



GOLD FIELDS

Let's Talk

BRIEF TO THE PEOPLE OF SOUTH DEEP
WEEK OF 25 MARCH 2022

Vaccination updates and policy



Benford Mokoatle
VP: South Deep

Dear Colleagues

This Tuesday evening, President Cyril Ramaphosa addressed the nation on South Africa's COVID-19 Response. In his address, the President briefed us on the changing nature of the pandemic and the easing of restrictions which has been possible as a result of low infections and the vaccine programme.

This does not mean that COVID-19 is no longer a threat. In fact, we can expect a fifth wave of infections in April/May this year. What the situation does mean though is that the combination of the precautions we take and our high levels of vaccination help us safeguard the health and safety of all our people, which is living our first and most important value of Safety. Vaccinations also enable our Government to open the South African economy, which has severely been impacted by COVID-19.

Vaccination update and policy



We are exceptionally proud of South Deep's vaccination uptake, and we have been recognised as a leader in the company and the industry. Importantly, being vaccinated has played an important role in protecting our people and those they love.

According to the World Health Organization, vaccination is the most effective preventative measure in combatting the COVID-19 virus. Vaccines assist the body in developing immunity to the virus, reduce the risk of COVID-19 infection and reduce the severity of illness should infection occur. Our own South Deep statistics confirm that vaccines save lives.

In keeping with South Deep's duty to provide a healthy and safe working environment and the risks associated with COVID-19 exposure in the workplace as a result of the high number of employees on site, South Deep has adopted a Risk-Based Vaccination Policy to safeguard the health of all employees, contractors, their families and the community. We have engaged with Organised Labour to ensure that our policy is fair and objective.

Our Risk-Based Vaccination Policy

The Policy will come into effect on 1 April 2022 and applies to all employees, contractors, temporary employees, visitors and job applicants.

Under this Policy, employees who have been identified as High Risk will be required to be Fully Vaccinated. Employees are considered to be Fully Vaccinated two weeks after receiving a second dose of the Pfizer or Moderna vaccine, or two weeks after receiving a single dose of J & J vaccine.

To date, more than 81% of our people, including contractors, are fully vaccinated and more than 92% of our people have had their first dose. We continue to vaccinate on Wednesdays at our Clinic. If you have not vaccinated, please book yourself an appointment to vaccinate.

See page 2 for more details on how the policy will work.

BENFORD

Benford Mokoatle
VP: South Deep Gold Mine



Safety



Integrity



Respect



Responsibility



Innovation



Collaborative
Delivery



Risk-Based Vaccination Policy

Under the risk-based approach, we have adopted a two-stage process to determine each employee's Overall Risk Score based on each persons' work exposure risk and their vulnerability risk.

STEP 1:

The Workplace Risk Exposure will be assessed based on a particular workplace or actual work performed by an employee.

These will be categorised as being low, medium, high or very high.

STEP 2:

Each employee's Medical Vulnerability will be assessed confidentially and discretely by South Deep's Occupational Medical Practitioner.

These will be categorised as being low, low-medium, medium, high and very high.

STEP 3:

Both the workplace risk exposure and employee vulnerability risk will be assessed on a 4 and 5 point scale respectively from low (1) to very high risk (4 or 5). These scores will be used to determine each employee's own Overall Risk Score as per the matrix below.

1. Calculation of overall employee risk score					
Work exposure risk group					
	1 LOW	2 MEDIUM	3 HIGH	4 VERY HIGH	
2. Employee vulnerability risk score	1 LOW	2	3	4	
	2 LOW-MEDIUM	4	6	8	
	3 MEDIUM	6	9	12	
	4 HIGH	8	12	16	
	5 VERY HIGH	10	15	20	
Key:	1<=6 Acceptable Risk (low to medium)				
	>6<=8 High Risk (only acceptable under critical conditions)				
	>8 Very High Risk (Unacceptable Risk)				



The mine will enter into engagements with individuals that have been categorised as high risk, and who have elected not to be vaccinated.

STEP 4:

If an employee is 'high risk' based on his or her overall risk score and the employee is not Fully Vaccinated, then South Deep will adopt the process detailed below to considerably reasonable accommodation.

Employees who choose to exercise their right to refuse vaccination on constitutional and medical grounds (such as bodily integrity; freedom of religion; immediate and/or known allergic reaction to a previous dose or a diagnosed allergy to a COVID-19 vaccine; or other recognised medical grounds) may lodge a written request to be reasonably accommodated to the Human Resources department by no later than 30 April 2022.

Reasonable accommodation is not guaranteed, and will only be approved where it does not pose a direct threat to the health and safety of others, and is operationally feasible.



If the reason for the request to be reasonably accommodated is objectively justified and reasonable accommodation can be provided, the employee may then be offered any available reasonable accommodation which does not require mandatory vaccination. The employee can then choose to accept such terms and conditions of employment that result from this reasonable accommodation.

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	2	765	105	2 637	0	9	3 414
Total Tested	0	581	2	6 333	105	25 329	0	351	32 594
Positive	0	23	0	359	1	1 820	0	257	2 459
Negative	0	558	1	5 973	35	23 440	0	94	30 065
Awaiting Results	0	0	1	1	69	69	0	0	70
Deceased	0	0	0	0	0	4	0	11	15
Active cases	0	0	0	0	0	0	0	0	0
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	359	2	1 820	0	257	2 459
Recovered (back at work)	0	23	0	359	2	1 817	0	257	2 456
Unfit for Work/ Sick leave	0	0	0	0	0	1	0	0	1
Medical Assessment in Progress	0	0	0	0	1	1	0	0	1
Not yet Assessed	0	0	0	0	1	1	0	0	1
Vaccination Programme									
Number of 1st vaccinations	4649								
Number of 2nd vaccinations	4076								
Booster Vaccines	477								



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