

# Asikhulume Let's Talk

**DRDGOLD - THE PREFERRED EMPLOYER IN THE GOLD MINING INDUSTRY**

**We want to hear from you!**

Give us feedback or send story ideas.  
Contact your HR Manager.

**THINK!**

**DRDGOLD is your company**

- Management is on **your** side
- Work **together** to make the company strong
- Do what is best for **you** and **your** company
- Be part of a winning team

It's time for **VUSELELA!**

**THINK!** about it

**CABANGA!**

**I-DRDGOLD yinkampani yakho**

- Amameneja angasohlangothini lwakho
- Sebenzisanani **nonke** ukwenza ukuthi inkampani iqine
- Yenza okungcono kakhulu kuwe kanye nenkampani yakho
- Yiba yingxenywe yeqembu elinqobayo

**Isikhathi seVUSELELA!**

**CABANGA!** ngalokhu



## BLYVOOR'S BEST CHANCE FOR FUTURE

**SALE WILL ENSURE MINE CAN DEVELOP**

Blyvoor has been operating for almost 75 years. It is now up for sale

Owen O'Brien

DRDGOLD's Niël Pretorius recently announced that Blyvoor is for sale to the right bidder. "This is not an attempt to dump Blyvoor," Pretorius says with emphasis. "We are selling because it is the best thing for the mine. DRDGOLD simply does not have the money required to develop Blyvoor in the future."

Pretorius says expansion off the 5 shaft is the obvious next mining area. However, it will take two years to blast through to the new area. "Development costs a lot of money and we just can't afford it," explains Pretorius. "We will not sell Blyvoor unless the buyer has the capital needed to develop the mine further and is willing to pay the asking price. If the right buyer doesn't turn up, business will continue as usual," he says.

DRDGOLD is only selling its 74% interest. Khumo Gold owns 20% and the DRDGOLD Empowerment Trust owns 6%. These interests are not for sale. Employees of DRDGOLD and its subsidiary companies will continue to benefit from the Empowerment Trust's 6% holding.

"Blyvoor has been in need of redevelopment for some time," says Pretorius. "We obviously couldn't act while the mine was under judicial management. Now it's back on its feet and as long as workers continue to work hard and achieve targets it should remain an attractive deal for the right investor."

"It's more important than ever for the workforce to show its loyalty," says Colin Goodwin, Blyvoor's HR manager. "Our people are our strength. Many have been with us for a long time." Goodwin explains that during difficult times in the past, the workers have always helped by working hard. "This is another time when the Blyvoor team must show the world what it can do. Hard work now will help us in the future. We must work together as a team to meet our targets and keep costs down. Work stoppages would be harmful and might frighten interested buyers."

Royal Bank of Canada and Beijing Axis are advising on the disposal of the DRDGOLD holding.

Translation on page 2

**ROCK DRILL operators**

PAGE 2

**MINE MOURNS BUS VICTIMS**

PAGE 3

**HARD WORK EQUALS EXTRA PAY**

PAGE 5



## Niël's Note

### Can we learn from the Chinese example?

I returned home recently after a week-long business trip to China. This was my first visit to the country and I found it a fascinating experience.

China is a very large country, covering 9.6 million square kilometres – almost eight times bigger than South Africa. It has the largest population of any country in the world – 1.35 billion people. That's 27 times more than South Africa.

China's Gross National Income in 2010 – that is, the value of all the goods its people produced and the services they performed – was US\$11.3 trillion. South Africa's, by comparison, was R122 billion – that's about 92 times smaller.

The average annual income of Chinese nationals is quite a bit lower than what we earn here in South Africa but their per capita output is quite a bit higher than ours. What that means, basically, is that in China people produce more for less than here in South Africa.

This suggests to me that China is much, much more competitive economically than we are, and is thus much more likely to succeed economically than we are in the medium- to longer-term. Mining, for example, is growing rapidly there, whereas in South Africa mines now employ less than half the people they employed 10 years ago, and production from our mines has shrunk a lot as well.

What is it about the Chinese that is different? I was only in the country for a short time, but I noticed that many of the people I met were very modest, and yet demonstrated a great deal of pride in their country – in its economic achievements, particularly. They seemed much more interested in telling me about these national achievements than their achievements as individuals.

It seemed to me, from the people I spoke to, that they understand clearly that their personal success depends very much on their country succeeding economically. Further, they understand that their country will not succeed economically, if they – as the Chinese nation – do not all pull together, even if they have to make some sacrifices as individuals along the way.

Most of them also seem to see their employment as an opportunity to make a contribution to the greater good of the country, and recognise that, by working hard and being honest and productive, they are helping the country to achieve its goals – That's a value system that one can't help but admire.

Perhaps the decline in our industry is more a matter of values and principles, than a matter of economics. Maybe it's time that we stop demanding, and start looking for ways to contribute to the greater wellbeing of our business and our country. Then maybe, just maybe, prosperity will start happening for more of us.

As always, I encourage you to be BOLD, to be your OWN PERSON, to THINK and to form your OWN POINT OF VIEW. Above all, BE SAFE.

DRDGOLD's new Vuselela programme is aimed at helping us all achieve these kinds of things. Very briefly, Vuselela is about the people of DRDGOLD coming together to talk about values as individuals, as family members and as workmates. It is about us coming together to agree what we want DRDGOLD to be and to agree on a set of shared values that will help us make DRDGOLD what we want it to be. You can read more about Vuselela in this issue of Asikhulume and, in fact, some of you may already have become involved in the programme yourselves.

Maybe, as we start the Vuselela journey together, there are things we can learn from the people of China?

# ONE OF A KIND - ROCK DRILL OPERATORS

## A chance to learn new skills



Rock drill operators (RDOs) do one of the most important jobs on the mine. Blyvoor faces a challenge as there is a shortage of RDOs in the industry. The company is therefore looking for employees who are interested in doing this job. "We would like to find the people who are interested," explains Colin Goodwin, HR manager at Blyvoor. "We will then send them to the mine's training centre for assessment to see if they can do this work. This is a tough job and so we must do this before we begin training.

"Although there are no RDO jobs available now, we would like to have some employees already trained so we can appoint replacements as needed," continues Goodwin.

