

Driving Zero Harm in the Mining Industry

27 April 2017



Ministry of Mines & Energy

"promoting Namibia's mineral, geological and energy resources"



THE CHAMBER OF MINES
OF NAMIBIA

From the Regulator/ Legislative Perspective

- The draft Mine Health and Safety Regulations are 90% ready and will be made by the Minister of Mines after the promulgation of the Minerals Act.
- This achievement was made possible as Joint Team Work by MME and the CoM Safety Committee.
- The Chapter on Marine Operations remains however a challenge, the percentage of permanent employees vs contractors and penalties for transgressions.



Suspension of Mining Operations by MME at Swartmodder Mine

- A mine visit was conducted by the CIOM, the CoM and other industry players that resulted in:
- Suspension of Mining Operations and Issuance of Export Permits for Africa Huaxia (Pty) Ltd until such a time the mine complies with safety requirements to the satisfaction of the CIOM-**First things First!**
- This is an unpopular decision that can lead to the withdrawal of a Mining Licence.
- We can not host investors who float our laws, neglect the welfare of our workers and contaminate others.
- Such mining operators put our mining industry into disrepute.



Conti.....

- It is unethical when Mineral Right Holders run to political office bears and mislead employees telling them that they have problems with the Ministry of Mines or any other State organ.
- We are actually helping our weak ones by engaging and them, giving them opportunities for remedial actions.
- If a Minerals rights holder cannot comply with Safety Requirements for whatever reason then they should surrender the Mineral Rights voluntarily.
- One can not hide behind the excuse of **“Employing Namibians”**



Conti.....

- Running to political offices is not a solution.
- MME grants Mineral Rights to applicants because they convinced us that they will offer the best mining practices, from which we can All learn and reap benefits.
- At times, unfortunately this is not always the case.

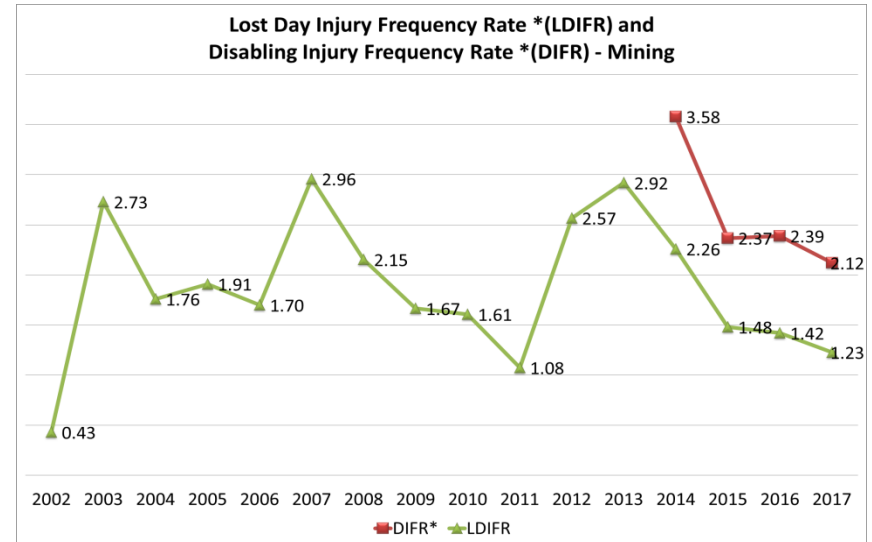
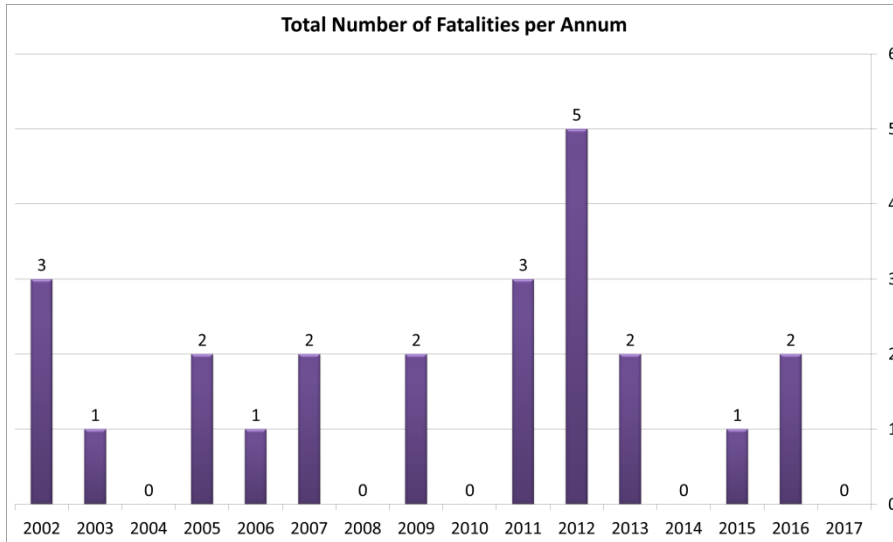


Reaching Zero Harm

- The following aspects are critically important to reach the target of Zero Harm:
- Having Correct Safety Policies and Procedures in Place- Zero Tolerance on Substance, Usage of Fall Protection, Safety Awareness, Compliance with Regulations etc.
- Having a proactive mind set-Engage Employees and Trade Unions.
- Applying correct actions, and soliciting support from stakeholders, i.e. Safety Committees and Peer Reviews.



We are Improving, but we need to get to ZERO



- We have the right processes, procedures, initiatives, audits, inspections and resources in place
- What next?



Some thoughts to ponder on

- **Leadership practice – Alcoa**
- **Chronic Unease**
- **Connect, Commit, Challenge**
- Leaders are role models – whether they choose to be or not
 - A leader's behaviour impacts those around them and creates the “culture” of the organisation
- Leaders are judged by the **things they do and say** – not by **their intent**

