

Safety and Occupational Health

Ensuring our people go home safe from work is Petra's number one priority and ingrained into everything we do. We also aim to encourage and promote a healthy lifestyle and wellbeing for our employees.

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Safety and Occupational Health

“At a point in time when South Africa as a whole has been facing tremendous hardships, both prior to and exacerbated by the COVID-19 pandemic, which has led to a deterioration in national safety performance, I am proud that Petra has maintained its core focus on keeping its people safe. Set against these wider issues, the achievement of zero fatalities and a 73% improvement of all measured safety KPIs during the Year is highly commendable. Likewise the team has continued to work incredibly hard to contain the spread of COVID-19 across all our operations.”

Bernard Pryor

Chair of the HSE Committee

Material topics (in order of importance to our stakeholders):

- Workplace safety
- Employee health and wellness

See a schematic of how Petra manages HSE here: <https://www.petradiamonds.com/sustainability/health-and-safety/>

KPIs – SAFETY

0.44

LTIFR

0

FATALITIES

7%

REDUCTION IN TOTAL INJURIES

100%

OF STAFF TRAINED IN HEALTH AND SAFETY STANDARDS

8,132

MEDICAL EXAMINATIONS CONDUCTED

Stakeholders concerned

All stakeholders

Company policies and guidelines

- Group HSEQ Policy Statement
- Group Health and Safety Pledge
- Health and Safety Mandatory Codes of Practice
- HSE Operational Risk Management Process Policy and Standard
- Major Hazard Management Control Protocol Policy and Manual
- Internal health and safety management standards and policies
- COVID-19 Awareness and Response Plan

Standards we follow

- ISO 45001:2018
- International Council on Mining & Metals ("ICMM")
- Minerals Council SA
- National health and safety performance milestones in South Africa

Safety and Occupational Health continued

Key safety achievements and performance against FY 2021 objectives

- 0 Fatalities
- 8.64 million Fatality-free shifts
- 52% deterioration LTIFR; this increase did not achieve our target for a 10% reduction
- 32% deterioration LTIs; this increase did not achieve our target for a 20% reduction
- 25% improvement Non-lost time injury frequency rate
- 35% improvement Non-lost time injuries
- 7% improvement Total injuries
- 20% improvement Severity rate
- 100% achievement Mandatory compliance
- 31% improvement Days lost due to lost time injuries
- 444 cases COVID-19 positive in the workforce
- ISO 45001:2018 Certification maintained by BSI.

Key challenges

- Continued COVID-19 pandemic resulting in a number of mandatory and other risk-based control measures introduced to prevent and/or contain the spread of the virus at our operations in South Africa and Tanzania.
- Negative impact on the emotional welfare of our employees due to socio-economic issues in South Africa such as unemployment and a rise in the cost of living, which have been exacerbated by the COVID-19 pandemic. These factors are believed to have contributed towards the deterioration in LTI performance, which is backed up by the corresponding nationwide deterioration of safety performance in South Africa.
- Increase in LTIFR by 52% to 0.44, with 25 LTIs recorded as opposed to 19 in FY 2020; LTIs were assessed to be mainly behavioural in nature and of low severity but the increase is nevertheless concerning. Remedial action and various management interventions were implemented to mitigate these.
- Risk work hours decreased by 1.74 million hours Group-wide, which also affected the LTIFR calculation negatively by 15%.
- Employee mistrust of the COVID-19 vaccination due to the online spread of rumours and misinformation.

Objectives for FY 2022

- Zero fatalities, 20% reduction in LTIs, 10% reduction in total Injuries and 90% achievement on all health and safety KPIs.
- 100% mandatory safety compliance.
- Maintain rigorous application and enforcement of our COVID-19 systems and promote awareness for vaccination in order to protect our people and mitigate the spread of the disease at our operations.
- Maintain ISO 45001:2018 certification.
- Continual improvement of management/worker relationships and overall workplace conditions.
- Continued safety awareness campaigns and awareness programmes to improve health and safety behaviour in the workplace.

Workplace Safety

Our ambition

Safety is our number one priority at Petra and we strive for a 'zero harm' working environment. Our fundamental aim is to ensure each of our employees and contractors goes home safely at the end of each day.

Our approach

The safety of all employees and other stakeholders is our single most important value ('Let's do no harm'). We are committed to preventing and mitigating any unwanted safety event or impact and also to identifying and capturing opportunities that deliver positive impacts. We recognise that the safety performance of the Group is an important indicator of Company culture and safety KPIs are therefore monitored regularly by the HSE Committee and the Board.

