



## Focusing on health and wellness

Implats consciously strives to enhance the health and wellness of our employees and their dependants by addressing and managing their health risks while simultaneously providing access to comprehensive occupational, preventative and curative healthcare facilities. The group has responded proactively to the HIV/AIDS epidemic by implementing a number of programmes to minimise the incidence of infection within the organisation and the communities in which it operates; as well as providing comprehensive care and treatment for those individuals who are infected with the virus.

# health

## OCCUPATIONAL HEALTH & HYGIENE

Our aim is to have standard Occupational Health Codes of Practice and Medical Fitness criteria across all Implats' operations.

Pre-employment and annual examinations are performed on all employees to ensure that they are fit to perform the work for which they are employed and to ensure the early detection and treatment of any occupational disease that may arise. Exit examinations are also performed on all people leaving the group's employ to ensure that no occupational disease or injury is undetected or unreported at the time that the employee leaves our employ.

### IMPALA

#### Rustenburg operations

Occupation Health Screening is performed at the Occupational Health Centre, located within the Rustenburg operations' mining area and 34,066 Occupational Health examinations were performed on Impala employees and contractors during FY2005. Noise, heat and pulmonary tuberculosis remain the main occupational risk factors.

The PIVOT Occupational Hygiene Management Programme was implemented at our Rustenburg operations during the year under review. The programme is now operational and all statutory reports are generated using this software. A switch will, however, be made to SAP in FY2006.

#### Noise

Noise-induced hearing loss is an occupational risk in our underground operations, where rock drills are used. All employees have undergone baseline audiometric screening, the results of which have been submitted to our insurer, the Rand Mutual Assurance. New employees are subjected to audiometric screening and baselining as part of their pre-employment examinations

Rustenburg operations' Occupational Health Centre has been equipped with new diagnostic audiometric equipment, including Audiometric Tympano and Acoustic Steady State Response (ASSR) Machines. These measures allow sophisticated hearing loss diagnosis as well as the detection of exaggerated hearing loss.

A comprehensive hearing conservation programme is in place to ensure that the risk of our employees developing hearing loss is reduced. To date, 22,254 (97%) Impala employees (FY2004: 17,634) and 37% of permanent contractors have been fitted with individually customised hearing protection devices (Noise Clippers) at a cost in

excess of R10 million. Plans are in place to complete the contractor fitment by August 2005.

The statutory personal noise-monitoring programme was implemented in full during the year under review and the first report on the first monitoring cycle, which ended in December 2004, was submitted to the DME. During the cycle period, 814 personal samples were taken across the property. The results revealed that our rock drill operators (RDO) are at highest risk of noise-induced hearing loss with noise exposures ranging between 110dB(A) and 130dB(A).

A road show was undertaken at the Rustenburg operations' shafts to inform and educate line management and supervisors of the consequences of noise exposure and noise-induced hearing loss as well as the importance of wearing Noise Clippers. An informative video has been developed to inform employees regarding the benefits of wearing Noise Clippers, copies of which have been provided to all shafts and the Occupational Health Centre.

Recently, the Mine Health and Safety Council established milestones for limiting occupational noise exposure and eliminating noise-induced hearing loss. These include no deterioration in hearing greater than 10% after December 2008 and that, by December 2013, the total noise emitted by all equipment installed at any workplace may not exceed 110dB(A).



**Employees and contractors are fitted with custom-moulded hearing protection devices.**



**One of our audiologists performing baseline audiometry as part of the annual medical examination.**

A project to determine the benefits of implementing silenced rock drills has been conducted with the assistance of the Council for Scientific and Industrial Research (CSIR), whereby muffled rock drills were compared to the current standard unmuffled rock drill. The results, which were received in June 2005, indicate that although much has been achieved in silencing rock drills, there is currently no rock drill that can be used underground without using custom-made hearing protection devices.

#### *Heat-related disorders*

Heat is a risk factor for certain underground employees. Accordingly, all underground areas and our employees working in these areas are subject to a Thermal Stress Management Programme.

