



# EMPLOYEE HEALTH AND WELLNESS

In mining with purpose, our duty of care begins with our employees – the heart of our business. The success of our business depends on their productivity – and their productivity, in no small part, depends on their safety, health and wellness. While Covid-19 remains a significant challenge, the pandemic has underscored the flexibility and effectiveness of our healthcare strategy and its pivotal role in supporting our business. This factsheet should be read in conjunction with the other factsheets titled **Employee Safety** and **Our Employees**. These describe our contribution to the health and wellness of employees.

## COVID-19

Harmony is committed to:

- Curbing the spread of Covid-19
- Supporting the countries in which we work
- Providing social, health and economic support to employees and communities
- Playing an important role in accelerating the vaccination programme at the medical hubs on our mines and the medical clinics in our communities

For more information:

<https://www.harmony.co.za/sustainability/covid-19>

<https://www.har.co.za/21/download/HAR-ESG21.pdf>



## SIX CAPITALS

All six capitals that power Harmony's pursuit of sustainable development have an impact on our employees' safety, health and wellness.

### Directly



Human capital



Intellectual capital

### And indirectly



Social and relationship capital



Natural capital



Manufactured capital



Financial capital

**SUSTAINABLE DEVELOPMENT GOALS**

**UN SDGs**

Harmony has been aligned with the **United Nations Sustainable Development Goals (SDGs)** since 2018. As a fair and responsible employer, promoting inclusivity and equality, we contribute to:



- The health and wellness of employees is our priority and it is important to lead full, productive lives
- We focus on employees' comprehensive wellbeing, including occupational health, chronic diseases such as tuberculosis (TB) and HIV/AIDS, and lifestyle diseases
- Combating Covid-19 has become the overwhelming focus of our health services, but the pandemic has embedded our proactive approach to health and safety



- As a responsible employer, providing decent work includes respecting human rights, ensuring we do everything possible to safeguard employees, ensure workplaces are safe and prevent injury or harm so that employees return home, safe and well
- Employees have the right to refuse to work when they consider a workplace unsafe
- Training and support encourage safe behaviour and conduct

**DUTY OF CARE**

Occupational lung diseases (including TB) and noise-induced hearing loss are the primary occupational illnesses at our South African operations. We also focus on identifying and managing non-occupational disease like HIV in the country, as well as other chronic illnesses (hypertension and diabetes). In Papua New Guinea, we have a proactive approach to dealing with malaria.



**OUR APPROACH**

Our approach to healthcare is proactive and risk-based, aiming to ensure quality healthcare service that is easily accessible to all our employees.

**Our healthcare strategy is based on four pillars:**



**SOUTH AFRICA**

**Medical scheme membership; in-house health services**

In South Africa, medical scheme membership is compulsory for all officials and management employees and voluntary for category 4-8 employees. Currently, around 10 000 employees belong to medical schemes.

More than 28 000 category 4-8 employees have elected not to join private medical schemes. Instead, they use the free in-house comprehensive health services from mine medical health facilities and associated preferred providers, with secondary and tertiary care provided at private hospitals/health facilities.

**Mental health**

Psychosocial illness can be caused by a range of social and financial issues faced by employees daily. To address this, we have enhanced our employee psychosocial programme, in partnership with the Reality Wellness Group, for all employees and immediate family members irrespective of their medical insurance status.

This multifaceted programme offers face-to-face counselling or telephonic advice by qualified social workers and psychologists, as well as financial guidance for those struggling with debt, and legal support where needed. The service is available 24/7 in nine official South African languages.



**Integrated lifestyle programme**

Excess weight and obesity are challenges faced by around two thirds of our employees. Obesity remains a health risk for noncommunicable diseases as well as managing Covid-19. To encourage positive lifestyle changes, we have developed an integrated lifestyle programme to improve the health and wellbeing of all employees.

### Managing health-related absenteeism

Health-related absenteeism is a risk to the productivity of our workforce. Over recent years, our at-work management programme has focused on early identification of employees who may become chronically ill or medically incapacitated by debilitating diseases, and to manage, review and monitor their medical conditions.



### Tshiamiso Trust

The Tshiamiso Trust (Setswana, meaning “to make good” or “to correct”) is responsible for ensuring that all eligible current and former mineworkers across southern Africa with silicosis or work-related TB (or their dependents where the mineworker has died) are compensated. Harmony has made provision to contribute R854 million to the trust. First payouts were made in July 2021, and momentum is expected to increase now that the trust is fully operational. For more information: <https://www.tshiamisotrusted.com/>

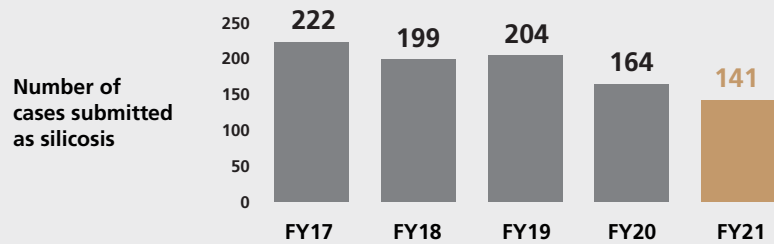
**Tshiamiso**  
TRUST

### Managing underground temperatures – limiting heat stress

We have extensive refrigeration and ventilation measures at all underground operations where temperatures exceed normal working ranges. Heat-tolerance testing, acclimatisation programmes, and providing adequate hydration and support, protect employees exposed to excessive heat in the workplace. Tests are conducted as per each mine’s risk assessments, which allows less-risky occupations to use natural acclimatisation to minimise the threat. Environmental working conditions are monitored continuously.

