

### STANDARD DISCLOSURES PART I: Profile Disclosures

#### 1. Strategy and Analysis

Profile Disclosure	Description	Cross-Reference	Reason for Omission	Further Explanation
1.1	Statement from the most senior decision-maker of the organization	<b>Integrated Annual Report (IAR):</b> p10-18		
1.2	Description of key impacts, risks, and opportunities.	<b>IAR:</b> p10-18, 43-45, 48-50, throughout		

#### 2. Organizational Profile

Profile Disclosure	Description	Cross-Reference	Reason for Omission	Further Explanation
2.1	Name of the organization.	<b>IAR:</b> Front cover		
2.2	Primary brands, products, and/or services.	<b>IAR:</b> p2		
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	<b>IAR:</b> Inside front cover, p2, 92-109, 117, 120-123		
2.4	Location of organization's headquarters.	<b>IAR:</b> Back cover		
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	<b>IAR:</b> Inside front cover, throughout		
2.6	Nature of ownership and legal form.	<b>IAR:</b> p2, 27, 218-220		
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	<b>Web Report (WR)</b>	Not relevant	Gold Fields sells its gold directly to international bullion banks. The commodity nature of gold means that it is not possible to define markets beyond the international bullion market.
2.8 (G3.1) <sup>1</sup>	Scale of the reporting organization.	<b>IAR:</b> Inside front cover, p2, 4-5, 92-109, 248-271		
2.9	Significant changes during the reporting period regarding size, structure, or	<b>IAR:</b> p13, 57, 61-63, 143, 173,		

<sup>1</sup> G3.1 reporting guideline components not yet required

	ownership.	205, 210-214, 227-230		
<b>2.10</b>	Awards received in the reporting period.	IAR: p29		
<b>3. Report Parameters</b>				
<b>Profile Disclosure</b>	<b>Description</b>	<b>Cross-Reference</b>	<b>Reason for Omission</b>	<b>Further Explanation</b>
<b>3.1</b>	Reporting period (e.g., fiscal/calendar year) for information provided.	IAR: p3		
<b>3.2</b>	Date of most recent previous report (if any).	IAR: p3		
<b>3.3</b>	Reporting cycle (annual, biennial, etc.)	IAR: p3		
<b>3.4</b>	Contact point for questions regarding the report or its contents.	IAR: p331 WR		Contact point for questions regarding the report or its contents Philip Woodhouse Head of Sustainable Development philip.woodhouse@goldfields.co.za 082 414 4657 011 562 9713
<b>3.5 (G3.1)<sup>2</sup></b>	Process for defining report content.	WR		The content of the sustainability section of the annual report is determined 1) by the operational and financial performance and requirements of our nine mines; 2) the legal, economic and regulatory environment of the jurisdictions in which we operate; 3) the material issues identified by stakeholders in our dialogue with them; 4) the priorities spelt out by the Board of Directors in their interaction on the annual report. Primarily we expect our shareholders and regulators to

<sup>2</sup> G3.1 reporting guideline components not yet required

				use the report, though it is also being scrutinised by NGOs and the media.
<b>3.6</b>	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	<b>IAR:</b> Inside front cover <b>GRI Web Report (WR)</b>		The Integrated Annual Report provides information on organisations in which Gold Fields wholly-owns, has a majority stake, or in which it has a significant strategic interest.
<b>3.7</b>	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope). I	<b>IAR:</b> p3		
<b>3.8</b>	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	<b>WR</b>		The Integrated Annual Report provides information on organisations in which Gold Fields wholly-owns, has a majority stake, or in which it has a significant strategic interest.
<b>3.9</b>	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	<b>IAR:</b> p85 (including Carbon Disclosure Project hyperlink), 126, 322-325		
<b>3.10</b>	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g. Mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	<b>IAR:</b> p3		
<b>3.11</b>	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	<b>IAR:</b> p3		
<b>3.12</b>	Table identifying the location of the Standard Disclosures in the report.	<b>WR</b>		
<b>3.13</b>	Policy and current practice with regard to seeking external assurance for the report.	<b>IAR:</b> p3		
<b>4. Governance, Commitments, and Engagement</b>				
<b>Profile Disclosure</b>	<b>Description</b>	<b>Cross-Reference</b>	<b>Reason for Omission</b>	<b>Further Explanation</b>
<b>4.1 (G3.1)<sup>3</sup></b>	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	<b>IAR:</b> p24-39		

