



MASSMART

GROUP UPDATE

Massmart encourages early detection of priority illnesses and aims to provide employees with **greater access to private health benefits**

If there is one goal that is common to all of us, governments, businesses and the people, it is sustainability. For Massmart, this concept is the ethical centre of all our current operations and strategic plans for the future.

In order to ensure our ongoing commercial success as a low-cost route to market for suppliers and a socially responsible business, there is one paramount requirement: a healthy, productive workforce. Our people, individually and as a whole, must be healthy enough to live good lives and do good work. This one basic idea is the axiom around which our sustainable success must be achieved.

Our common main health enemies in South Africa are inadequate nutrition and the global HIV/AIDS pandemic. We recognise that there are other challenges, but these have the greatest negative effect on progress in both our economic and

moral responsibilities. Our goal is to establish programmes to sustain and even enhance our employees' wellness. Such programmes have for some time now included:

1. Ensuring a safe and healthy workplace that encourages talent and career development.
2. Free anti-retroviral treatment for our HIV-positive permanent staff members and their spouses.
3. Other ongoing initiatives to make affordable primary health care available to help bridge the gap for employees who need health care support, but find little within their price range available on the market.
4. OCSA is an occupational health product that provides employees who have historically relied mainly on public health services with access to a network of private CareCross doctors for basic dentistry, opti-

cal care and chronic medication at affordable rates paid in part by Massmart.

5. Our Impilo wellness programme is one of the most comprehensive corporate HIV/AIDS prevention and treatment programmes in the country. We are continuously finding ways to innovate and highlight the holistic wellness of our employees as the key to their wellbeing and as a driver of business productivity.

HIV/AIDS

As in all health and medical procedures, the first step is diagnosis. All HIV tests and treatment programme procedures are managed confidentially and Massmart outsources this to a third party. Massmart does not have access to the details of HIV positive employees, but the current reporting period data does include results from testing across the group.

Data on HIV testing

Number of tests conducted since inception	41 955
Number of HIV positive employees, including spouses	1 364
Number of HIV positive people on treatment	1 190 (174 not on any treatment)
Reasons why some are choosing not to take treatment	<ul style="list-style-type: none"> • denial • fear of disclosure • fear of taking anti-retroviral drugs • belief in traditional healers versus conventional medicine

Massmart is working to offer more employee access to affordable quality healthcare. Data on the number of employees with healthcare follows:

Data on Medical Aid

Number of permanent employees on medical aid	10 041
Types of medical aid offered	<ul style="list-style-type: none"> • Massmart Health Plan • Resolution Progressive • Resolution Foundation • OCSA Care

Finally, proper nutrition is essential to any sustainable, holistic wellness effort. That's why Massmart also focuses on nutrition in its corporate social investment work.*

Massmart's commitment to sustainability in our markets starts with sustainable health and productivity of all employees in the most comprehensive scope of remediation possible. It makes good business sense and is a real, human contribution to South Africa's future. ■

OTHER PRIORITY ILLNESSES

Massmart's focus on health is wider than just HIV/AIDS. Impilo Wellness Programme also includes free annual check-ups for early diagnosis of high cholesterol, high blood pressure, unsafe blood sugar levels, obesity and, at larger sites, eye screening provided through travelling clinics run on location and staffed by external healthcare professionals. What's more, employees are encouraged to access Impilo's 24-hour telephone helpline for professional medical advice anytime.

Data on other priority illnesses

Body Mass Index		July 2011 - February 2012	
BMI Range		Affected	Percentage
Underweight	<18.5	255	2.6%
Normal	18.5 – 25	3 948	39.7%
Overweight	25.1 – 30	2 865	28.9%
Obese	>30.1	2 871	28.9%
Not tested		81	
Total		10 020	

Cholesterol		July 2011 - February 2012	
Cholesterol Range		Affected	Percentage
Normal	<5.0 mmol/l	8 577	86.3%
Borderline	5.0 - 5.5 mmol/l	647	6.5%
At risk	>5.5 mmol/l	719	7.2%
Not tested		77	
Total		10 020	

Glucose		July 2011 - February 2012	
Glucose Range		Affected	Percentage
Below Normal	<4.4 mmol/l	8 396	83.8%
Normal	4.4 - 6.5 mmol/l	833	8.3%
Borderline	6.5 - 7.8 mmol/l	703	7%
At risk	>7.8 mmol/l	86	0.9%
Not tested		2	
Total		10 020	

Blood Pressure		July 2011 - February 2012	
Blood Pressure Range		Affected	Percentage
Normal/Low BP		5 376	53.7%
High Systolic (>140)		1 369	13.75%
High Diastolic (>90)		1 072	10.7%
High both Diastolic and Systolic		2 203	22%
Not tested		0	
Total		10 020	

* Please see *Massmart's approach to corporate social investment in 2012* and *Massmart champions primary school feeding* for more on our feeding and early childhood development programmes for children.