

Sasol Mining COVID-19 initiatives

SACHRA meeting

19 June 2020



POSITIONING FOR A
SUSTAINABLE FUTURE

The last 3 months



“Find your comfort zone... then leave it...”

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Covid-19

- Sasol Mining Approach
- Awareness and communication
- Processes
- Scenario planning
- Statistics and process measures
- Case analysis to date
- Improvement initiatives

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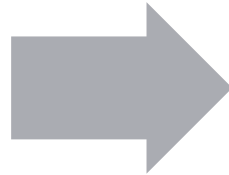


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Base Response Model

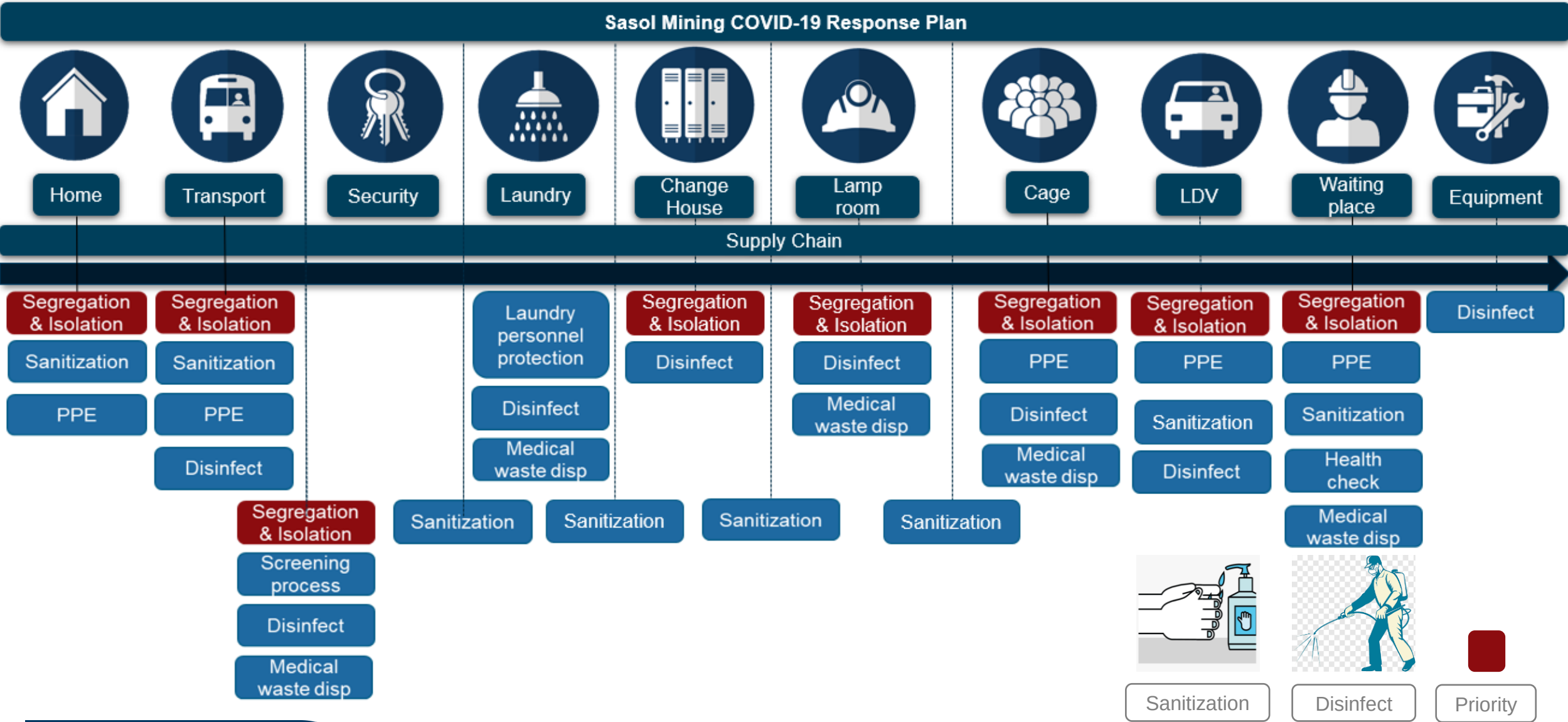
- Driving Segregation
- Personal Sanitization
- Facility Disinfection
- Social distancing
- PPE
- Procedures dealing with absence, potential infections, vulnerable employees



Scenario Model

- Model predicting demand and process capability
- Demand response models dealing with demand fluctuations and appropriate response
- Capability response model dealing with Infections affecting different operations
- Supply Model anticipating

Base Model Driving Segregation, Disinfection and Health Response



Sasol Mining Covid-19 Controls

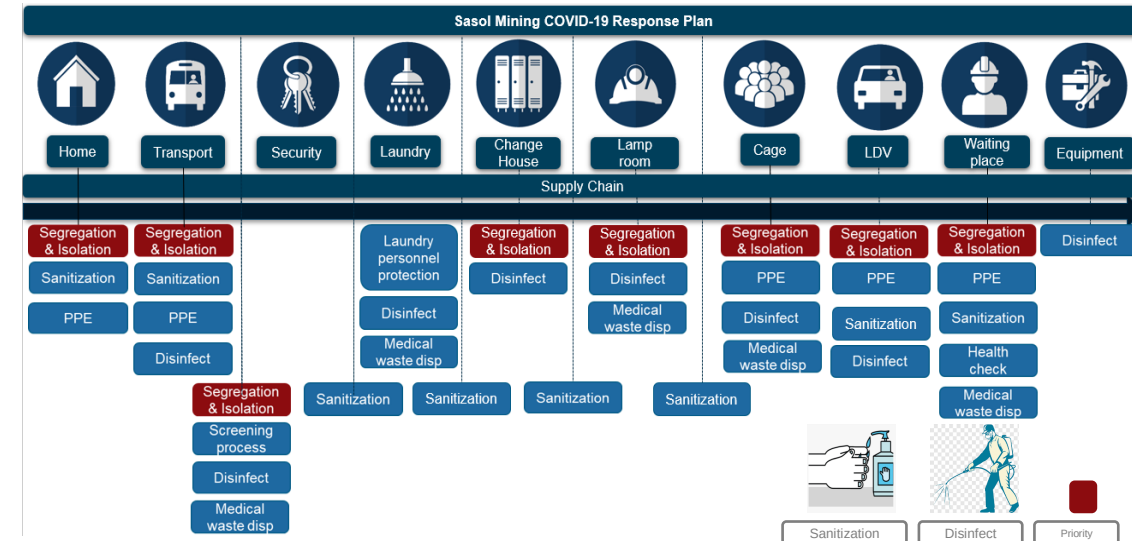


Prevention System Design & Implementation

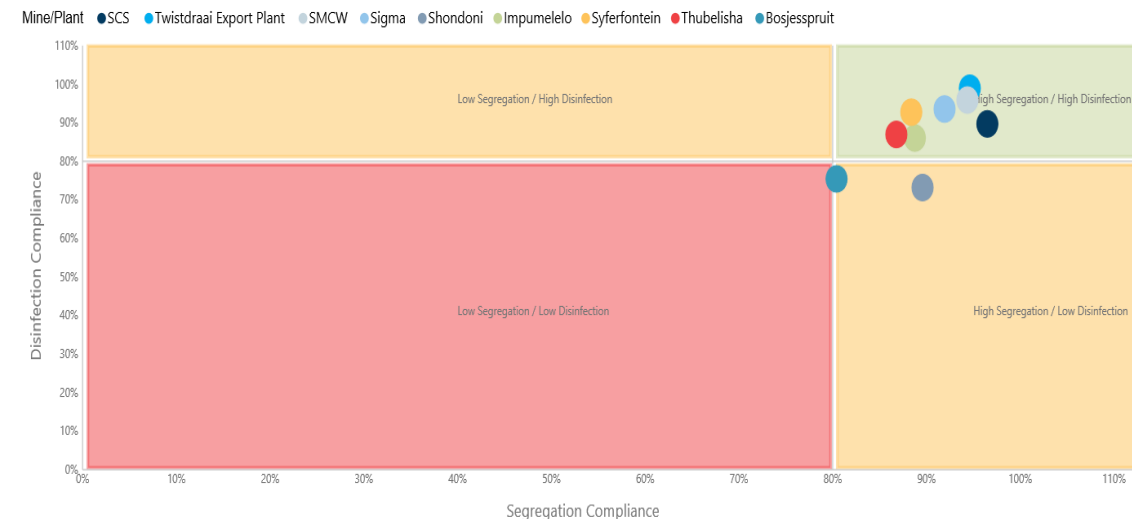
- Core of COVID19 response model is based on employee protection.
 - Segregation & Isolation** by keeping employees and teams small and isolated from cross contact from home through facilities onto equipment and back home
 - Disinfection** of shared facilities (Busses, Taxis, Change houses, Lamprooms, Cage, Underground transport, Crew stations & Equipment) between shifts.
 - Enabling good hygiene by applying **PPE** (Masks, gloves, etc.) and **sanitization** measures. Providing medical bins for PPE and contaminated waste.
- Additional measures then focus on:
 - Education of employees to recognize COVID19 symptoms and the required response to report and/or see occupational nurse at the onsite clinic proper screening.
 - All employees and visitors to our sites will be screened for temperature and be directed to the onsite kiosk or clinic for screening
 - Critical processes deal with potential infections, high risk individuals due to traveling, leave and funerals, vulnerable employees, and the tracking and tracing once positive cases has been identified. This include how to deal with affected employees

System Status and effectiveness

- A monitoring system has been implemented to ensure high standards of controls with regards to segregation and disinfection measures.
- Based on the system performance actions of quarantine and testing is taken.



