



The RMA Prevention Programme

Safeguarding everyday heroes

RMA

THE PILOT | BACKGROUND

- The Prevention Programme started as a pilot in 2022 and aims to enhance value in the metals sector by decreasing the incident rate in accordance with the BOS objective.



Why Prevention

- Prevention as a strategic Programme in BOS aspirations
- Reduce volume and severity of claims
- BOS Target: reduce workplace injury rates by 30% by 2030



Area of Focus

- Pilot a prevention Programme in Metals Class
- Reason for Metal Class selection: number of injuries per 1000 lives is higher than Mining
- Focus: reduce the total case incident rate in Metals Class



Objective

- Improve the health, safety and wellness of employees at the workplace
- Improve the safety of the employer's workplace to prevent harm / injury, minimize absenteeism, and improve production
- Reduce the number of occupational injuries and diseases in industries that RMA administers



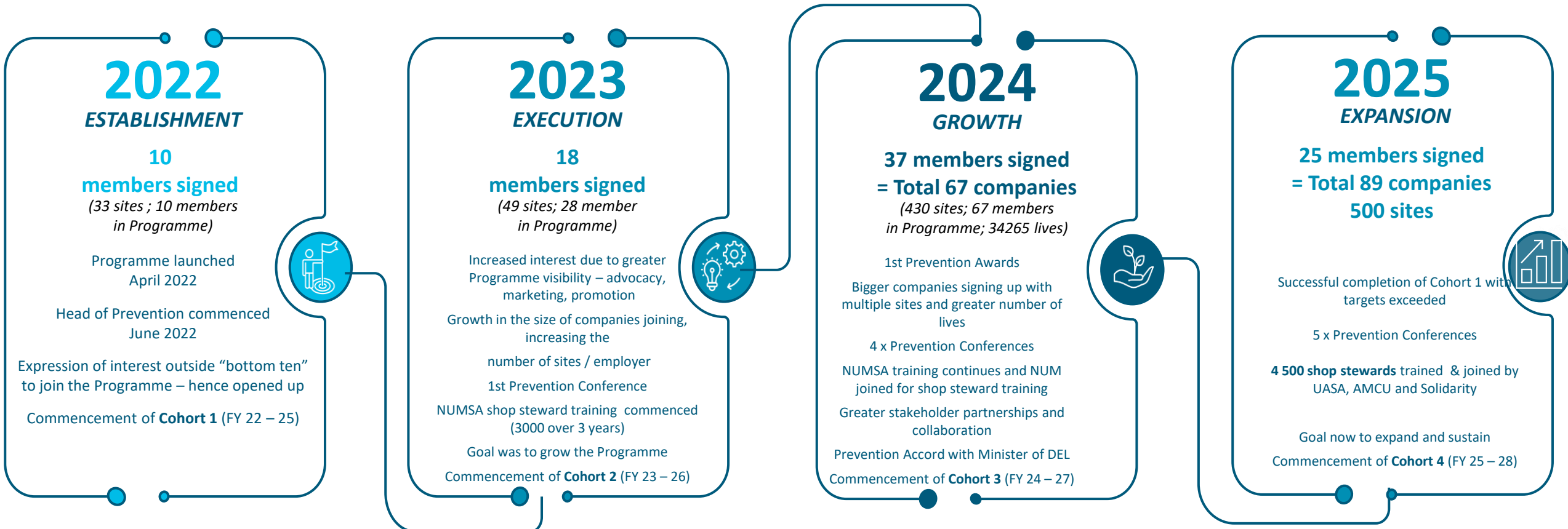
The Pilot

- Launched in 2022 with different cohorts (each 3 years)
 - Cohort 1 – 2022-2025
 - Cohort 2 – 2023 – 2026
 - Cohort 3 – 2024 – 2027
 - Cohort 4 – 2025 – 2028
- Holistic Wellness Programme introduced as a subset of Prevention



