

# LET'S TALK ASIKHULUME

A QUARTERLY NEWSPAPER FOR THE PEOPLE OF DRDGOLD SA

## DRDGOLD SA, Khumo Gold executives visit ERPM

Recent VIP visitors underground at ERPM's FEV Shaft were Mark Wellesley-Wood, Chairman of DRDGOLD SA, and Advocate Palesa Ncholo, an executive director of 20% shareholder in DRDGOLD SA, Khumo Gold.

They were at the mine to see for themselves work on development of the eastern longwalls, close to the Sallies boundary.

Mark commented afterwards that a 'pioneering spirit' was breathing new life into ERPM; more of this pioneering spirit would be needed, however, to overcome the challenges posed in mining the new area by distance, depth and heat.

The visitors wished the ERPM team well with the challenging work ahead.



Underground at ERPM.

### *Izikhulu ze DRDGOLD SA kunye ne Khumo Gold zityelele i ERPM*

Kutsha nje U Mark Wellesley-Wood usihlalo we DRDGOLD SA kunye no Advocate Palesa Ncholo ongumqondisi omkhulu (Executive Director) we Khumo Gold batyelele i FEV shaft yase ERPM. (I Khumo Gold inamashere angange 20% kwi DRDGOLD SA.)

Ngolutyelelo bebeye kuzibonela ngokwabo umsebenzi owenziwayo wokwadisa izikwere ezibheke ngasempuma ezikufutsane nomda wase Sallies.

Emva kotyelelo U Mark waye wazityanda igila esithi lomsebenzi omhle 'womoya wobutsha ntliziyo' uzisa ubomi obutsha e ERPM, kwaye futhi lomoya wobutshantliziyo uza kufuneka kakhulu ukuze kohlulwe ubunzima bokusebenza kule ndawo entsha ekumgamo okude kwaye onamazinga aphezulu obushushu.

Ezindwendwe zanqwenelela iqela lase ERPM impumelelo kumsebenzi onzima elibhekene nawo.

## UNLOCKING VALUE in South Africa



In this article, DRDGOLD SA CEO Niel Pretorius shares with *Asikhulume* readers his thoughts on the way ahead for the SA operations.

"The better gold price environment has created a welcome opportunity for our South African operations to unlock value. Whilst over many years we have been locked in a battle for survival, we now have the opportunity to create and maintain flexibility.

"Our underground operations have good ore bodies, with long lives, but need ongoing capital to achieve optimal production levels. Real improvements in some of the more important efficiency drivers seem to suggest that our dedicated capex programmes are starting to yield more consistent results. A lot of capital has also gone into our surface assets. They have become more predictable, produce at a healthy margin and contribute funds toward our capital expenditure programmes.

"These measures are meaningless, however, without the support of a dedicated and loyal workforce. The right strategy and systems are important but cannot, on their own, bring about improvements in productivity. The mindset with which each and every one of us approaches his or her tasks is critical to success. We must never forget that the people of this company invest their time and effort in our business, with the hope of creating a better future for themselves and their families. We all have a choice – will we, through our own best efforts, honour the hopes and efforts of our colleagues, or will we undermine them? It's a simple matter of character, self-respect and discipline.

"I have no doubt that the hearts of the members of the DRDGOLD SA family are in the right place, and that's why I am proud to be associated with the people of this company. Let's continue to make every day count. We owe it to ourselves."

### *Umyalezo ovela kwi-CEO yakwa-DRDGOLD SA uNiel Pretorius*

"Umbulelo kwixabiso elingcono legolide, ngoku sinethuba lokudala side sigcine inguquko. Ubuninzi bemali yesiseko busebenze kwiimpahla zethu ngaphezulu kwanangaphantsi komhlaba. Le milinganiso ayina sikhahla, na xa kunjalo, ngaphandle kwenkxaso yabasebenzi abazinikezeleyo nabanentembeko. Akufunekanga silibale nakanye ukuba abantu bale nkampani banikela ngexesha labo kunye nemizamo yabo kwishishini lethu, ngethemba lokuzakhela ingomso elingcono kunye neentsapho zabo. Sonke sinelungelo lokukhetha – ingaba, ngezona nzame zethu singayifezekisa iminqweno neenzame zoogxa bethu, okanye asingezithatheli ingqalelo? Andinamathandabuzo okuba iintliziyo neengqondo zabantu bethu zikwindawo elungileyo, yiyo loo nto ndinebhongo lokuzimanya nabantu bale nkampani. Masiqhube ukwenza ukuba olunye nolunye usuku lubonakale. Yimfanelo yethu ukwenza njalo."