### Ithuba lokufunda amakhono amasha

Abembi bamatshe ama-Rock drill operators (RDOs) benza eminye yemisebenzi ebaluleke kakhulu emayini. Kodwa, ngenxa yokuthi kunokusweleka kwama-RDO embonini, i-Blyvoor inenkinga. Ngakho-ke inkampani ifuna abasebenzi abathanda ukwenza lo msebenzi.

"Sifuna ukuthola ukuthi ngobani abathanda ukwenza lo msebenzi," kusho uColin Goodwin, imeneja ye-HR eBlyvoor. "Thina sizothumela labo bantu esikhungweni soqeqesho ukuze bayohlolwa. Lona ngumsebenzi onzima, ngakho-ke kufanele ukuthi abantu bahlolwe ngaphambi kokuba siqale ukubaqeqesha."

Ayikho imisebenzi ye-RDO ekhona okwamanje, kodwa uGoodwin ufuna ukuthi abanye abasebenzi babe beqeqeshwa ukuze imayini izilungiselele.

Njengoba umsebenzi unzima, kanti futhi udinga ikhono, ubekwe kwi-category 6, kanti ungenye yemisebenzi ekhokhela kahle kakhulu ngaphansi emgodini wemayini.

"Ama-RDO ethu, anolwazi olungeke lwafundiswa eklasini. Sithanda ukuqinisekisa ukuthi lesi sipiliyoni sidluliselwa kwabanye, kungakahambi isikhathi," kuchaza uGoodwin.

Inkampani izohlizeka ngoqeqesho. Noma ngubani othanda ukwenza lo msebenzi, kumele axhumane ne-officer ye-HR kwi-shaft yakhe.

Due to the tough and demanding conditions in which a rock drill operator works, and the skills required, the job is rated at category six. "This means it is one of the better paying jobs underground," says Goodwin.

"It's important that we act soon to recruit more RDOs. Our older operators have been doing it for years and have a lot of skill and experience. Some of the knowledge can't be taught in the classroom and needs to be passed from one person to another. We want to make sure that this know-how and experience is not lost."

The company will provide training at the on-site training centre and also underground, on the job. Anyone who is interested should contact the HR officer at his or her shaft.

## MONYETLA O MOTLE WA BLYVOOR BAKENG SA BOKAMOSO



Niël Pretorius wa DRDGOLD o sa tswa phatlalatsa hore Blyvoor e ya rekiswa. "Hona ha se maiteko a ho lahla Blyvoor," ho rialo Pretorius. "Re rekisa dishere tsa rona tse etsang 74% morafong hobane re bona hore hoo ke yona ntho e molemo. DRDGOLD ha e na tjelele ya ho ntshetsa pele dibaka tse ntjha tse jwalo ka Savuka. Morafo o hloka motho ya ka o rekang ya nang le tjelele hore o tle o kgone ho sebetsa le nakong e tlang."

Pretorius o re morafo o ke ke wa rekiswa ha DRDGOLD e sa thaba hore e fumane moreki ya tshwanetseng. Khumo Gold (20%) le DRDGOLD Empowerment Trust (6%) tsona ha di rekiswe. Moifo wa DRDGOLD o tla tswela pele ho una molemo ho tswa ho Empowerment Trust's holding.

"E se e le nako e telele Blyvoor e hloka tjelele bakeng sa ntshetsopole. Empa re ne

re sa kgone ho rekisa ka nako eo morafo o neng o le tlasa taolo ya lekgotla la dinyewe," ho rialo Pretorius. "Jwale nako e nepahetse. Moifo o lokela ho tswela pele ho sebetsa ka matla mme re tla fumana moreki ya nang le tjelele ya tla ntshetsa pele morafo bakeng sa nako e tlang."

"Ho bohlokwa hore batho ba bone seo re ka se etsang," ho rialo Colin Goodwin, motsamaisi wa HR wa morafo. "Sehlopha sa rona sa Blyvoor haesale se ntse se sebetsa mmoho nakong e fetileng ha re ne re ba le mathata. Se lokela hape hore se bontshe hore se batla morafo o be le bokamoso bo atlehileng. Hona ha se ntho e mabapi le ho etsahalang hona jwale feela. Re lokela ho hlalisa ditone tse ngata ka polokeho mme re boloke ditjeho di le tlasa taolo. Ditshitiso dife kapa dife kapa merusu e ka tshosa bareki hore ba se ke ba tla."

## Eight 4 shaft workers die in accident

# MINE MOURNS BUS VICTIMS

The management of DRDGOLD records with deep regret the tragic bus accident on Friday 18 March involving Blyvooruitzicht workers.

In the early hours of the morning, a Vaal Maseru bus transporting passengers to work rolled on a downhill section of road between 5 shaft and Doornfontein. Thirty-four employees and contractors from 4 shaft were on the bus. Eight people died and 26 were injured.

**The deceased are:** Armando Pendazanke, Nontetho Florence Lande, Zweliwutile Tyokwana, Sibongile Gwantsela, Antonio Filipe Mandlate, Kabelo Mabusetsa, Abraham Moshahla Rasebolai and Lucas Afonso.

DRDGOLD extends sincere condolences to the family, friends and colleagues of the deceased. Although classified as a non-mine accident,

DRDGOLD agreed with NUM to send 200 people on paid leave to attend the funerals, which were held around South Africa and in neighbouring countries. All direct funeral costs, and the cost of the buses, were met by the company. Willie Nelson, Health and Safety Manager, said the accident was a tragedy. "This event shows we must follow rules and safety procedures. Road safety is just as important as safety on the mine. I ask everyone to obey speed limits and other rules of the road. Reckless driving endangers not only your life but the lives of other people."

The police has confiscated the bus. The DMR will be conducting its own enquiry later this month.

## Umgodi uzilela amaxhoba ebhasi ase-4shaft

Abaphathi base-DRDGOLD bavakalisa usizi novelwano olunzulu ngengozi yebhasi emasikizi yangomhla we 18 Matshi ebandakanya abasebenzi base-Blyvoor.

