

BRIEF TO THE PEOPLE OF SOUTH DEEP

12 JANUARY 2022



Martin Preece
EVP: South Africa

LET'S TALK

South Deep grows and keeps jobs

South Deep's sustained performance improvements contribute towards job stability and create opportunities for new jobs.

Over the past three years the people of South Deep have worked extremely hard to sustainably improve the performance and financial stability of the Mine.

Yes, we are faced with challenges on a regular basis. But, we have demonstrated that we are resilient and that, with the support of all our people, from the front line to our support functions, we can and have risen above these challenges. By ensuring that our mine is sustainable, we are able to sustain jobs, and play our part in improving the lives and well-being of our people, their families and our communities. In fact, as we strive for higher production targets, it is likely that we will marginally increase our complement.

Some of the successes we can report in the past year are:

- Our total employee complement has increased, from 2,381 in 2020 to 2,446 in 2021, and further increased to 2,596 in 2022. This is a 9% growth in complement since 2020.
- We have focused on developing and promoting from within the business. In 2021, 155 employees were promoted, 87% of whom are Historically Disadvantaged South Africans (HDSAs).
- We are working hard to promote diversity and inclusion in our workplaces, and have made good progress in advancing HDSAs in management, women in mining and in the employment of people with disabilities.



Category	As at 31 Dec 2020	As at 31 Dec 2021
Total actual employees at year end	2,234	2,318
Internal promotions	87 promotions - 82% HDSAs	155 promotions - 87% HDSAs
External recruits	65 new recruits - 75% HDSAs	234 new recruits - 85% HDSAs
HDSA	1,640 HDSA employees - 73% of workforce	1,735 HDSA employees - 75% of workforce
HDSA in management	70 HDSA employees - 53% of management roles	78 HDSA employees - 59% of management roles
Women	524 women employees - 23% of workforce	562 women employees - 24% of workforce
People with Disabilities	11 disabled employees - 0.5% of workforce	14 disabled employees - 0.6% of workforce

Sadly, it has come to our attention that some people are spreading mischievous rumours that South Deep is intending to cut back on jobs in the next few months. This is untrue. Don't pay attention to these untruths, and don't spread them. Doing so will undermine our collective efforts to make our mine sustainable and safeguard employment in the long-term, and only serves the interests of the mischief-makers.

Let's continue to work as a team, to sustain and grow our mine, and make sure that we leave a lasting positive legacy.

Martin Preece
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WHAT TO DO IF YOU FEEL ILL OR HAVE BEEN EXPOSED TO COVID-19



Call the call centre on **072 515 9753** or **072 649 8255**, Monday to Friday from 08H00 to 10H00 and 14H00 to 16H00 if:



You feel ill



You may have been exposed and seek advice or to be tested



You have tested positive through a private test



You want advice about medical treatment



You want advice about isolation



You have questions about being away from work, or returning to work



Coronavirus

Together we can protect ourselves and those we care about

COVID-19 TESTING UPDATE

	At risk		Returning to work		Risk-based sampling		Persons under investigation		Total
	This week	Total	This week	Total	This week	Total	This week	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	0	542	0	3,441	0	25	4,040
Tested (6 th round)	6	71	27	609	299	3,185	8	33	3,898
Total tested	6	580	27	5,774	299	23,430	8	344	30,128
Positive	1	23	2	332	47	1,765	8	251	2,371
Negative	3	557	11	5,378	133	21,596	0	94	27,625
Awaiting Results	0	0	0	64	0	69	0	0	133
Deceased	0	0	0	0	0	4	0	11	15
Active cases	0	0	0	5	0	61	0	0	66
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	23	0	327	0	1,704	3	251	2,305
Recovered (back at work)	2	23	4	327	67	1,698	5	246	2,294
Unfit for Work/Sick leave	0	0	0	0	0	3	0	2	5
Vaccination Programme									
Number of 1st vaccinations	4,429								
Number of 2nd vaccinations	3,930								



Safety



Integrity



Respect



Responsibility



Innovation



Collaborative Delivery



Siyaphambili

We are going forward



GOLD FIELDS