

Chronic, Contagious and Communicable Diseases (CCCCD) Policy

Rand Refinery has committed and adopted this policy with respect to proactive promotion of preventative measures to Chronic, Contagious and Communicable Diseases (CCCCD) including Human Immune Virus (HIV, Acquired Immuno-Deficiency Syndrome (AIDS) and Sexually Transmitted diseases (STD).

This policy outlines the framework to all current and former staff members, contractors and stakeholders in making responsible decisions and articulate Rand Refinery understanding of healthy lifestyle which the company subscribes to.

OUR GOAL IS TO:

Continuously provide and promote safe working environment limiting the number of new infections among our employees and ensure that the rights of employees living with HIV and other medical diseases are protected and respected.

WE ARE COMMITTED TO:

- Provision of a safe work environment and conducting our business with respect and care for people.
- Ensuring that the rights of employees living with HIV and other medical diseases are protected and respected with regards to confidentiality of employee information.
- Non-discrimination of all employees with ill-health problems.
- Facilitation of access to treatment for all diseases.
- Minimising of new infectious diseases and lifestyle-induced diseases.
- Access to education and information regarding prevention of ill health and promotion and substance of good health through wellness programs.

- Continually improving Safety, Health and Environment management performance in accordance with ISO14001, OHSAS18001 and all relevant regulations and the principles of good governance and risk management.
- WE SHALL ACHIEVE THESE COMMITMENTS BY:**
- Create an environment at Rand Refinery which is conducive to dealing with all issues related to CCCC and other health challenges.
 - Provide and effective wellness education and treatment programme to our employees.
 - Create an effective support structure; assisting employees who are HIV negative to stay negative and employees who are HIV positive to remain healthy.
 - Encourage employees and management to convey sensitivity and understanding to employees with health challenges and treat them in a compassionate and non-discriminatory way.
 - Educate and advise business travellers.
 - Evaluate effectiveness of our wellness programme.
 - Research and benchmark on other successful CCCC policies.


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RAND REFINERY