



MHSC

Mine Health and Safety Council

MHSC NEWS

THE OFFICIAL MAGAZINE OF THE MINE HEALTH AND SAFETY COUNCIL

September 2026



Deputy Minister on WiM Indaba
2026

The State of Mine Health and Safety

Honourable Minister Mr. Gwede Mantashe

Cover Story:

**Mine Health & Safety Tripartite Summit
- 2026**



MHSC

Mine Health and Safety Council



ELIMINATION OF OCCUPATIONAL LUNG DISEASES

*“Every mine worker returning home
from work unharmed everyday.
Striving for Zero harm in our lifetime.”*

ABOUT MHSC

The Mine Health and Safety Council (MHSC) is a national public entity (Schedule 3A) established in terms of the Mine Health and Safety Act, Act No. 29 of 1996, as amended. The entity comprises a tripartite board represented by state, employer and labour members under the chairmanship of the Chief Inspector of mines.

The MHSC's mandate is to advise the Minister of Mineral and Petroleum Resources on mine health and safety legislation and research outcomes focused on improving and promoting mine health and safety in South African mining industry.

The Council also oversees activities of its committees, promotes a culture of health and safety in the mining industry, plans and coordinates the summit to review the state of occupational health and safety at mines every two years, and liaises with the Mining Qualifications Authority (MQA).

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Ms. Fatheela Brovko



Thirty years ago, the Mine Health and Safety Act made a promise that every mineworker should return home unharmed, every day. This quarter the industry came together to renew that promise, and the work it set in motion will define the next chapter of our journey to Zero Harm.

The 2026 Mine Health and Safety Tripartite Summit, held under the theme *"Accelerating Innovation, Inclusion and Accountability Towards the Achievement of Zero Harm"*, drew such strong interest that in-person places were fully subscribed and many more joined online. Government, organised labour and employers took an honest look at progress against the 2024 milestones and engaged on the issues that will shape mining's future:

building a unified safety culture, protecting mental health and managing non-communicable diseases, learning from major incidents, strengthening emergency response and trauma care, harnessing new technologies, and managing change safely. The Summit also reaffirmed a principle at the heart of the Act, that every worker has the right to refuse dangerous work and to leave a dangerous workplace.

The Women in Mining Indaba reminded us that progress depends on culture as much as compliance. A safe mine is one where every worker, woman or man, is protected by practice and not only by law, and the actions agreed at the Indaba will help close that gap.

Our Safety Day of Learning on shafts and winders showed the same spirit, with engineers, specialists and regulators sharing lessons openly so that the industry prevents the next incident rather than reacting to it.

None of this happens without the people behind it. The Council achieved 13 of its 14 planned output indicators and retained an unqualified audit opinion, during a period of real transition for the organisation. That is a credit to every member of the MHSC team, and it gives us a strong foundation for the quarter ahead.

Zero Harm is not a slogan. It is a standard we hold ourselves to on every shift, at every operation. Together, we will continue to make it the reality for every mineworker.

Zero harm in our lifetime.

Quarter 2 - July to September 2026

FROM THE EDITOR

Towards Zero Harm: A Renewed Call for Vigilance

Recent fatalities across the mining industry are an urgent reminder that the journey towards Zero Harm demands unwavering commitment. While the industry has achieved a sustained reduction in fatalities and injuries over time, the increase recorded this year has renewed concern and reinforced the need for vigilance. Every fatality is more than a statistic: it is a life lost, a family permanently affected, colleagues left to grieve and a community carrying the consequences.

Turning Commitment into Prevention

- **Learn from what works:** apply successful interventions and proven good practices consistently across the industry.
- **Act before harm occurs:** identify risks early and address weaknesses before they develop into incidents.
- **Strengthen critical controls:** ensure that safeguards are effective, properly implemented and routinely tested in practice.
- **Empower the workforce:** support employees to identify hazards, raise concerns and take an active role in prevention.
- **Lead with accountability:** continually assess whether systems, risk-management measures and controls remain fit for purpose.

MHSC Events Mobilising the Industry

This shared commitment was clearly reflected at the 2026 Mine Health and Safety Tripartite Summit, convened under the theme:

“Accelerating Innovation, Inclusion and Accountability Towards the Achievement of Zero Harm”. The event brought the industry’s collective responsibility into sharp focus, creating a platform for stakeholders to exchange knowledge, examine persistent health and safety challenges, and consider practical approaches that can strengthen prevention across South Africa’s mines. Strong interest saw all in-person places fully subscribed, while many more participants joined online—demonstrating a broad and growing resolve to turn dialogue, innovation and accountability into safer, healthier workplaces.

Beyond the summit, MHSC events continue to support the journey towards Zero Harm by encouraging collaboration, sharing lessons from successful interventions and reinforcing accountability at every level of the industry.

These engagements help translate strategic commitments into meaningful workplace action—from strengthening critical controls and improving risk management to empowering employees to identify hazards and speak up before harm occurs. Their value will ultimately be measured by the consistency with which agreed priorities are implemented and by the lasting improvements they deliver for mineworkers, their families and mining communities.

