

EXXARO 100-DAY CHALLENGE

Mid-point briefing (Day 54)

SAY NO TO
GENDER-BASED VIOLENCE, FEMICIDE
AND SEXUAL HARASSMENT



WE SAY NO - COMMIT WITH US TO STOP THE VIOLENCE

100-DAY
CHALLENGE





Agenda



Introduction



Strategic Goals and Vision



Project Plan



Successes



Challenges and Lessons Learned



Next 50-Days and Beyond



Conclusion

Introduction

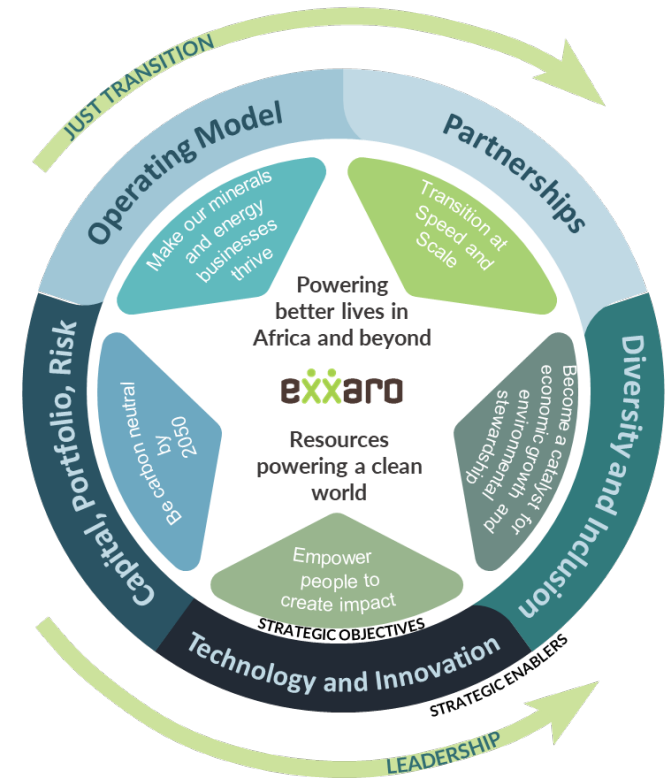


Exxaro is ignited and impassioned to persevere in the fight against gender based violence, femicide and sexual harassment

This endemic is close to our hearts and in line with our purpose of Powering Better Lives in Africa and Beyond

We are making progress and there's good traction, commitment and support across the business and at all levels

We commit to achieving 10 000 meaningful pledges across the business by day 100, and will continue this fight beyond 100 days!

