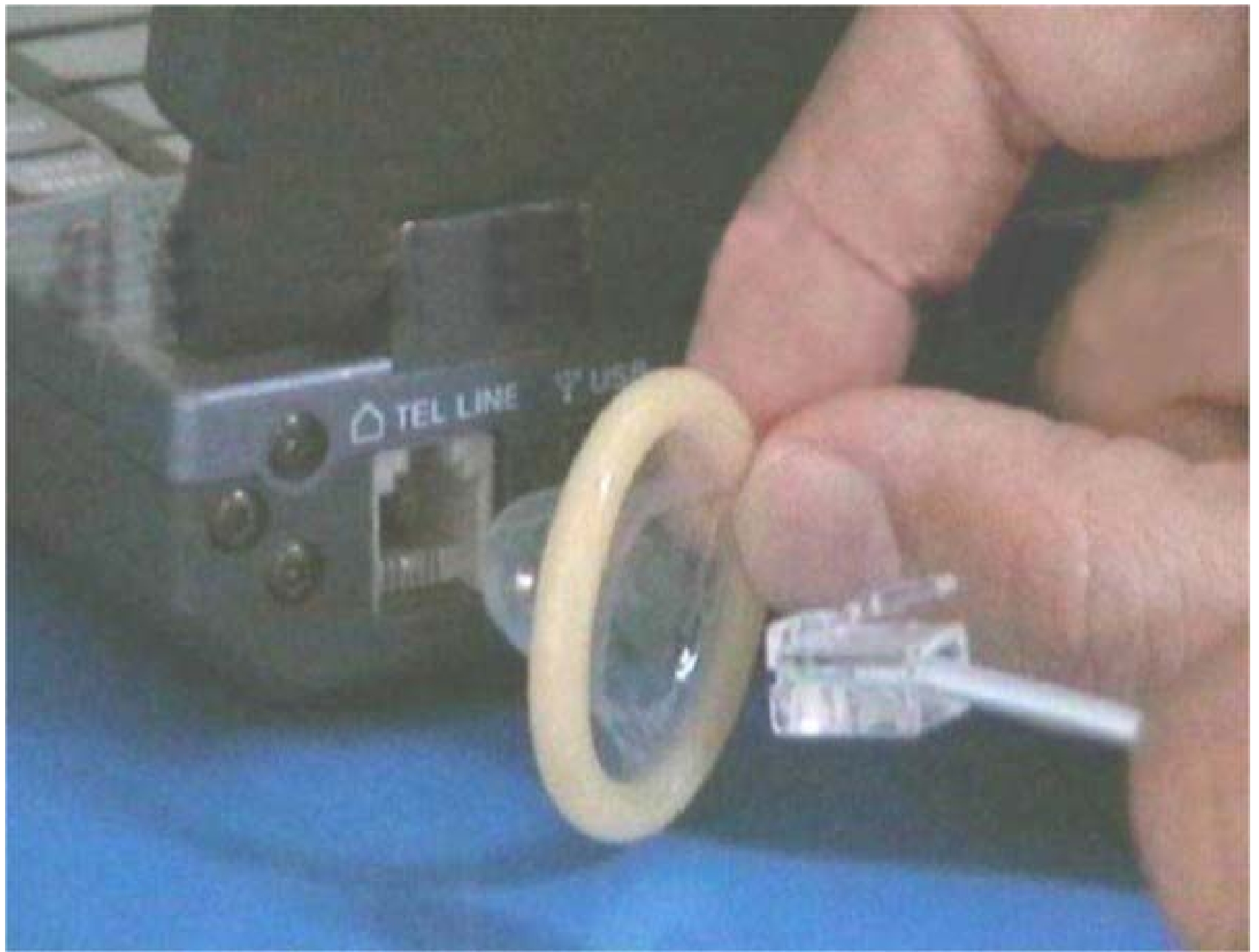


# SHARP Implementation

Presentation to SACMA – 13 May



**SASOL**  
*reaching new frontiers*



# Successful Implementation – What we are trying to achieve?



## Elements of successful implementation

### Primary objective

Develop and implement Group-wide response to HIV/AIDS

### Full execution

- Embed world-class programmes at all Business Units
- Ensure that SHARP insights and solution elements permeate entire Group
- Build Sasol capability and develop full internal leadership for SHARP
- Minimise disruption of operating practices/production by SHARP programme; integrate SHARP into 'business as usual'
- Integrate SHARP programme with relevant community and local corporate initiatives