<sup>3</sup> G3.1 reporting guideline components not yet required

<b>4.2</b>	Indicate whether the Chair of the highest governance body is also an executive officer.	IAR: p29		
<b>4.3 (G3.1)<sup>4</sup></b>	For organizations that have a unitary board structure, state the number of member and gender of the highest governance body that are independent and/or non-executive members.	IAR: p29		
<b>4.4</b>	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	IAR: p29		
<b>4.5</b>	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	IAR: p30, 220-227		
<b>4.6</b>	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	IAR: p72		
<b>4.7 (G3.1)<sup>5</sup></b>	Process for determining the composition, qualifications and expertise of the members of the highest governance body and its committees, including any consideration of and other indications of diversity.	IAR: p29-33		
<b>4.8</b>	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	IAR: p26		
<b>4.9</b>	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	IAR: p26-27, 29-31, 34-37, 40-50		
<b>4.10</b>	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	IAR: p30		
<b>4.11</b>	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	IAR: p40-45		
<b>4.12</b>	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	IAR: p26-27		
<b>4.13</b>	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	IAR: p3, 12, 26-27, 82-83, 176, 173		
<b>4.14 (G3.1)<sup>6</sup></b>	List of stakeholder groups engaged by the organization.	IAR: p46-50		

<sup>4</sup> G3.1 reporting guideline components not yet required

<sup>5</sup> G3.1 reporting guideline components not yet required

<sup>6</sup> G3.1 reporting guideline components not yet required

<b>4.15</b>	Basis for identification and selection of stakeholders with whom to engage.	IAR: p46		
<b>4.16</b>	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	IAR: p46-50		
<b>4.17</b>	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	IAR: p46-50		

## STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)

G3 DMA	Description	Cross-Reference	Reason for Omission	Further Explanation
<b>DMA EC</b>	Disclosure on Management Approach EC	IAR: p 10-11, 16-18 WR Website		See below.
<b>DMA EN</b>	Disclosure on Management Approach EN	IAR: p78, 80-81 WR Website		See below.
<b>DMA LA</b>	Disclosure on Management Approach LA	IAR: P146-148 WR Website		See below.
<b>DMA HR</b>	Disclosure on Management Approach HR	IAR: p146-148, 175, 177 WR Website		See below.
<b>DMA SO</b>	Disclosure on Management Approach SO	IAR: 46-50, 156, 158, 166, 168-169, 171 WR Website		See below.
<b>DMA PR</b>	Disclosure on Management Approach PR	n/a	Not relevant	See below for relevant references to Product Responsibility

## STANDARD DISCLOSURES PART III: Performance Indicators

### Economic

Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
<b>EC1</b>	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	IAR: p4-5, 16		
<b>EC2</b>	Financial implications and other risks and opportunities for the organization's activities due to climate change.	IAR: p84-87		
<b>EC3</b>	Coverage of the organization's defined benefit plan obligations.	IAR: p142		
<b>EC4</b>	Significant financial assistance received from government.	IAR: p173		
<b>EC5 (G3.1)<sup>7</sup></b>	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	IAR: p142		Ratio by gender not provided as this is a new requirement under the G3.1 Reporting Guidelines.
<b>EC6</b>	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	IAR: p168		
<b>EC7</b>	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	IAR: p147-148, 166		
<b>EC8</b>	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	IAR: p158-168		
<b>EC9</b>	Understanding and describing the significant indirect economic impacts, including the extent of impacts	IAR: p9, 16-17, 19, 157-168		

