

053 963 1081
018 011 1925
072 998 6008

087 231 7021
info@milnex-sa.co.za

4 Botha Street
SCHWEIZER-RENEKE

Waterberry Street,
Waterberry Square,
1st floor, Office 7
POTCHEFSTROOM

C/o Welgevonden &
Memorial Street,
Roylglen Office Park
KIMBERLEY

www.milnex-sa.co.za

ENVIRONMENTAL AWARENESS PLAN & COVID-19 OCCUPATIONAL HEALTH AND SAFETY MEASURES IN WORKPLACES FOR:

The proposed Prospecting Right combined with a Waste Licence application to prospect for Diamond (Alluvial), Diamond (General), Diamonds and Diamonds (Kimberlite) near Upington on Portion 7 of the farm Adeisestad 409, Portion 1 of the farm Kalkpunt 407, Remaining Extent of Portion 21 and Portion 29 (portion of portion 21) of the farm UAP 418 & on Farm 596, Registration Division: Gordonia, Northern Cape province

NAME OF APPLICANT	Mopane Tree SA (Pty) Ltd
PREPARED BY	Milnex CC
TEL NO	(018) 011 1925
FAX NO	087 231 7021
POSTAL ADDRESS:	P.O. Box 1086, Schweizer-Reneke, 2780
PHYSICAL ADDRESS:	4 Botha Street, Schweizer-Reneke, 2780
REFERENCE NUMBER:	NC30/5/1/1/2/12979PR

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DEFINITIONS

Abbreviation	Meaning
BCEA	Basic Conditions of Employment Act, 1997 (Act No. 75 of 1997)
COVID-19	Coronavirus Disease 2019;
PPE	personal protective equipment;
virus	the SARS-CoV-2 virus;
workplace	any premises or place where a person performs work.

“Disaster Management Act” means the Disaster Management Act, 2002 (Act No. 57 of 2002)

“OHS Act” means the Occupational Health and Safety Act, 1993 (Act No. 85 of 1993)

“worker” means any person who works in an employer’s workplace including an employee of the employer or contractor, a self-employed person or volunteer

THE ENVIRONMENTAL AWARENESS PLAN & COVID-19 OCCUPATIONAL HEALTH AND SAFETY MEASURES IN WORKPLACES

It is required that there should be an environmental awareness plan in place describing the manner in which the company intends to inform his or her employees of any environmental risks which may result from their work and the manner in which the risks must be dealt with in order to avoid pollution or the degradation of the environment. In recognition of the need to protect our environment, environmental management should not only be seen as a legal obligation but also as a moral obligation.

This plan is intended to create the required awareness and culture with personnel and contractors/service providers on environmental safety and health issues associated with the mining activities. It will serve as the basis for the induction of all new employees (as well as contractors pending the nature of their work on site) on matters as described herein and read in conjunction with the EMP. The Plan will also be used to improve awareness of all employees on a continuous basis. Specific environmental awareness performance criteria will ensure diligence and full responsibility at all levels of the organisational work force.

General environmental awareness will be adopted among the applicable work area to encourage the implementation of environmentally sound practices throughout its duration. This will ensure that environmental accidents are minimized and environmental compliance maximized.

ADMINISTRATIVE MEASURES

Every employer must establish the following administrative measures:

- Undertake a risk assessment to give effect to the minimum measures required by this Directive taking into account the specific circumstances of the workplace.
- Notify all workers of the contents of this Directive and the manner in which it intends to implement it;
- It must notify its employees that if they are sick or have symptoms associated with the COVID-19 that they must not come to work and to take paid sick leave in terms of section 22 of the BCEA

If a worker has been diagnosed with COVID-19, an employer must-

- inform the Department of Health and the Department of Employment and Labour; and
- investigate the cause including any control failure and review
- its risk assessment to ensure that the necessary controls and PPE requirements are in place; and
- it must give administrative support to any contact-tracing measures implemented by the Department of Health.

