



HIV/AIDS

The HIV/AIDS epidemic in southern Africa remains a major concern to Implats. Today – and in years to come – HIV/AIDS will have an impact on employees, their families, communities and the company itself.

The company's integrated HIV/AIDS programme, which continues to be driven by the management and union-led HIV/AIDS task team, includes educational and preventative measures for existing and new employees, as well as communities surrounding the operations. In addition the company offers a comprehensive Wellness Programme and, more recently, has introduced the provision of anti-retroviral therapy to employees and their dependents through the Impala Medical Plan.

Implats' successful community programmes include working with traditional healers, sex workers, youth groups and home-based care organisations.

Understanding the impact

Establishing and monitoring the levels of infection among the employees is key to understanding the impact of the epidemic. In addition to anonymous prevalence surveys, pre-operative data collected by Impala Medical Services reflect a stabilisation of HIV prevalence at Impala at between 16% and 17%.

This is significantly lower than estimates for similar demographic profiles in the general population of South Africa. Based on the Department of Health ante-natal figures, the prevalence for adults in North West Province is estimated to be 25%. This is where Implats' major subsidiary, Impala Platinum, operates and from where it draws most of its employees.

Preventing HIV transmission

HIV education programmes remain a priority among current and especially new employees as Implats pursues growth and more employees are recruited.

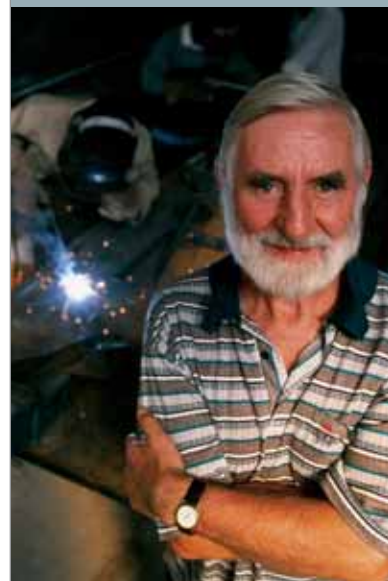
These programmes aim to improve awareness of the HIV/AIDS risk; facilitate a change in high-risk behaviour; and ensure that all employees are equipped with the latest knowledge to help them deal with the epidemic.

They are also designed to teach individuals the importance of knowing their HIV status. Not only can such knowledge prevent further spread of the disease, but it also provides the opportunity to equip HIV-positive patients with the ability to improve their daily health and enhance their chances for longevity.

Educational initiatives at Impala Platinum include:

- A "Do you know" campaign – unique to Impala, the campaign disseminates key messages and information updates regarding HIV/AIDS using various media, such as billboards, notice boards, etc.
- Voluntary Counselling and testing (VCT) - Impala provides free VCT to employees and their families. A campaign led by our C.E.O., Senior Management and Union leaders encourages every employee to know their status. Over 6 000 HIV tests were taken during the past financial year.
- Lekgotla – by redefining the role of men, this initiative addresses many of the cultural traditions among employees that effectively disempower women. In effect, Lekgotla aims to teach employees to be good caregivers and good fathers by highlighting the behaviour that could put their health and that of their partners at risk.
- Peer education – full time HIV-positive peer educators share their life experience in an attempt to de-stigmatise the disease and educate employees regarding the realities of HIV.
- HIV Undertaking – this aims to reduce the stigma of HIV by describing appropriate behaviour for health workers caring for people living with HIV and for HIV-positive patients themselves.
- Sexually Transmitted Infections (STIs) – as these play an important role in the transmission of HIV, Impala clinics provide comprehensive STI treatment to employees and their dependants., Impala Platinum also sponsors a community clinic operated by St Joseph Catholic Mission.
- Traditional healers – recognising the cultural importance of traditional healers, those

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actuarial studies undertaken at Impala have indicated that the impact on both the employee and the company can be managed

practicing in the communities surrounding Impala's operations have been incorporated into and play a key role in the HIV/AIDS education programme. An environment of mutual understanding and co-operation is being nurtured with a view to maximising the opportunities for shared knowledge and skills, to the benefit of patients living with HIV/AIDS.

- Commercial sex workers – Given the reality of commercial sex workers (CSW), the Rustenburg CSW Peers Education Project was established as a joint venture between Impala Platinum, other mines in the region, industry and the Department of Health. The aim is to educate sex workers operating in the community of the dangers of HIV/AIDS and the importance of using condoms in commercial sex contacts.



- HIV/AIDS councils – Impala remains committed to active participation and support of local and provincial AIDS councils.

Managing the impact on the employee and the company

Implats has formalised a strategy to manage the impact of the HIV/AIDS epidemic on employees, their families and the company. In the case of infected employees, Implats attempts to meet their medical and other needs by offering confidential testing and treatment in accordance with the regulations of the World Health Organisation (WHO).

Contact details

For more information and contact details visit Implats website: www.implats.co.za or contact investor@implats.co.za