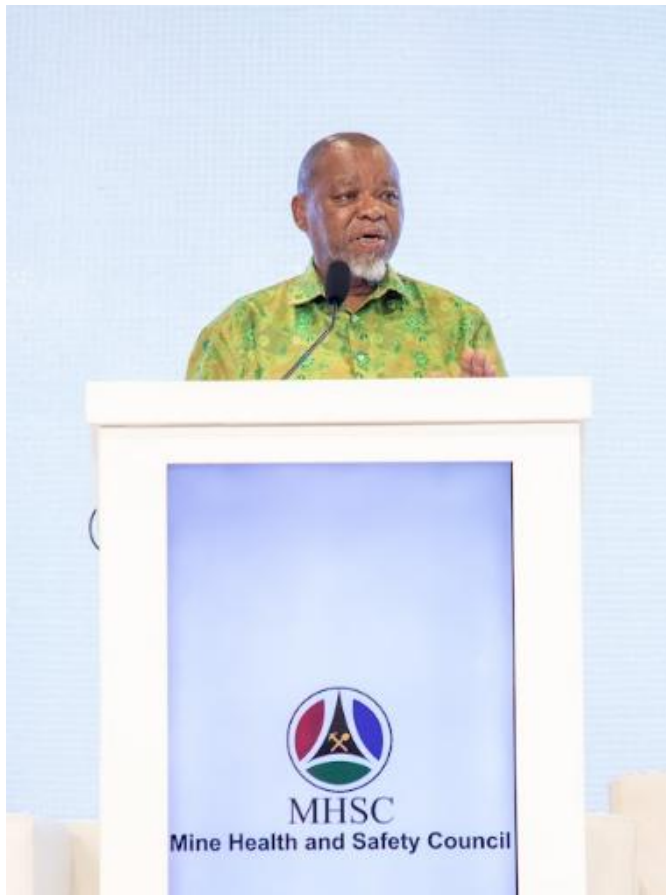
Goodwill Shivuri

COVER PAGE STORY

Mine Health Tripartite Summit - 2026

Reflections on the state of mining industry's journey towards Zero Harm. *Transcribed speech*

We meet here exactly two years after our last **Mine Health and Safety Tripartite Summit**, during which we assessed the state of the mining industry in terms of health and safety, and mapped out a path towards the attainment of **Zero-Harm**.



Minister of Minerals and Petroleum Resources, **Honourable Mr. Gwede Mantashe** delivering a keynote address at the Tripartite Summit 2026

Despite challenges, since our last meeting, the industry has recorded **progress**. In 2024 alone, the industry recorded 42 fatalities, marking the lowest fatalities in the history of South African mining. This record was further improved in 2025, with **41 fatalities**.

These figures represent a significant reduction from the historical 435 fatalities recorded during the **Coalbrook disaster**, 177 fatalities during the **Kinross disaster**, and 104 fatalities recorded at **Vaal Reefs**. However, even as we acknowledge this progress, we must bear in mind that **these are not merely numbers**. These are **lives lost in the line of duty**. These were **breadwinners** who left behind families to fend for themselves. This can be better understood and appreciated if we analyse these **fatalities across the various commodities**. The 2024 statistics indicate that the **platinum sector recorded 18 fatalities**, followed by **gold with 12**, **coal with 6**, **chrome with 3**, **diamonds with 2**, and **other mines with 1**.

In **2025**, **gold** was the largest contributor with **21 fatalities**, followed by **platinum with 11**, **chrome with 3**, and **coal with 2**. Regrettably, as of **14 September 2026**, the industry had recorded **49 fatalities**. Of these, **3 are classified as miscellaneous fatalities**, referring to cases where the cause of death has not yet been determined. We, therefore, urge the industry to expedite investigations into these fatalities and ensure the timely finalisation of the causes of death. Establishing the circumstances surrounding each fatality is essential to strengthening preventative measures and advancing our collective commitment to Zero-Harm. By 14 September this year, the **platinum sector accounted for 18 fatalities**, followed by **gold with 17**, and **diamonds with 5**.

In essence, **platinum and gold collectively account for more than 70% of all fatalities recorded in 2026 alone**, demonstrating the continued concentration of fatal risks within these two sectors. This brings into question: with the prices of gold and platinum doing well, **could it be that mine owners are chasing profits at the expense of health and safety?**



Minister Mantashe addressing delegates at the Tripartite Summit 2026

We submit to this summit that the industry **cannot put profits above the health and safety of workers**. The industry must respect workers, because it is the **workers who convert investments into wealth**. An inherent risk to workers today that we need to address is **contract work**, which is a manifestation of exploitation and unemployment. Statistics show a correlation between the **increase of contract workers** in the mines and the **increase in fatalities**. This summit must discuss this issue and come up with recommendations on how best to resolve it. We cannot allow workers to be exploited perpetually simply because they are employed as contract workers. **Every worker deserves fair treatment, decent working conditions, and protection from exploitation**. It is the duty of all of us in this room, and of the entire industry, to ensure that the rights of workers are upheld, irrespective of the nature of their employment.

Another emerging challenge that this industry must address is the issue of **mineworkers who lose their lives while commuting to and from work**. In our statistics, we do not record these as mine fatalities, even though the victims are mineworkers. Previously, **mineworkers stayed in hostels** and did not have to travel long distances by road to get to work. We did away with that system, and now many mineworkers are losing their lives on the roads. This summit must **help us find solutions to this problem**.

