



COVID-19: BACK TO WORK, SAFELY



This communication provides an overview of key aspects of the approach Harmony has taken, in the face of the continuing COVID-19 global pandemic, towards ensuring a safe and healthy return to work by its employees in South Africa in compliance with revised national lockdown regulations and maintaining their safety and health at work.

In Papua New Guinea, Harmony's Hidden Valley mine has continued to operate under lockdown in terms of that country's State of Emergency.



Message from CEO Peter Steenkamp

The COVID-19 global pandemic is an unprecedented time in the history of Harmony, the mining industry of which we are part, the two countries where we operate and the world at large.

In South Africa, President Cyril Ramaphosa declared COVID-19 a national disaster on 15 March 2020. A little over a week later, on 23 March 2020, he imposed a nationwide 21-day lockdown to curb the spread of the virus.

During this time, all nine of our underground mines in South Africa ceased mining and were placed on care and maintenance. Our surface treatment plants at the underground mines, our surface retreatment operations and our open-pit mining operation in South Africa's North West Province continued to operate albeit at reduced rates.

Throughout this period, to ensure the health and safety of employees at work, we adhered strictly to protocols informed by guidelines provided by the World Health Organisation, South Africa's National Council for Communicable Diseases and the Minerals Council South Africa, the requirements of the South African Government's Department of Minerals and Energy (DMRE) and discussions with trade unions.

On 16 April 2020, the South African Government eased lockdown regulations to allow the country's mines to resume operations at a level not exceeding 50% of capacity until further notice. On 20 April 2020, our employees began returning to work. This was done following a comprehensive issues-based

risk assessment and in accordance with our own Standard Operating Procedure, developed with the recommendations, requirements and inputs of the parties detailed above.

In Papua New Guinea, where we own and operate the Hidden Valley mine, the government declared a 14-day State of Emergency with effect from 24 March 2020 and subsequently a two-month extension from 6 April 2020. In the best interests of employees at work and on leave at the start of the State of Emergency, and with government's approval, Hidden Valley entered lockdown and has continued to operate.

Employees and contractors at the mine at the time of the lockdown continued to work while those on leave stayed at home. Only deliveries of essential goods and services to the mine have been permitted, and those in accordance with strict control measures.



An initial group of employees and contractors have since left the mine and in the weeks ahead movements in and out of the mine are expected to gradually normalise, the pace strictly determined by various factors including the increasing availability of new screening protocols and associated facilities and domestic and international travel restrictions.

Now, and going forward to whatever will emerge as the world's "new normal", the safety and health of our employees at work, both in South Africa and Papua New Guinea, is our focus.

We understand and accept our responsibilities and are committed to playing our part.

We have been greatly encouraged by the support we have received thus far from all of our stakeholders, but we will continue to appeal for even more support in the weeks and months ahead. To combat this pandemic will require all of us, collectively and as individuals, to continue to exercise vigilance, discipline and care, both for ourselves and each other.

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RECALLING EMPLOYEES

The recall of our employees from within South Africa and the labour-sending areas within the Southern African Development Community (SADC) has been informed by our stakeholder engagement and return to work action plans. We have engaged closely with the DMRE, trade unions, joint operational centres, South African provincial command centres, the consulates of the SADC countries and TEBA, an organisation providing a range of employee-related services to the South African mining industry.

We have human resources teams at each of our operations responsible for selecting returning employees, who are then notified by SMS or their local TEBA office. Travelling permits can be accessed from the Harmony website and either printed by employees themselves or collected at their local TEBA office or police station. Employees with pre-existing medical conditions that make them particularly vulnerable have been identified for close monitoring throughout the return to work process and once they are back at work and for 'flu vaccinations and other prophylaxes.

We have developed and launched an app, called Harmony Connect, which is proving invaluable in keeping South African employees informed about the return to work process and the vital importance of their following – individually and collectively – of all the measures in place to prevent the spread of the virus wherever they may be. In Papua New Guinea, Hidden Valley has a bespoke Facebook page to help stay "connected" with employees, their families, communities and other stakeholders through the crisis.



TRANSPORTING EMPLOYEES

Buses and taxis used to transport employees back to our mines are thoroughly sanitised before and after each journey. Each passenger is temperature screened, sanitised and issued with personal protective equipment (masks and gloves) before boarding and, in terms of seating arrangements, the one-metre social distancing principle is applied.





ACCOMMODATING EMPLOYEES

All employees returning to the mines and their hostels are temperature-screened by company-employed doctors and nurses, based at and operating from each mine's medical hub. Sanitising, de-densification and social distancing are applied in all hostel areas where employees and hostel staff congregate – kitchens, ablution facilities, eating halls and visiting areas – sanitisers, soap and water dispensers are provided.



EMPLOYEES AT WORK

At the start of each shift, all employees are temperature screened. PPE (masks and gloves) are issued daily and are required to be worn throughout the shift. Shaft conveyances have been de-densified and social distancing is applied wherever possible throughout the workplace. Sanitisers, soap and water are provided to encourage recommended hygiene practices.

Daily, each employee must complete a health self-assessment, available as a form in English, Sesotho, isiXhosa and Setswana, on the app or as a hard copy. There is a COVID-19 hotline that employees are encouraged to use if they think they are showing symptoms or have any questions.

We have agreed with trade unions that they may conduct safety audits in conjunction with our management teams, to provide them with the assurance that employees' safety and health are being prioritised.





ISOLATION AND QUARANTINING

Employees identified during screening as showing symptoms have the choice of self-isolating at home if they can or of being isolated at one of our facilities, in either case under medical surveillance. Those who test positive for COVID-19 will be quarantined at one of our quarantine sites.

These include a 200-room facility in the Free State and a 150-room facility in North West province. In compliance with regulation, we provide data on screening and testing to the designated South African authorities.

Employees who have isolated for the required period without testing positive and those who test positive and make a full recovery require a medical clearance certificate before returning to work.

