

A. GOLD FIELDS: Communication on Progress 2011 Guidance Sheet (active participation)

ACTIVE REQUIREMENTS	Integrated Annual Report 2010 reference (page(s))
A statement by the chief executive expressing continued support for the Global Compact and renewing the participant's ongoing commitment to the initiative and its principles.	12 (CEO) Communication on Progress Guidance Table
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	
Practical actions	26-27 (standards and principles) 45 (risk mitigation) 48-50 (stakeholder engagement) 71-77 (safety) 92-109 (regional profiles) 142-148 (managing our people) 149-155 (health) 156-171 (social licence to operate) 172-179 (business ethics)
Measurement of outcomes	As above. 4 (Gold Fields in numbers) 21-22 (delivery on objectives) 29 (awards) 43 (risk indicators) 92-109 (regional profiles)
Principle 2: Make sure that they are not complicit in human rights abuses	
Practical actions	26-27 (standards and principles) 43 (risk indicators) 45 (risk mitigation) 48-50 (stakeholder engagement) 71-77 (safety) 146-147 (respecting human rights) 152 (wellbeing) 171 (land impacts) 172 (complying with the law) 175 (supply chain management) 176 (Responsible Gold initiative) 177 (security and human rights) 178 (illegal mining)
Measurement of outcomes	As above. 21-22 (delivery on objectives)

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	
Practical actions	26-27 (standards and principles) 48-50 (stakeholder engagement) 146-7 (labour relations and human rights) 172 (legal compliance) 175 (supply chain management)
Measurement of outcomes	As above.
Principle 4: The elimination of all forms of forced and compulsory labour	
Practical actions	26-27 (standards and principles) 146-7 (human rights) 172 (legal compliance) 175 (supply chain management)
Measurement of outcomes	As above.
Principle 5: The effective abolition of child labour	
Practical actions	26-27 (standards and principles) 146-7 (human rights) 172 (legal compliance) 175 (supply chain management)
Measurement of outcomes	As above.
Principle 6: The elimination of discrimination in respect of employment and occupation	
Practical actions	26-27 (standards and principles) 45 (risk mitigation) 146-8 (human rights and diversity) 172 (legal compliance) 175 (supply chain management)
Measurement of outcomes	As above. 21 (delivery on objectives)
Principle 7: Businesses should support a precautionary approach to environmental challenges	
Practical actions	26-27 (standards and principles) 43 (risk indicators) 45 (risk mitigation) 48-50 (stakeholder engagement) 65-66 (efficient processing) 67-69 (energy management) 78-91 (protecting and respecting the environment) 92-109 (regional profiles)
Measurement of outcomes	As above. 4 (Gold Fields in numbers) 21 (delivery on objectives) 29 (awards) 92-109 (regional profiles)

Principle 8: Undertake initiatives to promote greater environmental responsibility	
Practical actions	26-27 (standards and principles) 43 (risk indicators) 45 (risk mitigation) 48-50 (stakeholder engagement) 65-66 (efficient processing) 67-69 (energy management) 78-91 (protecting and respecting the environment) 92-109 (regional profiles)
Measurement of outcomes	As above. 4 (Gold Fields in numbers) 21 (delivery on objectives) 29 (awards) 92-109 (regional profiles)
Principle 9: Encourage the development and diffusion of environmentally friendly technologies	
Practical actions	26-27 (standards and principles) 43 (risk indicators) 45 (risk mitigation) 65-66 (efficient processing) 67-69 (energy management) 78-91 (protecting and respecting the environment)
Measurement of outcomes	As above. 4 (Gold Fields in numbers) 21 (delivery on objectives) 29 (awards)
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	
Practical actions	26-27 (standards and principles) 48-50 (stakeholder engagement) 172 (legal compliance) 175 (supply chain management)
Measurement of outcomes	As above. 43 (risk indicators)

