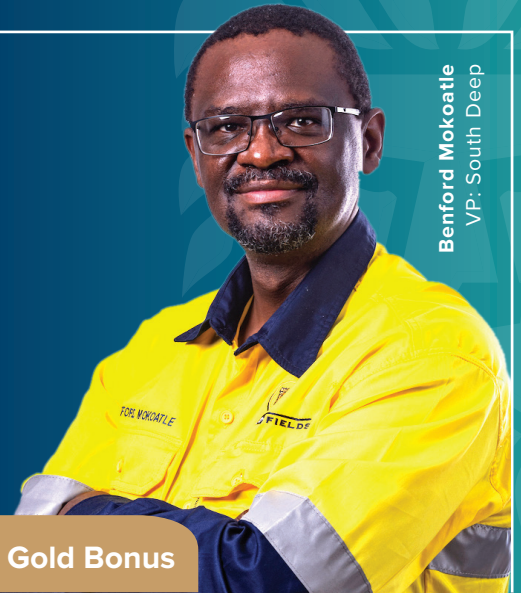




GOLD FIELDS

Let's Talk

BRIEF TO THE PEOPLE OF SOUTH DEEP
WEEK OF 4 – 8 APRIL 2022



Benford Mokoate
VP: South Deep

Easter break arrangements, State of Disaster lifted, Quarterly Gold Bonus

Dear Colleagues

State of Disaster lifted – what this means for us at South Deep

On Monday, after 750 days, President Ramaphosa announced the lifting of the State of Disaster, which refers to regulations that were brought in to deal with COVID-19.

The President noted that South Africa had entered a new phase of the pandemic as indicated by the significant decrease in the fatalities being recorded. The increase in vaccinations has played a big role in this and that we are transitioning from pandemic to endemic.

The President also paused and asked us to remember those who lost their lives during the pandemic, those who have been affected by this loss, and those people who have continued to play such an important role on the frontline of our fight against COVID-19. We at South Deep mourn all our colleagues who have succumbed to COVID-19, and recognise our own frontline workers for their role in keeping us safe.



“It is a moment to remember those who have lost their lives and the many people who are still struggling with the effects of the disease. It is also a time to pay tribute to the healthcare workers, the police, the soldiers, the volunteers and other frontline workers for their dedication and service during the worst times of the pandemic,” said Ramaphosa.

“The end of the National State of Disaster is a firm statement of our determination to live our lives and rebuild our country even as this virus remains in our midst.”

President Ramaphosa

What do these changes mean for us at South Deep, at work and in our normal daily lives?

Some regulations fall away immediately, while some remain in place and will fall away in time. Here are the most important changes:

- 1 **Masks:** Must be worn in all indoor and confined spaces, including offices, meeting rooms, cages and walkways.
- 2 **Gatherings:** All limits on numbers in gatherings are lifted where individuals can show a vaccination certificate, or a negative PCR test (no older than 72 hours). Without this, gatherings are lifted to 50% of the venue capacity.
- 3 **Cross-border travel:** Entry to SA requires either a vaccination certificate, or a negative PCR test (no older than 72 hours).
- 4 **Symptoms:** All employees are required to advise their employer if they have symptoms of COVID-19.
- 5 **Vaccination:** Vaccination remains the most important protection against COVID-19, and employers may introduce vaccination policies to protect employees based on a risk assessment.

At South Deep, we are bound by these regulations, as well as the Mandatory Code of Practice which has been put in place by the DMRE, which governs us in providing a healthy and safe working environment for all employees.

We will continue to follow a risk-based approach, including our current protocols for enclosed/indoor and underground areas, such as wearing of masks, sanitising and as far as practical adhere to social distancing. We encourage employees to do the same in all public spaces.

We will review this on an ongoing basis but with the fifth wave expected in April/May, we will continue to be cautious and protect lives.

Protect yourself and the ones you love

Even though these regulations have been lifted, the following precautions are still advised:

- Wearing a mask that covers your nose and mouth
- Keeping a safe distance from others
- Staying away from closed or crowded spaces
- Washing your hands regularly with soap and water or sanitiser



Safety



Integrity



Respect



Responsibility



Innovation



Collaborative
Delivery



Easter Working Arrangements 2022

- According to our standard working arrangements for 2022, Good Friday (Friday 15 April) and Family Day (Monday 18 April) are regarded as public holidays for all employees. Whilst employees are not ordinarily required to report for duty on these two public holidays, employees working the 4x4 shift configuration are scheduled to work on the Saturday 16 April, and Sunday 17 April 2022, of Easter weekend. Bearing in mind that the 4x4 cycle change is scheduled for Sunday 17 April 2022. Similarly, employees on Cycle A of the 6-1; 5-2 shifts are expected to report for duty on Saturday 16 April 2022.
- To assist affected employees to have a meaningful break over the Easter period, management and organised labour have agreed to exchange the Good Friday 15 April public holiday to Saturday 16 April and, to exchange or shift the Family Day public holiday from Monday 18 April to Sunday 17 April 2022. In this regard, it should be noted that clause 2 (2) of the Public Holidays Act states that, by agreement, a public holiday may be exchanged for another day.

