

RBPlat COMMUNICATOR

18 April 2020

PHASED RESTART OF RBPLAT OPERATIONS – 20 APRIL 2020

Dear colleagues,

As you are all aware, the President has extended the COVID-19 nationwide lockdown until the 30th of April. This has placed severe difficulty on our company, and the mining industry as a whole. With the recent amendments of the Disaster Management Act regulations, the mining industry has now been allowed to phase in mining capacity to 50% during the lockdown period, with all the preventative and mitigating controls in place to fight COVID-19.

As a company, we welcome these amendments and will follow a phased process of increasing production, whilst at the same time ensuring the preventative and mitigating controls are in place.

Over these next few days, RBPlat will start recalling employees back to work in groups from Monday, 20 April. Rest assured, this is not a decision we have taken lightly; however, we believe that it is the right approach to safeguard our business and the continued employment of our people.

For now, I am requesting that employees prepare for return to work during next week, and await communication from your Manager or Supervisor of when you need to report for duty. Please look out for this important communication. The team is working tirelessly in making sure that each employee receives a travel permit that will be used for travelling to and from work during the lockdown period.

Our management teams and supervisors have been briefed on our Operating Procedures which have been prepared in consultation with the Minerals Council and the DMRE for the prevention and management of COVID-19. Please ensure that you strictly follow and adhere to the required protocols to ensure your health and safety.

The process for returning to work will be as follows:

- Employees will be notified via SMS/telephone call of the date when you need to return for duty
- Employees will be provided with a travel permit for travel to and from work during the lockdown period
- If you are unwell or have any symptoms of high fever, coughing, sore throat or shortness of breath – please stay at home and inform your supervisor, whom will advise on the next steps
- Ensure that you practise social distancing when you travel to work. If you use a bus or taxi, ensure that there is one empty seat between you and the next person
- Use a hand sanitizer before you get onto the bus, or in a car or taxi
- Wear a face mask and do not touch your face, eyes, nose or mouth
- All staff arriving at the operations must undergo health screening, including body heat scanning before arriving at their work areas
- Ensure you wash your hands regularly with soap and water
- No meetings of more than 15 people will be allowed
- Our Protection Services, Health and Wellness teams, HR, and management teams will be managing the process on the ground – please offer them your full support and comply with the processes that have been put in place.

We are actively managing the financial implications of the lockdown and intend to introduce measures to reduce costs in an effort to prevent job losses. Working together, we are confident that this pandemic can be overcome in the long term.

I would like to thank each of you for your continued support, and once again I want to emphasise the importance of working together to overcome this pandemic.

Regards

Neil Carr
COO: RBPlat