B. GOLD FIELDS: Communication on Progress 2011 Guidance Sheet (advanced application)

ADVANCED REQUIREMENTS	Integrated Annual Report 2010 reference (page(s))
Criterion 1: COP describes C-suite and Board level discussions of strategic aspects of Global Compact implementation	Throughout the report. 4 (Gold Fields in numbers) 8-9 (vision of the Chair) 12-17 (CEO report) 20-22 (delivery on objectives) 40-45 (risk management)
Criterion 2: The COP describes effective decision-making processes and systems of governance for corporate sustainability	12-17 (CEO report) 26-27 (standards and principles) 37 (Safety, Health and Sustainable Development Committee) 40-45 (risk management) 46-50 (stakeholder engagement)
Criterion 3: The COP describes engagement with all important stakeholders	46-50 (stakeholder engagement) 67-69 (energy management) 71-74 (safety) 78 (environmental management) 82-83 (biodiversity) 88-92 (water) 120-123 (resource development and feasibility projects) 144-146 (employee engagement) 151-155 (health and wellbeing) 156-157 (community engagement) 169-171 (local/indigenous rights) 171 (artisanal mining) 173-175 (government relations) 175 (supply chain management) 177 (security and human rights) 178-179 (illegal mining)

Criterion 4: The COP describes actions taken in support of broader UN goals and issues	3 (introduction) 9 (vision of the Chair) 12-18 (CEO report) 20-22 (delivery on objectives) 46-50 (stakeholder engagement) 66 (efficient processing) 67-69 (energy management) 82-83 (biodiversity) 92-109 (regional profiles) 120-123 (resource development and feasibility projects) 150-151 (HIV/Aids and malaria) 158-165 (socio-economic development) 166-167 (local employment and capacity building) 168 (local procurement) 169-170 (local/indigenous rights) 170 (artisanal mining) 173-174 (government relations) 176 (Responsible Gold initiative)
Criterion 5: The COP describes robust commitments, strategies or policies in the area of human rights	26 (standards and principles) 45 (risk mitigation) 71-75 (safety management) 146-147 (human rights) 172 (legal compliance) 175 (supply chain management) 177 (security and human rights) 178 (illegal mining)
Criterion 6: The COP describes effective management systems to integrate the human rights principles	As above. Also, see Disclosures on Management Approach in online GRI Sustainability Report (http://overendstudio.co.za/online_reports/gold_fields_ar2011/pdf/gri_intergrated.pdf)
Criterion 7: The COP describes effective monitoring and evaluation mechanisms of human rights integration	As above. Also, relevant GRI indicators collected, monitored and reported to an A+ standard.
Criterion 8: The COP contains standardized performance indicators (including GRI) on human rights	See GRI A+ table for relevant reported indicators.
Criterion 9: The COP describes robust commitments, strategies or policies in the area of labour	26-27 (standards and principles) 142-143 (employee management) 146 (labour relations) 146-147 (human rights) 172 (legal compliance) 175 (supply chain management)

Criterion 10: The COP describes effective management systems to integrate the labour principles	<p>As above.</p> <p>Also, see Disclosures on Management Approach in online GRI Sustainability Report (http://overendstudio.co.za/online_reports/gold_fields_ar2011/pdf/gri_intergrated.pdf)</p>
Criterion 11: The COP describes effective monitoring and evaluation mechanisms of labour principles integration	As above.
Criterion 12: The COP contains standardized performance indicators (including GRI) on labour principles integration	<p>See GRI A+ table for relevant reported indicators.</p> <p>4 (Gold Fields in Numbers)</p> <p>142-143 (employee management)</p> <p>146 (labour relations)</p> <p>146-147 (human rights)</p> <p>172 (legal compliance)</p>
Criterion 13: The COP describes robust commitments, strategies or policies in the area of environmental stewardship	<p>26-27 (standards and principles)</p> <p>78 (environmental management)</p> <p>80 (environmental lifecycle management)</p> <p>81 (responsible management of materials)</p> <p>83 (biodiversity)</p> <p>84 (carbon management)</p> <p>88 (water management)</p>
Criterion 14: The COP describes effective management systems to integrate the environmental principles	<p>26 (standards and principles - ISO 14001)</p> <p>78 (environmental management - ISO 14001)</p> <p>80 (environmental lifecycle management - EMS)</p> <p>81-81 (managing materials responsibly/cyanide management - ISO 14001/ICMC)</p> <p>92-109 (regional overviews - ISO 14001)</p> <p>114 (exploration approach - ISO 14001)</p> <p>117 (exploration pipeline - ISO 14001)</p> <p>175 (supply chain management - ISO 14001)</p> <p>Also, see Disclosures on Management Approach in online GRI Sustainability Report (http://overendstudio.co.za/online_reports/gold_fields_ar2011/pdf/gri_intergrated.pdf)</p>
Criterion 15: The COP describes effective monitoring and evaluation mechanisms for environmental stewardship	<p>As above.</p> <p>67-69 (energy management)</p> <p>78-91 (environmental management)</p> <p>Also, relevant GRI indicators collected, monitored and reported to an A+ standard.</p>