Our health and safety strategy relies on improving our ability to proactively identify and prevent harm to our people. We provide safe working conditions and aim to prevent work-related injuries, through the effective management of strategic risks, safety and other risks and opportunities.

As an employer, we adopt an holistic approach to health and safety management. While legal compliance is the first step, followed by working towards our goals, we also continuously communicate and engage with employees on health and safety-related issues in order to obtain their input and cooperation with regards to future planning and developments. Leading from the front and setting the example (by proactively intervening, coaching, guiding and correcting conditions and behaviour) in the workplace is of paramount importance to ultimately achieve the objective of zero harm.

Our goal of achieving and maintaining safe and healthy operations is based on the commitment and involvement of all levels of personnel in our operations, including Management and employee committees. It also involves our employees taking personal responsibility for their own safety as well as that of their colleagues.

The following key components required to maintain safety in the workplace are carried out by working crews on all shifts:

- maximum visibility, leading by example and intervention by Group and operational Management;
- adherence to legal and other requirements (compliance obligations);
- regular coaching and training;
- enforcement of standards and controls;
- improved health and safety communication during start of shift processes;
- continual review and improvement of management system tools;
- quality investigations and remediation;
- stop-and-fix interventions; and
- consequence management.

How we identify risk and manage risks

Any significant risks that remain after control at source are mitigated through codes of practice, policies, procedures, working practices and Management instructions according to the risk management hierarchy of controls.

Health and safety material hazards and associated risks are identified when developing work programmes. The outcomes from continuous risk assessment, Management walkabouts, visible felt leadership interventions, internal audits and regulatory inspections are analysed, prioritised and formally actioned by means of remedial action plans with assigned responsibility and completion dates.

Petra's HSE Operational Risk Management Process consists of mine-specific operational processes, with a three-tiered analysis system to identify and treat all significant hazards and associated risks. Significant hazards are further assessed to determine major unwanted events and mitigated through major hazard control protocols and controlled by trigger action response plans.

Every accident resulting in injury, loss of life or damage or categorised as a dangerous occurrence is investigated in detail utilising the root cause analysis technique ("RCAT") model. Causes are analysed and action plans are designed and implemented to mitigate reoccurrences.

Every incident that has the potential to result in serious injury, loss of life, damage, or that is categorised as a dangerous occurrence, is assessed to determine High Potential Incidents ("HPI"). All identified HPIs are investigated and remediated the same way as recorded accidents to proactively analyse, action and remediate findings to mitigate similar reoccurrences.

Periodic reviews of the risk assessments and operational controls are conducted as follows:

- once an incident or accident occurs;
- if a process or sub-process in operations change;
- per instruction from the national mine health and safety legislator or regulatory inspectorates; and/or
- every three years.

Petra's existing operational HSE risk management system has been reviewed in line with ISO 31000 and ISO 31010 as part of the new ISO 45001:2018 requirements during FY 2021.

Workplace Safety continued

Our approach continued

Incident reporting and response

Incident and accident reporting across our operations is a formalised process, which is controlled by Group policy and operational procedures and aligned with legislative requirements and Company standards.

All incidents and accidents are reported, by teleconference, email and IsoMetrix, to all Group and operational supervisory and Management levels within 24 hours from the time of the event. These are then investigated and analysed based on the RCAT.

Causes, failures and shortcomings are identified and remediated through a formal process of action and responsibility, over inspected by the mine HSE departments and Group HSE Leads, whereafter learnings are shared with all operations in the Group as a proactive measure to avoid similar occurrences.

Leading from the top: Health and safety committees

The HSE Committees at each operation comprise supervisory, union and Management members and represent 100% of the workforce. We have 8% workforce representation in formal Management and worker HSE Committees, which equates to one representative for every 13 people (in comparison to the South African legislator requirement of one representative for every 50 people).

Prior to the finalisation of health and safety collective agreements, Management must ensure that all topics have been addressed during consultation sessions with the various trade unions that represent our employees at the specific mine. These collective agreements are aligned with, and measured against, national legislation stipulations and comprise 100% of health and safety topics that are prescribed by this legislation.

Any concerns emanating from these meetings are elevated to the mine health and safety meetings, consisting of Senior Management and employee representation, where the issues can be addressed.

