

# REDUCING THE SPREAD OF COVID-19 KEEPING OUR PEOPLE & COMMUNITIES SAFE

The health, safety and wellbeing of our employees and contractors is our priority. Our focus is on supporting all of our workforce during this time and keeping them, and the communities where we operate, safe.

There are currently no confirmed cases of COVID-19 at Anglo American in Australia. We continue to monitor the situation closely and adhere to Federal and State government requirements and national industry protocols and update our response measures.

## MAINTAINING SAFE OPERATIONS

Federal and State governments have identified mining as an essential industry, critical to supporting ongoing employment and economic contributions to communities.

We understand that we need to play our role in preventing the spread of COVID-19. We acted early across our global business to put in place mandatory 14 days self-isolation for people who had travelled to high-risk countries. Further, in our business we have the following stringent measures in place:

- **Incident Management Teams comprised of senior management** meet daily to review the current situation, latest advice and respond quickly
- **Mandatory disclosure of travel, illness and/or close contact with someone known to have COVID-19** for all employees, contractors and visitors
- **Mandatory 14-day self-isolation** for anyone who has travelled internationally, has symptoms of COVID-19 or who has been in close contact with someone known to have COVID-19
- **Travel restrictions** with all non-essential work travel prohibited, including to our sites
- **Compulsory social distancing measures** in place across all sites and offices, with revised work patterns and processes
- **Increased hygiene controls, cleaning and disinfection** at all our sites, offices, workforce accommodation and on buses and equipment
- Moving to **charter flights** for FIFO workforce with social distancing measures in place, and communicating travel guidelines for our DIDO workforce
- Reducing the number of personnel on buses
- Introducing guidelines for transport in light vehicles and mining equipment, such as reduced in-vehicle personnel numbers, and additional PPE requirements and cleaning
- Moving to routine **temperature checking** of our workforce prior to boarding planes and upon site entry
- Ensuring **adequate levels of supplies** (including PPE and hygiene products).

## SUPPORTING OUR WORKFORCE

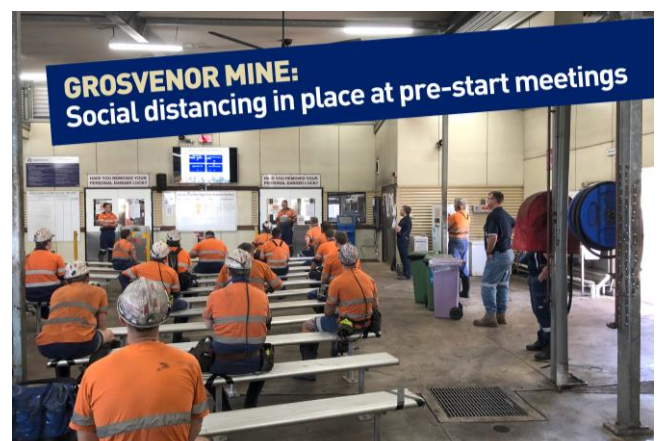
We are in regular communication with our workforce and our key contracting partners to ensure our approach is supportive of people's need to self-isolate, and is aligned and comprehensive.

We're **supporting employees and contractors who are required to self-isolate, with paid leave, access to medical services and assistance programs**. For our **embedded contractors** who need to self-isolate as a result of mandatory government criteria, they will be paid on a 'no loss of wages' basis for the period.

We have our own **telehealth service** where doctors undertake health screening and provide advice to our workforce, lessening the impact on community health services.

Members of our workforce who are **considered vulnerable** and may be more at risk of serious illness if they contract COVID-19 are able to access alternative working arrangements.

We're also focusing on **mental wellness** and have programs in place to provide additional support to our workforce, including an Employee Assistance Program (EAP) and mental health first aiders in the workplace.



## STAY IN TOUCH



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## SUPPORTING COMMUNITIES

We're working closely with local government authorities, industry and community organisations to ensure we take a coordinated approach to reducing the spread of COVID-19 and keep the communities where we operate safe.

We're **donating hand sanitiser** to local emergency services, childcare and education facilities, medical centres, local businesses and community organisations.

To help ensure economic sustainability for regional communities, we have **reduced our payment terms for all small – medium businesses to 14 days.**

We're working with our local business partners to **provide rental relief**, where possible, like at the Middlemount Shopping Centre where we have introduced a rent-free period for all our tenants.