SOCIAL DISTANCING MEASURES

- Every employer must arrange the workplace to ensure minimal contact between workers and as far as practicable ensure that there is a minimum of one and a half metres (1.5m) between workers while they are working, for example, at their workstations.
- if necessary, supply the employee free of charge with appropriate PPE based on a risk assessment of the working place.
- Every employer must ensure that social distancing measures are implemented
- through supervision both in the workplace and in the common areas outside the
- immediate workplace

SYMPTOM SCREENING

Every employer must take measures to-

- screen any worker, at the time that they report for work, to ascertain whether they have any of the observable symptoms associated with COVID-19, namely fever, cough, sore throat, redness of eyes or shortness of breath (or difficulty in breathing);
- require every worker to report whether they suffer from any of the following additional symptoms: body aches, loss of smell or loss of taste, nausea, vomiting, diarrhoea, fatigue, weakness or tiredness; and
- require workers to immediately inform the employer if they experience any of the symptoms in sub-clauses 21.1 and 21.2 while at work.
- ensure that the employee is not discriminated against on grounds of having tested positive for COVID-19 in terms of section 6 of the Employment Equity Act, 1998 (Act No. 55 of 1998);

- if there is evidence that the worker contracted COVID-19 as a result of occupational exposure, lodge a claim for compensation in terms of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993) in accordance with Notice 193 published on 3 March 2020

If a worker has been diagnosed with COVID-19 and isolated in accordance with the Department of Health Guidelines, an employer may only allow a worker to return to work on the following conditions:

- The worker has undergone a medical evaluation confirming that the worker has been tested negative for COVID-19;
- the employer ensures that personal hygiene, wearing of masks, social distancing, and cough etiquette is strictly adhered to by the worker; and the employer closely monitors the worker for symptoms on return to work.

SANITIZERS, DISINFECTANTS AND OTHER MEASURES

- a hand sanitizer must be one that has at least 70% alcohol content and is in accordance with the recommendations of the Department of Health

Every employer must, free of charge, ensure that –

- there are sufficient quantities of hand sanitizer based on the number of workers or other persons who access the workplace at the entrance of, and in, the workplace which the workers or other persons are required to use;
- every employee who works away from the workplace, other than at home, must be provided with an adequate supply of hand sanitizer.

If a worker interacts with the public, the employer must provide the worker with sufficient supplies of hand-sanitizer at that worker's workstation for both the worker and the person with whom the worker is interacting.

Every employer must take measures to ensure that-

- all work surfaces and equipment are disinfected before work begins, regularly during the working period and after work ends;
- all areas such as toilets, common areas, door handles, shared electronic equipment are regularly cleaned and disinfected;

The employer must ensure that-

- there are adequate facilities for the washing of hands with soap and clean water;
- only paper towels are provided to dry hands after washing – the use of fabric toweling is prohibited;
- the workers are required to wash their hands and sanitize their hands regularly while at work;
- the workers interacting with the public are instructed to sanitize their hands between each interaction with public;

- surfaces that workers and members of the public come into contact with are routinely cleaned and disinfected.

CLOTH MASKS

- The main benefit of everyone wearing a cloth mask is to reduce the amount of virus droplets being coughed up by those with the infection and transmitted to others and to surfaces that others may touch

For the reasons underlying the Department of Health's requirement, every employer must –

- Provide each of its employees, free of charge, with a minimum of two cloth masks, which comply with the requirement set out in the Guidelines issued by the Department of Trade, Industry and Competition, for the employee to wear while at work and while commuting to and from work; and
- require any other worker to wear masks in the workplace.
- Every employer must ensure that workers are informed, instructed, trained and instructed as to the correct use of cloth masks.

VENTILATION

Every employer must –

- keep the workplace well ventilated by natural or mechanical means to reduce the SARS-CoV-2 viral load;
- where reasonably practicable, have an effective local extraction ventilation system with high-efficiency particulate air HEPA filters, which is regularly cleaned and maintained, and its vents do not feed back in through open windows;
- ensure that filters are cleaned and replaced in accordance with the manufacturer's instructions by a competent person.