<sup>7</sup> G3.1 reporting guideline components not yet required

Environmental				
Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
EN1	Materials used by weight or volume.	IAR: p82		
EN2	Percentage of materials used that are recycled input materials.	IAR: p82		
EN3	Direct energy consumption by primary energy source.	IAR: p67		
EN4	Indirect energy consumption by primary source.	IAR: p67		
EN5	Energy saved due to conservation and efficiency improvements.	IAR: p67-69		
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	IAR: p67-69		
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	IAR: p67-69		
EN8	Total water withdrawal by source.	IAR: p88		
EN9 (G3.1) <sup>8</sup>	Water sources significantly affected by withdrawal of water.	IAR: p90	Only partially relevant	No water sources are significantly affected by our water withdrawal.
EN10	Percentage and total volume of water recycled and reused.	WR		We recycle and reuse substantial volumes of water through the water reticulation systems. Nonetheless, it is difficult to put an accurate figure to the number of times that water is reused through such systems - or to account for leakages and other losses.
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	IAR: p82-83		
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	IAR: p82-83		
EN13	Habitats protected or restored.	IAR: p81, 83		
EN14 (G3.1) <sup>9</sup>	Strategies, current actions, and future plans for managing impacts on biodiversity.	IAR: p82-83		
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	IAR: p82		

<sup>8</sup> G3.1 reporting guideline components not yet required

<sup>9</sup> G3.1 reporting guideline components not yet required



<b>EN16</b>	Total direct and indirect greenhouse gas emissions by weight.	IAR: p84-85 (incl. CDP hyperlink)		
<b>EN17</b>	Other relevant indirect greenhouse gas emissions by weight.	IAR: p84-85 (incl. CDP hyperlink)		
<b>EN18</b>	Initiatives to reduce greenhouse gas emissions and reductions achieved.	IAR: p84-85 (incl. CDP hyperlink)		
<b>EN19</b>	Emissions of ozone-depleting substances by weight.	IAR: p79	Not material (Further explanation given in IAR)	
<b>EN20</b>	NOx, SOx, and other significant air emissions by type and weight.	IAR: p85		
<b>EN21</b>	Total water discharge by quality and destination.	IAR: p88		
<b>EN22</b>	Total weight of waste by type and disposal method.	IAR: p81-82		
<b>EN23</b>	Total number and volume of significant spills.	IAR: p79		
<b>EN24</b>	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	IAR: p82		
<b>EN25</b>	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	WR		Our discharges are sampled and monitored regularly, in accordance with our permit/license conditions. To date we have not witnessed or found any definitive evidence that our discharges cause/have caused harm or that they have any material impact on the receiving environment - including relevant water bodies.
<b>EN26</b>	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	n/a	Not relevant	Gold is a benign product which has no significant health or safety impacts.
<b>EN27</b>	Percentage of products sold and their packaging materials that are reclaimed by category.	n/a	Not relevant	Not relevant to Gold Fields as gold is sold in an unwrought form. Packaging requirements are not necessary or are minimal.
<b>EN28</b>	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	IAR: p78		
<b>EN29</b>	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	IAR: p.84, 82		
<b>EN30</b>	Total environmental protection expenditures and investments by type.	IAR: p78, 78-91		