### Real impact

- Drive fundamental behaviour change towards safer sex practices, ongoing HIV voluntary counselling and testing and 'positive living'
- Instil a culture of zero tolerance for discrimination towards HIV+ people across all employee groups
- Ensure accessible, safe, effective and sustainable provision of ART to all eligible Sasol employees
- Reduce business impact of HIV/AIDS, particularly on productivity
- Manage total cost to Sasol of comprehensive and effective HIV/AIDS response

# Introduction



Activities	Actions Taken
Positive feedback on impact on peoples lives	78 Day sessions held
Increase in HIV/AIDS related inquiries	Sharing information with other companies/individuals
Pathologically based improvement of employees on HAART	Employees on HAART encourage to share experience
Destigmatisation of HIV/AIDS	Ongoing awareness at shaft meetings
Lower than expected registration on wellness programme	CD4 drives through shaft committees
Peer education and Supervisory training	Emphasise the importance of empathic listening and referral
Not declaring victory	VCT first step in programme
Impact of SHARP day programme on productivity	Measure production during days of roll-out

# Highlights of 'prevention and care' response



## VCT

### Objectives

- Reduce stigma
- Promote 'know your status' to drive treatment

### Actions to be taken

- Provide mandatory group counselling for all employees
- Coordinate VCT drive followed by regular repeat pushes

## Prevention

### Objectives

- Drive behavioural change
- Develop desire to know HIV status

### Actions to be taken

- Develop targeted multi-channel communication
- Use influencers within and outside Sasol to deliver key messages
- Make condoms readily available

