

SEIPONE SA GAUTA

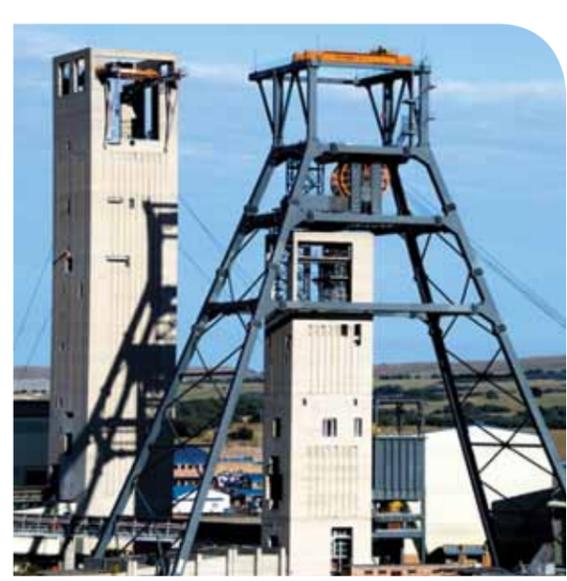


GOLD FIELDS

South Deep Gold Mine

JUNE/JULY 2013

GOLDEN MIRROR



MESSAGE FROM KEN MATTHYSEN

South Deep leads the way in the gold mining industry

Kgabo Moabelo, our Managing Executive for the South Africa Region recently outlined the importance of South Deep to Gold Fields and its unique position in the South African mining industry.

"South Deep is a vitally important mine in the Gold Fields portfolio and a unique mine in South Africa. It makes up 40% of Gold Fields' current net asset value, which will increase in the ramp up to full production. Some 63% of Gold Fields' mineral reserves are in South Deep and the mine has a life exceeding 50 years. While other local mining companies are retrenching, we are on an employment drive," he said.

This sentiment was echoed by Gold Fields' previous Chair, Dr Mamphela Ramphele, who said: "In South Deep Gold Fields has a project that will be around when the rest of the industry is likely to have closed down. It's a modern mine, employing skilled individuals, and the company has the opportunity to make this into the model mine for South Africa."

On this page you will also find a quote by our current Chair Cheryl Carolus, on the importance of South Deep.

These are important messages for all of us who work at South Deep. We can take pride in the fact that we are part of a unique South African mining story.

However, working at such an operation also comes with responsibilities. We need to ensure we build a sustainable operation that will not only benefit South Deep's shareholders and employees, but will also assist our surrounding host communities and our labour sending areas in KwaZulu-Natal, the Eastern Cape and Limpopo. In this regard, we recently embarked on a recruitment drive to give existing employees, contractors and local community members the opportunity to apply for internships, learnerships and bursaries. This forms part of our effort to contribute to skills development in the mining industry. Some examples of our training initiatives

are highlighted in this issue of our newsletter.

Our commitment to ensure superior living and working conditions for our employees is also highlighted by the ongoing upgrade and conversion of high-density accommodation. This programme is expected to be completed in June 2014. We have also been involved in a major revamp of South Shaft to ensure that our employees enjoy a safer and more productive working environment.

Having said that, these are challenging times for Gold Fields and the gold mining sector. The gold price has fallen from US\$1 600/oz to around US\$1 250/oz at a time when a rigorous focus on costs is putting production and development on ice.

It is important to remember that for decades Gold Fields has been amongst the top five gold miners in the world. Although with the unbundling of Sibanye, the company now ranks 10th, the emphasis remains on sustainability and long term survival, which is a challenge to us all.

Working together as partners, we can set up South Deep for success and jointly share in the rewards.



Gold Fields Chair Cheryl Carolus

"The crown jewel of Gold Fields is the developing South Deep Gold mine. This is a fully mechanised mine where innovation and ground-breaking new approaches to mining is the order of the day. We have committed more than R36 billion to this project and we will be mining there for at least another 50 years."



Congratulations



to Moses Mokoto who came up with the name 'South Deep Mirror', which we have translated to

Seipone Sa Gauta.
Moses works for Gold Fields Protection Services (GFPS).