Kwasweleka abantu abasibhozo kwaze kwangxwelerheka abangama 26 emva kokuba ibhasi ye-Vaal Maseru eyayihambisa abasebenzi base-4shaft emsebenzini yathi yantlitheka malunga nentsimbi yesi 4 ekuseni.

Abasebenzi abaswelekayo ngaba: Armando Pendazanke, Nontetho Florence Lande, Zweliwutile Tyokwana, Sibongile Gwantsela, Antonio Filipe Mandlate, Kabelo Mabusetsa, Abraham Moshahla Rasebolai, Lucas Afonso.

I-DRDGOLD ithumela imiyalezo yovelwano kwiintsapho, abahlobo kunye noogxa basemsebenzini babafi. I-DRDGOLD yakhupha iibhasi zokusa emingcwabeni abasebenzi abangama 200. Zonke iindleko ezingqamene ngqo nemingcwabo zahlawulwa yinkampani. U-Willie Nelson, umphathi wezeMpilo noKhuseleko wathi, le ngozi yintlekele. "Ukhuseleko endleleni lukwabaluleke ngokufanayo nokhuseleko emgodini. Wonke umntu kufuneka alandele imiqathango yezantya kunye nemigaqo yendlela. Ukuqhuba ngokungakhathali kubeka ubomi esichengeni."

Ingxelo yamapolisa ibonisa ukuba le ngozi yayisisiphumo sempazamo yomntu. I-DMR yenza olwayo uphando.

# WIN WITH VUSELELA

## LET'S WORK TOGETHER FOR THE GOOD OF ALL

Have you heard about Vuselela? The word means "re-awakening". It is the name for a new DRDGOLD programme. In the next 12 months, everyone will get Vuselela training. The idea of Vuselela is to give the DRDGOLD operations new energy and to create a company that everyone is proud to work for.

To be able to do that, all employees, including Niël Pretorius and management, need to look at their behaviour and ask themselves these questions:

- Do my behaviour and actions help to make my company strong?
- Am I responsible for doing things that weaken my company?

It's important for every person to have their own values. People like former President Mandela are admired because they have high values. High values include being honest (tell the truth even if it gets you into trouble); showing respect for others and treating them fairly; not hurting other people (treat them with dignity); being loyal to friends, family and colleagues; not damaging or taking things that don't belong to you; keeping promises you make; having the courage to say "no" to something you know is wrong; and helping those in trouble. If this sounds like a long list, it's easy to remember this – live a life you can be proud of and don't do things you will be sorry about.

Values give meaning to life and are important when creating a winning company. When everyone believes the same things and is working towards the same goal, success is possible. A strong company creates benefits for all, including a workplace that is safe, and a company that can reward its employees. To be successful, every worker must agree that Vuselela is something they want. Then, every worker needs to show this is what they want in the way they act, the way they do their jobs, the way they treat colleagues and the way they treat company property.

Vuselela is fun. Employees look at ways of creating a new DRDGOLD. In the Vuselela sessions, you will meet the Vuselela symbol. Zakumi was the symbol of the 2010 FIFA World Cup. The parrot is going to be the Vuselela symbol. You might even be able to give the parrot a name! The parrot was chosen because these birds like to pluck off tired, old feathers and claws to allow new ones to grow. This is the kind of renewal needed to build a strong company for everyone.

When your turn comes to discover Vuselela you will find it is fun, and there are lots of activities and games. There will also be guest speakers. You may also be able to suggest some good ideas yourself.

**Don't wait until you go on a course. Change your behaviour now. Ke nako. It is time!**



## Vuselela: Ho sebetsa mmoho molemong wa bohle

Na o se o kile wa utlwela ka Vuselela? Lentswe lena le bolela "tsosoloso" mme ke lebitso la lenaneo le letjha la DRDGOLD. Dikgweding tse 12 tse tlang, bohle ba tla tsebiswa ka mohopolo wa Vuselela. Hona ke ho neha tshebetso tsa DRDGOLD matla a matjha le ho bopa khampani eo bohle ba tla ba motlotlo ho e sebeletsa.

Bakeng sa ho kgona ho etsa jwalo, basebetsi bohle, ho kenyelletswa le botsamaisi, ba lokela ho hlokomela boitshwaro ba bona mme ba ipotse potso ena: "Na boitshwaro le diketso tsa ka di thusa ho bopa khampani ya ka kapa na ke na le boikarabelo ba ho etsa dintho tse tla fokodisa khampani ya ka?"

Ho bohlokwa bakeng sa motho e mong le e mong hore a be le makgabane a hae. Batho ba jwalo ka Mopresidente wa mehleng Nelson Mandela ba tlotlwa hobane ba na le makgabane a hodimo. Makgabane a hodimo a kenyelletsa ho tshaphala (ho bua nnete le ha e tla o kenya mathateng); ho bontsha hlomphe ho ba bang le ho ba tshwara ka tsela e se nang leeme; ho se utlwise batho ba bang bohloko (o ba tshware ka tsela e nang le seriti); ho tshaphala ho metswalle, ba lelapa le basebetsi mmoho; ho se senye kapa ho se nke dintho tseo e seng tsa hao; ho phethahatsa ditshepiso tseo o di etsang; ho ba le sebete sa ho re "tjhe" nthong eo o tsebang hore e fosahetse; ekasitana le ho thusa ba hloakang. Haebe hona ho utlwahala e ka ke lenane le le telele feela, ho bonolo ho hopola hona – phela bophelo boo o tla ba motlotlo ka bona mme o se etse dintho tseo o tla di swabela.

Makgabane a fana ka moelelo bophelong mme a bohlokwa ha a bopa khampani e atlehileng. Ha bohle ba dumela dinthong tse tshwanang mme ba sebeletsa sepheo se tshwanang, ho na le kgonahalo ya katleho. Boto e batla ho bopa khampani e fenyang hore basebetsi bohle ba une molemo. Ponelepele ya yona ke ho bopa sebaka sa ho sebetsa se bolokehileng, le khampani e tla putsa basebetsi ba yona. Hore hona ho etsahale, mosebetsi e mong le e mong o tshwanetse ho dumela hore hona ke seo a se batlang. Moo, mosebetsi e mong le e mong o tshwanetse ho bontsha hona ka mokgwa oo a etsang mosebetsi wa hae ka teng, le ka tsela eo a tshwarang basebetsi mmoho le thepa ya khampani.