Criterion 16: The COP contains standardized performance indicators (including GRI) on environmental stewardship	See GRI A+ table for relevant reported indicators. 4 (Gold Fields in Numbers) 67 (energy management) 78-79 (environmental management) 81-82 (managing materials responsibly) 82-83 (biodiversity) 84-85 (carbon management) 88 (water management) 92-109 (regional overviews)
Criterion 17: The COP describes robust commitments, strategies or policies in the area of anti-corruption	26-27 (standards and principles) 172 (business ethics/legal compliance)
Criterion 18: The COP describes effective management systems to integrate the anti-corruption principle	34-36 (Audit Committee) 40-45 (risk management) 48-50 (stakeholder engagement) 172 (legal compliance) Also, see Disclosures on Management Approach in online GRI Sustainability Report (http://overendstudio.co.za/online_reports/gold_fields_ar2011/pdf/gri_intergrated.pdf)
Criterion 19: The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption	As above. Also, relevant GRI indicators collected, monitored and reported to an A+ standard.
Criterion 20: The COP contains standardized performance indicators (including GRI) on anti-corruption	See GRI A+ table for relevant reported indicators. 43 (risk profile) 172 (legal compliance)
Criterion 21: The COP describes implementation of the Global Compact principles in the value chain	71-74 (safety management/safe production mentality) 82 (managing materials responsibly) 144 (training) 146-147 (human rights) 151 (HIV/AIDS) 153 (wellness) 166 (local employment) 175 (supply chain management) 176 (Responsible Gold initiative)
Criterion 22: The COP provides information on the company's profile and context of operation	Throughout the report. Inside front cover. 2-5 (introduction) 8 (vision of the Chair) 10-11, 17-18 (CEO report) 19 (external environment) 44-45 (risk/heat map) 92-109 (regional overviews)

Criterion 23: The COP incorporates high standards of transparency and disclosure	<p>Throughout the report.</p> <p>20-22 (delivery on objectives)</p> <p>40-45 (risk management)</p> <p>46-50 (stakeholder engagement)</p> <p>88-91 (water management)</p> <p>92-109 (regional overviews - challenges)</p> <p>144 (employee survey)</p> <p>146 (labour relations)</p> <p>147-8 (transformation and diversity)</p> <p>155 (living out allowance)</p> <p>169-171 (local and indigenous rights)</p> <p>173-174 (Black Economic Empowerment/Mining Charter)</p> <p>174-175 (royalties and revenues)</p> <p>177 (security and human rights)</p> <p>178-179 (illegal mining)</p>
Criterion 24: The COP is independently verified by a credible third party	185-189 (KPMG statement)

