

DE BEERS GROUP HEALTH GOOD TO GREAT

“Health journey to resilience”

WHAT HAVE WE DONE DIFFERENTLY?



WHAT GUIDES US



WE LIVE OUR VALUES IN EVERYTHING WE DO.



BE PASSIONATE

We will be exhilarated by the product we sell, the challenges we face and the opportunities we create.



PULL TOGETHER

Being united in purpose and action, we will turn the diversity of our people, skills and experience into an unparalleled source of strength.



BUILD TRUST

We will always listen first, and then act with openness, honesty and integrity so that our relationships flourish.



SHOW WE CARE

The people whose lives we touch, their communities, nations and the environment we share, all matter deeply to us. We will always think through the consequences of what we do so that our contribution to the world is real, lasting and makes us proud.



SHAPE THE FUTURE

We will find new ways. We will set demanding targets and take both tough decisions and considered risks to achieve them. We will insist on executional excellence and reward those who deliver.

WE SHOW WE CARE

- All leadership forums (Board , EXCO's, OPCO's) to attain >90% of individuals who know their status
- Individual leaders to share personal messages, as to why it is important to know your status
- Senior leadership forums to challenge other functional teams in De Beers to achieve the same performance (>90% HIV testing/know your status)
- Include HIV/AIDS and TB as part of VFL talks (Visible Felt Leadership)
- VCT/HCT performance included in the CEO scorecard

HEALTH IMPROVEMENT PLAN 2016 - PRIORITIES

Direct: Strategy and governance

Behave: People and behaviour

Perform: Performance and reporting

Excel: Operational excellence

Leadership ●

Health Strategy ●

Sustainability strategies ●

Value of Health in sustainability ●

Institutional partnerships ●

Academic partnerships ●

Communication and engagement ●

Competence & training ●

Loss of life ●

HIV / Aids management ●

Absenteeism ●

Occupational disease ●

Leading indicators ●

Risk/change* management ●

Improvement plans ●

Learning from incidents ●

Management systems ●

Good/Limited opportunity for improvement ●

Some opportunity for improvement ●

Substantial opportunity for improvement ●

WE PULL TOGETHER



WE SHOW WE CARE



WE BELIEVE AN HIV FREE GENERATION IS POSSIBLE



MIKE CHANGFOOT

"My name is Mike Changfoot, Chief Financial Officer of De Beers Consolidated Mines and I am pledging my support to an HIV Free Generation. I challenge you to take this pledge with me by uploading a selfie. We can make this goal a reality."

Together we can end AIDS



WE BELIEVE AN HIV FREE GENERATION IS POSSIBLE



PHILLIP BARTON

"My name is Phillip Barton, Chief Executive Officer of De Beers Consolidated Mines. Did you know that an HIV-free generation is possible by 2030? I would like to urge all De Beers employees to get behind the #ProTESTHIV campaign and our 90/90/90 strategy. Get tested today, together, we can make this goal a reality."

Together we can end AIDS



WE BELIEVE AN HIV FREE GENERATION IS POSSIBLE



GERRIT LOTZ

I am Gerrit Lotz, Head of Human Resources for DBCM. I believe that an HIV Free Generation is possible. I know my status and challenge you to do the same. Together, we can make a difference.

Together we can end AIDS

WE PULL TOGETHER



WE BELIEVE AN **HIV FREE** GENERATION IS POSSIBLE



THEMBA MABASO

My name is Themba Mabaso, Manufacturing Manager at De Beers Technologies SA. I went in and tested with the promise that I will remain the same man when I come out, but only more empowered! I encourage you to do the same.

Together we can end AIDS



WE BELIEVE AN **HIV FREE** GENERATION IS POSSIBLE



CRAIG COLTMAN

"I know my status and encourage ALL my colleagues to do the same – it's the right thing to do"

Together we can end AIDS

WHAT HAVE WE ACHIEVED SO FAR?



WE SHAPE THE FUTURE

- VCT/HCT uptake has improved significantly (68% improvement) in 60 days
- HIV/AIDS performance an agenda item in governance forums
- Provision of early treatment, care, and support in a confidential manner to diminish stigma
- Viral suppression rate of 93%

Thank You