The HSE Committees work in collaboration with mine Management to effectively eliminate, control, minimise or monitor hazard and risk in the workplace and therefore share oversight and management of the remedial action plans in place further to our HSE risk assessment process.

Minerals Council SA – South African Health and Safety Policy Committee

Our Group HSEQ Manager and Department Leads are members of this Committee and are therefore actively involved in the development of new health and safety standards for the industry.

Embedding safety practices through training and education

Every employee and contractor at Petra's operations is provided with formal health and safety training. This focuses on providing them with the required skills to execute work safely, familiarising them with workplace hazards and risks and equipping them with the knowledge to eliminate, control and minimise these hazards and risks.

The operational training departments also conduct general induction, departmental and sectional orientation training annually, in accordance with national mine health and safety legislation. According to Company policy, all personnel receive general, departmental and sectional orientation training, focused on relevant health and safety standards, prior to entering the operations.

6,741

NUMBER OF EMPLOYEE, CONTRACTOR AND STAKEHOLDERS PROVIDED WITH SAFETY TRAINING IN FY 2021

All employees, contractors and stakeholders are briefed and trained on national legislative stipulations pertaining to the employee's responsibility surrounding health and safety, as well as the right to withdraw from unsafe working areas or workplaces, without being discriminated against.

Our safety performance

Our health and safety objectives and KPIs are underpinned by the 0:10:90 strategy, which targets 0 fatalities, a 10% reduction in total injuries and a 90% achievement of safety KPIs annually. We also aim to achieve a 20% (previously 10%) reduction in LTIs annually.

Although this was not reached during FY 2021, the Group nevertheless achieved a 73% improvement of all measured safety KPIs during the Year, including a 7% improvement in the number of total injuries reducing from 45 in FY 2020 to 42 in FY 2021, and Management therefore considers that on the whole Petra has generally achieved an improvement in its safety performance when compared to FY 2020. However, Petra's number of LTIs increased from 19 in FY 2020 to 25 in FY 2021, with a corresponding increase in LTIFR from 0.29 in FY 2020 to 0.44. This increase in the number of LTIs, although of low severity, is concerning. Remedial action has been put in place as outlined below.

It should be noted that a deterioration in safety performance is a nationwide issue in South Africa (see the case study 'Turning the trend on significant incidents and accidents' on page 31) which is believed to be linked to the many issues facing the country (such as unemployment and inflation) that have been exacerbated by the uncertainties and added pressure resulting from the COVID-19 pandemic. Set against the statistics for the South African industry as a whole, Petra is performing better than average, particularly given we have maintained fatality-free operations for the fourth year running.

Significant material hazards that resulted in LTIs during the Year related to walking, material handling and driving trackless mobile machinery ("TMM"). Causal triggers indicated that 60% of significant accidents were due to unsafe behaviour and 40% due to unsafe conditions. 16% of all recorded significant accidents were non-work related (walking related slips and trips) caused by a lack of focus on the job at hand, surroundings and complacency. However, the Company takes responsibility for behavioural-related accidents as these are an important indicator of Company culture; hence considerable focus has been placed on turning this performance around and promoting the right mindset and conditions for a safe working environment.

Workplace Safety continued

Our safety performance continued

Increase in LTIs and remedial action taken

LTIs represent a work-related injury resulting in the injured being unable to attend work and perform all of the tasks for which she/he was appointed on the next calendar day after the day of the injury. The number of LTIs experienced by the Group increased by 32% to 25 during FY 2021 (FY 2020: 19), which meant that the Group's annual target of a 20% decrease in LTIs was not achieved. As previously noted, 84% of incidents were of low severity and 60% were assessed to be caused by lack of focus and inattention to detail and surroundings, resulting in unsafe behaviour and mistakes. Of the LTIs, 64% were incurred whilst walking, driving TMM or conducting routine material handling activities. 68% of these unsafe behaviours triggered LTIs resulted in ankle, feet and hand injuries.

Cullinan and Finsch were responsible for 80% of the recorded LTIs, as set out in the table below.

LTI performance by mine			
Mine	FY 2021	FY 2020	Variance
Cullinan	10	4	+150%
Finsch	10	11	-9%
Koffiefontein	5	4	+25%
Williamson	0	0	n/a
Total	25	19	+32%

The impact on performance was addressed Group-wide, led from the top from the HSE Committee, CEO and Exco level down to operational levels through increased Management interventions, visible leadership and Management walkabouts, safety discipline enforcement, safety over-inspection processes, assessment and further improvement of management system tools, awareness campaigns specifically focused on hand and foot injuries, correct footing awareness, material handling re-training, Stop and Fix instructions and Stop for Safety awareness days.

