



COVID-19: Prioritising employee welfare during a global pandemic

April 2020

KEY OBJECTIVES



Ensuring the health of our people

Our priority is to protect people: our employees, contractors and suppliers who work at our mines.



Preventing spread and maintaining team unity

Our strict quarantine, social distancing, and self-isolation rules are specifically designed to prevent virus spread. In this unprecedented environment, we need to be even more caring and respectful towards one another, while staying focused on safety.



Working with our local communities

We continue to closely monitor the virus in all the communities in which we operate. Where we can provide additional support, advice, logistics and healthcare we will do so in line with our commitment to supporting our hosts.



Fulfilling Our Commitments

We remain committed to all our stakeholders through this challenging time, including our employees, shareholders, creditors, contractors, suppliers and local communities. We must be consistent, transparent, and fulfil all our obligations.



Business continuity

Our priority is to our people and our host communities. But we will also seek to ensure business continuity where it is safe and right to do so, protecting jobs, supply chains, local enterprises and suppliers, and those dependent on the safe running of our mining operations.

KEY MEASURES

- **Coronavirus response centers** established at every mine site, to monitor employee welfare, contagion, quarantine measures and adherence to safety measures.
- **Temporary “self-isolation”** established at our mines for all employees and contractors, significantly limiting movement in and out of our mine sites, thereby limiting contagion.
- **Enhanced** disinfection, body temperature monitoring and social distancing are in effect at all mine sites.
- **Work from home protocols** established for all office-based staff.
- Cancellation and banning of **all large gatherings**, both professional and social. All training events and team meetings now held on-line.
- **Suspension of all international travel.** Employees who travelled before ban put in place to undergo a 14-day quarantine.

KEY MEASURES

- **Personal Protective Equipment** (PPE) rolled out to all mine site staff, combined with major disinfection undertaken of key areas and equipment.
- Robust, **secure and safe isolation facilities** established for any mine site employees that need to self-isolate in the case of quarantine or early symptoms.
- Procedures to ensure **speedy emergency evacuation** of employees and contractors to nearest clinics have been established in case any symptoms of coronavirus appear at our facilities.
- **Coronavirus test kits** currently being sourced as a matter of urgency.
- We are expanding our **emergency reserves** of spare parts, fuel and food, and negotiating with alternative suppliers to ensure security of supply where required.
- Large-scale **communication campaign** launched for our employees and local communities to inform them of the virus, and the requirements for personal hygiene and social distancing.

BUSINESS CONTINUITY

- **Safety and well-being of our teams** is the utmost priority.
- Where **we can continue to run our mines safely** and in line with the regulations in the countries in which we operate, we will do in strict accordance with the measures set out previously.
- **Our mines are vital sources** of employment, taxes, community well-being and local economic empowerment in many of our host communities, so we also have a responsibility to ensure business continuity.
- Planned 2020 capex in maintenance, development and new technologies projects under review. **Longer term investment programme remains in place.**