

# NATIONAL WOMEN'S DAY

9th August 2022



## A MESSAGE TO THE WOMEN OF DRDGOLD FROM CHERYL DE REUCK

*Each woman is a unique combination of intelligence, strength, love and beauty. A woman is never ever one single person, as such, but a combination of characteristics and experiences that has the power to change lives. The women in leadership positions, such as caregivers, teachers and doctors, etc., are role models and are an inspiration to us all.*

The women in our lives and beyond contribute towards successful outcomes and the sun does not set without their love and contribution! It is important to recognise and appreciate the incredible and dynamic women in our lives. Each new day, they are inspiring us in ways often difficult to describe. Without these beautiful women, the world would be a dull, empty place. A woman is a hearty combination of positive thoughts, bold colours, unconditional love and the need to give.



Women's Day is a time to reflect on progress made, to call for change, and to celebrate acts of courage and determination by "ordinary" women. These women have played an extraordinary role in their communities in building momentum for the effective implementation of the Sustainable Development Goals (SDGs), especially aimed at achieving gender equality and empowering all women and girls, for a brighter future.

It is also a time to recognise and uplift women across the world. It is a day to take note of the wonderful contribution women make to society and life. They give us life and shape us into the people we become. They are expert multitaskers, often raising families, taking care of the home and working full-time jobs.



On 24 March 2017, Mr Niel Pretorius, our CEO presented Cheryl with a certificate in recognition of her 40 years of loyal service.

My first job at Blyvooruitzicht, January 1977, was when I was employed as a data prep operator. I gained experience working between the different departments and was later appointed Payroll Administrator on 1 June 1990. I was required, on several occasions, to act as Assistant Administration Manager Payroll & General Services, reporting directly to the Finance Director and General Manager at Blyvooruitzicht Gold Mine.

In January 1998 I was transferred to Durban Roodepoort Deep Mine as Payroll Administrator and then to Head Office in November 2000 as Senior Payroll Administrator responsible for the senior payroll which was at the time administered by Impact Management Services, also overseeing the operations payroll. In November 2015, I was promoted to my current role as Manager for Remuneration and Corporate Services.

Having joined DRDGOLD 45 years ago, I have learned that quality results are produced through my own personal work challenges, as well as collaboration with my team.

***If you have enough passion and drive for what you want to achieve, you will get there - never be afraid to ask questions or make mistakes, as the learning makes you stronger.***

I have always felt supported and propelled as a woman in business. It is also in my nature to be strong, thus I have never felt inhibited by my gender, but empowered!

Remember, "the expert was once the beginner". We are all always learning. Go as far as you can see and when you get there, you will be able to see further! Do not live to work, but work to live - work / life balance is key!

DRDGOLD management have taken me under its wings with a personal interest in my development, and it has inspired me to always give my best. Working in a sustainable company, I can feel proud that my work is also doing good for the world and thus I enjoy my role in the process. It is important that you feel you are making a difference in anything you do!

Diversity is important to me; it is the key to ensure we get the most out of our workplace experience, and vital for us to learn and understand different people's perspectives. Being open to diversity and inclusion, each colleague helps you develop as a person within and outside of the workplace. You are also better able to understand and address issues around gender, disability or race.

I have learned that we should be proud to be women as well as proud of working together with male colleagues. We need to remember that we all have different strengths and attributes, and that our differences are what allows us to view certain things in the workplace from different perspectives. I believe mentorship helps organisations increase the retention of key employees and improves the success rate of mentees who are promoted, resulting in a sense of achievement for both mentor and mentee.

Whatever role you want in life, whether it be a stay-at-home mom, a doctor, a CEO or a business leader, strive for what you want and have confidence and passion in your abilities. Everyone has different goals and values in life. Everyone has setbacks but these are key for learning and development. Do what makes you happy - if it is your passion, then success will come naturally.

I admire Amelia Earhart, an American aviator, for her strength and determination - she was the first woman to fly solo across the Atlantic and continued to break speed and flying records. I feel in my past life, this could have been me, as I would have been a pilot. I love to travel the world and I am very independent.



On Women's Day, we celebrate the all-around, magnificent beauty that makes a woman!

# HAPPY WOMEN'S DAY!