The number of Section 54 instructions issued by the DMRE at the South African operations increased by 73% to 11 in FY 2021 (FY 2020: three), with Cullinan recording seven (64%) of the instructions (Finsch: two and Koffiefontein: two). It should be noted that the wider Gauteng area, where the Cullinan mine is located, was a significant focus for inspections by the local DMRE as the region as a whole had recorded a steep rise in mining accidents and fatalities post the commencement of the COVID-19 pandemic.

Even though South Africa recorded rainfall equivalent to a 1 in 200-year figure, which impacted all the South African operations on surface and underground, health and safety conditions were maintained at high standards throughout the Year.

Overall assessment of FY 2021 performance

The 73% overall improvement in safety objectives and KPIs is a clear indication of the commitment, drive and effectiveness of the implemented OHS management system and associated tools. The Group motto is:

“Together we can make a difference and contribute to a safer Petra every shift – one shift at a time.”

Workplace Safety continued

Case study: Turning the trend on significant incidents and accidents

The impact of change on the psychological wellbeing of the mining industry workforce, triggering fear, uncertainty, insecurity, stress, disarray and isolation, has never been more evident as during the past Year. As a major part of a workplace safety culture lives in the hearts and minds of the workforce, safety performance for both Petra and the South African mining industry as a whole was significantly impacted during the past year.

During this period, our workforce was hit by the 'perfect storm' of difficult conditions to contend with, namely:

- the impact of the Covid-19 pandemic;
- political instability;
- failure of Governmental service delivery and related infrastructure nationally in South Africa;
- large numbers of job losses:
- a significant increase in the cost of basic needs (food, water, electricity, fuel etc.);
- the interruption in educational year programmes; and
- uncertainty engendered by the capital Restructuring.

Each of the factors noted above impacted upon the psychological wellbeing of our staff, which is considered to have had significant implications for the negative behavioural safety trends - triggering lack of attention, absentmindedness, and inattention.

In South Africa, mining operations countrywide ramped up over the period September 2020 (after the Covid-19 hard lockdown) until the end of June 2021. During this 11-month period, the Minerals Council SA's safety performance statistics deteriorated significantly on a constant trend – with fatal accidents tragically increasing 58% to 63 (11 months to June 2020: 40) and reportable injuries increasing 53% to 1,773 (11 months to June 2020: 1,158).

This is in contrast to the previous five-year period, during which the industry had showed a constant improvement on fatalities and reportable injuries. When considering the reasons for this decline in safety performance, many of the aforementioned national, socio, economic and political factors have been reoccurring in South African history over four year cycles for at least the past 20+ years. The only new factor over the past five years was the outbreak of COVID-19. It is thus believed that the combination of all the recurrent factors, plus the pandemic, resulted in the industry safety performance slump.

Given this, Petra's achievement of four years fatality free this Year is commendable.

LTIs, however, increased by 32% during FY 2021, after a nine-year continual reduction trend, with the number of LTIs decreasing 77% over this timeframe. The recorded LTIs during the Year had a low severity rate, mostly caused by unsafe behaviour resulting in foot, ankle and hand injuries sustained during material handling activities, driving TMM and walking.

We strive to continuously improve our health and safety performance and to ensure that our people leave work in a safe and healthy manner every day.

We intervened by reviewing our HSEQ management system tools, improving our HSE start of shift process, focusing on more effective communication which includes HSE Toolbox Talks, sharing of learnings from incidents and accidents internally and externally reported through the Minerals Council SA and introducing leading indicator assessment tools to intervene proactively prior to unwanted event occurrences.

The main focus is on health and safety behavioural initiatives reaching the hearts and minds of our employees and contractors. Examples of how we do this include our HSE campaigns, Management walkabouts, visible felt leadership sessions, Stop for Safety interventions, CEO roadshows, HSEQ Steering Committee and HSE Leads Peer review processes.

Where COVID-19 prevented face-to-face communication, virtual conversations and presentations were held. These aim at strengthening our deeply ingrained safety culture, which is backed up by effective systems and processes, with Managers at all levels of the business encouraged to lead by example.

