

# Brief from Martin & Benford

06 November 2018

## NUM Violence at South Deep



Dear Colleagues,

Keeping our people and our contractors safe is our number one priority. In spite of repeated calls for all participants to engage in a peaceful strike that respects the rights of others and the laws of the country, a number of NUM branch members have resorted to violence and intimidation, in some instances against their fellow NUM members and colleagues. Their decision to engage in this illegal activity infringes on the rights of people who choose not to strike and wish to come to work.

Around 100 NUM branch leaders and supporters have blocked the entrances to the mine where they are burning tyres and preventing people from entering or leaving the mine. On Sunday, a light armoured vehicle attempted to take security personnel into the mine. The vehicle was stoned and attacked with pangas and other homemade weapons. To protect the occupants of the vehicle from further and imminent harm, Gold Fields Protection Services defensively discharged plastic shot and managed to disperse the crowd.

Yesterday morning, striking employees attacked, assaulted and damaged the cars of three employees who attempted to go to work.

Last night the offices of UASA and the Adult Education and Training (AET) Centre, where we offer literacy and numeracy training to hundreds of our community members, were severely damaged by fire in arson attacks by NUM branch members.

We are in the process of opening criminal cases against the perpetrators and those found guilty will be dismissed.

As we communicated over the weekend, a court interdict was served on the NUM, the South Deep branch and NUM members to immediately stop blocking the entrances to the mine and inform their members of such. They have failed to do this and are now in contempt of court.

We find it astounding that the NUM leadership continue to apportion blame and disregard the fact that management resorted to retrenchment as a last resort and only after reducing overhead cost by more than R500 million over the past few months.

It is not our intention to undermine the NUM, but the current strike is not only placing more jobs at risk, but also depriving employees from their right to choose not to participate in strike action and to provide for their families.



safety



integrity



respect



responsibility



innovation



delivery

Our security hotline has received numerous reports from employees who feel unsafe and intimidated. We have opened new hotlines to deal with the volume of calls coming through. Please take note of these **NEW** numbers:

- 0662516568
- 0661665293
- 0766601347
- 0716287424
- 0662840459
- 0662568408

Gold Fields Protection Services are fully trained on how to maintain the safety and security of operations in a way that upholds respect for human rights. They will use minimum necessary force to keep our people safe and protect our assets.

We will keep you up-to-date on the security situation at South Deep so you can assess if it is safe for you and your teams to come to the mine and make a decision

Yours faithfully,



Martin Preece

EVP: South Africa



Benford Mokoatle

VP and Head of Operations



safety



integrity



respect



responsibility



innovation



delivery