Segregation Compliance vs Disinfection Compliance



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What is Coronavirus (COVID-19)?



Coronaviruses are a large family of viruses found in both animals and humans. Some infect people and are known to cause illness ranging from the common cold to more severe diseases such as Middle East Respiratory Syndrome (MERS) and Severe Acute Respiratory Syndrome (SARS).

A novel coronavirus (COVID-19) is a new strain of coronavirus that has not been previously identified in humans. The new, or "novel" coronavirus, now called COVID-19, had not previously detected before the outbreak was reported in Wuhan, China in December 2019.

How Does the Virus Spread?

The new coronavirus is a respiratory virus which spreads primarily through contact with an infected person through respiratory droplets generated when a person, for example, coughs or sneezes, or through droplets of saliva or discharge from the nose.



What Are the Symptoms of the Virus?



In any case, if you have fever, cough and difficulty breathing seek medical care early to reduce the risk of developing a more severe infection.

In advanced cases, the patient can have serious complications that can result in death, such as:



How Dangerous Is It?

As with other respiratory illnesses, infection with COVID-19 can cause mild symptoms including a runny nose, sore throat, cough, and fever. It can be more severe for some persons and can lead to pneumonia or breathing difficulties. More rarely, the disease can be fatal. Old or people, and people with pre-existing medical conditions (such as diabetes and heart disease) appear to be more vulnerable to becoming severely ill with the virus.

How Long Is the Incubation Period?

The incubation period is the time between infection and the onset of clinical symptoms of disease. Current estimates of the incubation period range from 1-12.5 days with median estimates of 5-6 days. These estimates will be refined as more data become available. Based on information from other coronavirus diseases, such as MERS and SARS, the incubation period of COVID-19 could be up to 14 days. WHO recommends that the follow-up of contacts of confirmed cases is 14 days.

How Long Does the Virus Survive on Surfaces?

It is still not known how long the COVID-19 virus survives on surfaces, although preliminary information suggests the virus may survive a few hours or more. Simple disinfectants can kill the virus making it no longer possible to infect people.

Source: © 2020 WHO

How to Protect Yourself?



Wash Your Hands Frequently

Wash your hands frequently with soap and water or use an alcohol-based hand rub if your hands are not visibly dirty. Why? Washing your hands with soap and water or using alcohol-based hand rub eliminates the virus if it is on your hands.



Maintain Social Distancing

Maintain at least 1 metre (3 feet) distance between yourself and other people, particularly those who are coughing, sneezing and have a fever. Why? When someone who is infected with a respiratory disease, like COVID-19, coughs or sneezes they project small droplets containing the virus. If you are too close, you can breathe in the virus.



Practice Respiratory Hygiene

When coughing and sneezing, cover mouth and nose with flexed elbow or tissue – discard tissue immediately into a closed bin and clean your hands with alcohol-based hand rub or soap and water.

Why? Covering your mouth and nose when coughing and sneezing prevent the spread of germs and viruses. If you sneeze or cough into your hands, you may contaminate objects or people that you touch.



Avoid Touching Eyes, Nose and Mouth

Why? Hands touch many surfaces which can be contaminated with the virus. If you touch your eyes, nose or mouth with your contaminated hands, you can transfer the virus from the surface to yourself.



When to Use a Mask?

- If you are healthy, you only need to wear a mask if you are taking care of a person with suspected COVID-19 infection.
- Wear a mask if you are coughing or sneezing.
- Masks are effective only when used in combination with frequent hand-cleaning with alcohol-based hand rub or soap and water.
- If you wear a mask, then you must know how to use it and dispose of it properly.

How to Put On, Use, Take off and Dispose of a Mask?

- Before putting on a mask, clean hands with alcohol-based hand rub or soap and water.
- Cover mouth and nose with mask and make sure there are no gaps between your face and the mask.
- Avoid touching the mask while using it; if you do, clean your hands with alcohol-based hand rub or soap and water.
- Replace the mask with a new one as soon as it is damp and do not re-use single-use masks.
- To remove the mask: remove it from behind (do not touch the front of mask); discard immediately in a closed bin; clean hands with alcohol-based hand rub or soap and water.

Source: © 2020 WHO

THE SAFETY OF YOUR FAMILY IS AS IMPORTANT AS YOUR SAFETY AT WORK



Maintain the same level of COVID-19 safety practices at work and at home to keep you, your family and colleagues safe.

1 Recognise the SYMPTOMS



Coughing



Fever



Shortness of breath



Pneumonia



Vomiting and diarrhea

If you have fever, cough and difficulty breathing seek medical care early to reduce the risk of developing a more severe infection.

2 What to do if someone shows SYMPTOMS AT HOME

- Isolate the person immediately
- Keep them calm

Phone your Doctor (GP)

Phone the National Helpline 0800 029 999 or

If family is confirmed positive self-isolate and inform your line manager. Monitor own symptoms

3 Continue safety PRACTICES AT HOME



Stay at home – only in buy food or go to a doctor



Social distancing – always keep a distance of 1m between you and other people if you need to go out



Cover your nose and mouth when you cough – Cough in your elbow



Wash hands with soap and water – Wash for at least 2 minutes



Wear your PPE – When you have to be in contact with others wear a mask and gloves



People at risk – Take special care of people at risk – elderly and compromised immune systems, unborn children

4 EMOTIONAL wellbeing

Please note: All onsite ICAS offices are closed. If in counseling, please contact your Counselor for telephonic sessions. There will be no face to face Group Trauma Interventions (GTIs) due to COVID-19 safety consideration. Employees and dependents can access support services at the ICAS tollfree number (0800 172 763).



Face masks

How do you don a face mask correctly?

- Ensure your hands are clean
- Before donning – ALWAYS perform a pre-use inspection
 1. Inspect straps – both must be intact and elastic
 2. Inspect outside and inside of mask – soiled / break through
 3. Inspect nose piece, clip and exhalation valve (if fitted) – intact
 4. Once you are satisfied – continue to don the dust mask
(by following the six steps on the next slides to ensure you do it correctly)



Face masks (continue)

How to don a face mask correctly:

• STEP 1:

Cup the mask in your dominant hand, with the nose piece / metal clip at your fingertips



Allowing the elastic bands to dangle freely below your hand (some models require pre-stretching the straps – 3M 8210)

• STEP 2:

Bring the mask to your face with the nose piece / metal clip end near your nose



Position the other end of the mask under your chin

Face masks (continue)

How to don a face mask correctly:

• STEP 3:

Grasp the bottom elastic strap and pull it over your head and past your ears



Position it around your neck

• STEP 4:

Grasp the top elastic band and pull it over the top of your head

Position it at the upper back of your head

The elastic head bands must not cross each other

Face masks (continue)

How to don a face mask correctly:

• STEP 5:

Place your fingertips (index and middle finger) from BOTH hands at the top of the metal nose clip (if fitted) and Slide your fingertips down both sides of the clip to mold it to the shape of your nose



• STEP 6:

Check the fit/seal of the mask by covering it with both hands

- for non valve masks – exhale sharply (mask must bulge slightly)
- feel around the edge of the mask for any air leaks



MEETING ROOM BRIEFING

Protect yourself and others against infections



If any person is showing symptoms, please stay and seek medical attention. Inform your line manager.



Use a cloth or the inside of your elbow. Should you need to sneeze or cough, dispose of the cloth immediately.



Only people that really have to be in the meeting should be present.

PROTECT YOURSELF AND OTHERS



Maintain a distance of 2m at all times from other individuals.



If the minimum distances cannot be adhered to, from an alternative venue must be used.



Do not share any objects, including masks, pens, pointers or pens.



Wash down these objects before and after use.



Do not shake hands.

