



GOLD FIELDS

Let's Talk

BRIEF TO THE PEOPLE OF SOUTH DEEP
WEEK OF 18 NOVEMBER 2022

Untrue rumours about retrenchments, breathalyser tests reinstated, Summit explains prescribed debt



Benford Mokoate
VP: South Deep

Dear Colleagues

Rumours of retrenchments are untrue

We are extremely disappointed that rumours have again resurfaced about possible retrenchments at South Deep. These rumours are not true and we wish to give assurance to all our people that South Deep is not contemplating any retrenchments. To the contrary, we will be increasing our gold production to 11 tons in 2023 and for the third consecutive year will be looking at marginally increasing our labour complement. In collaboration with organised labour and all our people (employees and contractors), we have worked very hard to build a safe and a sustainable operation, which we can all be proud of. Whilst we are confronted with unprecedented inflationary pressures post the COVID-19 pandemic, we have confidence in our strategy and plans to increase production and contain costs. The ongoing support and efforts of our people in executing this strategy is vitally important for us to weather the storm on a sustainable basis.

It is evident that the rumours circulating originate from people with ulterior motives, seeking to destabilise our Mine. We would greatly appreciate your support in making sure that these rumours are squashed and in putting people's minds at rest. Let's all focus on safe production and continue to operate South Deep as a Safe, Low Grade, Bulk Mechanised and Profitable Gold Mine.

Reinstatement of alcohol breathalyser testing at South Deep

As you will be aware, at the onset of the COVID-19 pandemic in 2020 employers were advised to stop the use of hand-held alcohol breathalysers because of potential cross-infection breathalysers posed in the workplace.



Based on the changes in legislation, the low infection rates at the Mine and what we have learnt about COVID-19, a decision has been taken to reinstate the use of breathalyser tests. This is aligned with our responsibility of ensuring that all people reporting for duty are fit and, in a position, to work safely.

During the past week members of the Health & Safety Committee engaged on the matter and confirmed that the Guideline for our Mandatory Code of Practice on COVID-19 (Annexure 8) issued by the DMRE permits the use of breathalysers under specific conditions, which are listed below:

Control measures to manage the risk of exposure to a hand-held breathalyser

1. It is recommended that the procedure is performed outdoors. Where the procedure must be performed indoors, there must be adequate ventilation and natural, or artificial, UV light to reduce the number of viable organisms in the air.
2. The breathalyser must be held with an extended arm, away from the operator. The person must blow into the blow point, directed past the operator. This is in cases where the operator is required to hold the device.
3. It is recommended that an operator wear a mask, gloves, and goggles. This is if they are fully trained and competent in the use of PPE for infection control.
4. The operator will require training to put on and take off the mask without contaminating their faces and auto-inoculation of their mucus membranes.
5. If possible, the people being tested can hold the device themselves and this would be preferable.
6. The mouth of the person being tested must be at a distance of 50mm from the blow point.
7. Employees must be instructed not to place their lips on the blow point.
8. The person must be instructed to blow steadily towards the blow point for three seconds.

Next Steps as agreed on by Health & Safety Committee:

1. All security staff will follow the prescribed control measures, use the recommended PPE and receive the required training from our medical staff.
2. Non-alcoholic wipes have been procured that the security officer will use to sanitise the equipment before and after use.
3. Breathalyser procedure will be updated.
4. In the event of a sudden spike or abnormal increase in COVID-19 infection rates, the approach will be reviewed by the Health & Safety Committee.
5. The effective reinstatement date will be 21 November 2022.



Safety



Integrity



Respect



Responsibility



Innovation



Collaborative
Delivery



Financial Wellness

– explaining prescribed debt



Over the next few weeks, we will be sharing some informative financial wellness videos from our Financial Wellness partner - Summit Finance. In this week's video Summit explains the concept of Prescription.

Prescribed debt can be explained as old debt that has not been acknowledged over a period of three years. If a debt is 'prescribed' it means expired but sometimes these debts are 'sold' to unscrupulous debt collectors who often intimidate customers into reactivating the debt and charging additional fees and 'high-interest rates'. We encourage you to watch the video in the link after the brief to find out more about prescribed debt and how Summit can assist you if you have prescribed debt that has been reactivated illegally.



<https://www.youtube.com/watch?v=bPBr9a3hCqM>



Take the Respectful Workplace survey and make your opinion count!

Elizabeth Broderick & Co (EB & Co) are conducting an independent review of our culture, focusing on harmful behaviours, harassment and discrimination. They've visited our Regions and conducted listening sessions. For Phase 2 of the project, they're collecting further data through an anonymous and confidential survey hosted by Social Research Centre (SRC).

There are two ways you can do the survey:

1

The survey takes 10-20 minutes and you can access it by scanning the QR code on the posters around the Mine with your mobile device or copying this link into your browser:

<https://src.is/2895ENA>



OR

2

You can complete the survey on the tablets in the Safety Boardroom, and will receive a soft drink, a packet of chips and a bar of chocolate!



The HR team will be at the Safety Boardroom on the following dates and times:

05:00-07:00

Mondays, Tuesdays and Thursdays

From 10 November – 08 December
Except for 01 December 2022

16:00-18:00

Mondays and Fridays

From 11 November – 9 December



Your input is valuable and we'd like as many people as possible to give us feedback



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	23	1	1,118	143	9,694	0	39	10,874
Total Tested	0	601	1	6,686	143	32,386	0	381	40,054
Positive	0	25	0	369	0	2,130	0	287	2,811
Negative	0	576	0	6,316	143	30,113	0	94	37,099
Awaiting Results	0	0	1	1	0	143	0	0	144
Deceased	0	0	0	0	0	4	0	11	15
Active cases	0	0	0	0	12	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	4,553	93.45%	2	369	10	2,118	0	287	2,799
Recovered (back at work)	4,171	85.60%	2	369	13	2,118	0	287	2,799
Unfit for Work/Sick leave	1,133	23.25%	0	0	0	0	0	0	0
Medical Assessment in Progress	319	6.50%	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	4,553	93.45%							
Number of 2 nd Jabs (incl J&J)	4,171	85.60%							
Booster Vaccines	1,133	23.25%							
Not vaccinated	319	6.50%							

BENFORD

Benford Mokoatle
VP: South Deep Gold Mine

