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CHAMBER OF MINES DECLARATION ON HEALTH AND SAFETY

1. The Chamber of Mines unconditionally endorses the right of all employees to return home unharmed at the end of every working day. It shares with other stakeholders the belief that every life lost, every injury sustained and every disease suffered by any employee at his or her workplace, is unacceptable.
2. To show our solidarity in the quest for zero harm, the Chamber has taken the historic and unprecedented decision to join the National Union of Mineworkers (NUM) in this march, in order to raise everyone's awareness about health and safety in the workplace.
3. Over recent years, much has been done to improve health and safety in mining. The Chamber recognizes the contributions of all stakeholders, including management, the Department of Mineral Resources (DMR), the NUM, UASA and Solidarity, in reducing the number of industry fatalities from 220 in 2007 to 128 in 2010. The reduction, however, gives minimal comfort especially to the loved ones of those who lost their lives and it remains far removed from the mining sector's vision of zero harm. The Chamber is deeply saddened by the more than 90 employees who have lost their lives in 2011. Tireless effort to eliminate workplace fatalities is imperative so that the agony and grief of families of mine employees who lose their loved ones are avoided.
4. Tripartite mining sector stakeholders have adopted a national programme on health and safety. In 2008 a Tripartite Action Plan on Health and Safety was signed and this now forms part of our transformation agenda as contained in the Mining Charter. The Chamber reaffirms its fundamental commitment to transformation and it will intensify its efforts and co-operation to ensure successful implementation of the Tripartite Action Plan.
5. In complying with Tripartite Action Plan provisions, the Chamber acknowledges the need to:
 - Strengthen the sector's health and safety culture,
 - Intensify employee training,
 - Learn from the pockets of excellence that exist in the industry.
6. Through the Mine Health and Safety Council, tripartite stakeholders are currently developing a Culture Transformation Framework which is scheduled to be signed off at a Tripartite Summit later this year. The Framework will contain guidelines for dealing with issues like blame, production bonuses and racism.
7. The industry's commitment to health and safety training is evident in the fact that more than 9400 health and safety representatives have successfully been trained since 2008.

8. A Mine Occupational Safety and Health (MOSH) Learning Hub has been established by the Chamber of Mines. The primary objective of the Learning Hub is to help mining companies to learn from the top performers in the sector. The Learning Hub has already identified a number of leading practices to improve health and safety performances. These are being promoted and adopted throughout the industry.
9. Mining industry employers accept their responsibility as reflected in the Mine Health and Safety Act to play a leading role in the critically important areas of health and safety. However, this is not an obligation that companies are able to meet on their own. The DMR, the NUM, UASA and Solidarity are vitally important partners. The full and active participation of all parties is essential.
10. The Chamber of Mines and its members re-emphasize their total commitment to all collaborative processes that are designed to improve industry health and safety. All stakeholders are urged to work together to:
- Strengthen health and safety leadership in the mining sector.
 - Eradicate blame, racism and genderism from the sector.
 - Ensure that production bonuses enhance health and safety.
 - Promote the adoption of leading practices and the outcomes of relevant research undertaken by the Mine Health and Safety Council.
 - Strengthen efforts to improve health in the mining sector.



DR XOLANI MKHWANAZI
PRESIDENT


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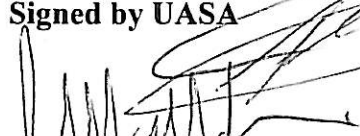
Signed by the National Union of Mineworkers



Signed by the Department of Mineral Resources



Signed by UASA



Signed by Solidarity