COVID-19 Update

Corona virus

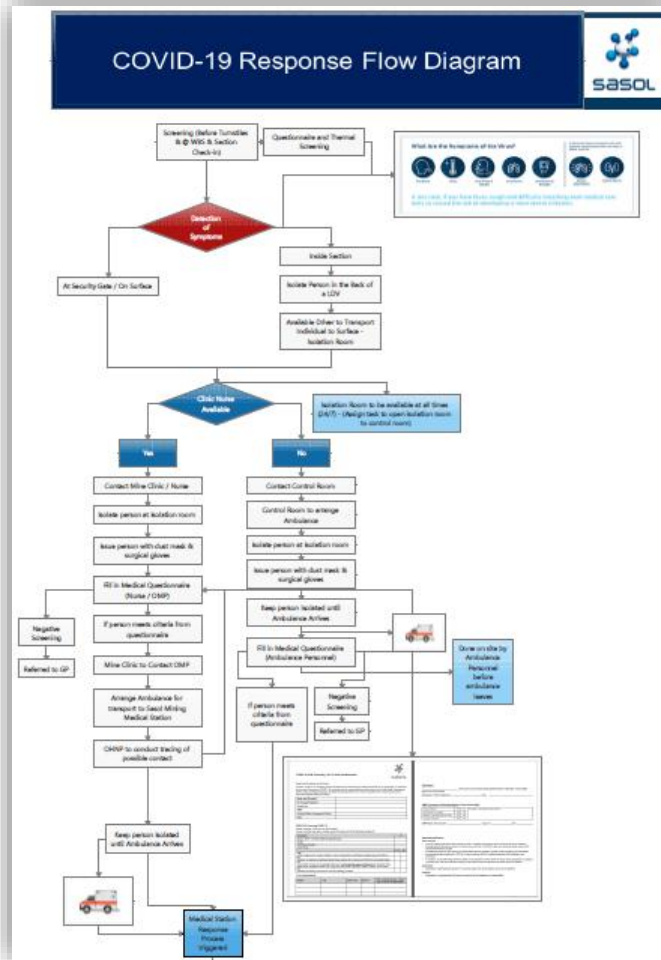
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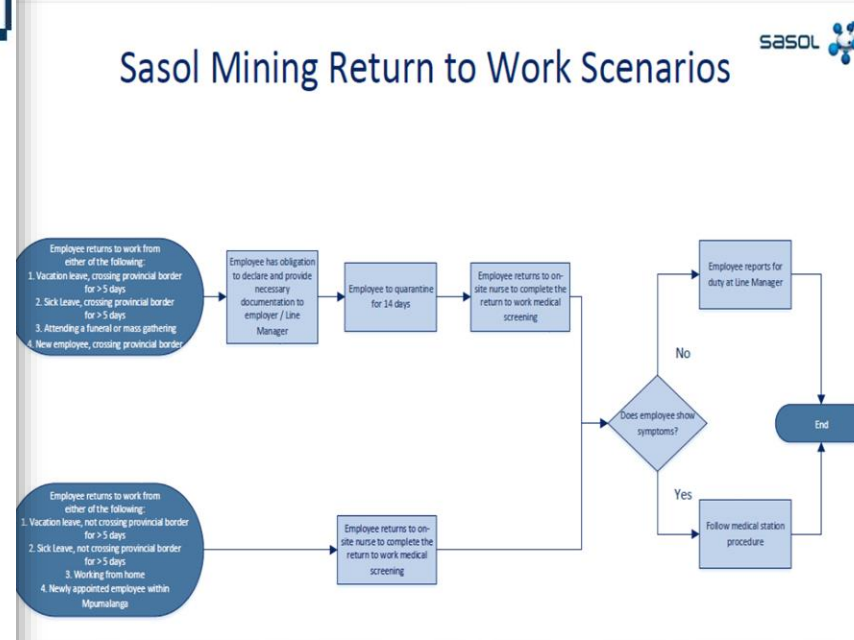
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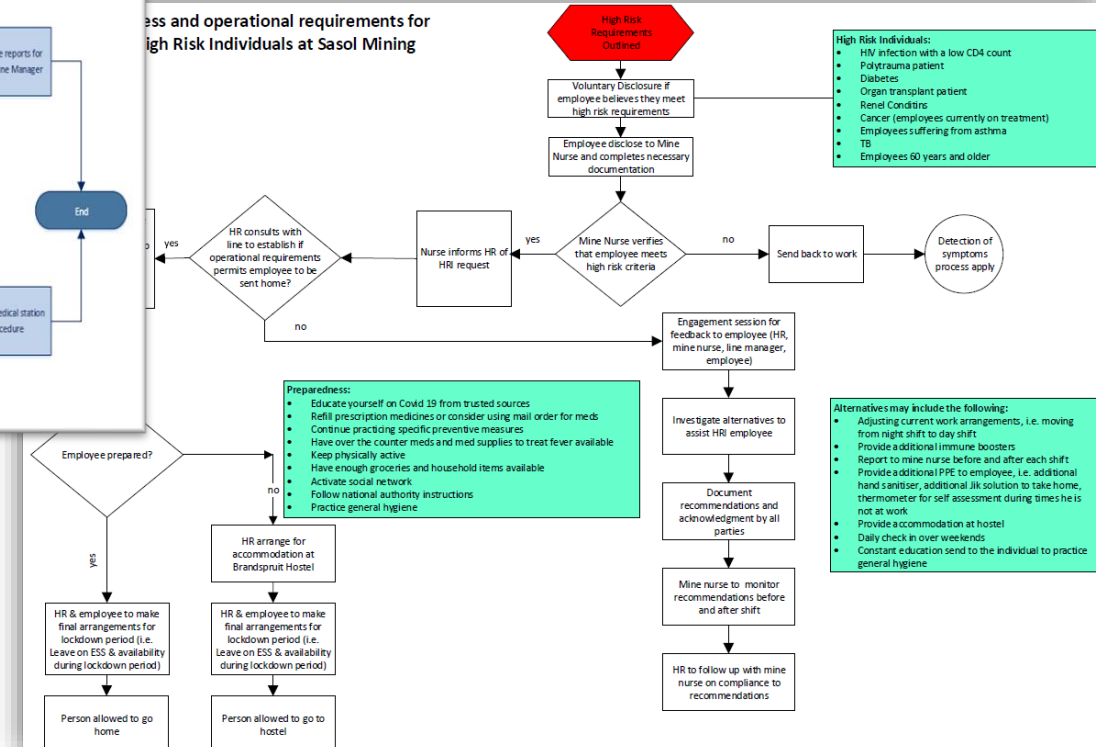
COVID19 Case Screening



