

CHRONIC CONTAGIOUS AND COMMUNICABLE DISEASES POLICY

Rand Refinery has committed and adopted this policy 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 contagious and communicable diseases. This policy outlines the framework to all associates, contractors, visitors, neighbours, and families in making responsible decisions and articulates 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 ensuring that the rights of associates/contractors living with HIV, AIDS, infected with or recovering from the epidemic 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 provide 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, and wear PPE required.
- Prioritising health promotion and early detection of communicable diseases and other medical diseases.
- Ensure that the rights of associates, contractors, and visitors living with HIV, AIDS, and other contagious and communicable diseases are protected and respected as required by applicable laws and regulations.
- Not to discriminate against associates/contractors living with HIV, AIDS, and other contagious and communicable.
- Provide emotional and mental support for those who have contracted HIV, AIDS, or other contagious and communicable 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, and the management thereof, contagious and communicable disease.
- Support regulatory-approved initiatives that promote the eradication of communicable and other medical diseases through preventative measures (e.g., vaccination, testing, etc)

We shall achieve these commitments by:


- Creating an environment at Rand Refinery that is conducive to dealing with all issues related to communicable diseases and other health challenges.
- Creating support structures and providing an effective wellness program for associates, contractors, and their families about the management of communicable and other medical diseases.
- Minimising or eliminating hazards and risks associated with contagious and communicable diseases.
- Investing in technologies and engaging in programs that would support the 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 and sterilisation of air and surfaces from pathogens or poor air quality.
- 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 communicable and contagious management.
- Educating and advising business travellers of prevalent infectious diseases and offering support.
- Create an environment where any associate, contractor, or visitor takes the initiative to present themselves to the clinic for testing of communicable and contagious diseases should they be suspected.
- Protocols established by the Department of Health will be followed if the suspected carrier of a contagious or communicable disease is confirmed. The affected staff must comply with all established hygiene protocols and procedures even if the diagnosis is not confirmed.


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