as a company, and you as an employee, are required to obey the law. If we do not do so, the government could shut our operations down and we will not be able to return to work. If you do not do so, you may be fined or even arrested.

Second, being in quarantine does not mean that you have the Coronavirus. The 14-day period will be enough time for you to start feeling ill if you have been exposed. We need to know whether you have been infected so that we can ensure you have access to medical support and so that you do not pass the virus on to others.



**IMPORTANT: once you are in quarantine you must stay there for the required 14 days. If you leave quarantine before then, and without having been cleared to do so by a doctor, you will be breaking the law and may be arrested or fined.**

#### YOU SHOULD ALSO KNOW THAT

- 1** Even if you do not become ill you may still have been exposed to the virus, and may still pass it on to other people. That's why we need to make sure that we all follow all our prevention measures all the time.
- 2** Most people who are infected do not become very ill at all and recover very quickly. If you do not feel well during the quarantine period, you should make sure our medical staff know this so that they can ensure that you are tested, and transferred to an isolation facility so that you do not pass the virus on to others.
- 3** The people who will be most badly affected by the virus are older people (+ 60 years), or people with immune systems that are not as good as they should be because they have hypertension, diabetes, cancer or HIV/AIDS.
- 4** Even if you have not been infected, it does not mean that you cannot be infected in the future.

# Employee leaflet

## WHAT HAPPENS AFTER QUARANTINE?

If, after 14 days in quarantine, you have not developed any symptoms of the Coronavirus, you will be able to go back to work.



Download the **Harmony CONNECT** app on your phone to get up-to-date information or dial \*134 \*1120# to register, and to do a self-assessment daily.

### YOU WILL ALSO NEED TO:



Be screened every day, as you report for work. Part of this process can be done on Harmony CONNECT.



Practice social distancing (staying at least 1.5m away from other people) wherever possible, while you are at work.



Keep up good hygiene standards: wash your hands regularly, using the facilities provided; cough or sneeze into your elbow or a tissue and then dispose of the tissue safely.



Wear the PPE provided – masks and gloves – particularly in working areas where social distancing is difficult.



And, remember that we can be infected by the virus at any time and in any place – at work, on the way to work, in our residences, in taxis, at the shops, in our communities.

**If we work together, we can ensure that we can return to work safely, that we can keep on working, and that we protect anyone vulnerable to the disease.**



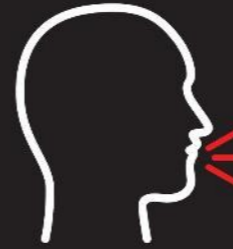
If you have further queries, call the Harmony COVID-19 hotline number on

**0800 111 724**

## CORONAVIRUS SYMPTOMS



FEVER



COUGH



SORE THROAT



SHORTNESS OF BREATH



HEADACHE

# Quarantine site rules

## HARMONY QUARANTINE SITE RULES

Welcome to the Harmony Quarantine Site. The COVID-19 pandemic has created unique challenges for organisations and individuals across South Africa, and the world at large.

In response to this virus, the South African Government has put in place rules to which companies must adhere, to return to work.

These include health and safety regulations, as well as public health protocols, that must be observed to ensure prevention of the spread of the virus. They include the quarantining of employees who fall under the following categories:

  
Employees travelling from a foreign country.

  
Employees travelling from a foreign province, particularly areas declared to be COVID-19 epicentres.

  
Any employees who was in contact with someone who tested positive for COVID-19.

  
Any employee who is exhibiting any signs or symptoms and/or has a temperature of 38 degrees or above.

**This is to ensure that the spread of the virus is curbed, and employees are kept safe and provided with the necessary assistance.**



All the rules at this site are for the safety and health of all and adherence to these rules is mandatory! Those who contravene these rules will be disciplined by the company and may be prosecuted in accordance with applicable laws at the time of the incident, in line with the lockdown regulations set by government.

PLEASE NOTE THE FOLLOWING:

### GENERAL



Residents will be screened and have their temperature taken as well as questioned for COVID-19 symptoms daily.



A non-contact protocol and social distancing of at least 1.5m will be strictly followed at all times during the period of quarantine.



No alcohol or smoking will be permitted at the quarantine site – this is to ensure zero disturbances and for the health of all quarantined employees.



Residents will not be allowed to have visitors at the site.



Residents will remain in their rooms at all times except during specified times and/or for specified activities (using ablution facilities, exercising or arranged activities).



No staff member will enter the room of the resident, nor will a resident enter the room of another resident, unless there is an emergency that warrants the response, and provided that the responders are wearing personal protective equipment.



Residents must always wear a mask when they leave their room!