Lenaneo la Vuselela le a qabola. Basebetsi ba ntse ba batla ditsela tsa ho bopa DRDGOLD e ntjha. O tla kopana le letshwao la Vuselela, e leng parrot. Parrot ena e kgethuwe hobane dinonyana tsena di fothola masiba a kgale le dinala e be di dumella tse ntjha ho mela. Hona ke mofuta wa ntjhafatso eo DRDGOLD e batlang ho e kgothaletsa e le hore bohle ba be karolo ya khampani e matla. O ka nna wa kgona le ho reha parrot ena lebitso!

Ha nako ya hao e fihla ya ho utulla Vuselela o tla fumana diketsahalo le dipapadi tse ngata. Ho tla ba hape le dibui tse tla be di menngwe. O ka kgona hape le ho sisinya mehopollo e meng e metle ka bowena.

**O se ke wa emela ho ya khosong. Fetola boitshwaro ba hao hona jwale. Ke nako. It is time!**

# Man with a mission



Josiah Tshisevhe likes a challenge

When Josiah Tshisevhe matriculated at Mbilwi Secondary School in Venda in 1983, he had no particular prospects and wasn't sure what he was going to do. He certainly did not imagine that one day he would be a manager of a gold extraction plant.

Josiah's parents could not afford to send him to university so he looked through the Sowetan and a Rand Mines advertisement caught his eye. He applied, and very soon found himself on an Equal Opportunity Programme.

Josiah's potential had been recognised and he spent some months being trained and groomed to fit into what was then very much a white man's world. "I was taught quite a bit about white culture," recalls Josiah. "In my world it's a sign of respect to look down while speaking. All of a sudden I was being told I had to look people squarely

in the eye." One of the more challenging aspects of the programme was being sent on an Outward Bound course. "It was tough but I survived," smiles Josiah.

In September 1984 Josiah was employed as a learner reduction official and two years later he was officially appointed at Durban Roodepoort Deep (DRD). One of his achievements in the early years was becoming the first black man to get a production certificate for the best tonnage worked in a month.

In 1990 he was made a shift foreman and in 1993 a plant foreman which Josiah maintains was also a first for a black man. He was acting plant superintendent from 1996 to 2000 and managed the clean-up when DRD mine closed down.

He then moved to City Deep – mining slime – as the first black plant foreman. He restarted the sand mills before taking time off to study metallurgy.

After that, Josiah was deployed to Crown and then Knights, working with Giel Koekemoer, Danny Hitge and Henry Gouws – his current general manager. Charged with starting two new sand mills at Knights in 2006, Josiah faced a number of challenges. "One of the biggest problems was the thickener which tended to trip every three months," says Josiah. "This was a very real problem because it was the only thickener

on site and if it stopped then the plant came to a standstill."

In typical fashion, Josiah seized the challenge and committed himself to educating his workforce, changing the mindset and giving people responsibility. He is proud of the fact that since he implemented his changes, the thickener has worked for almost four years without breaking down.

Other challenges have included the employment of women in mining. However, as a black man, Josiah believes he understands the resentments and cultural issues and has done his best to address them. He recently welcomed a female team leader and a female fitter aide, and is fully expecting their integration into the workforce to be smoother than in the past.

Josiah was appointed a plant superintendent at Knights in 2007 and an SBU Manager in 2010. He believes strongly in leading from the front and developing people to reach their full potential. The results speak for themselves and he is proud of his unit's achievements: "We struggle to reach our tonnage targets," he admits. "But we have reached every other target we've been given by mining wisely."

Josiah credits Charles Symons, Ian Matthews, Willem de Klerk and the Exco team for supporting and guiding him. "I am very grateful – these men have helped shape my future."

## 'PLENTY OF EXCITEMENT' ON R25MPM PIPELINE PROJECT

Construction of the Crown/Ergo pipeline – now at its peak – is incurring capital expenditure of R25 million a month and not a day goes by without 'plenty of excitement', according to Engineering Manager Dean Lindecke, who is in charge of the project.

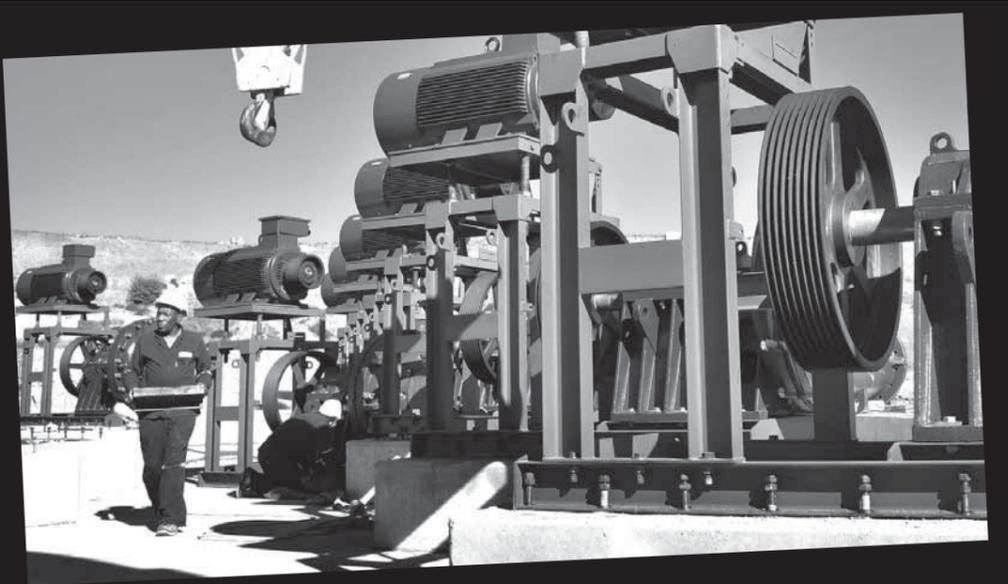
Stage 1 of the pipeline – the 5 800m distance from Benoni to Ergo's Brakpan plant and a further 1 200m for inside the plant to the de-sanding building – is now complete.

