



LIMPOPO OPENCASRT RTF UPDATE

21 November 2018

Security Classification: External

ACHIEVEMENTS

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- Attendance of members to the Forum
- Diversity and Inclusion
- Focus on TMM related risks and improvement of controls

CHALLENGES AND NEXT STEPS

Key Points to be addressed	Issue	Next Steps
Attendance of Senior Representatives and Organised Labor	<ul style="list-style-type: none"> • Very few GMs and 3.1 appointees attend. • One union member in Exco 	<ul style="list-style-type: none"> • Formal communication to employer to highlight concern • Monitor situation for next Tripartite meeting
Risk Identification and Monitoring of the Controls to Prevent or Mitigate the risks	<ul style="list-style-type: none"> • Different and misaligned processes followed by member operations • Not identifying and implementing the correct controls and critical controls 	<ul style="list-style-type: none"> • Subcommittees to create better understanding and alignment • Review current Critical Controls associated with the PUE's • Link High Potential Hazards (HPH) and High Potential Incidents to Fatal Risk Standards
Learning from Incidents	<ul style="list-style-type: none"> • Mines sensitive and cautious in sharing information • Similar incidents occur at various mines 	<ul style="list-style-type: none"> • Embedding Culture Transformation • Follow up on learnings post investigations and inquiries

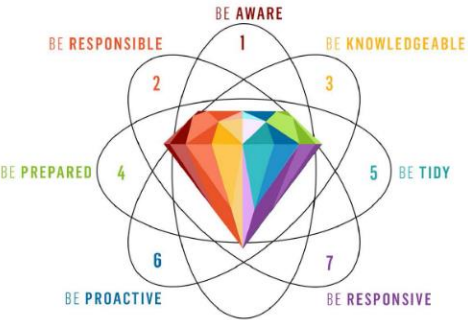
RISK MANAGEMENT – WHAT & HOW

▪ Embed 'Put Safety First' as a value in our business

▪ Across operations, gain immediate benefit from consequence 4&5 PUEs, identify and implement the most effective critical controls for related PUEs

▪ Implement effective work planning through the development and review of high risk task JRAs and SOPs to ensure a desired outcome of safe production

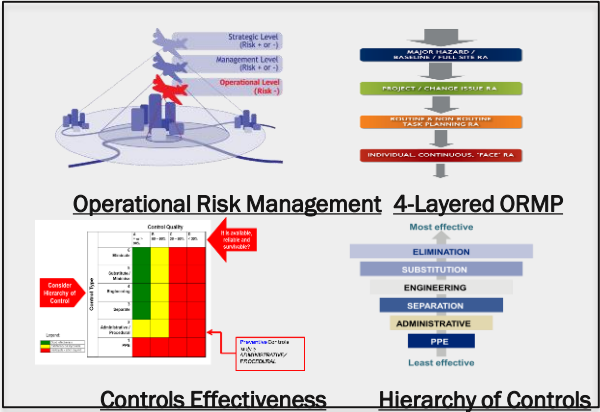
Critical Safety Behaviours



Consequence 4&5 Unwanted Events

Control	Control Quality	Control Effectiveness	Control Reliability	Control Maintainability	Control Flexibility	Control Resilience	Control Redundancy
Control 1	High	High	High	High	High	High	High
Control 2	Medium	Medium	Medium	Medium	Medium	Medium	Medium
Control 3	Low	Low	Low	Low	Low	Low	Low
Control 4	High	High	High	High	High	High	High
Control 5	High	High	High	High	High	High	High
Control 6	High	High	High	High	High	High	High
Control 7	High	High	High	High	High	High	High

JRAs and SOPs from ORMP



Align LFI- Why do incidents occur?

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- Implementation of insufficient number of effective controls
- Limited or inappropriate risk perception
- Integrity failure of implemented controls
- Lack of monitoring and testing of controls
- Failure to correct and manage deviant behaviour



SAFETY CULTURE FRAMEWORK

- Four themes linked to the specific Safety Leadership Practices
- Expected from Everyone within the organisation and added expectation for those in Supervisor and Management positions
- Whole **framework is linked**, all must be present to ensure safe and effective work processes.



DE BEERS
GROUP OF COMPANIES

THANK YOU