To further support community organisations locally, our **community grants program** is open and will provide financial support to organisations working to respond to the pandemic - particularly those assisting vulnerable groups or who are experiencing financial difficulties resulting from the pandemic. These **grants can be fast-tracked** to ensure funding is provided as soon as possible.

We will continue to look at further ways to support our communities during this difficult time.

For more information or community support, contact:

- **Moranbah:**  
MoranbahCommunity@angloamerican.com
- **Middlemount:**  
Community.Capcoal@cangloamerican.com
- **Moura, Banana, Theodore:**  
Community.Dawson@angloamerican.com



## REDUCING WORKFORCE MOVEMENTS THROUGH COMMUNITIES

To help prevent the spread of COVID-19, we are **reducing commuter workforce movements** through the communities where we operate by:

- Stopping non-essential travel to our sites
- Moving to charter flights to ensure social distancing and hygiene measures are complied with
- Directing our people staying in workforce villages to not go into the community without approval. If this occurs, social distancing processes must be strictly adhered to
- Communicating guidelines for those who drive to site regularly.

We're also considering ways to **reduce our reliance on workforce members commuting to sites**, including through offering opportunities for those with essential roles to locate closer to our sites.

We are working to **increase the proportion of our residential workforce** by supporting those employees who can live locally.

## TEMPERATURE TESTING

Temperature screening upon arrival at Anglo American sites is currently being implemented as equipment becomes available.

We are ensuring all of our workforce travelling to site via plane are temperature tested at airport departure points before boarding flights. On 6 April, temperature checking commenced at Brisbane Airport. We are developing processes for our DIDO workforce.

We've also made more than 6,000 digital thermometers available to our employees and embedded contractors at sites so they can undertake further self-testing.



## COVID-19 & SOCIAL DISTANCING MEASURES AT OUR MINE SITES

Our mine sites and projects have completed detailed risk assessments and have plans in place to reduce the spread of COVID-19 and adhere to social distancing guidelines.

- All sites visits have been restricted to business-critical only
- Increased hygiene controls, cleaning and disinfection – particularly in high traffic areas
- Ensuring adequate stocks of appropriate PPE and hygiene products are available, with additional PPE requirements in place, as necessary.

Revised work processes are being put in place to further support social distancing. Some of these include:

- Smaller or split teams with separation of key roles
- Staggering workforce movements and shift start times to reduce the numbers of people in pre-start meetings, through mine, entry points, in bathhouses and crib rooms
- Marking all muster areas with enforceable 1.5m identification points
- Cancelling non-essential meetings and reducing attendee numbers at meetings
- Reducing the number of personnel on buses
- Introducing guidelines for transport in light vehicles and mining equipment, such as reduced in-vehicle personnel numbers, additional PPE requirements and additional cleaning and disinfection
- Remote or flexible working arrangements, where possible.



**DAWSON MINE:**  
Reducing the number of personnel on buses

## COVID-19 MEASURES AT CAMPS

We're working with our accommodation village operators as they implement COVID-19 response plans and social distancing protocols.

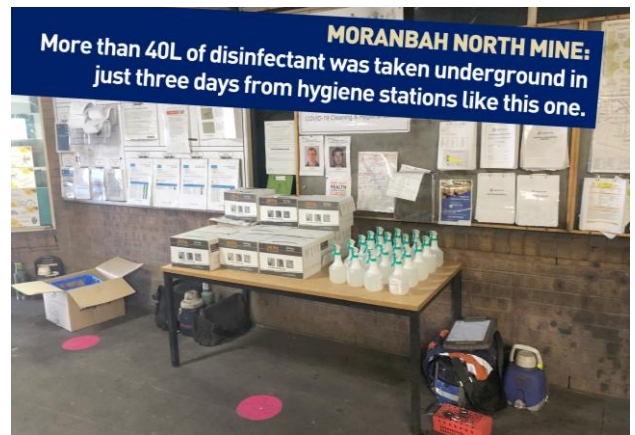
This includes **increased hygiene requirements, cleaning and disinfection** of high traffic areas.

**Gyms, recreation and communal areas have been closed.** In dining rooms, meal services are transitioning to offer **take-away**, with hygiene and social distancing measures in place at meal collection points.

*Please note, Anglo American does not use 'hot-bedding' practices and workforce accommodation is cleaned to hygiene standards before reallocation.*



**Transitioning to take-away dining with social distancing measures in place**



**GRASSTREE MINE:**  
Social distancing in place at pre-start meetings