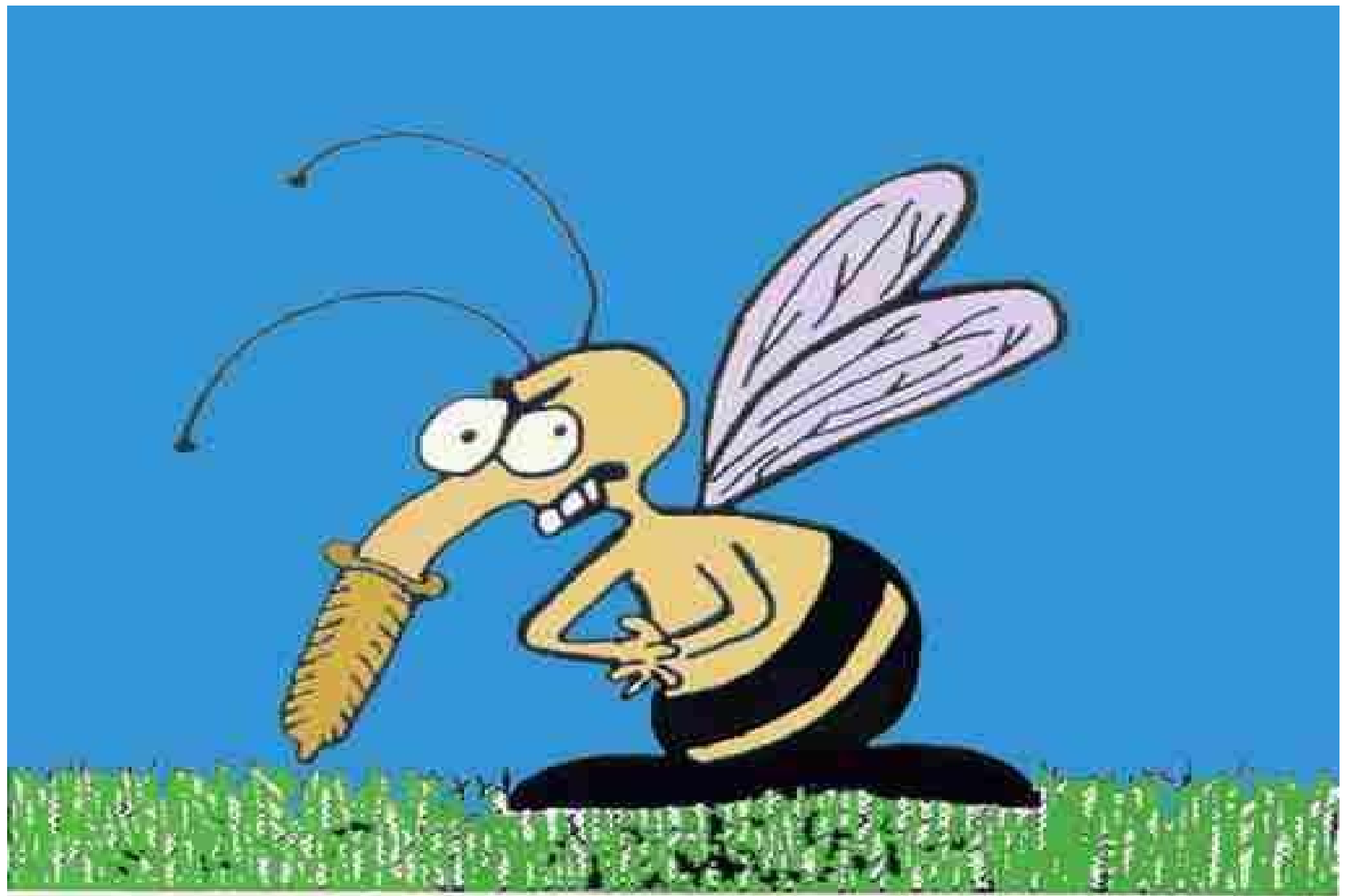
## Wellness and treatment

### Objectives

- Extend patient life
- Drive VCT uptake through promise of treatment

### Actions to be taken

- Provide universal access to ART for all employees
- Implement decentralised (shaft-based) treatment model



MOSQUITOS RESPOND TO THE A.I.D.S. SCARE...



# Sasol Mining 5.05.03- 12.05.04

Mine	NO. OF EMPLOYEES ATTENDING	NO. OF EMPLOYEES TESTED	% UPTAKE	POS	NEG
Twistdraai East/Central	1118	976	87%	143	833
Brandspruit	1029	867	84%	130	737
Middelbult	1281	1051	82%	176	875
Bosjesspruit	1187	962	83%	146	814
Surface Services	665	568	85%	29	539
Total	5820	4424	84%	624(15%)	3798