An equally important issue for this summit to address is the conduct of mine owners who after an accident has occurred at their operations, they **file for liquidation in an attempt to shift responsibility**. A case in point is the **Lily Mine** and the **Ekapa mine disaster**, which claimed five lives, earlier this year. To us, doing so amounts to **acting in bad faith**, and it **must never be allowed**.



Delegation from **organized labour** was well represented at the 2026 tripartite Summit.

In the case of Ekapa disaster, we insisted that the mine owners must retrieve the bodies, which was done successfully. We cannot allow a situation where mine owners extract minerals and derive value, but when disaster strikes, they run for cover and expect government to take responsibility.

It is within this context that we maintain that the **owners of the Lily Mine must take responsibility of retrieving the container and the bodies**, so that the affected families can find closure. These issues remain a concern to us and underscore the need for **sustained and comprehensive health and safety measures in South African mines.**



Honourable Deputy Minister of Health, Dr Mathume Phaahla, giving a message of support

Non-Communicable Diseases (NCDs), including **mental health disorder**, remain a major cause of medical incapacity and fatalities in the industry. If we are to improve the health and safety of mineworkers and achieve our goal of Zero-Harm, we must work together to address these challenges, promote a culture of health and wellness, and ensure that workers receive the necessary support and care. This summit must, therefore, **move beyond a mere assessment of progress against the milestones** adopted in previous summits.

We must move towards a **clear programme of action that will take us to zero harm**. If we are to attain this goal, **workers must also take responsibility for their own health and safety.**



Director General at DMPR Mr Jacob Mbele set the tone for the summit during the official opening

The Mine Health and Safety Act (MHSA) gives every mineworker a legal **right to leave, or refuse to enter, a dangerous working place**. This right applies to every mineworker, whether a full-time or contract worker.

It is your right. Exercise it. Do so for your own health and safety. Let us not use this summit for **blame games**. This is not the time for blame one another for our shortcomings. Let us use this summit to **recommit ourselves to strengthening health and safety at our mines**. This places a greater responsibility on each one of us in this room to agree on **focused and implementable actions**, with clearly defined outcomes, responsibilities, timelines, and reporting mechanisms. These mechanisms will enable us to **monitor progress and intervene where implementation is inadequate.**



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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

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)

HEALTH

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 counseling 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 SUMMIT MILESTONES

SIGNED BY:

On behalf of the State

Name: *Judith Nenekele-Tshabalala*
Organisation: *Department of Mineral Resources*
Signature: *[Signature]* *Deputy Minister*

On behalf of Organised Labour

Name: *Thabane Maseko*
Organisation: *AMCU*
Signature: *[Signature]*
Name: *Zwakhama Miki*
Organisation: *NUMSA*
Signature: *[Signature]*
Name: *Patricia Moko*
Organisation: *IFAWU*
Signature: *[Signature]*
Name: *Gideon du Plessis*
Organisation: *Solidarity*
Signature: *[Signature]*
Name: *Benjamin Bhebe*
Organisation: *NUM*
Signature: *[Signature]*

DATE: 16 OCTOBER 2024

On behalf of Employers

Name: *Ben Duvie*
Organisation: *Minerals Council of South Africa*
Signature: *[Signature]*
Name: *[Signature]*
Organisation: *South African Chamber of Mines*
Signature: *[Signature]*
Name: *[Signature]*
Organisation: *South African Chamber of Mines*
Signature: *[Signature]*

Tripartite Perspective

Mine Health and Safety Summit Marks 30 Years of MHSA with Renewed Push for Zero Harm

Industry leaders were urged to accelerate innovation, inclusion and accountability as South Africa confronts a concerning rise in mining fatalities.

The 2026 Mine Health and Safety Tripartite Summit marked 30 years of Mine Health and Safety Act, with social partners reflecting on three decades of progress while confronting the work still required to protect mineworkers.



Chief Inspector of Mines and MHSC Board Chairperson Mr David Msiza addressing delegates at the Tripartite Summit 2026

Over that period, the council has contributed research, new knowledge, innovation, technologies, guidelines and regulations in support of the mining industry's goal of Zero Harm.

The anniversary offers an opportunity not only to recognise those achievements, but also to apply the foundation already built to the persistent health and safety challenges facing the sector.

Meeting under the theme, “Accelerating Innovation, Inclusion and Accountability Towards the Achievement of Zero Harm,” government, employers, organised labour, mineworkers and other stakeholders are called on to strengthen effective measures and address areas where efforts have not delivered the required results.

Safety Central to Mining's Future

Mining remains a bedrock of South Africa's economy and a meaningful contributor to national development. However, the pursuit of growth, competitiveness and transformation cannot come at the expense of people's lives, health or dignity. The sector's long-term sustainability depends on how well it protects its workforce.



MHSC Acting CEO, Ms Fatheela Brovko addressing delegates at the 2026 Tripartite Summit.

A successful mining industry must be one in which employees are respected and can return home safely at the end of every working day.