Please remember to send us articles and suggestions for inclusion in future issues.

Email us at

Paseka.menyau@goldfields.co.za.

We look forward to hearing from you.

KNOW YOUR MINE

The Human Resources Department plays an important part in the mine's value chain, ensuring that South Deep recruits the right people with the right skills in the right positions for maximum productivity.

The department is responsible for recruiting employees; induction procedures; human resource development, including ABET, talent management, performance management and skills development; managing employer-employee relationships through company policies and regulations; daily operational matters such as time and attendance and underground operations management; and employee property management, including the provision of accommodation and food and beverages.



Rose Neko
Unit Manager
Human Resources



Andre Kuhn
Unit Manager
Engagement Services



Francois Cornelius
Unit Manager
Human Resources



Leon de Wet
Unit Manager
Human Resources Development

South Deep appoints Senior Manager Human Resources

South Deep has appointed Esther Netshivhongweni as the new Senior Manager Human Resources.

Esther is no stranger to the mining industry, having previously worked at the Kalagadi Manganese mine as Group HR Manager.

She will drive the mine's human capital strategy together with internal and external stakeholders, and help to further develop and implement a variety of HR policies, processes, systems and controls.

In her role Esther will also be responsible for overseeing employee relations on the mine to ensure that South Deep maintains good relationships with its key stakeholder groups. This is critical to allow the mine to function effectively.

Speaking about her new role, Esther says, "My objective is to offer the necessary HR input and support to help South Deep achieve Vision



Esther Netshivhongweni
Senior Manager
Human Resources

2015 by recruiting and training healthy employees. The HR communication plan is going to prove particularly important in this regard and targets all key stakeholders, including employees and unions."

Esther started her career as a teacher, before taking up the role of lecturer in Human Resource Management at the University of Venda. She has also worked for the Department of Labour driving the sub-directorate Skills Supply and Demand project, and in the commerce industry SETA. She holds a Masters degree in Industrial Psychology and advanced diplomas in Professional Management (UNISA) and International Finance (Singapore Institute of Banking and Finance). She is a registered Master HR Practitioner and in her spare time enjoys reading economic labour-related articles.

Esther will be leading a team of competent Human Resources practitioners who include:

Rose Neko (South Shaft) and Francois Cornelius (Twin Shaft)
Unit Managers Human Resources

Responsible for:

- Organisational effectiveness (structure of HR, performance management, HR capability building, HR strategic alignment)
- HR business partnering and service prioritising
- Recruitment, selection and staffing
- Management of strategic HR projects
- Change management in support of key commercial services strategic projects
- Ensuring effective Human Capital Management (Manning)
- Ensuring organisational effectiveness.

Andre Kuhn

Unit Manager Engagement Services

Responsible for:

- Generating job offers for employees
- Engaging all employees and contractors
- Managing ill health of employees
- Ensuring adherence to all benefits and conditions of employment
- Ensuring new employees are engaged and are handed over to the HRD department for induction.

Leon de Wet

Unit Manager Human Resources Development

Responsible for:

- Education, learning and development
- Performance management and talent management system
- Human resources development strategy
- Leading and managing effective service delivery of training and development activities, including the South Deep Campus, ABET Centre, Mechanised Training Centre and Social Labour Plan training.

Vacancies

Unit Manager – Employee Relations

This unit will be responsible for:

- Driving the employment relations strategy
- Ensuring legal and healthy relationships with our internal stakeholders.

Unit Manager – Property and Accommodation

This unit will be responsible for:

- Management of the high and low density accommodation
- Food and beverages

South Deep installs new vent shaft conveyor belt



Isaac Nobela, beltsman, inspects the conveyer belt at Twin Shaft

A new vent conveyor belt has been installed at Twin Shaft to transport the ore hoisted from the vent shaft to the gold plant. This will ensure that South Deep can meet its target of producing 330 000 tonnes per month by 2015.

The main conveyor belt, which was installed in 2004, currently hoists 180 000 tons per month. It has a one-skip compartment with two 28-tonne skips, plus a main material compartment with one two-deck cage and one

three-deck cage. Skips are hoisted at 18m/sec with cages hoisted at 15m/sec.

