



COVID-19 UPDATE

LET'S TAKE
COLLECTIVE
RESPONSIBILITY



Date :25 March 2020
To : All RBPlat employees
Subject : RBPLAT TEMPORARY OPERATIONAL SHUTDOWN FOLLOWING SA LOCKDOWN ANNOUNCEMENT

Following the announcement by the President of South Africa on Monday, 23 March of the decision to enforce a nation-wide lockdown for a 21-day period, effective midnight, Thursday, 26 March and until 16 April 2020, RBPlat will support the government initiative and go into care and maintenance. Our operations at Styldrift and BRPM mines, including both the Maseve and BRPM Concentrators will be shut down for this period.

IMPACT ON EMPLOYEES:

- Employees scheduled to work morning and day shifts on Thursday, 26 March 2020, will be expected to work their normal shifts, whereas, employees on night shift will work their last shift on Wednesday night, 25 March 2020.
- Only employees who are deemed essential services will be expected to report for work during the shutdown and lockdown period. Such employees will be informed in writing, and the list will also be sent to Protection Services and Human Resources to ensure that these employees are issued with the required authorization documents, to enable them to travel between their homes and the operations during the shutdown/ lockdown period.
- All employees will be expected to return to work on Friday, 17 April 2020.
- We will also facilitate remote work for employees that are not required to work on site, to ensure business continuity, as best we can.
- We will only have essential services available at our operations, that are necessary for a care and maintenance environment.

- This will also include our Clinic healthcare workers, to ensure the health and wellness of the essential services employee, that COVID-19 screening continues and that employees contain that are still at work, have access to healthcare.
- Our Protection Services will be on alert to ensure that our assets and our employees at our operations are still protected.
- Our health hygiene measures and our body temperature screening will continue at all strategic points of our mine.
- Social distancing will continue to be practised, even with only the core essential teams on site.
- We are also appealing to all employees, contractors and their families to view this period as a period of lockdown and not go to any social gatherings in your communities, and to also refrain from travel outside the borders of South Africa.
- We understand the Easter holiday period is approaching, and many of you had plans to go home to your families. Under the period of the National lockdown, you will not be able to travel, so please stay at home and do not move around. Accordingly, the provision of transportation of employees to Lesotho, Eastern Cape and Mozambique has also been cancelled.

MANAGEMENT OF EMPLOYEE ABSENCE IN THE SHUTDOWN (DURING THE LOCKDOWN PERIOD):

The Company will pay employees their basic salaries, excluding allowances (e.g. shift allowances, standby, etc.). However, Home Owners Allowance (HOA), Living Out Allowances and Medical Aid contribution will be paid as normal, during the 21-day lockdown period.

PLEASE COMPLY WITH THE LOCKDOWN

The nation-wide lockdown is a measure to curb the spread of the COVID-19 virus, therefore, employees are urged to comply with the government request to stay at home throughout the 21-day shut-down period, and not move around in your communities.

We do understand that our workforce comes from all over the country, including our neighbouring countries; however, we request that employees restrict their movements, to reduce the risk of exposure to the COVID-19 virus. Also, with every country implementing their own control measure, employees who travel outside the borders of South Africa, risk being locked-down or subjected to quarantine measures, which may impact their ability to return to work.

Stay safe and stay home during this global COVID-19 pandemic. If we all work together and adhere to the strict control measures that have been put in place, we will be able to contain the spread of this virus.

Neil Carr

Chief Operating Officer: Royal Bafokeng Platinum