Zero Harm therefore remains at the centre of the industry's collective efforts. Health and safety cannot exist only in policies and commitments; they must be evident in daily decisions, strengthened systems and consistent action at every level of leadership. The summit is also emphasising that mine safety is not merely a compliance exercise. It is integral to a productive, sustainable and profitable mining business, and requires collective ownership from every social partner.



Delegates attending the **Tripartite Summit** held at Emperors Palace in Ekurhuleni

Fatality Increase Raises Concern

Although the industry has recorded a sustained reduction in fatalities and injuries over time, the increase in fatalities this year has prompted renewed concern and an urgent call for vigilance.

Each fatality represents far more than a statistic: it is a life lost, a family permanently affected, colleagues left to grieve and a community carrying the consequences. The latest trend demands increased and sustained attention.

The priority now is to learn from successful interventions, apply good practices consistently and place greater emphasis on prevention. This means identifying risks before they cause harm, addressing weaknesses before they become incidents and ensuring that controls are both effective and properly implemented. Strong systems, rigorous risk management and an empowered workforce will be essential. Leaders must continually assess whether existing measures remain effective and whether risks are being identified and controlled in practice.



Ms Letisha van den Berg: Director of ASPASA, small mining operations sharing industry's experience with delegates at the Summit

Inclusion and Wider Risk Management

Safe workplaces must protect the dignity of every employee, including women, who have an equal right to environments that are safe, respectful and free from harm.

Inclusion must be reflected not only in formal commitments, but also in how workplaces are designed, managed and experienced.

The industry's responsibility also extends beyond mine boundaries. Risks involving residue deposits and tailings dams can affect surrounding communities and the environment, requiring sound engineering, effective monitoring, clear accountability and readiness to act when warning signs emerge.



Organised labour representatives, **AMCU, NUM and UASA**, enjoying a moment of jubilation, songs and dancing during the Tripartite Summit 2026

Innovation Must Strengthen Prevention

Innovation and collaboration are expected to play a larger role in improving mine health and safety. This includes creating platforms for sharing good practices, strengthening partnerships and developing practical programmes that benefit the industry as a whole. Innovation is not limited to new technology.

It also includes better approaches to risk management, improved ways of working and more effective methods of turning research, knowledge and lessons learned into practical action.

Artificial intelligence could help the industry analyse large volumes of data, identify emerging patterns, support better decisions and provide earlier warnings of conditions that may contribute to incidents.

It could also strengthen predictive risk management by making better use of information already generated across the sector. Technology, however, cannot replace sound judgement, effective systems or an empowered workforce. Its adoption must be guided by safety, accountability, appropriate governance and practical value.



Vice President of the Minerals Council of South Africa **Mr. Moses Madondo**

The summit programme brought together stakeholders including the Portfolio Committee on Mineral and Petroleum Resources, the Department of Mineral and Petroleum Resources, the Department of Health, employers and organised labour.



General secretary of NUMSA, **Mr Irvin Jim** addressing delegates during the Summit

Delegates received feedback on progress against the 2024 Summit milestones and related action-plan initiatives. The review identified what has been achieved, what remains outstanding and where additional effort is needed, while examining factors that may have constrained progress towards health and safety targets in SAMI.

Participants have been urged to engage openly and constructively in discussions and breakaway sessions, ensuring that the lessons of the past 30 years shape the next chapter of mine health and safety. The central message remains clear: innovation must serve prevention, inclusion must ensure that every mineworker is protected, respected and heard, and accountability must be demonstrated through action.

The summit also extended condolences to the families, colleagues and communities of workers who have lost their lives in the sector and wished a speedy and full recovery to mineworkers injured in accidents or affected by occupational diseases.



Ms Mpumi Zikalala, CEO of Kumba Iron Ore, addressing delegates during the Tripartite Summit

AfriSam Operational Excellence

AfriSam Ulco celebrates a milestone of 3 million fatality-free shifts

AfriSam Ulco celebrates three million fatality-free shifts, recognising the collective commitment behind ensuring that every person returns home safely every day.

The milestone follows 16 years of sustained safety improvements at the operation. After recording eight lost-time injuries in 2016, the teams regrouped and opted for a different approach that had a significant effect on the incident rates.

“Three million fatality-free shifts belong to every employee and contractor who chooses to work safely, who chooses to speak up and who chooses to look out for others,” said Johan Lamprecht, SHE Manager at AfriSam Ulco. “This milestone shows what is possible when safety becomes part of our culture rather than a compliance mindset without understanding or ownership.”



AfriSam Ulco team celebrating safety milestone – **3 million** fatalities free shifts

Ulco’s safety journey included various initiatives that spoke to safety being personal.



The operation’s experience showed that awareness campaigns alone were insufficient but lasting improvement came when safety became personal, where working safely and avoiding the negative results of accidents were connected to the people waiting at home, and employees were given clear behavioural tools to apply during each task.



Mr Vishal Aniruth, AFRISAM Executive

The operation’s experience showed that awareness campaigns alone were insufficient but lasting improvement came when safety became personal, where working safely and avoiding the negative results of accidents were connected to the people waiting at home, and employees were given clear behavioural tools to apply during each task.

Daily systems provided the foundation for this progress. Mechanisms were put in place to help teams constantly evaluate and understand plant conditions on every shift, while SHE representative breakaways and the key leader initiative improved trust and shared as well as individual responsibility throughout the operation.

