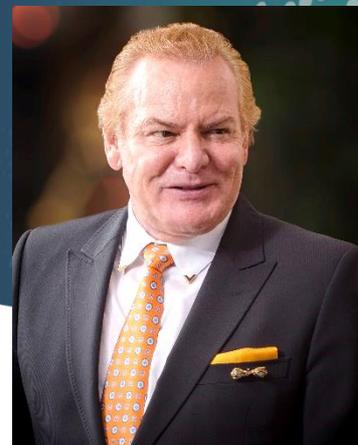


# Note from Nick



06 April 2020

## My thanks for how you're navigating this crisis

Dear Colleagues

I am writing this to you from my home where I, like many of you, am getting used to working remotely. It's a beautiful day in Johannesburg and, for South Africans who are operating under some of the strictest lockdown rules in the world, it's very hard not to be able to leave the house. Those of you living in our other regions will be experiencing similar restrictions and the demands of balancing work and home life.

South Africa is currently on day 11 of the 21-day lockdown, with South Deep on temporary care and maintenance and people working from home where possible. The lockdown in Peru has been extended to 12 April and our Cerro Corona mine continues to operate. Ghana's metropolitan areas are under lockdown but our mines there also continue to operate. While Australia is not under full lockdown, interstate travel has been halted and flights within WA restricted to a degree. The majority of our people who live outside of WA are now temporarily based in Perth, and we have changed the FIFO roster and de-densified flights. Our Australian mines are operating. With a 90-day Chilean curfew in place, Santiago colleagues are working from home. Non-essential staff at Salares Norte site have been demobilized but some construction activities continue.

These are significant and by no means easy adjustments to make, particularly because they come at a time of heightened anxiety and uncertainty across the globe. In light of these challenges, I am incredibly proud of the way our Gold Fields people have navigated these uncharted waters.

In recent weeks I have seen people show just how adaptable, resilient and dedicated they are. Work continues to happen. Every morning remote workers are running their own check-in calls or video conferences, managing and sharing the workload and making sure they deliver.

People have also upheld our most important Safety Value – social distancing, sanitation and contamination protection measures are being vigilantly observed at operations where employees are still working together. Our Regions are also working with communities in different ways to help keep community members safe, and many have made monetary or other contributions to ease the burden that others will feel as a result of the virus.

What has impressed me most, however, is the collective sense that we are all in the same boat and that we need to pull together to get through this. So often, it is the most challenging situations that provide a true acid test of an individual, a company or a country. It is clear to me that Gold Fields people are strong, unified, caring and committed.

Some of you could be experiencing feelings of loneliness, isolation, depression, anxiety or stress. These are normal responses to the collective trauma the world is undergoing. Make use of your Regional Employee Assistance Programmes for free confidential counselling. You are not alone. Stay connected to each other and check in on colleagues who may have gone quiet or who you believe may be struggling.

And wherever you are in the world today, draw strength from the fact that you come from an extraordinary team.

Yours in Health and Safety  
Nick Holland, CEO



safety



integrity



respect



responsibility



innovation



delivery



GOLD FIELDS