

Case Study

Zimplats:
A Journey in Safety Excellence

ISOMETRIX
Good Business

Overview

Solutions being used

IsoMetrix EHS

Go live date

November 2016

Number of Employees

6000

Industry

Mining

The Catalyst for Change

Nine million fatality free hours, and counting.

A lost time injury frequency rate (LTIFR) of 0.19 per million hours worked.

These are the safety statistics that bear testimony to the extraordinary achievements of the board, management and employees of Zimplats, Zimbabwe's largest mining operation.

Dr Abednego KB Chigwada, Group Safety, Health, Environment and Quality Manager at Zimplats, explains the company's approach: "In 2008 we realized we had a problem. That year we had 154 injuries, of which 11 were lost time injuries (LTIs). Ten years later – as at

end September 2018 – we have had 3 injuries, of which one was a first-aid case, the second a minor injury, and the third an LTI."

So how did this remarkable improvement come about? "It took a huge focus on education," explains Abednego. "At Zimplats we moved from reactive to cooperative working. You could compare our approach to a fire: we did not know that we would get burned. This progressed to not knowing where we would get burned. Now, today, everyone is a Risk Manager!"

In 2008, the company analyzed its top risks, and identified technologies that would reduce these risks in its operations. Recently, the mine had

a fall of ground collapse, with zero injuries. The sensors that had been installed for remote monitoring of ground stability had allowed the company to evacuate everyone before the collapse occurred.

At that time, the leadership team also decided to implement an integrated system for EHSQ management. "Our system is our life and blood. The safety system is embedded within our production systems," says Abednego, "as everything that we do has a safety focus." Zimplats has subsequently automated their EHS systems, implementing IsoMetrix for management of safety, health and environment.

Cultivating Safety

As Abednego explains, it was also important to take the team along, to instill a sense of ownership regarding safety management. “When it comes to safety, we have a culture of zero tolerance. People simply do not cross the red line. Everyone in the company understands and appreciates that. Leadership resilience is crucial. Our people are our most important asset. We have self-directed work teams that take ownership of their safety responsibilities. And because individuals are all different, it is important for us to understand the psychological make-up of a team. Depending on the risk profiles of individuals within a team, we will sometimes need to blend teams, to reduce their overall risk.”



Abednego explains that Zimplats leverages healthy competition.

“Competition is effective if harnessed properly. We operate a safety log across 40 teams, who compete for honors month by month and quarter by quarter.”

Zimplats goes beyond only instilling a safety culture in the workplace. “Safety doesn’t start and end at our doors. We encourage our employees to commit to safe behavior in their communities, and we have carried out broader

community-based safety programs and mental health programs.”

Zimplats is hailed by its peers as a regional benchmark in the mining industry. Their success has been based on creating a strong safety culture, underpinned by effective systems. And the company’s outstanding results to date have not engendered any sense of complacency. The goal is to further reduce the company’s LTIFR in the years ahead.

Zimplats Metrics at a Glance

Year	2008	2018
Injuries	154	3
LTI	11	1
Fatality free hours	9 million and counting	

“Our system is our life and blood. The safety system is embedded within our production systems.”

**Dr Chigwada,
Group Safety, Health,
Environment and Quality
Manager at Zimplats**



If you have any questions about IsoMetrix or our solutions,
please contact the sales team at info@isometrix.com

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Process Compliance & Assurance · Tailings Management · Pandemic Crisis Management · ESG Management Solution

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