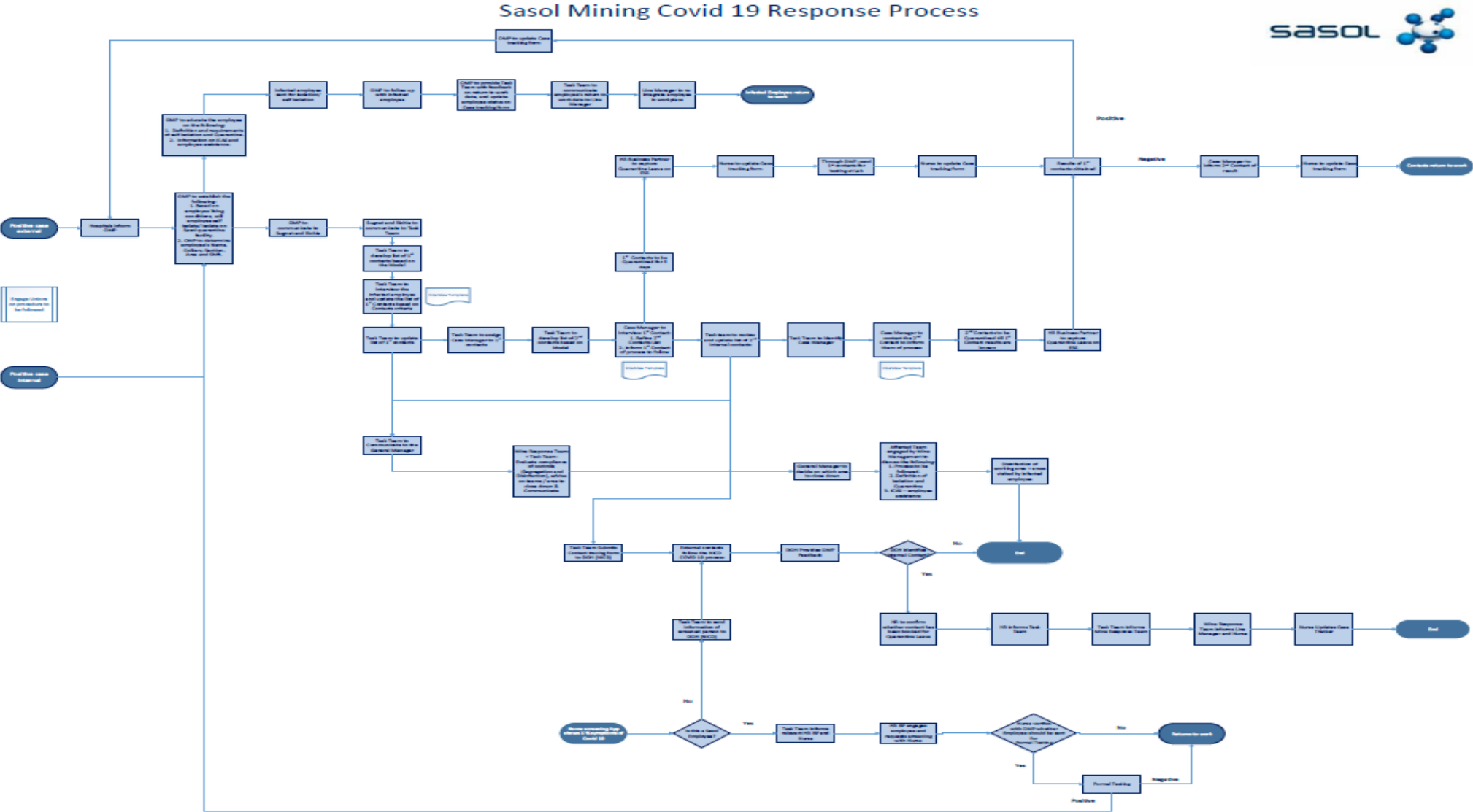
Sasol Mining Return to Work Scenarios



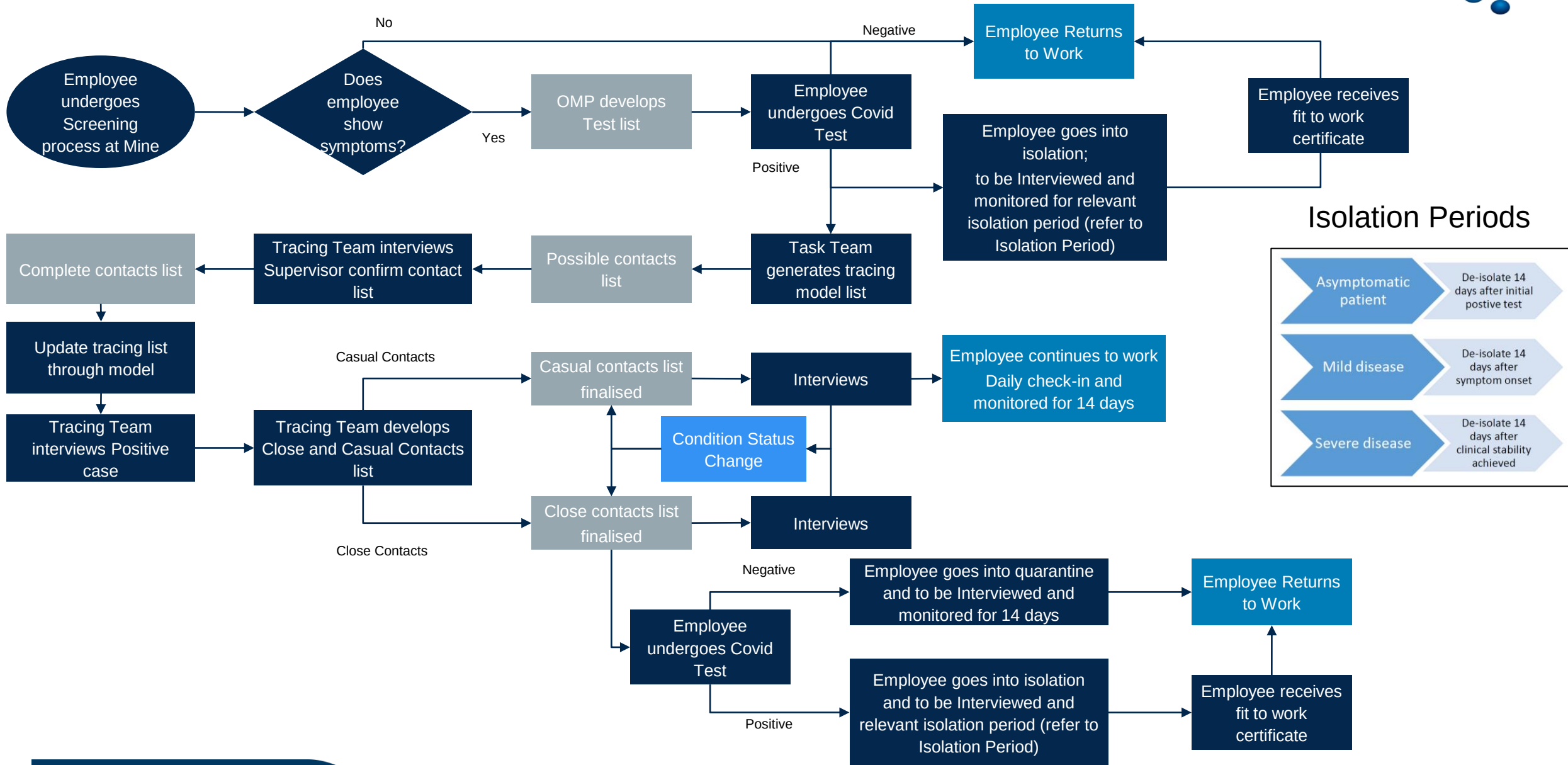
COVID19 Vulnerable employee process



Process for positive cases



Sasol Mining COVID-19 testing and case management procedure



“Close Contact” means :

- < 2m Face to face contact for longer than 15 minutes; or
- Physical contact

“Casual Contact” means :

Potential contact with a positive case:

“Isolation” means separating a sick individual with a contagious disease from healthy individuals that are not infected with such disease in a manner that aims to prevent the spreading of infection or contamination

“Quarantine” means the restriction of activities or separation of a person, who was or may potentially be exposed, to COVID-19 and who could potentially spread the disease to other non-exposed persons, to prevent the possible spread of infection or contamination to healthy individuals; with the objective of monitoring their symptoms and ensuring the early detection of cases.

Positive Case Interview



Sasol Mining | Interview questionnaire | Positive Confirmed Case

Case Manager name:
Employee's name:
Control Number:
ID Number:

Good day,

My name is Jorwe Klab, and I am phoning from Sasol Mining's COVID 19 tracing team.
Can I confirm that you are aware of your COVID-19 status?

Note to interviewer:

If no, inform the employee that someone from the medical centre will contact them shortly and ask the employee how he/she is doing.

If yes, proceed with the interview.

Since you are aware that you have tested positive, I will be your case manager during this period and will be contacting you daily.

What does it mean if you since you have tested positive?

- You need to self-isolate EMPLOYEE DID NOT UNDERSTAND, IT WAS EXPLAINED

Note to interviewer: ensure the employee understands self-isolation and if need be explain the definition

This means that you must remain at your home if you cannot self-isolate, we will be able to provide assistance to ensure that you can be isolated at a different facility.

As part of this call, we would like to ask you a few process questions to assist us to trace any other possible close and/or casual contacts who were in contact with the effected person.

Can I proceed by asking you a few questions?

Quarantine

1. Are you able to self-isolate? Yes No
If no, can we arrange for facility at uKhuzi lodge Yes No
If no, where will you be staying

Confirm current living arrangements and contact outside your working environment (Close Contacts)

2. Who is staying with you at home? 1
3. Is anyone of them working for Sasol? NO
If yes, who and where are they working? (Ask for contact details)
If No, who and where are they working? (Ask for contact details)
4. Where you in contact with any other family members? NO

5. Where you in contact with any other people outside of work in the last 2/3 days?

- a. Consultation with dr/ dentist?
b. General Appointments? NONE
c. Visits at home or at another people's home?

Transport (Close contacts)

6. What means of transport did you make use of in the last 2/3 days? MEGA BUS
7. Can you remember who was with you on the transport and where you had direct contact with someone, meaning:
- a. Physically touching the person?
b. In contact with someone in a vicinity of 2 m and for 15 min or longer? NO
8. Was everyone complying with the regulation of wearing a mask? YES
9. Did you see the taxi/ bus being disinfected before making use of the transport? NO

Confirming SAP/ System information (Establishing Close and Casual contact)

10. The following questions will relate to information gathered from the system, can I ask you to confirm the names of the people that you spend time with for longer than 15 minutes in a vicinity of 2 meters or who you had direct contact with:

Note to interviewer: ask the names from the prepopulated list and clearly indicate when

- a. Transport
b. Mine C144
c. Shaft
d. Org Structure (department) NO
e. Org unit (team members) NO
f. Work Schedule rule (Day, Afternoon, Prep, Maintenance Shift) DAY SWEEPING TEAM S 43
35 AND ALL SECTIONS: MATHE / THABETE / KHOZA BE / NGWENYA CM / NTIWANE Z /
MASHINGANE R / MAHLALELA MP / LEGOTANE D
g. Change House LADIES CONTRACTORS CHANGE HOUSE

Confirm contacts within the work environment

11. Where and when did you have contact with the effected employee? MONDAY AND TUESDAY 18TH
AND 19TH I ATE WITH MADONSELLA

12. Did you have any contact with the following?

- a. Contractors NO
b. Service Suppliers NO
c. Employees from other Business Units NO
d. Employees from other departments within Sasol Mining NO

Symptoms

13. What symptoms are you currently experiencing and from when? FROM THE 19TH SHE HAS FLU
LIKE SYMPTOMS / FEVER/ SORE THROAT

14. Is there anyone else that you can think off that we can add to the list of contacts? ZITHA D WE
SHARED FOOD

Consent

15. Can we get your consent to share your information to assist with possible tracing? YES

Employee Assistance

16. Can I offer ICAS support for you or your family members YES

I need to be in contact with you daily.

