

OUR RESPONSE TO COVID-19

As a business with global operations, we have been affected by the spread of COVID-19. Safety is our first value and in line with this, the health and safety of our employees, contractors and the local communities is always our first priority.

Across all global locations we have dedicated teams responsible for monitoring local impacts and advice from local authorities as well as our response. We have worked hard to implement additional safety, health, hygiene and physical distancing controls to reduce the risk of transmission and to develop business continuity plans for all our operations. Our teams have also worked collaboratively with local communities to ensure they have sufficient resources available.

OUR EMPLOYEES AND CONTRACTORS

In late January, following the COVID-19 outbreak in China, MMG began actively monitoring the situation and implementing a range of safety controls. In March 2020, the MMG Crisis Management Team was established to oversee the Corporate and site-based responses to COVID-19. Each of our operations established an emergency management team to develop site-level plans, in close coordination with MMG's Head Office, and proactive decisions were made based on expert medical advice.

By April, our people based in our Melbourne, Lima, Hong Kong, Vientiane and Johannesburg offices were all largely working from home. This arrangement ensured they were safe and able to continue their tasks as much as possible with

additional support provided. All employees were also provided with mental health and support lines in their countries and local languages for themselves and their families.

Given the nature of mining, working from home is not an option for the majority of our people. Those who are based at our operations are critical to the success of our business, and we worked hard to support them and to ensure their workplaces are as safe as possible.

In addition to establishing protocols for self-isolation and reporting for any employee who has been tested for the virus, we also implemented a range of safety measures to limit the risk of transmission within all our sites. These measures included:

- › Pre-site arrival health checks and health and safety awareness conversations
- › In Peru and the DRC, regular COVID-19 testing before, during and after departure from the operation
- › Temperature and health screening
- › Maintaining physical distancing of at least 1.5 meters while working, eating in the dining halls and travelling to site
- › Closure of places on site where people congregate and socialise, including site restaurants, cafes and entertainment spaces. Those that remain open have strict physical distancing requirements in place
- › More hygiene stations with handwash and hand sanitiser available
- › Clear communication on how to keep our people safe
- › Frequent cleaning and disinfecting of work areas and buses

All sites developed plans in the event of a positive case being identified, the protocols for which were established and regularly updated in close coordination with the site and MMG medical experts and in line with national requirements.

CASE STUDY LAS BAMBAS AND COVID-19

Peru has been heavily impacted by COVID-19. In response, Las Bambas established multidisciplinary teams to review and ensure compliance to all COVID-19 controls. All employees able to work from home were encouraged and supported to do so. Employees returning to site are screened twice before travelling, including COVID-19 testing and assessment for symptoms, as well as tested during their time on site and when they leave. Strict controls are in place at the operation, including thermal cameras, physical distancing and changes to room arrangements. The Employee Attention Centre (CAE) offers 24-hour support to all Las Bambas people for whatever impacts they may face during this challenging time (see page 23 for more information).

The site has also contributed significantly to the local, regional and national response to COVID-19. This included donating over 10,000 COVID-19 rapid tests, PPE and isolation tents to the Apurímac region, as well as support for regional and local health campaigns. We also donated key medical equipment to local health centres, including an oxygen plant, ventilators and oxygen tanks.

More than 10,000 basic necessity kits were delivered to families in 78 local communities in Apurímac and Cusco regions, we funded humanitarian flights to get community members back from Lima, and rolled out local business support initiatives to reactivate the local economy. We also used Radio Surphuy to share important COVID-19 health updates in both Spanish and Quechua, and the station was chosen by the Ministry of Education and the UGEL Cotabambas to broadcast "I learn at home" ("Aprendo en Casa").



OUR RESPONSE TO COVID-19 CONTINUED

For information on how we worked to protect and support our employees, local stakeholders and communities, visit [www.mmg.com](#)



IMAGE: Community COVID-19 support, Kinsevere, DRC.

CASE STUDY KINSEVERE AND COVID-19

Kinsevere has implemented multiple health and safety measures on site, including vigorous screening of all MMG people, rapid testing when employees return to work and those who present with symptoms, as well as the installation of a COVID-19 screening building at the main gate for automated disinfection and screening. In addition, the medical team continuously shares safety messages with the workforce using messaging services and site-wide notifications.

Along with preventive controls on site, we worked closely to support our local communities. Kinsevere contributed US\$100,000 towards the local Haut-Katanga Province for their COVID-19 pandemic prevention response plan. We also funded workshops on infection prevention with technical support from the World Health Organisation, awareness sessions in local schools, the installation of over 200 hand washing stations in public places and schools, and the donation of essential PPE and megaphones to broadcast messages to community members.



IMAGE: Employee at Dugald River, Australia.

CASE STUDY DUGALD RIVER AND COVID-19

From early 2020, Dugald River worked closely with the Queensland Resources Council (QRC) to ensure full compliance with the Queensland government's COVID-19 response. This included quarantining and testing people from designated hot spots and preventing their travel to site.

The COVID-19 management plan involved isolating anyone with cold or flu symptoms for testing, regular temperature and health screening, reduced capacity in communal settings, increased hand washing facilities and the installation of no touch door openers. A SMS service was implemented to directly communicate with employees, and they also increased mental health surveillance for those working both on site and remotely.

The site was in regular contact with the Cloncurry Council about COVID-19, ensuring they were aligned with local requirements and fly-in, fly-out workers didn't interact with the local community where practicable.

OUR COMMUNITIES

Communities are an integral part of our business and their health and safety is critical, especially during these uncertain times.

We worked with our local communities and stakeholders at all operations to identify opportunities to support them through the pandemic, and implemented initiatives to support local and national government efforts. We worked to manage risks arising from workforce transportation (fly-in, fly-out and bus-in, bus-out) and continue to work with regional governments, communities and other stakeholders to ensure their concerns are included in our operations' continuity plans.

In addition to ongoing dialogue with all communities, local and regional stakeholders, we have implemented a series of initiatives to support the rapid response and education of communities. This includes:

- > Additional funding and support for local and regional health directorates, including sourcing critical PPE, donation of oxygen plants and additional medical equipment, training and coordinating with the national government on their behalf (as required)
- > The communication of national public health advice as well as public awareness campaigns in both official and indigenous languages through community radio stations, flyers and posters
- > The donation of thousands of food and basic necessity packages in Peru

We acknowledge COVID-19 continues to impact the regions where we operate, and we will support our people, our communities and stakeholders throughout the pandemic. We will also continue to monitor advice from governments across our operating jurisdictions and will assess and communicate any changes to the current arrangements as required.



IMAGE: Physical distancing controls and health checks, Rosebery, Australia.

CASE STUDY ROSEBERY AND COVID-19

Our Rosebery operation took quick action in March 2020 to develop COVID-19 controls. The site's COVID-19 management plan was developed, updated regularly in line with Tasmanian and Australian government requirements and reviewed monthly by the Tasmanian Mines Inspector. Controls within the management plan included daily temperature checks, health declarations, staggered start

times and reduced room capacity to ensure physical distancing was possible. Increased stocks of PPE were sourced and held on site, a quarantine room was established in the event of a suspected or confirmed case and cleaning was increased across the operation. Rosebery was required to close its community shopfront in Rosebery, instead directing community members to make contact through dedicated phone lines. We also supported education efforts through regular advertising on local radio.