Value in action: Let's do no harm

Employee Health and Wellness

Our ambition

In striving to prevent harm and positively influence the health and wellbeing of our employees, we aim to develop an integrated, holistic approach to managing workplace and personal health risks that is consistent and relevant. Our occupational health programme targets the elimination of health hazards at source.

Our approach

In addition to keeping our employees safe, we strive to have a workforce that is healthy in both body and mind. Our occupational health programme's primary focus is to manage, control and decrease exposure in the workplace to acceptable levels and prevent associated occupational diseases. In striving to prevent harm and positively influence the health and wellbeing of our employees, we aim to shape a Company culture that recognises the value of caring for our people, who are integral to Petra's ultimate success.

The key occupational health issues that can affect our workforce relate to noise induced hearing loss ("NIHL") and respiratory illnesses. We therefore monitor our operating environment to assess the risk to our workforce, as well as providing the appropriate personal protective equipment ("PPE") and training on safe working practices.

Outside the workplace, prior to the COVID-19 pandemic (read more about our response to COVID-19 on pages 33 to 34) the main community health issues are HIV/AIDS, tuberculosis ("TB") and malaria (Tanzania only), as well as lifestyle diseases such as hypertension, diabetes and obesity.

Our health strategy addresses the following three focus areas:

1. Managing occupational health risks in order to prevent harm to our workforce

Occupational hygiene

Occupational hygiene involves proactively identifying sources of, and exposures to, health hazards, profiling the associated risk, and preventing the release of the hazards through controls in the workplace.

Our focus is on embedding the critical control management process and mitigation measures. In workplaces where there is a possibility that an occupational exposure limit might be exceeded, employees are provided with appropriate PPE, such as suitably selected respiratory protection and hearing protection devices. We have programmes in place to ensure that employees and contractors are trained in the appropriate use and maintenance of the PPE provided, and strict control measures to ensure adherence to requirements in areas where hazards are present and the use of PPE is required.

Measures to reduce noise levels have resulted in the near elimination of instances where employees are exposed to noise levels above the key South Africa Mine Health and Safety Council threshold limit of 105 dB(A). The roll-out of personalised hearing protection devices at sites at risk across our South African operations has also materially improved the effectiveness of hearing protection measures.

Occupational medicine

Occupational medicine is divided into three areas: primary health, care clinic and the occupational health centre.

2. Implementing employee health and wellbeing programmes

In addition to primary health care and occupational health services, Petra has an extensive wellness programme in place to prevent, identify, monitor and support employee illnesses and conditions. We place a major emphasis on raising awareness and breaking down taboos around conditions such as HIV/AIDS, and also try to encourage healthy lifestyles in a number of ways, such as implementing themed days to raise awareness, through employee newsletters and other communications, and by organising health-focused community events, such as sporting events and the Peer Education Programme.

Petra has partnered with Life EHS Careways to assist employees and contractors with guidance and counselling covering mental health and other wellbeing issues. In FY 2021, 551 employees and family members made use of the facility (FY 2020: 92), equating to an employee engagement rate of 14.5% compared to an average mining industry rate of 7.5%. The rise in the number of employees making use of the facility reflects better awareness of the programme amongst our employees, further to an internal communication drive (e.g. Wellness Wednesday weekly campaign), as well as the aforementioned issues impacting the emotional wellbeing of our workforce.

Williamson manages an active community health programme in Tanzania, including health infrastructure, monitoring health indicators and providing training for healthcare professionals, a malaria control programme, and education initiatives around TB control, alcohol and drugs, diabetes and hypertension, and sexual and reproductive health.

3. Building partnerships with external health service providers to strengthen health systems

South Africa

As part of Petra's standard conditions of employment, all full-time, permanent South African employees need to belong to a recognised and approved Medical Aid Fund. This condition of employment aims to ensure that employees and their families are provided for medically in terms of primary health care, chronic conditions and trauma.

Contract employees are also regarded as Company employees for the purposes of occupational health and safety. As it is not practical to expect these employees to conform to the standard Petra conditions of employment, they are referred to state medical facilities for care. Petra makes use of in-house and outsourced private medical services, including occupational health service providers.

Employee Health and Wellness continued

Our approach continued

3. Building partnerships with external health service providers to strengthen health systems continued

Tanzania

At Williamson, employees benefit from the Social Health Insurance Benefit Scheme ("SHIB") that is part of the National Social Security Fund ("NSSF"). The NSSF supports the Government's efforts to increase access to healthcare services and provides medical support to the insured and their dependents. Williamson is in a fixed agreement with the NSSF in terms of social securities and health benefits.

