



**GOLD FIELDS**

# Let's Talk

BRIEF TO THE PEOPLE OF SOUTH DEEP

WEEK OF 8 NOVEMBER 2024



**Benford Mokoatle**  
EVP: South Africa

## Dear South Deep Team,

As we enter the last few weeks of 2024, we can be proud of the positive trend in safe production over the recent months.

Our improved planning and disciplined execution have started to deliver more consistent operational performance through focusing on prioritising stope preparation, focussed tramming and hoisting, and optimising equipment availability and utilisation. We are confident that a continued disciplined focus on these activities will lead to a stronger finish in 2024 and pave the way for a successful 2025.

Over the last few weeks, we communicated the initiatives we will be implementing to enhance our mining operations and drive sustainable performance. To remind everyone, our four key projects, following the comprehensive DSS+ review, are key to enabling sustained delivery and these are:

### 1. Improved operating discipline:

Enhancing frontline team meetings, optimising shift schedules and digitising the INVOCOM process for better underground communication. This will be supported by a Management Operating System (MOS) self-assessment to establish a baseline for ongoing improvement.

### 2. Backfill placement:

Reducing backfill cycle time by optimising operating time, improving placement rates and enhancing operational discipline.

### 3. Stope turnaround time improvement:

Minimising stope turnaround time through better stope preparation, standardised drilling practices, and smoother handover and loading processes.

### 4. Mining quality:

Improving compliance with stope design, refining sampling methods and upgrading infrastructure to track ore movement and estimate grades more accurately.

To equip our teams with the necessary tools, processes and support to effectively deliver on the above four key projects, the South Deep's broader Asset Optimisation (AO) Framework will be used based on its three core programmes:



#### Operational effectiveness:

Optimising existing processes to consistently achieve business plan objectives by reducing variability and improving quality. This involves implementing a robust MOS, establishing clear procedures and eliminating wasteful activities.



#### Business improvement:

Identifying and addressing bottlenecks to unlock South Deep's full potential. This includes analysing processes and data to identify improvement opportunities and using structured methodologies for project execution.



#### Transformational change:

Implementing fundamental shifts in operations for long-term performance improvement. This requires aligning transformation initiatives with business strategy, fostering a culture of continuous improvement and leveraging new technologies.

We recognise the importance of employee involvement in achieving these goals. During these last few weeks of 2024, everyone is encouraged to understand their role in achieving our daily, weekly and long-term objectives, while sharing improvement ideas, and contributing to a collaborative and inclusive work environment.

**By focusing all our efforts, we can end 2024 on a positive note and go into 2025 knowing that South Deep is on a strong footing.**

**Benford**  
Benford Mokoatle  
EVP: South Africa



Safety



Integrity



Respect



Responsibility



Innovation



Collaborative  
Delivery

**#Stronger Together**



**Siyaphambili**  
We are going forward

# Have you attended your Collision Avoidance System (CAS) Training?

Thank you to all our people who have already attended the CAS training. Every week, we are seeing a rise in the number of attendees and are proud of your commitment to mining safely, always.

For those of you who have not yet attended their session, please note that CAS is one of the ways South Deep is ensuring safety and zero harm to all our employees. Please ensure you attend your one-day training session.

## Do you know the CAS Golden Rules?

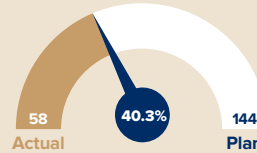


### Rule 3: Conduct a Start of Shift Test (SST):

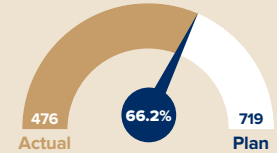
Perform a SST on the CAS before operating any vehicle. Ensuring the system is functioning properly is critical to prevent accidents.

**Be smart. Be aware. Be safe.**

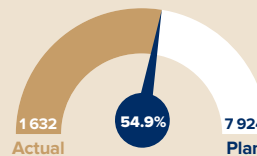
## Training attendance as at 8 November 2024



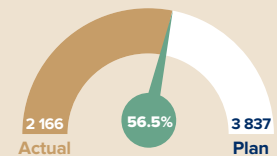
Artisan Training



Operator Training



Pedestrian Training



Total plan vs attendance

## Department of Education Meeting

On 27 October 2024, South Deep participated in a meeting organised by the Department of Education Gauteng West, which honoured essential stakeholders who have significantly contributed to educational initiatives.

This gathering aimed to celebrate the collaborative efforts of organisations dedicated to enhancing learning opportunities and outcomes within the region.

During this event, the Department recognised South Deep for its outstanding partnership, underscoring our commitment to educational support. We have played a vital role in promoting educational initiatives through various avenues, including:

- **Sponsoring educational programmes:** South Deep generously funded programmes such as the Matric Excellence Awards, Take a Child to Work Day, back-to-school initiatives and extra classes for mathematics and science. Additionally, it has facilitated Career Days and educational excursions to significant sites such as the Cradle of Humankind and Vredefort Dome, enriching the students' learning experiences.
- **Infrastructure support:** South Deep also invested in educational infrastructure, exemplified by the construction and refurbishment of classrooms. Notable projects include a fully equipped science laboratory at TM Letlhake Secondary School and enhancements to facilities at Kgothlang and Simunye Secondary Schools, ensuring a safe and conducive learning environment.

Other esteemed stakeholders presented at the meeting included Tiger Brands, Metropolitan, Old Mutual, and industry peers, Sibanye Stillwater and Harmony Gold.

**Thank you to the Department for the recognition and let us continue to strive to be the beacon of hope for our communities and stakeholders.**



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# ISO 45001 Competition Winners

In September, South Deep launched an ISO 45001 Awareness competition aimed at enhancing safety standards across the mine.

On 30 October 2024, the draw for the winning entries took place, conducted by our Vice President, Grant Webber. This event marked a celebration of workplace safety awareness.



## The winners are:

- Mzukisi Mqingwana
- Sonja Dreyer
- Seoakiseng Mmolaeng
- Makabongwe Zungu
- Juvencio Ngove
- Naomi Thainyane
- Nosiphiwo Mkitika
- Mthunzi Mshumi
- Kabelo Mothupi
- Magagula Mtombeni

If your name is on this list and are yet to claim your prize, please reach out to Judy Smith at extension 1440 in the Safety Department to do so.

**Congratulations to all the winners!**  
**We appreciate your commitment to safety.**



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# Shavathon and Spray Day



On 25 October, South Deep hosted a Shavathon and Spray Day in support of those living with cancer and in honour of cancer survivors.

Thank you to everyone who donated by buying a sticker and/or participated by spraying their hair. Our collective support goes a long way and means so much to everyone affected by the illness in any way, shape or form.

Thank you once again for standing with us and proving that we are indeed **#StrongerTogether**.



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