"This means we can re-mine what is left of L29, the Benoni Dump, independently of our re-mining of the

Elsburg Tailings Complex which allows us greater flexibility in operating the Brakpan plant," says Dean.

Stage 2 of the project, involving the installation of a 23 000m length of retro-lined steel piping from City Deep to Elsburg, is now 90 per cent complete. The pipe-jacking taking the pipeline over the Heidelberg Road at City Deep is progressing well after a challenging start.

"Services inside the servitude looked like spaghetti," explains Dean, "and it took some effort to correctly locate and identify everything."



The tight section over Lower Germiston Road was completed with 12m HDPE-lined spools early in May. Before this could be done, the railway line had to be isolated. "We had to work with Transnet to arrange a convenient time for this to be done, so that disruption of the train service to passengers was kept to a minimum," says Dean. An installation study and a detailed risk assessment also had to be conducted.

The HDPE lining is progressing well and some 16 000m have successfully been installed at the time of writing. "This was a real learning curve," Dean. "We made some mistakes initially but in the end we worked out best practice."

Civils work for the City Deep and Elsburg pump stations has also been completed. "It's now time for the mechanical crews to install the pumps and for the boilermakers

to fabricate the interconnecting pipes," explains Dean.

At Ergo's Brakpan plant, the second leach stream has been refurbished and the project engineering department is waiting for the agitators to arrive from SEW in Germany. The elution section, the smelt house and the reagents and disposal pumphouse are on track for completion as scheduled.

At the Brakpan tailings dam the conversion of the current spigot deposition system to a cyclone system is well advanced and the civils work is complete. This will accommodate the deposition of in excess of two million tonnes per month. The 12m high x 12m diameter slurry storage tank has been assembled and eight of the 24 transfer pumps have been installed. The X4 1600 Kva transformers are also in place.





# HARD WORK EQUALS EXTRA PAY

## Incentive scheme for everyone

Employees in categories 9 to 16 at Blyvoor have benefited from a scheme aimed at rewarding workers for producing gold safely, efficiently and profitably. This scheme was part of the 2009 – 2011 wage agreement with UASA.

The Gold Price Incentive (GPI) scheme depends on these three things:

- Increases in the gold price when kgs and costs remain the same
- Decreases in costs when kgs and the gold price remain the same
- Increases in kgs when costs and the gold price remain the same

A margin (the difference between the average Rand gold price received for each kilogram of gold produced and the cost of producing each kilogram.) above R5 000 per kg in any month will ensure that the following month, employees will receive an additional 0.5% of basic wages added onto their salary for each R5 000 per kg increase in margin thereafter. The percentage rises until the margin reaches R60 000 or higher, when employees would receive an additional 7.0% of basic salary.

Employees in Categories 9 to 16 have received an average of 1% added on to their salaries each month from the GPI scheme. The best month was December 2010, which was an excellent production month. The employees on the scheme got an additional 5% on top of their salaries in January. GPI payments are not part

of the basic wage and are not pensionable. This scheme does not affect production and other bonuses.

Management wants employees at all job levels and at all operations to benefit from

the scheme. Employees are encouraged to get more information from their HR officer and to make their wishes known to their union representatives.

“We are trying to help our hardworking

employees to improve their lives,” says Barry de Blocq, General Manager, Corporate Services. “When the company makes a profit we can afford to share this among our workers and reward them for their efforts.”

### Ukusebenza kanzima kwenza ukuthi abasebenzi bakhokhelwe okungaphezulu e-Blyvoor

Ukusukela ngo 2009 – 2011 ngesivumelwano semihlo se-UASA, abasebenzi base-Blyvoor (ama-category 9 – 16) bazuzile kwisikimu se-Gold Price Incentive (GPI). Lesi sikimu siklomelisa abasebenzi ngokukhiqiza igolide ngokuphephile futhi ngokwenza inzuzo. Kulesi sikimu, umehluko phakathi kwe-average yentengo yegolide ngeRandi (average Rand gold price) eyemukelwayo ngekhihlogramu ngayinye yegolide kanye nezindleko zokulikhqiza kubizwa ngokuthi yi-margin.

Isikimu se-Gold Price Incentive (GPI) sincike ezintweni ezintathu:

- Ukwenyuka kwentengo yegolide lapho amakhilogramu kanye nezindleko kulokhu kufana
- Ukwehla kwezindleko lapho amakhilogramu kanye nentengo yegolide kulokhu kufana

- Ukwenyuka kwamakhilogramu lapho izindleko kanye nentengo yegolide kulokhu kufana

I-margin engaphezulu kwe-R5 000 kwikhilogramu ngayinye enyangeni kunikeza abasebenzi omunye u 0.5% ongaphezulu (kumholo) ngenyanga elandelayo. Amaphesenti ayenyuka kuze kufikele lapho i-margin ingu R60 000, lapho abasebenzi abazothola khona omunye u 7.0% womholo wabo (basic salary).

Abasebenzi be-category ka 9 – 16 bathole omunye u 1% ongaphezulu kwinyanga nenyanga evela kwisikimu. Inyanga kaDisemba 2010 yayinyanga engcono kakhulu ngenxa yomkhiqizo wezinga eliphezulu nomuhle. Abasebenzi abakwisikimu bathola omunye u 5% ongaphezulu ngoJanuwari 2011. Inkokhelo ye-GPI ayidonselwa mpesheni. Lesi sikimu asichaphazeli kabi umkhiqizo kanye namanye amabhonasi.

Amameneja afuna bonke abasebenzi kuwo wonke ama-operation bazuze. Xhumana ne-officer ye-HR ukuthola olunye ulwazi kanye nokutshela ummeli wenyunyana yakho uma ufuna ukujoyina lesi sikimu.

“Iplani ukwabelana ngeprofithi nabasebenzi lapho inkampani isebenze kahle,” kusho uBarry de Blocq, u-General Manager, Corporate Services. “Ngale ndlela, sikwazi ukuklomelisa abasebenzi ngokusebenza kanzima.”