## Crown – beyond 2010

Unlocking future potential by maximising performance through an aligned, committed and innovative workforce: that, in a nutshell, sums up an exciting new initiative at Crown Gold Recoveries, DRDGOLD SA's surface retreatment operation south of Johannesburg. The project's aims are to unlock potential and prolong the operating life of the operation's three plants.

"As things currently stand, Crown has a three- to four-year planned life," says General Manager Henry Gouws. "Our

vision is to extend this by continually improving our game so as to be in a position to create or take advantage of value-adding opportunities, whether through variations in the gold price or currency exchange rates, new resources or joint ventures."

Overall, the objectives are improved, consistent throughput and reduced costs. "As we face ever-diminishing grades," says Henry, "we need to sustain high levels of production at minimum costs to seize opportunities as they arise. For example, we might look at

alternative deposition sites or even relocating operations."

As Henry explains, the plan is not so much finding a new way of doing business as involving everyone in the organisation, so that the full potential of its 'people-power' is unleashed. A transformation process is being followed, designed to build the team, guide the process and empower employees to deliver. "We plan to communicate, communicate, communicate," says Henry, "so all employees – at all levels – will be involved all the way."

Watch this space for more news!



New opportunities on the horizon for Crown.

### Letters to the Editor

This is your newsletter and we want to hear from you. Letters or questions can be sent to your HR manager.

If you have a question you would like to put to Niel Pretorius, please send it to us. Niel will answer the most interesting question received every quarter.

DRDGOLD SA ▶

### Highlights of this issue

- ▶ Blyvoor's ninth safety win
- ▶ Award for ERPM
- ▶ Meeting the skills shortage
- ▶ Update from Australasia

# New horizons for Henriëtte

“Occupational hygiene is challenging because it involves managing the link between different functions,” says Henriëtte Rossouw, recently appointed Regional Manager, Occupational Hygiene and Radiation Protection.

Henriëtte grew up in Vanderbijlpark, and qualified with a B Sc Hons in air and water pollution and occupational hygiene (“I like long titles,” she says) at Potchefstroom University. After gaining experience with Sasol Synfuels and the National Occupational Safety Association (NOSA), she joined Blyvoor in mid-2005. Her responsibilities were expanded to include ERPM and Crown in January 2007.

“I was keen to join the mining industry: the underground environment offers unique learning opportunities and challenges,” she says. “I work closely with the occupational health, environmental and engineering departments: for example, in the case of noise induced hearing loss (NIHL), we’re

looking at a project to silence equipment such as rock drills and fans.”

Control of dust in the workplace is another critical area. Exposure to silica dust is a significant factor in the development of occupational lung diseases (OLD) such as silicosis.

Industry targets have been set by the Mine Health and Safety Council, and Henriëtte reports that DRDGOLD SA is on track to achieve these by 2008. Insofar as OLD is concerned, 95% of all silica exposure measurements must be below the legal limit of 0.1mg/m<sup>3</sup>: in terms of NIHL, no deterioration from baseline greater than 10% must occur in noise-exposed employees.

The regional scope of Henriëtte’s responsibilities offers an opportunity to standardise training, quality management and reporting criteria in both occupational hygiene and radiation protection, the other critical area of Henriëtte’s responsibility.

“All gold mines in South Africa have to obtain certification from the National Nuclear Regulator (NNR),” says Henriëtte, “and must meet stringent requirements in order to maintain certification.” Uranium is a by-product of gold mining, and, although it is not currently recovered at DRDGOLD SA, low levels of radiation remain present in surface and underground rock.

“Cancer is the main health hazard associated with exposure to radiation,” says Henriëtte. “There are different types of radiation, with different effects.

“Alpha rays adhere to dust particles, and can be inhaled; beta particles penetrate the skin, and are associated with skin cancers; and gamma rays, the strongest, can penetrate any organ.”

