

BRIEF TO THE PEOPLE OF SOUTH DEEP

Week of 22 to 26 March 2021



Benford Mokoatle
VP: South Deep

LET'S TALK

Return to work protocols following the Easter break



Dear Colleagues

The upcoming Easter break is an opportunity for rest, family time and reflection on the many things we can be thankful for. It does, however, bring a significant risk of a new wave of COVID-19 infections – for our mine and our country. With the onset of winter and colder weather, the impact may even be higher than that experienced after the 2020 year-end festive season.

For these reasons we repeat our appeal to all our people not to travel over the Easter period. We have also planned work for the Easter weekend to encourage employees and contractors to work during this period.

Considering the high risk of a new wave of infections, our Mine will implement the same return to work protocols to contain the spread of COVID-19 as we did after the 2020 year-end. Everyone will be expected to strictly follow these protocols on your return.

We will once again use the **Green Clearance Dot** and the **Red Stop Dot** to indicate the result of your COVID-19 screening and whether you will proceed to work or have to test and self-isolate while you wait for your test results. To improve the turnaround time the mine is in the process of sourcing rapid test kits which will allow us to test and get preliminary results within 15 to 30 minutes.

The return to work protocols are as follows:

- All individuals returning to work must complete a questionnaire at the start of their first shift back and undergo return to work screening.
- After your screening, should you be cleared, you will be issued with a Fit for Work Green Clearance Dot to be attached to your clock card. Keep this on your clock card for 10 days.
- Your Green Clearance Dot must be shown to security or your line manager, and you will then be allowed to proceed to your workplace.

- After your screening, should you not be cleared, you will be issued with a Red Stop Dot and will require further screening and / or a test to ensure that you are free of COVID-19 and healthy and fit to return to work. If this is the case you will first have a rapid COVID-19 test and if it is positive, it will be followed by a PCR test. Following the PCR test, you will need to return home or to the mine's facilities to self-quarantine, or isolate until you are cleared to return to work. You will receive a call and text message with your results. If your rapid COVID-19 test is negative, you will be allowed to proceed to your workplace.

All people are requested to follow the above protocols in an open and transparent way, as this will ensure that we can avoid a potential third wave of infections.

A full year of COVID-19

Tomorrow, 27 March 2021, marks a full year since we entered lockdown for the first time, and I am proud of how far we have come in our COVID-19 response as a company. We survived the hardest times and we owe it to ourselves and our Mine to continue to do everything we can to protect ourselves and one another from COVID-19 infection.

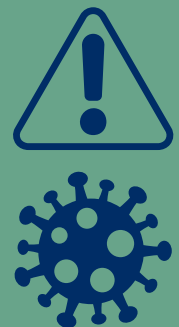
Earlier this week for the second time since the latest COVID-19 wave began, all COVID-19 tests conducted on that day came back negative. Even with this good news, we need to prepare for a third wave by limiting our travel, avoiding crowds, wearing our masks, practicing social distancing and maintaining good hygiene.

BENFORD

Benford Mokoatle
VP: South Deep

Let's do all we can to stay safe by:

- Avoiding travel outside of Gauteng
- Avoiding large gatherings
- Wearing your mask whenever you are in public
- Maintaining social distance
- Washing and sanitising your hands regularly



safety



integrity



respect



responsibility



innovation



delivery



GOLD FIELDS