## Social: Labour Practices and Decent Work

Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
<b>LA1 (G3.1)<sup>10</sup></b>	Total workforce by employment type, employment contract, and region, broken down by gender.	IAR:p142		
<b>LA2 (G3.1)<sup>11</sup></b>	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	IAR: p143		
<b>LA3</b>	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	IAR: p142		
<b>LA4</b>	Percentage of employees covered by collective bargaining agreements.	IAR: p146		
<b>LA5</b>	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	IAR: p146		
<b>LA6</b>	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	IAR: p72-74		
<b>LA7 (G3.1)<sup>12</sup></b>	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	IAR: p149-150, p154		
<b>LA8</b>	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	IAR: p150-152, p154,		
<b>LA9</b>	Health and safety topics covered in formal agreements with trade unions.	IAR: p48, 72		
<b>LA10 (G3.1)<sup>13</sup></b>	Average hours of training per year per employee by gender and by employee category.	IAR: p142		
<b>LA11</b>	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	IAR: p144-145, 154, 164		
<b>LA12 (G3.1)<sup>14</sup></b>	Percentage of employees receiving regular performance and career development reviews, by gender.	IAR:p42		
<b>LA13 (G3.1)<sup>15</sup></b>	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	IAR: p147-148		
<b>LA14</b>	Ratio of basic salary of men to women by employee category.	IAR: p148		

<sup>10</sup> G3.1 reporting guideline components not yet required

<sup>11</sup> G3.1 reporting guideline components not yet required

<sup>12</sup> G3.1 reporting guideline components not yet required

<sup>13</sup> G3.1 reporting guideline components not yet required

<sup>14</sup> G3.1 reporting guideline components not yet required

<sup>15</sup> G3.1 reporting guideline components not yet required

LA15 (G3.1) <sup>16</sup>	Return to work and retention rates after parental leave, by gender	n/a	This is a new indicator that is not yet mandatory and for which information is not yet available.	
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<sup>16</sup> Not yet required

Social: Human Rights				
Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
HR1 (G3.1) <sup>17</sup>	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	IAR: p147		
HR2 (G3.1) <sup>18</sup>	Percentage of significant suppliers, contractors and other business partners that have undergone screening on human rights and actions taken.	IAR: p175		
HR3 (G3.1) <sup>19</sup>	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	IAR: p146		
HR4 (G3.1) <sup>20</sup>	Total number of incidents of discrimination and actions taken.	IAR: p147		
HR5 (G3.1) <sup>21</sup>	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	IAR: p147		
HR6 (G3.1) <sup>22</sup>	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.	IAR: p147		
HR7 (G3.1) <sup>23</sup>	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour.	IAR: p147		
HR8 (G3.1) <sup>24</sup>	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	IAR: p177		
HR9 (G3.1) <sup>25</sup>	Total number of incidents of violations involving rights of indigenous people and actions taken.	IAR: p169		

<sup>17</sup> G3.1 reporting guideline components not yet required

<sup>18</sup> G3.1 reporting guideline components not yet required

<sup>19</sup> G3.1 reporting guideline components not yet required

<sup>20</sup> G3.1 reporting guideline components not yet required

<sup>21</sup> G3.1 reporting guideline components not yet required

<sup>22</sup> G3.1 reporting guideline components not yet required

<sup>23</sup> G3.1 reporting guideline components not yet required

<sup>24</sup> G3.1 reporting guideline components not yet required

<sup>25</sup> G3.1 reporting guideline components not yet required

<b>HR10 (G3.1)</b> <sup>26</sup>	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	n/a	This is a new indicator and is not yet required.	Information on this indicator is not currently available.
<b>HR11 (G3.1)</b> <sup>27</sup>	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms	IAR: p147	This is a new indicator and is not yet required.	Information on this indicator is not currently available.

