



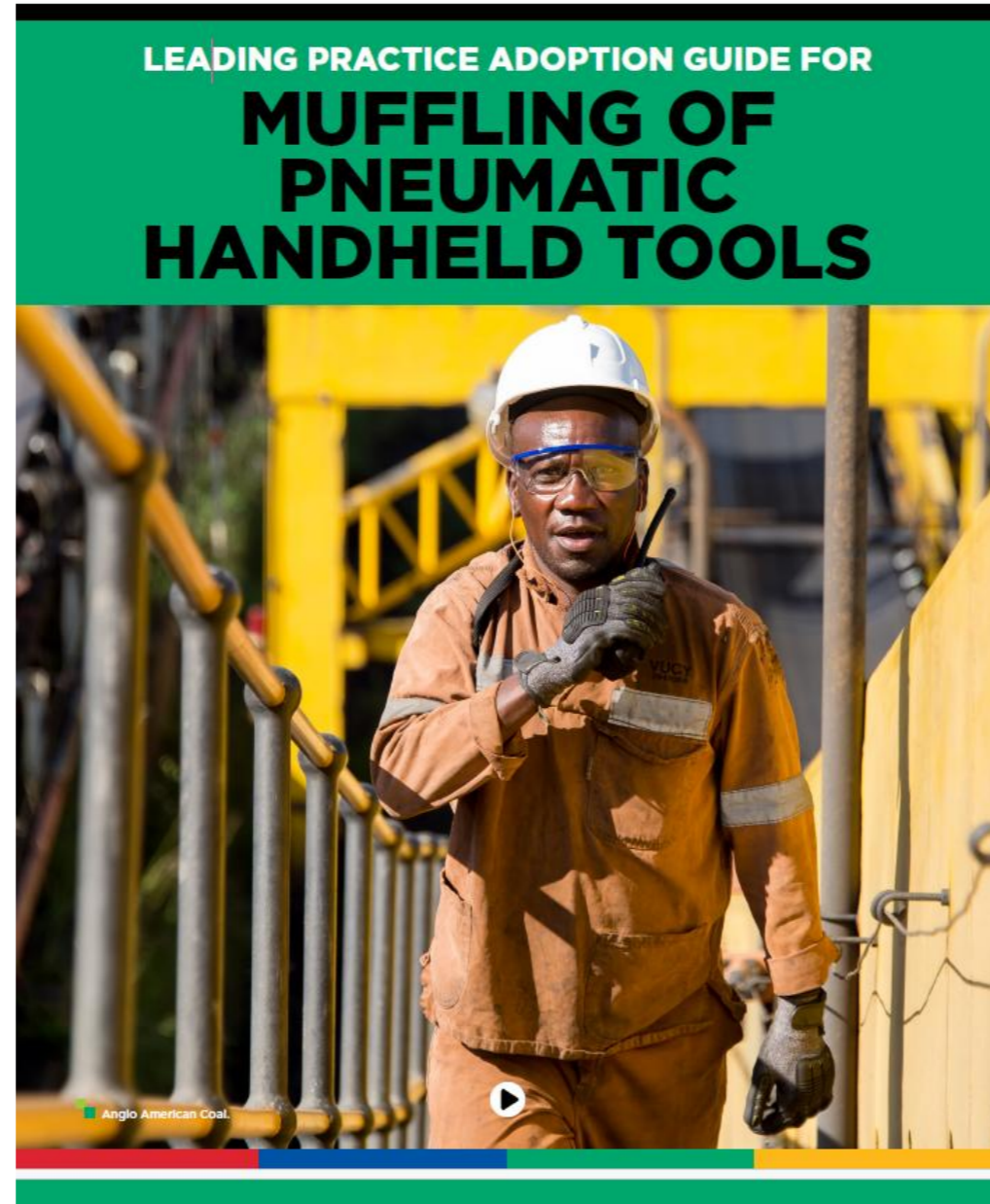
Sedibelo Platinum Mines – Pilanesberg Platinum Mine