Residents requiring urgent assistance or in cases of emergency can call the nursing sister on duty. The number to call will be provided to each resident on arrival.

### WHAT WILL BE PROVIDED:

Masks – these must be worn at all times when leaving your room	Plastic bags for clean and soiled linen
Plastic bag for waste disposal	Toilet paper and soap



## FACILITIES SUPPORT

- Quarantined employees' linen will be collected for washing weekly and will be required to be stored in the provided laundry bag and placed on the outside of their door on the specified day of pick-up
- A new bag with clean linen will be issued when collecting the used linen
- Waste collection will take place daily. Please ensure that your waste bag is full, and that it is sealed and placed outside your room at the specified times that will be given to you
- Any maintenance issues must be reported on the provided number, or to the nurse providing daily screening



## FOOD AND BEVERAGES

- Three meals will be provided daily (breakfast, lunch and dinner) and delivered in disposable containers to the outside of the resident's room. The delivering personnel will knock on the door so that the room resident can collect their food while observing social distancing protocols
- Meal times will be: breakfast from 07:00, lunch from 12:30 and dinner from 18:00
- Quarantined employees that have any medical based dietary requirements must inform the housekeeping personnel on arrival. These will be catered for where possible
- After meals are consumed, residents must dispose of the containers and cutlery into the waste bag provided. These bags will be collected as advised above



## USE OF ABLUTION FACILITIES

- Residents are permitted to make use of toilets as and when needed. In doing so, residents should adhere to the social distancing and hand sanitisation rules
- Residents will use showers and baths as per the specified roster – this is to ensure reduced risk of the spread of the virus
- Facilities must be kept clean at all times
- Always wash your hands with soap, for 20 seconds, after use

We trust that these rules will be adhered to and that your stay will be a pleasant one.



If you have further queries, call the Harmony COVID-19 hotline number on

## 0800 111 724

# Community leaflet

## RETURNING EMPLOYEES

AN UPDATE FROM HARMONY



**Our employees who live in our communities, other regions and neighbouring countries are an important part of both our mining industry and communities.**

Many employees have returned to work in recent weeks. From 1 June, as we have entered Lockdown Level 3, mining companies may operate at 100% capacity, and so many more of our employees have started returning to work. We are closely observing the regulations stipulated by the Department of Mineral Resources and Energy, the Department of Health, and according to our own Harmony risk-adjusted plan.



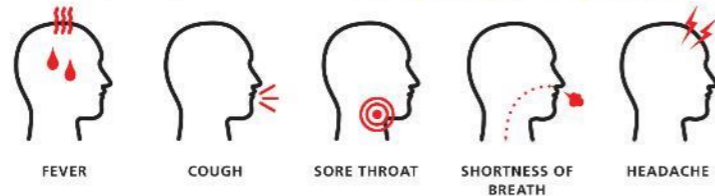
*But remember that what we do on the mine is only a very small part of what we need to do as employees and communities to delay the progression of the disease. COVID-19 is a threat to all of us. It is important we all observe the basic hygiene principles, social distancing, and the wearing of masks, so that we can all play a part in fighting the impact of the disease.*

The health and safety of our employees and their families, and the communities surrounding our operations are of utmost importance to us. We also know that our employees are breadwinners in their families and communities, and have a right to earn a living, safely.

What we are aiming to do as a company is to slow down the spread of the Coronavirus, and to protect the vulnerable among us. And we will be working in close partnership with employees and unions, and the authorities in doing so.

The return to work process we have developed is one of the many preventative measures taken by Harmony as part of our risk assessment strategies to keep our employees and people in our communities safe and healthy.

### CORONAVIRUS SYMPTOMS



## RETURN TO WORK PROCESS

We want to re-emphasise the measures we have in place at our operations to help keep everyone safe, specifically for those employees who will be returning from outside our immediate communities:

- 1** All employees are being screened for COVID-19 before they return to work and they must be cleared before starting work.
- 2** Employees coming back to work from hotspot areas as indicated by the President, will be quarantined for 14 days.
- 3** Quarantine does not mean anyone has COVID-19. Quarantine means they will be kept away from each other and our communities. They may not leave the quarantine for the 14-day period until permitted to do so.
- 4** Monitoring in line with the COVID-19 protocols by the health teams will be conducted until the end of the 14-day period.
- 5** Only employees that have tested negative for COVID-19 will be released post the 14 days.
- 6** Anyone who leaves a quarantine facility before the 14 days will be breaking the law and could be arrested and even fined.