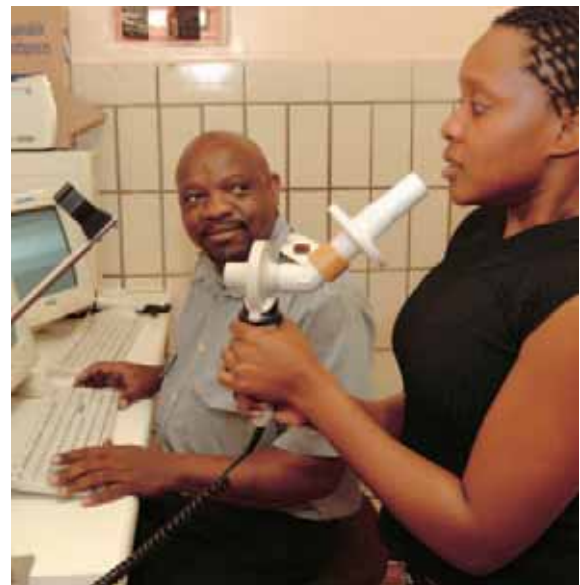
This involves closely monitoring underground temperatures and implementing interventions in the event that the wet bulb temperature exceeds 25 degrees centigrade. In addition, all underground employees undergo screening for heat intolerance at our Heat Testing Centre, followed by a heat acclimatisation process involving acclimatisation and monitoring in the work place. A total of 22,718 heat tolerance screening tests were performed during the year.

Our heat monitoring programme showed that thermal stress levels fell within the Occupational Exposure Limits (OELs) and, for the sixth consecutive year, no new cases of heat stroke were diagnosed.

The first cold-stress quarterly monitoring period at Rustenburg operations was completed in August 2004. No over-exposures were identified.

#### *Pulmonary tuberculosis*

Pulmonary tuberculosis (TB) remains a concern against the progression of the HIV epidemic (60% of our TB patients are



**All employees have lung function tests at our Occupational Health Centre.**

HIV positive) and is therefore monitored as an occupational disease at our Rustenburg operations and Marula Platinum.

All employees are screened annually for TB and infections are aggressively treated and followed up according to World Health Organisation (WHO) guidelines. The details of all TB patients are submitted to the Medical Bureau of Occupational Diseases (MBOD) for possible compensation. In total, 231 new cases of TB were diagnosed during the year, 22% less than in FY2004. Of the 297 cases submitted last year, the MBOD found that only 108 (36%) were occupation-related.

The objectives set for FY2005 were achieved in terms of six-monthly screening of known HIV-positive employees for TB. Following investigations, digital X-ray screening will be implemented in FY2006 to further improve the detection of occupational lung diseases and TB.

#### *Occupational diseases*

Seven cases of silicosis were diagnosed in employees during FY2005, all of whom had previous gold mine exposure. Two cases of mesothelioma were found and both of these employees had worked on asbestos mines in the past. All of these cases were reported to the MBOD.

#### *Biological monitoring*

Employees who work in areas where potential exposure to heavy metals or hazardous chemicals could occur undergo biological monitoring. All employees who were tested at our Mineral Processing plant were found to be within normal limits. At our Assay Laboratory, one employee was found to have an elevated blood lead level. This employee was closely monitored and the level has returned to normal limits.

A total of 1,782 samples for platinum mine dust were taken underground during FY2005. Results indicate that personal exposures are below 0.3 milligrams per cubic metre, which is approximately 10% of the Occupational Exposure Limits (OEL) of 3 milligrams per cubic metre. A slight increase in personal dust and sulphur dioxide exposure has occurred at the Mineral Processes plant, as a result of problems experienced at the acid plant.

A trial with low sulphur diesel was conducted at the No. 14 Shaft Trackless section to determine the impact on air quality. A 33% reduction in diesel particulate matter (DPM) in exhaust emissions was recorded. Further tests are to be conducted to quantify the overall benefits of switching to low sulphur diesel.

### Refineries

All the Occupational Health and Hygiene objectives set by Refineries for FY2005 were achieved, including annual medical evaluation for 98% of all employees per annum. Moreover, the occupational disease frequency rate has been maintained at zero for the year under review.

### Occupational Health Screening

All pre-employment, annual and exit medicals are done in the Medical Centre at the Safety, Health, Environment and Quality (SHEQ) Department. Every full-time employee and contractor working on site goes through a full medical examination every year, irrespective of the area in which they work.

Only employees and contractors working in areas with possible exposure to platinum salts undergo the related skin prick tests. Any person suffering from any health-related condition could be requested to repeat a full medical examination or parts thereof more frequently, at the discretion of the Occupational Medical Practitioner.

