

GFL MINING SERVICES LIMITED (“GFL”)

Outline of University Bursary Scheme

INTENTION

A limited number of bursaries are awarded each year to selected candidates to study for a bachelor's degree at a South African university. The intention of the scheme is to provide the Gold Fields Limited Group with high-calibre graduates who wish to make their career in one of its companies.

ELIGIBILITY FOR CONSIDERATION

Candidates must be:

- South African citizens and under or turning the age of 21 during their first year of study (applicants for first year of undergraduate study) and under or turning (or have been under the age of, or turned) the age of 23 during their second year of study (applicants for second and subsequent years of undergraduate study)
- studying or intending to study full-time towards a degree at a recognised South African university that is acceptable to GFL
- able to provide proof of their academic results for grade 11 and progress in grade 12 or alternatively be in possession of a grade 12 exemption certificate with acceptable symbols **with Mathematics and Physical Science with an achievement level of 6 or, under the old Matriculation System, with Mathematics and Physical Science HG D or SG C symbols** or tertiary results
- intending to study for a bachelor's degree full-time commencing in the year after the application is made
- accepted by the university for the degree course as recorded on the bursary application form

BURSARIES AVAILABLE

In terms of the projected manpower requirements, bursaries will only currently be considered for the following degrees:

BSc Mining Engineering	BSc Mechanical Engineering
BSc Electrical Engineering	BSc Metallurgical Engineering
BSc Geology Honours *	BSc Chemical Engineering

*** In the geology discipline, bursaries are not considered for undergraduate studies only but also for an honours degree.**

SELECTION PROCEDURE

- (1) Application forms are sent out between February and May of each year. Forms will be sent to those applicants intending to study or already studying in a field related to the Group's projected manpower requirements (see above).

The closing date for applications is 30 June. Late applications will not be considered.

Should you apply and not receive a positive response in this regard within four weeks, please accept that your application has not been successful. Please be advised that no further communication in this regard will be conducted.

- (2) Shortlisted candidates will be contacted in June and will be required to undergo psychometric testing as well as a panel interview. In addition, all candidates are required to undergo a medical examination, and be in possession of a valid Medical Certificate of Fitness for the appropriate

category of work for the duration of their bursary and subsequent employment with GFL or its nominee.

- (3) After completion of the selection process, bursary awards are determined at the discretion of GFL Mining Services Limited. All awards are subject to the applicant gaining acceptance, or gaining promotion to the year of study applied for, for the course at the university and for the commencement year stipulated in their bursary agreement. Selected candidates will be notified in writing.
- (5) Selected candidates will be required to sign a bursary agreement in acceptance of the award.
- (6) The Bursar will be required to provide surety for the agreement.

BURSARY OBLIGATIONS

The Bursar undertakes to work for GFL or its nominee for a year for each year (or part thereof) of studies for which GFL has made bursary payments, e.g. a 3-year bursary gives rise a 3-year obligation to serve GFL or its nominee.

BURSARS MAY NOT ACCEPT OTHER BURSARIES

Bursars receiving financial study assistance from another source must disclose this fact immediately on applying for a GFL bursary. The company's approval of such assistance is required prior to the award of a bursary (and approval is entirely at the company's discretion). This condition does not prevent a Bursar from receiving assistance from parents or relatives out of purely private means.

VALUE OF BURSARY AWARDS

The value of the bursary is reviewed on an annual basis and is at the discretion of GFL. It normally covers (but does not exceed) the cost of the following:

- (1) University registration and tuition fees (which differ across universities).
- (2) A living-out allowance, which is paid to the Bursar in two equal instalments in February and August. This allowance contributes towards the cost of residence fees or private/other accommodation.

As there are different cost scales at the various university residences, the allowance will not necessarily equate with fees levied by the university attended by the Bursar.

- (3) A personal allowance, which is paid to the Bursar in two equal instalments in February and August. This allowance contributes towards the cost of books, related study material and pocket money.
- (4) Bursars can apply for a computer allowance from their second year onwards. If approved by GFL it will be on a once-off basis and the Bursar will be required to enter into a separate agreement reflecting terms and conditions in respect thereto.

REFUND OF BURSARY PAYMENTS

Failure to comply with the provisions of the bursary agreement will result in the Bursar having to refund immediately all amounts expended by the company in terms of the bursary award.

GENERAL

Notwithstanding the foregoing, if there is any conflict between the provisions of this document and the provisions of the bursary agreement entered into, the provisions of the bursary agreement shall prevail.

Please retain this outline of the bursary scheme, complete the attached form and return it to GFL.

GFL MINING SERVICES LIMITED (“GFL”)

Return this application form together with attachments to:

**The Bursary Administrator
Gold Fields Business and Leadership Academy
Private Bag X11
WESTONARIA
1780**

For Office Use only	
Award Bursary Y/N:	_____
Signature of HOD:	_____
Signature of DDC Chairperson:	_____
Date:	_____

UNIVERSITY BURSARY APPLICATION FORM

PLEASE DO NOT INCLUDE ORIGINAL DOCUMENTS

The company will not undertake any responsibility for the safe keeping and/or return of any documents submitted with this application. In your own interest, therefore, rather submit legible copies of any such documents. The original documents must be brought to any interview that may be arranged.

