



MHSC
Mine Health and Safety Council

2024 MINE HEALTH AND SAFETY TRIPARTITE SUMMIT

MHSC TRIPARTITE PRINCIPALS PLEDGE AND COMMITMENT TO ACHIEVING 2024 MILESTONES

Summary of the 2024 Milestones

1. Elimination of fatalities
2. Elimination of reportable accidents
3. Review of the effectiveness of initiatives around elimination of fatalities and reportable accidents
4. Elimination of occupational lung diseases
5. Elimination of noise induced hearing loss
6. Mental health awareness in SAMI
7. Prevention and reduction of TB and HIV in SAMI
8. Implementation of the MHSC's Centre of Excellence
9. Implementation of Culture Transformation Pillars
10. Health of Women in Mining
11. Safety and Security of Women in Mining

CULTURE TRANSFORMATION FRAMEWORK

Implementation of Culture Transformation Pillars

- 100% Implementation of the Leadership Pillar by December 2026
- 100% Implementation of the Risk Management Pillar by December 2026
- 100% Implementation of the Bonus and Incentives Pillar by December 2026
- 100% Implementation of the Diversity Management Pillar by December 2026
- 100% Implementation of the Leading Practices and Technology Pillar

WOMEN IN MINING

Safety and security of women in mining

- Elimination of GBVF incidents in the SAMI

Personal Hygiene of women in mining

- Provision of lactation facilities for nursing female employees
- Provide adequate and well-maintained ablution facilities for WiM

SAFETY

Elimination of fatalities and reportable accidents:

- Every fatality is one too many. The mining industry aspires to reach the goal of eliminating all fatalities
- Every mining company must have a target of zero fatalities.
- Reduction of falls of ground (FOG) related reportable accidents by 20% per annum
- Reduction of reportable transportation and mining, machinery and conveyance reportable accidents by 20% per annum

CENTRE OF EXCELLENCE

Implementation of the Centre of Excellence

Implement Phase 2 of the Centre of Excellence (CoE) by December 2030

HEALTH

Elimination of occupational lung diseases through: Reduction of over exposure to dust

By December 2034, 95% of all exposure measurement results will be below the following limits for the respective respirable dust:

- 0.03mg/m³ for respirable crystalline silica dust
- 1.25mg/m³ for respirable coal dust
- 1.0mg/m³ for respirable platinum mine dust

[these results are individual readings and not average results, and the milestones will be reviewed in 2029 (after 5 years)]

Elimination of occupational lung diseases/ pneumoconiosis

- By December 2034, using current diagnostic techniques, no novice pneumoconiosis cases of; silicosis, coal worker's pneumoconiosis, and pneumoconiosis as a result of respirable platinum mine dust will occur amongst previously unexposed individuals.
(*Previously unexposed individual* are those unexposed to mining dust prior to December 2024 i.e. Equivalent to a new person who entered the industry in January 2025")

Elimination of noise induced hearing loss through quietening of equipment

- By December 2034, the noise emitted by individual pieces of equipment operated by employees and individual process equipment should not exceed a milestone sound pressure level of 104 dB(A)

Elimination of noise induced hearing loss

- Using current diagnostic methods, by December 2034, there should be no novice cases of noise induced hearing loss amongst previously unexposed individuals.
(*Previously unexposed individual* are those unexposed to occupational noise prior to December 2024 i.e. Equivalent to a new person who entered the industry in January 2025")

Mental Health Awareness in SAMI

- 95% of employees should be screened annually for mental health
- 100% of screened employees with mental health challenges to be linked to care annually (this includes in-house or referral)

Non-Communicable Diseases (NCDs) Awareness in the SAMI

- 100% of employees presenting during medical surveillance programme should be screened for NCD metabolic risk factors

Reduction and prevention of TB, HIV and AIDS in the SAMI

- By December 2034, the TB incidence rate of all commodities in the SAMI should be at or below the national TB incident rate
- 95% of employees should be offered HIV counselling and testing (HCT) annually with all eligible employees linked and retained to an antiretroviral therapy treatment (ART) programme as per the national strategic plan (NSP)

(This covers both in house and outsourced testing)

WE THE PRINCIPALS OF THE TRIPARTITE STAKEHOLDERS IN THE SAMI COMMIT TO ACHIEVING THE 2024 MINE HEALTH AND SAFETY TRIPARTITE SUMMIT MILESTONES

SIGNED BY:

DATE: 16 OCTOBER 2024

On behalf of the State

Name *Judith Nemaqiso-Khabalala*
Organisation *Department of Mineral Resources*
Signature *Judith Nemaqiso-Khabalala*
Deputy Minister

On behalf of Organised Labour

Name *Phuthumo Mamphele*
Organisation *AMCU*
Signature *Phuthumo Mamphele*

Name *Zwelonke Ntshongwe*
Organisation *NUMSA*
Signature *Zwelonke Ntshongwe*

Name *Faustin Maitso*
Organisation *UASA*
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Name *Gideon du Plessis*
Organisation *Solidarity*
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Name *Daniel Bolele*
Organisation *NUM*
Signature *Daniel Bolele*

On Behalf of Employers

Name *Paul Dunne*
Organisation *MINERALS COUNCIL OF SOUTH AFRICA*
Signature *Paul Dunne*

Name *Japie Fildes*
Organisation *Chair - CEO ZERO Harm Forum - Minerals Council*
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Name *Lesiba van der Berg*
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