The new vent conveyor belt has one skip hoisting compartment with two 31 tonne skips with a bratticed wall from 94L to surface for upcast ventilation (approximately two thirds of shaft cross section). Skips are hoisted at 18m/sec, while the belt is expected to hoist 200 000 tonnes per month at full capacity.

The conveyor belts are the most efficient and cost ef-

fective way to transport ore from underground to the gold plant for processing. They operate from 7am to 5pm and are each manned by 13 beltsmen.

One of the beltsmen is Isaac Nobela, whose responsibility includes the monitoring and servicing of the conveyer belt. "The work is demanding and continuous, and requires me to be focused throughout my shift. It demands my best performance throughout the day," he says. – *Paseka Menyau*

SOUTH SHAFT upgrades reward excellence

With only 500 employees, excluding contractors, the fully-mechanised South Shaft contributes more than 25% of South Deep's total production. The shaft's production levels have increased significantly over the past couple of years.

In recognition of this performance, South Deep has invested in a number of upgrades to improve the working environment and boost employee morale.

The tyre bay, where all tyres for heavy machinery and vehicles are changed or serviced, has been upgraded and a business partners office has been built. A building has been allocated to the service departments including human resources, survey and planning, safety and ventilation, while the security system has been upgraded to match the standards at Twin Shaft. The shared services offices are currently undergoing a revamp and are expected to be completed soon. In addition many of the buildings on the property

are getting a facelift, with new roofing and ceilings.

South Shaft has a park-like atmosphere with a wide variety of trees in an attractive garden that is home to kapokie chickens and peacocks.

Environmental Compliance Officer, Thamsanqa Mbonani, who recently moved to South Shaft, finds the work environment very welcoming. "The changes at South Shaft have made it a very pleasant place to work and live," he said. "One of the most exciting developments is the upgrade of accommodation, which is now state-of-the-art. I am sure the owners are thoroughly enjoying their new homes," he added. – *Paseka Menyau*



Tumisang Mohase and Aldine Souttere inspecting a tyre at the upgraded tyre bay at South Shaft.

South Deep upgrades employee accommodation

South Deep continues to upgrade employee accommodation and convert hostels, as part of Mining Charter requirements and the 24 Hours in the Life of a Gold Fields employee programme. The company aims to provide modern, comfortable living spaces, improved living conditions, married units and more privacy.

South Deep has completed the conversion programme where 153 units are now occupied by married employees on category 3-8. These are two-bedroom flats that include a communal lounge, kitchen and bathroom and have been well accepted by the residents.



Renovated employee accommodation at Emoyeni Hostel

At Emoyeni Residential Area 159 rooms are being upgraded as part of Phase 1. To date 78 rooms have been completed and are being occupied by hostel residents.

Phase 2 of the Project will see another 211 rooms being upgraded. The whole upgrade programme will be completed by 2014 and South Deep has committed more than R60 million to the project, which started in 2013.

Unit Manager Wellbeing, Emmanuel Phatshwane, explained that the Mining Charter requires that housing and living conditions at mines need to provide human dignity and privacy. It calls for all mining companies to convert or upgrade hostels into family units and to attain an occupancy rate of one person per room by 2014. The current conversion programme will result in the conversion of the hostel to two-bedroom units with a communal lounge, kitchen and bathroom.

Molete Liponesa has lived and worked at South Deep for the past 18 years. "The new living conditions are comfortable – the rooms are spacious and we all have private bedrooms, giving us lots of privacy, which was our main concern," he said. – *Paseka Menyau*

Calling all employees to join the gym

South Deep has installed a state-of-the-art gym where employees can exercise and keep fit. The gym is situated next to the Emoyeni Hostel at South Shaft and has been recently upgraded. Its equipment includes treadmills, exercise bikes, elliptical trainers, rowing machines, swivel pulleys, spinning bikes, adjustable benches and various barrel disks.

John Tsepene, Sports and Recreation Officer, says: "Although the gym is currently being used by a large number of employees there are more employees on the mine who could benefit from this facility. I encourage all employees to familiarise themselves with our gym".