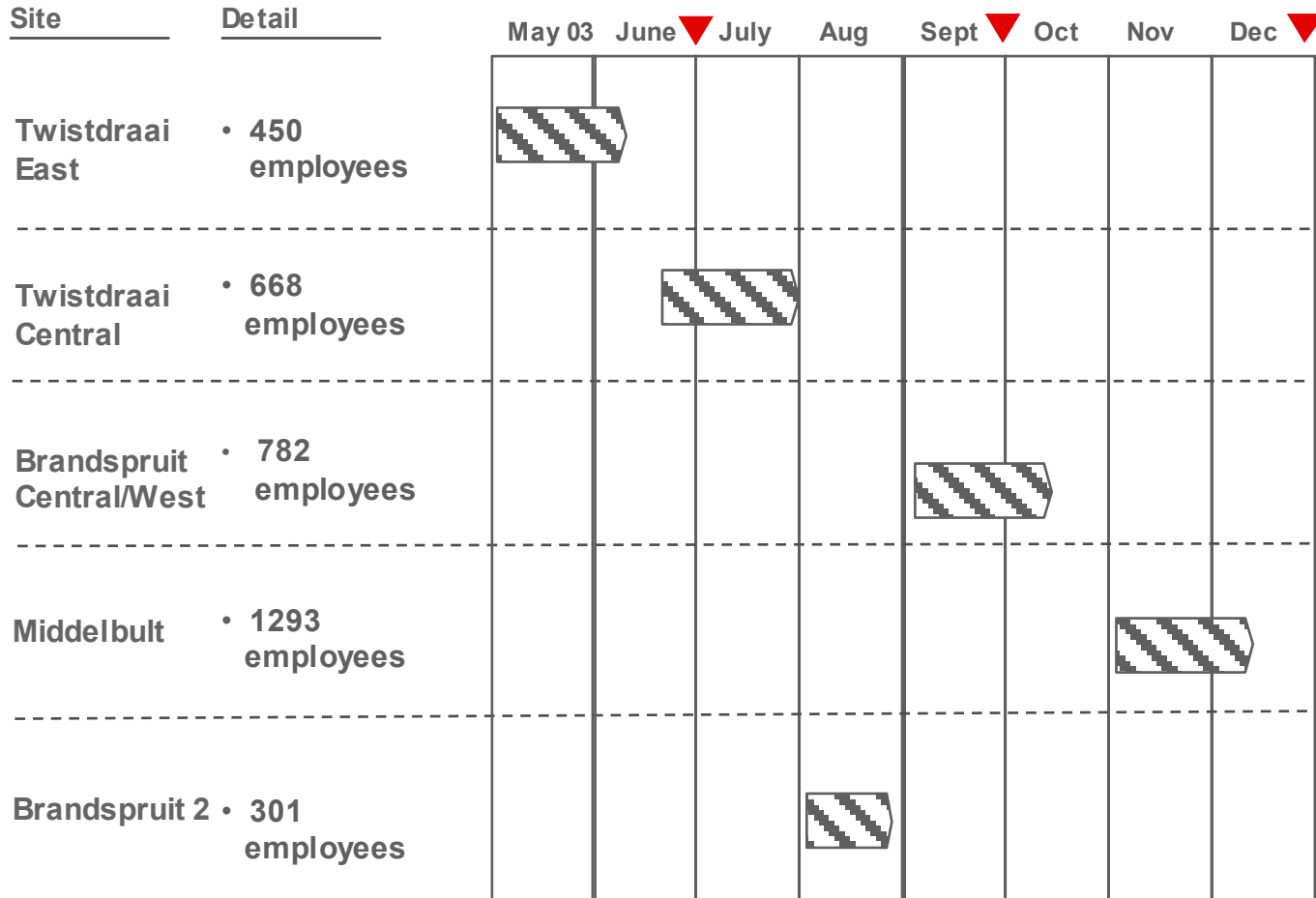
# Sasol Mining 5.05.03 - 12.05.04

- 5280 employees attended the day session
- 4424 employees went for VCT. It is (84%) of those who attended
- 624 employees tested positive. It is (15%) of those who tested
- 323 employees took the next step to register on the wellness programme. It is (52%) of those that tested positive.
- *56 (17%) of the employees that registered on the wellness programme are on ART.*

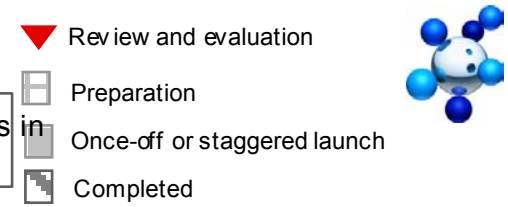
# Launch timetable for shaft roll out 2003