Subsidised primary healthcare is also provided to employees, dependants and external communities by the Mwadui Hospital, which is owned and operated by the mine. The hospital is fully equipped for small to medium surgical procedures and includes a pharmacy, reproductive health facility, outpatient department, laboratory, X-ray facility and mortuary.

In addition, the hospital pilots various health programmes in conjunction with the Tanzanian Government. The programmes include mother and child health, malaria prevention and voluntary counselling and testing ("VCT") as well as anti-retroviral treatment ("ART") for HIV/AIDS. These services are provided free of charge to employees and their families, as well as community members. The programmes are financially supported by the Tanzanian Government, with infrastructural and services support from Williamson. While the mine is on care and maintenance, the Mwadui Hospital is considered a vital service and has continued to operate as normal.

Engaging on health issues

Petra has established a partnership with the South African Department of Health in the Northern Cape, Free State and Gauteng (the three provinces in South Africa in which Petra's operations are situated) which focuses on HIV/AIDS/TB and non-communicable disease management. As part of this initiative we now offer Isoniazid Preventive Therapy ("IPT"), through the partnership that we have with local state clinics, to employees who are HIV/AIDS positive or who have diabetes in order to prevent TB infections. As per the national guidelines, this preventive therapy takes a maximum of 12 months. Currently the number of employees benefiting from the partnership per medical condition are: 118 (Hypertension), 46 (HIV) and 17 (diabetes).

Health management and performance

8,132 medical examinations were conducted across all the South African occupational health clinics during the Year. No medical examinations were carried out at Williamson by the Occupational Safety and Health Administration ("OSHA"), due to the mine being on care and maintenance, but 38 check-ups were conducted by the WDL medical team for certain employees considered to have chronic conditions (e.g. diabetes) to ensure they were appropriately monitored.

During FY 2021, no NIHL cases were considered for compensation (FY 2020: two). One community acquired TB case was diagnosed in FY 2021 (FY 2020: seven) but this does not meet the criteria for submission to the Medical Bureau for Occupational Diseases, as it is not assessed to be related to workplace exposure.

When a condition is confirmed, we ensure that all our employees have access to the appropriate medical care through medical aids or partnerships with the relevant public healthcare facilities.

HIV/AIDS testing

South Africa is known to have the highest number of HIV positive people in the world, with ca. 7.7 million people estimated to be living with HIV, representing ca. 14% of the total population; however, the prevalence rate amongst the adult population is believed to be around 20%, or one in five. Although HIV/AIDS continues to be a serious public health threat, awareness-raising campaigns and the wider availability of anti-retroviral therapy ("ART") is stabilising the number of new cases, enabling infected individuals to live longer, healthier lives, and reducing mother-child transmissions.

UNAIDS is leading the global effort to end AIDS as a public health threat by 2030 as part of the SDGs. It has ambitious '90-90-90' targets which are that: 90% of all people living with HIV will know their HIV status, 90% of all people with diagnosed HIV infection will receive sustained ART and 90% of all people receiving ART will have viral suppression.

The UNAIDS targets were adopted by the National Department of Health and Petra's South African operations support these and encourage employees and contractors to participate to meet these milestones. The progress for 2021 has improved after being slowed down by the COVID-19 pandemic in FY 2020.

Petra wishes to play its part in helping to arrest the HIV/AIDS epidemic in South Africa and therefore ensures that 100% of its employees and contractors are offered voluntary testing every year. During FY 2021, 1,710 (FY 2020, 2,127) employees participated in the voluntary testing during medicals, representing 45% of our total workforce (FY 2020: 52%). Of these, nine employees tested positive and were referred for treatment. The number of HIV-positive employees enrolled on our HIV wellness programme decreased in FY 2021 to 115 (FY 2020: 127). All were referred to the relevant service providers for ART; 89% of these patients were confirmed to be on treatment but because of medical confidentiality it is impossible to get the viral load suppression data.

Malaria

During the Year, 279 people (FY 2020: 231) were diagnosed with Malaria at Williamson, all of whom received treatment.

