

APPENDIX A

RioTinto

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Private and confidential

Ms. Marjorie Elago
P. O. Box 3326
Windhoek
Swakopmund
NAMIBIA

19 November 2013

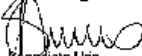
Dear Ms. Elago

Permission to conduct a research project about Rössing Uranium Mine employee's knowledge on HIV and AIDS transmission, prevention and treatment.

We would like to inform you that we have received and read your permission letter regarding the above-mentioned topic. Rössing Uranium Mine, therefore grant you permission to conduct a research project on the employees knowledge with regard to HIV and AIDS transmission, prevention and treatment.

Kindly ensure that all the necessary confidentiality and data privacy issues are observed.

Yours sincerely


Benedicte Uris
Manager HBES

Directors: R B Howke (Chairman), W Duvwange* (Managing), A S T Angula, B H T Angula,
R J Tighe** (alternate), M C Mwehi Kamanda***, P Patschick, J S Louw* (alternate), H J Louw*,
V B Goll*, E T Silu-olo (alternate), C W B Rugejambwa, S C Wenzel*** (alternate), S J Billore**

Company Secretary: G D Jacobs, 06

*South Africa **Australia ***Zimbabwe

APPENDIX B

ANNEXURE B – QUESTIONNAIRE

Knowledge of Rössing uranium mine employees on HIV and AIDS transmission, prevention and treatment.

KINDLY COMPLETE THE QUESTIONNAIRE BY PLACING A X IN THE BOX

SECTION A -SOCIO-DEMOGRAPHIC CHARACTERISTICS

Age

- 20-29
- 30-39
- 40-49
- 50-59
- 60-65

Gender

- Male
- Female

Marital Status

- Single
- Married
- Living together but not married
- Divorced
- Widowed

Formal educational level

- No schooling
- Grade 7 and below
- Grade 8 up to grade 10
- Grade 11 and 12
- Tertiary education
- Don't know

Occupational Category

- Senior management
- Superintendents

- First level managers (Grade 12, Grade 13 & Specialist)
- Grade 11
- Grade 10
- Grade 8
- Grade 7 and below

SECTION B Employees knowledge on HIV/AIDS transmission

HIV stands for human insufficiency virus.

- Agree Disagree Neutral Don't know

HIV is a Sexual Transmitted Infection.

- Agree Disagree Neutral Don't know

AIDS is caused by a virus that attacks the immune system.

- Agree Disagree Neutral Don't know

HIV can be spread by a mosquito bite

- Agree Disagree Neutral Don't know

Coughing and sneezing do not spread HIV

- Agree Disagree Neutral Don't know

A person can be infected with HIV by a French (tongue) kiss

- Agree Disagree Neutral Don't know

A person can be infected by shaking hands with an HIV positive person.

- Agree Disagree Neutral Don't know

Having more than one sexual partner increases the risk of being infected with HIV/AIDS.

- Agree Disagree Neutral Don't know

SECTION C – Employees knowledge on HIV/AIDS prevention

Having unprotected sexual intercourse increases your risk of contracting HIV.

- Agree Disagree Neutral Don't know

Tattooing with unsterilized instruments is one possible way of becoming infected with HIV.

- Agree Disagree Neutral Don't know

Using a condom properly can protect someone from getting HIV.

- Agree Disagree Neutral Don't know

If both partners are HIV positive they do not need to use condoms

Agree Disagree Neutral Don't know

HIV infection can be prevented by washing after having sexual intercourse

Agree Disagree Neutral Don't know

You can use the same condom 5 times

Agree Disagree Neutral Don't know

Circumcision of a man who does not have HIV reduces his chance of getting HIV

Agree Disagree Neutral Don't know

Circumcision reduces the risk of Sexual transmitted infections?

Agree Disagree Neutral Don't know

SECTION D – Employees knowledge on HIV/AIDS treatment

There is treatment that can completely remove the HIV virus from your body?

Agree Disagree Neutral Don't know

Traditional healers can cure HIV/AIDS

Agree Disagree Neutral Don't know

Sexual intercourse with a virgin can cure HIV/AIDS.

Agree Disagree Neutral Don't know

Anti-retroviral therapy (ARV) can enable HIV infected people to live longer, healthier lives.

