

CHRONIC CONTAGIOUS AND COMMUNICABLE DISEASES POLICY

Rand Refinery has committed and adopted this policy in order to proactively manage the risks, transmission and contraction of Chronic Contagious and Communicable Diseases (CCCD) including Human Immunodeficiency Virus (HIV), acquired immunodeficiency syndrome (AIDS), Sexually Transmitted Infectious Diseases (STI) and any epidemic diseases like SARS-COV-2 (known as COVID-19). This policy outlines the framework to all associates, contractors, visitors, neighbours, and families in making responsible decisions and articulate Rand Refinery's support of a healthy work environment, lifestyle, business continuity and compliance to government regulations to which the company subscribes:

Our goal is to:

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

We are committed to:

- The assessment of communicable disease risks to identify major work health threats.
- Minimise high risk practices and transmission areas of contagious diseases onsite through the implementation of proactive measures.
- Monitor lifestyle-induced diseases and provided support to associates, contractors and visitors,
- Provide a safe working environment and conduct our business with respect and care for our associates, contractors, visitors, and neighbours.
- Subscribe to legislated hygiene standards, adhere to social distancing regulations, and wear PPE required.
- Prioritising health promotion and early detection of communicable diseases.
- Ensure that the rights of associates, contractors and visitors living with HIV, AIDS, COVID-19, and other medical diseases are protected and respected as required by applicable laws and regulations.
- Not to discriminate against or blame associates/contractors living with HIV, AIDS, COVID-19, and other medical diseases.
- Aid associates, contractors and visitors with COVID-19 management and benchmark our practices with those of leading countries and science in this field.
- Adhere to applicable country legislation pertaining to COVID-19 positive case management. Provide emotional and mental support for those who have contracted HIV, AIDS, COVID-19, or other medical diseases.
- Offer training sessions and information regarding living with communicable diseases, 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 regard to any epidemic, like COVID-19, and the management thereof,
- Support regulatory approved initiatives that promote the eradication of communicable diseases through preventative measures (e.g., vaccination)

We shall achieve these commitments by:

- Creating an environment at Rand Refinery which is conducive to deal with all issues related to communicable diseases and other health challenges.
- Creating support structures and providing an effective wellness programme for associates, contractors, and their families about the management of communicable diseases.
- Minimising or eliminating hazards and risks associated with contagious and communicable diseases.
- Investing in technologies and engaging in programs that would support reduction of substance abuse.
- Conducting pro-active testing for associates, contractors, and visitors, (especially those living with high comorbidities) during high infection periods of any disease.
- Installing technologies that will ensure proper decontamination of air and surfaces from pathogens.
- Providing technology for symptom monitoring and contact tracing when required.
- Encouraging associates and contractors to adhere to the requirements for confidential information with an understanding towards other associates and contractors with health challenges and treat them in a compassionate and non-discriminatory manner.
- Establishing programs of return to work that highlight behavioural competencies required following a communicable disease outbreak
- Strengthening support structures for COVID-19 management.
- Educating and advise business travellers of prevalent infectious diseases and offer support.
- Anyone presenting with flu-like symptoms must present themselves to the clinic for testing prior to resumption of duty
- Should the test be positive, Department of Health protocols will be adhered to. Should the test be negative, the affected personnel must adhere to all provided hygienic measures including wearing of face mask until the flu symptoms have subsided


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