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

ACTIVE REQUIREMENTS	Integrated Annual Report 2011 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.	(CEO) Communication on Progress Guidance Table
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	
Practical actions	24-26 (standards and principles) 39 (risk mitigation) 40-43 (stakeholder engagement) 56-60 (safety) 72-97 (regional profiles) 106-107 (community engagement) 128-135 (managing our people) 136-140 (health) 141-159, Online Report: section 5.3.5 (social licence to operate) 154-159, Online Report: section 5.4.1 (business ethics) 156, Online Report: section 5.4.3 (supply chain management)
Measurement of outcomes	As above. 4 (Group sustainability statistics) 18-21 (delivery on objectives) 27 (awards) 37 (risk indicators) 72-97 (regional profiles)

Principle 2: Make sure that they are not complicit in human rights abuses	
Practical actions	24-26 (standards and principles) 37 (risk indicators) 39 (risk mitigation) 40-43 (stakeholder engagement) 56-60 (safety) 106-107 (community engagement) 132, Online Report: section 5.1.5 (respecting human rights) 136 (wellbeing) Online Report: section 5.3.5 (resettlement and removal, land impacts) 154, Online Report: section 5.4.1 (legal compliance) 156, Online Report: section 5.4.3 (supply chain management) 157 (Responsible Gold initiative) 158, Online Report: section 5.4.4 (security and human rights) 149-153 (addressing illegal mining)
Measurement of outcomes	As above. 18-21 (delivery on objectives)
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	
Practical actions	24-26 (standards and principles) 40-43 (stakeholder engagement) 132, Online Report: section 5.1.4 (labour relations and human rights) 154, Online Report: section 5.4.1 (legal compliance) 156, Online Report: section 5.4.3 (supply chain management)
Measurement of outcomes	As above.
Principle 4: The elimination of all forms of forced and compulsory labour	
Practical actions	24-26 (standards and principles) 132, Online Report: section 5.1.5 (respecting human rights) 154, Online Report: section 5.4.1 (legal compliance) 156, Online Report: section 5.4.3 (supply chain management)
Measurement of outcomes	As above.

Principle 5: The effective abolition of child labour	
Practical actions	24-26 (standards and principles) 132, Online Report: section 5.1.5 (respecting human rights) 149-153 (addressing illegal mining) 154, Online Report: section 5.4.1 (legal compliance) 156, Online Report: section 5.4.3 (supply chain management)
Measurement of outcomes	As above.
Principle 6: The elimination of discrimination in respect of employment and occupation	
Practical actions	24-26 (standards and principles) 39 (risk mitigation) 132-135, Online Report: section 5.1.5 (human rights and diversity) 138 (HIV/AIDS) 154, Online Report: section 5.4.1 (legal compliance) 156, Online Report: section 5.4.3 (supply chain management)
Measurement of outcomes	As above. 18-21 (delivery on objectives)
Principle 7: Businesses should support a precautionary approach to environmental challenges	
Practical actions	26-27 (standards and principles) 37 (risk indicators) 39 (risk mitigation) 40-43 (stakeholder engagement) 51-54 (efficient processing) 53-54 (proprietary processing technology) 50-51 (energy management) 61-71, Online Report: sections 3.4.1, 3.4.2, 3.4.5, 3.4.6 (protecting and respecting the environment) 72-97 (regional profiles) 112-117 (resource development and feasibility projects) 145 (reforestation programme) 149 (community environmental monitors) 149-153 (addressing illegal mining) 156 (supply chain management)
Measurement of outcomes	As above. 4 (Group sustainability statistics) 18-21 (delivery on objectives) 27 (awards) 72-97 (regional profiles) 142 (conservation and environment spend)

Principle 8: Undertake initiatives to promote greater environmental responsibility	
Practical actions	37 (risk indicators) 39 (risk mitigation) 40-43 (stakeholder engagement) 51-54 (efficient processing) 53-54 (proprietary processing technology) 50-51 (energy management) 61-71, Online Report: sections 3.4.1, 3.4.2, 3.4.5, 3.4.6 (protecting and respecting the environment) 72-97 (regional profiles) 112-117 (resource development and feasibility projects) 145 (reforestation programme) 149 (community environmental monitors)
Measurement of outcomes	As above. 4 (Group sustainability statistics) 18-21 (delivery on objectives) 27 (awards) 72-97 (regional profiles) 142 (conservation and environment spend)
Principle 9: Encourage the development and diffusion of environmentally friendly technologies	
Practical actions	26-27 (standards and principles) 37 (risk indicators) 39 (risk mitigation) 51-54 (efficient processing) 53-54 (proprietary processing technology) 50-51 (energy management) 61-71, Online Report: sections 3.4.1, 3.4.2, 3.4.5, 3.4.6 (protecting and respecting the environment)
Measurement of outcomes	As above. 4 (Group sustainability statistics) 18-21 (delivery on objectives) 27 (awards)
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	
Practical actions	24-25 (updated Code of Ethics) 26-27 (standards and principles) 35 (Social and Ethics Committee) 40-43 (stakeholder engagement) 154, Online Report: section 5.4.1 (legal compliance) 156, Online Report: section 5.4.3 (supply chain manag.)
Measurement of outcomes	As above. 37 (risk indicators)