Leadership visibility was another important contributor. Managers became more present on the plant, while risk assessment initiatives moved safety ownership closer to the employees performing the work. The culture shifted from a compliance-driven and policed work environment to one where ownership of the safety culture by individuals became priority.



DMPR Senior Inspector in the Northern Cape – **Mr Sifiso Gumede**, giving message of support to the team at **AfriSam Ulco**.

“AfriSam’s values have been the key lever in achieving this safety success. By putting people first, encouraging every employee to speak up and holding one another accountable, these values have translated safety into a shared way of working, one that guides every meeting, every decision and every action,” said Vishal Aniruth, AfriSam’s Executive for Cementitious.

On 28 August 2026, the Ulco team held a celebratory event, where all employees were present, including members from the Mine Health and Safety Council (MHSC) and the Department of Mineral and Petroleum Resources (DMPR).

Despite the milestone, Ulco recognises that discipline remains an ongoing goal. This includes avoiding shortcuts, addressing unsafe behaviour within teams and ensuring leaders never walk past a deviation from the required standard.



Mr Johan Lamprecht, SHE Manager at AfriSam Ulco

“This achievement is not the end of the journey,” Lamprecht added. “Our responsibility is to sustain this safety culture and continue striving to ensure that everyone goes home safely.”

AfriSam is a leading construction materials company in Southern Africa, supplying cement, readymix concrete, aggregates and related building materials and solutions to infrastructure, commercial, industrial and residential markets. With a proud heritage spanning more than 90 years, AfriSam is committed to building a sustainable future through quality products, technical expertise, operational excellence and responsible business practices. The company serves customers across South Africa, Eswatini and Lesotho with a strong focus on quality, customer partnerships, safety and environmental stewardship.

For more information, visit www.afrisam.co.za



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MEN'S MENTAL HEALTH MATTERS



Men face disproportionately high suicide rates, undiagnosed mental illnesses, suppressed emotions and few safe outlets.

Seeking support is a strong, necessary step — not a sign of weakness.



Take care of your mental health. Reach out early. Support saves lives.

Real strength is looking after **your mind.**



1. SIGNS YOU MAY BE EXPERIENCING MENTAL HEALTH DIFFICULTIES



Withdrawing or isolating from others



Loss of interest in normal activities



Increased alcohol or substance use



Engaging in risky behaviours



Persistent anger or irritability



Feelings of hopelessness or suicidal thoughts



Neglecting personal care



Difficulty managing daily tasks



Excessive work to avoid problems

2. TAKE ACTION



Find daily activities that support mental health and set a simple routine.



Be physically active and do brain-stimulating tasks regularly.



Eat a balanced diet and avoid excessive alcohol.



Build and maintain real-life social connections.



Seek positive role models and professional support when necessary.

3. STEPS TO TAKE IF YOU ARE STRUGGLING MENTALLY



Admit you're not okay — recognizing distress is the first step toward getting better.



Talk to someone you trust — share your feelings and allow yourself to be vulnerable.



Learn about mental health — understand common issues and what help is available.



Avoid substance use — numbing feelings can worsen problems; focus on practical steps.



Limit contact with triggers — reduce exposure to people or places that harm your wellbeing.



Connect and seek professional help — reach out to friends, family, or a mental health professional.

4A. HOW LOVED ONES CAN HELP



Offer a safe, supportive space where he can talk without fear of criticism.



Listen actively and with empathy.



Encourage small, practical steps toward wellbeing when he is ready, and help arrange professional support if needed.



**STRONG MINDS.
STRONG MEN.
STRONGER TOGETHER.**

4B. HOW WORKPLACES CAN HELP



Foster a positive culture that values mental health and personal growth.



Provide accessible mental health programs, screening, and clear pathways to care.



Normalize conversations about mental health and encourage men to seek help.



**YOU MATTER.
WE CARE.**

YOU ARE NOT ALONE.

Reach out. Talk. Get support.
There is help. There is hope.



**ASKING FOR HELP
IS STRENGTH.**



BE SAFE.



BE HEALTHY.



BE SUPPORTED.



BE STRONG.

Minerals Council of SA

Assessment of illegal mining in the country

Illegal mining is a threat to the sustainability of the formal mining sector and it is associated with violence, criminality, human trafficking and environmental degradation. Illegal mining and organised crime are inter-related. Very often, illegal mining is spearheaded by globally connected criminal syndicates.

Zama zamas, as illegal miners are known in South Africa, as well as the syndicates employing them and competing for territory are often heavily armed, have explosives and, when trespassing on operating mines, set ambushes and booby traps for employees, security personnel and rival groups of illegal miners.



Illegal mining has a range of negative social and financial impacts on the state, employees, companies, the mining sector and the country because of loss of revenue, taxes, employment opportunities, capital expenditure, exports, foreign exchange earnings and procurement, among others.



MINERALS COUNCIL
SOUTH AFRICA

The corruption of authorities and mine employees either through complicity or intimidation is a hallmark of these criminal activities.

The Minerals Council supports the pragmatic formalisation and regularisation of artisanal mining in selected communities where it is practiced. This will ensure that artisanal and small-scale miners operate within the ambit of the Mineral and Petroleum Resources Development Act as legitimate, tax paying, law-abiding entities. It is not a process that will legitimise illegal mining syndicates.

