

## 1) Safety Award – Safety driven by values

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### SAFETY

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Tharisa has been on a journey of transformation and we have been on this journey for the last 3 years. Part of the journey has been to develop a new culture to shift the way we lead and manage people and with that we have made a decision, to implement a model called, Care & Growth. A lot of work has gone in on clarifying and communicating our strategy, which are found in our goals for 2020. We have also identified 5 key values, with specific behaviours against which we will measure ourselves. Our key values are Safety, Integrity, Care, Empowerment and Innovation.

We at Tharisa Minerals are very proud to say that on 20 June 2019 we reached our 3 million fatality free shift milestone. Our Tharisa Process department also reached their 5000 Fatality Free Production Shifts on 03 June 2019. Tharisa’s community projects Rocasize also achieved their 6 years LTI free days in May 2019.

As on 24 June 2019 Process department is currently 339 LTI free days, Projects department is 133 LTI free days and Mining department is 118 LTI free days. Tharisa Minerals had a LTIFR of 0.23 and TIFR of 0.60 for the entire operation as on end of May 2019.

Tharisa Minerals was also recognized at the mine safe 2018 conference as the best safety performance base metals mine

Tharisa were also awarded the SAMSA best organised soccer team in 2019. This contributes to the overall wellbeing and safety awareness due to the teamwork elements.

We have achieved these injury free days and safety achievements by applying our key values to our safety management system and approaching safety management from a different angle.

At Tharisa Minerals we place people at the heart of our safety management system. We have moved away from enforcing compliance to a space where we get employees involved and interested in safety, and working safely so that they want to comply.



Along our value of Care, we have revamped the industry known Visible Felt Leadership and we now do Heart Felt Leadership where our main objective is to find out how we can improve our employees work and their working environments.

Along with our value of Integrity, we have transformed the SLAM principle and now our legal appointee Stop Look Assess and FIX. Legal appointees now take ownership of the deviations in the works areas, and they are responsible to fixing deviations in their sections.

As the SHE Department our focus when we engage with our legal appointees and our employees is to find out how we can help them to comply and work safer. We also ensure that we communicate our strategies and campaigns to all levels of employment in various mediums.

At Tharisa Minerals we incentivize our employees for doing the right thing and working safely. We have monthly safety incentives and quarterly safety draws. We ensure that employees who set the example for other employees and live our values and safety systems are rewarded for their efforts.