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

ADVANCED REQUIREMENTS	Integrated Annual Report 2011 reference (page(s))
Criterion 1: COP describes C-suite and Board level discussions of strategic aspects of Global Compact implementation	Throughout the report. 4 (Group sustainability statistics) 8-10 (vision of the Chair) 11-17 (CEO report) 18-21 (delivery on objectives) 36-39 (risk management)
Criterion 2: The COP describes effective decision-making processes and systems of governance for corporate sustainability	12-17 (CEO Report) 24-26 (standards and principles) 34 (Safety, Health and Sustainable Development Committee) 35 (Social and Ethics Committee) 36-39 (risk management) 40-43 (stakeholder engagement)
Criterion 3: The COP describes engagement with all important stakeholders	40-43 (stakeholder engagement) 50-51 (energy management) 56-60 (safety) 61-62, Online Report: section 3.4.1 (environmental management) 71 (biodiversity) 63-66 (water) 103 (exploration approach - community engagement) 106-107, 112-118 (resource development and feasibility projects approach - community engagement) Online Report: section 5.1.4 (employee engagement) 136-140 (health and wellbeing) 141 (community engagement) 148-149, Online Report: section 5.3.5 (local/indigenous rights) 149-153 (artisanal mining) 154-156 (government relations) 156, Online Report: section 5.4.3 (supply chain management) 158, Online Report: section 5.4.4 (security and human rights) 149-153 (addressing illegal mining)

Criterion	References
Criterion 4: The COP describes actions taken in support of broader UN goals and issues	3 (introduction) 10 (Vision of the Chair) 11-17 (CEO Report) 18-21 (delivery on objectives) 40-43 (stakeholder engagement) 51-54 (efficient processing) 50-51 (energy management) 71, Online Report: section 3.4.6 (biodiversity) 72-97 (regional profiles) 112-118 (resource development and feasibility projects) 138-139, Online Report: section 5.2.2 (HIV/AIDS and malaria) 142-145 (socio-economic development) 146 (local employment and capacity building) 146-148 (local procurement) 148-149, Online Report: section 5.3.5 (local/indigenous rights) 149-153 (artisanal mining) 154-156 (government relations) 157 (Responsible Gold initiative)
Criterion 5: The COP describes robust commitments, strategies or policies in the area of human rights	26-27 (standards and principles) 39 (risk mitigation) 56-60 (safety management) 132, Online Report: section 5.1.5 (human rights) 154 (legal compliance) 156, Online Report: section 5.4.3 (supply chain management) 158, Online Report: section 5.4.4 (security and human rights) 149-153 (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://goldfields.co.za/pdf/sustainability_reports/gri_intergrated_2011_full.pdf) 156 (Sustainable Sourcing Dashboard) Online Report: section 5.4.3 (vendors required to sign Code of Ethics) Online Report: section 5.4.3 (audits for new suppliers) 158 (International Code of Conduct for Private Security Providers)
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. 155 (Mining Charter targets and reporting) Online Report: section 5.1.5 (internal grievance mechanisms) Online Report: section 5.4.1 (independent whistleblowing hotline) Online Report: section 5.4.3 (Human Rights Toolkit)

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	24-26 (standards and principles) 128-129, Online Report: section 5.1.1 (employee management) 132, Online Report: section 5.1.4 (labour relations) 132, Online Report: section 5.1.5 (human rights) 154 (legal compliance)
Criterion 10: The COP describes effective management systems to integrate the labour principles	As above. Also, see Disclosures on Management Approach in online GRI Sustainability Report (http://goldfields.co.za/pdf/sustainability_reports/gri_intergrated_2011_full.pdf)
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	See GRI A+ table for relevant reported indicators. 4 (Gold Fields in Numbers) 128-129, Online Report: section 5.1.1 (employee management) 132, Online Report: section 5.1.4 (labour relations) 132, Online Report: section 5.1.5 (human rights) 154 (legal compliance)
Criterion 13: The COP describes robust commitments, strategies or policies in the area of environmental stewardship	24-26 (standards and principles) 61, Online Report: section 3.4.1 (environmental management) 61, Online Report: section 3.4.2 (environmental lifecycle management) 69, Online Report: section 3.4.5 (responsible management of materials) 71, Online Report: section 3.4.6 (biodiversity) 66-67 (carbon management) 63 (water management)
Criterion 14: The COP describes effective management systems to integrate the environmental principles	26 (standards and principles - ISO 14001) 61-62 (environmental management - ISO 14001) 80 (environmental lifecycle management - EMS) 69 (managing materials responsibly/cyanide management - ISO 14001/ICMC) 72-97 (regional overviews - ISO 14001) 103 (exploration approach - ISO 14001) 148, 156 (supply chain management - ISO 14001) Also, see Disclosures on Management Approach in online GRI Sustainability Report (http://goldfields.co.za/pdf/sustainability_reports/gri_intergrated_2011_full.pdf)