The need for dedicated legislation to define and punish illegal mining and the associated crimes is critical. Currently, illegal miners can expect to escape with a slap on the wrist after being convicted of the minor crime of trespassing. The Mineral Resources Development Bill seeks to address this point. Please click on this link for the Minerals Council's public comments on the Bill: [Minerals Council South Africa Responds to the Mineral Resources Development Bill - Minerals Council South Africa](#)

Far tougher laws and sentences, effective policing and improved crime intelligence are needed to address illegal mining and the associated criminality, and to make arrests all the way up to the leaders and masterminds of these syndicates.

Illegal mining presents a serious risk to the sustainability of the industry and its ability to contribute to a meaningful future for all South Africans. The reputational risk to South Africa as a source of ethically mined minerals and metals is under threat. Theft of minerals and metals from existing operations as well as infrastructure theft increases the cost of mining through increased security requirements and replacement of stolen materials.

The negative impacts go beyond financial considerations, affecting the social fabric of our country.

The negative impact of illicit mining activities on nearby communities, which include rape, murder, violence, human and child trafficking to work as illegal miners or sex workers, extortion, and the degradation of values is compounded by the destruction of water sources and other environmental consequences as a result of unfettered extraction of minerals with no regard to health, safety or environmental rules that strictly apply to the formal mining sector.

No single stakeholder can address the challenge of illegal mining and collaboration is key. The industry, individually and through the Minerals Council, remains committed to working with other stakeholders in addressing this serious challenge.





MHSC

Mine Health and Safety Council



EMERGING HEALTH ISSUES

*“Every mine worker returning home
from work unharmed everyday.
Striving for Zero harm in our lifetime.”*

Women in Mining Indaba - 2026

WiM takes center stage in the South African Mining Industry

DMPR Deputy Minister, Honourable Ms Phumzile Mgcina has called for greater funding and opportunity for women, while the Mine Health and Safety Council says transformation must also deliver workplaces designed around women's health, safety and dignity. The Deputy Minister of Mineral and Petroleum Resources addressed women leaders, professionals, entrepreneurs and decision-makers during the Women in Mining Indaba engagement in Emperors Palace, August 20th bringing Women's Month to a close by recognising those shaping the future of South Africa's mining industry.



DMPR Deputy Minister Honourable **Ms Phumzile Mgcina** delivering keynote speech at WiM Indaba

Her call for wider participation aligns with the Mine Health and Safety Council's (MHSC) view that women's advancement must be supported by safe, inclusive and gender-responsive working conditions. Ms Mgcina said the achievements of women in the sector were especially significant given the industry's long history of exclusion

Although South Africa has been a mining nation for more than a century, women were prohibited by law from working in mining for much of that period. She added that the black majority, whose livelihoods had historically been rooted in agriculture, was systematically dispossessed and economically marginalised. Many people were forced into the migrant labour system that sustained the mining industry, while those permitted to work in mines faced profound discrimination.

Legacy of Courage and Resistance

Despite that history, Ms Mgcina said South Africa's story was also defined by courage, resistance and resilience. She paid tribute to Lilian Ngoyi, Helen Joseph, Rahima Moosa and Sophia Williams-De Bruyn, who joined thousands of women in marching to the Union Buildings in August 1956 under the banner "Wathint'Abafazi, Wathint'Imbokodo".



Delegates at **WiM Indaba 2026**, hosted at Emperors Palace

"It is fitting that we meet today—not simply as women, but as senior government officials, industry executives, investors and professionals—to reflect on how far we have come.

Today, more than 78 000 women participate in core mining activities, including exploration, mining and mineral processing. The Deputy Minister praised women in the room for their achievements, resilience and contribution to the industry's transformation. The increase in participation has also sharpened attention on the conditions women encounter underground, at processing operations and across the mining value chain.



Ms Fatheela Brovko, MHSC Acting CEO sharing research outcome advancing the interest of women in the SAMI at WiM Indaba 2026

The MHSC's 2026 Women in Mining programme has identified equipment, protective clothing, infrastructure, lighting, transport and shift systems that still reflect a predominantly male design standard.

According to the Council, ill-fitting personal protective equipment can compromise comfort, mobility and protection, while equipment and tasks not adapted to women may increase strain and over-exertion. Occupational-health systems should also respond to women's needs throughout their working lives, including reproductive health, pregnancy, maternity, lactation, menopause, mental health and chronic-disease prevention.

Ms Mgcina indicated that partnership mechanisms were also being developed with the Department of Small Business Development to broaden and strengthen support for artisanal and small-scale miners.

Expanding access to capital and ownership, however, is only one part of transformation. The MHSC has identified gender-based violence, sexual harassment and psychosocial safety as workplace risks requiring trusted reporting channels, effective prevention and response measures, protection against retaliation, and clear leadership accountability.

The Council has also urged mines to move beyond policy by applying gender-responsive standards, using sex-disaggregated health and safety data, providing appropriate facilities and employment protection for pregnant and breastfeeding workers, assigning accountable champions and financing practical improvements at mine level. These measures connect women's economic participation directly to the industry's Zero Harm commitment.



