



GOLD FIELDS

Let's Talk

BRIEF TO THE PEOPLE OF SOUTH DEEP
WEEK OF 25 TO 29 JULY 2022



Benford Mokoatle
VP: South Deep

Women's Month, #NextLevelNine – Chris Talks Culture, New COVID-19 protocols

Dear Colleagues

National Women's Month

Every year in August our country marks Women's Month, which gives us all the opportunity to celebrate women's achievements and the important role that they have played and continue to play in all facets of society. It give us great pleasure to celebrate and acknowledge the vital role that the women of South Deep play on our Mine, the stability they bring to our homes, and being the pillars of support within our communities.

Aligned to the government's aspirations, we will celebrate this year's Women Month under the theme: **"Generation Equality: Realizing Women's Rights for an Equal Future"**. South Deep's Diversity and Inclusion drive is a key component of the Gold Fields' strategy.

We are committed to:

- An inclusive and diverse workplace where gender representation is grown at every level of the business
- We are growing our representation of women at South Deep. We currently have 27% of leadership positions held by women and 26% of our Mine's workforce is made up of women
- Addressing systemic and cultural barriers that may impede gender equality throughout the business

Our gender equity strategy is focused on – correcting historical biases and prejudices to ensure that men and women are viewed and treated equally through:

- Development, personal growth and career advancement programmes
- Economic transformation initiatives for women in our communities
- Working with stakeholders to eradicate Gender Based Violence
- Driving inclusivity and respect through Courageous Conversations

"Human conversation is the most ancient and easiest way to cultivate the conditions for change – personal change, community and organisational change, and planetary change. If we can sit together and talk about what's important to us, we begin to come alive. We share what we see, what we feel, and we listen to what others see and feel."

- Margaret Wheatley



During Women's Month we will be sharing short videos on our Facebook page and screens from our longest serving women of South Deep and we hope you take the time to watch and listen to their experiences and inspiring words.



Safety



Integrity



Respect



Responsibility



Innovation



Collaborative Delivery



#NextLevelNine

– Chris Talks Culture

CEO Chris Griffiths released an important video this week about culture initiatives that are happening within Gold Fields.

Click here to watch it:

<https://www.youtube.com/watch?v=CmF9d2vLrF4>



As part of the Culture Initiative's, Gold Fields is launching an Organizational Culture Assessment & Focus Groups. The survey and focus groups offer you an opportunity to provide input on key aspects of the current and desired future culture of Gold Fields. This information will help us understand where we are now and identify the gaps to where we want to be. Some employees have been nominated to do the online assessment and some have been nominated to attend focus groups so that we can get diverse views on the Gold Fields culture. Your opinions are very important.

The survey and focus groups will be conducted by a third party (Korn Ferry), to ensure your confidentiality and encourage you to give open and honest feedback. Your responses will be sent directly to Korn Ferry for processing, and results will never be reported in any way that would allow individuals to be identified. The focus groups have been scheduled for 2 – 4 August 2022.

Gold Fields has also engaged Elizabeth Broderick and her team (EB&Co) who are global human rights and inclusion experts, to conduct an independent review of our culture across all our regions. There will be a particular focus on bullying and sexual harassment. The review will help us identify actions we can take to promote a more safe, inclusive, and respectful work environment - an environment where people are empowered to speak out if they see or experience harmful behaviour.

EB&Co would like to hear from as many of our people at South Deep as possible. Your involvement in this review is entirely voluntary, but to help us learn first-hand about issues impacting our workforce culture and to get the best outcome, we strongly encourage you to participate. You may be contacted to be involved in sessions that will help us understand what the current culture looks like.



Please participate – we want to hear what you have to say!



BENFORD

Benford Mokoatle
VP: South Deep Gold Mine



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Updated COVID-19 protocols

We are pleased to announce that the Department of Mineral Resources and Energy (DMRE) issued the Mining Industry with guiding principles on the revised measures for the prevention, mitigation, and management of the Covid-19 pandemic which we used to update our COVID-19 Risk Assessment. Based on the outcome of the Risk Assessment, our new COVID-19 Protocols will be effective FROM 1 August 2022.

1. The health and safety of ALL our employees remain our first priority as we continue to apply a risk-based approach to the management and mitigation of COVID-19.
2. The wearing of face masks will remain mandatory to congested areas (surface and underground) where adherence to social distancing is impracticable or impossible, for example cages and man carriages. Where social distancing can be maintained the wearing of face masks will be relaxed.
3. We will continue to sanitize and in addition, continue to practice social distancing as far as reasonably practical.
4. Temperature screening at the main entrances will no longer be mandatory but self-declarations will continue.

5. The mine will continue with a Risk Based approach of randomly testing all mine employees for COVID-19.
 - a. Symptomatic employees will isolate for 7 days and reviewed by our OHP's on day 8.
 - b. Asymptomatic employees will isolate for 3 days and will be reviewed by our OHP's on day 4.

A detailed brief with more information will be circulated on Monday, 1 August 2022.

We encourage all our people to diligently abide by the new protocols to ensure the health and safety of everyone. You are encouraged to wear a face mask if you experience any flu symptoms or feel at risk of contracting flu at work and we ask employees to seek medical attention rather than coming to work with any flu-like symptoms. The protocols are all aligned with our duty of care, particularly towards our more vulnerable employees who are at higher risk of severe illness when contracting the flu or virus.

By complying, we protect each other, our families and communities.

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	18	3	1,067	176	7,077	0	34	8,196
Total Tested	0	596	3	6,635	176	29,769	0	376	37,376
Positive	0	24	0	367	6	2,020	0	282	2,693
Negative	0	572	3	6,268	170	27,749	0	94	34,683
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	2	0	0	2
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	24	0	367	18	2,018	0	282	2,691
Recovered (back at work)	0	24	0	367	21	2,012	0	281	2,684
Unfit for Work/ Sick leave	0	0	0	0	0	4	0	0	4
Medical Assessment in Progress	0	0	0	0	0	2	0	1	3
Not yet Assessed	0	0	0	0	0	0	0	0	0
Vaccination Programme									
Number of 1 st Jobs	4,629		92.90%						
Number of 2 nd Jobs (incl J&J)	4,203		84.30%						
Booster Vaccines	1,138		22.80%						
Not vaccinated	350		7.00%						



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