There are three options for the daily contact, will you please indicate your preference:

- I will contact you CONTACT ME
- You can contact me
- You can complete the electronic form and send back to the following e-mail

If you can think of any additional information, you can contact me on NONE AND WILL DO

Thank you for your time and your support, we trust that you will be fine. We will be in touch with each other by means by your preferred means. I PLEASE NEED TREATMENT AND MEDICATION

Case Manager to summarize the timeline:

Notes to the interviewer:

Who to phone for accommodation at uKhuzi lodge: Gabriel Moya, 079 897 5520
or Dean van Tonder, 080 997 3809
ICAS Number: 0800 172 765

Definitions

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- Supply Model anticipating

Scenario Model

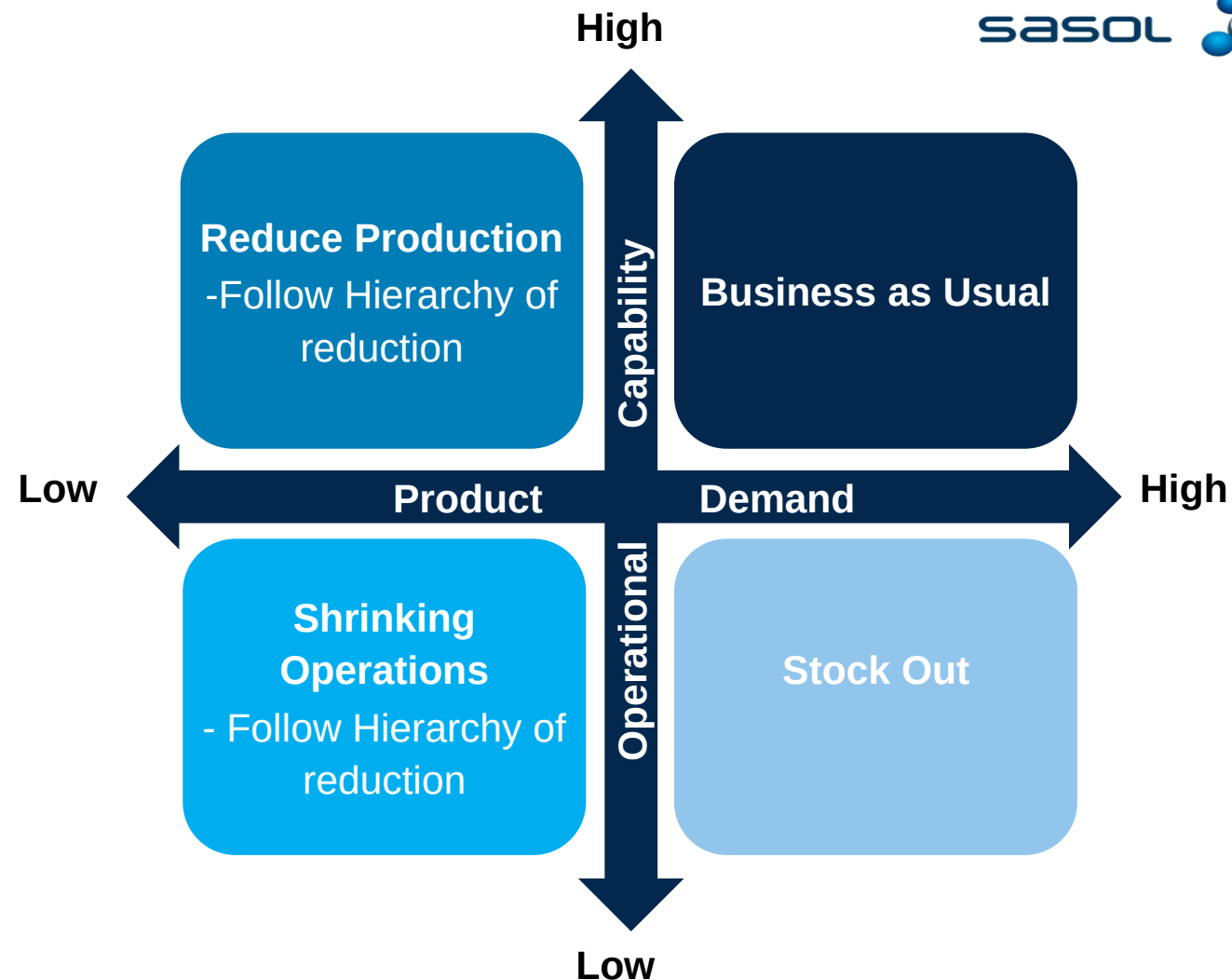


Demand Factors

- Government and global lock-down impact on SSO, SO and export coal demand
- Local economic impact
- External workforce impact on Sasol capability
- Social impacts on demand

Capability Factors

- Workforce (Employees, service providers, contractors) availability for:
 - Production
 - Infrastructure maintenance
 - Equipment maintenance
- Spares availability
- Material availability
- Critical supplier availability

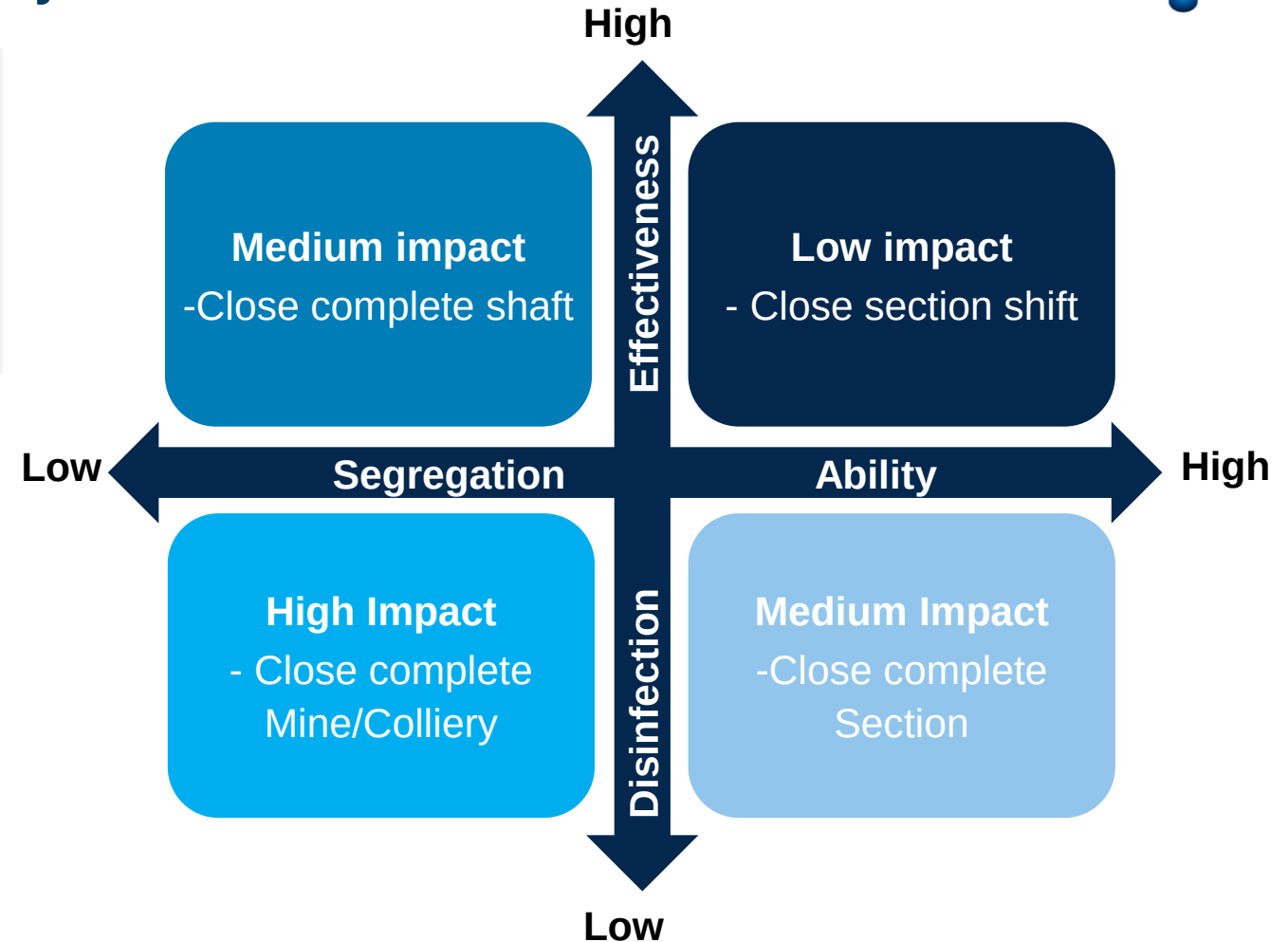
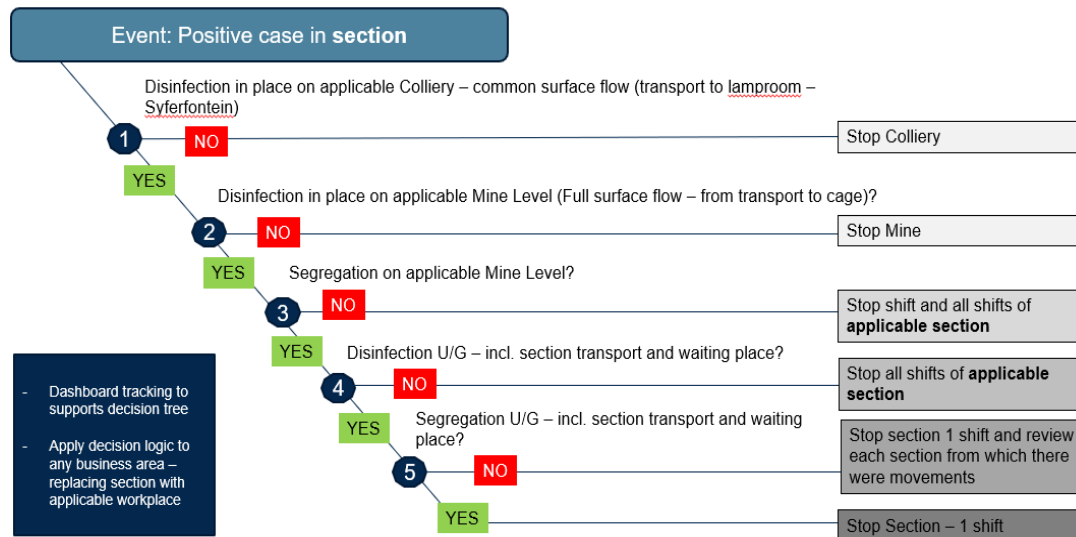


