



GOLD FIELDS

**GOLD FIELDS LIMITED
SOUTH DEEP GOLD MINE**

OCCUPATIONAL HEALTH AND SAFETY POLICY STATEMENT

(Drafted in terms of Section 8 of the Mine Health and Safety Act, Act 29 of 1996.)

South Deep Gold Mine strives for Zero Harm to our workforce. "If we cannot mine safely, we will not mine". We strive to minimise hazards in the working environment and to eliminate serious injuries and fatalities in the workplace.

To live the Gold Fields values, we at South Deep Gold Mine through Safety Leadership, Safe behaviours and Safety Processes, Systems and Policies commit to:

Safety Leadership

- create a caring and trusting culture, with regular engagements at all levels of the organisation, where front-line leaders lead by example;
- prevent fatal and serious injuries in our workplaces;
- provide a workplace that is conducive to health and safety;
- continually improve occupational health and safety performance through the provision of appropriate leadership, resources, training, support and personal protective equipment;
- apply an open, transparent and constructive approach to health and safety related interactions with stakeholders and all relevant interested parties; and
- benchmark our health and safety performance, taking account of evolving stakeholders and relevant interested parties expectations to gauge our rate of progress.

Safe Behaviours


Establish an enabling environment that will allow everyone working at South Deep Mine to:

- take reasonable care to protect their own Health and Safety, as well as that of other persons in terms of Section 22 of the MHSA;
- exercise their right to a safe working environment by withdrawing from and reporting situations that are unhealthy or dangerous to them and their co-workers in terms of Section 23 of the MHSA;
- take ownership of their roles in the South Deep Mine's Occupational Health and Safety Management System, and comply with documented standards and procedures;
- actively identify, assess and control occupational health and safety risks;
- ensure that employees, contractors and other stakeholders have the relevant skills to perform work-related tasks in a safe manner and that they are aware of their individual occupational health and safety obligations/rights; and
- comply with applicable legal requirements and other rules, codes and standards to which we subscribe.


Safety Processes and Systems

- continually assess our health and safety systems and developing internal health and safety standards and protocols where gaps are identified and thereby improving performance through the provision of application of good practices, scientific knowledge and technology;
- continually evaluate the system engineering practices and processes pertaining to designing, commissioning, operating and maintaining equipment and materials; and
- make this Policy and its revisions, objectives and targets available to employees, contractors, stakeholders and all relevant interested parties as well as display this Policy in the workplace.

South Deep Gold Mine consist of a Metallurgical Plant and two separate shaft systems, which have been fully integrated and amalgamated, South Shaft and Twin Shafts.


Health and Safety Committee Co-Chairman
Management Representative


Health and Safety Committee Co-Chairman
NUM


Health and Safety Committee Member
UASA

Date: 30/11/2020