



**Benford Mokoatle**  
VP: South Deep

# LET'S TALK

## Update for employees – Coronavirus and salaries



### Colleagues

As of this week, we have welcomed back 3,192 of our workforce and operation has returned to 80% capacity.

We continue to roll out our testing protocols at South Deep at a steady rate, and earlier this week as part of our return to work testing we detected our first positive case of Coronavirus. A positive case was inevitable, and we are encouraged that we have had the benefit of some time to implement and stress test our processes. The contact tracing process is well underway, and our affected colleague, who lives locally, is at home in self-isolation. Our Doctor continues to check on the employee and he still shows no symptoms. We wish him a speedy recovery and return to work.

Once again, we encourage everyone to make use of the WhatsApp tool for their daily health self-declaration. You will

have seen how well that serves to reduce congestion on arrival at South Deep and if you are not yet making use of it, please do so by saving the following number on WhatsApp: 087 250-2482 and texting 'Hi', then following the prompts.

We remain confident that our health and safety measures and PPE, when applied correctly, are and will continue to be effective in reducing the risk presented by the Coronavirus.

It is important that we emphasise, that as a country we are still under lockdown conditions. This means that people should only travel for work and essential purposes, such as buying groceries or consulting a medical practitioner. Individuals who have seen the easing of the lockdown restrictions as a green light to resume normal social interactions, are earnestly required to refrain from such activities, as it not only compromises your health, but also that of your family and colleagues.

### Testing update

As you know, while everyone on site needs to screen and self-declare their health every day, it is not practical to test every person every day. Instead we have categorised our testing activities in a manner consistent with our risk assessments. As we can see from this week's positive detection of Coronavirus in a colleague returning to work – who had been in quarantine while awaiting the test results – the approach is proving effective.

The table below reflects this week's testing activity.

	At risk		Returning to work		Risk-based sampling		Persons under investigation	
	This week	Total	This week	Total	This week	Total	This week	Total
Tested	84	126	165	1,166	94	137	2	16
Positive	0	0	1	1	0	0	0	0
Negative	0	42	63	1,064	0	43	0	14
Awaiting results	84	84	101	101	94	94	2	2

It is important to review how South Deep is faring in the global, local and industry context, and the figures below indicate that we are doing well in the rate at which we are testing.

	Rate of testing	Tested	Cases	Recovered	Deaths
 Global	1.36%	105,673,112	7,496,560	3,805,425	419,806
 RSA	1.68%	998,400	55,421	31,505	1,210
 RSA Mining	2.24%	10,079	821	350	1
 South Deep	36.31%	1,445	1	0	0

### Update on the payment of salaries

The easing of lockdown restrictions has allowed for a controlled return to full capacity, and you may be uncertain about how this will affect you and your salary, given the agreement reached between the Company and organised labour in May 2020.

As the Company has resumed full production, employees who have worked during the month of June will receive their full basic wage and fixed allowances. Normal practice will apply to contingent and/or variable allowances such as Fulco, which will be pro-rated to the number of shifts that were worked by the employee in the month.

Those living in SADC countries and who have not been able to return to work will be paid 50% of their basic wages and housing allowances, where these apply. They will not receive any variable or contingent allowances such as Fulco. For those of our colleagues deemed medically vulnerable, they will receive their basic wages and housing allowances, but will not receive any variable or contingent allowances such as Fulco.

We have noted that a small number of our employees have not responded to calls to return to work, nor made any attempt to contact the company to indicate their whereabouts. These people will not be paid as since they have not tendered their services and will be subject to the normal company processes for absconding.

*Once again, I thank you for your support. Our journey with the Coronavirus has really just begun but we can be proud that what we are doing and what we have put in place will stand us in good stead over the coming months.*

*Benford*

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**16 June 2020 – Youth Day**  
**Important reminder: 16 June is a normal working day for all FULCO employees**



safety



integrity



respect



responsibility



innovation



delivery



**GOLD FIELDS**