## DRDGOLD'S quarterly performance

PRODUCTION  
LOWER; COSTS  
HIGHER

DRDGOLD's total gold production for the quarter ended 31 March 2011 was 3% lower than the previous quarter at 67 387oz and cash costs increased by 5% to R24 563/kg.

Although there was a 3% increase in the average Rand gold price received to R312 913/kg, lower gold production and higher costs meant that operating profit was 4% lower at R145.1 million.

It was only because tax paid to the Government was lower than in the previous quarter that there was a 42% increase in net profit to R59.1 million.

The Group's top performer for the quarter was the Ergo surface retreatment operation. Here gold production increased by 8% to 12 506oz. Cash operating costs were reduced by 6%, delivering a 40% increase in cash operating profit (R48.5 million).

At Crown, gold production was lower as recovery of the Top Star dump begins to wind down. Costs were higher and cash operating profit lower. However, Ergo, Crown and the Blyvoor surface operation collectively delivered a 37% margin for the quarter.

Blyvoor's underground operations reported lower production, higher costs and a reduction in cash operating profit. Production was affected by the time taken to re-establish safety standards after the Christmas break; safety precautions taken due to increased seismic activity during March; and a one-day shut-down in memory of workers who died in a bus accident.

While DRDGOLD's focus will remain the construction of the Crown/Ergo pipeline and the Ergo plant upgrade, the board has approved a R37 million, three-year exploration project to define the estimated 18 million ounce resource at ERPM Extensions 1 and 2.

The Top Star site will be decommissioned later in the year, with reclamation starting from two other sites. Work on the integration of the Crown Central and City Deep plants into Ergo will also begin.

For information on the sale of DRDGOLD's majority shareholding in Blyvoor, see page 1.

# MONEY CAN'T BUY HEALTH

## VEGETABLES AND FRUIT ARE BEST FOR YOUR HEALTH!

Health is a very important subject. If we are not healthy, we cannot do our jobs, nor can we look after our families. DRDGOLD wants all employees to try and live a healthy lifestyle. Healthshare and Blyvoor have been working hard to promote the events on the South African Health calendar. In March, World Kidney Day and International Women's Day were celebrated. In April the focus was on malaria, polio and TB (which was postponed from March).

Women's Day was celebrated at Blyvoor on Tuesday 8 March and it was very successful. Many women from the mine community attended and a number of topics were discussed. The women were told that it is important to eat a healthy diet. Too many people these days eat take-away food, fried food, pies, cakes and sweets. Although these foods can be eaten for special occasions, they should not be part of the daily diet. The most important things are vegetables and fruit, some protein (meat, chicken, fish, eggs, beans), small amounts of starch (pap, bread, rice, potatoes) and a very small amount of fat or oil. Everyone should try and drink eight glasses of water a day.

Exercise is also very important, especially if your job is in an office. Smoking and drinking are not good. Try

and cut down if you cannot stop altogether.

A number of other topics were discussed including family planning, sexually-transmitted diseases and the importance of taking prescribed medicines.

Most importantly, the women who attended were offered the chance to undergo a breast examination and a PAP smear to detect cancer. Seventy-eight breast examinations and 67 PAP smears were done.

The women were given small gifts to celebrate their attendance. Dalina Greyling of Healthshare said that everybody seemed to enjoy the event. "It is very important that everyone takes care of their health," she says. "The old saying that money can't buy you health is true. We must all look after our bodies and our minds."

In May, some of the campaigns include child protection, and no-tobacco. In June the importance of giving blood to save someone's life is the focus of Blood Donor Day, and Drug Awareness week is also scheduled. July looks at mental health and in August the topics include the importance of vaccinating babies and young children, as well as why it is best to breastfeed. Look out for the posters around the mine and go to the lectures. It's important to get information to keep you and your family in the best health.



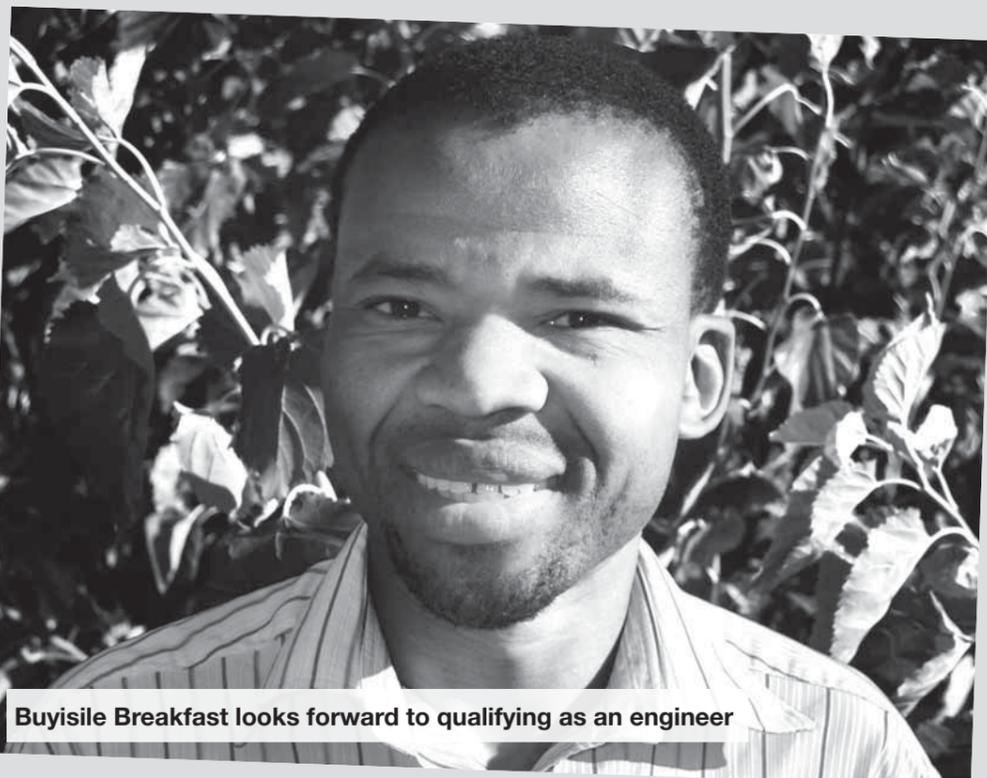
These women listen to advice on health during Women's Day celebrations



Blyvoor's women celebrate Women's Day



Men must also support a healthy lifestyle for women



Buyisile Breakfast looks forward to qualifying as an engineer

## Breakfast is a 'hidden gem'

Buyisile Breakfast was a junior mechanical engineer looking for a job so that he could finish his practical training when he walked into the Blyvoor offices in December last year. Colin Goodwin, HR manager at the mine took a look at his CV, was impressed with what he saw and – as competent HDSA engineers are hard to find – decided to give him a chance.

