

BRIEF TO THE PEOPLE OF SOUTH DEEP

Weekly update: Week of 16 to 20 November 2020



Benford Mokoatle
VP: South Deep

LET'S TALK

A Pulse Survey reminder, and an opportunity to change medical schemes



Dear Colleagues

Participation in Pulse Survey

Earlier this week we sent out communication about the Pulse Survey that is currently underway. This strictly confidential 20-question survey is an important opportunity to share your views on how our company engages, recognises, supports and rewards our people. Please be sure to take the survey before the deadline of 30 November 2020. You can complete the survey online on your computer or on your smart phone by following this link: <http://survey.qa/Fx6gfr>. You will be asked to provide your industry number, for employee verification purposes only, but this information will not be revealed to Gold Fields by the independent company administrating the survey on the Company's behalf.

South Deep Medical Scheme Update

Following a review of medical schemes at South Deep Mine, we have reached agreement with organised labour to increase the number of Company-approved medical schemes from three to four schemes for 2021, with the addition of Bonitas Medical Scheme.

Employees now have a choice of four medical schemes, namely Discovery Health Medical Scheme; Sisonke Health Medical Scheme; Umvuzo Health; and Bonitas Medical Fund. All permanent employees are reminded that it is a condition of employment to belong to a Company-approved medical scheme, with the only exception being if an employee is a registered dependent member on a spouse or partner's medical scheme, and have presented evidence to this affect.

Medical schemes generally have an 'open' period during October and November each year when members may choose to switch schemes or scheme options. Employees are encouraged to carefully assess changes to medical

scheme plan benefits and/or contribution structures for 2021 and to assess their current medical aid needs, taking these changes into consideration. If you would like to make any changes to the scheme you are currently on, please ensure that you fill in and submit the relevant forms within the schemes' cutoff dates.

Employees who want to join Bonitas will have until 4 December 2020 to make the decision. These employees should note that the Company will still be subsidising your membership to the scheme you choose, but these subsidies will be limited to what the company has paid for the scheme you have been on until now, with an adjustment for the annual inflation-related increase of the relevant medical scheme. Any additional cost for upgrading to a higher benefits plan on Bonitas will be paid by the employee.

Category 4 – 8 employees to join a scheme before 28 February 2021

CAT 4 – 8 employees who are not already members of a medical aid scheme are reminded that they will need to join one of the four approved medical schemes by 28 February 2021 as the mine clinic will no longer provide primary health care services. All employees will need to access private health care through an approved medical scheme. A number of Cat 4 – 8 employees have not as yet joined a medical scheme of their choice. Should these employees not elect a scheme by 28 February 2021, they will be assigned a medical scheme and scheme option or plan with effect from 1 March 2021. Affected Cat 4 – 8 employees will, closer to the time, receive written confirmation and details of the scheme option to which they have been assigned.

As we head towards the festive season, remember that COVID-19 is still with us, and be sure to continue with the good habits we have been following since March this year. This includes wearing our masks, washing and sanitising our hands and the surfaces we use, avoiding crowded spaces and maintaining social distance.

Benford

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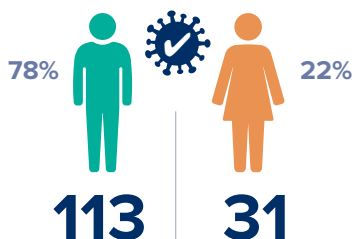


Testing update

POSITIVE CASES PER AGE CATEGORY

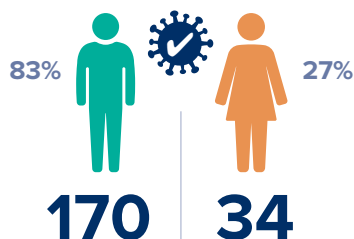
BETWEEN 20-35 YEARS OLD

Total number positive COVID-19 cases in this age group



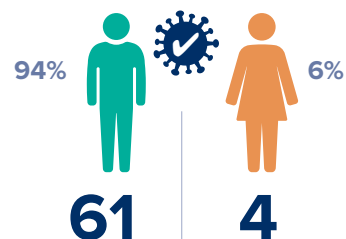
BETWEEN 36-50 YEARS OLD

Total number positive COVID-19 cases in this age group



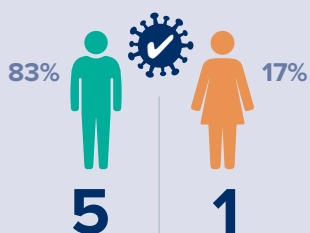
BETWEEN 51-65 YEARS OLD

Total number positive COVID-19 cases in this age group

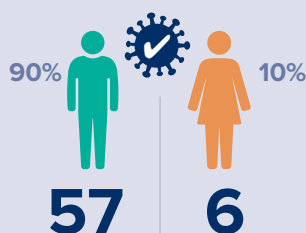


POSITIVE CASES PER TESTING CATEGORY

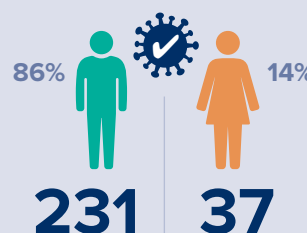
At risk



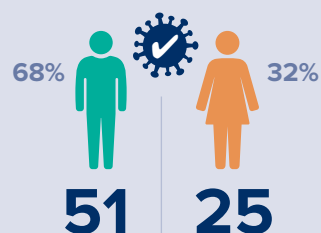
Returning to work



Risk-based sampling

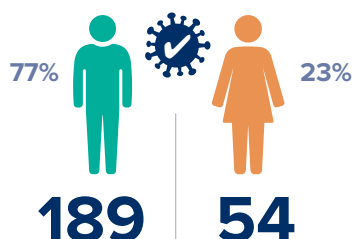


Persons under investigation

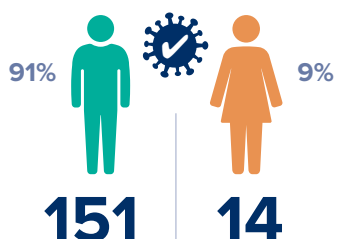


POSITIVE CASES PER EMPLOYMENT CATEGORY

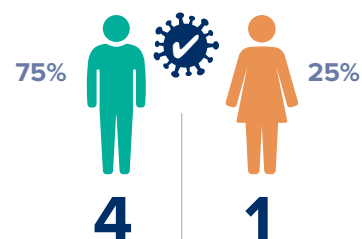
PERMANENT EMPLOYEE



CONTRACTOR



TEMPORARY



	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 (1 st round)	0	181	24	2 432	14	2 314	0	142	5 069
Tested (2 nd round)	4	121	0	12	140	2 962	0	3	3 098
Positive	0	6	0	64	1	267	0	76	413
Negative	2	294	9	2 365	64	4 920	0	69	7 648
Awaiting results	2	2	15	15	89	89	0	0	106
Deceased	0	0	0	0	0	0	0	1	1
Active cases	0	0	0	3	0	1	0	0	4
Recovery testing	0	4	0	18	0	90	0	33	145
In hospital	0	0	0	0	0	0	0	0	0
Recoveries									
Recovered as per NICD	0	6	1	61	2	266	0	76	409
Recovered (back at work)	0	5	0	60	8	265	0	75	405
Unfit for Work/ Sick leave	0	1	0	0	0	0	0	0	1
Medical Assessment in Progress	0	0	0	0	0	0	1	1	1
Not yet Assessed	0	0	1	1	1	1	0	0	2