



GOLD FIELDS

GOLD FIELDS SOUTH DEEP GOLD MINE COVID-19 HEALTH POLICY STATEMENT

Gold Fields strives for zero harm to our people. Our first value is Safety "If we cannot mine safely, we will not mine". We fully support the measures Government is taking to combat COVID-19 and will strive to align our approach to contain the virus accordingly. Our COVID-19 Management Response Plan has been guided by a comprehensive risk assessment, the key tenants and phases of which are:

- **Awareness and proactive prevention of infection** – Phase 1 Prevent
- **Containment** – Phase 2 Contain
- **Mitigation** – Phase 3 Isolate and reintegrate

To support the execution of the plan six workstreams have been established and resourced, WS1 - Steering committee and governance, WS2 - Communication and awareness, WS3 - Hygiene practice, WS4 - Treatment and isolation protocols, WS5 - Emergency preparedness plan and WS6 - Reporting and monitoring.

We have adopted a holistic approach that focuses on our employees and the workplace, our families and home environment, our communities and the broader social environment and service providers in particular, those who transport our people to and from work. Through a host of interventions we are aiming to arrest the spread of the COVID-19 virus and minimise infections in the workplace and through awareness, communication and influence to do the same with our families, our communities and service providers who we all interact with daily.

In line with the DMRE Guiding Principles on the prevention and management of COVID-19, we also took cognisance of:

- a. Disaster Management Act: Regulations and Guidelines COVID-19
- b. WHO – Technical Guidance notes on COVID-19
- c. NDoH NICD Guidelines on COVID-19
- d. Minerals Council South Africa - Mining Industry Action Plan on COVID-19
- e. Section 5 of the Mine Health and Safety Act 29 of 1996 - Employer to maintain healthy and safe mine environment

South Deep Gold Mine has, and will continue to implement a number of control measures derived from its COVID-19 Risk Assessment as well as relevant initiatives to support our commitment to:

- Ensure that every employee working for Gold Fields has the right to exercise the right to work in a healthy and safe environment by withdrawing and reporting any situation that is unhealthy to themselves and fellow employees;
- Support our workforce, as far as is reasonably possible and to adopt fair work practices during this period;
- Make this policy and its revisions, objectives and targets available to employees, contractors and other stakeholders;
- Communication and Awareness Campaigns with relevant Training for employees, contractors and surrounding communities;
- Hygiene Programme incorporating and promoting appropriate best practice to arrest and mitigate the transmission and spread of COVID-19 in the workplace and in our surrounding communities;
- Providing of relevant Personal Protective Equipment for employees and mine health professionals;
- De-densification of employees in the workplace, promoting and ensuring social distancing are practiced and promoted as far as reasonably practicable, taking into account high risk and vulnerable employees;
- Providing adequate working place ventilation so as to ensure as far as reasonably practicable a healthy working environment;
- Health Care Programme to manage employees identified with COVID-19 in dignity and without stigmatisation;
- Ensure adequate social protection, by encouraging individuals that presents with COVID-19 symptoms to stay at home, without inviting stigma and discrimination;
- Staying abreast of new developments and complying with regulatory requirements as may be prescribed;
- Application of a scientific and evidence-based approach in developing and implementing solutions;
- Implementing System for screening and testing of employees linked with a process for reporting, isolation and quarantining practices.

VICE PRESIDENT & HEAD OF OPERATIONS

HEAD OF MINING (4.1 Appointee)

HEALTH POLICY FOR THE SARS COV 2 VIRUS