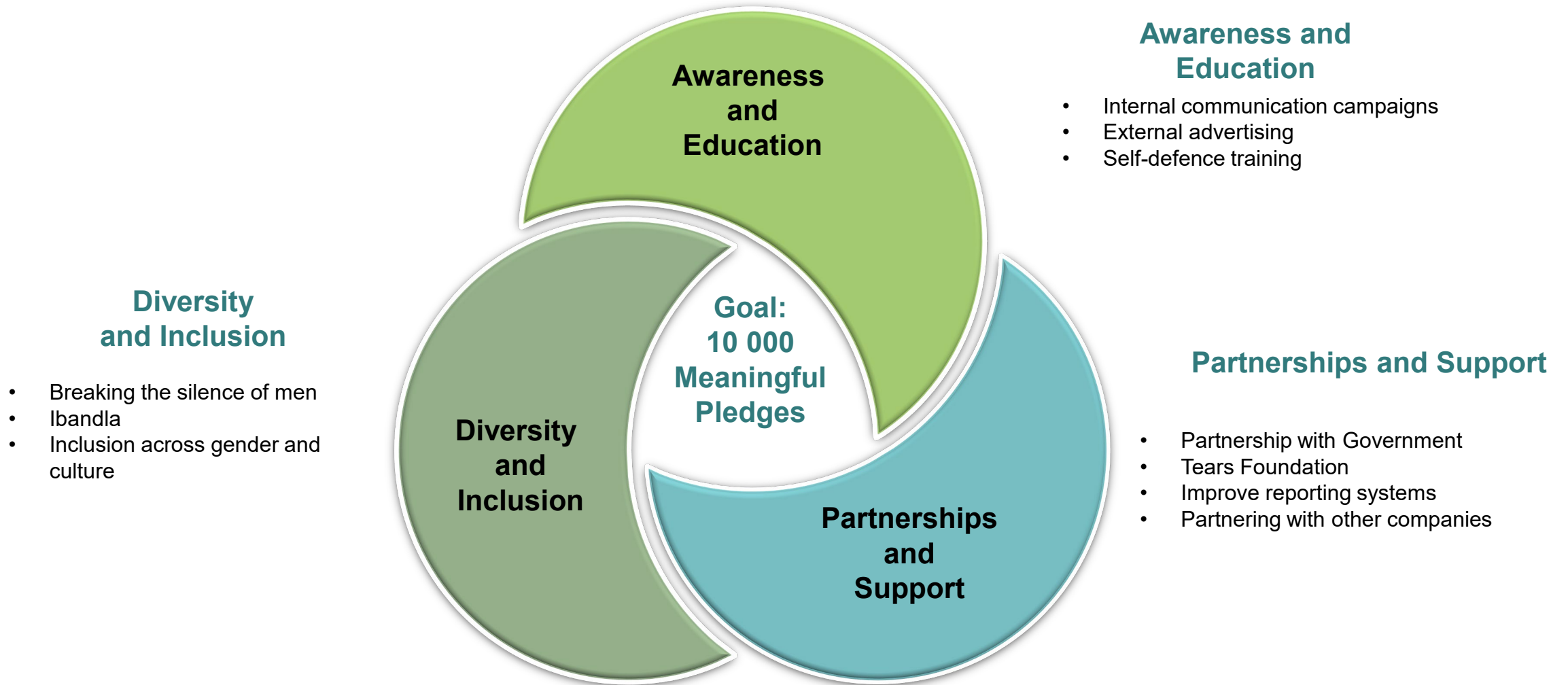


EXXARO CONTRIBUTES R3.5 MILLION TO THE PRESIDENT'S GENDER-BASED VIOLENCE AND FEMICIDE RESPONSE FUND



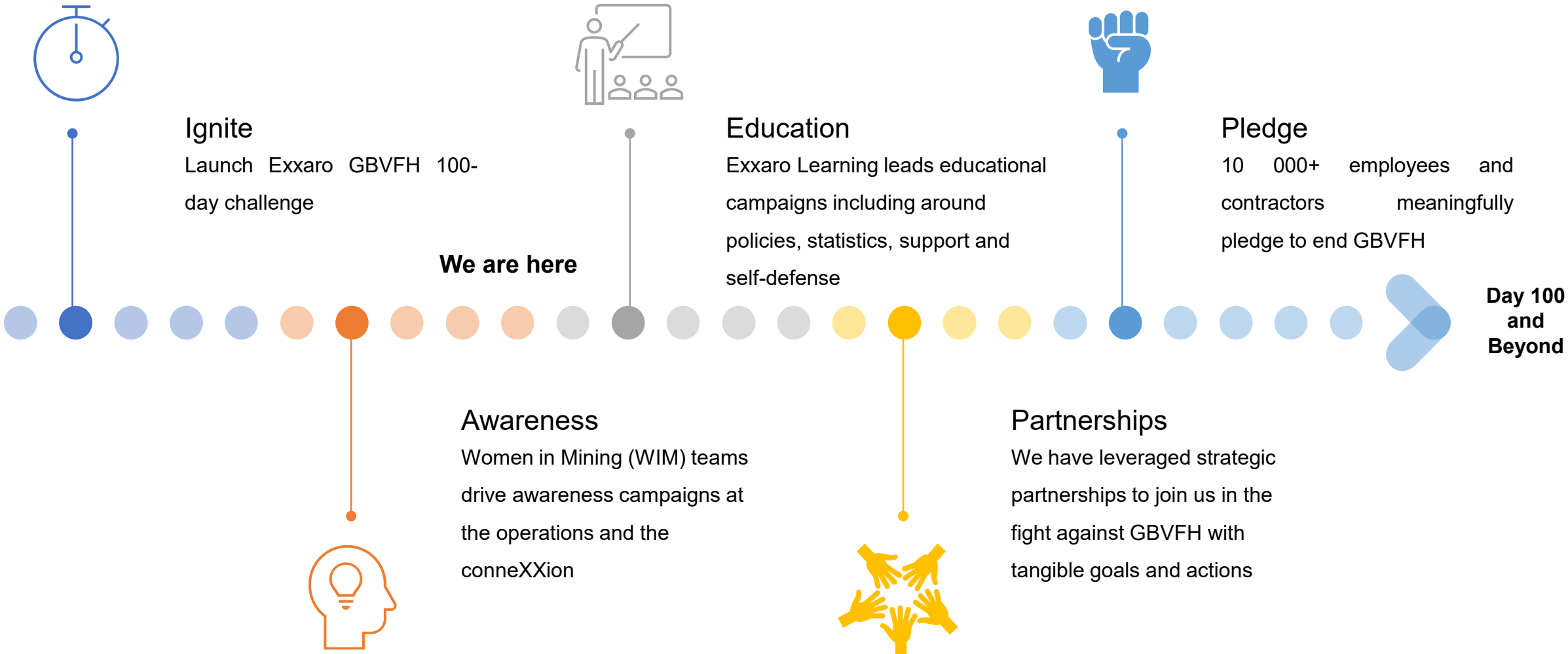
STRATEGIC GOALS, VISION AND PROJECT PLAN

