

BRIEF TO THE PEOPLE OF SOUTH DEEP

23 April 2020

LET'S TALK

South Deep's return to work update



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Colleagues

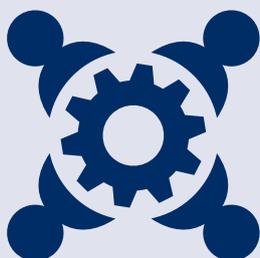
As most of you will know, the South African Government regulations issued last week allowed for the mining industry to return to work, but at 50% of normal operations. The South Deep team has carefully reviewed our operations and developed a return-to-work schedule to comply with the 50% limitation on employee numbers.

Over the past few days we have been calling our people to report for work. The staffing plan during this period is designed to limit surface and underground employees to essential staff, which currently totals approximately 2,000 employees and contractors from the different areas of the mine as determined by our operational requirements. Combined with the number of people who

can continue to work from home, we are likely to have less than the allowed 50% of the normal complement on site and in any specific function, shift or department at any given time. We will build up to this number over a period of days, ensuring that our controls are effective.

Very important: Employees who are required to return to work have received a call from their supervisors or HR, and have received a permit to travel. Only those employees called to return to work in this way, may actually return to work.

Our priority in returning to work is to ensure that everyone who returns to work is healthy, and that they stay that way. Every person returning to work goes through a thorough induction process. This includes medical screening and self-declaration, Coronavirus training, confirmation of RED ticket and HR inductions.



We have a shared responsibility:

We share the responsibility to keep protecting ourselves and our colleagues, our families and loved ones, our communities and our country. We rely on you not to come to work if you are ill or if you have been in contact with someone who has been confirmed to have the coronavirus. We rely on you to truthfully complete the self-declaration when you return to work. We rely on you to stop working and seek medical attention if you feel ill at any time that you are at work. We rely on you to wear your PPE and practice social distancing at all times to protect yourself and others.

This is what we need to be doing now for our country and to support our President.



safety



integrity



respect



responsibility



innovation



delivery



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We understand that this means half of our colleagues remain at home. Those who can continue to work productively from home have been requested to do so. We appeal to everyone to continue to adhere to the lockdown protocols and those at work to only travel between home and work. If you need to, please take advantage of the EAP Programme that is available to you and your families at no charge. These services can be accessed by contacting 0861 635 766. While we await authorisation to return to full capacity, we will work tirelessly to prepare for it and look forward to welcoming all our people back.

At this stage, we are not certain what regulations may be imposed for employees from neighbouring (SADC) countries who will be required to report for duty once the lockdown has been lifted. We ask these colleagues to be patient – we will be in contact as soon as we have answers.

We are also aware that some of our people may have been asked to return to work but are in lockdown outside Gauteng and may be unable to travel due to travel restrictions. We will contact these colleagues to establish where they are and, through TEBA, make arrangements for them to safely report for work.

These are extraordinary times. The Company is making every attempt to deal with this return to work responsibly and with care for our people, and at the same time adhering very strictly to the guidelines provided by Government, the Department of Mineral Resources and Energy, the Department of Health, the National Institute of Communicable Diseases and the Minerals Council.

And, while we are all working so hard to keep everyone healthy and safe at work, let's remember that each and every one of us is at risk in all aspects of our lives including at home, in transport and in our communities. Let us also all remember why we are doing this: Most people who get the Coronavirus will feel mildly sick or may not even have any symptoms. Most people will recover very quickly. But, we need to make sure that those people among us – our colleagues, our family and community members – who may be vulnerable and may become seriously ill – are protected.

We are very proud of the way our people have reacted in this week, and the way in which they have patiently gone through the return to work procedure and learnt and adopted new habits and behaviours and are adjusting to our new way of working. We want to thank all our people for their understanding and support as we navigate this uncertainty.



Remember that our call centre can be reached on 072 515 9753 or 072 649 8255, or toll-free using 0800 991 362, Monday to Friday from 08H00 to 17H00.

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What can we do in our homes?

- Continue to practice good hygiene by washing your hands regularly, cleaning all surfaces with a disinfectant and coughing or sneezing into your elbow
- Not invite people over or visit others in their homes
- Keep a distance of at least 2 metres away from your neighbours



What can we do when we travel?

- Avoid lift clubs or public transport where possible
- Wear a mask and gloves
- Keep a distance of at least 1.5 metres away from anyone else in the vehicle
- Continue to practice good hygiene by washing your hands and coughing or sneezing into your elbow



What can we do at work?

- Check that you are well before you leave home. If you are not feeling well, stay at home and contact our call centre at 072 515 9753 or 072 649 8255
- Ensure that you take your temperature at key entrance points
- Wear all the PPE provided to you such as masks, goggles and gloves
- Keep a distance of at least 2 metres away from your colleagues, especially at congregating and queuing points, turnstiles
- In cages wear masks, goggles and gloves and follow good respiratory hygiene by coughing and sneezing into the fold of your arm
- Continue to practice good hygiene by washing your hands and coughing or sneezing into your elbow



What can we do in our communities?

- Avoid crowds and gatherings
- Limit my time out in public by staying at home as far as possible
- Continue to practice good hygiene by washing your hands and coughing or sneezing into your elbow
- Check on my elderly neighbours, but keep my distance when I do



safety



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