Key Scenario Driving Response Actions

Operational Capability impacted by efficiency of controls

People Resources Impacted by infections

- Positive infection cases will influence business on people availability
- Segregation and disinfection control measures will determine the threat and magnitude of spread
- Control effectiveness will determine reaction magnitude to limit impact on operational capability.



Key response actions initiated by employee infection

Case analysis to date



Covid-19

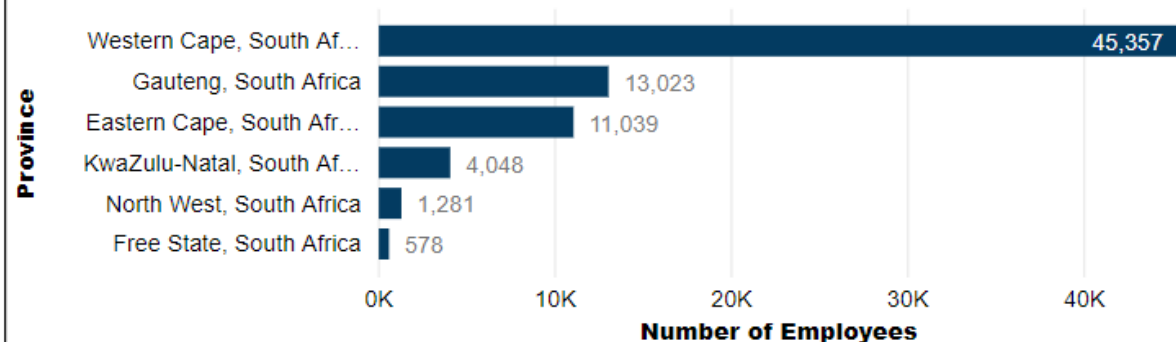
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COVID-19 Sasol Mining Dashboard



Last Refreshed
Wednesday, June 17, 2...

COVID-19 Cases per province : 16-Jun-2020



SA Statistics

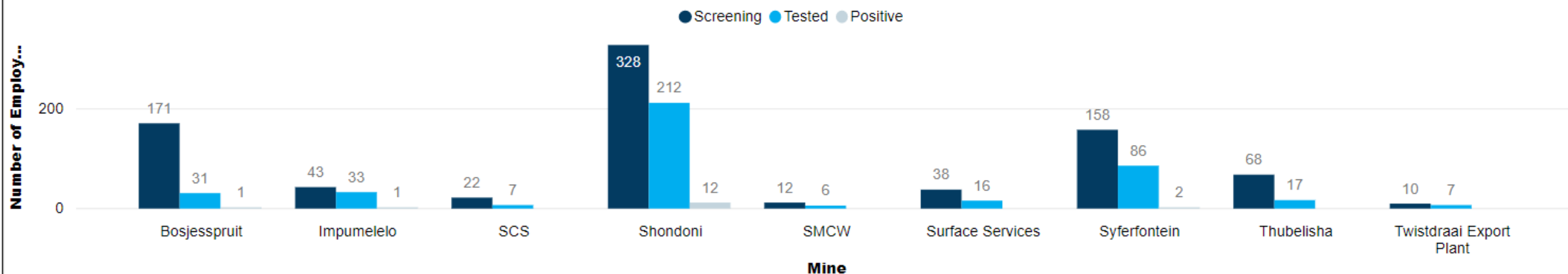
2020-06-16

Tested Cases	1,172,513
Positive Cases	76,334
Deaths	1,625
Recovered	42,063

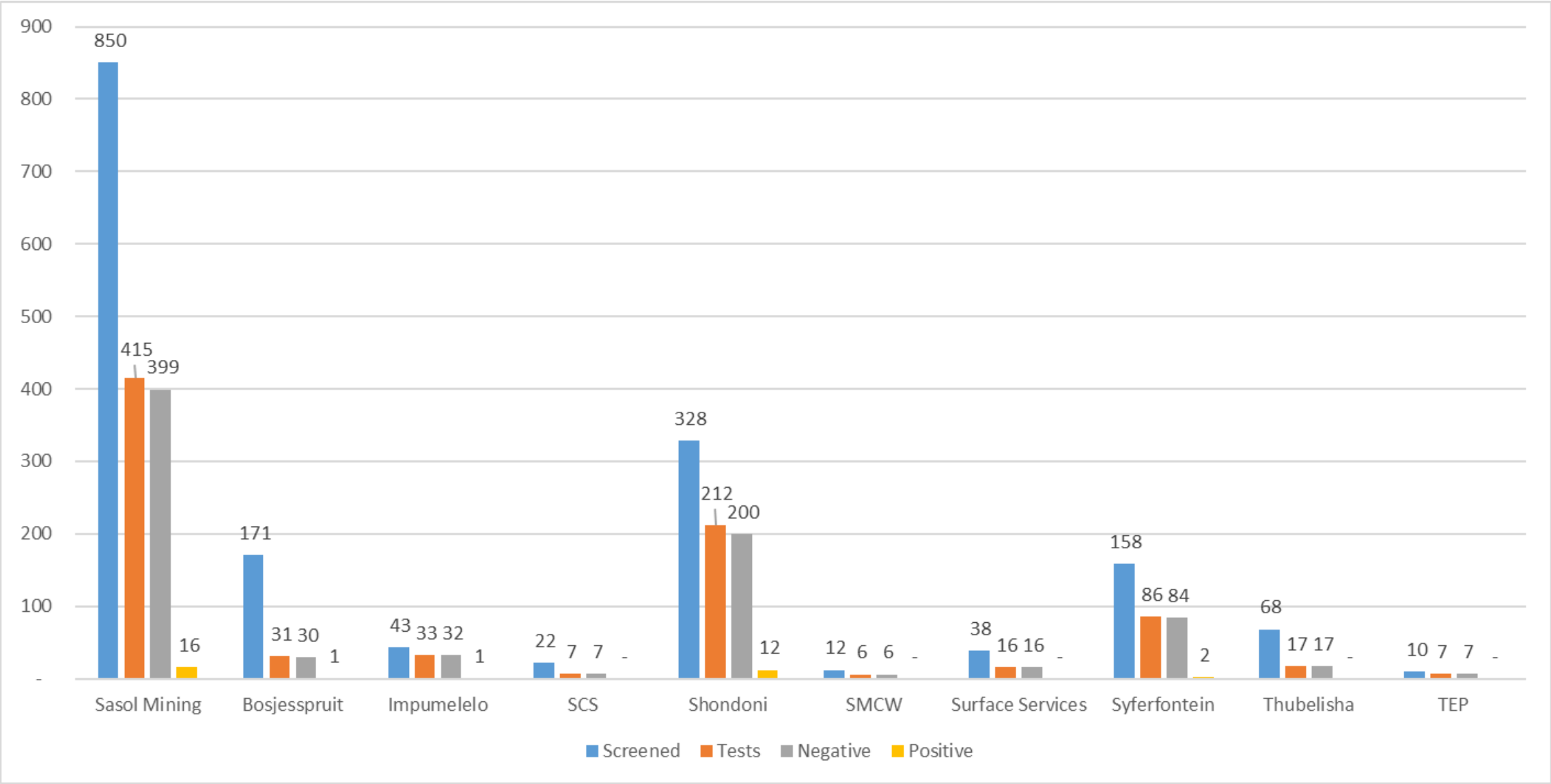
Sasol Mining Statistics

Tested Cases	428
Positive Cases	16
Deaths	0
Recovered	9

COVID-19 Cases per mine



Case statistics as on 17 June 2020



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Case analysis to date



16 positive cases to date (17 June 2020):