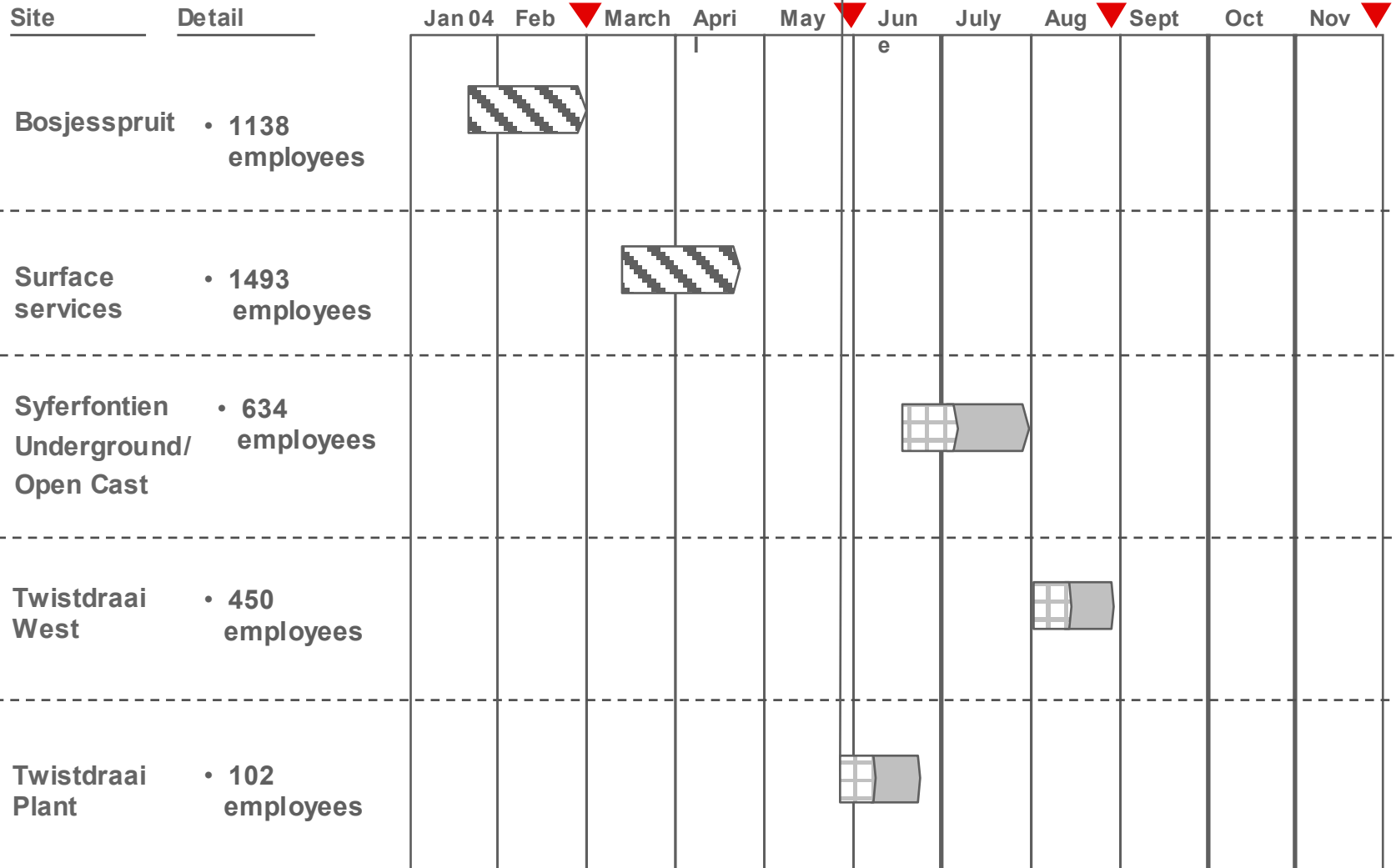
-  Review and evaluation
-  Preparation
-  Once-off or staggered launch
-  Completed