Radiation levels in people are measured in mSv (millisieverts), while radiation occurring in rock or soil is measured in Becquerels per gram.

Henriëtte reports that radiation levels at DRDGOLD SA are comfortably below legal limits.



## Kopana le Henriëtte Rossouw

Henriëtte Rossouw o ne a thongwe jwalo ka Molaodi wa Lebatowa, wa Bophelo bo Botle Mosebetsing le Tshireletso ho Mahlasedi (Occupational Hygiene and Radiation Protection) mohla la 1 Pherekong (January) 2007. O ikamahantse le Blyvoor mahareng a 2005. “Indastri ya merafo e a nthabisa ka lebaka la menyetla e ikgethang ya ho ithuta le diphephetso tseo boemo ba tikelohlo e ka tlasa morafu bo fanang ka tsona,” o realo. Ka ntle ho bophelo bo botle mosebetsing, tshireletso ya mahlasedi ke enngwe ya dintlha tse hlokolotsi haholo tsa boikarabelo ba Henriëtte. Merafo yohle ya kgauta mona Afrika Borwa e tlameha ho fumana satifiketi sa bokgoni ho tswa ho National Nuclear Regulator (NNR) mme e tlameha ho kgotsofatsa ditlhoko tse matla ho boloka maemo ana. Maamong a lebatowa a tlhomamiso e ntjha ya Henriëtte a nehelana ka monyetla wa ho beha thupelo maamong, bolaodi bo nang le boleng le mokgwa wa ho etsa tlaleho hohle hara DRDGOLD SA, bobeding ba dibaka tsa hae tsa boikarabelo.



## Ninth win for Blyvoor

Blyvoor has maintained its outstanding record by winning the Association of West Rand Mine Managers' Inter-mine Safety Competition for the ninth year in succession

“This is only the 10th year the competition has been held: we were beaten into second place by Elandsrand (then part of the AngloGold stable, now owned by Harmony) in the first year, and have won ever since,” says Chief Safety Officer Willie Nelson. There are now 11 participating mines, owned by DRDGOLD SA, AngloGold Ashanti, Gold Fields and Harmony.

The rules of the competition changed in 2006. Previously based on lost time injury frequency rates only, it is now based on reportable injury frequency rates (RIFR), with an additional penalty for any fatalities. (A reportable injury results in 14 or more shifts being lost.)

Blyvoor’s rate for 2006 was 3.89. “Because of the change in scoring, it’s not meaningful to compare with previous years,” says Willie. Another new development this year was the introduction of a ‘most improved mine’ category, won by Elandsrand, calculated by comparing the first quarter’s rate with the overall rate for the year.

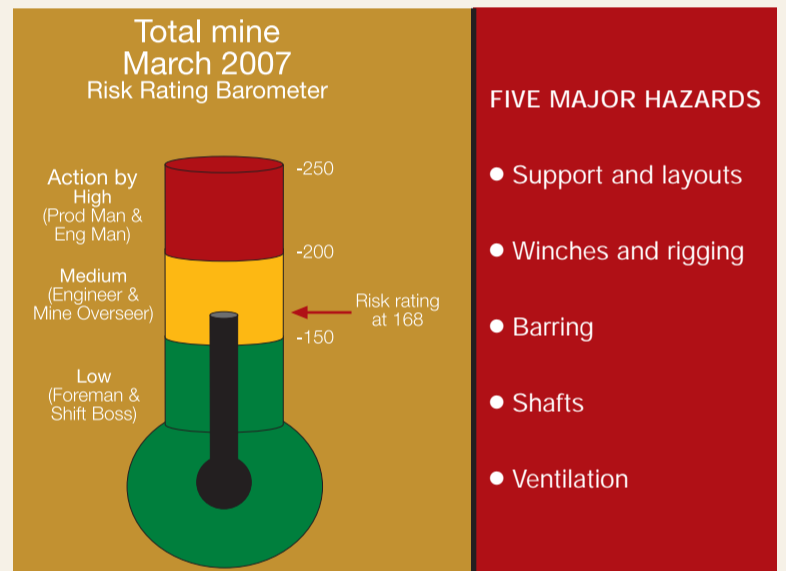
## Measuring workplace risk

The safety barometer, originally developed at Blyvoor and the now-closed North West Operations, has become an effective safety management tool at all DRDGOLD SA operations.