Agree Disagree Neutral Don't know

You can stop your ARVs anytime you feel better.

Agree Disagree Neutral Don't know

You can drink and smoke as much as you like if you have HIV already.

Agree Disagree Neutral Don't know

It is important to know your HIV status.

Agree Disagree Neutral Don't know

THANK YOU FOR COMPLETING THIS QUESTIONNAIRE!

APPENDIX C



UNIVERSITEIT • STELLENBOSCH • UNIVERSITY
jou kennisvennoot • your knowledge partner

STELLENBOSCH UNIVERSITY CONSENT TO PARTICIPATE IN RESEARCH

Knowledge of Rössing uranium mine employees on HIV and AIDS transmission, prevention and treatment.

You are asked to participate in a research study conducted by Marjorie Elago from the Africa Centre for HIV and AIDS Management at Stellenbosch University. The results of the research study will contribute toward the researcher's Master's level as part of a requirement for the completion of the MPhil in HIV/AIDS Management programme. You were selected as a possible participant in this study because you have been selected after a stratified sampling method was used.

1. PURPOSE OF THE STUDY

The study is based on the hypothesis of best practice in HIV/AIDS programme design which requires evidence based HIV/AIDS programme and periodical review of the programme in order to ensure successful implementation of the programme. Thus, the objectives for the study would be to assess the employees knowledge on HIV transmission, identify practices employees use as measures to prevent HIV/AIDS, determine the level of knowledge of employees on HIV/AIDS treatment and based on the results of the research, I will make recommendations on the current HIV/AIDS management program at Rössing uranium mine

2. PROCEDURES

If you volunteer to participate in this study, we would ask you to do the following things:
The researcher will provide you with information on the impact of HIV/AIDS in the workplace. There are various questions in the questionnaire that you are requested to answer by ticking with and X in the blocks provided. These questions are divided in four sections such as socio-demographic information, knowledge on HIV/AIDS transmission, knowledge on HIV/AIDS prevention and knowledge on HIV/AIDS treatment. The researcher will read each questions

possible answers to the questions and ask you to answer the questions. The researcher requests you to answer all questions truthfully as your information will be kept confidential. The questionnaire will take about 20-25 minutes to complete.

3. POTENTIAL RISKS AND DISCOMFORTS

Although there is no foreseeable risk, participants may experience some discomfort in expressing their opinions regarding HIV/AIDS. You have a right to terminate your participation in the study at anytime during the process if you feel discomfort in any way. Participants will be assured of the confidentiality, anonymity, and privacy of the data and that answers to questions are voluntary.

4. POTENTIAL BENEFITS TO SUBJECTS AND/OR TO SOCIETY

There are no direct benefits that you will receive from this research. However, there are indirect benefits as findings from the study will be used by the health management team to revamp the HIV/AIDS management programme.

5. PAYMENT FOR PARTICIPATION

You will not receive any form of incentive for taking part in this study.

6. CONFIDENTIALITY

Any information that is obtained in connection with this study and that can be identified with you will remain confidential and will be disclosed only with your permission or as required by law. Confidentiality will be maintained by means of coding of questionnaires and no names will be used. Information collected will be stored in a lockable cupboard and the key will be safely be kept by the researcher. The researcher will be the only person with access to the information collected.

The report will be forwarded to Africa Centre for HIV/AIDS Management at Stellenbosch University as the institution where the researcher is pursuing her studies.

7. PARTICIPATION AND WITHDRAWAL

You can choose whether to be in this study or not. If you volunteer to be in this study, you may withdraw at any time without consequences of any kind. You may also refuse to answer any questions you don't want to answer and still remain in the study. The investigator may withdraw you from this research if circumstances arise which warrant doing so.

8. IDENTIFICATION OF INVESTIGATORS

If you have any questions or concerns about the research, please feel free to contact Marjorie Elago: Principal Investigator. Cell phone number: 0812845949 or speed dial 5632. You can

visit Marjorie at her office, at the Health Management building. You can also contact the supervisor of my study, Ms. Estelle Heideman at heidemane@ufs.ac.za or at +27 (0)82 821 1230.

9. RIGHTS OF RESEARCH SUBJECTS

You may withdraw your consent at any time and discontinue participation without penalty. You are not waiving any legal claims, rights or remedies because of your participation in this research study. If you have questions regarding your rights as a research subject, contact Ms Maléne Fouché [mfouche@sun.ac.za; 021 808 4622] at the Division for Research Development.