<sup>26</sup> G3.1 reporting guideline components not yet required

<sup>27</sup> G3.1 reporting guideline components not yet required

Social: Society				
Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
<b>SO1 (G3.1)<sup>28</sup></b>	Percentage of operations with implemented local community engagement, impact assessments and development programmes.	IAR: p40-50, 156-171		
<b>SO2</b>	Percentage and total number of business units analysed for risks related to corruption.	IAR: p172		
<b>SO3</b>	Percentage of employees trained in organization's anti-corruption policies and procedures.	IAR: p172		
<b>SO4</b>	Actions taken in response to incidents of corruption.	IAR: p172		
<b>SO5</b>	Public policy positions and participation in public policy development and lobbying.	IAR: p18, 173-175		
<b>SO6</b>	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country	IAR: p173		
<b>SO7</b>	Total number of legal actions for anticompetitive behaviour, anti-trust, and monopoly practices and their outcomes.	IAR: p172		
<b>SO8</b>	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	IAR: p172		
<b>SO9 [G3.1]<sup>29</sup></b>	Operations with significant potential or actual negative impacts on local communities.	IAR: P44-45, 47, 50, 156, 162, 169-171		
<b>SO10 [G3.1]<sup>30</sup></b>	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	IAR: P44-45, 47, 50, 156, 162, 169-171		

<sup>28</sup> G3.1 reporting guideline components not yet required

<sup>29</sup> G3.1 reporting guideline components not yet required

<sup>30</sup> G3.1 reporting guideline components not yet required

Social: Product Responsibility				
Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	n/a	Not relevant	Gold is sold directly to the refineries for processing and on-selling as the final product. Gold is a benign product which has no significant health or safety impacts.
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during life cycle, by type of outcomes.	n/a	Not relevant	Gold is sold directly to the refineries for processing and on-selling as the final product. Gold is a benign product which has no significant health or safety impacts.
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	n/a	Not relevant	Not relevant to Gold Fields as gold is sold in an unwrought form. Packaging requirements are not necessary or are minimal.
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	n/a	Not relevant	Not relevant to Gold Fields as gold is sold in an unwrought form. Packaging requirements are not necessary or are minimal.
PR5 (G3.1) <sup>31</sup>	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	n/a	Not relevant	Not relevant to Gold Fields due to the fact that gold is sold as a commodity.
PR6 (G3.1) <sup>32</sup>	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	n/a	Not relevant	Gold Fields is not involved in the marketing of its product.
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	n/a	Not relevant	Gold Fields is not involved in the marketing of its product.
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	n/a	Not relevant	Gold Fields is not involved in the marketing of its product.
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	IAR: p172		

<sup>31</sup> G3.1 reporting guideline components not yet required

<sup>32</sup> G3.1 reporting guideline components not yet required



## Disclosures on Management Approach (DMAs)

### Disclosure on Management Approach Environment

The company's approach to environmental management is governed by an environmental policy, which forms part of the overall sustainable development policy framework as approved by the Board. Our environmental management systems are certified to the ISO 14001 standard. These certifications cover all our operations and our exploration division. As an inherent requirement of ISO 14001 certification, all employees receive appropriate training in environmental issues ranging from awareness training at induction centres to competency based training for employees whose daily activities could have an environmental impact. Another inherent requirement of the ISO 14001 certification is to maintain environmental management plans that contain targets and objectives relating to our environmental policies and associated actions plans to achieve them. These policies are subject to regular audits; non-compliance is addressed through a formalised and corrective action protocol.

Environmental responsibilities are integrated into the terms of reference of the Safety, Health and Sustainable Development (SHSD) Committee, which is a subcommittee of the Board of Directors. This committee meets on a quarterly basis and reviews all material aspects of the company's performance with regard to environmental management. Formal sustainable development reports, that include environmental issues, are submitted to the committee prior to the quarterly meetings. The Head of Sustainable Development represents the highest operational responsibility for environmental issues, with the Executive Committee members assuming responsibility for environmental issues that directly affect their area of responsibility.

### Disclosure on Management Approach Labour

The company's approach to labour practices and human rights is covered by our human rights policy, which extends from rights for employees and external stakeholders to the mechanisms available for management to integrate these rights. The company has an approved Human Rights policy statement that supports the overall sustainable development policy. To achieve our strategic goals, issues of fair labour practices and human rights are integrated into our performance management system for all employees. The balanced scorecards that support the overall strategic direction of the company and contain specific objectives on human rights and labour practises are adjusted to employees' areas of responsibility. Meeting human rights targets is fully integrated into performance reviews and informs annual salary increases and bonus payments. The balanced scorecard system also supports the overall achievement of strategic objectives with regard to sustainable development.