Any employee who is interested in joining the gym can contact John Tsepene: 011 411 1058/ 6584



Paballo Mosehle enjoying her daily exercise at the revamped South Deep Gym

Metallurgy Plant operating to standard

The Metallurgy Plant is an impressive sight, and it takes a team of highly-skilled, competent and dedicated employees to keep it going 24-hours-a-day.

The plant has a single open-circuit SAG mill and two ball mills. The SAG mill is the primary mill that initially breaks the ore down, while the ball mill is used to regrind the material so that the fine gold can be exposed to further processing.

Currently only the SAG mill and a single ball mill are operational, although once the mine reaches its target of 330 000 tons per month it will be necessary to operate all three mills continuously.

The gold plant represents the final stage of gold production. It is where the ore gets processed to produce gold bars which are despatched to the Rand Refinery for further processing and sale. This plant was commissioned in 2002 to treat a capacity of 220 000 tons per month, but was later expanded in 2012 to be able to treat the full production capacity of 330 000 tons per month.

Over the past twelve years, the metallurgical plant has had only three reportable accidents.

The plant currently has 40 employees, who have been working on the 4x4 cycle for the last 12 years.

"All of our employees voted for the 4x4 working cycle. It was initially not easy to adapt to it, but now we are used to it, and everyone enjoys the cycle because they get more time off," said Andre Swartz, Area Superintendent.

Stephen Joseph, Senior Manager Metallurgy, explains how they manage fatigue. "We always have the correct number of people per shift and we do not change our employees' cycle unnecessarily. We keep the Fulco cycle employees' overtime to a minimum and it is only approved if essential or related to training and development."

"It is really up to the individual to make sure that they have enough rest. It requires a lot of discipline for one to use one's off days wisely, so that you can be effective at work," he adds. – *Paseka Menyau*



Ernest Makhosana provides an overview regarding the development of shaft helpers

ONSETTERS TRAINED for future responsibility

As part of its commitment to employee development, South Deep recently launched an onsetter training programme for six shaft helpers. The employees are being trained to take up banksman and onsetter positions when vacancies arise.

Banksmen and onsetters play a vital role in the daily running of the mine and their diligence ensures other people's safety. Amongst other things, they are responsible for ensuring all shaft gates are properly closed, loading and off-loading people from the cages, checking numbers allocated per deck, transportation of material to and from underground, checking signal devices, and reporting sub-standard conditions that may lead to shaft damage.

Ernest Makhosana, Superintendent ETD, explains that this programme forms part of South Deep's SLP requirements which calls for the training of at least four employees every year.

"We have managed to go beyond the target which is an exciting development. It is our mandate and duty to train our employees for opportunities which will arise," he said.

The six learners who are currently undergoing onsetter training at GFBLA are Gloria Mopa, Anele Noquqa and Isaac Lekoala

from South Shaft and Yolanda Qinisile, Puleng Sobane and Wandile Maneli from Twin Shaft.

All the learners are enjoying the course but are finding it challenging. However, they are looking forward to taking up their new positions which will come with new responsibilities.

"The theory part was fun while the practical was challenging and I'm glad I managed to complete it," said Yolanda Qinisile who is from Hillshaven and has been working as a shaft helper for a year. "I can't wait to start applying the knowledge I have acquired. It feels good to be trusted with such great responsibility," she added.

Wandile Maneli, who is from Bekkersdal, has been working as a shaft helper for four years. "I feel privileged to have been selected as there are a lot of people who also wanted this opportunity. That shows that its all up to me to make sure that I maintain the standard and work even harder to make a success of this opportunity," he said. – Nyiko Sibone



Onsetter trainees at South Deep's Twin Shaft undergoing practical training. Left to right: Puleng Sobane, Yolanda Qinisile, Frans Cronje and Wandile Maneli.

SMME training empowers the community

Congratulations to the 19 candidates who successfully completed courses in Entrepreneurship and Business Law and Ethics at Monash University. South Deep sponsored these students as part of its commitment to the development of small, medium and micro enterprises (SMMEs). The candidates all live in areas surrounding the mine.