SIGNATURE OF RESEARCH SUBJECT OR LEGAL REPRESENTATIVE

The information above was described to me by Marjorie Elago in Afrikaans/English and I am in command of this language or it was satisfactorily translated to me. I was given the opportunity to ask questions and these questions were answered to my satisfaction.

I hereby consent voluntarily to participate in this study. I have been given a copy of this form.

Name of Subject/Participant

Name of Legal Representative (if applicable)

Signature of Subject/Participant or Legal Representative

Date

SIGNATURE OF INVESTIGATOR

I declare that I explained the information given in this document to _____
[*name of the subject/participant*] and/or [his/her] representative _____
[*name of the representative*]. [He/she] was encouraged and given ample time to ask me any

questions. This conversation was conducted in *Afrikaans/ English* and this conversation was translated into Afrikaans by Marjorie **Elago**



Signature of Investigator

_17.06.2013

Date

APPENDIX D

BYLAE A – VRAELYS

Kennis van werknemers by Rössing Uraanmyn van die oordrag, voorkoming en behandeling van MIV en Vigs.

VOLTOOI ASSEBLIEF DIE VRAELYS DEUR 'N X IN DIE TOEPASLIKE BLOKKIE TE MAAK

AFDELING A - SOSIO-DEMOGRAFIESE EIENSKAPPE

Ouderdom

- 20-29
 30-39
 40-49
 50-59
 60-65

Geslag

- Manlik Vroulik

Huwelikstaat

- Ongetroud Getroud Woon saam maar is nie getroud nie

Geskei

- Weduwee of wewenaar

Vlak van formele opleidings

- Geen skoolonderrig
 Graad 7 en laer
 Graad 8 tot graad 10
 Graad 11 en 12
 Tersiêre opleiding
 Weet nie

Beroepskategorie

- Senior bestuur
 Superintendent
 Eerste vlak bestuurder (Graad 12, Graad 13 en Spesialis)
 Graad 11
 Graad 10

- Graad 8
 Graad 7 en laer

AFDELING B – Werknemers se kennis van MIV/Vigs-oordrag

MIV staan vir menslike ineffektiewiteitsvirus.

- Stem saam Stem nie saam nie Neutraal Weet nie

MIV is 'n seksueel oordraagbare infeksie.

- Stem saam Stem nie saam nie Neutraal Weet nie

Vigs word veroorsaak deur 'n virus wat die immuunstelsel aanval.

- Stem saam Stem nie saam nie Neutraal Weet nie

MIV kan deur 'n muskietbyt versprei word.

- Stem saam Stem nie saam nie Neutraal Weet nie

Hoes en nies versprei nie MIV nie.

- Stem saam Stem nie saam nie Neutraal Weet nie

'n Persoon kan met MIV besmet word deur 'n Franse soen (tongsoen).

- Stem saam Stem nie saam nie Neutraal Weet nie

'n Persoon kan met MIV besmet word deur hande te skud met 'n MIV-positiewe persoon.

- Stem saam Stem nie saam nie Neutraal Weet nie

Om meer as een seksmaat te hê vergroot die risiko van MIV/Vigs-infeksie.

- Stem saam Stem nie saam nie Neutraal Weet nie

AFDELING C – Werknemers se kennis van MIV/Vigs-voorkoming

Onbeskermd seks verhoog die risiko om MIV op te doen.

- Stem saam Stem nie saam nie Neutraal Weet nie

Tatoeëring met ongesteryliseerde instrumente is 'n moontlike manier om met MIV besmet te raak.

- Stem saam Stem nie saam nie Neutraal Weet nie

Die korrekte gebruik van 'n kondoom kan 'n persoon beskerm teen die opdoen van MIV.

- Stem saam Stem nie saam nie Neutraal Weet nie

As albei maats MIV-positief is, hoef hulle nie kondome te gebruik nie.

- Stem saam Stem nie saam nie Neutraal Weet nie

MIV-infeksie kan voorkom deur te was ná seksuele omgang.

Stem saam Stem nie saam nie Neutraal Weet nie

'n Mens kan dieselfde kondoom 5 keer gebruik.

