

29th April 2013

PRESS RELEASE

JWANENG PREMIER SAFETY, HEALTH & ENVIRONMENT LEAGUE AWARDS ITS SHINING STARS

OR

JWANENG PREMIER SAFETY, HEALTH & ENVIRONMENT LEAGUE PLAYERS HONORED FOR PLAYING IT SAFE

JWANENG – Monday 29th April 2013, saw the first 2013 instalment of the Jwaneng Premier Safety, Health & Environment League (JPSL) Awards, an initiative of the Debswana Jwaneng Mine. Held at the Jwaneng Showgrounds, the event saw participants of JPSL, the mine staff and contractors, recognized and awarded for their dedication and adherence to a culture of zero harm as punted by the mine's Safety, Health And Environment (SHE) department. This was the second ever awards event since the inception of JPSL in June 2012.

The first season of the year, kicking off in January and concluding in April, saw 27 teams battle it out to take home the titles of JPSL Team of the Season, Top Defender, Player of the Season, and Captain of the Season. Thiba Ka Koo, comprised of the medical personal on the mine, emerged as overall winners. Additional awards conferred on the day included Top Defender, Captain of the Season, Head of Department and Sustainability Awards.

Said Mr. Tefo Molosiwa, Senior Manager of Sustainability, "We have always believed in incredibly strict safety regulations whilst working under such potentially dangerous conditions. We promote a culture of safety throughout the mine and which in fact is encouraged even offsite. Through JPSL, we are not only striving to reduce and eliminate injury or ailment; it is bigger than that. In fact, teams are able to work their way up the league tables even through strong community involvement. For this and for all their efforts towards making Jwaneng mine a zero harm zone, we recognise and thank each one of our participating teams and offer a special congratulations to our victors."

JPSL is an initiative which aims to incentivise mine personnel to adhere to all SHE regulations. It seeks to involve all employees into a SHE premier League in which players (employees) and teams (inter-departmental) are incentivised to perform their best in the upkeep and practice of the SHE regulations by awards. Adherence to SHE regulations and protocols result in points being gained by each player and by extension of their good play, their team. Breaches of SHE protocols see penalties carried out by the reduction or removal of points. JPSL also aims to improve practice of high SHE standards by encouraging active and continual participation. With JPSL, the message recipients are not only spectators but players. Playing the teams against one another while the players direct their efforts to 'Playing it Safe' in the true spirit of "safety sportsmanship" encourages participation and dedication towards a culture of high safety and zero harm.

“JPSL still has a long way to go and will see greater development with time and increased learnings, gaining more shape particularly after each review. However, we have already seen 10,000 Near Hits reported in 2012, a drastic increase from the 78 Near Hits reported in 2010. This means that 10,000 dangerous situations were identified and rectified at the source by mine staff themselves, thus de-risking the business and ensuring the safety of all staff. Staff participation and enthusiasm are what have really helped take JPSL to the next level and for that we celebrate them with this event and look forward to the next season kicking off,” concluded Mr. Molosiwa.

ENDS-

For more information contact:

Naledi Dikgomo-Goulden, Public and Corporate Affairs Manager at Debswana Jwaneng Mine, DEBSWANA, +267 588 4000

OR

Bontle Maruatona, DEBSWANA, bmaruatona@debswana.bw, +267 588 4000

ABOUT JPSL

The Jwaneng Premier Safety League (JPSL) is an initiative which aims to incentivize mine personnel to adhere to all SAFETY, HEALTH AND ENVIRONMENT (SHE) regulations. It seeks to involve all employees/participants into a SHE premier League in which players (employees) and teams (inter-departmental) are merited/incentivised to perform their best in the upkeep and practice of the SHE regulations by awards. It also aims to improve message retention by encouraging active and continual participation. With JPSL, the message recipients are not only spectators but players.

Playing the teams against one another while the players direct their efforts to ‘Playing it Safe’ in the true spirit of “safety sportsmanship” encourages participation and relatively higher message retention.

Any heavy-duty industry is composed of various “teams” of electricians, mechanics, journeymen, management, engineers, drivers, boilermakers etc. Playing these teams against one another while the players direct their efforts to ‘Playing it Safe’ in the true spirit of “safety sportsmanship” encourages participation and relatively higher message retention. There are 27 teams at present, comprised of mine staff from various departments and areas, each area forming a team that is made up of up to 100 people and which cuts across hierarchical positions. These include teams such as Gum Boot Dancers and Jackhammer Rovers, names which are fun and which encourage camaraderie and staff to really get into the spirit of the league.

Adherence to SHE regulations and protocols will result in points being gained by each player and by extension of their good play, their team. Breaches of SHE protocols will result in penalties carried out by the reduction or removal of points. This system has been developed in such a way that the scoring is easily managed, transparent and linked to performance.

The JPSL idea borrows from the “play theory” in which, message retention is improved due to the recipient assimilating the information as an enjoyable rather than a boring, monotonous and unimaginative “memo.” By implementing a campaign based on this theory the mine will overcome the issues of message fatigue because the employees will be compelled to participate rather than be spoken to/communicated to. This campaign changes the message recipients from spectators to players.

JPSL is a project in its early stages and yet which has already shown, through the Near Hits concept which is a part of JPSL, results. Launched in June 2012, the project has seen implementation in various stages from introduction to activations and reviews. League sheets, rule books, online log-ins to access league tables, etc., have all been implemented. Such activations include the recently held (November 2012) Anglo-American Global Safety day, which sought to acknowledge and celebrate all Anglo operations. The theme, that safety begins with you, was reflected by the JPSL teams. The teams prepared celebrations for the day, offering retrospects, personal commitments being declared for 2012 and 2013. These spoke to the objectives and reportings (such as near hits and incident reportings) as outlined in the attached plan.

An aggressive approach has been taken in introducing the project to the mine staff and in implementing it as part of a daily work culture and which employees live even outside of the mine. The project still has a long way to go and will see greater development with time and increased learnings, gaining more shape particularly after each review.