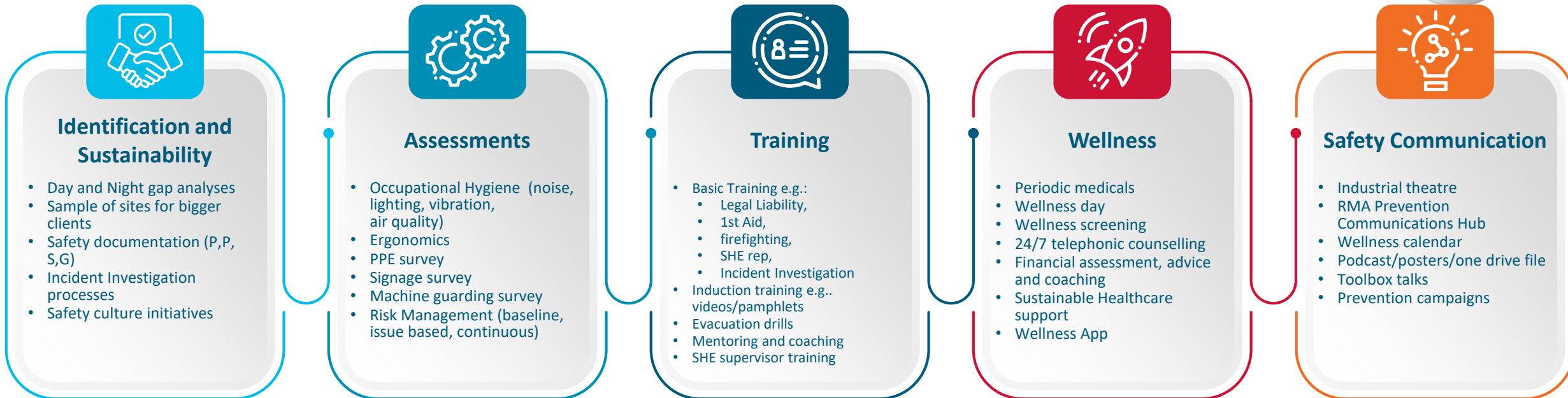
THE PILOT | OUR JOURNEY TO DATE

- During the designated timeframe of the pilot, we have seen a growth in uptake, increased number of bigger companies signing up to the Programme, increasing the spend for Prevention and greater social impact through our initiatives.



THE PILOT | PREVENTION ACTIVITIES

- The Prevention Programme offers several interventions **and** solutions – the implementation is dependent on the maturity of the company, its H&S resources and capacity to deliver H&S:



What we do at our clients or for our stakeholders, aims to shift the dial in health, wellness and safety

Ensuring legal compliance

Enabling healthy and safe workplaces

Building employee skills

Improving physical, mental and financially healthy employees

NOTE: RMA does not cover:

1. Training related to the inherent requirements of the job or those that would ordinarily fall under HR, recruitment, and selection
2. Pre and exit medicals as these relate to the inherent requirements of the job
3. The provision of safety related signage
4. The provision of personalised protective equipment
5. Engineering controls

THE PILOT | UNION PROJECT

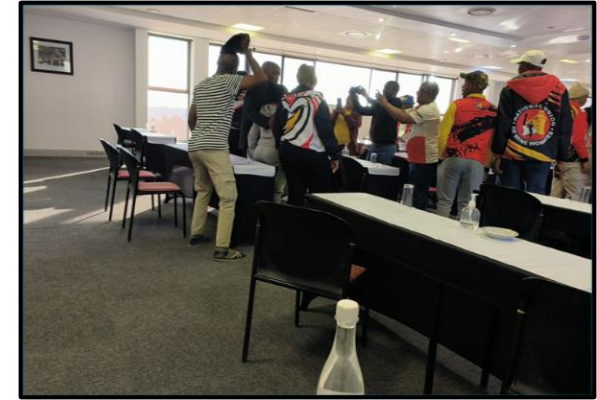
- The Programme supports the development of shop steward H&S skills as an important stakeholder in our ecosystem



