

SPEAKING POINTS
CEO ZERO HARM FORUM CHAIR THEMBA MKHWANAZI
NATIONAL DAY OF HEALTH AND SAFETY
3 AUGUST 2022

Chief Inspector of Mines, Mr David Msiza and other senior government officials, leaders from organised labour, fellow CEOs and company representatives, members of the media, Minerals Council colleagues and all other guests.

I would like to express my personal condolences to the families, friends and colleagues of the 25 people who have died in mine accidents this year and the families, friends and colleagues of all who have succumbed to occupational diseases.

I do this because, even as I am going to reflect on the improved health and safety situation we have experienced in the past several months, I also need to remind myself and my fellow industry leaders that our work is not done. Not by a long way. And we also need always to remember that any letting up of our efforts can lead to a regression of the sort that we saw in 2020 and 2021.

By the 1st of August 2022, the gold sector had reduced the number of fatalities by 21% with 11 fatalities compared to 14 in 2021.

The platinum mines have reported 6 fatalities, the same number as 2021 at this date.

The coal sector reported 3 fatalities compared to 4 fatalities during the same period last year – a 25% reduction

There was no change for the other commodities (including diamonds, chrome, manganese, iron ore, aggregate sand and quarries, copper, zinc, nickel, etc.) with 5 fatalities in the year to date, compared to 5 fatalities during the corresponding period last year.

As at 1 August 2022, there were 1,114 serious injuries reported compared to 1,252 during the same period in 2021. This is an overall improvement of just over 11%.

On the health front, the statistics from the DMRE for 2020 continue to be a cause for concern regarding exposures to occupational hygiene stressors – which is our main area of focus as exposures lead to disease.

In 2020 there was an increase in overexposures to airborne pollutants, noise and heat stress.

The good news was that there was a 35.7% decrease in reported occupational health diseases from 3,130 in 2019 to 2,013 in 2020.

The incidence of diseases declined across all categories, with the biggest decline seen in coal worker’s pneumoconiosis and pulmonary TB. We had a 44.6% decline in cases of TB, from 1,533 in 2019 to 849 in 2020. This is to be commended.

From our Occupational Health Reporting System, we can report on our milestone performance for 2021.

For Respirable Crystalline Silica we set an aspirational target of 8.0% of samples being less than 0,05mg/m³ and this target was met. The industry also met the aspirational target for coal dust. This is encouraging news as it gives hope that we will meet the 2024 Mine Health and Safety Council milestones on dust exposures.

The 2024 Milestone target of no pieces of equipment emitting noise more than 107dBA suggests that the Minerals Council member companies are on-track to achieve the Milestone target. Only 345 items of equipment do not meet this milestone target. In the video you have just seen, you will note how the industry has made a step change in eliminating noise at source, and the tools that have been developed support this aim.

On the pneumoconiosis and noise milestones we have had cases confirmed and this means that our milestone targets have not been met. The Minerals Council is embarking on an exercise to analyse the pneumoconiosis and noise milestone cases, with the aim of preventing these in the future.

Turning back to safety, there has been a pleasing and unprecedented achievement of no fall of ground fatalities in the gold and platinum sectors in 2022 year-to-date. This is indeed an

historic achievement. The one fall of ground fatality reported in 2022 occurred in a coal mine in the first quarter.

This achievement can be attributed to a combination of factors including in part the Fall of Ground Action Plan we launched at last year's National Day of Health and Safety. I have no doubt that the collaboration between stakeholders – from government and organised labour, the Minerals Council and its member companies – played a significant role.

I want to dwell for a few minutes though on the incredibly important role of leadership – a role and responsibility that we – as CEOs, the DMRE and union leaders - share. In the context of the CEO Zero Harm Forum and the Khumbul'ekhaya strategy we call this CEO-ship.

The first principle is – as I always say – that we have to show up. But the second is that we must *step up to the challenge* when we are required to do so and take bold moves to **recalibrate and reset**.

We did this in January 2019, when we started a heartfelt conversation amongst CEOs that led to the Khumbul'ekhaya strategy that focusses on – above all else – saving lives. And we did this again in December 2021, after most unbearable time when we lost 11 people in mine accidents within a period of two weeks. It was a very difficult period. It is not a coincidence that the 2019 reset then led to the best safety performance on record for the industry, and the improved performance in 2022 to date has seen no fall of ground fatalities in the gold and platinum sectors this year. It is a significant milestone.

The fall of ground action plan, with a five-year investment of R46 million, was indeed intended to achieve a step change in eliminating fall of ground fatalities and this was over and above significant investments already made in this area.

Significant progress has been made in the various pillars of the Plan. In February, the Minerals Council Board held a special learning session with a presentation of two initiatives from the fall of ground action plan that were identified as high potential impacts for safety improvement. These were barring technologies and permanent area coverage for narrow stopes.

The Board decided to commit senior production staff from each mining company to form part of a high-level task team to provide oversight and support for these two projects.

A fall of ground day of learning was held in March 2022 in partnership with the AMMSA, SACMA, SANIRE and RETC. Close to 200 delegates attended, representing a cross-section of stakeholders from the mining industry.