Keorapetse Selokela from EWS Investment, a business which invests monies for its shareholders, who in turn share in the profits and losses, found the course enlightening "I learnt that in order for me to succeed in life I have to uplift my community. Success is not all about the individual. We prosper more as a collective rather than individuals," he said, adding, "The course also gave me the knowledge I need to make our business grow."



Candidates who completed the Business and Entrepreneurship training at Monash University

A second happy student is Snakhula Sewing Cooperative's Clemente Mohlabeng, who agreed that the course provided a wonderful opportunity to develop her business. "I now understand the importance of having a business plan, book keeping, income tax, pensions and benefits," she said.

"Prior to this course we were running the business like a spaza shop. There was no direction, but now that I been on this course I

have acquired essential skills and knowledge that will take our business to new heights. I also learned that through perseverance and hard work it is possible to achieve all your dreams," she added.

A second group of 21 candidates started their training in June. – Mabel Legoete

For more information on this project, contact: Ernest Makhosana Tel: (011) 411-1680.

Portable skills programme equips people for life

South Deep's portable skills programme provides training in SETA-accredited portable skills courses, which are applicable to both the mining industry and other sectors.

This programme is offered to employees, contractors and community members and aims to assist employees who are medically incapacitated or who are about to go on pension. It gives learners the opportunity to generate a liveable income from various sectors of engineering-related industries or through self-employment.

The programme is offered for eight weeks and includes training in appliance welding, plumbing, bricklaying, vegetable farming, mechanics, boiler production, electrical domestic installation, automotive, garment manufacturing and carpentry.

Over 200 community members have benefited from the programme.

"The programme helped us learn practical skills and teaches us to set up businesses that will benefit us and the community," says Boitumelo Lekuba, one of the portable skills candidates.

She adds that she and some colleagues are planning to start a business as they have identified a gap in the market.

"As soon as I complete this skills programme I want to go and study further at an FET college so that I can become a qualified carpenter. I will have the skills and qualification and that will be good for the business I plan on establishing with my fellow students," she adds.

The mine provides transport for trainees including community members. Portable skill graduates can also make use of the South Deep Business Development Centre should they decide to venture into the business world. – Mabel Legoete

For more information on how to join the Portable Skills Training Scheme, please contact: Gerrit de Waal Tel: (011) 411 1887.



Plumbing learners Thumeka Ganta and Evelyn Rathabe

NEW APPOINTMENTS:



Congratulations to: **Ingrid Mogoiwa**, who has been appointed as PA to the Senior Manager, Operation (South Shaft) Ingrid previously worked at Kloof Mine.

People on the move

ACHIEVEMENTS:

Congratulations to the following South Deep Employees on their recent achievements:



Peter Makaleng

Unit Manager, Engineering, who has been awarded his Government Certificate of Competency (GCC) in plant engineering.

Peter obtained a National Diploma in Mechanical Engineering in 2008 from the Vaal University of Technology. He joined South Deep as an intern before becoming a plant engineer.



Ari Theron

Who received his BTech in Safety Management. Ari is currently Risk Superintendent in the Safety Department.



Silas Munyai

For obtaining his MBA. Silas is Superintendent, Employee Relations.



SOUTH DEEP FC draws their last game

South Deep Football Club, which is sponsored by South Deep gold mine, played their last match of the season on 26 June at Emoyeni sports ground against Simunye Milan.

Fans turned out in large numbers to witness the highly anticipated match, which was filled with flair and enthusiasm from the first second of the game. Players from both teams took every chance available to try and score goals.

of the game. The match ended as a draw and both teams shared a point each.

South Deep has played 24 games and has collected 55 points.

South Deep Football Club dominated most of the first half and their hard work paid off with a stunning goal from midfielder Ntokozo Kunene in the 28th minute. The team continued to put pressure on the visitors, and a second goal came from Monde Sgwebela, five minutes from half-time.

This was the first time South Deep participated in the Westonia Promotional League. They put a tremendous effort to lead the log standing from the beginning of the season until the last game and both players and technical staff deserve praise for their hard work.

