

# BRIEF TO THE PEOPLE OF SOUTH DEEP

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**Martin Preece**  
EVP: South Africa

# LET'S TALK

What Level 4 lockdown means for us



## Colleagues

Last week our government announced that lock-down conditions in response to the Coronavirus would be categorized according to five levels as part of the risk adjusted strategy to mitigate the impacts of the Coronavirus pandemic. It was further announced that we will be entering Level 4 lockdown conditions on 1 May 2020.

It is important to understand what each of the levels mean for us personally, and as South Deep, and to act accordingly.

At each level, we will experience a gradual easing of restrictions, but we will only return to some kind of normality once we have reached Level 1. We do not expect to reach Level 1 before the end of the year.

Because we are a mining company and resuming our operation was considered important to safeguard mining operations, the Government permitted us to enter into Level 4 conditions about two weeks ago already. This is how we were able to return our operation to 50% of our staffing capacity. When Level 4 comes into effect on Friday, we are still only permitted to operate at 50% capacity. To continue to reignite the economy, some other industries will now also be permitted to trade or operate under similar strict provisions.

Very importantly, Level 4 restrictions on 1 May 2020 does not signal a return to work for everyone. You may only return to work if you have been contacted by the HR Department or your line manager and have received a travel permit to report for duty.

At Level 4, the following restrictions still apply:

- You may not travel for work unless you have a permit to do so, and you will only be issued a permit if you have been requested to return to work.
- You may not cross province unless it is to return to your place of work (once only) or to attend a funeral under very controlled conditions.
- All borders between South Africa and our neighbouring countries remain closed. This means that foreign nationals who are outside of South Africa may not travel and may not be recalled for work.

In addition to the above restrictions, the following will apply from 1 May 2020:

- A curfew will be imposed – this means we may not leave our homes between 20h00 and 05h00 each day unless it is to go to and from work.
- You and your family are required to wear a cloth mask or face covering whenever you leave home.
- Some additional goods will be available to buy from stores.
- No public gatherings will be allowed, except for funerals under very specific conditions.
- No alcohol or cigarettes will be sold.

## Hygiene and social distancing will protect us

All the hygiene measures we have all been required to adopt remain in place, including hand washing, sanitising, practicing social distancing, not touching our faces, wearing of face masks and coughing into a bent elbow. By continuing to adopt these, and by promoting these among your families and colleagues, we will protect ourselves and those we love and care about.

These remain uncertain times and we are working around the clock to ensure that we act responsibly, and in the interests of our people, our communities, our company and our country.

We know you have many questions that you have been asking the call centre, and in the messages you have been sending us. We also know that employees not presently working may be concerned around their salaries for May. We don't have all the answers yet. We are presently engaging various stakeholders, including organised labour, to explore all reasonable options to act in the best interest of our people and the business. In the next few days, we will be starting a new series of communication to start answering your questions and provide further clarity on the way forward. Please watch out for these and bear with us as we navigate an ever changing situation.

I remain very proud of the way in which our people have adapted to the changes we have made, and the way in which we are working. I encourage you to be safe, be patient and be the example for those you love and care about.

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