“As the name suggests,” says Chief Safety Officer Willie Nelson, “this involves determining the risk rating for each workplace, underground or surface: the rating is calculated by dividing the number of days lost through a particular agency – such as falls of ground – by the number of events.”

Obviously, the higher the rating, the higher the risk.”

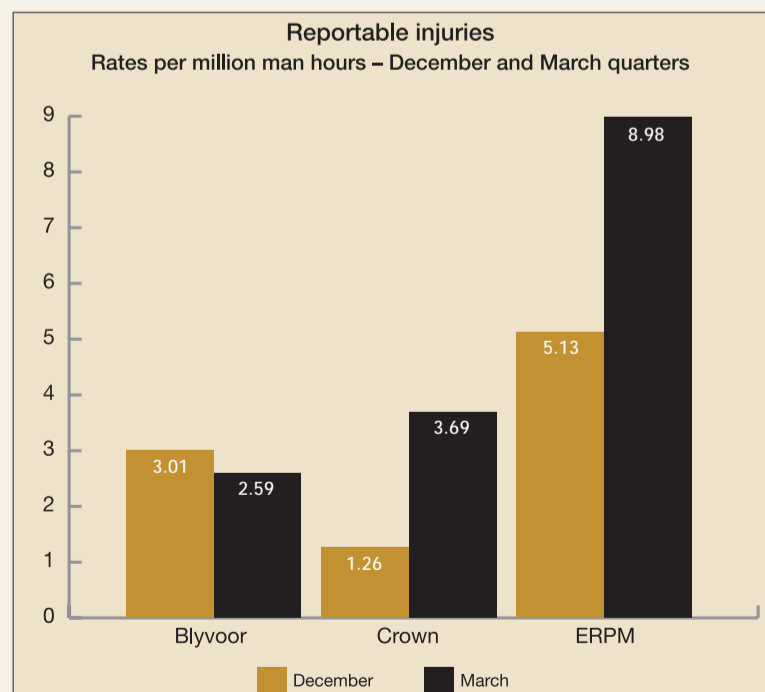
Through a simple graphic presentation (see diagram), risk ratings can be classified as red, orange or green. “The severity of the rating determines the level at which corrective action must be initiated,” says Willie. “A red rating requires immediate investigation and corrective action at production manager level, while orange and green ratings call for action at mine overseer and shift boss level respectively.”



Workplace ratings are combined to give an average risk barometer for each section, and ultimately for

the complete mine: these are then plotted to determine trends over time.

## SAFETY REPORT



Group Safety Co-ordinator Phillip Watters reports that a campaign has been launched at all operations emphasising the importance of sections 22 and 23 of the Mine Health and Safety Act. These sections focus on the rights and duties of employees with regard to workplace safety, for example the right to withdraw from an unsafe working place. The campaign makes use of posters and verbal briefings before teams go underground.

A seven-week programme reinforcing safety procedures concerned with trucks and tramming has also been completed at Blyvoor. Trucks and tramming accounted for 18% of accidents in the March quarter.

Falls of ground (gravity-related and seismic) accounted for 26% of

accidents this quarter, compared with 45% in the December quarter. “This decrease is encouraging,” says Phillip “and shows that our *Before you Work* campaign – which focuses on the concepts of Stop, Assess and Take corrective action – is bearing fruit in terms of workplace inspections, continuous support and following safety procedures.”

Reportable injury rates improved quarter-on-quarter at Blyvoor, with regressions reported at both Crown and ERPM. The regression at ERPM is accounted for by seismicity at 66 west and 72 east, while three reportable injuries at Crown (caused respectively by slip and fall, contact with moving machinery, and injury while lifting equipment) caused the quarter-on-quarter regression.

## In Memoriam

With deep regret, we record the death of two employees of DRDGOLD SA in mine-related accidents during the March quarter. We extend our deepest sympathy to their wives and families.

At ERPM, Rigger Team Leader Ernesto Apolinario Vuma died on 28 February in a transport-related accident during the lowering of material cars from 67 Level to 68 Level. Ernesto, who came from Mozambique, had 22 years’ service with ERPM.