DMPR's Chief Inspector of Mines, **Mr David Msiza** flanked by Deputy Minister Honourable **Ms Phumzile Mgcina** on the right.

Funding the Next Generation

Deputy Minister said government must continue opening doors for the next generation of women in mining by strengthening programmes that improve access to funding and opportunity.

She highlighted the Artisanal and Small-Scale Mining Fund and the Junior Mining Exploration Fund (JMEF) as initiatives intended to address barriers facing emerging participants in the sector.

The R400 million JMEF, established to improve access to funding for early-stage exploration, is supporting at least 13 projects, including women-led ventures. Through the Artisanal and Small-Scale Mining Fund, government also provides financial assistance to qualifying beneficiaries as part of broader efforts to expand opportunities for historically disadvantaged South Africans.

At least 20 artisanal and small-scale mining projects were supported through the 2025/26 financial-year allocation of R59.7 million. A further R31.12 million from the department's current-year allocation has been set aside to expand the programme.

Transformation Still Unfinished

Ms Phumzile said the progress made by women in mining deserved recognition but cautioned that transformation was far from complete. The next challenge, she said, was to keep the doors opened by previous generations accessible and ensure that more women have the resources, opportunities and support required to build lasting careers and businesses in the industry.



WIMAC Chairperson, **Ms Beauty Senabe** delivering a vote of thanks at the end of the WiM Indaba, surrounded by regional chairpersons of WiM structures across the country.

Mokala Mine Builds Its Future on Safety and

Strategic Global Manganese Supply

From a 2020 start-up near Hotazel to major safety recognition, the Northern Cape operation is carving out a role in one of the world's most important manganese regions.

HOTAZEL — Four kilometres north-west of this Northern Cape mining town, the Mokala manganese project is establishing itself in one of the world's most important mineral districts. Reached from the R380 linking Kuruman, Black Rock and communities farther north, the operation lies between the road and the Gamagara River, where neighbouring farms and mines meet the natural vegetation of the Kalahari.



The mine's path to production took shape over several years. Its feasibility study won Mokala Board approval in November 2015, and the design phase was completed by the end of October 2019. Construction was approved the following month, clearing the way for operations to begin in May 2020.

A safety record takes centre stage

Safety has become a defining part of Mokala's early story.



At the MineSafe Conference, the operation received three honours: *Best Safety Performance in Class*, *Best Improved Safety Performance*, and *Best Improved Safety Performance* among mines employing more than 500 people. It also secured the Northern Cape Mine Managers Association's 2025 award for the best performance in its safety competition.

That record reached another milestone on 25 July 2026, when the mine recorded 365 days without a *lost-time injury (LTI)* or *high-potential incident (HPI)*, according to the project overview. In an operation built around heavy equipment, blasting, haulage and processing systems, the achievement points to the importance of consistent risk controls, supervision and workforce discipline.

Mokala sits within the Kalahari Manganese Field, described in the project overview as the world's largest manganese deposit. The field stretches across the Northern Cape and includes the manganese-rich Hotazel Formation. Its exceptional scale and ore quality have placed the region at the centre of South Africa's role in global manganese supply.

Manganese is best known for its role in steelmaking, where it helps improve strength, hardness and resistance to wear.



It is also used in stainless steel and aluminium alloys, while selected battery chemistries have created an additional source of interest. That combination links mines in the Kalahari directly to construction, manufacturing, transport and emerging energy-storage supply chains. Mining in the field begins with gaining access to ore, followed by drilling, blasting and haulage. Run-of-mine material is then prepared for sale through stages such as crushing, screening and, where required, washing. These processes separate material by size, remove unwanted fines and help deliver ore that meets customer specifications. Reliable production depends on balancing grade, recovery, equipment availability safety and transport capacity. For Hotazel and the wider Northern Cape,

mine's influence extends beyond the pit. Direct employment spans production, engineering, maintenance, safety, administration and support services, while local contractors and small businesses can participate through transport, catering, security, maintenance and the supply of goods. In a sparsely populated province with limited alternative industries, those links can support household incomes and broader economic activity. Employment brings a parallel responsibility to develop skills. Operator training, technical development and repeated reinforcement of safety procedures help workers manage complex machinery and changing production conditions. When local recruitment and supplier development are sustained, the value created by mining can circulate more widely through nearby communities.



Mokala remains a comparatively young operation, yet its progress already mirrors the larger forces shaping Northern Cape mining: world-class geology, demanding logistics, pressure for meaningful local participation and an uncompromising focus on safe work. Its long-term success will be measured not only in tonnes produced, but in how consistently it converts a strategic mineral resource into lasting value for employees, communities, customers and South Africa.



MHSC

Mine Health and Safety Council

SLEEP WELL, WORK WELL

A GUIDE TO **FATIGUE** MANAGEMENT AT WORK

Staying awake for **24 hours** straight affects the human body almost exactly like a blood alcohol level of **0,05 g per 100 ml**, which exceeds South Africa's legal limit for drivers^[1].