# Launch timetable for shaft roll out 2004



Roll out begins in June 2004



# Highlights of 'wellness and treatment' response



## Wellness

### Objectives

- Encourage positive living and healthy lifestyle

### Actions to be taken

- Develop targeted multi-channel communication based on stages of disease.
- Utilise other support structures (EAP)

## CD4 Count

### Objectives

- Employees that tested positive to take next steps

### Actions to be taken

- Communicate importance of CD4 and Viral Load test

## Treatment

### Objectives

- Extend patient productive life

### Actions to be taken

- Provide access to HAART for all employees



# ***Mining Progress***

<i><b>Shaft</b></i>	<i><b>CD4</b></i>	<i><b>HAART</b></i>	<i><b>Condom distribution</b></i>	<i><b>Peer Educators</b></i>	<i><b>Supervisory Training</b></i>
<i><b>Twist.East</b></i>	<i><b>80</b></i>	<i><b>4</b></i>	<i><b>2500</b></i>		
<i><b>Twist. Central</b></i>	<i><b>53</b></i>	<i><b>4</b></i>	<i><b>1200</b></i>	<i><b>20</b></i>	<i><b>24</b></i>
<i><b>Brand.</b></i>	<i><b>70</b></i>	<i><b>9</b></i>	<i><b>2000</b></i>	<i><b>20</b></i>	<i><b>62</b></i>
<i><b>Bosjess.</b></i>	<i><b>33</b></i>	<i><b>19</b></i>	<i><b>1500</b></i>		
<i><b>Middelbult</b></i>	<i><b>74</b></i>	<i><b>19</b></i>	<i><b>1500</b></i>	<i><b>45</b></i>	
<i><b>Surface Services</b></i>	<i><b>13</b></i>	<i><b>1</b></i>	<i><b>1500</b></i>		