But then Simunye Milan levelled the playing field, with two goals in the last twenty minutes

The team's leading goal scorer was Sizwe Ngema with 23 goals. – *Paseka Menyau*



South Deep Football Club

South Deep represents

Gold Fields at 2013 Comrades Marathon

For the first time in the history of Gold Fields, South Deep Gold Mine was the only mine to represent Gold Fields at this year's 89th Comrades Marathon.

This year's marathon was an up-run, starting from Durban and ending in Pietermaritzburg. Six South Deep athletes – Toekie Erasmus, Frank Loyiso Komani, Bulelani Selby Gogela, Meshack Motla, Nelson Komani and Jim Nakana – were among the 18 000 participants that took part in the gruelling 86.96km race.



Frans Mola (Second) giving energy boosters to Frank Kimani at the 32 km mark

Berg wind conditions and extreme heat made this one of the most difficult races in Comrades history and race times were consequently slower than in previous years. Of our six athletes only three finished the race. Toekie Erasmus, Nelson Komani and Jim Nakana retired during the race due to injuries and extreme weather conditions. Many athletes could not handle the steep ascent at Pollyshorts, which claimed these three team members.

position 1551, and was awarded a Bill Rowen medal.

"The race was an uphill from Durban to Pietermaritzburg and that created my first challenge. The second challenge was Pollyshorts. In the last ten kilometres everyone was very tired. I am not happy with my time but I am glad I finished the race. Next year I am going for a silver medal," said Meshack.

The South Deep athletic team came back with a total of three medals for the three athletes who participated and completed the race.

51-year-old Meshack Motla was running his fourth Comrades and was the first South Deep athlete to cross the finish line. He finished the race in 08:55:37, in

Frank Komani, who ran his third Comrades, finished in 09:20:36 in position 2089, while Bulelani Gogela crossed the finish line in 11:44:22 in position 8310. Both were awarded Bronze Medals.



Bulelani Gogela passing the 32km mark after 2 hours 38 minutes and 15 seconds

"I am proud of myself. The last ten kilometres were very difficult and I felt like giving up but I just told myself I've come too far to give up now. This was a great experience and I'm hoping to improve my time next year," said Frank.

Bulelani commented that this year's race was the most difficult he had run. "I am glad I finished – next year, which will be a downhill race, will be less gruelling and I am hoping to improve my time and position," he said.

The team brought home one Bill Rowen medal and two bronze medals. – *Paseka Menyau*

Valuing biodiversity at our mine



South Deep mine is home to more than 113 mammals, 257 different bird species, wetland, invertebrates and biomes. Gold Fields has conducted a Biodiversity Assessment and developed a Biodiversity Management Plan in line with the guideline for Mining and Biodiversity.

and climate change and reduced access to water. This puts aspects of the economy at risk and reduces the socio-economic options for future generations.

The first Mining and Biodiversity guideline was published by the International Council on Mining and Metals, of which Gold Fields is a member, in 2006. The Department of Environmental Affairs and the Department of Minerals and Energy launched the Mining and Biodiversity Guideline: Mainstreaming Biodiversity into the Mining sector, in May 2013.

South Deep's commitment to protecting biodiversity includes the following components:

- Habitat and species protection
- Erosion management plan
- Fire management plan
- Aquatic bio-monitoring
- Alien and invasive control and eradication plan
- Internal and external stakeholders participation
- Awareness plans.

Conserving biodiversity is not just a matter of corporate responsibility. It ensures that we continue to benefit from our natural resources, legally comply with relevant legislation and secure our social license to operate. Loss of biodiversity can lead to erosion of fertile land, increased carbon emissions

"We urge South Deep stakeholders to participate in the protection and conservation initiatives to get the full benefit of our ecological resources," says Johanna Morobane, Superintendent Environmental Management.

LET'S BRING WINTER WARMTH TO OUR COMMUNITY

As part of Nelson Mandela day on 18 July, we are calling on all South Deep employees to give back to their community by donating clothing, blankets and non perishable foodstuffs for the less fortunate.

