**Note for the record in respect of a MOSH Behavioural Interest Group meeting held on 30 October 2013 at the Sibanye Gold Academy**

**Attendance**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  |  |  | **20131010** | **20131030** |
| COM | Douw Cronje | [dcronje@chamberofmines.org.za](mailto:dcronje@chamberofmines.org.za) | 082 451 4475 | Present | Present |
| Anglo Platinum | Tom van den Berg | [tom.vandenberg@angloamerican.com](mailto:tom.vandenberg@angloamerican.com) | 082 883 4571 | Present | Present |
| Anglo Platinum | Yolande Muller | [yolande.muller@angloamerican.com](mailto:yolande.muller@angloamerican.com) |  |  |  |
| Anglo Platinum | Piet Bekker | [piet.becker@angloamerican.com](mailto:piet.becker@angloamerican.com) | 083 455 7194 | Present | Present |
| AngogoldAshanti | Grant Friedman | [GFreedman@AngloGoldAshanti.com](mailto:GFreedman@AngloGoldAshanti.com) | 083 444 2966 | Present | Apology |
| ARM | Busi Mashiane | [busi.mashiane@arm.co.za](mailto:busi.mashiane@arm.co.za) | 082 370 2591 | Present |  |
| Coaltech | Cor Meyer | [varicon@pixie.co.za](mailto:varicon@pixie.co.za) | 082 893 3430 | Present | Apology |
| Coaltech | Edmund Rudman | [erudman@telkomsa.net](mailto:erudman@telkomsa.net) | 083 627 5462 | Present | Present |
| Consultant | Johann Uys | joeuys@lantic.net |  | Not invited | Not invited |
| Exstrata | Yolandi Combrink | [yolandi.combrink@glencore.co.za](mailto:yolandi.combrink@glencore.co.za) |  |  |  |
| Exstrata | Hilda Nienaber | [hilda.nienaber@glencore.co.za](mailto:hilda.nienaber@glencore.co.za) |  |  |  |
| Harmony | Gawie Herholds | [gawie.heroldt@harmony.co.za](mailto:gawie.heroldt@harmony.co.za) | 082 303 2003 | Present | Apology |
| Impala Platinum | Carla Radloff | [carla.radloff@implats.co.za](mailto:carla.radloff@implats.co.za) |  |  |  |
| Impala Platinum | Corne van Dyk | [corne.vandyk@implats.co.za](mailto:corne.vandyk@implats.co.za) | 083 539 5543 | Present | Present |
| Impala Platinum | Grant Gatzke | [grant.gatzke@implats.co.za](mailto:grant.gatzke@implats.co.za) | 082 804 5236 |  | Present |
| Lonmin | Charl Viljoen | [charl.viljoen@lonmin.com](mailto:charl.viljoen@lonmin.com) |  | Not joined | Not joined |
| Sibanye Gold | Duncan Scott | [duncan.scott@sibanyegold.co.za](mailto:duncan.scott@sibanyegold.co.za) |  |  | Apology |
| Sibanye Gold | Graham Brooks | [graham.brooks@sibanyegold.co.za](mailto:graham.brooks@sibanyegold.co.za) | 076 164 8849 | Present | Present |
| South Deep | Mike de Koker | [mike.dekoker@goldfields.co.za](mailto:mike.dekoker@goldfields.co.za) | 082 057 5317 | Present | Present |

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| **No** | **Discussion** | **Action** |
| 1. | Douw Cronje facilitated discussions. He thanked Sibanye Gold for hosting the meeting. |  |
| 2. | Graham Brooks gave a presentation on the initiative on behavioural change underway at Sibanye Gold. Those in attendance found the presentation insightful and the extensive discussion around it valuable. It was agreed that, at the next meeting, Anglo American Platinum will share some of their experiences. | TvdB |
| 3 | The meeting discussed the way forward for the Interest Group. The last slide presented by Douw Cronje at the meeting of 10 October (copied below) was used as point of departure. The following was agreed: |  |
| 3.1 | The Interest Group needs to be representative of the major companies in the mining industry. In addition to those who already participate, representation from at least the following companies should be sought: Sasol Mining, Total Mining, BECSA, De Beers, Rio Tinto, Glencor, Kumba and Lonmin. Members are asked to notify Douw of contact persons they have access to in these companies so that invitations can be sent out to them. | All |
| 3.2 | In addition to the major companies being involved, the need was also expressed to endeavour to have people with the best available knowledge on behaviour change, irrespective of where they are from, involved in the Interest Group. Again, members to forward contact details to Douw.  With regard to consultants, Douw stated that he could not, as a representative of the Chamber of Mines, promote the work or approach of any particular consultant on a platform in the name of the interest group. However, where a Company (Chamber member) makes use of consultants to affect behavioural change in their organizations, they are at liberty to invite those consultants to be involved in the interest group with them or on their behalf. | All |
| 3.3 | The next step would be to look for potential leading practices (as per the second point on the slide below). To this end, the following steps will be taken:  3.3.1 Mines with excellent safety records will be approached  3.3.2 Professional associations (AMRE, SACMA, SACEPA, etc) will be approached  3.3.3 CEO’s will be consulted | TvdB  DC  PB |
| 3.4 | Tom van den Berg, Douw Cronje and Piet Becker will form a team that will run with the day-to-day activities of the Interest Group between meetings | TvdB  DC  PB |
| 3.5 | The next meeting will be hosted by Anglo American Platinum on 27 November. Arrangements to follow. | PB |