**STAY SAFE**  
by following these measures at home as well as at work:



# ADDRESSING RISKY BEHAVIOUR

**SOUTH DEEP RESPONSE  
TO COVID-19**

02 July 2020



**GOLD FIELDS**

# Risky behaviour

Incorrect/  
inconsistent  
use of PPE

Failure to  
self-screen  
and/or declare  
health status

Not maintaining  
social distancing  
at work, in  
the community,  
at home

Not maintaining  
hygiene protocols  
at work, in  
the community,  
at home

# A holistic and integrated approach

- From the beginning of the outbreak, South Deep adopted a holistic and integrated approach that considers:
  - the full day in the life of an employee – the chain of interaction
  - the employee's opportunity to be a leader, and set the example for desired behaviour in each environment



A break in any link weakens the chain

**DAY IN THE LIFE**

- What can we do in our homes?**
  - Continue to practice good hygiene by washing your hands regularly, cleaning all surfaces with a disinfectant and coughing or sneezing into your elbow
  - Not invite people over or visit others in their homes
  - Keep a distance of at least 2 metres away from your neighbours
- What can we do when we travel?**
  - Avoid lift clubs or public transport where possible
  - Wear a mask and gloves
  - Keep a distance of at least 1.5 metres away from anyone else in 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 before you leave home. If you are not feeling well, stay at home and contact our call centre at 072 515 9753 or 072 649 8255
  - Ensure that you take your temperature at key entrance points
  - Wear all the PPE provided to you such as masks, goggles and gloves
  - Keep a distance of at least 2 metres away from your colleagues, especially at congregating and queuing points, tumbstiles
  - In cages wear masks, goggles and gloves and follow good respiratory hygiene by coughing and sneezing into the fold of your arm
  - Continue to practice good hygiene by washing your hands and coughing or sneezing into your elbow
- What can we do in our communities?**
  - Avoid crowds and gatherings
  - Limit my time out in public by staying at home as far as possible
  - Continue to practice good hygiene by washing your hands and coughing or sneezing into your elbow
  - Check on my elderly neighbours, but keep my distance when I do



# Regular briefs to employees

Weekly briefs identify and address risky behaviour

## We have a shared responsibility:

We share the responsibility to keep protecting ourselves and our colleagues, our families and loved ones, our communities and our country. We rely on you not to come to work if you are ill or if you have been in contact with someone who has been confirmed to have the coronavirus. We rely on you to truthfully complete the self-declaration when you return to work. We rely on you to stop working and seek medical attention if you feel ill at any time that you are at work. We rely on you to wear your PPE and practice social distancing at all times to protect yourself and others.

This is what we need to be doing now for our country and to support our President.


- 1 Our first line of defence remains our self-discipline.
- 2 We should all do everything in our power to practise social distancing and wear face masks at all times in the course of a typical day: at home; in our communities; when using public amenities; and at work. We need to diligently wash and/or sanitise our hands at work and in the public domain.
- 3 Each individual has an obligation to sanitise and wash their workstations on arrival prior to starting work and again at the end of a shift.
- 4 No employee should report for duty if they have any symptoms related to the Coronavirus and must inform their supervisor and seek medical attention.

## COVID-19 remains, even as some lockdown restrictions ease

Earlier this week, President Ramaphosa announced the easing of some of the Level 3 lockdown restrictions, allowing more businesses to resume trading. We have also seen more learners return to school. Despite this easing, it is very important that we do not see this in any way as an opportunity to relax our new behaviours and habits. The number of Coronavirus infections continues to rise nationally and self-discipline around our behaviours is more important now than ever to prevent infections and protect those who are vulnerable.




# Poster and electronic screen campaign

**ALERT**  **Coronavirus**  
Together we can protect ourselves and those we care about


## Back to full production does not mean back to normal

It is now more important than ever that we do all the things we have been practicing, to slow the spread of the Coronavirus.



wash your hands with soap and water    do not touch your face    avoid large groups of people    cough and sneeze into your sleeve or tissue    maintain social distancing    wear a mask    wear your face shield    goggles and gloves when required

**These are not negotiable**



**ALERT**  **Coronavirus**  
Together we can protect ourselves and those we care about

## Thank you

for choosing to do the right thing:



For being honest and consistent in your health screening



For wearing your PPE properly and continuously



For caring about the wellbeing of your colleagues



For following the rules for hygiene and social distancing



For setting a good example at work and at home

**Your courageous leadership behaviour makes us proud**



**ALERT**  **Coronavirus**  
Together we can protect ourselves and those we care about

## This is our new normal



wash your hands with soap and water



do not touch your face



avoid large groups of people



cough and sneeze into your sleeve or tissue



maintain social distancing



wear a mask



wear your face shield



goggles and gloves when required

**These are not negotiable**

**And will be for a long time**





## QUESTIONS/COMMENTS?

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**MINERALS COUNCIL**  
SOUTH AFRICA