

# Anglo American's global employee and community response to Covid-19

Our WeCare programme demonstrates our purpose in action: **re-imagining mining to improve people's lives**

**WeCare** is our global lives and livelihoods support programme in response to the effects of Covid-19

Three intersecting phases of support

- ▶ Prevent
- ▶ Respond and
- ▶ Recover

From the health, social and economic effects of the pandemic

We're living our values to protect our workforce and support our communities



Our mines and host communities, which are also often home to much of our workforce, operate as an ecosystem and both must be healthy to prosper.

## Physical health

Education and behavioural change to support personal health and hygiene.

To keep each other safe at work, we have 10 workplace controls in place:

- Self monitoring and reporting** so we can personally take action as soon as we experience symptoms
- Reducing the number of people in workplaces** through alternative work arrangements, a high-risk register and using virtual platforms
- Education and communication** helping us all understand how the virus is spread and what we can do to stop it
- Respiratory protection** where social distancing isn't possible, including respiratory protective equipment and training
- Screening and testing** including temperature checks at all site entrances and access to COVID-19 testing facilities
- Covid-19 contact tracing** to identify anyone who may have been exposed and take precautionary measures
- Sanitary cordon around our operations** limiting the number of people who visit our sites and the number of call-outs/overtime
- Covid-19 vaccination** is strongly encouraged and where necessary, required for workplace access
- Social distancing** in meetings, on site, on transport and in emergencies
- Hygiene/cleaning measures** regular cleaning and disinfecting of all surfaces, equipment and transport

## Mental health

We've built on our existing mental health and wellbeing resources to make sure we can all access the tools and reassurance to help us cope with stress and uncertainty.



- The Managing Your Mind toolkit includes eLearning, advice, and access to counseling and remote meditation to help everyone stay positive, protected and connected
- Our Wellbeing Survey is enabling us to listen to our colleagues' concerns and respond in a way that keeps them well
- We're stamping out stigma for anyone who tests positive for Covid-19 through our Bullying, Harassment and Victimisation policy
- We're working with leaders to promote compassion and empathy

## Living with dignity

Our partnerships with health authorities and charities are helping us to identify people at risk of gender-based and other forms of domestic violence and direct them to the support they need.

### 1. Raising awareness of support

We're sharing information about the support available in our countries of operation, including counselling services, medical emergency response, legal advice, child protection and police services



### 2. Case identification and referral

Our employees and communities are joining forces with health professionals to identify cases of domestic violence and sexual abuse and ensure victims are guided towards the relevant support services

### 3. Supporting safe spaces

We've partnered with UN Women to provide much-needed supplies to shelters in our communities, addressing existing deficits while supporting them to cope with increased domestic abuse cases

## Community response

By working with each of our communities and establishing what matters most to them, we've been able to create unique responses that are tailored to their individual needs.

### Key achievements so far:

- ✓ Public health and hygiene information campaigns
- ✓ Increasing local capacity for community testing
- ✓ Support for
  - SMEs and entrepreneurs
  - Teachers and students
  - Health service provision
- ✓ Continuation of essential services (e.g. water, energy, accommodation)
- ✓ Regional development planning
- ✓ Donations of medical supplies and equipment
- ✓ Job training for post-pandemic employability
- ✓ Employee match funding
- ✓ Food security support