PLEASE COMPLETE NEATLY USING BLOCK LETTERS

STUDY DETAILS

Indicate the area in which you intend studying/are currently studying:

Mining Engineering	
Electrical Engineering	
Geology Honours *	

Mechanical Engineering	
Metallurgical Engineering	
Chemical Engineering	

*** In the geology discipline, bursaries are not considered for under-graduate studies but also for an honours degree.**

Indicate the university where you intend to study/are currently studying:

University of the Witwatersrand		University of Johannesburg	
Pretoria University		University of Kwa-Zulu Natal	
NorthWest University		University of Cape Town	
Other – <i>please specify</i>			

What are your reasons for wanting to study at the above-mentioned university?

What are your second and third preferences of university at which to study?

Note: GFL reserves its right to award a bursary subject to the candidate agreeing to study at a particular university

PERSONAL DETAILS

Surname	
Full Names	
Gender (for employment equity targets)	
Nationality/Citizenship (Please attach proof of South African citizenship in the form of copies from your identity document or passport)	
Identity Number	
Current Age (in years)	
Race (for employment equity targets)	

PERSONAL INFORMATION

Residential Address

Postal Address

Home Tel. No. () _____ Other Tel. No. () _____

Person whom we can phone to contact you urgently:

Name: _____ Tel. No. () _____

Relationship to Applicant : _____

Have you previously been interviewed for a Gold Fields Limited/GFL/GFBLA bursary? If so, where and when?

Did you previously have a bursary with Gold Fields Limited/GFL/GFBLA?

YES		NO	
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If yes, complete the following:

Year bursary was awarded to you: _____

Discipline in which the bursary was awarded to you: _____

Duration that you had the bursary for: _____

Reason for you not being on the bursary scheme any more: _____

Do you have a bursary or are you receiving financial assistance from another source other than from your parents or relatives?

YES		NO	
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If yes, complete the following:

Name of the company providing financial assistance: _____

Contact person at this company: _____

Telephone number of the contact person: _____

EDUCATION

Secondary school(s) attended:

Name of School	Date From	Date To	Highest Grade Passed

Have you completed grade 12?

YES		NO	
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Did you receive exemption?

YES		NO		N/A	
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Grade 11 and grade 12 results (please attach copies of your grade 11 and grade 12 academic records):

Subject	Grade e.g. HG/SG	Grade 11	Grade 12 Prelim.	Grade 12 Final

Are you repeating some of your grade12 examinations?

YES	<input type="checkbox"/>	NO	<input type="checkbox"/>
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If yes, complete the following:

Name of centre / school you are attending: _____

Examination dates: _____

Subjects being repeated	HG/SG

Are you currently at university?

YES	<input type="checkbox"/>	NO	<input type="checkbox"/>
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If yes, complete the following:

Name of university: _____

Current year of study: _____

Degree: _____

Year commenced degree: _____

Year you expect to graduate: _____

Details of courses taken (indicate repeat subjects clearly)

First Year		Second Year		Third Year	
Subject	Symbol %	Subject	Symbol %	Subject	Symbol %

(Please attach a copy of your academic record)

Are you considering post-graduate study of any description, e.g. Honours? If so, please state intended field of study:

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EMPLOYMENT RECORD (including temporary or vocational employment)

Employer's Name	From	To	Occupation

If you have been employed in the mining industry before, please supply your industry number:

GENERAL

What do you like doing in your spare time (e.g. hobbies, interests etc.)

What has led you to your choice of studies? How do you know this is the right choice for you? Have you had any vocational counselling to assist in your choice of degree (please provide details)?

Please describe briefly how you see your choice and / or major subject being applied in your future career:

Please list the three occupations that you would prefer to follow, in order of preference:

What are your initial and longer term career goals / aspirations?

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DECLARATION

Please answer the following questions:

Have you carefully read the terms under which GFL is prepared to consider a bursary and do you agree to be bound by them if a bursary is awarded to you?	
You will be required to submit yourself to psychometric testing. Do you have any objection to this?	

The next question is to be answered by applicants who wish to study for a degree in Mining, Mechanical or Electrical Engineering or Geology, which will involve underground work.

Have you any objection to working underground?	
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The next question is to be answered by applicants who wish to study for a degree in Mining, Mechanical or Electrical Engineering, Metallurgical Engineering, Chemical Engineering or Geology, which will involve work requiring medical surveillance.

Are you prepared to undergo a medical examination in order to apply for a Medical Certificate of Fitness?	
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SIGNATURE OF APPLICANT

DATE

**SIGNATURE OF LEGAL GUARDIAN
(if applicant under 21 years of age)**

**FULL NAMES AND SURNAME
OF LEGAL GUARDIAN**

DATE

WITNESS

DATE

WITNESS

DATE