We are taking a strategic approach to this challenge...



Vision: Achieve 10 000 meaningful pledges to end GBVFH by Day 100

We have combined our efforts across the business – one team one goal



Activities continue in parallel and is not a step-wise approach



SUCCESSSES, CHALLENGES AND LESSONS LEARNED

Our successes to date ...



Our successes to date ...LAUNCH



Our successes to date ...

Awareness and communication campaign



STAND AGAINST GBV

THEUNS VAN WYK

Hi Simphiwe, I am very concerned about the Gender-based Violence (GBV) phenomenon. What are we doing to address this issue?

SIMPHIWE MTHIYANE

Hi Theuns, thank you for raising that up. We are part of the 100 Days GBV Challenge. Over the next couple of weeks we will be educating our employees about this phenomenon.

That's great, I hope we will be able to influence our employee's behaviour for the change that we want to see. So, what are some of the examples of GBV?

I am glad you asked Theuns, here are some of the examples of abuse:

- PHYSICAL VIOLENCE** occurs when someone uses a part of their body or an object to control a person's actions.
- SEXUAL VIOLENCE** occurs when a person is forced to unwillingly take part in sexual activity.
- EMOTIONAL VIOLENCE** occurs when someone says or does something to make a person feel stupid or worthless.
- PSYCHOLOGICAL VIOLENCE** occurs when someone uses threats and causes fear in an individual to gain control.

These are just some forms of GBV, but the list is endless. We will also be doing employee and management pledges, so I hope to see you doing your pledge as well Theuns.


I am doing my pledge as well Simphiwe. We can't allow this to continue anymore.

Thank you for your support, Theuns. Colleagues, be on the lookout for more information about GBV and what you can do to protect yourself.

KNETHA UKUPHEPHA
Every Day Counts

exxaro
MATLA Coal

2023
From: Stephen Badenhorst
To: Matla Employees



6 May 2022
BRIEF NO: 73 - GBV 100 DAYS CHALLENGE

Dear Colleagues,

The Minerals Council South Africa in collaboration with the Presidency of the Republic of South Africa launched #100DaysChallenge - a campaign which aims to eradicate Gender Based Violence (GBV) and sexual harassment in the workplace, our communities and broader society.

As Matla employees we pride ourselves with our diversity, and we continue our journey to build a culture of inclusion, respect, unity and protecting one another. Over the next couple of weeks, we will be rolling out informative content that will educate us about forms of Gender Based Violence and how we can overcome it. We aspire towards a work environment where teamwork and co-operation are nurtured and where people are treated with dignity and respect.