All employees have an opportunity to challenge labour practices or human rights implementation through a number of mechanisms such as anonymous tip off lines, internal grievance mechanisms or the employee assistance programme. Training and awareness on labour practices at the company is available through the induction process. During financial 2010 a human rights training toolkit was developed and will be fully integrated into our induction centre training.

Senior operational responsibility for internal human rights issues and labour practices lie with the Senior Vice-President, Human Resources, while the most senior employee responsible for external human rights issues is the Head of Sustainable Development.

### Health and Safety

Gold Fields has an approved health and safety policy that forms part of the sustainable development framework. All of our operations are OHSAS 18001 certified, which requires training at different levels across the workforce, and which compels us to develop and implement plans with clear objectives and targets. Audit protocols determine our adherence to agreed standards and targets and outline corrective actions in case of non-compliance. The SHDS Committee, by reporting directly to the Board, is the highest responsible body looking after health and safety. Health and safety issues are captured within the quarterly sustainable development report that is submitted to the committee. At management level the highest level of operational responsibility for Health and Safety issues lies with the relevant Regional Executive Vice-Presidents with the Head of Sustainable Development providing strategic support.

## Disclosure on Management Approach Human Rights

The company's approach to labour practices and human rights is covered by our human rights policy, which extends from rights for employees and external stakeholders to the mechanisms available for management to integrate these rights. The company has an approved Human Rights policy statement that supports the overall sustainable development policy. To achieve our strategic goals, issues of fair labour practices and human rights are integrated into our performance management system for all employees. The balanced scorecards that support the overall strategic direction of the company and contain specific objectives on human rights and labour practices, adjusted to employees' areas of responsibility. Meeting human rights targets are fully integrated into performance reviews and inform annual salary increases and bonus payments. The balanced scorecard system also supports the overall achievement of strategic objectives with regard to sustainable development.

All employees have an opportunity to challenge labour practices or human rights implementation through a number of mechanisms such as anonymous tip off lines, internal grievance mechanisms or the employee assistance programme. Training and awareness on labour practices at the company is available through the induction process. Senior operational responsibility for internal human rights issues and labour practices lie with the Senior Vice-President, Human Resources, while the most senior employee responsible for external human rights issues is the Head of Sustainable Development.

## Disclosure on Management Approach Social

Our approach to societal issues is governed through our policies on ethics and governance, community and indigenous people, human rights and stakeholder engagement. All of these policies are written into the terms of reference for the Safety, Health and Sustainable Development Committee. Senior operational responsibility is divided between the Executive Vice President, Legal Counsel, for issues relating to governance and ethical practice, the Senior Vice President, Human Resources, for internal human rights, and the Head of Sustainable Development for external human rights, community issues and stakeholder engagement.

Training and awareness of societal and ethical issues is integrated into our induction process. As mentioned previously, a human rights toolkit has also been launched and is being rolled out to all the operations. In addition, the implementation of policies guiding our stakeholder relationships are integrated into our balanced scorecard system in accordance with overall policy objectives. They are tailored to specific positions within the company. Grievance mechanisms, anonymous tip off lines and employee assistance programmes have been developed for preventative, corrective and follow up action.

## Disclosure on Management Approach Product Responsibility

Our final product is gold. It is sold in unwrought form to refineries - final product responsibility therefore does not lie with Gold Fields. However, Gold Fields has adopted a materials stewardship and supply chain management policy as part of the overall sustainable development framework. This focuses on the management of materials within our mine sites and the provision of services and good by suppliers. In terms of materials stewardship, all materials brought on site are subject to the provisions of our certified environmental and certified health and safety management systems. They ensure the safe use and disposal of materials with due regard to human and environmental health. We are also in the process of compelling our suppliers to adopt similar practices of sound sustainable development, such as cyanide transport requirements and the safe disposal of various waste products.