### Managing occupational diseases

Occupational diseases present some of the key risks to our business. **Silicosis** is an occupational lung disease caused by inhaling free respirable crystalline silica dust over a long period. It can also increase susceptibility to TB. Harmony has an integrated silicosis, TB and HIV/AIDS policy and programme to responsibly manage the diseases and proactively prevent associated health deterioration.



### Radiation protection

Radiation levels and exposure are monitored at all our South African operations. The dose limits are 50 millisievert a year and 100 millisievert over five years. All operations comply with these limits. Operational controls ensure that elevated monitoring results are investigated and corrected when necessary. Radiological clearances are conducted at decommissioned sites to ensure the future declassification of these areas.

### Noise management

Harmony aims to eliminate noise-induced hearing loss. All employees exposed to high noise levels receive personalised hearing-protection devices, which reduce noise levels by 25 decibels.

## CHRONIC CONDITIONS

Specific initiatives have been implemented to manage chronic diseases with particular focus on HIV/AIDS, TB, diabetes and hypertension.

### HIV/AIDS

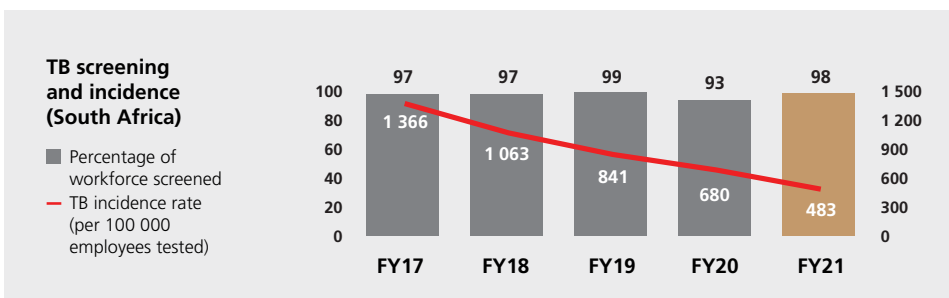
A particular concern for Harmony regarding HIV/AIDS is that, if left untreated, the disease can lead to higher levels of opportunistic co-infections. This translates into higher absenteeism and reduced performance, loss of skills, greater economic burdens on family members, and sometimes death, more so during the Covid-19 pandemic. Motivating employees to confirm and/or disclose their HIV status remains a challenge, worsened by perceived stigma and confidentiality issues. This makes initiatives such as positive behaviour programmes pivotal. Last year, we introduced a new drug, Dolutegravir, to our first-line treatment regimen. This drug suppresses the virus much faster, with fewer side-effects.





**Tuberculosis (TB)**

Alongside HIV/AIDS, TB is the other most pressing chronic disease confronting our healthcare team. The TB incidence rate at our South African operations remains high compared with World Health Organization and national benchmarks. To address this, we are working to proactively reduce the rate of TB incidence per 100 000 employees to below the national level by December 2024 to ensure we meet the industry milestone. Our TB control programme – aligned with the relevant guidelines and prescriptions of the World Health Organization and national strategic plan to combat TB – focuses on contact tracing, comprehensive screening, testing, hospitalisation of infectious cases and a directly observed therapy short course. Our target includes screening over 95% of our employees for TB every year.



**PAPUA  
NEW  
GUINEA**

**Health statistics – Papua New Guinea**

Region	FY21	FY20	FY19	FY20	FY19
Health examinations conducted	<b>11 489</b>	20 452	17 601	15 198	13 133
Employees treated for respiratory ailments	<b>707</b>	1 905	2 191	2 581	2 427

In Papua New Guinea, all primary healthcare needs and occupational health surveillance are provided to our employees and contractors through medical centres at Hidden Valley and Wafi-Golpu. The medical centres are staffed by a team of full-time doctors and nurses who work based on a roster of six weeks on and three weeks off.

We use online medical registers to track and review each patient’s progress from first visit to final treatment. Our medical centres are equipped to deal with most work- and non-work related injuries, illnesses and diseases.

**TB**

Given the humid climate, upper respiratory tract infections and TB are our main medical concern. To effectively manage TB, we have a digital X-ray machine, GeneXpert lab machine and a medical laboratory to accurately diagnose this chronic disease as well as other tropical diseases.

**OCCUPATIONAL HEALTH**

**Noise management**

As an open-pit operation, Hidden Valley uses large mining vehicles and earth-moving equipment, making it a noisy environment. To counter this, we have a robust programme for noise monitoring and ensure employees wear the correct hearing-protection devices.

**Lifestyle diseases and mental health**

Chronic heart disease, hypertension and diabetes are the most common ailments. There has also been a concerning rise in the number of mental health issues.

**Malaria**

Malaria is endemic in many parts of Papua New Guinea. While this does not necessarily affect the Hidden Valley operation, given its high altitude, the disease poses a risk to employees, contractors and communities

living in valleys below, where it is rampant. It is also a risk for our Wafi-Golpu employees and contractors. Our community health projects play a vital role in combating the disease, particularly given its high mortality rate among young children.