Exit medicals are done on all employees leaving the company, before the last day of service. 2,307 pre-employment medicals were conducted during the twelve months under review, as well as 2,551 annual medicals and 324 exit medicals.

### Occupational Diseases

No new cases of Allergy to the Complex Salts of Platinum (ACSOP) were reported during FY2005. However, two cases with bronchospasm were removed from the PMR and transferred to the BMR. One case was moved to a different section inside the PMR.

Although there has not been an increase in TB cases among Refineries' employees, an increase in TB incidence has been detected during pre-employment screening of contractors. These individuals have been referred to the Tuberculosis Clinic for further investigation. The results and the details of treatment provided are forwarded to the Refineries' Medical Centre where the Directly Observed Treatment Short-course (DOTS) programme is offered on site.



**Above and Left: Employees undergo visual acuity and tonometry testing as part of their annual medical screening examination.**

### Noise

The Hearing Conservation Programme at Refineries is operating effectively. Noise-induced hearing loss is a potentially high risk for the operation, but has a low residual value due to proper management. Indeed, Refineries has maintained a zero noise-induced hearing loss rate for the past ten years.

Baseline audiometry screening has been conducted on all employees and contractors, and the results have been forwarded to Rand Mutual Assurance.

### Biological Monitoring

Refineries' biological monitoring programme continues to operate as planned. All substances monitored were within normal legal limits.

Additionally, 56% of the workforce was sampled for hazardous chemical substance exposure and less than 0.4% of those sampled were above the ACGIH OEL. There are no permanent respirator areas at Refineries, as guided by national exposure limits, although approximately 1% of the workforce is exposed above the OEL when compared to ACGIH limits.

A nickel research study on sampling methodologies to ensure optimal legal compliance with regards to hygiene sampling strategies, undertaken collaboratively with Tswane University of Technology, has been completed.

### MARULA PLATINUM

All employees and contractors employed at Marula Platinum undergo annual medical surveillance. With the termination of the mining contract and the recruitment of own-labour by the mine during FY2005, virtually all our underground workers underwent exit medical examinations at Dilakong Clinic. For those people re-employed by the mine, the exit examination was taken as their initial, pre-employment examination.

Noise exposure is regulated either by wearing Noise Clippers (customised hearing conservation devices); or by wearing ear plugs when the moulds for the aforementioned devices have not yet been made.

### ZIMPLATS

All new employees are examined medically for fitness before being engaged, as part of the selection process. The results act as a baseline for each individual's medical file, which is kept centrally at SMC. These examinations include chest X-ray, urinalysis, visual acuity, audiometry, spirometry and a thorough physical examination.

On termination of employment, all employees undergo an exit medical examination, which includes the same range of tests.

### Occupational hygiene

An occupational hygiene risk assessment was conducted at Zimplats at the end of May 2005 in preparation for the implementation of an occupational hygiene programme that both complies with the Zimbabwean legislation and is comparable with that implemented at the group's South African operations.

Periodical pneumoconiosis screening is conducted and no cases of pneumoconiosis have been recorded at Zimplats.

### Biological monitoring

All employees who work in an environment with potential exposure to lead or nickel undergo biological monitoring (blood and urine sampling) bi-annually. This is applicable primarily to employees who work in the laboratory.

### MIMOSA

It is Mimosa policy that all permanent and contract employees are required to pass a medical screening examination before placement, and to undergo periodic



Different primary and curative care arrangements exist for Implats' employees, depending on local conditions and facilities.

examinations thereafter. In general, the frequency of the periodic medical examination depends on individual occupations. However, everyone has to go for a medical examination upon expiry of his/her ticket from the Pneumoconiosis Bureau.

The periodic medical examinations include the following:

- Annually – Drivers and Hearing Conservation Programme.
- Bi-annually – Food handlers.

Upon leaving the employ of Mimosa, employees undergo an exit medical examination before receiving their terminal benefits.

The total number of medical examinations carried out during FY2005 was 939.

#### *Pulmonary tuberculosis*

TB is not strictly an occupational disease at Mimosa. TB nevertheless poses a risk to individuals throughout Zimbabwe and as such, the disease is screened symptomatically and during medical surveillance. A total of 19 new cases of TB were diagnosed during FY2005, a 137.5% increase on the eight cases recorded over the corresponding period last year. This is attributable to an increase in the number of employees (the count has more than doubled) and increased medical surveillance. The TB treatment programme includes screening of contacts and DOTS, as prescribed by the WHO.