Refer to Table 1 below for mechanisms for raising environmental awareness through communication, information and training

Table 1: Mechanisms for raising environmental awareness through communication, information and training

Aspect	Objectives	Description	Time/period	Responsible person/party
Communication	<p>Describe the manner in which the applicant intends to inform his or her employees of any environmental risks which may result from their work and;</p> <p>The manner in which the risks must be dealt with in order to avoid pollution or the degradation of the environment</p>	<p>Method: How do the employees receive the information?</p> <ol style="list-style-type: none"> 1. Workplace meetings with the Operations Manager 2. At safety training sessions; 3. Induction programmes; 4. Regular publications and information leaflets; 5. Bulletin boards (posters), 6. Electronic mail messages, 7. Forum meetings, which involves the local I & AP's and the DMR. <p>Mopane Tree SA (Pty) Ltd can engage and communicate with relevant people, with due regard and respect for local interests, cultures and customs, and contribute meaningfully to the economic, social and educational well-being of the communities in which they operate.</p>	Ongoing	Project Manager/ECO
Information		<p>Information from internal (EMP, etc.) and external sources will be communicated in a language understandable to every worker.</p> <p>Environmental information will be communicated via the methods spelled out above.</p>	Ongoing	Project Manager

Aspect	Objectives	Description	Time/period	Responsible person/party
Reporting		<p>Every environmental incident that might happen and which the workers become aware of should be reported to the manager.</p> <p>The worker can only report on incidents if he is made aware of the possible environmental risks through the communications methods indicated in section 1.</p> <p>A written reporting format should be put in place.</p> <p>Communication includes establishing processes to report internally and, where desired, externally on the environmental activities of the mine in order to:</p> <ul style="list-style-type: none"> • Demonstrate management commitment to responsible environmental management; • Deal with concerns and questions about environmental issues (handled within the Forum); • Raise awareness of the organization's environmental policies, environmental management program; and • Inform internal or external interested parties about the mine's management system; • A formal complaints/concerns reporting system to address I & AP's interaction with the mine must be put in place (complaints register); <p>The mine must regularly communicate with the affected community. This communication must address new developments, problems, achievements and all other relevant aspects of mutual interest.</p>	Ongoing	All

Aspect	Objectives	Description	Time/period	Responsible person/party
Training		<p>All employees should receive basic environmental awareness training, either as induction training or later at a special training session. Different levels of responsibility in relation to individual's potential impact on the environment must be addressed in the training session.</p> <p>The further motivation of the workforce would be achieved through in-house and training through attending short courses with regard to environmental management, etc.</p> <p>Appropriate training relevant to the implementation of the environmental management plan should be provided to all personnel. Employees should have an appropriate knowledge base. The company should also ensure that the contractors working on site provide evidence that they have the requisite</p>	Ongoing	Project Manager/ Environmental consultant/ ECO

Aspect	Objectives	Description	Time/period	Responsible person/party
		<p>knowledge and skills to perform the work in an “environmentally responsible manner”.</p> <p>Education and training are needed to ensure that the employees knowledge of regulatory requirements, internal standards and the mine’s policies and objectives is current.</p> <p>Issues to be considered during training:</p> <ol style="list-style-type: none"> 1. handling of topsoil 2. prevention of oil/diesel spillages 3. handling of industrial and domestic waste 4. dust suppression 5. rehabilitation 6. use of chemical toilets 7. use of water 8. surface run-off control 9. invasive and alien control programme <p>Make game catching, traps, snares, poaching and any other unnecessary disturbance of animals a disciplinary offence.</p> <p>Opencast mining should be done in a well-planned manner (according to a mining plan) and in the process ensuring that activities are only restricted to surface areas really required.</p>		

