

BRIEF TO THE PEOPLE OF SOUTH DEEP

WEEKLY UPDATE – 18 December 2020



Benford Mokoatle
VP: South Deep

LET'S TALK

Highlights of 2020



Coronavirus

Together we can protect ourselves and those we care about

Dear colleagues,

2020 has given us a lot to reflect on. It has tested our self-discipline in the face of rules and regulations we could not have imagined a year ago. For many it has brought hardship and loss. For the people of South Deep, I believe it has helped us forge even stronger bonds as people and allowed us to demonstrate that we are truly stronger together.

We have proven to ourselves that we have the ability to rise above the circumstances of 2020, and to prevail. I ask that you join me in taking a moment to reflect on the highlights of this year, according to the broad balanced scorecard themes that guide our aim of being **a safe, low grade, bulk mechanised and profitable gold mine.**

1 Organisational capacity

By introducing and maintaining our regular meetings – such as our daily INVOCOMS, our weekly safety and MOS meetings, and our war room sessions – we have achieved an encouraging level of transparency and accountability. This interaction allows us to quickly identify issues and plan corrective actions.

Our culture creation and courageous safety workshops and training have begun to align our thinking and ensure that we work towards a common vision. We have introduced new supervisory, managerial and safety learnerships. We have also promoted 97 colleagues internally. More than 60% of our employees participated in the Employee Pulse Survey, giving us some exceptional feedback on what is working and where we need to improve. We will be sharing these results with you shortly.

The new WhatsApp communication platform we launched earlier in the year, has been a great success with more than 60% of our people accessing weekly messages and other important announcements. South Deep people have also been very active on social media and our Facebook page now has 11 003 followers.

During the national COVID-19 lockdown, we were able to maintain some form of payment to our people, at a time when most South African companies were unable to do so. When we returned to work our people responded positively by ensuring that we continuously improve our production levels.

Innovations such as our geocells roadway construction technology are helping us to improve fleet reliability and productivity and reduce our costs.

2 Internal business processes

By improving our processes, in 2020 we have seen the following remarkable results:

- An improvement from 5.5 hours to 7.8 hours effective face time
- The launch of 2 west and 3 west underground stores reduced inventory days from 37 to 10 days
- Drill rig mean time between failure improved from 4 hours to 7 hours
- Destress mining performance improved by 80% from 42 metres per rig to 74 metres per rig per month
- Mine error factor improved from 44% to 27%
- Long hole stoping compliance improved from 79% to 93%
- Successful tele-remote application of shotcrete
- Making mining safer with teleremote technology that removes people from riskier areas such as the rock breaker we operate from surface
- Using technology to assist in the COVID-19 fight by means of our WhatsApp self-declaration application



safety



integrity



respect



responsibility



innovation



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GOLD FIELDS

3 Stakeholder

We are proud to have had the opportunity to contribute to the Solidarity Fund for COVID-19 relief in the country, and to assist our communities with food parcels, information, raising awareness and other forms of assistance in combatting the pandemic. The mine distributed more than 100 000 face masks and our COVID-19 education and awareness campaigns reached deep into our communities.

We also demonstrated our commitment to our communities through our SLP programme that, among other initiatives, has seen the introduction of solar-powered street lights in Thusanang.

4 Finance

Despite the impact of COVID-19, we have seen an 8% improvement in the amount of gold we recovered, and a 7% reduction in all-in-cost per kilogram of gold produced.

These highlights are a credit to our people and make us proud.

As we get to celebrate the festive season, I sincerely appeal to all of you to do so responsibly. In recent days we have experienced a sharp rise in positive COVID-19 cases. The risk we face with the second wave of infections is far greater than the first, simply because we are entering the traditional season of festivities. The consequences of people not acting responsibly has a potentially dire impact on our people, our communities and our business. My sincere and earnest appeal to all of you is to continue applying our COVID-19 protocols at work, at home and within the broader community so that we do not compromise our own and the well-being of others.

Thank you for your contribution in 2020, and please return safely to South Deep in the new year.

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Benford Mokoatle

VP: South Deep Gold Mine

Environmental Audit results- ISO 14001

We are pleased to inform you that the ISO 14001 Audit has been completed and South Deep has been recommended for Surface and Underground ISO 14001:2015 certification.

Achieving this certification took hard work and commitment from the entire South Deep team. Maintaining it will require equal effort. Thank you all for your support on this – let us continue to ensure that we always improve our environmental performance.