#### *Noise*

To minimise the risk of noise-induced hearing loss a Hearing Conservation Programme is in place. The programme includes education on hearing conservation, provision of ear defenders and annual audiometric tests on employees working in high noise areas. A comprehensive noise survey was conducted during FY2005 to identify all areas where hearing protection is required.

#### *First Aid*

Permanent and contract employees, as well as external contractors, have the opportunity to receive Basic Mining First Aid Training so that they are appropriately equipped to render First Aid in case of emergency medical situations. This year, 278 employees were trained.

Mimosa entered two teams in the Chamber of Mines First Aid Competition: one surface and one underground. The underground team attained second position at zone level and went on to win the National Championships.

#### *Biological monitoring*

Some occupations, such as Reagents Preparation and Fire Assaying, could potentially expose employees to chemical risks. A comprehensive biological monitoring programme exists whereby those employed in these occupations go for blood lead level tests. The results of tests conducted during FY2005 revealed that all employees have normal blood lead levels.

## PREVENTATIVE AND CURATIVE HEALTHCARE

Different primary and curative care arrangements exist for our employees, depending on local conditions and facilities.

Implats has set-up and registered an in-house medical scheme, known as the Impala Medical Plan (IMP), which aims to provide affordable private healthcare to employees and their dependants. Membership of IMP continues to grow and at year-end was 11,660 (FY2004: 11,500).

Employees' monthly contributions to the scheme are fully subsidised (i.e. 100%). The premium payable for dependants who join the scheme is subsidised by 50%. The monthly contribution was contained at R160.00 per member during FY2005 and IMP attained the 22% Statutory Reserve, required in terms of the Medical Schemes Act, on 31 December 2004.



**Far left: Audiometric testing at our Rustenburg operations.**

**Left: Impala Medical Services' children's ward.**



**The Impala Medical Plan aims to provide affordable private healthcare to employees and their dependants.**



**Although it is not an occupational disease at Refineries, all employees are screened annually for TB.**

Increasing IMP membership, while healthy for the scheme, will put pressure on reserves and the potential impact of the proposed Risk Equalisation Fund is being investigated. We expect further growth in membership during FY2006, with compulsory membership of a medical scheme for all employees expected by FY2007 or FY2008.

### IMPALA

Impala provides preventative and curative health care to its employees and their dependants through our company clinics, hospital and network of specialist providers and various medical schemes. As part of a routine upgrade, Impala Medical Services (IMS) at our Rustenburg operations took delivery of two new ambulances during FY2005.

#### *Malaria*

Impala's operations are not located in malaria areas and therefore we do not consider malaria to be an occupational disease.

However, some of our employees do visit or originate from malaria-endemic areas and are thus at risk of infection. Treatment is provided to all employees diagnosed with malaria and 61 cases were treated during the year (FY2004: 290). Educational literature and chemoprophylaxis are provided to employees who travel to malaria-endemic areas and are proving effective.

#### *Influenza*

IMS provides influenza vaccination free of charge by to high-risk individuals especially those who are immunocompromised or have chronic respiratory conditions and

330 vaccinations (FY2004: 543) were administered at our Rustenburg operations during the year.

Refineries provides influenza vaccinations free of charge to all employees at Refineries and Head Office. Vaccinations are also offered to the children and family members of employees, at cost.

### MARULA PLATINUM

The two medical clinics on the site of Marula Platinum have been fully equipped to stabilise injured or ill persons. The contract with emergency air ambulance providers has been finalised for airlifting seriously injured persons to medical care in Polokwane, which is approximately 120 kilometres from the mine.

Arrangements have been made to provide basic medical care to employees through the services of local medical practitioners.

#### *Malaria*

Malaria is not an occupational disease at Marula Platinum, as the operation is not located in a malaria-endemic area.

### ZIMPLATS

Zimplats provides preventive and curative health care to all its employees and contractors through the company clinics situated at SMC and Ngezi operations. Contracted doctors visit the mine once every week. All employees are covered by medical insurance, which is paid for in full by the company.

### Malaria

Zimplats' operations are not located in malaria-endemic areas and malaria is therefore not considered an occupational disease.

