




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.

Respect and care

At Implats, we treat each other with respect and care. Your right to dignity at work is protected by Implats' Harassment, Bullying and Victimisation Policy.

What is harassment, bullying and victimisation?

- Aggressive or harmful behaviour, including cyberbullying
- Creates a hostile or intimidating work environment
- Impairs your dignity
- Is discriminatory

Report harassment, bullying or victimisation to your line manager, HR, or call our confidential toll-free hotline dedicated to these issues, on **0800 204 069** (South Africa only) **+27 12 543 5359** (International). We will deal with your complaint sensitively, promptly and confidentially.

Treat others with respect – and expect the same in return. **CREATE A BETTER FUTURE.**

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*



Men of Implats are invited to take part in a **men-only empowering dialogue** with our Executives at the upcoming webinar where all can engage in conversation about proactive measures to prevent and intervene in

GENDER-BASED VIOLENCE (GBV)

IN SUPPORT OF

16 DAYS OF ACTIVISM

The aim is to foster a culture of respect, empathy, and equality, and ultimately contribute to creating a safer and more inclusive environment for everyone.

- **Unlock Your Power!**
- **Become part of the generation that eliminates GBV**

DATE	7 December 2023
TIME	13:30 - 15:00
VENUE	Head Office employees join us in the Platinum Board Room Employees at the operations join us online



JUSTICE EMPATHY COMMUNICATION



IMPLATS
EXCELLENCE IN PGMs

GBV COMMUNICATION CAMPAIGNS

AUDIENCE

PLATFORM

All

Social media

- Facebook
- LinkedIn
- X (Twitter)

Other interactive platforms or printed copies

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

Employees and Unions



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”



COLOURFUL BANDANA DOEK DAY

We will embody and reflect the colours of Orange and Yellow to light up the world and spread hope for a world free from violence against women and children.

All females will receive Yellow and Orange Bandanas Doek from their respective Human Resource Officers to rock with their colourful expressions and outfits.

 Friday, 01 December 2023

 Friday, 08 December 2023

Orange The World with Hope
16 DAYS OF ACTIVISM AGAINST GENDER BASED VIOLENCE

RESPECT, CARE AND DELIVER | 

THANK YOU