## MINING AND METALS SECTOR SUPPLEMENT (2010): Performance Indicators

### Mining and metals

Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	IAR: p81		
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place.	IAR: p82-82		
MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks.	IAR: p81		
MM4	Number of strikes and lock-outs exceeding one week's duration, by country.	IAR: p146		
MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities.	IAR: p169		
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.	IAR: p169, 171		
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes.	IAR: p169, 171		
MM8	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.	IAR: p171		

MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	IAR: p170-171		
MM10	Number and percentage of operations with closure plans.	IAR: p171		
MM11	Programs and progress relating to materials stewardship.	IAR: p81-82		

## REPORTING GUIDANCE ON HIV/AIDS: Performance Indicators

HIV/AIDS				
Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
Indicator 1	Describe the organisation's HIV/Aids policy	IAR: p150		
Indicator 2	Describe the overall strategy for managing the HIV/Aids risk	IAR: P150-151		
Indicator 3	Describe preparedness and contingency planning in anticipation of expected impacts	IAR: p150		
Indicator 4	Describe how your organisation monitors its progress and reports in terms of Indicators	IAR: p26, 150-151		
Indicator 5	Describe how the organisation involves stakeholders in the formulation of policy, strategy and implementation	IAR: p48, 150		
Indicator 6	Indicate current and projected future HIV/Aids prevalence and incidence rates among relevant populations (workforce, service providers, communities, target consumers, direct suppliers)	IAR: P150-151		
Indicator 7	Report current HIV/Aids-associated costs and losses to the organisation	IAR: p150		
Indicator 8	Indicate total assumed future HIV/Aids-associated costs /losses	IAR: p150		
Indicator 9	Describe the workplace and workplace-related HIV/Aids programmes and interventions and the extent to which they maintain a workplace environment respectful of human and legal rights	IAR: p150-151		
Indicator 10	Indicate total allocated budget dedicated to HIV/Aids programmes per annum	IAR: p150-151		
Indicator 11	Detail the organisation's Voluntary Counselling and Testing (VCT) programme	IAR: p150-151		

Indicator 12	Describe other support and counselling programmes and measures	IAR: P150-151		
Indicator 13	Describe the organisation's HIV/Aids education and training programmes	IAR: p150-151		
Indicator 14	Describe the organisation's condom and femidom distribution programme	IAR: p150		
Indicator 15	Describe the organisation's general health care and wellness provision for employees (and/or ex-employees) and their families with specific mention of STD-treatment for those Aids sick	IAR: p151, 154		
Indicator 16	Describe additional benefits and support for employees sick, dying or deceased from Aids-related conditions	IAR: p151, 154		

## ICMM Commitments

As members of the ICMM, Gold Fields Limited has aligned to the ten principles developed by the ICMM.<sup>33</sup> These principles being:

1. Implement and maintain ethical business practices and sound systems of corporate governance
2. Integrate sustainable development considerations within the corporate decision-making process
3. Uphold fundamental human rights and respect cultures, customs and values in dealings with employees and others who are affected by our activities
4. Implement risk management strategies based on valid data and sound science
5. Seek continual improvement of our health and safety performance
6. Seek continual improvement of our environmental performance
7. Contribute to conservation of biodiversity and integrated approaches to land use planning
8. Facilitate and encourage responsible product design, use, re-use, recycling and disposal of our products
9. Contribute to the social, economic and institutional development of the communities in which we operate
10. Implement effective and transparent engagement, communication and independently verified reporting arrangements with our stakeholders.

In support of the principles above, we have also agreed to and implemented a number of position statements. Mandatory commitments inside the position statements include:

### Revenue Transparency:

1. Commitment to “include a clear endorsement of EITI on their website and/or in their sustainable development reports in support of the process, and submit a completed international level self assessment form to the EITI Secretariat, for posting on the EITI website.”
2. Commitment to “engage constructively in countries that are committed to implementing EITI, consistent with the multi-stakeholder process adopted in each country.”