5 Unions: NUMSA, NUM, UASA, Solidarity and AMCU

4422 shop stewards trained across South Africa

Financial & social investment



Trained shop stewards to **understand employee legal rights** and employee/employer duties under the OHS Act

Training enables shop stewards, who are also employees to **effectively raise OHS concerns**, represent employees in safety committees and **advocate for safe work conditions**

With OHS knowledge, they can recognize and **report risks before they cause harm**

Trained shop stewards know what OHS documents, processes and protocols should be in place and become **safety ambassadors**

THE PILOT | PREVENTION ACTIVITIES IN ACTION



- The Prevention Programme offers several interventions and solutions, for example: wellness days, health screening, industrial theatre, legal compliance audits, noise/dust/temperature measurements (occupational hygiene), awards and conferences.



THE PILOT | ACHIEVEMENTS AND OUTCOMES



• Through our solutions we have enabled the following achievements to creating safer workplaces.

>**29%** TCIR reduction
in Cohort 1

72+
Industrial Theatre shows

5
Prevention conferences
held in 2025 to advance OHS
competencies

5 058
shop stewards trained on
OHS training

Prevention readiness to
expand from a pilot

14 425
employees on the **Wellness
Programme** enabling physical and
mentally fit employees.

R1 303 711
Saved for employees on the
financial wellness Programme

Implementing solutions
to enable safer and
healthier workplace

2nd Prevention Awards scheduled
for **28 May 2026**

TODAY	44 443 lives on the programme	89 companies	540+ Number of sites
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Our impact in the Metals Class

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THE PILOT | FEEDBACK FROM OUR CLIENTS

Qualitative feedback from our clients demonstrates the positive impact that the Programme has made on the organisations and their employees in the Programme. Examples are included of how the Programme has helped benefit the clients, which is over and above the impact on the incident rate.



Route Management



The RMA Prevention Program has had an exceptional impact on our organisation. Since the inception and integration of the program into our health and safety systems, we have observed significant advancements in our overall safety culture, operational risk management, and employee wellbeing. There have been multifaceted benefits of the program, with special emphasis on the measurable improvements in safety performance and compliance. The RMA Prevention Program has been transformative for Route Management. Its impact on reducing injuries, strengthening legal compliance, empowering employees, and embedding a proactive safety culture cannot be overstated. We are proud to be associated with a program that not only improves safety performance but genuinely cares for the wellbeing of our people.



JFS Trailers

It's truly been amazing to be part of the RMA Prevention Programme, and it's a little sad to realise we only have a year left. The work we've done together has made a meaningful impact, and I'm grateful for the collaboration and support throughout. We have seen our substance abuse cases drop as a result of the Programme and increased attendance at work



Sephaku Cement

RMA's contribution to our health and safety program has been invaluable. We've taken stock of our existing management system, and with the insightful assurance work you've supported us with, we have embedded and crystallized the Programme and updated our H&S framework

It is pleasing to report that from both a cultural and lagging indicator perspective, we are already seeing the positive impact of the prevention program



Lumen Special Cables

We implemented wellness testing since joining the Prevention Programme and since inception of the company in the eighties we have never done this before.

Prorooft



Overall the employees loved the wellness day and industrial theatre. The staff felt warm and really felt liked they were cared for. The industrial theatre gave the employees insight into some of the things that management are implementing. Thank you for everything you are doing.