At Blyvoor, Loco Guard Jacinto Canhine Chivambo died on 22 March of injuries sustained on 10 March, in a transport-related accident in 35-21 cross cut, No 5 Shaft. Jacinto, who came from Mozambique, had nearly four years’ service with DRDGOLD SA.

# STOP wastage, SAVE money!

An innovative scheme at Blyvoor is helping to cut costs by reducing wastage. "In mid-2006, the Opsco team decided to harness the good ideas and knowledge that our people already have, and asked employees to put forward their suggestions regarding cost-saving initiatives," says Financial Manager Mark Burrell.

Anyone at Blyvoor can put a cost-saving suggestion forward, but

must include detailed estimates of where and how wasted time or material will be saved. Suggestions are analysed by Opsco and those deemed feasible are put through a rigorous evaluation and testing process over three months.

"We've had a good 'hit' rate," says Mark, "in that over 80% of suggestions received have turned out to be viable and have led to a sustainable saving. For example, one suggestion from the HR department led to a significant reduction in hostel catering costs: we can now identify employees who are on leave or absent, and ensure meals are not charged for them."

Shaft Accountant Zora Sheik (left) at Number 5 Shaft was responsible for another successful idea. "The 1.8m drill steel used in the rock drills becomes inefficient at a certain stage of wear," says Zora. "I picked up a trend that the bits were being replaced while they were still operating efficiently. Now we test them by putting them through a washer: the bit will only go through the gauge once it is over-drilled and thus past its efficient life span."

"Simple but effective," says Mark "and Blyvoor is saving about R75 000 per month on drill bits as a result."



## Yeka inkcitho, londoloza imali!

Isikimu esiyilwayo eBlyvoor sinceda ukuphungula iindleko ngokuphungula okulahlwayo. Abasebenzi bacelelwa ukuza ngaphambili nezimvo malunga noko. Zonke izimvo ziyamkelwa, kodwa kufuneka zifakelele iintelekelelo ezibanzi malunga nokuthi ixesha okanye impahla ingalondolozwa njani. Uluvo olubonakalise impumelelo luvele ku- Accountant we-Shaft uZora Sheik kwa-Number 5 Shaft. Idrili yokubhola yentsimbi eli- 1.8m esetyenziswa ukubhola amatye ayisebenzi kakuhle ngexesha elithile apho iqalisa ukuguga. UZora uqaphele ukuba iibhola ziyanzeleka ukutshintshwa ngexesha apho bezisasebenza ngokukholisayo. Ngoku ziyavanywa ngokuthi isetyenziswe phezu kwewashari: idrili ayisoze iphumele xa isebenza kakuhle, kodwa iza kuphumela ngaphaya kwewashari xa seyiphelilewe lixesha layo lokusebenza kakuhle. I-Blyvoor yonga malunga nama-R75 000 ngenyanga ngenxa yoko.



Left to right: Lynn Gough, Assistant Financial Manager; Paul Housler, Engineering Manager; Manny da Silva, General Manager; Johan Smit, Mineral Resources Manager; Louis Lamsley, DRDGOLD SA COO; and Buti Biloane, HR Manager.

