

# CHRONIC CONTAGIOUS AND COMMUNICABLE DISEASES POLICY



Rand Refinery has committed and adopted this policy to proactively manage the transmission and contraction of Chronic Contagious and Communicable Diseases (CCCD) including Human Immune Virus (HIV), Acquired Immuno-Deficiency Syndrome (AIDS) and Sexually Transmitted Infectious Diseases (STI), and any epidemic diseases like SARS-COV-2 (known as COVID-19 virus). This policy outlines the framework to all associates, contractors, visitors, business neighbours and families in responsible decision making and articulates Rand Refinery's support of healthy lifestyle, business continuity and compliance to government regulations.

**Our goal is to:**

Continuously provide and promote safe working environment limiting the number of new infections among our associates/contractors and ensuring that the rights of associates/contractors living with HIV, recovering or infected with COVID-19 virus and other medical diseases are protected and respected;

**We are committed to:**

- Provide a safe working environment and conduct our business with respect and care for our associates/contractors, visitors and neighbours,
- Subscribe to high hygiene standards, adhere to social distancing and wearing of PPE provided,
- Ensure that the rights of associates/contractors living with HIV, COVID-19 and other medical diseases are protected and respected regarding confidential information,
- Non-discrimination of associates/contractors with ill-health problems,
- Ensure no stigma is attached to associates, contractors or visitors with COVID-19 or other diseases on-site,
- Facilitate Covid-19 management whilst implementing best or leading practices,
- Conduct investigations and conduct contact tracing for COVID-19 positive cases,
- Provide emotional and mental support for those who contracted the diseases,
- Minimise transmission areas of contagious diseases, like COVID-19 and others onsite through implementation of proactive measures,
- Monitor lifestyle-Induced diseases and give support to associates, contractors and visitors,
- Offer training sessions and information regarding living with COVID-19, prevention of ill health and promotion and sustenance of good health,
- Continually improve Safety, Health and Environment Management Performance, in accordance with ISO 14001:2015, ISO 45001:2018 and all relevant regulations and the principles of good governance and risk management,
- Comply with Government Regulations and Directives with regards to any epidemic, like COVID-19, and management thereof,
- Support any initiatives that promotes safe vaccination of society and provide protection.

**We shall achieve these commitments by:**

- Conducting target testing for associates, contractors and visitors with high comorbidities,
- Increasing disinfection frequency and conducting surface swabs for COVID-19,
- Providing PPE, sanitizers, soap and water to minimize infection of COVID-19,
- Installing technologies that will ensure proper disinfections,
- Creating an environment at Rand Refinery which is conducive to deal with all issues related to CCCD and other health challenges,
- Providing an effective wellness programme for our local associates, visitors, contractors, and families about the management of diseases,
- Providing technology platforms for symptom monitoring and contact tracing,
- Creating a support structure for assisting associates/contractors who are confirmed positive to receive occupational therapy support or offer accommodation during recuperation,
- Encouraging associates/contractors to convey sensitive information with an understanding towards other associates/contractors with health challenges and treat them in a compassionate and non-discriminatory manner,
- Minimising or eliminating hazards and risks to sustain a healthier work life balance,
- Appointing and training relevant associates with management of health effects,
- Establishing programs of return to work that highlight behavioural competencies required,
- Strengthening support structures for COVID-19 management,
- Addressing any adverse effect on the physical, mental, or cognitive conditions of associates,
- Consulting and engagement of associates and their representatives,
- Providing support for associates, contractors, and where possible for extended families for COVID-19 management,
- Educating and advising business travellers of prevalent infectious diseases,
- Evaluating the effectiveness of wellness programs and COVID-19 management, and
- Researching and benchmarking with other successful CCCD Policies.

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