COVID-19

Following the outbreak of the COVID-19 pandemic Petra immediately established and implemented Group-wide systems and strategies to mitigate the spread of the disease as far as possible in order to protect our employees, contractors and other stakeholders. A detailed overview of our response to COVID-19 is available on our website at: <https://www.petradiamonds.com/sustainability/health-and-safety/our-response-to-covid-19/>.

Employee Health and Wellness continued

Health management and performance continued

COVID-19 continued

As at 30 September 2021, the Company was screening 4,251 individuals a day and a total of 2,261 possible cases were referred to medical practitioners to be tested. To date, the total number of employees confirmed COVID-19 positive at the South African operations is 766; of these, so far 748 have recovered in full, six cases are still active and 12 have sadly lost their lives. There have been two confirmed positive cases of COVID-19 at the Williamson mine in Tanzania to date, however COVID-19 statistics in Tanzania are not as reliable as in South Africa. Very sadly, both employees passed away. This brings the total number of those who have tragically lost their lives to COVID-19 or related complications to 14. Our heartfelt condolences go to the family, friends and colleagues of the deceased; support has been offered to their next of kin.

Petra will continue to strive to ensure the health and safety of all its people, with the major strategy now to ensure the maximum uptake of the available COVID-19 vaccines across our workforce – see case study 'The drive to vaccinate and protect our workforce' below.

Case study: The drive to vaccinate and protect our workforce

There is overwhelming scientific evidence that vaccination is the best defence against serious infections. Vaccines have reduced the morbidity and mortality of infectious diseases such as smallpox, poliomyelitis, hepatitis B, measles, tetanus, whooping cough and pneumococcal conjugate across the world. The various COVID-19 vaccines are considered an essential tool in helping to build 'herd immunity' in order to limit the spread of the virus worldwide, as well as to reduce the severity of the symptoms of those who do still go on to contract the disease.

South Africa

Vaccinating the mining workforce in the country is a priority for the Government's vaccination roll-out programme. Petra is playing its part in encouraging all employees, contractors and other people visiting Petra operations to get vaccinated. In an effort to assist the national vaccination rollout plan, Petra has partnered with the Department of Health in each province. At Cullinan and Finsch, temporary vaccination centres have been set up on site, whereas at Koffiefontein, a number of vaccination sites in the vicinity have been made available to the local community. Those working in Petra's Group Management office in Johannesburg can be vaccinated through a partnership with Momentum in Sandton.

During July 2021, Petra launched a survey across all the South African operations to canvass employees' views around the COVID-19 vaccine, and establish their willingness to take the vaccine. This survey revealed that a large number of employees were not planning to take the vaccine, in most cases due to misinformation and false news, mostly placed on social media platforms by anti-vaccination campaigners.

In the interest of providing employees with the correct information to encourage them to take the vaccine, Petra has launched a multi-channel communication campaign to provide employees with reliable information, especially about the safety of the vaccine and its potential side-effects, which were the two issues most often raised as reasons for employees not wanting to be vaccinated. This information was placed on the digital display screens, distributed via email, posted on the employee-only Petra Diamonds Official Facebook Group, and posted on noticeboards. Mine specific vaccination campaigns are also planned for each South African operation to encourage employees to register for and take the vaccine.

The Minerals Council SA and the various labour unions are also helping to support mining companies by carrying out a major communication drive to educate on the importance of the vaccine in controlling the spread of COVID-19 in the country and to encourage its uptake with the tagline #wechoosevaccination – read more at <https://www.mineralscouncil.org.za/minerals-council-position-on-covid-19#wechoosevaccination>.

As at 30 September 2021, Petra had vaccinated 1,668 employees to date (617 partially vaccinated and 1,051 fully vaccinated), representing 40% of our workforce in South Africa.

Tanzania

The Tanzanian President Samia Hassan launched the country's vaccination campaign on 28 July 2021, with the following groups given first priority: health sector, people older than 50 years of age and people with chronic diseases.

Previously only Government hospitals were permitted to administer vaccinations to citizens. On 26 September 2021, the Government authorised the Mwadui Hospital to administer J&J vaccines to Williamson's employees, contractors and the surrounding communities. On 27 September 2021, a total of 202 mine camp residents were vaccinated. Between 28 and 30 September 2021, a total of 36 Williamson employees had been vaccinated.

After vaccinating employees, the exercise will continue with door-to-door vaccinations in the mine camp. An awareness campaign will also be carried out amongst employees and mine camp residents to encourage them to get vaccinated.

Value in action: Let's take control