MUFFLING OF PNEUMATIC HANDHELD TOOL SIMPLE LEADING PRACTICE ADOPTION GUIDE

Kagisho Motseme - Principal Adoption Specialist
Khanani Ramoshaba – Adoption Team Manager
Julize Hasenbroek – Adoption Team Manager
19 June 2026, Gamagara Hall, Kathu, Northern Cape



MUFFLING OF PNEUMATIC HANDHELD TOOL SIMPLE LEADING PRACTICE ADOPTION GUIDE



PURPOSE OF LEADING PRACTICE LAUNCH

Preset details of the Leading Practice



Illustrate the Value Case and Process for its Adoption.



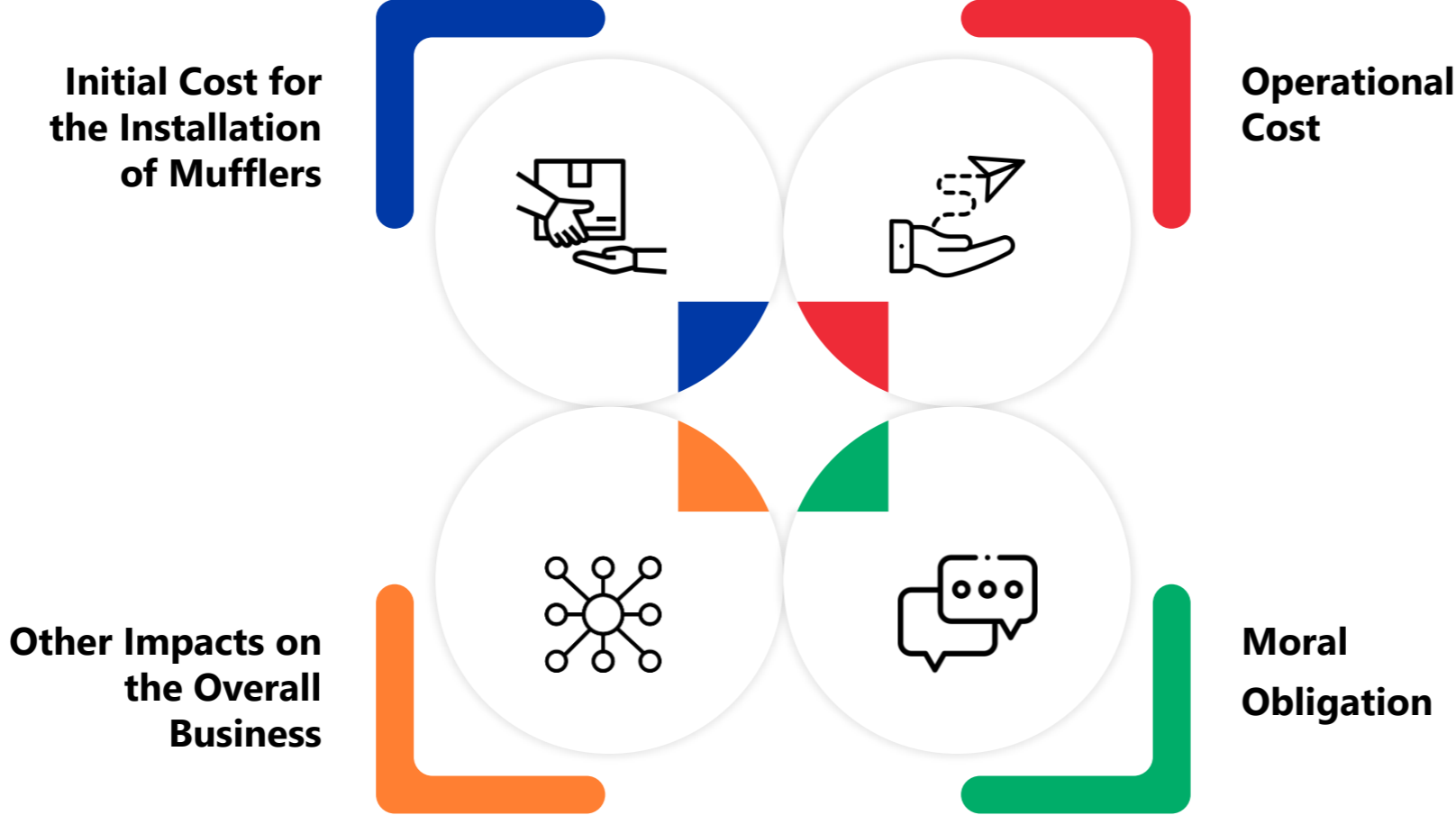
Establish a Focus Group for Adoption



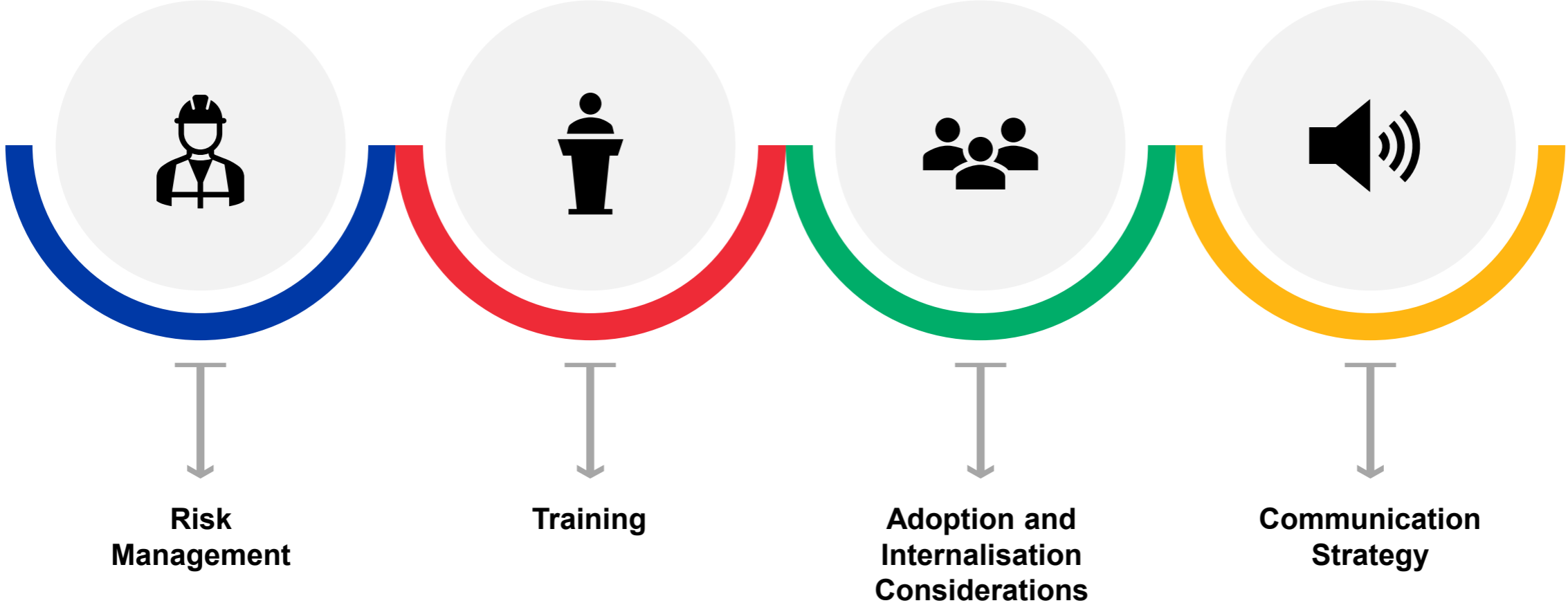
Widespread Adoption of the Leading Practice Across Industry



