

18 March 2020

Reference: **FA_COVID-19_MessageMar'20_1**

Dear Clients, Suppliers and other Stakeholders,

RE: FRASER ALEXANDER UPDATE ON COVID-19 (CORONAVIRUS) PREPAREDNESS

As you are aware, COVID-19 or Coronavirus as it is more commonly known, continues to pose a serious global threat, and in a statement by President Cyril Ramaphosa on the 15th of March 2020, South Africa was declared to be in a National State of Disaster.

As of Tuesday, 17th March 2020, there have not been any infections reported by Fraser Alexander employees but we are taking the situation extremely seriously and we are putting in place measures to contain its spread. We are focused on ensuring the safety and wellbeing of our employees and stakeholders, insofar as this is possible, while still servicing our clients' needs and continuing to deliver to the highest standards possible under the circumstances.

From a business risk management and continuity point of view, please be assured that we are continuously discussing, analysing and managing the situation and we will continue to communicate with our stakeholders on an ongoing basis. We will service our clients to the best of our ability and will provide the business and each other with the support that is needed, however we must do this in a responsible manner.

As the COVID-19 continues to spread geographically we have taken the following precautionary measures to mitigate the spread and impact of the disease on our personnel and operations:

- Implemented our pre-prepared crisis management and communications plan, including initiating a daily executive and senior management crisis telecom;
- Continuous engagements with the South African Department of Health and all other relevant organisations to remain updated on the risk profile and provide daily updates to our employees;
- Adherence to all government and client related protocols and monitor various other communication and recommendations including those of the Minerals Council.
- Travel restrictions both international and domestic;
- Insisting on social distancing;
- Keeping all large meetings virtual (Skype, VC);
- Reducing the size of various forms of meetings, including toolbox talks;
- Updated our visitor protocol. This includes discouraging non-essential meetings and visitors, as well as limited face to face meetings, as far as is reasonably practical;
- Endorsed strict hygiene controls which have been rolled out across our operations and provided soap and hand sanitisers in working areas;
- Developed alternative work-plans, including such for essential and operational staff members;
- Splitting critical workforce in different locations, utilising satellite sites, different parts of buildings and workspaces as well as applying social distancing of 2m;

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- Offered employees the flexibility to work from home where possible;
- Suspended the use of our biometric system;
- Implemented protocol for personnel to report symptoms and possible contact with affected persons to enable early isolation;
- Lastly, in an unlikely event of an industry shutdown, we have agreed essential services with all role players, to avoid putting the safety of the tailings storage facilities and communities at risk.

The Fraser Alexander COVID-19 task team, which includes senior management across all our various jurisdictions, will continue to monitor the situation as it develops and will continuously modify our response plan as appropriate.

Please be assured of our dedication and commitment to deal with this to the best of our ability and please take care as you and your organisation navigate through these difficult times.

If you have any questions or concerns please raise them with your Fraser Alexander management counterparty or contact our head office if you wish to speak to a member of management or the executive team using the following contact details: Tsakane Moeketsi: (011) 929 3600, tsakanem@fraseralexander.co.za.

Yours truly,

The Fraser Alexander Management Team