Stem saam Stem nie saam nie Neutraal Weet nie

Besnydenis van 'n man wat nie MIV het nie, verminder sy kans om MIV op te doen.

Stem saam Stem nie saam nie Neutraal Weet nie

Besnydenis verminder die risiko van seksueel oordraagbare infeksies.

Stem saam Stem nie saam nie Neutraal Weet nie

AFDELING D – Werknemers se kennis van MIV/Vigs-behandeling

Daar is behandeling wat MIV heeltemal uit die liggaam kan verwyder.

Stem saam Stem nie saam nie Neutraal Weet nie

Tradisionele genesers kan MIV/Vigs gesond maak.

Stem saam Stem nie saam nie Neutraal Weet nie

Seksuele omgang met 'n maagd kan MIV/Vigs gesond maak.

Stem saam Stem nie saam nie Neutraal Weet nie

Anti-retrovirale terapie (ARV) kan dit vir mense met MIV moontlik maak om langer en gesonder te lewe.

Stem saam Stem nie saam nie Neutraal Weet nie

'n Mens kan enige tyd met ARV-behandeling ophou as hy beter voel.

Stem saam Stem nie saam nie Neutraal Weet nie

'n Mens kan soveel rook en drink as wat hy wil as hy reeds MIV het.

Stem saam Stem nie saam nie Neutraal Weet nie

Dit is belangrik om te weet wat 'n mens se MIV-status is.

Stem saam Stem nie saam nie Neutraal Weet nie

DANKIE DAT U HIERDIE VRAELYS VOLTOOI HET.

APPENDIX E



UNIVERSITEIT•STELLENBOSCH•UNIVERSITY
jou kennisvennoot • your knowledge partner

UNIVERSITEIT VAN STELLENBOSCH INSTEMMING OM AAN NAVORSING DEEL TE NEEM

Kennis van werknemers by Rössing Uraanmyn van die oordrag, voorkoming en behandeling van MIV en Vigs.

U word gevra om deel te neem aan 'n navorsingstudie wat onderneem word deur Marjorie Elago van die Afrika Sentrum vir MIV- en Vigsbestuur by die Universiteit van Stellenbosch. Die resultate van die navorsingstudie sal bydra tot die navorser se Meestersvlak as deel van 'n vereiste vir die voltooiing van die MPhil in MIV- en Vigsbestuurprogram. U is gekies as 'n moontlike deelnemer aan hierdie studie nadat die metode van gestratifiseerde steekproeftrekking gebruik is.

1. DOEL VAN DIE STUDIE

Die studie is gebaseer op die hipotese van beste praktyk in MIV/Vigs-programontwerp wat bewys-gebaseerde HIV/Vigs-programme en periodieke hersiening van die program vereis ten einde te verseker dat die program suksesvol geïmplementeer sal word. Daarom sal die oogmerke van die studie wees om werknemers se kennis van MIV-oordrag te evalueer, maatreëls wat werknemers gebruik om MIV/Vigs te voorkom te identifiseer en die kennisvlak van werknemers rakende MIV/Vigs-behandeling te bepaal. Op grond van die resultate van die navorsing sal ek dan aanbevelings maak oor die huidige MIV/Vigs Bestuursprogram by die Rössing Uraanmyn.

2. PROSEDURES

Indien u vrywillig onderneem om aan die studie deel te neem sal ons u vra om die volgende te doen: Die navorser sal u voorsien van inligting oor die impak van MIV/Vigs in die werkplek. Daar is verskeie vrae in die vraelys wat u versoek sal word om te beantwoord deur 'n X te maak in die blokkies wat daarvoor voorsien word. Die vrae word in vier afdelings verdeel, naamlik sosio-demografiese inligting, kennis van MIV/Vigs-oordrag, kennis van MIV/Vigs-voorkoming en kennis van MIV/Vigs-behandeling. Die navorser sal die moontlike antwoorde op elke vraag voorlees en u vra om die vrae te beantwoord. Die navorser versoek

dat u al die vrae waarheidsgetrou sal beantwoord, aangesien u inligting vertroulik sal wees. Die vraelys sal 20 tot 25 minute neem om te voltooi.

