



GOLD FIELDS

Let's Talk

BRIEF TO THE PEOPLE OF SOUTH DEEP
WEEK OF 9 DECEMBER 2022

Festive Season Shutdown arrangements, Congratulations to our Q2 Gold Fields Safety Champions and to our learners!



Benford Mokoate
VP: South Deep

Dear Colleagues,

2022 Festive Season Shutdown:

23 December 2022 – 3 January 2023

Following consultation with various stakeholders, the arrangements outlined in this brief will apply to Mine employees in respect of the 2022 Festive Season Shutdown period. The shutdown will commence at the end of the morning shift on Friday, 23 December 2022 with operations resuming at the start of the morning shift on Tuesday, 3 January 2023.

With the exception of approved volunteer workers, leave will automatically be deducted for those employees taking time off over the break, excluding the relevant public holidays. Normal arrangements will apply to recognised paid Public Holidays. These public holidays are:

Christmas Day
– Sunday, 25 December 2022

Day of goodwill
– Monday, 26 December 2022

Presidential Declared Public Holiday
– Tuesday, 27 December 2022

New Year's Day
– Sunday, 1 January 2023



NOTE: Tuesday, 27 December 2022 and Monday, 2 January 2023 are public holidays but are only applicable to those employees working the 6-1; 5-2, 4-3; 5-2 and 5-2 shift configurations

All employees who do not have sufficient accrued leave to cover their absence will be accommodated on a negative leave balance basis. This means that Statutory leave deductions will be made as these accrue during 2023.

Volunteer Work & Payment:



The Company will perform essential maintenance and priority service work, as well as limited production activities during the 2022 Festive Season Shutdown, for which it will call on volunteers to work.

Payment arrangements for approved volunteers in the A to C Band will be administered as follows:

1. Employees reporting for duty during the break will remain on their normal shift arrangements.
2. Certain shift workers may however be required to swop to day shift only as scheduled.
3. Any hours worked in excess of standard shift hours on a normal "On" day will be treated as overtime, at the applicable overtime date.
4. If an employee works on a day that is not part of a normal shift i.e. an "off" shift, all hours worked will be paid as overtime according to the overtime policy. This includes approved scheduled work on a paid public holiday as described above.
5. As a token of appreciation, an incentive payment will be made to all approved volunteers in the A to C Band who work during the Festive Season Shutdown. This incentive will be based on the actual number of days worked during the break.

Continued overleaf



Safety



Integrity



Respect



Responsibility



Innovation



Collaborative
Delivery



Volunteer Work & Payment:

Continued

The incentive payments will be calculated at 30% of monthly basic pay (65% of monthly GRP) and will be pro-rated for the total number of days worked out of the identified 7 days as follows:

Shutdown Days	Actual Days Worked	% Incentive to be Paid	
7	7	100%	of the 30% incentive amount
7	6	86%	of the 30% incentive amount
7	5	71%	of the 30% incentive amount
7	4	57%	of the 30% incentive amount
7	3	43%	of the 30% incentive amount
7	2	29%	of the 30% incentive amount
7	1	14%	of the 30% incentive amount

Employees who volunteer for and who are granted permission to work during the Shutdown period will be expected to report for duty as scheduled and will be subject to disciplinary action should they fail to report for duty as scheduled during the Shutdown period.



Priority Services support

If the Mine cannot secure sufficient volunteers to cover the Priority Services support roles, Essential Services employees as defined in agreements with Organised Labour may be required to report for duty according to their normal working schedules.

Overtime payments and or Incentive payments will be processed by the 10 January 2023.

Please note: the above arrangement only applies to South Deep employees, and Business Partners / Contractors are subject to their own internal arrangements.

Benford

Benford Mokoatle
VP: South Deep Gold Mine



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Congratulation to our Q2 Safety Champions!



We are very proud to announce that Nkosinathi Gininda (Longhole Stope Rig Operator) and Motlatsi Liau (Longhole Stope Rig Operator Assistant) from South Deep are Gold Fields' Safety Champions for Q2 2022. As quarterly winners, they are now in the running to become the Group's ultimate Safety Champions for the year.

The Group Safety Champions programme was launched by our CEO Chris Griffith in 2022, to recognise individuals or teams who have shown exceptional safety leadership each quarter.

Why Nkosinathi and Motlatsi are Gold Fields Q2 Safety Champions



While drilling a long hole stope, Nkosinathi heard cracks and rocks falling a few metres from the rigged drill. Their team was behind on production and they could have continued working or waited for instructions from a manager. However, they understood protocols and procedures and were aware of the ground conditions through new systems developed at South Deep. The Courageous Safety Leadership displayed by Nkosinathi ensured that he and his assistant Motlatsi immediately left the area – saving them from a Fall of Ground that happened shortly thereafter damaging the rig's cabin.

“Congratulations Nkosinathi and Motlatsi. You have put South Deep on the world map. It is very heartening to see the lessons learnt from our Mine's 'In Our Hands' safety campaign preventing serious injuries and fatalities in real-life incidents”

Congratulations to our learners!



On 8 December 2022, an award ceremony was held at ESTC (Engineering Skills Training Centre) to recognise our learners undertaking their Learnerships in Mechanical and Electrical Engineering. We would like to congratulate Wandile Nsingwane for achieving the Best Phase 1 learner in the Diesel Mechanic trade and Lerato Motloung for achieving the Best Phase 1 learner in the Auto Electrical trade. Well done and keep up the good work!



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