

BRIEF TO THE PEOPLE OF SOUTH DEEP

WEEK OF 27 SEPTEMBER TO 1 OCTOBER 2021



Benford Mokoatle
VP: South Deep

LET'S TALK

Good performance, safety focus and leave conversion

Colleagues

As we welcome a reduced COVID-19 lockdown status, rain and warmer weather, there is a sense of renewal and energy at play. I am also very encouraged by the positive performance we have seen and continue to see in our production results across our teams. We have triggered the Gold bonus for Q3, and this will be payable on 8 October, though some employees may only receive it on 10 October, depending on their banks.

As a Mine, all our people continue to display commitment to our shared purpose and I want to take this opportunity to thank each and every one of you for the part you play in making our Mine successful.

Speaking of purpose, you will be aware that Gold Fields recently conducted a global campaign that involved all its people, to arrive at a new, shared purpose and vision; and amendments to our values as a company. During October you will be hearing more about how these were shaped by your views, what they mean for our strategy, and how they will become evident in our day to day work.

Safety is everyone's most important shared value

At South Deep, our first and most important value is Safety.

If we cannot mine safely, we will not mine. At any given time, we want all the aspects of our work to include the policies, processes, mechanisms and actions that are in place to promote our safety performance and ultimate safety goal of Zero Harm.

Safety is part of every aspect of our business, especially those that have a high exposure to material unwanted events (MUEs). Ideally, every one of our people should be equipped with the tools to make an active and positive contribution to a safer workplace.

To do this, we implement programmes such as:

- the intensive Safe-Up training programme that uses a combination of theory, practical, virtual reality and simulation training to entrench desired behaviours; and
- the Courageous Safety Leadership programme which provides participants with an 'experience' that helps them 'think, believe, and care' about safety on a personal level.

From October 2021, we are introducing a new campaign that will bring the knowledge shared through our various programmes together, so that each person working at South Deep can understand their role in preventing Material Unwanted Events and, ultimately, serious injuries and fatalities. These are behaviours, controls and practices that are as applicable to the world outside of the mine, as they are to the mine itself. This campaign aims to mitigate the most important MUEs at South Deep. Each month, we will be explaining and exploring one or more MUEs, and the critical controls and desired behaviours that, when understood and applied, will help to prevent the MUE.

Annual leave conversion to working days and accrued leave benefit encashment

As you are aware, the annual leave system converts from calendar to working days on 1 October 2021. These are the main reasons for, and features of the conversion:

- Alignment of annual leave quotas to shift configurations and improving internal parity
- Aligning one month's annual leave to each shift configuration's unique Shift Factor (the average working days in a month)
- Leave deductions are only made for working days and not rest days
- Accrual of statutory and non-statutory leave each month
- Flexibility for employees to better plan and manage their leave for example taking accrued leave as single or multiple days, accessing HLA at any time after accruing 75% of it, etc.
- Leave due dates remain unchanged after conversion but employees can apply for accrued leave at any time
- Contain the increasing annual leave liability arising from historically accrued leave balances

Accrued Leave Encashment: To manage the increasing leave liability, employees may apply for a once-off opportunity to encash annual leave benefits in excess of 1.5 cycles accrued during the previous calendar leave system. This includes annual/compulsory and accumulative/occasional leave, HLA and USLA.

Payroll will issue Leave Benefit Statements on Monday, 4 October 2021 confirming accrued annual leave benefits as at 20 September 2021 and which benefits might be available for encashment. Leave benefits statements will also list the working day converted accrued balances for information.

Completed and signed encashment applications must be submitted to Payroll by no later than 16h00 on Friday, 8 October 2021 for inclusion in the October 2021 payroll run. Employees are reminded that the leave benefits statements reflect balances as at 20 September 2021 and that any leave taken since will not reflect. Remaining balances after encashment will be converted to working days.

I encourage you all to engage positively with these developments during October and beyond.

BENFORD

Benford Mokoatle
VP: South Deep



IN OUR HANDS
Preventing fatalities is in our hands



GOLD FIELDS

TESTING UPDATE

POSITIVE CASES PER AGE CATEGORY

BETWEEN 20-35 YEARS OLD

Total number positive COVID-19 cases in this age group



565 **151**

▲ up 0.2% from previous week no change from previous week

BETWEEN 36-50 YEARS OLD

Total number positive COVID-19 cases in this age group



660 **141**

up 0.2% from previous week no change from previous week

BETWEEN 51-65 YEARS OLD

Total number positive COVID-19 cases in this age group



267 **23**

no change from previous week up 5% from previous week

POSITIVE CASES PER TESTING CATEGORY

At risk



10 **5**

no change from previous week no change from previous week

Returning to work



240 **53**

no change from previous week no change from previous week

Risk-based sampling



1073 **208**

▲ up 0.1% from previous week no change from previous week

Persons under investigation



169 **49**

no change from previous week no change from previous week

POSITIVE CASES PER EMPLOYMENT CATEGORY

PERMANENT EMPLOYEE



718 **219**

▲ up 0.1% from previous week no change from previous week

CONTRACTOR



759 **82**

▲ up 0.3% from previous week up 1.2% from previous week

TEMPORARY



15 **14**

no change from previous week no change from previous week

	At risk		Returning to work		Risk-based sampling		Persons under investigation		
	This week	Total	This week	Total	This week	Total	This week	Total	Total
Tested (1 st round)	0	181	0	2 539	0	2 316	0	142	5 178
Tested (2 nd round)	0	131	0	685	0	5 795	0	41	6 652
Tested (3 rd round)	0	26	0	788	0	3 868	0	29	4 711
Tested (4 th round)	0	139	0	611	0	4 825	0	74	5 649
Tested (5 th round)	0	32	11	539	148	3 327	0	25	3 923
Total tested	0	509	11	5 162	148	20 131	0	311	26 113
Positive	0	15	0	293	0	1 280	0	219	1 807
Negative	0	494	9	4 860	68	18 772	0	92	24 218
Awaiting Results	0	0	2	9	79	79	0	0	88
Deceased	0	0	0	0	0	4	0	11	15
Active cases	0	0	0	1	0	2	0	0	3
Recovery Testing	0	4	0	18	0	90	0	33	145
Employees in Hospital	0	0	0	0	0	0	0	0	0
Recoveries									
Recovered as per NICD	0	15	0	292	5	1 278	0	219	1 804
Recovered (back at work)	0	15	4	292	3	1 273	3	217	1 797
Unfit for Work/Sick leave	0	0	0	0	4	4	1	2	6
Medical Assessment in Progress	0	0	0	0	0	0	0	0	1
Not yet Assessed	0	0	0	0	0	0	0	0	0
Vaccination Programme									
Number of 1st vaccinations		4 139							
Number of 2nd vaccinations		3 424							