However, sporadic cases are reported, mainly when employees who visit malaria-infested areas return to work. Malaria testing kits are used to confirm the diagnosis and all malarial cases are treated according to the national malarial protocol. Malaria education campaigns are conducted with the assistance of the Zimbabwe Ministry of Health and Child Welfare.

### MIMOSA

Mimosa undertakes various initiatives aimed at preventing diseases among our employees, their dependants and the community. These include providing health education through pamphlets and informal talks at community gatherings. Male and female condoms are freely distributed and at no charge, to prevent sexually transmitted infections (STIs) and hence HIV/AIDS.

Quality curative healthcare is offered to our employees and their dependants by our medical services staff. This is enhanced by the availability of drugs and very highly subsidised medication for lower-level employees (all higher-level employees are members of a medical aid scheme, as detailed below). Immunisation of employees' children is undertaken at no charge.

Two medical schemes are in operation at Mimosa:

- Employees in Hay grades I and above are on Generation Health Medical Aid. The company contributes 50% towards employees' monthly medical contributions.
- Lower level employees pay 6% of their basic wage towards the Medical Service Fund, which is heavily subsidised by the company.

These medical schemes are over and above the clinic facilities, which are available to everyone at the mine.

### Malaria

Mosquito breeding areas and houses are sprayed regularly to prevent malaria. Employees and their dependants travelling to areas where malaria is endemic are given prophylactic drugs to prevent them from contracting the disease.

## HIV AND AIDS

The HIV/AIDS epidemic is affecting families and businesses across southern Africa and remains a major focus area for Implats.

We have, as far as possible, adopted a common policy across the group for dealing with the impact of the epidemic. The Implats HIV/AIDS policy aims to:

- limit the number of new infections among our employees and in the communities where we operate;
- ensure that the rights of employees living with HIV are protected and respected;
- provide counselling, treatment and support services to employees living with HIV and AIDS;
- provide guidelines on managing the disease in the workplace; and
- minimise the impact of the disease within the company and the community.

Our programmes, which include HIV/AIDS education, treatment and management, receive high priority and focus at all levels of the group. Emphasis is placed on preventing HIV transmission and managing the impact of infection on both the individual and the company.



**Dentistry services form part of the overall healthcare offering provided by Impala Medical Services.**

Data from the mining activities at our Rustenburg operations in the North West Province indicates that the prevalence levels of HIV have stabilised at 16%, which is well below the reported levels of infection for similar populations in the province and among other mining companies. The prevalence rate at financial year-end was 15.9%.

Of those employees at Refineries who have undergone voluntary tests, the HIV rate is approximately 3.6%. Three people within the company have informed the Medical Centre that they are using Anti-Retroviral Therapy (ART), one of whom is receiving the regimen at the Medical Centre. Through health talks and weekly flyers, employees are encouraged to know their status and Implats' Wellness Programme is running smoothly at Refineries.

Although HIV education programmes have been implemented at Marula Platinum, Zimplats and Mimosas, the HIV prevalence level at these operations remains undetermined but will form the focus of our initiatives in FY2006.

Implats is also extensively involved in community HIV programmes. Many of our principles and experiences have been incorporated into local community programmes to extend the fight against HIV/AIDS (see pages 72, 73, 120 and 121).

### HIV/AIDS prevention programmes

Educating employees about the HIV/AIDS risk remains the cornerstone of our prevention programmes. Our aim is to ensure that all our employees fully understand the risk of contracting HIV and that they change their sexual behaviour to eliminate this risk.

The programme also equips employees with the knowledge of how to prevent HIV progressing to AIDS and highlights the importance of every adult living in Southern Africa knowing his or her HIV status and knowing how to manage a positive HIV condition.

Several focused initiatives make up our prevention programme, namely:

- **Educating current employees** – All employees undergo a formal education session at least once every twelve months to ensure that they are updated on the most recent, appropriate knowledge of the HIV epidemic in southern Africa.
- **Educating new employees** – This programme aims to bring new employees' level of understanding on HIV/AIDS up to that of our existing employees.
- **HIV positive peer educators** – In an effort to overcome the stigma associated with the illness, we utilise the

services of several carefully chosen and trained employees who are already HIV-positive and who have come to terms with and openly disclose their status. These dedicated educators advise other employees on the realities of living and coping with HIV infection.