In the short time he has been at Blyvoor, Breakfast has proved to be a gem, according to Goodwin – although Asikhulume thinks he means "good as gold!"

"Breakfast is committed, passionate, a fast learner and good at his job," says Goodwin. "We are very happy to have him on our team. If he completes his GCC certification by the end of the year, he can be legally appointed as an engineer on the mine. And that is very good news for us all."

# Building for the future

## Work hard, work smart – it may provide a job for your child

The government recently announced that it wants to create five million new jobs. The President asked employers in five different areas, including mining, farming and tourism, to create these new jobs. Everyone agrees that zero unemployment would be best for the people of this country. However providing a job for every person is not as easy as it sounds.

Right now creating new jobs in the gold mining sector in South Africa is very hard. Gold mining has been declining over the past 10 years as the metals under the ground are getting scarcer. The costs of mining – including equipment, wages and electricity – have been going up. All this affects profits.

The other things that affect the industry are the price of gold and the exchange rate. The gold price changes every day depending on investors all over the world and whether they want to buy or sell the metal. The exchange rate is the value of one country's money against the money of another country. Most of the world's currencies go up and down in value depending on things that governments cannot control. The worst time for the mining industry in South Africa is when the rand is strong and the United States dollar is weak. This is because DRDGOLD measures costs in Rands, but gold is sold in dollars. It means we get less money for our gold. The government and mining companies cannot do anything about these things because they are part of a complicated, international economy.

However, there is something that can be done. It is not something difficult or some sort of magic. It is something that everyone can do. What we can all do is to do our jobs to the best of our ability. If every worker works hard and pays attention to safety and meets production targets, this will help. It means workers have a better chance of keeping the jobs they have. It will also help reduce the possibility of job cuts.

So it is important for employees to work with – and not against – management. Everyone is on the same team. The company and the managers are not an enemy. Workers at all levels, including top management, all want to keep their jobs and to get more money every year. Everyone in the company wants the same things.

Meeting targets and working safely are important. Every employee can help. Decide to do the right thing and follow the Vuselela campaign. This is a new DRDGOLD programme encouraging people to be honest, loyal and hardworking. There is also a national campaign called **Lead SA** which calls on all citizens to “do the right thing” for themselves and the country. When you have to make a decision, think of someone you respect. Ask what they would think about what you are about to do. Would they be proud of you? Would they be ashamed of what you were planning?

Preventing and reporting theft is important because it costs money to replace equipment. When work has to be stopped because of theft, time is also wasted. Illegal strikes

and unsafe behaviour are also a problem because they end up causing work stoppages. All this lost time – when work cannot continue – costs the company money. It makes profits smaller.

Workers should be proud of their jobs and do them well. This will help keep everyone on the payroll now and in the future. Working smartly today will build a strong platform for

later years. If everyone plays their part now, when the time is right in the years ahead, the company and the operations may be able to expand. When companies expand, they need more people for new jobs. Those jobs could go to your son or your daughter.

**Think about it.**



DRDGOLD is a major supporter of the Ekurhuleni Business Development Academy (EBDA). This organisation provides training for entrepreneurs. DRDGOLD is proud to be part of this effort to provide new skills to people. EBDA graduates can start their own businesses and employ and train other people.

I-DRDGOLD iyayixhasa i-EBDA, enika uqeqesho loosomashishini. I-DRDGOLD inebhongo ngokunika abantu izakhono ezitsha ukuze bafumane imisebenzi.

## Sebenza kakuhle – angatsho umntwana wakho afumane umsebenzi

Urhulumente ufuna ukuba abaqashi bavelise imisebenzi emitsha ezizigidi (miliyoni) ezintlanu. Kodwa, ukuqasha umntu wonke akululanga njengokuba kuthethwa.

Kunzima kakhulu ukuvelisa imisebenzi kwicandelo lemigodi. Liyehla izinga lokwemba igolide, njengoko izimbiwa eziphantsi komhlaba zisiya zinqongophala. Ziyenyuka iindleko zokwemba imigodi, yaye oku kukwachaphazela iinzuzo.

Ezinye izinto ezimbini zikwachaphazela eli shishini. Enye yazo lixabiso legolide. Eli xabiso liguquka mihla le, lixhomekeke kubantu kwihlabathi liphela, kwanokuba bayafuna na ukusithenga okanye ukusithengisa esi simbiwa. Enye lizinga lotshintshiselwano. Eli lixabiso lemali yelizwe elithile xa lithlekiswa nemali yelinye ilizwe. Nawo amaxabiso wamazanga otshintshiselwano anyuka esihla mihla le. Ezi

nguquko zibangelwa zizinto oorhulumente abangenako ukuzilawula. Elona xesha libi kakhulu kwishishini lemigodi kuxa iRandi yomelele kwaye idola yaseMerika ibhetyebhetye. Oku kungenxa yokuba i-DRDGOLD ihlawulela izinto ngeeRandi, kodwa igolide yona ithengiswa ngeedola, ngoko ke inani leeRandi ezifunyanwayo ngegolide yethu liyehla. Urhulumente kunye neenkampani zemigodi azinakwenza nto konke konke malunga nezi zinto kuba ziyinxenye yoqoqosho lwehlabathi olungxakangxaka.

Kodwa, ikho into engenziwa, kwaye yinto engenziwa ngumntu wonke. Ukubangaba wonke umsebenzi usebenza nzima, unika ingqwalasela kukhuseleko kwaye ufikelela kwimveliso ekujoliswe kuyo, oko kuyakunceda. Abasebenzi bayakubanethuba elingcono lokugcina imisebenzi abanayo kwaye kuncitshiswe amathuba okuphungulwa kwemisebenzi.

