



GOLD FIELDS

Let's Talk

BRIEF TO THE PEOPLE OF SOUTH DEEP
WEEK OF 4 MARCH 2022



Benford Mokoatle
VP: South Deep

Equipment Reliability, 2021 Wage Agreement Increases

Dear Colleagues

Equipment Reliability

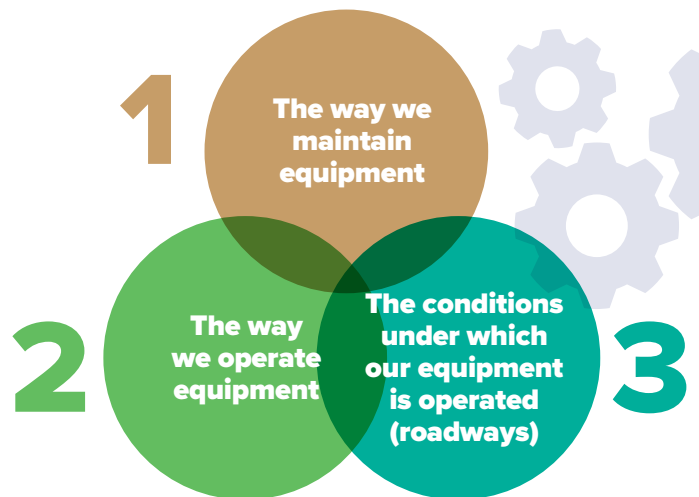
Over the last few months, your leaders will have engaged with you on the “In Our Hands” safety campaign. The primary purpose of this campaign is to ensure that all our people understand the Material Unwanted Events that can occur in our business, the energies associated with these and the critical controls necessary to prevent serious injuries and fatalities as a result of a Material Unwanted Event.

Over the next few weeks, we will discuss in our weekly brief some basic production concepts, to ensure all our people understand what drives our business and how our behaviour can contribute to the sustainability of our Mine. Recent “unwanted” world events, including the COVID-19 pandemic and the war in Ukraine, are timely reminders of just how volatile and unpredictable the world is. To sustain our Mine, jobs, and families, it is necessary that we work tirelessly towards building a mine that can withstand such challenges.

One area that requires particular attention is the reliability and good working order of our equipment. After our people, reliable equipment is the lifeblood of our Mine, as it:

- Keeps our people safe
- Enables us to optimise our production on a sustainable basis – more reliable equipment means less standing time and more productivity
- Improves equipment longevity
- Reduces operating cost
- Boosts the morale of our people, by enabling them to execute their duties safely, responsibly and on-time

The reliability of all our equipment gives us the re-assurance that our machines will perform to their requirements when needed. The reliability of our equipment is subject to three components:



The responsibility and accountability for ensuring that our equipment is reliable is a joint one between the mining, engineering and planning teams. Our teams are working extremely hard to ensure the reliability of our production equipment but we need to appeal to all our people to support us in this regard. Everyone has a role to play in ensuring reliability, by promoting and adopting the following practices:

- **SAFETY FIRST:** If your equipment is not reliable, then it can not be safe. Cutting corners on safety to keep equipment running doesn't help anyone and puts your personal health and safety at risk and that of your colleagues.
- **INSPECTION:** Before commencing work with any equipment – first inspect, detect and correct all deficiencies.
- **KEEP IT CLEAN:** It has been proven over and over again, that clean equipment not only operate better, but they are also easier to inspect and maintain.

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VP: South Deep Gold Mine



• **MAINTAINING CORRECT OPERATING PROCEDURES:**

Accidents, neglect and abuse are substantial contributors to equipment failures, and must be eliminated.

• **STOP OPERATIONS WHEN YOU SUSPECT A PROBLEM:**

If equipment is sluggish, making strange noises, has unfamiliar vibrations, or any other abnormal change is detected, stop and have it attended to immediately.

• **MAINTAIN FOR RELIABILITY:**

Preventative maintenance involves more than just lubricating parts, and changing oil and filters. It is about ensuring that when a machine leaves the workshop after a service, every aspect of the machine has been inspected and if any part is found to be sub-standard, it is repaired.

• **PLAN EFFECTIVELY AND SAFELY:**

To effectively maintain equipment, it is important that the work is planned properly and that the necessary tools, parts and people are allocated in order to execute the work safely. It is also important to plan what safety precautions and procedures will be applicable to ensure the work is executed safely and to standard.

• **OBSERVE AND MONITOR THE ENVIRONMENT:**

Report any sub-standard conditions that have the potential to place undue strain on equipment.

These practices when put into place will ensure the reliability of our equipment. At the heart of these good practices is the need for everyone to take accountability for their part, however small, in caring for our equipment.



2021 Wage Agreement Increases: Year 2 (Cat 4-8, Miner Artisans and Officials)

In line with the 2021 three-year wage agreement concluded with Organised Labour, the 2022 wage increase will be implemented with effect from 1 March 2022 and will be processed in the March 2022 payroll run. The increase entails the following:

Category 4-8:

An 8% wage increase with a minimum monthly basic salary of R11 826 for Surface employees and R13 594 per month for underground employees.

Miners, Artisans and Officials:

A 6% salary increase.

Housing Allowance:

Increases from R4 274 to R4 445 per month.



IN OUR HANDS

Falls of Ground

In January your leaders will have engaged with you on the Material Unwanted Event (MUE) Falls of Ground. Apart from causing serious injuries and fatalities, Falls of Ground can also contribute significantly to damage to equipment and infrastructure, loss of production, additional operating costs and loss of revenue. This is a reminder of the critical controls that need to be in place to prevent a Falls of Ground MUE from occurring.

Critical Control 1

The compilation, review and application of a Code of Practice (COP) for preventing rock bursts and rock falls, by a competent geotechnical engineer in collaboration with other technical experts



Critical Control 2

All people working underground must be trained and assessed as competent in understanding and managing ground control hazards specific to the underground environment in which they work



Critical Control 3

Entry Examination (e.g. making safe and TARP)



Critical Control 4

Barring and Scaling



Critical Control 5

Adherence to the Geotechnical Support Standard (e.g. Type 1 - 4, preconditioning and face mesh)



Critical Control 6

Mining to the Design and Schedule (e.g. lines and grades, pillar sizes, leads and lags)



Safety



Integrity



Respect



Responsibility



Innovation



Collaborative Delivery



GOLD FIELDS

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 2020	0	310	0	2,550	0	7,050	0	171	10,081
Tested 2021	0	268	0	3,018	0	15,642	0	171	19,099
Tested 2022	0	3	0	667	0	2,049	0	9	2,728
Total Tested	0	581	18	6,235	177	24,741	1	351	31,908
Positive	0	23	1	358	1	1,801	1	257	2,439
Negative	0	558	17	5,871	169	22,940	0	94	29,463
Awaiting Results	0	0	0	0	0	0	0	0	0
Deceased	0	0	0	0	0	4	0	11	15
Active cases	0	0	0	1	0	1	0	1	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	23	0	357	3	1,800	2	256	2,436
Recovered (back at work)	0	23	0	357	10	1,796	3	255	2,431
Unfit for Work/ Sick leave	0	0	0	0	0	1	0	0	1
Medical Assessment in Progress	0	0	0	0	0	1	0	0	1
Not yet Assessed	0	0	0	0	2	2	1	1	3
Vaccination Programme									
Number of 1st vaccinations	4,618								
Number of 2nd vaccinations	4,042								



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