- **Impala's "DO YOU KNOW" campaign** – This initiative delivers key messages aimed at prompting employee thinking on HIV, how it affects individuals and their families, and what every employee can do about it, using simple poster messages displayed around our operations.
- **Sexually Transmitted Infection (STI) programme** – While the primary transmission of HIV is sexual, other STIs dramatically increase an individual's risk of contracting HIV. Contracting any STI also clearly indicates that the individual is knowingly or unknowingly engaging in high-risk sexual behaviour. As such, Implats places high priority on the treatment and counselling of patients who contract STIs. IMS provides free and comprehensive treatment for all employees and sponsors community STI clinics. Every patient who develops an STI undergoes extensive counselling and education on the dangers of STIs and is strongly advised to take a free, confidential HIV test.
- **Traditional Healers** – Impala continues to work closely with and provide assistance to traditional healers practicing around our operations. These traditional healers play a key role in our HIV education programme, primarily by assisting us to dispel the myths around the infection, encouraging safe sexual practices and supporting those living with HIV. Our Traditional Healers' Co-operative played a leading role in the success of our Voluntary Counselling and Testing programme by coming forward for an HIV test to determine his or her personal status. By doing so, they joined senior Implats management and union leadership to demonstrate to employees the need to know their individual HIV status.
- **Commercial Sex Worker (CSW) Project** – Implats does not condone commercial sex work, but recognises it as a reality that poses a potentially high-risk area for the transmission of STIs. To counter this risk, our Rustenburg operations has established a project in association with other mining groups and the Department of Health (DOH), which aims to reduce the risk of infection being transmitted during commercial sexual contacts. The project uses CSWs to educate their clients and peers on the dangers of HIV transmission and the importance of condoms in reducing this risk and currently involves 97 CSWs.

## Assisting employees living with HIV

HIV is a chronic illness. If diagnosed, treated and managed correctly, the onset of AIDS can be delayed, if not prevented.

Several initiatives are in place within Implats, including:

- **Breaking the Stigma of HIV** – The stigma surrounding HIV remains a major obstacle to combating the epidemic in southern Africa. Implats encourages the support and protection of HIV-positive employees through the group's policies and programmes, the latter having been put in place at all levels of the organisation so as to provide forums for openly discussing HIV and breaking the stigma associated with HIV infection.
- **Voluntary Counselling and Testing (VCT)** – To manage HIV as a chronic illness, the patient needs to be diagnosed as HIV-positive by taking a voluntary and confidential HIV test and then joining a treatment programme. Impala provides free voluntary counselling and testing for all employees and their partners, as well as post-test counselling and treatment programmes. Every employee is encouraged to know his/her status. Our CEO, senior management, union leadership, medical staff and traditional healers have spearheaded this programme by publicly undergoing confidential HIV testing and encouraging other employees to follow their example. Some 7,680 HIV tests were done during the year (FY2004: 6,570).
- **Treatment and Wellness** – The key to keeping HIV-positive patients healthy is to start patients on a Wellness Programme early on in their illness. At year-end, 2,620 patients at our Rustenburg operations (FY2004: 2,500) had joined our Wellness Programme, which involves regular medical check ups including immune (CD4) monitoring and viral load testing; nutritional supplements; medical prophylaxis against infections; and medical treatment of opportunistic infections. The importance of "positive-living" cannot be over emphasised and this is encouraged through exposure to other patients living successfully with HIV, spiritual support from church groups, and access to trained and experienced professional social workers, nurses and doctors.
- **Anti-Retroviral Therapy (ART)** – ART is provided to employees and their dependants through the IMP. Patients who are on our Wellness Programme whose immune systems have failed, or who have contracted AIDS-defining infections, are eligible to start receiving ART. Our ART roll-out programme achieved its objective of increasing ART uptake by 50% during FY2005.
- **HIV/AIDS Councils** – HIV/AIDS is a nationwide problem affecting all people. Implats remains committed to sharing the group's knowledge and expertise in this area, as well as gaining new knowledge by actively participating in and providing support to local, regional and provincial HIV/AIDS Councils.



The Traditional Healers' Co-operative supported our voluntary counselling and testing programme by coming forward for an HIV test to determine their personal status.



An employee being X-rayed in our surgical high-care unit.



The Occupational Health Centre at Refineries provides occupational healthcare and hygiene services to employees.