Ngoko ke, abasebenzi kufuneka babambisane nabaphathi njengetim. Abaphathi abalotshaba. Bonke abasebenzi, kubandakanywa abo bakwizinga eliphezulu, bafuna ukugcina imisebenzi yabo kwaye bongezelwe imali qho ngonyaka. Wonke umntu ukwafuna ezi zinto.

Abasebenzi bangagqiba nasekubeni balandele iphulo le-Vuselela. Le nkqubo intsha ye-DRDGOLD ibongoza abantu ukuba bathembeke kwaye basebenze nzima. Xa usenza isigqibo cinga ngomntu omhloniphileyo. Bangabanebhongo nguwe? Zingabadanisa izenzo zakho?

Kubalulekile ukunqanda ubusela kuba kuyindleko ukuthenga ezinye izixhobo kwakhona. Unqumamo emisebenzini ngenxa yobusela, ugwayimbo olungekho mthethweni kunye nokuziphatha okungakhuselekanga, kukwaxabisa imali. Kucutha iinzuzo.

Abasebenzi kufanele babanebhongo ngemisebenzi yabo kwaye bayenze kakuhle. Oku kuyakunceda kugcine wonke umntu esengqeshweni ngoku, kwaye iyakwakhona isiseko neqonga eliqinileyo leminyaka ezayo. Ukusebenza nzima ngoku kungenza ukuba inkampani ikhule kwixa elizayo. Ukukhula kwenkampani kuthetha imisebenzi emitsha. Loo misebenzi ngenye imini ingaya emntwaneni wakho.

**Khawuyicinge le nto.**

## CANSA Relay for Life

**CANSA Relay for Life is an international initiative that allows individuals to take a stand against cancer. It celebrates the hope that those lost to cancer will never be forgotten, that those facing cancer will be supported and that one day cancer will be overcome.**

Relay for Life team members take turns walking or running around a track for 12 hours, starting at 18:00 and ending the next morning at 06:00. While it can be challenging staying awake and walking through the night there is always an element of fun thanks to the entertainment, good food and tremendous spirit. The event also allows participants to remember those they have lost to cancer and other illnesses in the Luminaria Ceremony, during which candles are placed in decorated bags around the track in remembrance.

This event was a cause that was close to the heart of Stephanie Meyer, PA to Niël Pretorius. Both of Stephanie's sisters are cancer survivors; one having survived colon cancer and the other having beaten melanoma. She also used the Luminaria Ceremony as a chance to remember her son, whom she lost to encephalitis in 2009. Owing to her concern for the

cause Stephanie wanted to ensure that she could contribute as much as possible. "The main objective is for participating teams to raise funds for CANSA," she explains. Her team, consisting of family and friends, decided to sell teddy bears, which were kindly sponsored by DRDGOLD. Most of these teddy bears were then donated back to Stephanie, who gave them to children suffering from cancer in Oncology wards. Stephanie, with DRDGOLD's help, managed to raise R6 954,00 that was donated towards CANSA. Well done to all who participated in this worthy cause!



Pictured above is Stephanie's sister, Jacky, at CANSA Relay for Life. Jacky survived a struggle with colon cancer.

## Help for the elderly

DRDGOLD's policy is to try and improve the lives of the communities affected by its operations. Talks were held with the main representative bodies in the Ekurhuleni East community near ERGO (Geluksdal and the Tsakane Youth Forum) and it was decided that the Tsakane Old Age Home would receive some assistance.

In May, Sandile Lamani representing the SBU manager Giel Koekemoer, and Buti Biloane, transformation and sustainable development manager, visited the home to donate R9 850 worth of kitchen equipment.

Residents and members of the home's board received the visitors warmly and the choir performed two beautiful songs. Some of the residents displayed their ballroom dancing skills. "We were surprised by the agility of some of the 'gogos' as they danced," says Biloane. "Pat Mngomezulu, the home's chairman, explained to us that dancing and singing is a favourite activity of the residents and is very helpful keeping them busy and engaged with life". Mngomezulu thanked DRDGOLD for the donation of two freezers, four irons and a microwave oven. The freezers will greatly improve the ability to store fresh food and vegetables so it can be provided to residents on a regular basis.



Adelaide Mdluli took the photograph

Hester Kenchinton is an accounts clerk at Ergo, where she has worked for the past 22 years. She has always loved jigsaw puzzles so when she heard about a 24 000 piece puzzle called "Life: The great challenge", she was hooked. Hester ordered the puzzle from a hobby shop in Springs. It was supplied in four sections of 6 000 pieces each, and Hester completed each section on a very large piece of hardboard before assembling them on the floor into the final 4.28m x 1.57m puzzle.

## NOT JUST ANY JIGSAW

Ergo's Hester is not afraid of a challenge



Pictures courtesy of People (Caxton Magazines)

Although it is now being stored under her bed in sections, Hester's dream is to frame the puzzle and attach it to a wall in her house. However, she says the cost of framing is too expensive at R7 500. Another idea of Hester's is to lay the puzzle on the floor of her lounge, and to place a non-scratch, transparent covering over the puzzle. "One of my colleagues has suggested a suitable product, I just have to investigate," she explains.

It took Hester between six months and a year to finish what used to be listed by Guinness World Records as the world's largest puzzle. "Of course I was only able to do it in the evenings after work – and weekends," she informs Asikhulume. "It definitely did not interfere with my work!"

She says she did the puzzle "99.9% on my own, although my youngest daughter helped a little here and

there". Although her family and colleagues thought she was "crazy" they are all impressed by her huge effort and the colourful, complicated end-product.

In September last year, a 32 256 piece puzzle pushed "Life" out of the record books. Despite the hard work and sore back from bending over her dining room table night after night for months on end, Hester was keen to give the new "largest puzzle" a try. However, she's not too impressed with the design. "It's not an attractive puzzle like 'Life'," she asserts. "So I'm not going to do it! I have to feel a connection to something I'm going to work on for so many months," she concludes.

One thing is for sure, Hester is not afraid of a challenge. And when there is a new "largest puzzle", you can bet she will be among the first to check it out!

