

Newsflash

South Deep Proposed Restructuring

Frequently Asked Questions

We committed to keeping you up to date on information relating to the proposed restructuring. We are aware that many of you have questions and we wanted to take this opportunity to answer some of the most common ones that arise.

We have heard that South Deep didn't engage with unions or government on the proposed restructuring. Is this true?

This is not true. Gold Fields is fully committed to engaging with all affected stakeholders – including employees, government, organised labour and communities – and we have followed a rigorous and ongoing engagement process. The following outlines the engagement steps we followed:

1. We met with the Minister of Mineral Resources, Mr Gwede Mantashe, and senior officials in his department prior to issuing the Section 189 notice.
2. We briefed the national offices of NUM and UASA.
3. We briefed all D- and E-Band managers on the morning when the Section 189 notice was issued.
4. We continue to engage with both unions, directly and through the Section 189 processes.
5. We have engaged with community members on what is happening at South Deep and how the situation may impact them.
6. We have an ongoing communication campaign for employees and a dedicated hotline and email address they can use to ask questions and get information.
7. We have set up a portal on the Gold Fields website with all the information and briefs that have been issued. This is open to anyone to access.

Our Vision: *To be the global leader in sustainable gold mining*



safety



integrity



respect



responsibility



innovation



delivery



GOLD FIELDS

Over the past year we have also been engaging with the unions at the regular Future Forum meetings, to discuss ways to improve South Deep's performance.

Why are we still using contractors on the mine if we are proposing retrenching employees?

We do use specialised contractors in certain instances and for certain functions. These contractors play an important role in keeping South Deep running and carry out activities that the mine's team cannot.

Over the past year, we have reduced contractors and consultants as part of our cost saving drive. We are however continuing to engage organised labour on their proposals to further reduce contractors and for this work to be taken over by existing South Deep employees. Management have committed to consider these proposals and to give a formal response to these proposals.

Our Vision: *To be the global leader in sustainable gold mining*



safety



integrity



respect



responsibility



innovation



delivery



GOLD FIELDS