# Typical Shaft SHARP Forum

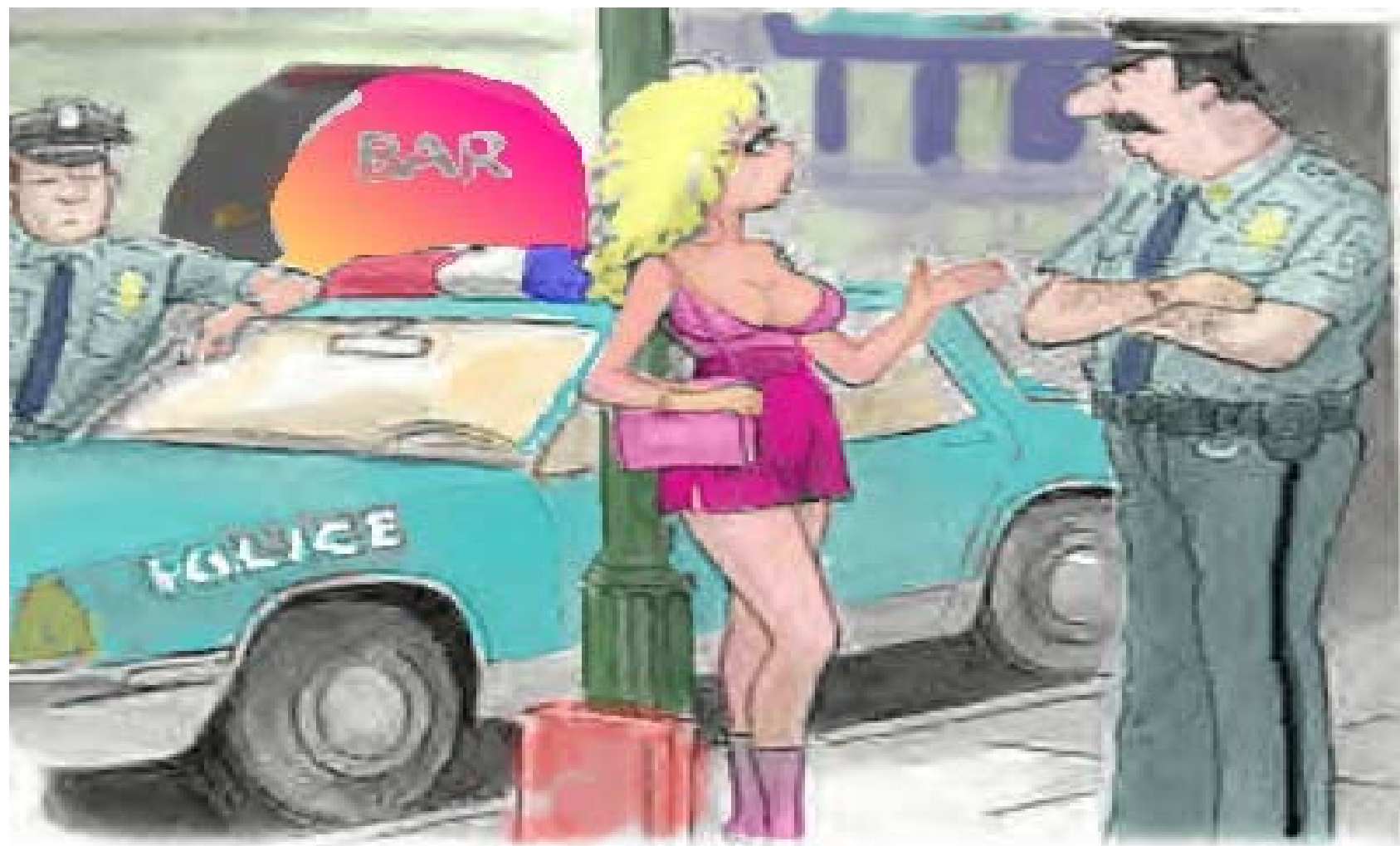


- Meet once per month
- VCT + ART feedback
  - No. of case handled
  - Trends
- Employee attendance
  - Sick leaves and AWOP
- Feedback from the Powerbelt
- Peer Educator feedback – per shaft
  - No. of awareness talks
  - No. of Condoms distributed
  - Special support needed
  - World AIDS Day
  - CD4 Drive
  - Share Best Practices
- Shaft Manager
- SHARP Team
- HR
- Sharp Co-ordinator
- Peer Educators
- Shaft Forum

# Communication within Mining



<b>Initiative</b>	<b>Action</b>	<b>Commence date</b>
<ul style="list-style-type: none"> <li>• Communication boards (blue boards)</li> <li>• Intranet</li> </ul>	<ul style="list-style-type: none"> <li>• Provide new messages</li> <li>• Decision to be taken on Corporate's end</li> </ul>	<ul style="list-style-type: none"> <li>• Weekly basis</li> <li>• Corporate to develop site</li> </ul>
<ul style="list-style-type: none"> <li>• Shuttle</li> <li>• SHARP image</li> <li>• Communication boards at site</li> </ul>	<ul style="list-style-type: none"> <li>• Will be distributed and available on site</li> <li>• Collecting quotations to view cost implication - expenditure</li> <li>• Relevant stakeholders information to communicate internally</li> </ul>	<ul style="list-style-type: none"> <li>• Monthly basis</li> <li>• In progress</li> <li>• In progress</li> </ul>
<ul style="list-style-type: none"> <li>• Information centre at each shaft – SHARP implemented</li> <li>• Communication sessions at each shaft – SHARP implemented</li> </ul>	<ul style="list-style-type: none"> <li>• Action in progress</li> <li>• Action in progress</li> </ul>	<ul style="list-style-type: none"> <li>• In progress</li> <li>• Every second week</li> </ul>



**I am not selling sex!  
I am selling condoms,  
with free demonstration.**



**SASOL**  
*reaching new frontiers*