

MINERALS COUNCIL: THUTHUZELA CARE CENTRES DAY OF LEARNING

Annie Snyman: Group Head Social Performance
5th December 2023



OUR THOUGHTS AND
PRAYERS ARE WITH FAMILIES,
FRIENDS AND COLLEAGUES
OF THE DECEASED, INJURED
AND AFFECTED BY THE 27TH
NOVEMBER 2023 SHAFT 11
DISASTER



OUR STANCE AGAINST GENDER-BASED VIOLENCE



Implats stands against GBV and as a South African based mining company with a workforce of over 70 000 employees, has the audience to run meaningful campaigns that supports its purpose of *creating a better future*.

We are clear: violence against women and children are abhorrent crimes that demand an unequivocal response.

We **stand united** with those condemning these criminal acts as a shameful blight on our society and demanding action is taken to prevent them.

We accept collective responsibility to play a role in preventing and dealing with GBV and the prevention of harassment, bullying and victimisation (HBV). This forms an integral part of our values as well as our People Strategy and Social Performance Framework.



HOW IMPLATS IS ADDRESSING GBV AND HBV



As a Group, **Implats strives to create an enabling environment** to empower women to report bad behaviour in the workplace without being victimised.

Linked to this is harassment, bullying and victimisation (HBV) which also continues to be prevalent in the mining sector.

Implats has recently **implemented its new Harassment**, **Bullying and Victimisation Policy**, which is founded on our values to respect, care and deliver.

The policy aligns with South Africa's new Code of Good Practice on the Prevention and Elimination of Harassment in the Workplace, which became effective on 18 March 2022, and seeks to prevent, eliminate and manage all forms of workplace harassment.



KEY CORPORATE INITIATIVES OVER TIME

- R10 million donation to GBV Fund
- Self-defense lessons for our female employees
- HBV Policy, training and roll-out
- HBV and GBV Help Line and support
- R1 million pledge supporting the NPA with its awareness and marketing materials across 65 TCCs
- GBV Men's Seminar
- Ongoing GBV communications campaigns



IMPLATS GBV MEN'S WEBINAR



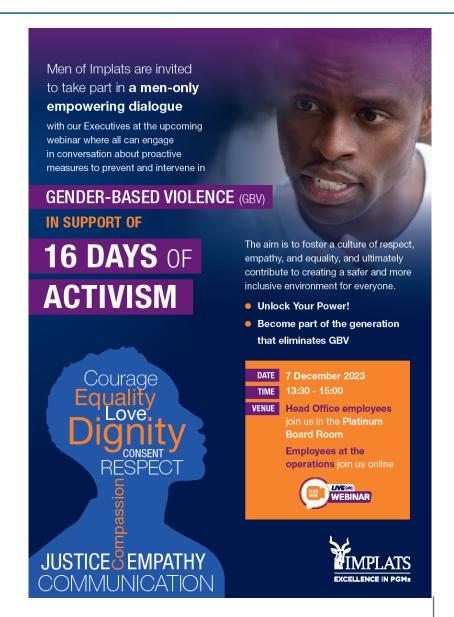
A **virtual and in person event** aimed to create a dialogue between men about the role they play in eradicating GBV.

The event is designed to **explore the role of Implats men in GBV**. As an organisation we strive to create an enabling environment to empower women to call out bad behaviour in the workplace without being victimised.

We recognise that men are part of solving the GBV crisis and call on them to set an example to others.

It aims to create a platform for men to engage and Implats' male leaders to be visible and vocal in leading the conversation against GBV.

*Due to the 11 Shaft incident, this event has been postponed to 2024



GBV COMMUNICATION CAMPAIGNS



AUDIENCE PLATFORM

Social media

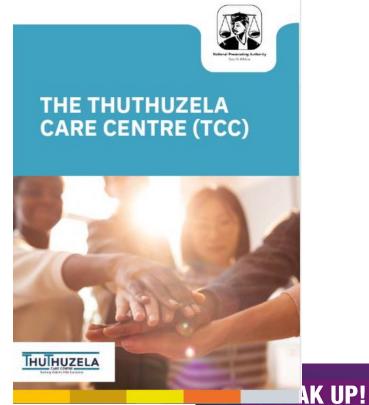
All

- Facebook
- LinkedIn
- X (Twitter)

Other interactive platforms or printed copies

Employees and Unions

- Let's Talk
- Team Spirit
- **Posters**
- Screens
- Intranet
- NPA TCC booklet distribution







Abuse of women and children threatens lives, undermines families and communities, and stops progress of nations

Stop Gender-based Violence helpline



® 0800 150 150

A WIDE RANGE OF SUBSIDIARY INITIATIVES

- Subsidiary WiM programmes/events
- GBV Learner empowerment awareness
- Sport events to raise awareness in communities
- Self-defense lessons
- Training on how to report an Incident
- Working with local SAPS
- Care packs
- Trauma centre upgrade (s)
- Volunteering
- Colourful Bandana Doek Days



WE WILL CONTINUE THE FIGHT AGAINST GBV



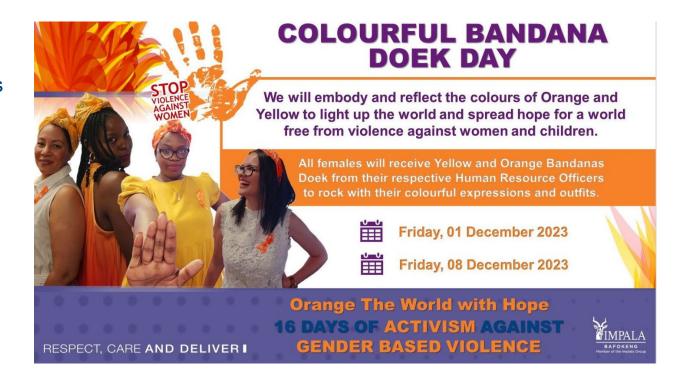
We stand against GBV

We are united with those condemning these criminal acts

We accept collective responsibility

We walk the talk

We uphold our values "Respect, Deliver and Care"



THANK YOU