



HEALTH FACT SHEET



“Our health strategy addresses both occupational and non-occupational health and is focused on the well-being of our employees.”





Employee health and wellbeing

South African operations

- Employees and their families have the choice of belonging to one of several medical schemes.
- Company funding is based on the cost of the internal medical aid: the Impala Medical Plan (IMP). The IMP is a registered medical scheme that was formed to provide private care to employees and their dependants through company-owned and operated facilities at Impala Rustenburg, Marula and Impala Springs.
- Implats provides access to external medical schemes to those employees who prefer alternative private arrangements.
- During the second quarter of 2015, following a request by AMCU, the company initiated a new scheme – Commed Roots – at Impala Rustenburg. The scheme was well received and attracted 1 733 new members in the change period at Impala Rustenburg. Extensive consultation took place with individual employees to ensure an understanding of the associated benefits and rules.

Zimbabwean operations

- At Implats' Zimbabwean operations, Mimosa has also been able to institute a national safety and health campaign dubbed the "Lets Go Zero" Health and Safety Campaign. The initiative aims at mobilising stakeholders to support operations on the basis of shared national goals. Drawn from Mimosa's existing company motto, "Zero Harm is Possible", the private-public partnership campaign seeks to bring about better living through encouraging good habits to ensure the well-being of both employees and community members.

2015 health performance



General health indicators

- 84 345 occupational medical examinations were conducted in 2015, as compared to 59 322 in the previous year.
- The significant increase is primarily due to the reopening of the Rustenburg Occupational Health Centre following the end of the 2015 five-month strike, during which only exit examinations and examinations of essential services personnel and certain supervisors were conducted.



A review of health-related trends and performance during 2015 is summarised as follows:

Noise-induced hearing loss (NIHL)

- In 2015, 49 cases of NIHL were diagnosed and submitted for assessment for compensation, up from 36 in 2014.
- Implats continue to introduce equipment with improved sound suppression. Exposed individuals are trained in the use of custom-made hearing-protection devices.

Pneumoconiosis

- In 2015, 19 employees and two contractors were diagnosed at the Rustenburg operation; all of these individuals have proven historical gold mine exposure.
- The risk of contracting silicosis on Implats' operations is extremely low due to the very low levels of alpha quartz in the rock being mined.
- All new employees are thoroughly screened for pneumoconiosis at their pre-employment examination. Pre-employment individuals who have x-ray changes suggestive of silicosis are classified as unfit and referred back to their previous employer for assessment and submission to the Bureau of Occupational Diseases.

HIV/Aids

- Implats' HIV/Aids policy covers activities across all its operations and ensures patient confidentiality, non-discrimination and highlights their commitment to ARV-treatment programmes.
- The HIV prevalence rate amongst employees is estimated at 23% based on available data for Impala Rustenburg.
- During the year, Implats undertook the voluntary counselling and testing (VCT) of 11 875 employees (2014: 10 086).
- A total of 6 140 employees participated in company-funded and managed HIV-wellness programmes (2014: 6 286), of whom 4 429 (2014: 4 276) received antiretroviral therapy (ART).
- Altogether, 1 296 of those on ART joined the ART programme during the year – a net 4% increase from the previous year.

Malaria

- In 2015, 39 cases of malaria were diagnosed at Impala Rustenburg and eight at Zimplats. All of these patients had recently travelled to malaria endemic areas and were successfully treated.

Pulmonary tuberculosis (TB)

- In 2015, 304 new employees with pulmonary TB were identified (2014: 268), of whom 68% are HIV-positive.
- At Impala Rustenburg, where the majority of cases are diagnosed, these cases are also now first submitted via the Rand Mutual Assurance Company for independent third-party evaluation and record keeping.

National Health Insurance (NHI)

- Implats is continuing to work with the South Africa Department of Health (DoH) in support of the government's NHI plan.
- In 2014, Implats signed a memorandum of understanding with the DoH, allowing appointed Implats medical personnel and forensic medical experts to attend post-mortem examinations. This has assisted us in determining the medical causes of death where the cause is not obvious.

Medical aid and non-occupational medical care

- In 2015, through the Impala Bafokeng Trust, Implats committed to renovate and expand the Luka Clinic on the Impala lease area. An MoU has been signed and building has commenced.
- During 2015, the IMP received 3 023 new applications and membership of medical aids increased by more than the targeted 5%. Currently, membership levels are 22 231. The cost of external medical schemes is becoming prohibitive for many employees, and we strive to ensure that the IMP maintains affordable contribution levels.



Health Focus for 2016 and beyond

- Striving for zero harm
- Ensuring further mitigation of risks relating to occupational chronic illnesses, HIV/Aids, and NIHL
- Promoting access to effective, affordable healthcare
- Ensuring that Implats' health strategy is aligned with the South African Government's national health strategy
- Including providing healthcare facilities around lease areas
- Achieving the 2024 industry health milestones
- **Noise-induced hearing loss:** Implats will continue with annual audiometric screening examinations to detect deterioration of hearing early and before permanent NIHL develops. Any employee who shows signs of early hearing loss of between 5% and 10% will undergo a formal evaluation and safety investigation. Implats will continue to track and investigate all cases of early NIHL. Employees showing an early hearing loss shift of between 2.5% and 5% will undergo formal counselling on the risks of noise, the importance of wearing hearing protection devices, and the implications of NIHL. Action will be taken against employees who have been counselled and are found without hearing protection devices in the designated areas.
- **Diesel particulate matter (DPM):** The monitoring of personal exposures to DPM will continue. The risk of exposure to DPM is mitigated by adequate ventilation, low sulphur diesel replacement and DPM exhaust filters in underground diesel combustion engines. Implats' fuel cell Load Haul Dump machine project is focused on eliminating DPM underground.
- **Pulmonary tuberculosis:** Implats will continue to support initiatives aimed at achieving an effective regional response to TB in mining, an issue that receives a high level of political focus in southern Africa. Implats will focus its efforts on improving its assessment of TB risks in contractors, enhancing contact tracing in communities, and mitigating the risk of exporting active TB to labour-sending areas. This will enable Implats to retain a TB incidence rate below the national average as required by the new 2024 milestones.
- **HIV/Aids:** Implats will strive to ensure a further uptake of at least 5% of known HIV-infected employees onto its wellness and ART programmes, as well as carefully monitoring and driving compliance of all existing patients on ART treatment. All employees will be offered HIV counselling and testing annually as required by the Mine Health and Safety milestones.