Manganese Metal Company

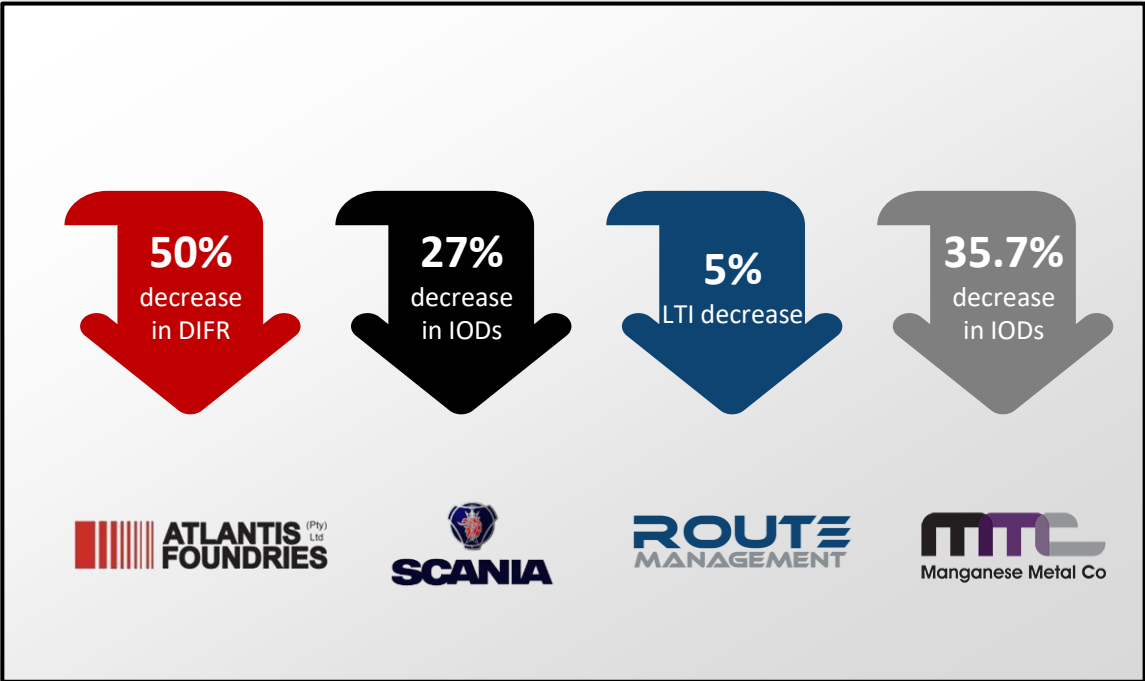
Wow! This was an amazing journey. Joining the RMA Prevention Programme has truly given MMC exposure and the support to rethink our injury prevention programme. Since inception we have seen an improvement in injury stats. Over the past year we have reduced LTI's from 10 to 4. While FAC And Medical Injuries seem to fluctuate, we can definitely say the severity of the injuries is minor. RMA presence and visibility on site, Posters, Campaigns, Awards, the annual conferences has made a huge impact with employees

