

SPEAKING POINTS
MINERALS COUNCIL PRESIDENT, NOLITHA FAKUDE
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 represented by AMCU, NUM, Solidarity and UASA, fellow CEOs and company representatives, Minerals Council colleagues, especially our CEO Roger Baxter and Themba Mkhwanazi - Chair of the CEO Zero Harm Forum and all other guests.

We are at the end of yet another fruitful and candid session, I'd like to thank you all for your heartfelt contributions and the commitment you've shown to tackle these critical challenges facing our industry. Without rehashing what has already been said, I would like to reinforce, however, the importance of our Khumbul'ekhaya campaign as the foundation for our health and safety strategy. We launched in 2019 the campaign with three focus areas for the strategy. These are

- Firstly, and most importantly, the **prevention of fatalities**
- Secondly, the **integration of health and safety into our way of work**
- And thirdly, **increasing the need for intensified vigilance and effort** on both fronts – with the emphasis on the **right** of all employees to **say no** to unsafe work.

Today in line with women's month, Khumbul'ekhaya has taken on a new meaning which includes being safe from gender-based violence and harassment.

Let me also remind you that we have announced that we will build on this campaign by using the theme of "stepping up to the challenge". The theme recognises the good work that we have done to date but, more importantly, challenges us all, with our partners, to step up to the challenge on both the health and safety fronts as well as safety from gender-based violence. This means physical safety within the mine gates as well as outside the mine gates.

Themba Mkhwanazi and his peers at the CEO Zero Harm Forum continue to step up and are relentless in their commitment to see us reduce the safety incidents in the industry.

As business, together with our regulator and labour unions, we need to step up to the challenge **simultaneously** – we cannot and should not work in isolation, the challenge is a shared responsibility. Themba shared with us the great strides we have made since 2019, and this has largely been attributed to the fact that we have worked together as partners, and not in isolation.

Mr Msiza, the Mine Health and Safety Council, a trusted partner of the industry on safety issues, continues to support all of us with guidance from the DMRE.

As our CEO Roger Baxter also often remarks, there is no competition when it comes to safety and health. We are all working on the same set

of challenges, such as volatile commodity prices, rising inflation, challenging communities, and socio-economic imbalances. We cannot let these issues take our eye off the proverbial ball, which is to preserve human life whilst carrying out our activities.

Labour unions especially AMCU, NUM, Solidarity and UASA ensure joint stewardship through collaborations, coordinated efforts and partnerships that deliver visible results, like in the Covid-19 response programmes, thus keeping us all accountable.

As August is women's month in South Africa it is, therefore, important to salute and recognise all our colleagues within the mining sector who continue to work hand in hand in ensuring gender equality and transformation becomes a reality still in our lifetime. The Minerals Council SA Women in Leadership Forum always appreciates and relies on everyone's support including labour, management and other employees to ensure that the workplace becomes a safe space for women and men – safe and free against harassment and especially gender based violence ... this women's month we must as well recommit ourselves to this safety aspect ... colleagues, we cannot do this in parallel, zero tolerance for gender based violence must be included as part of the National Day of Health and Safety in mining in future sessions. That will be my humble request to all participants.

On behalf of the industry, I would like to thank our regulators and our trade union colleagues for assisting us to turn the safety ship around. It is heartening that, notwithstanding the issues over which we sometimes find ourselves in conflict, when it comes to safety and health we work co-operatively because we are all aware of this common goal.

My greatest wish is that when we meet again this time next year, we will have been able to say to each other that we have stepped up to the challenge, together, and that we've finally turned the tide on fatalities and gender-based violence in the industry. As Themba has stated regarding culture change and a move away from the blame culture to creating a just culture including independent peer review of incidents as well as strengthening the tripartite platform - so much more still needs to be done.

I thank you all for your participation and commitment in today's session.