

# OUR RESPONSE TO COVID-19

**As a global organisation, MMG has been affected by the spread and impacts of the COVID-19 pandemic. Safety is our first value and to this end, the health and safety of our employees, contractors and the local communities remains at the forefront of our management approach.**

Our dedicated teams across all global locations monitored impacts and advice from local authorities. We worked collaboratively with local communities to ensure they had sufficient resources available, while continuing with day-to-day operations at each site, to the extent it was safe to do so.

## OUR EMPLOYEES AND CONTRACTORS

In 2021, due to the sustained COVID-19 outbreak, MMG maintained a range of safety controls that were implemented in 2020. The MMG Crisis Management Team maintained oversight of the corporate and site-based responses to COVID-19, and each of our operations retained their emergency management teams to develop site-level plans.

For different periods during the year, many of our people based in our Melbourne, Lima, Hong Kong, Vientiane and Johannesburg offices worked from home for extended periods to ensure they were safely able to continue their duties. All employees were provided with Employee Assistance Program support service contact details in their countries and local languages, available to use 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 the COVID-19 protocols for protection, self-isolation and reporting established in 2020, additional preventative safety measures were triggered including:

- Following all local government and health department directives including contact tracing.
- Ongoing communications about COVID-19 vaccines including benefits, availability and access.
- In Peru and the DRC, regular assessment of symptoms and COVID-19 testing before, during and after departure from site.
- In Peru, a 24-hour quarantine period was established prior to site access, allowing for COVID-19 testing and health checks .
- In the DRC, quarantine is required for returning travellers prior to returning to site.
- In Peru a teleconsultation service, including a medical team is available to employees and their families requiring any support related to the COVID-19 pandemic.

All sites have plans in place in the event of a positive case being identified and we will continue to follow local government and health department guidelines and review sites implementation as required.

MMG promoted a strong vaccination campaign as the best way to maintain a healthy workforce, prevent the spread of COVID-19 and its possible long-term complications, and reduce absenteeism due to COVID-19. This messaging was provided through posters, emails and other methods highlighting the benefits of protecting yourself and your family, your fellow workers and the community, building trust in COVID-19 vaccines.

As the need for remote working increased, the following actions were taken to support a healthy work environment for our people at home:

- Awareness-raising: Employees and their families were provided information on preventative measures to take at home.
- Psychological assistance was available in some circumstances, through the Employee Care Program.
- Active breaks were implemented to reduce the stress caused by work.
- Virtual meetings focused on the well-being of all our employees while working on site or at home.
- Support and flexible roster arrangements were initiated for people and families affected by COVID-19 or other health concerns.

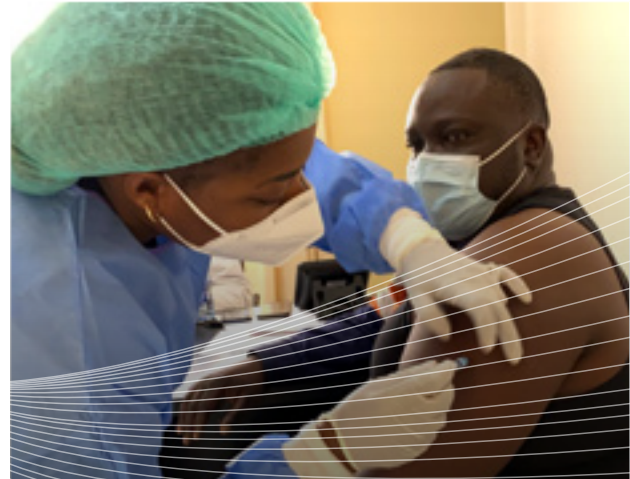
## OUR COMMUNITIES

The health and safety of our host communities is vital, especially during these uncertain times.

We continued to work with our local communities and stakeholders 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 continuity plans.

In addition to ongoing dialogue with all communities, local and regional stakeholders, and the programs put in place in 2020, we continued to execute community support initiatives including:

- Additional funding and support for local and regional health directorates, including sourcing critical PPE, oxygen plant and additional medical equipment donations, training and coordinating with the national government on their behalf (as required).



## CASE STUDY

### COVID-19 PREVENTION STRATEGY AT KINSEVERE

At our Kinsevere operation, 'We Do What We Say' is a central plank of a strategy that has kept our employees and their families safe during the COVID-19 pandemic.

MMG Kinsevere developed several measures to help our people and our communities access fact-based and credible COVID-19 health information.

The Kinsevere medical team is also overcoming misconceptions related to the vaccine by profiling people who have received two vaccine doses. Vaccine hesitancy continues to present a major challenge to the site and across the DRC, where only 0.1% of the population of 105 million is vaccinated, as of the 31<sup>st</sup> of December 2021.

Kinsevere will continue to work hard to encourage COVID-19 vaccination uptake as an additional layer of protection for our people and their families.

To learn more about Kinsevere's approach to COVID-19 safety on site, visit [wemineforprogress.com](http://wemineforprogress.com).

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## CASE STUDY

### MANAGEMENT OF COVID-19 AT LAS BAMBAS

COVID-19 continues to be an extremely contagious virus and a risk to our people. The Las Bambas health team worked hard in 2021 to continue implementing preventative measures to comply with MMG and Peruvian protocols to help protect our people and prevent the spread of the virus.

There was an ongoing focus on adapting our way of work to ensure our people had the necessary equipment to protect themselves and others. The team developed a modified transportation mobilisation procedure, and encouraged preventative health measures including hand washing, regular disinfection of vehicles and equipment, and the mandatory use of face masks.

Other improvements made include upgrades to ventilation and air conditioning systems, barriers in common areas and revised eating and shift times to reduce the movement of people. The site also has a dedicated COVID-19 health team, tasked with providing critical follow-up care to positive cases.



- The communication of national public health and vaccination advice in both official and indigenous languages. This is especially important in the DRC where access to quality healthcare and reliable information about COVID-19 including vaccination remains a challenge.
- Provision of medical equipment and supplies to local communities and hospitals during supply shortfalls.
- In the DRC
  - » collaboration with UNICEF, supporting local schools with virus protection kits including hand wash stations, liquid soap, masks, buckets and thermometers.
  - » the provision of a PCR machine assigned to Kinsevere's partner hospital – Medpark, significantly increasing testing rates for the region.
  - » Creating a COVID-19 forum with credible medical advice from respected bodies including the World Health Organisation and Centre for Disease Control and Prevention to combat the strong anti-vaccine sentiment in the country.
- In Peru
  - » donation of thousands of food and basic necessity packages
  - » providing COVID-19 tests for 17,780 local business employees and caring for 400 contractor employees with health personnel at a temporary care centre hired by Las Bambas.

We acknowledge COVID-19 continues to impact the regions where we operate, and we will support our people, 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.

For information on how we work to protect and support our employees, local stakeholders and communities during the COVID-19 pandemic, visit [wemineforprogress.com](http://wemineforprogress.com).