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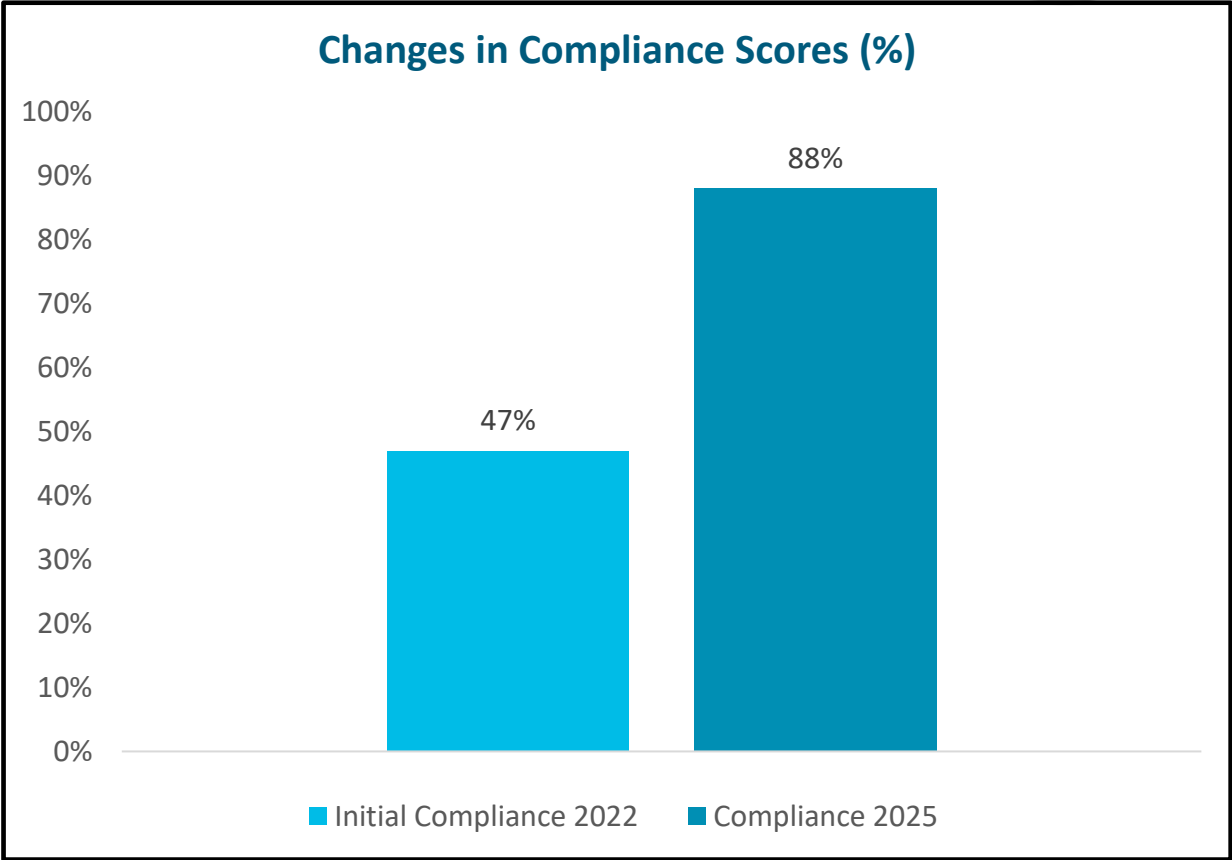
THE PILOT | IMPACT FOR CLIENTS



- Not only are we seeing an increase in legal compliance for our clients on the Programme, we are also seeing improved safety performances



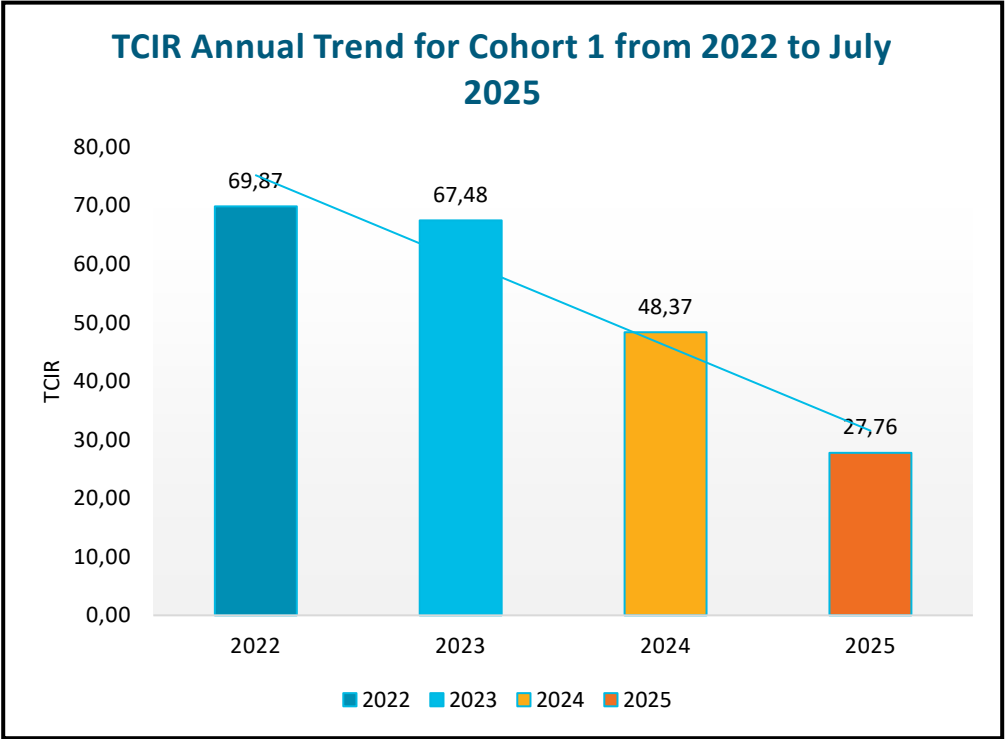
Company safety metrics have shown an improved performance since joining the RMA Prevention Programme