- **12 at Shondoni Colliery:**
 - **Cases 1 – 9:** Roving maintenance team, Section 42 and Section belts
 - **Case 10:** Section 37
 - **Case 16:** Lamp room
- **2 at Syferfontein Colliery:**
 - **Case 11:** Surface diesel workshop
 - **Case 15:** Lamp room
- **1 at Bosjesspruit Colliery:**
 - **Case 12:** At home, non-essential services
- **1 at Impumelelo Colliery:**
 - **Case 13:** At home on maternity leave

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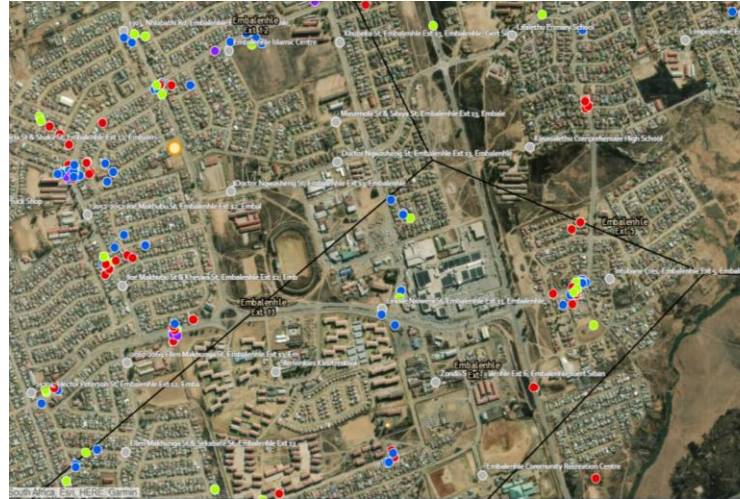
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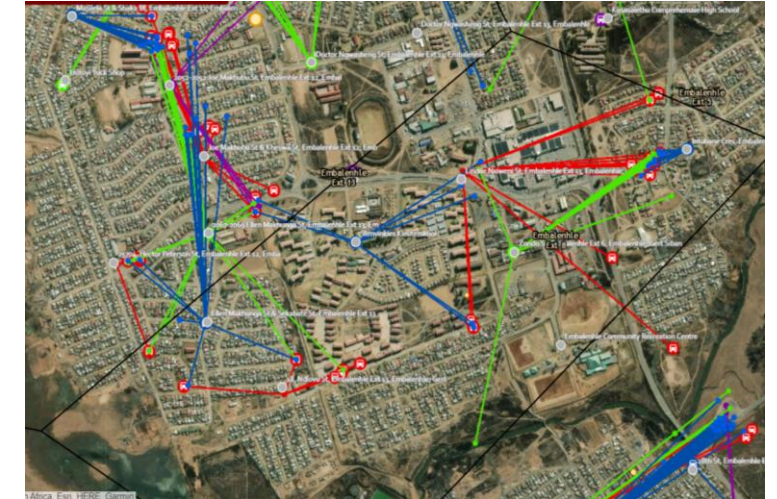
Improvement Initiatives

- Bus transport segregation system
- Employee family response app triggering screening and testing
- Quarantine and isolation facility aiding individuals who cannot isolate properly
- Increasing testing capability and result response time
- Partnership with local government to aid with contact tracing and family response program
- Mock exercises to stress test the response system
- Communication process aiding management to deal with potential stress

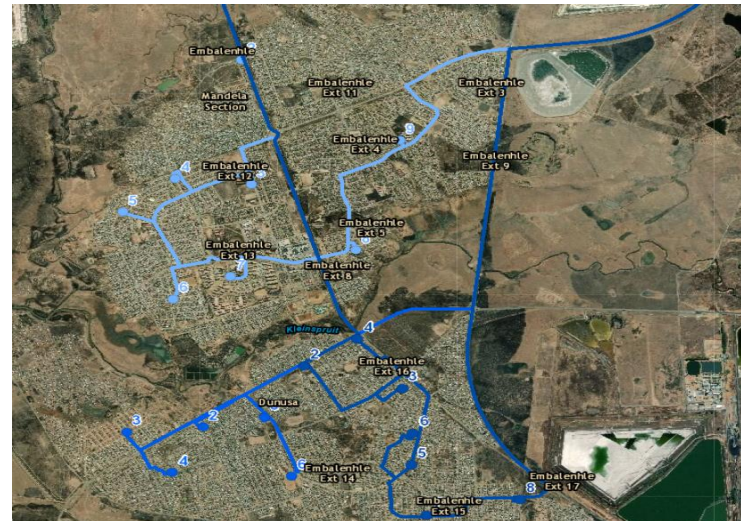
People pickup points and segregation



Pick up point segregation per colliery



Bus route per colliery pick up points



Mine Transport Segregation projects

1. Through developed app pinpoint employee pickup points.
2. Segregated employees to different collieries
3. Created segregated colliery pickup points and colour coded
4. Designed bus routes to pick up employees

Interactive app



10:53

AA intouch.datafree.co.za

COVID-19 Self Screening Assessment

Update

COVID-19 | DAILY SELF ASSESSMENT

Because we care for the health and wellbeing of everyone on our site and extended family, please do a quick check-in by answering the following home screening questions. This will enable Sasol Mining to provide support related to COVID-19 where required.

The survey can be completed by employees as well as family members and persons residing with employees.

If your fever is $\geq 38^{\circ}\text{C}$ or you are displaying any flu like symptoms, report to a medical practitioner (eg. Nurse) or your GP to seek advice.

Sasol Mining Management will be monitoring all responses and will make contact with the relevant person, should the survey indicate any symptoms have been shown.

Remember we provide wellness support to employees and their families for free. Call ICAS 0800 172 765 or request call back *134*905#

Start Self Assessment

Home

Notifications

Profile

Back

Forward

Share

Bookmarks

Tabs

10:53

AA intouch.datafree.co.za

COVID-19 Self Screenin...

Cancel

1: Name and Surname of person being screened:

Kate Walker

Previous

Next

11%

Home

Notifications

Profile

Back

Forward

Share

Bookmarks

Tabs

10:53

AA intouch.datafree.co.za

COVID-19 Self Screenin...

Cancel

2: ID or Passport Number of person being screened:

8709280130098

Previous

Next

22%

Home

Notifications

Profile

Back

Forward

Share

Bookmarks

Tabs

10:54

AA intouch.datafree.co.za

COVID-19 Self Screenin...

Cancel

3: Contact Number of person being screened:

0824638559

Previous

Next

33%

Home

Notifications

Profile

Back

Forward

Share

Bookmarks

Tabs

Interactive app

10:54 AA intouch.datafree.co.za

COVID-19 Self Screenin... Cancel

4: What symptoms are you displaying?

☐ Cough

☐ Shortness of breath

☐ Sore throat

☒ All the above

< Previous Next >

44%

10:54 AA intouch.datafree.co.za

COVID-19 Self Screenin... Cancel

5: Have you been in contact with a person suspected of having COVID-19?

Yes ✓

No

< Previous Next >

56%

10:54 AA intouch.datafree.co.za

COVID-19 Self Screenin... Cancel

6: Have you travelled across provincial borders in the past 2 weeks?

Yes ✓

No

< Previous Next >

67%

10:54 AA intouch.datafree.co.za

COVID-19 Self Screenin... Cancel

7: Have you attended any mass gatherings, including funerals during the lockdown period?

Yes ✓

No

< Previous Next >

78%

Interactive app



10:54

intouch.datafree.co.za

COVID-19 Self Screenin...Cancel

8: Can you self-isolate if required?