IMPACTS OF FATIGUE

DECREASED

- Decision-making ability
- Ability to do complex planning
- Communication skills
- Productivity/performance
- Attention and vigilance
- Ability to handle job stress
- Reaction time
- Memory/ability to recall details

INCREASED

- Tendency for risk-taking
- Forgetfulness
- Errors in judgment
- Sick time & absenteeism
- Medical costs
- Accident rates
- Fatalities



SIGNS OF **FATIGUE**

Constant Yawning

Sleepiness

Headaches

Reduced Alertness

Increased susceptibility to illness

Loss of appetite

Low energy

Increased risk-taking

Fatigue: feeling very **tired, weary, irritable**, resulting from insufficient sleep, prolonged mental or physical work, shift work, or extended periods of stress or anxiety.



One shift worker in **five** dozes off during a shift

Extended working hours, shift work, physically demanding work, environmental stressors, and commuting fatigue are associated with an increased risk for occupational injuries due to **worker fatigue, less supervision during night shift, muscle fatigue, increased strain** on workers bodies and reduced time for rest and recovery^[2].

Fatigue is increased by...

Dark working areas

Poor ventilation

High temperatures

High noise

Long laborious repetitive tasks

Insufficient sleep

Mental and emotional stress

Negative safety culture and workload

TIPS FOR WORKERS

- **Prioritise sleep** aim for 7-9 hours of quality sleep each day. Maintain a consistent sleep schedule, even on days off.
- **Manage stress** practice relaxation techniques. Talk to colleagues or supervisors about work-related stress to prevent burnout.
- **Report fatigue** don't push through exhaustion-this can lead to dangerous mistakes.
- **Exercise regularly** engage in physical activity outside of work. Simple exercise like walking or stretching can help reduce muscle fatigue.

ADVICE FOR EMPLOYERS

Promote a fatigue-friendly culture encourage workers to report fatigue. Incorporate fatigue risk management in health and safety programs

Monitor workload **Incorporate** and encourage frequent breaks

Include fatigue assessments as part of Health and safety check-ups for employees

Fatigue can impact work performance. Highest number of fatalities is recorded from **October to December** yearly^[3]. Most accidents occur between **8 am – 2 pm**^[3]

References

[1] Canadian Centre for Occupational Health and Safety. Health Promotion/Wellness/Psychosocial www.ccohs.ca/oshanswers/psychosocial/fatigue.pdf.

TRIPARTITE STAKEHOLDERS



STRATEGIC PARTNERS



◆ DIAMOND PARTNERSHIP



Pinnacle Welding and Safety is a manufacturing and wholesale company headquartered in Johannesburg, South Africa, and a leading provider of comprehensive products and solutions for welding, PPE, power generation and tools. Our portfolio includes industry-leading brands as Chisa, Riland, Jasic, and Hilco. We operate in all SADC countries, and with branches in Durban, Cape Town, Gqeberha and Rustenburg.

“One World, Infinite Solutions”

With Pinnacle you will always have turnkey products and solutions for your business.



Rand Mutual Assurance (RMA) is a leader in administering workers' compensation benefits in South Africa, taking care of the everyday heroes who build, care, serve, and provide for us all. Our purpose is rooted in the Compensation for Occupational Injuries and Diseases Act (COIDA), but our mission goes far beyond the letter of the law. For us, a claim is never just a claim. It is a person's life, their livelihood, and their future. We enable their dreams, empower them, and work to restore their dignity.

“Safeguarding Everyday Heroes”

We stand with workers through life's toughest moments, delivering care, cover, and advocacy when it matters most.

PLATINUM PARTNERSHIP

“Breaking the Sound Barrier”

Amtronix (Pty) Ltd - Specialises in Occupational Health and is currently one of the largest suppliers of equipment to the mining and industrial health care sector in South Africa and Africa, with a focus on software solutions. We supply medical testing equipment and software and specialise in the following areas - Occupational Health, Schools and General Medical OH requirements. Our service includes equipment maintenance, servicing & calibration.

◆ SILVER PARTNERSHIP

Booyco Electronics - Produces reliable, quality equipment with a primary focus on Proximity Detection Systems (PDS) and Collision Prevention Systems (CPS).

Vertice - Mobile Healthcare that delivers integrated mobile clinics, digital radiology, AI-enabled screening and clinical software solutions to communities across Africa and beyond.

Expert Laboratory Services - A leading Forensic Toxicology Laboratory in South Africa, excelling in integrating science with legal integrity for workplace drug and alcohol testing.

Envirocon - Provider of advanced environmental and safety monitoring solutions in the mining industry. Product range includes real-time dust, gas, and noise monitoring systems.

Infinit - Provides end-to-end Safety, Health, and Environmental Management Software for high-risk operations in the Mining Industry.

PinkDrive - Provides mobile gender-related cancer screening, health education and early detection services to communities across South Africa.

Abby - Empowering workplaces, with specialised health screening and wellness solutions designed to support employee wellbeing across the mining sector and other industries.

Iptron Technology - Innovator in the critical field of conveyor tension technology, delivering world-class conveyor tension control solutions that enhance industrial efficiency, safety and performance.

Old Mutual - Contributes to improving the lives of our customers and their communities while ensuring a sustainable future for our business.

STRIVING FOR ZERO HARM IN OUR LIFETIME



MHSC
Mine Health and Safety Council

ZERO HARM
in our lifetime

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