

HEALTH REVIEW



WELLBEING

Employee health and wellbeing needs to be considered holistically. Recognising that employees' workplace behaviour is potentially influenced by many factors outside of the workplace, is an element in Kumba's approach to human resources management.

HEALTHIER WORKPLACE



SUBSTANCE ABUSE

Kumba will be working earnestly to address substance abuse in the workforce. Very often caused by stresses outside the work environment, substance abuse is ubiquitous and is a major cause of absenteeism and certainly increases the risk of safety incidents, especially if the employee is under the influence at work. Through the Independent Counselling and Advisory Services (ICAS) programme, employees now have a service they can use for advice and support.

Kumba's health management system is founded and operated according to the same principles as its safety management system (see previous schematic). Health management also focuses on processes, behaviour and technological innovation; however, employee health is a very broad term and encompasses the physical and emotional wellbeing of Kumba's employees. Ensuring that employees are healthy in the broad sense of the word requires interventions at a number of levels and brings together the human resources, safety and occupational health departments.

A HOLISTIC VIEW OF EMPLOYEE WELLBEING

Fitness for work, and susceptibility to occupational health risks and diseases in general, is more than just about reducing noise and dust levels. Kumba embraces a holistic view of employee health and believes that all spheres of an employee's life need to be considered when discussing an employee's ability to perform his or her task. This highlights the overlap between the safety and occupational health function, and the human resources function within Kumba. Both departments are working in concert to address employee wellbeing from all angles. Kumba's common sense view is that if all facets of an employee's life are functional, then the risk of that employee becoming ill, or being injured, is significantly reduced.

OCCUPATIONAL DISEASES

Occupational health risks stem primarily from noise and dust, with the noise being the primary hazard. Kumba has specific systems in place to reduce dust and noise levels – this year we report only one case of noise-induced hearing loss (2009: five cases) – and to detect cases of NIHL early on. This achievement was made possible through the introduction of compulsory noisebans (a noise reducing device placed in ear) for all employees working in areas with high noise levels and the implementation of the Anglo American Guidelines on the proactive identification and management of NIHL. Thabazimbi Mine successfully rolled out the hearing conservation programme in 2010 to bring noise awareness to the workforce.



HIV AND AIDS

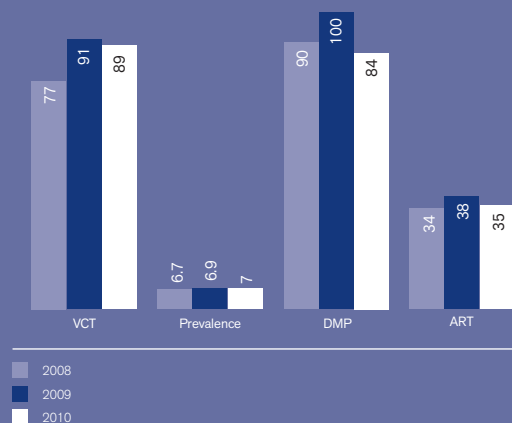
HIV/AIDS affects close to 8% of Kumba's workforce. Although not an occupational disease, HIV/AIDS affects the workforce directly and indirectly, and consequently our business. We have an extensive programme designed to identify those who are HIV positive, a voluntary counselling and testing (VCT) programme, as well as a comprehensive wellness programme for those employees who are HIV positive. Altogether 89% (5 570) of our employees were tested during 2010.

84% of those employees who are HIV+ are enrolled on a disease management programme (DMP); all of the 35% HIV positive employees with low CD4 counts, are receiving antiretroviral (ARV) treatment (148 employees).

The Ulysses Gogi Modise (UGM) Wellness Clinic in Kathu continues to provide a vital service to the people of the Gamagara Local Municipality. The clinic provides testing and counselling services, and ARVs. The new private community clinic in Thabazimbi is ready for occupation – Kumba financed the conversion of the building into a clinic and will fund the running of the clinic for the foreseeable future. The clinic will be managed by the same company which runs the UGM clinic in Kathu.

2008 – 2010

HIV/AIDS MANAGEMENT DATA (%)



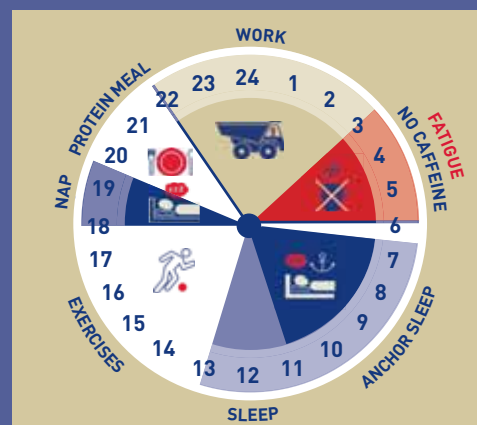
FATIGUE MANAGEMENT

Employee fatigue is a major risk, especially for those employees working late shifts. As diurnal mammals, human beings are not hardwired to stay up all night. Thus those employees working through the night require extra monitoring and support to ensure that they are not fatigued, and that if they are, that there are early warning systems which alert management to the fact and thus prevent accidents.

Kumba has several programmes in place designed to reduce fatigue and detect fatigue, as follows:

- Presence on all shifts of occupational health practitioners at Sishen Mine to advise employees on when they should nap, what they should eat or drink and to watch for signs that employees are fatigued. These practitioners also talk to employees about what's going in their lives outside of work such that employees have the opportunity to offload and receive guidance
- Sleeping facilities
- Programmes for night shift employees advising them when to sleep and what to eat
- Revised Bio-Roster for employees and lifestyle planners.

NIGHT SHIFT



SELF-ASSESSMENT

The results of Kumba's self-assessment against implementation of the Anglo Health Way, hearing conservation standards and fatigue management requirements indicate that some operations have some way to go in terms of implementing these requirements completely.

Health self-assessments conducted during 2010

Site	2010 Health Way		2010 Hearing		2010 Fatigue	
	Target	Actual	Target	Actual	Target	Actual
Sishen	75	60	75	33	75	44
Thabazimbi	75	61	75	32	75	82
Kolomela	75	43	75	60	75	54
SSP	75	76	75	100	75	70
VIU	75	35	75	0	75	8
HQ	75	88	75	95	75	14
Saldanha	75	95	75	54	75	80
Exploration	75	52	75	96	75	74
Projects	75	30				