### HIV community support

HIV is affecting communities across southern Africa, including those in which our employees live. Implats provides financial and technical support to these communities through a number of NGOs and community organisations that are involved in the fight against HIV and AIDS. These are more fully reported on in the Impala Community Development Trust report on pages 120 and 121, but include:

- **Home-based care** – Individuals who develop AIDS and their families require care and support. Wherever possible, this is done within the home environment. Impala supports four NGO Home-Based Care Organisations that provide care in communities where our employees live, namely Hlaphilile, Tapologo, Kopano Women's Group, and Eben-Ezer Care Group.
- **Hospice** – Where home-based care is no longer possible, patients in the terminal stages of their illness often require Hospice Care. Impala supports the Tapologo Hospice in Phokeng, a facility that provides care and is integrated into the Tapologo Home-Based Care Programme. Patients who are in the programme and require hospice admission are referred into Tapologo Hospice for stabilisation or end-stage care.
- **Orphanages** – As a direct result of the AIDS epidemic, the number and needs of orphans are growing across South Africa. Impala recognises the needs of these children and supports the Botho Jwa Rona, Bana Bakgotso and Tshireletso orphan and care facilities.

It has, however, become increasingly clear that while orphanages will continue to play an important role, a preferable solution to the South African AIDS problem lies

in foster parentage and adoption of these children. Together with the Department of Social Development (DSD), Impala has identified a need to support those orphans who are living with extended families and who are waiting, but have not yet received, official grants from the DSD. Aiming to overcome this hiatus, Impala has partnered with the DSD and Lifeline to give these children interim support while they wait for official adoption and the receipt of their Government-subsidised social grant. On average, Impala currently supports 90 of these children per month.

- **Community STI Programme** – Given the high risk of HIV transmission in the presence of other STI's, Impala provides free STI treatment via St Joseph's Mission clinics to high-risk communities. This complements Impala's own STI treatment programme for the group's employees and their partners.
- **Youth Programme** – We believe that it is vital to establish safe sexual practices in teenage and young adult groups. Our youth programmes are therefore designed to engage and empower youths to take informed decisions regarding their sexuality and morality. This is done through youth workshops and training sessions in the communities.
- **Commercial Sex Worker Project** – The CSW Project is integral to Impala's HIV/AIDS prevention programme and also forms an important part of the communities' response to HIV risk. It is essential that, if commercial sexual contacts take place, the risk of HIV transmission is

reduced. Impala is involved in this project with other mining groups and the DOH.

- **Research** – Implats has undertaken to support the South African AIDS Vaccine Initiative (SAAVI) for the next five years. An effective AIDS vaccine would make a major contribution to preventing the further spread of HIV, but remains some way off.

## IMPALA

### Rustenburg operations

The HIV/AIDS interventions at our Rustenburg operations are incorporated in the aforementioned activities.

### Refineries

A group of 23 volunteers from the Refineries HIV/AIDS committee completed a two-part Group Peer Educator Training course designed, *inter alia*, to equip them to answer questions on HIV/AIDS. The course content included fundamental facts about HIV/AIDS, preventing HIV transmission, care and support for those infected with HIV, healthy living, and stigma/discrimination/prejudice against people living with aids (PLWA). The group comprised representatives of management and NUM as well as employees.

Refineries has three HIV/AIDS community projects – Oasis Rover Crew, the Nigel Caring Community, and New Image

Rover Crew – the details of which are spelled out on page 121.

## MARULA PLATINUM

Marula Platinum has implemented the Impala HIV/AIDS education and management model for its employees and contractors and plans to intensify the programme during the coming year. The communities surrounding the operations have also been involved in the various components of the programme.

## ZIMPLATS

HIV/AIDS remained a major focus area at Zimplats in FY2005. Initiatives in this area included the adoption of the Implats' HIV/AIDS policy and the launch of an HIV/AIDS workplace programme in partnership with two NGOs. The latter, while in its infancy, was engaged in the following activities during the year:

- education;
- peer educator training;
- prevalence survey;
- voluntary counseling and testing; and
- provision of drugs.

The primary priority at Zimplats has become awareness campaigns and education on the deadly pandemic.



Chest X-rays at Refineries' Occupational Health Centre play a vital role in monitoring and managing employees' health.



A group of 23 volunteers from the Refineries HIV/AIDS committee completed a two-part Group Peer Educator Training course in FY2005.

All new employees are inducted on HIV/AIDS issues as well as STIs. This is aimed at enlightening and educating employees on the existence of HIV/AIDS and the services that are available in the company. An insignificant number of STIs were recorded at Zimplats' clinics during FY2005 and all were treated according to the national STI protocol.