- This means that the affected Cycles will either work on Friday 15 April or, on Monday 18 April and the public holidays in question will now be observed on Saturday 16 April and Sunday 17 April 2022 respectively. To further accommodate a 6 day break either before or after the Easter weekend, affected shifts will be re-arranged as follows:
 - 4x4 Cycle B and C** employees will be required to work an additional shift on Tuesday 12 April to be off on Thursday 21 April and, will work on Friday 15 April to be off on Saturday 16 April. This will allow for a six-day consecutive break from Saturday 16 April to Thursday 21 April 2022.
 - 4x4 Cycle A and D** employees will enjoy a six-day consecutive break from Tuesday 12 April to Sunday 17 April. The day off for Tuesday 12 April will be worked in on Thursday 21 April.
 - 6-1; 5-2 Cycle A** employees will be required to report for duty on Friday 15 April and will have the day off on Saturday 16 April allowing them a three-day consecutive break.
 - Employees working a **4-3; 5-2, 6-1; 5-2 Cycle B** and **5-2** shift arrangement will not have any exchanges for the public holidays of the Friday 15 and Monday 18 April and will have a four-day consecutive break from Friday 15 April to Monday 18 April.

Please see below table for reference


	Apr-22	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon
		5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
4x4	CYCLE A	O	O	O	O	N	N	N	(O)	O	O	O	PH	PH	D	D	D	(D)	O	O	O	N
	CYCLE B	D	D	D	D	O	O	O	(N)	N	N	N	PH	PH	O	O	O	(O)	D	D	D	O
	CYCLE C	N	N	N	N	O	O	O	(D)	D	D	D	PH	PH	O	O	O	(O)	N	N	N	O
	CYCLE D	O	O	O	O	D	D	D	(O)	O	O	O	PH	PH	N	N	N	(N)	O	O	O	D
6-1;5-2	CYCLE A	D	D	D	D	O	O	D	D	D	D	D	PH	O	PH	D	D	D	D	O	O	D

The Company will furthermore call for volunteers to work on public holidays applicable to their shift configuration. Where Good Friday and Family Day (Monday) have been exchanged for the 16 and 17 April 2022, the work on these days will be paid at double time. Payment for working overtime over the period will be paid on 29 April 2022.

Quarterly Gold Bonus

The quarterly GOLD bonus triggers if the mine achieves and exceeds the quarterly gold Business Plan target. Notwithstanding a number of significant operational challenges during the quarter, we encouragingly still managed to exceed the Business Plan target with 38kg.

As a result, there will be a GOLD bonus payable for the quarter ending March 2022. The bonus will be paid by the 15th April 2022.

Q1 2022 QUARTERLY RESULTS	
(ABOVE) THRESHOLD/TARGET	
38KG	

Quarterly Gold Bonus payable for Q1 2022

	Red, Blue and U/G Green	Surface Green
NG Bands		R379
A and B Bands	R757	R379
C-Bands	R1,514	R757
D-Bands Mining		R2,271

Note that the Quarter Gold Scheme bonus qualifier is pro rata payable from 1kg above Threshold/Target

The gold target for the second quarter, ending June 2022 is 2 691kg. We accordingly urge all employees to build on our quarter 1 achievements.



Safety



Integrity



Respect



Responsibility



Innovation



Collaborative Delivery



GOLD FIELDS

IN OUR HANDS

In last week's Weekly Update we highlighted the **Critical Controls** that must be in place when working with hazardous material in order to prevent an MUE from taking place. We are all responsible for safety on our Mine and our behaviour is critical.

YOU MUST

1	2	3	4	5	6
Make sure you know how to handle, store and dispose of any hazardous materials you are working with.	Always obtain, read, understand and follow the instructions on the MSDS for the hazardous material that you will be handling.	Use Registers and MSDS to identify and understand the hazardous chemical/ material.	Never handle or use hazardous materials if you have not been trained and authorised in their use, handling, storage and disposal.	Never use containers or bags bearing hazardous material warning labels to store non-hazardous materials. If unfamiliar with a container or a piece of equipment which has a hazardous material warning label, do not use or handle it until properly instructed about the hazards.	Follow the instructions for safe use. These behaviours together with making sure that all six Critical Controls are in place will prevent serious injury or fatalities from the Unprotected Exposure to Hazardous Materials.



IN OUR HANDS

Unprotected Exposure to Hazardous Materials

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	6	55	821	108	2,868	0	11	3,706
Total Tested	0	584	55	6,389	108	25,560	0	353	32,886
Positive	0	23	0	359	5	1,831	0	259	2,472
Negative	0	561	55	6,030	103	23,729	0	94	30,414
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	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	8	1,831	1	259	2,472
Recovered (back at work)	0	23	0	359	2	1,822	0	258	2,462
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	7	7	1	1	8
Vaccination Programme									
Number of 1st vaccinations	4,651								
Number of 2nd vaccinations	4,081								
Booster Vaccines	836								