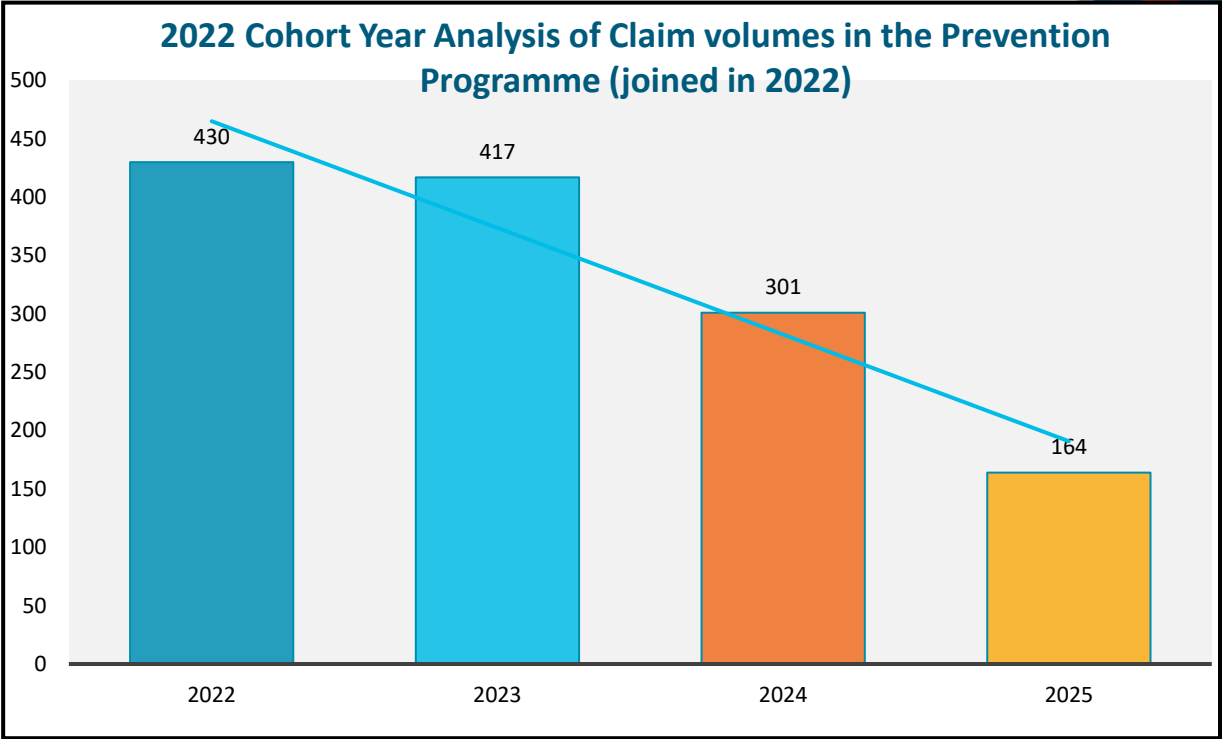
H&S Compliance Scores have improved

We are making an impact on safety performance for our clients by saving people from being injured

