



**GOLD FIELDS**

# Let's Talk

**BRIEF TO THE PEOPLE OF SOUTH DEEP**  
WEEK OF 16 FEBRUARY 2024

**Key focus areas for production, Zandile Cindi at Mining Indaba, celebrating our women in science, prioritising safety in our change houses**



**Benford Mokoatle**  
EVP: South Africa

## Dear Colleagues

It is hard to believe that we are already halfway through February, which means halfway through the first quarter of 2024. February is the month we get into our stride and actively work towards the goals we have set for ourselves and our business.

Our goals for South Deep were communicated during our engagement sessions in January, where we had the opportunity to share our Business Plan for 2024 and the targets set which we are confident we can achieve, provided that departments and teams work together safely and efficiently.

In today's brief Roelof Niehaus, Head of Mining, outlines the key focus areas for production and how each one of us can support the production department to reach our overall Business Plan targets.

**Benford**  
**Benford Mokoatle**  
EVP: South Africa

## How can we support Production?

Roelof Niehaus, as the Head of Mining, is responsible for developing and successfully executing the mining extraction strategy. The strategy aims to enable each member of the mining team to perform to their full potential and encourage teamwork amongst departments in line with our value of collaborative delivery.



### Key focus areas

All activities that support our longhole stoping (LHS), which includes site preparation, ventilation, in-cut roadway conditions, in-cut water handling and pumping systems. Collaboration between mining, engineering and support teams is critical to solve problems timeously to enable the LHS rigs to achieve their targets. Our longer-term focus areas include the following: 1) In-cut tip construction, 2) Roadway construction and maintenance, 3) New water handling infrastructure.

### How do these focus areas enable us to reach our Business Plan targets?



Enabling the LHS teams to drill more stopes will result in more ore available for the loading teams and ultimately in more gold through the plant. The in-cut tips significantly reduce hauling distance from stopes to the tip, this will improve our ability to move more tonnes. The construction and proper maintenance of our roadways will improve the safety of our people on the roads, increase the reliability of our equipment and ultimately improve overall productivity. The fit-for-purpose water handling infrastructure will enable us to keep our development and destress ends dry and protect our roadways from being damaged by water.

### How can each of us support the Production Department?

Everyone plays a role in developing towards, and then blasting and loading longhole stopes – this is where most of our gold comes from. Everyone should familiarise themselves with how they support LHS and ensure that the LHS teams are supported as best as possible.

*Understanding your team's role and your own role harnesses the power of collaboration which ultimately ensures we reach our targets collectively, leading to the success and sustainability of our Mine for years to come.*



**Safety**



**Integrity**



**Respect**



**Responsibility**



**Innovation**



**Collaborative  
Delivery**

**#Stronger Together**



**Siyaphambili**  
We are going forward

# South Deep's Zandile Cindi at Mining Indaba 2024

Zandile Cindi, Senior Manager: Strategy and Business Development, was part of a Mining Indaba 2024 panel, discussing *"Artificial Intelligence and Technology: the promise and threat to building a career for mining's future workforce"*.



The panel discussion focused on the rise of artificial intelligence coupled with the already rapid pace of digitisation and automation in mining which will profoundly affect the skills and attitudes needed for a successful future in the sector.

Zandile and the other panellists discussed how mining companies, universities and individuals can adapt what students and young professionals should consider when pursuing their studies, developing new skills and adapting to a mining industry that is rapidly reinventing itself.

Her views on how companies can navigate the digital transformation "chasm" were to adopt an approach of culture transformation and change encouragement. She was quoted as saying: "Changing the culture is expensive, but what's even more expensive is not changing it."

She cited the importance of taking people along on the transformation journey, emphasising the importance of people having to understand the "Why", as this is probably the most vital message that an organisation can communicate so as to spark an intrinsic motivation and inspire others to take action. Zandile closed off on a high note, detailing the criticality of scaling digital proofs of concept to leverage the true value of digitalisation – and coined this "Magic Sprinkling!".

## Celebrating our women in science at South Deep

On 11 February 2024, we observed International Day for Women and Girls in Science, and at Gold Fields, we celebrated the contributions of women to the science, technology, engineering and mathematics (STEM) world. They featured two selected candidates from all our global operations.

Flying the South Deep flag high were Rebecca Sebelebele and Liz Naude.



**Rebecca Sebelebele**

- Chief Mine Planner

**What do you think sets you apart or makes you a good leader at South Deep (and Gold Fields)?**

Given the difficult journey that still lies ahead for Gold Fields – our culture change journey through the Gold Fields' Way, I find myself excited to be able to foster the necessary change through my inherent qualities. I believe in authentic, analytic and action-driven leadership. Our people are by far our most valuable resource. When they feel valued, cared for, and professionally stimulated, the result is often compounded greatness. Being a woman with inherent nurturing qualities, I have the patience to walk that journey with our workforce, fostering a culture of psychological safety, and celebrating the milestones along the way.



**Liz Naude**

- SIB Unit Engineering Manager

**Why do you think it is important for the world to have more women involved in STEM?**

The field of STEM has a significant impact on our way of life as technology continues to evolve. With women making up half of the world's population, it is imperative to have female representation in the development of technologies that directly benefit women. By incorporating diverse perspectives, we can find innovative solutions that cater to the needs and experiences of a diverse population.

We are proud to have one inclusive and diverse team and are aware that women are still underrepresented in the mining industry, especially in STEM. We are listening and as an integral part of our culture journey, we will work together to change this at South Deep and Gold Fields.

### Prohibition of cell phones and the use of cameras in our change houses

As we continue to prioritise safety and respect within our workplace, we wish to bring attention to an important matter regarding the use of cell phones and cameras in our change houses.

It has come to our attention that there have been instances of cell phone usage within these areas, which can compromise the privacy and comfort of our fellow colleagues. While we understand the convenience and connectivity that cell phones offer, it is crucial to recognise the sensitivity of the environment we work in.

Change houses are designated spaces where employees should feel comfortable and secure while they prepare for work or prepare to leave our Mine. We urge everyone to refrain from using cell phones in these areas. This includes taking pictures or videos, as it not only violates the privacy of others which can be devastating for a victim, but also undermines the trust and professionalism we uphold as a team.

Let us collectively ensure that our change houses remain safe spaces where everyone feels respected and valued. Your cooperation in adhering to this guideline is greatly appreciated and contributes to fostering a positive work environment for all. Protecting our employees is of paramount importance to us.



Safety



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