3. **POTENSIËLE RISIKO'S EN ONGEMAKLIKHEDE**

U kan dalk van die vrae wat die navorser gaan stel, ongemaklik vind om te beantwoord. Indien so 'n situasie hom voordoen, stel asseblief die navorser daarvan in kennis sodat sy die nodige ondersteuning en berading kan gee. U het die reg om u deelname aan die studie op enige punt van die proses te staak as u op enige manier ongemaklik voel daarmee.

4. **POTENSIËLE VOORDELE VIR DEELNEMERS EN/OF DIE GEMEENSKAP**

U sal geen direkte voordeel uit hierdie navorsing trek nie. Daar is egter indirekte voordele, omdat die bevindings van die studie deur die gesondheidsbestuurspan gebruik sal word om die MIV/Vigs-bestuursprogram te verbeter.

5. **VERGOEDING VIR DEELNAME**

U sal geen vorm van vergoeding ontvang vir u deelname aan hierdie studie nie.

6. **VERTROULIKHEID**

Enige inligting wat in verband met hierdie studie verkry word en wat met u geïdentifiseer kan word, sal vertroulik wees en sal net met u toestemming bekend gemaak word of wanneer die wet dit vereis. Vertroulikheid sal gehandhaaf word deur middel van die kodering van vraelyste en geen name sal gebruik word nie. Inligting wat ingesamel is, sal in 'n toesluitbare kas bewaar word en die sleutel sal in die veilige bewaring van die navorser wees. Die navorser sal die enigste persoon wees met toegang tot die inligting wat ingesamel is.

Die verslag sal gestuur word na die Afrika Sentrum vir MIV/Vigs-bestuur by die Universiteit van Stellenbosch, as die instituut waar die navorser haar studies doen.

7. **DEELNAME EN ONTTREKING**

U kan kies of u aan hierdie studie wil deelneem of nie. As u vrywillig onderneem om deel van die studie te wees, kan u enige tyd onttrek sonder gevolge van enige aard. U mag ook weier om vrae te beantwoord wat u nie wil beantwoord nie, en nog deel van die studie bly. Die navorser mag u uit die studie onttrek indien omstandighede hulle voordoen wat so 'n optrede nodig maak.

8. **IDENTIFISERING VAN NAVORSERS**

As u enige vrae of kwelings oor die navorsing het, neem asseblief die vrymoedigheid om Marjorie Elago: Hoofnavoser, te skakel by selnommer 081 284 5949 of spoedbel 5632. U kan Marjorie ook by haar kantoor in die gebou vir Gesondheidsbestuur besoek.

9. **REGTE VAN DEELNEMERS AAN DIE NAVORSING**

U mag u instemming enige tyd onttrek en deelname staak sonder enige strafmaatreëls. U doen nie afstand van enige wetlike eise, regte of geneesmiddels deur u deelname aan die studie nie. Indien u enige vrae het aangaande u regte as 'n deelnemer aan die navorsing, kontak me. Maléne Fouché [mfouche@sun.ac.za; 021 808 4622] by die Afdeling vir Navorsingsontwikkeling.

HANDTEKENING VAN DEELNEMER AAN NAVORSING OF REGSVERTENWOORDIGER

Die inligting hierbo is deur Marjorie Elago in Afrikaans/Engels aan my verduidelik. Ek is vaardig in hierdie taal of dit is bevredigend vir my vertaal. Ek het die geleentheid gehad om vrae te vra en die vrae is bevredigend beantwoord.

Ek stem hiermee in om vrywillig aan die ondersoek deel te neem. Ek het 'n afskrif van hierdie vorm ontvang.

Naam van deelnemer

Naam van regsverteenvoordiger (indien van toepassing)

Handtekening van deelnemer of regsverteenvoordiger

Datum

HANDTEKENING VAN NAVORSER

Ek verklaar dat ek die inligting wat in hierdie dokument vervat is, verduidelik het vir _____ [naam van deelnemer] en/of [sy/haar] verteenwoordiger _____ [naam van verteenwoordiger]. [Hy/sy] is aangemoedig en genoeg tyd gegee om enige vrae aan my te stel. Hierdie gesprek is in *Afrikaans/ Engels* gevoer en hierdie gesprek is in Afrikaans vertaal deur Marjorie **Elago**.



Handtekening van navorser

_17.06.2013

Datum