Yes✓

No

Previous

Next

89%

10:56

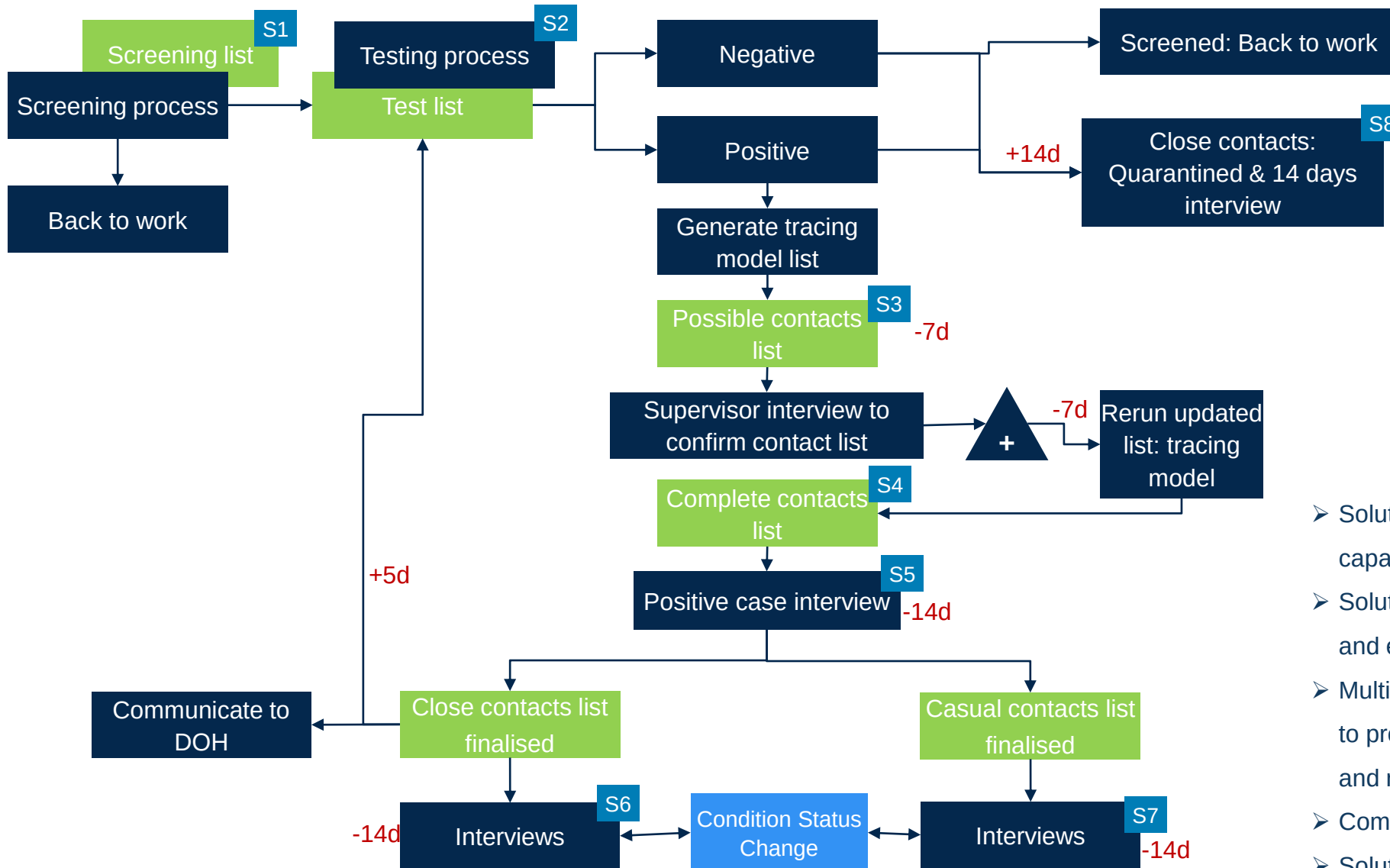
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COVID-19 Self Screenin...

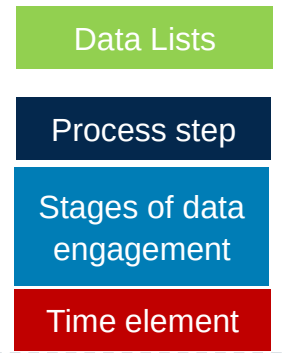
Thank you for completing the survey. We will get intouch with you if your feedback requires our support. Remember we provide wellness support to employees and their families for free. Call ICAS 0800 172 765 or request call back *134*905#

Done✓

System to address Case tracing process



Legend:



- Solution was build in PowerApps using internal capacity
- Solution address all touch points in the process and enable data capturing
- Multiple users contribute within the bigger process to provide one holistic integrated data structure and reporting solution
- Complexity of dynamic time addressed
- Solution can work on desktops and mobile

Case tracing process system solution



Collecting of information

- Use mobile apps to collect relevant information

- Use existing information of systems

- SAP HR information,
- Clocking information,
- Operational feedback,
- Contractor reports
- Change house information



Enable users

➤ Medical personal

- Convenient logging of screening and testing info
- Manageable database and record info in near real time

➤ Line Supervisors

- Run a model to assist identify of contacts in positive case

➤ Case tracing teams

- Enabled to see employee information
- Enable holistic reporting and coordination
- Scaled to enable high volumes of cases

➤ Senior managers

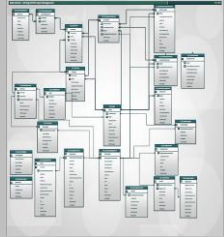
- Risk management
- Status updates
- Decision making



Manage case tracing

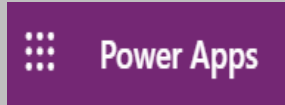
➤ Structured data

- relational database
- Scalable solution
- Flexible reporting structure



➤ Application

- Multiple users
- Multiple stag



➤ Reporting

- One source of information
- In time reporting



Case tracing app



COVID-19 Pandemic: Sasol Mining Management Solution

Screening and Testing

Screening

Test Planning

Test Results

Positive Case Management

Case Management

Log Out

Capture screening, plan for testing and record test results

Tracking progress per case

COVID-19 Pandemic: Sasol Mining Management Solution

Administration

Manage Case Managers

Manage Access

Case Management

Manage case details

Log Out

Tracking progress per case

COVID-19 Case Manager

1. Please Input New Record

Control Number: 1000412 Assigned Date: 12-Jun-2020 Assigned By: Burger Olivier

Comments: Test

New Submit Cancel

Case Managers Information

Control Number	FirstName	Initials	LastName	EmployeeGroup	Position	Company	Site	Section	AssignedBy	AssignedDate
1000412	Jan-Andries	JA	Burger	Contractor		SASOL				12-Jun-2020
1000108	Belinda	B	Venter	SP	HR Business Partner	Sasol Mining	HR	Staff Serv-ECR	Belinda Benter	
1000109	Elisabeth	EL	Barlett	SP	HR Site Manager	Sasol Mining	HR	Operations	Belinda Benter	
1000110	Thabo	TH	Tshabalala	SP	HR Site Manager	Sasol Mining	HR	Operations	Belinda Benter	

Administration and access control
- Allocate case manager

COVID-19 Case Details

Positive Case Management Process:

Select Positive Case → [Step 1: Assign Case Manager] → [Step 2: Update Case Manager Details] → [Step 3: Start Tracking] → Start Tracking

LEGEND: Step Completed (Green), Step not completed (Red), Current Step (Blue)

1. Filter information

Find information relating to the positive case by searching any of the following fields:

Company: Sasol Mining OR Colliery: OR Control Number: Reset Filters

2. Select Positive Case & Update Case Manager Details

Select the applicable record and click "Edit" to assign a case manager to the positive case or edit info

Control Number	Full Name	Company	Case Manager	Date Tested	Results Outcome	Results Date	Testing Lab	Place of Isolation	Facility	Final Outcome	Final Outcome Date
1000118	Willem Adriaan WA Goosen	Sasol Mining	Belinda B Venter	15-Jun-2020	Positive	16-Jun-2020	Lancet				
1000156	Stefan S Breytenbach	Sasol Mining	Belinda B Venter	11-Jun-2020	Positive	12-Jun-2020		home	home	Recovered	03-Jun-2020
1019251				12-Jun-2020							

Structured interview questionnaires

Capture info per stage

Close Contact Interview

Sasol Mining | Interview | Interviewer: [Name] | To be performed with close contact for provided

*Required

1. Case Manager name *

2. Case Manager Control number *

3. Positive Confirmed Case Control Number *

4. Employee's name *

5. Control number of person being interviewed (ID Number if external) *

Next

Electronic screening and questionnaire system



Temperature screening in place at security gates of all mines.

Project underway to do daily symptom questionnaire electronic:

- Electronic form on computer or cell for office personnel
- Electronic form on a smart device for personnel clocking at security gate

End