THE PILOT | ACHIEVEMENTS AND OUTCOMES FOR RMA



Total Case Incident Rate (TCIR) variance for Cohort 1 since joining the Programme to end of July 2025 has reduced by 78% against a target of 30%



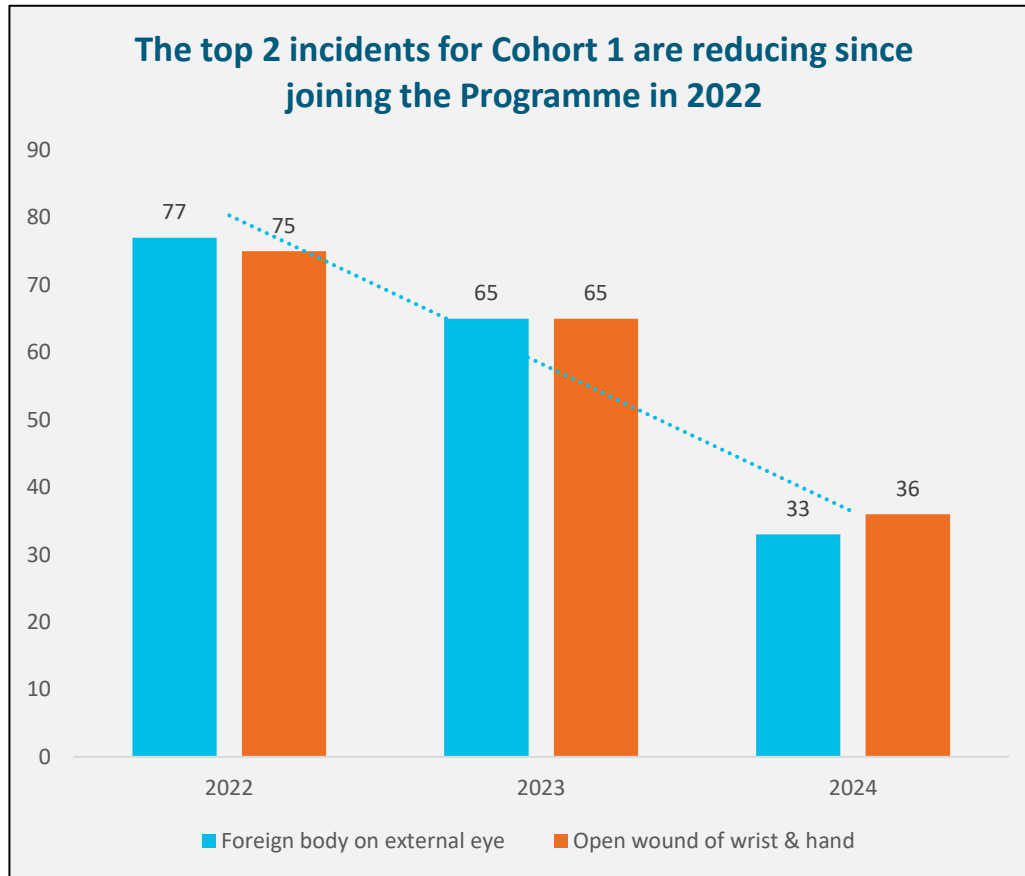
Claim volumes for Cohort 1 have reduced from 430 to 301 at the end of 2024

Over a short period of time, we are making an impact on safety performance for our clients by saving people from being injured

THE PILOT | ACHIEVEMENTS AND OUTCOMES FOR RMA



- The top 2 incidents, foreign body on the external eye and open wound of wrist and hand, reduced for companies in Cohort 1



