

BRIEF TO THE PEOPLE OF SOUTH DEEP

18 April 2020

LET'S TALK

Returning to work



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Colleagues

In line with the recent amendments to the lockdown regulations announced by Minister Gwede Mantashe, the Minister of Mineral Resources and Energy, South Deep will be re-starting operations on Monday morning, 20 April 2020, building up gradually to 50% of our workforce numbers.

Anyone who is requested to return but has symptoms like fever, loss of smell and taste, a dry cough or trouble breathing must stay at home and contact the call centre on 0725159753 or 0726498255.

Our decision to restart was taken after much consideration:

- Our first and primary consideration is that we have put in place measures to keep our people healthy and safe.
- We know that our people and communities rely on the jobs and earnings, and that we need to keep our mine going and strong now, and for the future.
- We recognise that the mining industry is fundamentally important to South Africa as a whole, and to many families and communities in South Africa and neighbouring countries.
- We realise that our continued closure has a big impact on small businesses and contractors who also rely on South Deep.
- We have the opportunity to slowly restart operations, which enables to practice social distancing, and for training for all of our people in a phased way.

While we may have the go-ahead to return to work, the country remains at risk of the spread of the coronavirus,

and we can expect to see a continued rise in infections until much later in the year. It is very important that we do not see the coming period as a lifting of the lock-down, but rather a relaxing of its conditions so that some degree of normality and commercial activity can return to sustain our people and the economy.

It is vitally important that we continue to follow our hygiene and social distancing protocols. We will also be following additional guidelines developed specifically for the mining sector that will help us keep ourselves and those we love and care about safe.

What will this mean for the return to work?

To limit the number of people present on site at any given time, we will introduce a phased return to work.

To achieve this:

- **Employees required to return to work will be notified via WhatsApp messages and/or a phone call from their immediate line manager or the HR Department.** They will also be forwarded an electronic travel permit, which is needed to travel to the mine and for access to the mine. Those returning from labour-sending areas will need this permit for Teba screening before traveling and for the provided transport. **This permit is for each individual only, and cannot be shared with anyone else.**
- **It is very important that only those employees that are notified to return to work then report for duty.** Individuals not authorised to return will be asked to return home and observe the lock-down regulations. Those who return without a permit may be stopped by the SAP and could face arrest.
- **Everyone who was authorised by their head of department to work from home should continue doing so,** unless expressly instructed differently by their line manager.
- **Anyone who has been exposed to a person with a confirmed case of coronavirus or who has a travel history to a destination of concern, must also stay at home and contact the call centre on 0725159753 or 0726498255.**



safety



integrity



respect



responsibility



innovation



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What will happen when we arrive for work?

It is very important that you are healthy when you arrive for work for your protection and the protection of your colleagues. When you return you will be evaluated in terms of guidelines provided by the National Institute of Communicable Diseases:

- Your temperature will be checked;
- You will be required to complete a health declaration;
- If you have a compromised immune system, you should report to the medical centre where you will receive confidential advice on how to manage your risk.
- You will undergo training on how to protect yourself and others from the coronavirus..
- In the event that you are showing symptoms or have had high-risk exposure, then you will have a blood-test for the coronavirus, and placed in quarantine at a company facility until the result is known, or asked to stay in quarantine at home.
- If you test positive for the coronavirus, you will be placed in isolation at a medical facility for at least 14 days.

What do I do about transport

Employees currently outside of Gauteng and who are required to report for duty, are strongly discouraged from using public transport to travel back to the mine. Using public transport increases your chance of getting ill. These employees should contact the mine's call centre on 0725159753 or 0726498255 to advise where they are. Based on this information, the company will consider options to arrange safe and reliable travel back to Gauteng. These arrangements will be communicated to the affected employees in due course.

Staying safe and healthy

It is really important to remember that every one of us can play a role in keeping ourselves and those we love and care about healthy and safe. This applies to every part of our lives, from the time we wake in the morning, when we are with our families, when we go out in the community, and when we make use of public services. We have to practice the same good habits all the time. By now we know that they are:

- Maintaining social distancing
- Washing our hands often and thoroughly with soap
- Wearing masks
- Not touching our faces.
- Coughing and sneezing into a crooked elbow or tissue we then throw away
- Keeping our workplace, homes, communities and transport clean and hygienic

If you have any questions, contact our call centre from Monday to Friday from 08H00 to 10H00 and 15H00 to 17H00 on 0725159753 or 0726498255, or email: Covid-19.Helpdesk@goldfields.com.

We will continue to communicate with employees not initially required for duty. Until then, I appeal to those employees to stay safe and stay home.

Together – as employees of South Deep and citizens of our great country – we can and will overcome the coronavirus.



Martin Preece
EVP: South Africa



Benford Mokoatle
VP: South Deep



Stop and think: Anyone who is requested to return to work, but has symptoms like fever, loss of smell and taste, a dry cough or trouble breathing must stay at home and contact the call centre on 0725159753 or 0726498255.



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