Through the #100DaysChallenge awareness campaign we aim to create a Matla that is free of GBV and where every employee comes to work feeling respected, safe, and empowered to contribute to the high-performance drive. I implore all of you to support and take part in this amazing campaign over the next few weeks.

#KethaUkuphepha

Yours in Health and Safety


Stephen Badenhorst
BU Manager: Matla Coal

5 CULTURE THEMES

- RESPONSIBLE
- ADAPTABLE
- OPEN AND COLLABORATIVE
- DIVERSE
- OWNERSHIP

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MATLA Coal



Time to **STOP** Gender Based Violence!

MY PLEDGE

As a man, husband, father, and a brother, I commit that I will not perpetuate or victimise anyone in any form. No woman, child, or man will be abused in my name. My hands are not for hitting. I will be my brother and sister's keeper.

IT'S YOUR SHIFT

KNETHA UKUPHEPHA

STAND AGAINST GBV

exxaro

Our successes to date ...

GBVF and sexual harassment film



Our successes to date ...BLACK FRIDAY

WIM 100- DAY CHALLENGE

As part of the 100-day challenge we are requesting employees to wear their Gender based violence t-shirts on Fridays in solidarity of the #100DayChallenge.

If you do not have a gender based violence t-shirt please wear a black t-shirt.

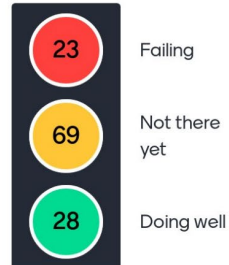


Our successes to date ...SURVEY

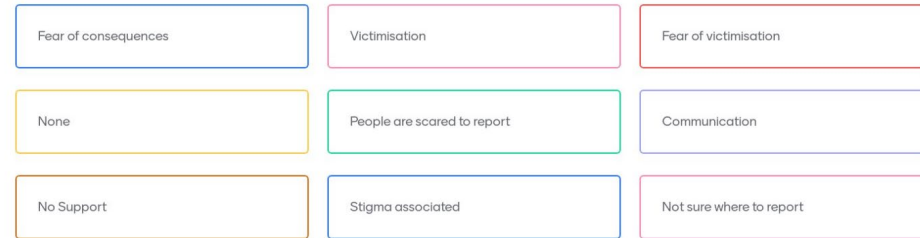


Reporting / Dealing with GBV & harrasment

Mentimeter



What are the current barriers to reporting GBV & harrasment at GGC?



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Our successes to date ...

Security and safety

Ordered GBV safety kit and panic buttons

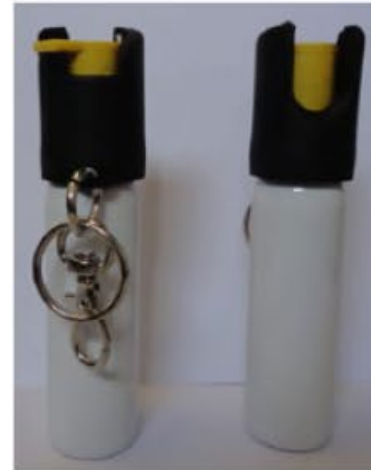
Midi cotton drawstring bag



Police whistle



Keychain pepper Spray



Custom made ladies self defence tool (silver aluminium)



Challenges and Lessons Learned

- Capacity- due to the timelines that must be balanced between work and life commitments.
- Delays with execution due to supply chain process
- Financial constraints
- Alignment on Exxaro groupwide goal





NEXT 50 DAYS AND CONCLUSION

The next 50 days are key as we build towards our goal...

Awareness and Education

Next Steps:

- Continue awareness campaigns
- External advertising (billboard)
- Self-defence training

Partnerships and Support

Next Steps:

- Improve reporting systems
- Engage other businesses for support
- Engage with Tears

Diversity and Inclusion

Next Steps:

- Ibandla
- #break the silence of men
- Group March

Leading to 10 000 Meaningful Pledges by Day 100

Conclusion

#We remain focus and committed

#We won't stop

By end of 100 days and beyond, we are aiming to have given the voiceless victims the dignity and autonomy to be best they can be!