The following people were recognised by the DQS auditors and Environmental Team:

- 1. Sivuyile Maseko** – Unit manager engineering: for leadership commitment and good housekeeping at 93L Mega workshop.
- 2. Philip Venter** – ISO Rep Salvage yard: for maintaining good waste management practices at the Salvage yard.
- 3. Gerrit de Waal** – ISO Rep Training Centre: Good record keeping.
- 4. Pierre Engelbrecht** – ISO Rep TM3 Rebuild workshop: Good housekeeping.
- 5. Margie Van Vuuren** – ISO Rep Gold Plant: Good Record keeping and housekeeping.

If you need assistance, please contact the Environmental Department on 1441.



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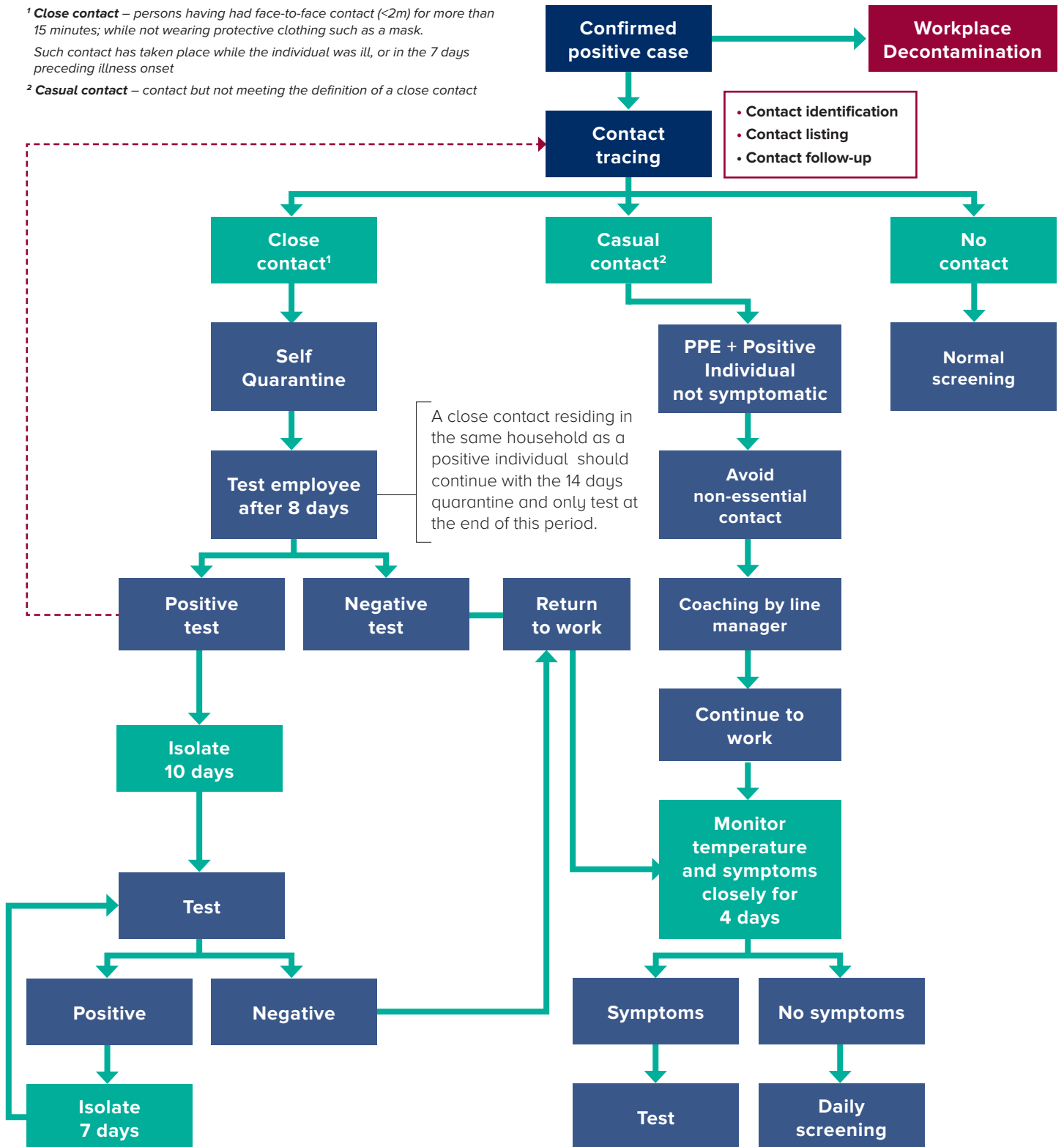
Contact tracing protocol

Together we can protect ourselves and those we care about

¹ **Close contact** – persons having had face-to-face contact (<2m) for more than 15 minutes; while not wearing protective clothing such as a mask.

Such contact has taken place while the individual was ill, or in the 7 days preceding illness onset

² **Casual contact** – contact but not meeting the definition of a close contact



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