## MIMOSA

Mimosa has designed programmes that aim to:

- increase awareness among employees, their dependants and the community; and
- prevent HIV transmission the same stakeholders.

HIV/AIDS awareness induction is provided to all employees and external contractors. Awareness talks are also given at community gatherings. Male and female condoms are distributed free of charge at various strategic points. A Knowledge, Attitudes and Practices survey (KAP) was carried out by an external consultant, the results of which will be used to further enhance our strategies for dealing with the HIV/AIDS threat. During FY2005, peer educators were nominated and trained by specialists in HIV/AIDS counselling.

## PRODUCT HEALTH AND SAFETY

The majority of the materials and products that are dispatched from our operations do not pose any health or safety risk. The single most important exception is sulphuric acid, which is transported by road from Mineral Processes in Rustenburg to the Refineries. Protocols governing the transportation of hazardous materials (Hazmat) are adhered to. In addition, a full description of the relevant Hazmat protocols is published on the Implats website.

A detailed description of our products and their application may be found in the 2005 Implats Annual Report.

## HEALTH OBJECTIVES

### IMPALA

#### Rustenburg Operations

- Implement digital X-ray screening for all Impala employees and contractors working on Impala.
- Implement new Occupational Health SAP Module at the Occupational Health Centre.
- Revise and enforce the hearing conservation programme to meet the milestones set for the mining industry.
- Equip all permanent contractors with Noise Clippers.
- Quantify the risk of exposure to DPM.
- Quantify the benefits of low sulphur diesel by introducing low sulphur diesel to an entire trackless fleet at a shaft.
- Revise the baseline risk assessment for airborne pollutants.
- Model and manage the impact of risk equalisation fund and compulsory membership on IMP and Implats.
- Extend preferred provider arrangements to control specialist and external service cost escalations.
- Continue preventative and treatment programmes aimed at reducing HIV prevalence levels from current 16%.
- Increase ART uptake by a further 50% from current base.

### Refineries

- Achieve 98% valid annual medical examinations for all employees and contractors.
- Reach and maintain legal requirements for First Aid training.
- Identify individuals needing the necessary counselling, training and education.



HIV/AIDS awareness induction is provided to all employees and external contractors.

## MARULA PLATINUM

- Implement Occupational Health Module for Marula Platinum employees and contractors.
- Extend private primary and curative healthcare cover for Marula Platinum employees.
- Implement HIV/AIDS screening and wellness programmes for Marula Platinum employees in line with Impala's HIV/AIDS policy.

## ZIMPLATS

- Improve ventilation and undertake periodical planned and unplanned surveys.
- Purchase noise dosimeters for measurement of personal exposure levels.
- Purchase heat stress monitoring equipment, as well as profile and monitor heat exposed areas.
- At Portal 2, replace the current 37/75 kW axial flow fans with the permanent 4 x 185 kW axial flow fans.
- Monitor and maintain the underground mine environmental conditions within the set occupational exposure limits.
- Establish an occupational hygiene baseline and develop a formal occupational hygiene programme that will enable recording of occupational exposures.
- Maintain the biological exposure level to within the OEL.
- Improve the medical facilities at both Selous Metallurgical Complex and Ngezi Medical Clinics (infrastructure and equipment).
- Improve the diagnosis and treatment of malaria.

- Continue with the HIV/AIDS workplace programme, focusing on:
  - employee access to Voluntary Testing and Counselling;
  - prevalence survey for Ngezi operations;
  - assisting affected employees;
  - evaluating the effectiveness of the programme; and
  - implementing an appropriate wellness programme for HIV-positive employees.

## MIMOSA

- Conduct biological monitoring in accordance with existing legislation.
- Extend Mimosa Mine Clinic to provide for emergency healthcare to injured employees.
- Equip Mimosa Mine Clinic to stabilise seriously injured employees.
- Implement an appropriate employee wellness programme.
- Establish a workplace/shaft base clinic.
- Establish and equip an Occupational Health Centre.
- Purchase outstanding occupational hygiene monitoring equipment.



**Far left:** Lung function testing at Refineries' Occupational Health Centre, using the new computerised programme to analyse the results.

**Left:** Primary and curative healthcare arrangements have been established for Implats' employees at or near all of our operations.