



GOLD FIELDS

Let's Talk

BRIEF TO THE PEOPLE OF SOUTH DEEP
WEEK OF 12 - 16 SEPTEMBER 2022

Communication is key



Benford Mokoatle
VP: South Deep

Dear Colleagues

At South Deep, we believe that the success of our Mine is centred around our people, who are at the heart of everything we do.

Our values are the foundation of our culture and it is by living our values that we create an organisation that is inclusive and respectful of our diverse workforce. Communication is key to ensuring that each one of us understands the company's strategic and operational objectives and further helps to foster a climate where everyone feels safe and valued.

Our Climate Survey, which is conducted every year, gives all of our people a chance to voice their opinions and raise their concerns completely anonymously. It allows us to put measures in place to improve engagement with our people. A clear theme from the feedback is that we need to communicate more.

In direct response to the feedback we received in the 2021 Climate Survey we recently launched **Courageous Conversations** which allows teams to tackle difficult topics in a respectful and constructive way. We have been encouraged by your level of enthusiasm to engage in these conversations and we hope that you find the discussions and material useful in dealing with sensitive issues, not only in the workplace but in your daily lives.

Included in this week's message is a note on the Courageous Conversation topic which deals with Engaging with Teams. We hope you have found your conversations within your teams useful and that the note reminds you of how to remain engaged within your own team.



Courageous Conversations

Enabling constructive conversations



The South Deep WhatsApp channel



In 2020 we revised our approach to communication and engagement by introducing the **WhatsApp** channel which allows us to communicate directly with you in real-time and gives you the opportunity to engage with the information in your own time. Besides important company announcements, we issue a Weekly Update and it is encouraging to see how many of you take the time to interact with it.

HIGHLIGHTS

273 WhatsApp campaigns issued

61% average response rate

68% employees registered

48% contractors registered

The Innovation and Technology, Exco and Mining functions were the most engaged disciplines on WhatsApp in August



Sign up to South Deep's Whatsapp channel:

- Get regular news updates
- Receive urgent information
- Share feedback with us through surveys
- Access frequently asked questions

You can and should also report High Potential incidents (HPIs) on WhatsApp:

Text 'Hi' to 087 250 3130 on WhatsApp to submit your report and help us identify safety- and health-related risks at South Deep.

How to sign up to receive messages from South Deep's WhatsApp line:

Complete the sign-up form available at one of the sections below where you can deposit your contacts details in a sealed box:

- Twin Shaft Reception, Twin Shaft mustering rooms, South Shaft Lamproom and Gold Plant Reception.
- Alternatively, you can contact Precious on 011 411 1077



Group culture and diversity & inclusion assessments

We would once again like to express our sincere appreciation for those employees who volunteered their time to participate in the culture and diversity & inclusion assessments surveys a few weeks ago. The open and honest feedback has afforded the independent consultants invaluable insights into areas that require more emphasis in our culture transformation drive. To reiterate, our strategic imperative is to build a strong global culture and to decisively deal with issues of equality, bullying and fairness in the workplace and build a company that we all would love and enjoy working for.

These assessments are part of a Gold Fields' group initiative that is being rolled out at all our operations across the world and it will take some time before we receive the final assessment feedback, although we have received some initial feedback on some very broad themes. The consultants reported that these themes are aligned with most of the results we received from our 2021 Engagement Survey results. We are expecting more feedback in the next few weeks and will be sharing this with all our people.

Included in this week's message is a short survey. We ask you to please complete it to help us to better understand where we can improve our communication with you.

"In Our Hands" Hoodies were awarded



Reporting High Potential Incidents (HPIs) keeps us all safe. The following people were awarded an In Our Hands Hoody for reporting the most HPIs over the last month. Congratulations and keep up the good work!

Andre Marais – Head of Projects: Projects has submitted 152 WhatsApp Incidents to date. This is a remarkable achievement and Andre, as the driving force behind his people received his Hoody.

Rudolph de Beer (Ukwazi) and Stephanus Otto (Rosond) both received a Hoody for submitting 8 WhatsApp Incidents each.

To date 493 WhatsApp Incidents have been reported and 15 Employees have been rewarded for submitting 8 or more Incidents.

BENFORD

Benford Mokoatle
VP: South Deep Gold Mine



COVID-19 TESTING UPDATE

Currently, we are testing only once a week due to the low number of infections recorded at the mine. This week we have however seen a sharp increase in our numbers from around 2.5% to 6.4% as 11 people tested positive. As a result, we will be adjusting our testing philosophy to two testing days per week in anticipation of an increase in infections and new sub-variants of the Omicron being detected in several countries. We accordingly request all our people to take the necessary COVID-19 precautions to protect themselves and others.

	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	0	1,084	171	8,114	1	36	9,252
Total Tested	0	596	0	6,652	171	30,806	1	378	38,432
Positive	0	24	0	367	11	2,058	1	284	2,733
Negative	0	572	0	6,285	160	28,748	0	94	35,699
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	3	11	1	1	12
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	2	2,047	0	283	2,721
Recovered (back at work)	0	24	0	367	2	2,045	0	283	2,719
Unfit for Work/ Sick leave	0	0	0	0	0	2	0	0	2
Medical Assessment in Progress	0	0	0	0	0	0	0	0	0
Not yet Assessed	0	0	0	0	0	0	0	0	0
Vaccination Programme									
Number of 1 st Jabs		4,629		92.90%					
Number of 2 nd Jabs (incl J&J)		4,206		84.50%					
Booster Vaccines		1,149		23.10%					
Not vaccinated		348		7.00%					



Safety



Integrity



Respect



Responsibility



Innovation



Collaborative
Delivery



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