



GOLD FIELDS

Let's Talk

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

16 Days of Activism against Gender-Based Violence, Health Day 1 December, Summit Finance explains garnishee orders



Benford Mokoatle
VP: South Deep

Dear Colleagues,

Today marks the first day of 16 Days of Activism for No Violence against Women and Children. The 16 Days campaign is a United Nations global campaign which takes place annually from 25 November to 10 December.

It focuses on raising awareness of the devastating impact that gender-based violence and femicide (GBVF) have on women and children, and the social fabric of our society. This campaign is especially significant in our own country, South Africa, where violent crime is unacceptably high, especially violence against women and children. As you will all know Safety is South Deep's first and most important value. Safety for us does not only apply to how we work but it is a value we as the people of South Deep should extend to all areas of our lives and this means creating a safe environment in our homes and in our communities and treating all people with dignity and respect.

Violence can only exist when we are silent. It is sometimes easier to turn away when we see a friend, brother, father or colleague acting in an inappropriate way towards women and children. Our theme for our 16 Days of Activism is:

See something Say something

Let's not be silent! Violence in our society affects us all. Acts of violence can stem from ideas that it is acceptable in one's culture or just the way it is but very often it comes from witnessing violence or abuse as acceptable or experiencing it and not dealing with one's own pain. Let's break that cycle.

To end gender-based violence, men and boys need to be actively involved. As men of South Deep we stand against all forms of violence, we can do this by:

- Creating a safe environment for women and children
- Standing against a rape culture
- Understanding and practicing consent
- Holding each other accountable
- Supporting women's rights
- Being a role model to young men and boys



Guided by our values and commitment to the progress and advancement of women at South Deep, our efforts to combat gender-based violence (GBV) are multi-pronged and seek to:

- Promote gender equality and inclusivity
- Increase the participation of women in mining
- Create safe spaces and
- Conduct public awareness and educational campaigns



To the women of South Deep and to the women in our communities, we pledge to make our workplaces, homes and communities safe and free of violent behaviour.

SIXTEEN

DAYS OF ACTIVISM 2022



Safety



Integrity



Respect



Responsibility



Innovation



Collaborative
Delivery





Walk/Run in Support of 16 Days of Activism against Gender-Based Violence

On Wednesday 7 December, our walk/run at the solar plant has been planned in support of 16 Days of Activism against Gender-Based Violence. Let's come out in force to put an end to the cycle of violence in our society. We will share more information about this event, but I encourage all our people to come and unite whether individually or in your teams and let's be the change we would like to see in our society.

1 December is WORLD AIDS DAY Your health is important to us

We are bringing free healthcare services to you in collaboration with your medical scheme.

Join us for World Aids Health Day at Twin Shaft, your health is important to us "know your numbers"

- Blood pressure screening
- Sugar-level screening
- Cholesterol level screening
- HIV counselling and testing
- TB screening



Date: 1 December 2022
Time: 12:00 - 17:00
Venue: Twin Shaft

Financial Wellness – explaining garnishee orders

In this week's financial wellness video, our Financial Wellness partner - Summit Finance explains how garnishee deductions end up on your pay slip - and how to keep them off!

<https://www.youtube.com/watch?v=vp1r-UjokuE>

REMINDER - 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

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VP: South Deep Gold Mine