SUMMARY OF GENERIC VALUE CASE

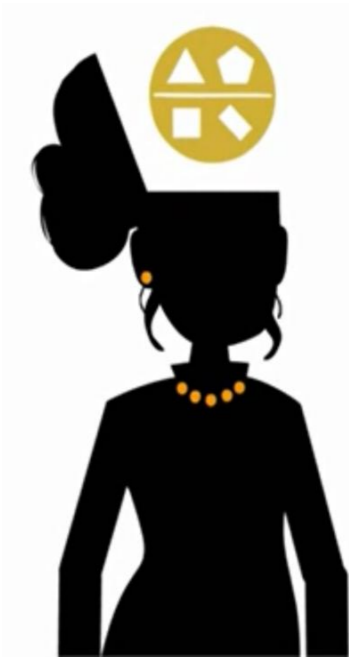


KEY CONSIDERATIONS

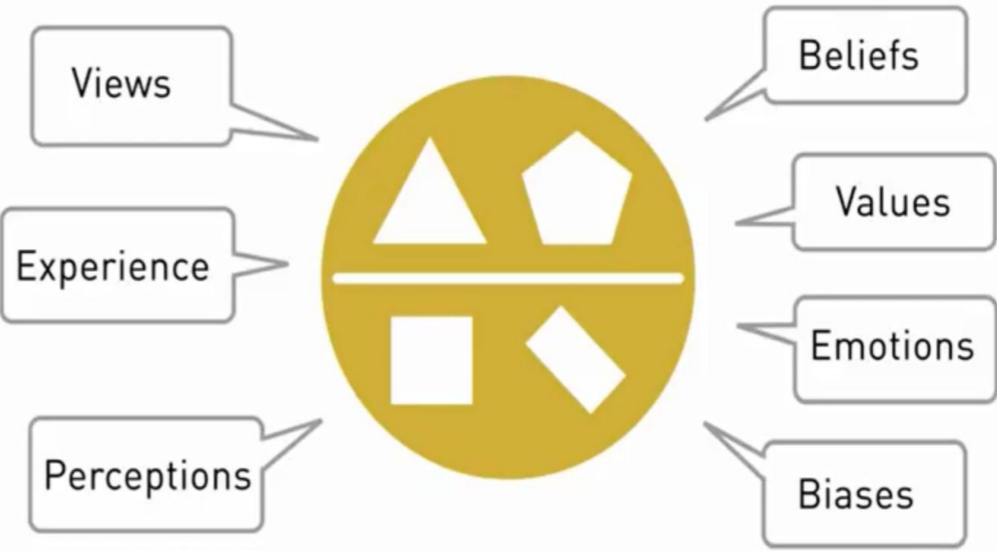


BEHAVIOURAL ASPECTS DOCUMENTED AT THE SOURCE MINE

**Leadership
behaviour
requirements**



**Behavioural
communication
requirements**



STEPS FOR THE ADOPTION OF THE SLP

Main Step	Sub Tasks Required to Enable Successful Completion of Each Step
STEP 1 Secure Support for Adoption	<p>TASK 1 Facilitate / or confirm mine leading practice related risks and controls / verify whether the leading practice is applicable to the mine. (persuade / tool for mine of value case “site specific context”)</p> <p>TASK 2 Senior mine management / MANCO Session and orientation presentation</p> <p>TASK 3 Engage organized labour (adopting mine Champion)</p> <p>TASK 4 Issue mine wide communication</p> <p>TASK 5 COPA / Interest Group sign up and attendance of Copa (full leading practice) and other Interest groups (simple leading practice)</p> <p>TASK 6 Conduct adoption readiness review</p>
STEP 2 Establish mine adoption Team	<p>TASK 1 Identify functional groups involved in the adoption process</p> <p>TASK 2 Attend mosh “competence / Capability / awareness program”</p>
STEP 3 Confirm mine Social Technical System (STS) elements to be addressed	<p>TASK 1 Review the Leading Practice Adoption Guide (LPAG) and generic adoption plan of source / demo mine to familiarise the operation with potential STS aspects</p> <p>TASK 2 Confirm mine processes and documentation defining the operation’s STS aspects (as listed in the Mine Adoption Readiness review)</p>