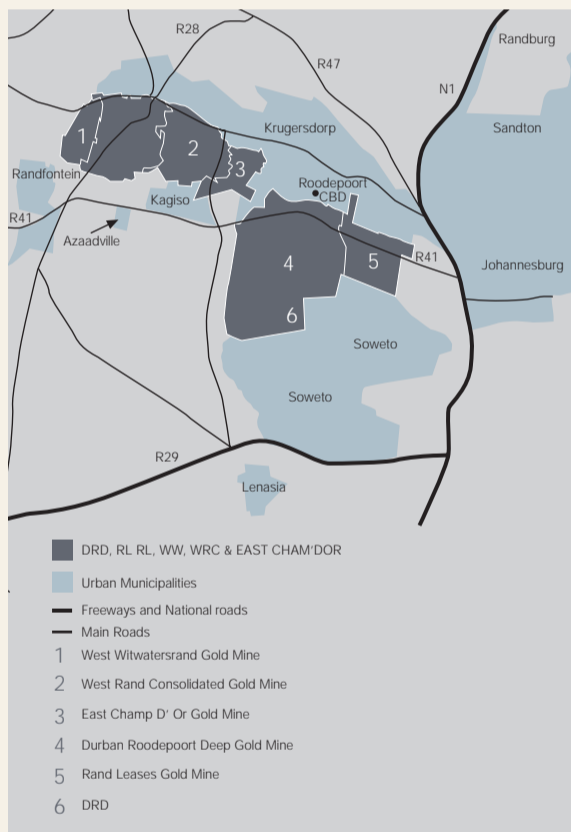
## Recognition for ERPM

ERPM's contribution to local community development and upliftment was honoured at a gala event at Caesar's Palace in Kempton Park on 23 February, when the mine received the Professional Management Review (PMR) award for the Ekurhuleni Municipal District's leaders and achievers.

The awards are based on the results of surveys carried out among senior business leaders in the area by PMR's independent research unit. "ERPM was proud to achieve an 'excellent' rating in the mining category," says General Manager Manny da Silva. "Results were based on over 2 500 ratings and nominations, sourced from

large- to medium-sized companies across the municipality, including senior local government representatives and Gauteng provincial department directors and deputy directors. We take our role as a corporate citizen seriously, and are proud that our commitment has been recognised through this award."

## DRDGOLD in new mining and exploration JV



On 26 April, DRDGOLD Ltd (which holds 74% of DRDGOLD SA) and Australian-listed Mintails Limited announced the formation of a joint venture (JV) company in South Africa to explore, evaluate and potentially mine gold and uranium in the Western Rand Goldfield of the Witwatersrand Basin.

"The Wits Basin is one of the greatest gold- and uranium-producing regions ever discovered," says DRDGOLD SA CEO Niel Pretorius. "The area where the JV will operate covers some significant historical mines – which have produced both gold and uranium – over the western margin of the area. The current gold price, combined with the sharp rise in the uranium price this year, has made a number of old projects viable."

DRDGOLD Ltd and Mintails SA (wholly owned by Mintails Limited), will initially each hold 45% in the JV, with Mineral and Mining Reclamation Services (MMRS) holding the remaining 10%. Plans are in place to list the JV – to be called Kgosi Mining – first on the Australian Stock Exchange and later in Johannesburg.

The JV partners have agreed to consolidate their Western Rand Goldfield projects, which include Rand Leases, Durban Roodepoort Deep, East Champ D'Or, Luipaardsvlei and West Rand Consolidated.

The JV will initially explore and delineate gold and uranium resources on surface, and explore more deeply next year.

## Back to basics at ERPM

Buti Biloane, recently-appointed HR Manager at ERPM, has always been passionate about training. "If people have the skills and knowledge they need, energy and enthusiasm follow,

and so does productivity," he says. His most recent initiative in support of this theory is the Productivity Improvement Programme, launched on 19 March at ERPM. Initially focusing on the

mining discipline – shift bosses, team leaders and miners – the programme will later be extended to engineering, metallurgy and services.

Presented at ERPM by Gold Fields Academy (GFA) (an industry training institution based near Carletonville), the programme has two components. A two-week theoretical course, aimed at reinforcing key aspects of cost-efficiency and productivity, is followed by a one-week underground practical session working with a GFA instructor.

The programme has a specific objective: "I'm looking for 20kg more gold per month," says Buti firmly. Feedback from the first group of trainees is enthusiastic. Comments from Shift Bosses Terrance van Renen, Kenneth Gwevu and Nick van Rooyen ranged from "brilliant!" to "this is bringing back forgotten knowledge" and "I'm confident this will help me make a difference".



Back row, left to right: Willie Codison and Hendrik Venter of GFA; front row, left to right: Shift Bosses Nick van Rooyen and Kenneth Gwevu, HR Manager Buti Biloane and Shift Boss Terrance van Renen.

## Ho kgutlela morao ho tsa motheo ha ERPM

Boithaopo bo botjha, bo hlomamisitse ka la 19 Hlakubele (March) ha ERPM, mme bo tobane le ho ntlafatsa tlhahiso. Lenaneo le nehetsweng ke basebetsi ba Gold Fields Academy (GFA), le mekgahlelo e mmedi: dibeke tse pedi tsa thuto ya dibuka e latelwang ke beke e le nngwe ya nako ya mosebetsi wa matsoho ka tlasa lefatše. Qalong e tsapamisa boitshwarong ka tsa merafo, ha mmamorao lenaneo le tla atolosetswa ho tsa bo-injinere, boithuto ka tsa ditshepe mmoho le ditshebetso. Sehlopha sa pele sa barupellwa se fana ka tlaleho e kgothatsang.



