

Brief from Martin & Benford



04 November 2018

Employee Brief - Updates

Dear Colleagues,

We want to update you on the current situation at South Deep. As per the strike notice received from the NUM, the strike began on Friday evening.

Since then a small number of NUM members have blockaded entrances to South Deep, where they have prevented employees reporting for work. We have also received reports of intimidation of employees and contractors, as well as incidents of damage to property. The group has also blocked access to national roads.

In view of these illegal acts we approached the Labour Court for an urgent interdict, which was granted on Saturday, 3 November, and served on the NUM leadership this morning. In terms of the interdict, the NUM and participating employees must stop blockading the access routes and the NUM leadership must communicate this judgement to its members by 13H00 today.

Should they not adhere to the ruling, they will be in breach of the interdict and in contempt of court. Although the Company respects employees' rights to strike, so should the NUM accept the rights of employees to go work if they want to. Preventing them from doing so is against the laws of the country.

The actions by the NUM branch are unlawful which is why we applied for the interdict. We will take further legal action if necessary, which could include holding the NUM and the NUM South Deep Branch responsible for damages to property and other losses incurred by the company.

The NUM and all employees are required to abide by the interdict, which we have attached. Any employee found guilty of unlawful or inappropriate conduct and defying the terms of the interdict may be dismissed.

The company will do whatever it can to ensure that employees' rights are protected, and that all employees – whether they want to work or are on strike – are safe. We will ensure the protection of our people, our assets as well as the assets of employees and of our neighbours.



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This means that we will have a greater Protection Services' presence on and around the mine, and we will continue to provide this as long as it is necessary. It is our responsibility to do so particularly since the NUM leadership has not guaranteed that the strike will be peaceful.

South Deep faces extreme challenges. We want to reiterate that this strike will not solve any of our problems – in fact; it could make them worse if it does not stop shortly. It is unfortunate that the actions of a few are placing more jobs and the future of South Deep mine at risk. As we have communicated many times we have resorted to retrenchments only after having implemented numerous other interventions to make South Deep profitable and sustainable. The strike is not going to change the fact that South Deep faces these challenges or that we, regrettably, have to retrench approximately 1,100 employees and reduce the number of contractors by approximately 420. While this strike has been called to save jobs, it could be having the very opposite effect of potentially impacting a significant larger number of employees.

As you know, the 'no work, no pay' principle applies to all employees during the strike – for every day that the strike continues you will lose earnings, the longer the strike lasts the greater the risk that your job could be lost.

Employees have the right to choose to work or to strike. This is your choice. You cannot be prevented from working. If you or your family are feeling threatened, intimidated or unsafe, report it to Gold Fields Security 011 1024 / 011 411 1662 / Mobile 083 650 0995



Martin Preece

EVP: South Africa



Benford Mokoatle

VP and Head of Operations



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