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<sup>33</sup> Gold Fields Sustainable Development Framework is based on, and aligned with, the ten principles of the ICMM, as well as those of the UN Global Compact and other internationally recognised standards



3. Commitment to “provide information on all material payments to the body assigned responsibility for reconciling details of payments provided by companies and revenue data provided by government according to the agreed national template, once implementation is sufficiently advanced in candidate countries. Material payments by companies are expected to have been independently audited, applying international standard accounting practices.”
4. Commitment to “support the public disclosure (i.e. publication) of relevant data in line with the implementation approach adopted in-country, with the oversight of the committee empowered to oversee the implementation and management of the EITI program (often referred to as the ‘multi-stakeholder group’ in EITI publications).”
5. Commitment to “engage constructively in appropriate forums to improve the transparency of mineral revenues – including their management, distribution or spending – or of contractual provisions on a level-playing field basis, either individually or collectively through the ICMM Secretariat.”

#### **Mining and Indigenous Peoples:**

1. Commitment to “acknowledging and respecting the social, economic, environmental and cultural interests of Indigenous Peoples and their rights as articulated and defined within provincial, national and international laws”.
2. Commitment to “clearly identifying and fully understanding the interests and perspectives of Indigenous Peoples regarding a project and its potential impacts”.
3. Commitment to “engaging and consulting with Indigenous Peoples in a fair, timely and culturally appropriate way throughout the project cycle”.
4. Commitment to “building cross-cultural understanding: for company personnel to understand Indigenous Peoples’ culture, values and aspirations, and for Indigenous Peoples to understand a company’s principles, objectives, operations and practices”.
5. Commitment to “encouraging governments where appropriate to participate in alleviating and resolving any problems or issues faced by Indigenous Peoples near mining operations”.
6. Commitment to “designing projects to avoid potentially significant adverse impacts of mining and related activities and where this is not practicable, minimizing, managing and/or compensating fairly for impacts”.
7. Commitment to “seeking agreement with Indigenous Peoples and other affected communities on programs to generate net benefits (social, economic, environmental and cultural), that is benefits and opportunities that outweigh negative impacts from mining activities”.
8. Commitment to “supporting appropriate frameworks for facilitation, mediation and dispute resolution”.
9. Commitment to “seek broad community support for new projects or activities”, recognizing that “a decision may sometimes be made not to proceed with developments or exploration, even if this is legally permitted”.

#### **Climate Change:**

1. Commitment to “continue to meet or exceed government requirements” in relation to climate change, “contributing positively” wherever member companies operate.
2. Commitment to “monitor and report Greenhouse Gas (GHG) emissions consistent with international standards, in line with (member companies’) commitment to report in accordance with the Global Reporting Initiative framework”.

3. Commitment to “reduce GHG emissions as measured in absolute terms or per unit of production or through improved energy efficiency”.

#### **Mineral Resource and Economic Development:**

1. Commitment to collectively “support research to learn how countries and projects have successfully contributed to economic development and poverty reduction at national and community levels”, under the auspices of the Resource Endowment initiative.
2. Commitment to collectively “develop (in partnership with organizations such as the World Bank Group, the UN and national governments) practical solutions to the dilemmas faced by mineral-rich countries and communities. This research will identify the policy actions, operational practices and partnership arrangements that deliver results on the ground”, under the auspices of the Resource Endowment initiative.

#### **Mining and Protected Areas:**

1. Commitment to “undertake not to explore or mine in World Heritage properties”.
2. Commitment to take all possible steps to “ensure that existing operations in World Heritage as well as existing and future operations adjacent to World Heritage properties are not incompatible with the outstanding universal value for which these properties are listed and do not put the integrity of these properties at risk”.