Senior members of the industry gave compelling presentations on leading practices and new research project geared towards accelerating the elimination of FOG fatalities.

As part of the implementation of the fall of ground action plan, investigations into stope lighting practice have been concluded at Northam Platinum's Eland mine and Anglo American Platinum's Dishaba mine. The stope lighting leading practice – which is being launched today - will immensely improve underground workplace visibility.

In the video that follows you will get some insight into the underground workplace illumination challenge and how this is being dealt with at Eland.

Another gratifying achievement is that the industry has seen zero trackless mobile machinery (TMM) fatalities in the year to date.

In 2021, the Minerals Council started work on a special project focusing on industry alignment and the implementation of TMM regulations. To address transport related safety, a series of engagements with industry stakeholders - including organised labour, the DMRE, the MHSC, suppliers, research institutions and universities - were held to ensure there was alignment on the holistic risk-phased implementation of the collision prevention system technologies by the end of December 2023.

While we have made progress, much work still needs to be done. And again, the collaboration between industry, government unions, OEMs and universities is critical, and I am confident we can achieve the step change that we need. We just need to collaborate and push hard.

However, a worrying trend has been observed regarding winch-related fatalities. The industry has recorded three winch-related fatalities this year, a higher incidence than has been the case over the last six years. A special focus on safety issues associated with winches has been planned, starting with a Winches Day of Learning next month. These days of learning have a high impact. We learn how to approach the challenges we have and implementing solutions to remove challenges we have in this space.

Prevention of exposures is the key to eliminating occupational diseases. A key initiative adopted by the Minerals Council is Management of Significant Occupational Health Hazards through Continuous Real Time Monitoring. To this end, a revised guidance document has been adopted by the CEO Zero Harm Forum and we will ensure the incorporation of industry best practice on in this regard.

A well-defined Noise Exposure Management and Hearing Conservation Programme involves the assessment of personal, workplace and machinery noise as one of its fundamental elements. The industry has run Noise workshops, with the aim of improving the quality of noise measurements and the reporting of the results. These workshops included the newly developed Critical Noise Equipment Screening Tool, which promotes high quality Equipment Noise registers at workplaces as required by the newly promulgated Guideline for the Compilation of a Mandatory Code of Practice for an Occupational Health Programme for Noise. We look forward to seeing positive results from these initiatives just like we've seen in other areas.

A big focus is on workplace culture.

The Mine Health and Safety Council 2011 Culture Transformation Framework has 11 pillars that are being worked through. For 2022, the Minerals Council is prioritising a shift from a “blame” culture to a “just” culture. A blame culture is counter-productive and it increases safety risks.

When people make mistakes or notice problems for which they or their teams may have been responsible, many will seek to conceal those errors and blame others. And that means that others will not learn from their mistakes. Or, worse, others might be injured or killed through the concealing of problems in the hope that they will never be noticed.

A just culture encourages learning. And it does not eliminate accountability. It is, though, a critical change in a more than 100-year-old mining culture.

The Just Culture Accountability Framework was developed and approved by the CEOs in 2021. The main aim is to support members in transforming their culture from a “blame culture” to a “just culture” with the appropriate learning and accountability. Each member is being asked to implement a gap analysis of their practices using the Just Culture Accountability Framework. Each will develop an action plan to address identified gaps.

Another initiative, the ‘Independent Peer Review of Incident Investigation and Analysis Systems’ , which is a project originating from the 2019 Khumbul’ekhaya launch. We are seeking to improve the quality of accident and incident investigations through peer-review methodologies and to enable companies to learn better and faster.

It would be remiss of me in Women’s Month in South Africa not to reflect on the very disturbing reports on gender-based violence that we have seen from around the world, but including South Africa, particularly in the workplace. We have been aware this, and this is a fundamental part of the women in mining initiatives, which Nolitha will touch on. But these reports are a stark reminder that we need to do more and I can assure our stakeholders that we as the CEO Zero Harm Leadership Forum are seized with this a priority. We must ensure that women are safe and feel safe at work. We have a zero-tolerance attitude in addressing and tackling this.

Before I close, I want to once again touch on the strength of collaboration: as I mentioned, an emergency Minerals Council Special Board meeting was held in December 2021 following the multi-stakeholder MineSafe Conference held in November 2021 in response to deteriorating safety performance.

The Minerals Council Board members fully supported the ‘healing the wound’ MineSafe 2021 Commitments jointly agreed to by the DMRE, organised labour, supplier organisations, professional associations, the MHSC and the Mining Qualifications Authority. I must thank Mr Msiza, the Chief Inspector of Mines, in driving the initiative to set up the MineSafe workshop and to re-set the discussions we’ve had in the Minerals Council.

The stakeholders re-committed themselves to working towards the elimination of fatalities, injuries, and occupational diseases on South Africa's mines in pursuit of Zero Harm; to ensure that each employee returns from work unharmed every day.

The Minerals Council looks forward to the Mine Health and Safety Summit later this year to review progress, successes and challenges towards the achievement of the milestones on occupational health and safety.

Colleagues, thank you for your time today, indicating as it does your commitment to a safer and healthier mining industry in South Africa.

We can be heartened by the improvements we are seeing in 2022. But we cannot lower our guard.