

COVID RESTRICTION OF ACCESS POLICY

INTRODUCTION

DRDGOLD recognises the Covid-19 pandemic as a serious threat to South Africa and the world at large. As a contributor to the country's economy, and as an employer, DRDGOLD wishes to play a role in seeking to mitigate the impact of the virus, especially on its employees, contractors and operations. To this end, the task of a successful rollout of vaccines as quickly as possible to all our employees and contractors is imperative to save lives and protect livelihoods.

OBJECTIVE

1. Informed by a risk-based approach and in consultation with organised labour, to protect vaccinated employees' rights to a safe and healthy working environment free from the risk of contracting Covid-19 in the workplace as a result of the likely impact of the unvaccinated on their vaccinated colleagues.
2. To fulfil DRDGOLD's moral and legal obligation under the Mine Health and Safety Act to safeguard the health and safety of all employees and other people entering DRDGOLD's workplaces.
3. To restrict unvaccinated individuals from gaining access to DRDGOLD's workplaces.

SCOPE

This policy will apply to anyone entering any of DRDGOLD's operations.

IMPLEMENTATION

1. With effect from **1 March 2022**:
 - a. DRDGOLD will only allow employees and contractors access to the workplace on presentation of proof of full vaccination or a valid negative covid 19 PCR test result.
 - b. All days lost as a result of non-compliance will be treated as "no work no pay."
 - c. All visitors and suppliers will need to present a copy of their valid vaccination passport before they will be permitted access.



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Directors: T J Cumming (Non-Executive Chairman), D J Pretorius (Chief Executive Officer), A J Davel (Chief Financial Officer); E A Jeneker, J A Holtzhausen,; KP Lebina: TVBN Mnyango; JJ Nel; C D Flemming; Company Secretary: E Beukes

EXEMPTION

1. While DRDGOLD recognises the rights of those employees who object to vaccinating or are unable to do so, this will however not guarantee their continued employment with the Company.
2. Any employee who wishes to be considered for exemption from vaccination must apply in writing to the Human Resources Manager of their respective operation by no later than the 18th February 2022.
3. Any exemption granted will be subject to the employee handing in a negative PCR test report, within 72 hours of being tested, every Monday morning. The cost of the weekly PCR test will be for the employees' own account.

D J Pretorius

CHIEF EXECUTIVE OFFICER