C. GOLD FIELDS: Communication on Progress 2011 Guidance Sheet (notable application)

NOTABLE REQUIREMENTS (2/4 categories required)	Integrated Annual Report 2010 reference (page(s))
1. Statement of continued support (at least three)	
Signed by CEO/Chair	12 (CEO report)
Statement part of CoP, not stand alone document	12 (CEO report)
Reasons for supporting UN Global Compact given	n/a
Statement is linked with major actions/outcomes linked to the Principles	n/a
Description of active participation in the UN Global Compact and/or support through interviews or speeches	n/a
2. Description of practical actions (at least four)	
Commitments and actions linked to business relevance of the Principles	The integrated nature of the annual report means that the link between the issues addressed by the Ten Principles of the UN Global Compact and the long-term business performance of the company are articulated (where relevant) throughout.
Reflection on sphere of influence of the company	GRI Table (Indicator 3.6) Inside front cover 8-9 (vision of the Chair) 16-17 (CEO report - sustainable gold) 46-50 (stakeholder engagement) 71-75 (keeping employees safe and productive) 78-91 (protecting and respecting our environment) 114 (exploration/social licence to operate) 146-147 (human rights) 149-150 (health) 152-155 (wellness/living out allowance) 156-171 (maintaining social licence to operate) 173-175 (government relations) 175 (supply chain management) 176 (Responsible Gold) 178-179 (illegal mining)

Principles reflected in management systems	<p>See Disclosures on Management Approach in online GRI Sustainability Report (http://overendstudio.co.za/online_reports/gold_fields_ar2011/pdf/gri_integrated.pdf)</p> <p>12-13 (CEO report) 26-27 (standards and principles) 40-45 (risk management) 46-50 (stakeholder engagement) 67-69 (energy management) 71-74 (safety management) 78 (environmental management) 80-81 (environmental lifecycle management) 81 (management of materials) 82 (cyanide management) 84 (carbon management) 146-147 (human rights management) 152-155 (wellbeing management) 156 (community engagement) 172 (business ethics)</p>
Actions integrated into core business processes	<p>8-9 (vision of the Chair) 12, 16-17 (CEO report) 37 (Safety, Health and Sustainable Development Committee) 40-45 (risk management) 46-50 (stakeholder engagement) 71-77 (keeping employees safe and productive)</p>
Actions fully described to allow replication	Detailed case studies of actions throughout the report.
Outline of a future plan of action	n/a
Description of partnership projects in support of broad UN goals	<p>83 (Leadership for Conservation in Africa) 87 (Beatrix Methance Project and carbon trading) 91 (Liquid Gold) 157 (community engagement at Tarkwa) 159 (alternative livelihoods at Tarkwa) 167 (sponsoring engineering in South Africa) 170 (heritage surveys in Australia) 176 (Responsible Gold)</p>
3. Measurement of outcomes (at least four)	
Performance indicators clearly defined or a full set of standard indicators	<p>GRI Table 3 (A+ GRI self-declaration)</p>

Performance shown for several years	Three years of data provided for GRI indicators (with limited exceptions)
Performance compared to peers or sector average	n/a
Presentation of positive and negative aspect of performance	<p>Three years of data provided for GRI indicators (with limited exceptions) indicating both positive and negative trends where relevant).</p> <p>43 (risk profile)</p> <p>71 (fatalities)</p> <p>74 (DuPont safety review)</p> <p>76-77 (methodology for safety statistics)</p> <p>79 (environmental spills)</p> <p>90 (silt discharges)</p> <p>92-109 (regional overviews - challenges)</p> <p>152 (accommodation)</p> <p>155 (living out)</p> <p>170-171 (resettlement and land impacts)</p>
Targets for following year specified	<p>17 (CEO report - safety targets)</p> <p>22 (delivering on our objectives - safety targets)</p> <p>67 (energy intensity target)</p> <p>71 (safety target)</p>
Business case made for actions (link to financial data)	The integrated nature of the annual report means that the links between operational, financial and sustainability performance are articulated (where relevant) throughout. It is the recognition of these links that is defining Gold Fields long-term strategy - as well as the company's holistic approach to risk management.
Performance relates to the Principles, even if emphasis on specific principles	n/a
4. Reporting process (at least three)	
External assurance	185-189 (KPMG statement)
Dissemination and stakeholder engagement	<p>Distribution of hard copy Integrated Annual Reports to all shareholders.</p> <p>Hosting of Integrated Annual Reports on the Gold Fields website.</p>
Clarity of CoP	<p>Communication on Progress 'package' made up of:</p> <ul style="list-style-type: none"> - Integrated Annual Report 2010 - GRI guidance table - Communication on Progress guidance sheet
Timeliness of CoP	Communication on Progress guidance sheet published within 6 months of the publishing of the Integrated Annual Report 2010.