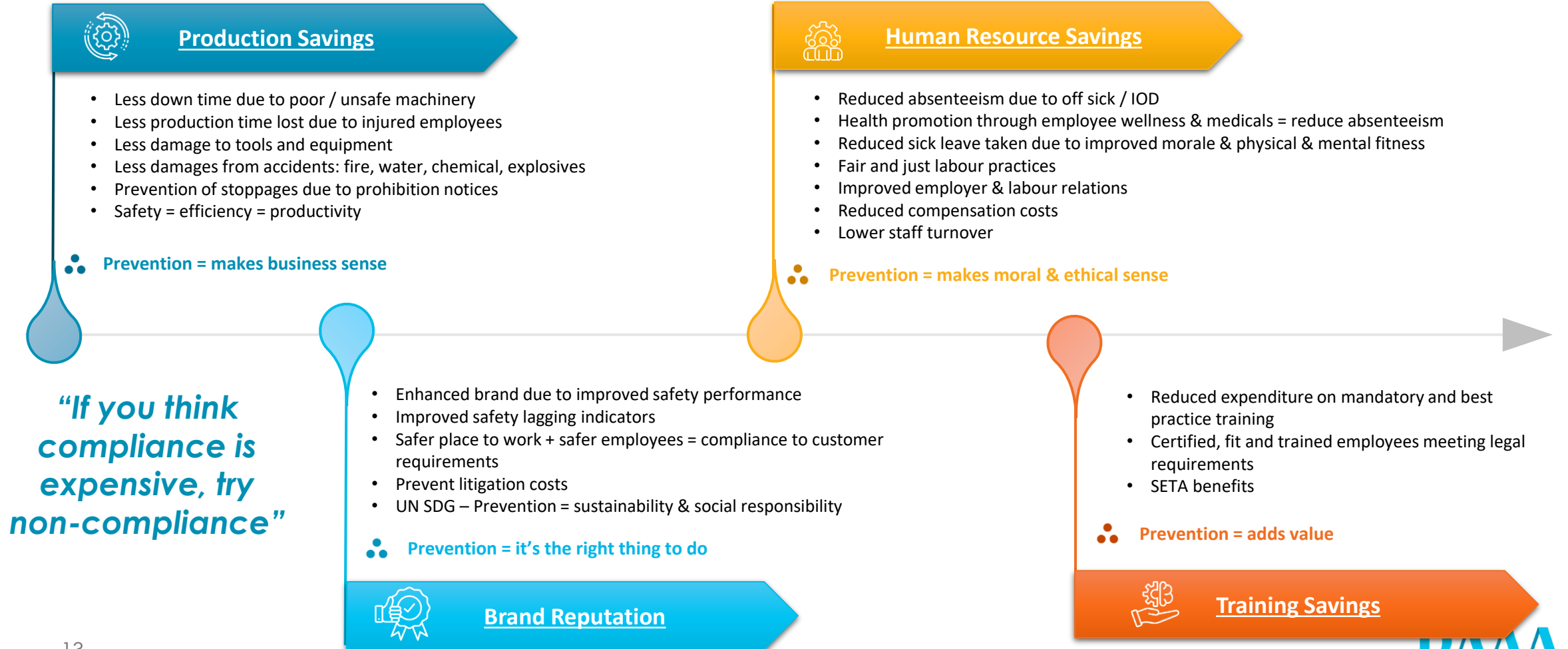
The programme has not only ensured clients are more compliant to the OHS Act and Regulations, but demonstrates an increased commitment towards building a safety culture where safety is a core organisational value

The top two incidents in the Metals Class are foreign body on the external eye and open wound of the wrist and hand – for Cohort 1 both of these types of incidents reduced, impacting on the prevention of hand and eye injuries

THE PILOT | LONG TERM BENEFITS OF PREVENTION



Whilst the pilot has started to yield positive results in reduced injuries & incidents for our clients, the full spectrum of benefits, including significant cost savings and long-term productivity gains, may take longer to realize, as our clients build towards a safety culture. Examples of these potential benefits include:





THANK YOU

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