Left to right: Alwyn Hamman (Financial Manager, ERPM and Crown); Danny Hitge (SBU Manager, Knights Plant); Barry de Blocq (HR Manager, Corporate Services); Kobie Hamman (Alwyn Hamman's wife); Dean Lindecke (Engineer, Crown); and Charles Symons (Regional General Manager).

## Building up speed ...

The DRDGOLD Cycling Club, which now numbers 15 members, recently participated in the inaugural Tour de Soweto on 4 March. Scheduled to become an annual event, the Tour – in which more than 5 000 cyclists took part – follows a 52km course through Soweto, starting and finishing at the Elangeni Events Arena and passing the base of the western Crown deposition site at Nasrec.

## PEOPLE ON THE MOVE

### PROMOTIONS

#### February

Henriëtte Rossouw has been appointed Regional Manager, Occupational Hygiene and Radiation Protection for DRDGOLD SA. Koos van Schalkwyk has been appointed SBU Manager at Crown, Crown City plant.

#### March

Buti Biloane has been appointed Human Resources Manager at ERPM. Josiah Tshisebe has been appointed Plant Superintendent at Crown, Knights plant. Leonard Nxumalo has been appointed Senior Geologist at ERPM.

### NEW ENGAGEMENTS

#### February

Dirk Grobler joined the corporate office as Group Financial Accountant.

#### April

Phillip Tshiloane: General Manager Exploration and Prospecting SA Operations, DRDGOLD SA regional office. Jeevan Uren: Human Resources Manager at Crown. Schalk Lubbe: Production Manager, ERPM.



## NEWS FROM HR

Regional HR Manager Wayne Swanepoel reports that, after a comprehensive review by Khumo Gold Executive Director Adv Palesa Ncholo, DRDGOLD SA's human resources structures have been re-aligned to enhance efficiencies within the human resources discipline.

"The number of people has stayed the same, but we have re-organised some role profiles and responsibilities at the respective operations," says Wayne.

## UPDATE FROM AUSTRALASIA

DRDGOLD Ltd subsidiary, Emperor Mines, will be free of debt after the conclusion of an agreement to sell its 20% stake in the Porgera gold mine in Papua New Guinea to Barrick Gold, its partner in the joint venture. The value of Emperor's stake is US\$250 million, excluding an additional adjustment amount still to be confirmed.

"Following the completion of this transaction, Emperor will have no debt and will have cash resources of some A\$130 million," says DRDGOLD Ltd CEO John Sayers.

The sale of Vatukoula Gold Mine in Fiji to Westech Gold Limited was announced on 28 March.

## Whistleblowing update

As reported in the last issue of *Asikhulume*, DRDGOLD SA's independently-run whistleblowing service was launched on 1 February. Tip-Offs Anonymous (TOA), an independently-managed division of Deloitte, operates the call centre through which anyone, whether or not they are employed by DRDGOLD SA, may report any suspected wrongdoing.

Group Risk Manager Hannes Botes reports an encouraging start. "We averaged just under one call per day in the first few weeks of implementation. While we have given presentations at all operations to explain the concept, more detailed roadshows will be held over the June quarter

involving union forums, hostels, chambers of commerce and local communities."

Interestingly, Hannes reports that the most significant issue highlighted to date was not raised by an employee, but by a keen-eyed member of the public who detected attempted theft at one of the operations. "The incident is still the subject of an asset protection department investigation," says Hannes "so it is not appropriate to discuss detail at this stage, but the savings effected through this call alone have paid TOA's costs for the first year of operation."



The system provides for complainants to receive feedback while remaining totally anonymous. Anyone requesting feedback is allocated a reference number, which they can use in subsequent calls.

Hannes points out that a wide range of issues can be raised through the call centre. "Suspected fraud or theft will obviously be the commonest issues, but theft need not involve only money or property: time can be stolen, for example, through misuse of the clock card system.