STEPS FOR THE ADOPTION OF THE SLP

<p>STEP 4 Establish mine adoption plan</p>	<p>TASK 1 Decide on pilot site / area</p> <p>TASK 2 Update adoption plan</p> <p>TASK 3 Develop leading practice monitoring plan</p>
<p>STEP 5 Review, update and monitor operational processes and documentation</p>	<p>TASK 1 Develop and / or update existing COPs and procedures</p> <p>TASK 2 Develop and / or update training material</p> <p>TASK 3 Introduce monitoring mechanisms</p> <p>TASK 4 Develop change communication plan and material/ update existing material, to communicate the impact and operational changes effectively</p>
<p>STEP 6 Execute leading practice adoption and implementation in pilot site / area</p>	<p>TASK 1 Pilot site / area leading practice adoption</p> <p>TASK 2 Monitoring of LP execution based on developed monitoring metrics (step 5 - task 3)</p>
<p>STEP 7 Roll out the lp to the rest of the organization / mine</p>	<p>TASK 1 Facilitate effective roll-out and duplication of adoption process as undertaken / developed during pilot process</p> <p>TASK 2 Provide ongoing feedback and reports on adoption to MOSH learning hub</p>

GUIDANCE NOTES FOR THE ADOPTION OF THE SLP


1 Behavioural Communication Requirements

Leadership Behaviour Requirements **2**

3 Maintenance and Availability of Equipment




LEADING PRACTICE ADOPTION PROCESS



MINING INDUSTRY
OCCUPATIONAL
SAFETY & HEALTH

Home About us Dust Noise Falls of ground Transport & machinery Behavioural change Membership Downloads Contact us

Membership



Register

At most mines the initial decision to adopt the leading practice will be made by a relatively small group of people. This would usually include the General Manager, the Mine Manager, the Production Manager, the Occupational Health and Safety Manager and, depending on the practice in question, the relevant Specialist at the mine. Significant influence over the decision could in some cases come from one or two people at the mine's group head office, as well as from senior union representatives at the mine. Where this is the case they should be included in the decision-making.

Principle decision to adopt:

The undersigned representative from the mine hereby indicates the mine's intention to adopt the MOSH Leading Practice and commits to follow the MOSH Adoption Process as outlined in the specific MOSH Leading Practice Adoption Guide. The mine specifically commits to attend the COPA meetings as well as the behavioural communication and leadership behaviour process as set out in the adoption guide.

* Compulsory fields

1. Company details

Name of company

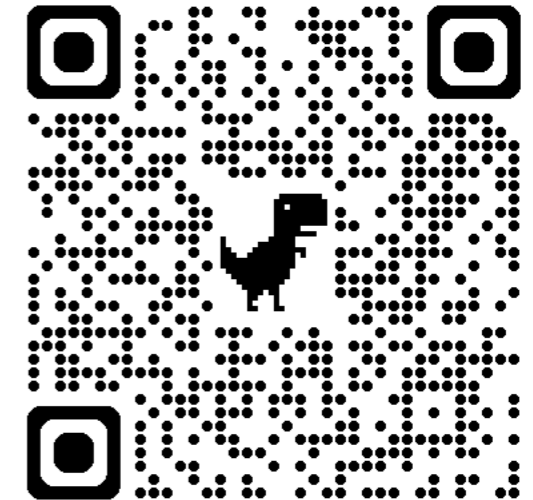
Name of mine

Mine address

Province

Magisterial district

2. Mine adoption team manager detail





Glencore Coal - Tweefontein

#MiningMatters

T +27 11 498 7100

E info@mineralscouncil.org.za

W www.mineralscouncil.org.za

7th Floor Rosebank Towers, 19 Biermann Ave, Rosebank, Johannesburg, 2196