"Where issues such as grievances are concerned, human resources policies are obviously in place and should be used in the first instance, but where the issue is sensitive – for example if sexual harassment or racial discrimination are alleged – the TOA call centre provides a safe, anonymous route ensuring the issue will be heard at the highest level."

## Gearing up for skills shortage

Acknowledging the critical skills shortage in South Africa, DRDGOLD SA has embarked on a recruitment drive to attract young talent, with a strong historically disadvantaged South African (HDSA) focus, to its operations.

"We're looking for about 30 diplomates or graduates, across the core disciplines of mining, engineering (mechanical and electrical), metallurgy, and management and services," says Regional HR Manager Wayne Swanepoel.

Wayne is co-ordinating the project, which will be implemented by the human resources managers at the three operations. It is planned to allocate 10 trainees each to Blyvoor, Crown and ERPM.

The recruitment campaign, scheduled to begin in the next quarter, will feature on-line

information and application forms through the company's website, as well as visits to tertiary-level educational institutions.

"Friends or relatives of employees are welcome to apply, and anyone who knows a suitable candidate should contact their HR manager," says Wayne.

Individual development plans, focusing on appropriate experiential training, will be prepared for each of the new trainees. "Mentors will also be appointed, and will guide the

trainees in their professional development through regular formal and informal interaction, and by liaising with trainees' line and HR managers," says Wayne.

The recruitment drive is complementary to DRDGOLD SA's existing talent development initiative, through which a group of learners from the three operations have started their theoretical training in a number of core disciplines at the Gold Fields Academy near Carletonville.



## Ukulungiselela ukunqongophala kwezakhono

Ukwamkela ukunqongophala kwezakhono eMzantsi Afrika kuxhomisa amehlo, i-DRDGOLD SA ingenele iphulo lokugaya malunga nama-30 abantu abatsha abanemfundo enomsila okanye iidiploma kuwo onke amacandelo emfundo. Iphulo, licwangiselwe ukuqala kwikota elandelayo, liza kujolisa ngamandla kubemi boMzantsi Afrika bembali ehlelekileyo. Abahlobo okanye izizalwane zabasebenzi zamkelekile ekwenzeni izicelo, kunye nabani na onolwazi ngomlingwa ofanelekileyo makanxibelelane nomphathi wabo eHR. Izicwangciso zophuhliso lomntu ngamnye ziza kulungiselelwa bonke abaqeqeshwa, abazakwabelwa abantu abayimizekelo yokubakhokhela kuphuhliso lwabo lobungcali.

Blyvoor's golf course has achieved the distinction of being included in the 100 top golf courses nominated annually by the SA Golf Association.

As described by Stuart McLean and Barry Havenga (*South Africa's 100 greatest golf courses: 2007*), Blyvoor "is a superb golf course in a peaceful, attractive, wooded setting where more species of buck walk the fairways than golfers."

Blyvoor at this stage is ranked 96 – not bad when you consider it's competing against the likes of Leopard Creek, Fancourt and Sun City. Club Chairman Joseph Rammusa and his small team of eight have worked hard at improving the course this year. "You don't know when you're being rated – the SAGA guys just turn up and play a round of golf, without saying who they are. We're pleased our efforts this year have paid off: our next target is being ranked 50th," says Joseph.

# NEXT TARGET - 50!

## MARCH QUARTER – key features

Commenting on the company's quarterly results, released on 26 April, DRDGOLD Ltd CEO John Sayers said that sign-off on the sale of 78.9%-owned Emperor's stake in the Porgera Joint Venture in Papua Guinea would contribute towards a strong foundation for DRDGOLD going forward

Within DRDGOLD SA, Blyvoor, Crown and ERPM all reported lower gold production than in the previous quarter. "At Blyvoor and ERPM, the rate of return of employees after the Christmas break was poor, and, at Blyvoor, the five-day illegal strike had an additional impact," said John. "It is worth noting that – at both operations – surface production rose and helped offset the impact of lower underground production.

"At Crown, the effect on production of depleting high-grade material underlines the importance of bringing on stream new projects such as the new 3/L/2 site and the Top Star Dump."

Looking ahead, John stressed the importance of a strong focus on cost controls and volumes to ensure the improvement of margins.