Criterion	Reference
Criterion 15: The COP describes effective monitoring and evaluation mechanisms for environmental stewardship	As above. 50-51 (energy management) 61-71, Online Report: sections 3.4.1, 3.4.2, 3.4.5, 3.4.6 (environmental management) Also, relevant GRI indicators collected, monitored and reported to an A+ standard.
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) 61-62 (environmental management) 69 (managing materials responsibly) 71, Online Report: sections 3.4.6 (biodiversity) 67 (carbon management) 63 (water management) 72-97 (regional overviews)
Criterion 17: The COP describes robust commitments, strategies or policies in the area of anti-corruption	24-25 (standards and principles) 24-25 (updated Code of Ethics) 154 (business ethics/legal compliance)
Criterion 18: The COP describes effective management systems to integrate the anti-corruption principle	24-25 (updated Code of Ethics) 32-34 (Audit Committee) 35 (Social and Ethics Committee) 36-39 (risk management) 40-43 (stakeholder engagement) 154, Online Report: section 5.4.1 (legal compliance) Also, see Disclosures on Management Approach in online GRI Sustainability Report (http://goldfields.co.za/pdf/sustainability_reports/gri_intergrated_2011_full.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. 37 (risk profile) 154, Online Report: section 5.4.1 (legal compliance)
Criterion 21: The COP describes implementation of the Global Compact principles in the value chain	56-60 (safety management/safe production mentality) 69, Online Report: section 3.4.5 (managing materials responsibly) 130 (training) 132, Online Report: section 5.1.5 (human rights) 138, Online Report : section 5.2.2 (HIV/AIDS) 139-140 (wellness) 146 (local employment) 156, Online Report: section 5.4.3 (supply chain management) 157 (Conflict-Free Gold Standard)

Criterion 22: The COP provides information on the company's profile and context of operation	Throughout the report. Inside front cover. 2-5 (introduction) 8-10 (vision of the Chair) 11-17 (CEO report) 38-39 (risk/heat map) 72-97 (regional overviews)
Criterion 23: The COP incorporates high standards of transparency and disclosure	Throughout the report. 18-21 (delivery on objectives) 36-39, Online Report: section 2.2 (risk management) 40-43 (stakeholder engagement) 63-66 (water management) 72-97 (regional overviews - challenges) 132, Online Report: section 5.1.4 (labour relations) 133-135 (transformation and diversity) 148-149, Online Report: section 5.3.5 (local and indigenous rights) 154-155 (Black Economic Empowerment/Mining Charter) 155-156 (royalties and revenues) 158, Online Report: section 5.4.4 (security and human rights) 149-153 (illegal mining)
Criterion 24: The COP is independently verified by a credible third party	164-166 (KPMG statement)

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

NOTABLE REQUIREMENTS (2/4 categories required)	Integrated Annual Report 2011 reference (page(s))
1. Statement of continued support (at least three)	
Signed by CEO/Chair	Online Report: section 1.2 (CEO report)
Statement part of CoP, not stand alone document	26 (standards and principles)
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 8-10 (vision of the Chair) 11 (CEO report - sustainable gold) 40-43 (stakeholder engagement) 56-60 (keeping employees safe and productive) 61-71, Online Report: sections 3.4.1, 3.4.2, 3.4.5, 3.4.6 (environmental management) 100 (exploration/social licence to operate) 132, Online Report: section 5.1.5 (human rights) 137-138 (health) 140 (wellness/living out allowance) 141-153, Online Report: sections 5.3.5, 5.3.6 (maintaining social licence to operate) 154 (government relations) 156, Online Report: section 5.4.3 (supply chain management) 157 (Conflict-Free Gold Standard) 149-153 (addressing illegal mining)

Principles reflected in management systems	See Disclosures on Management Approach in online GRI Sustainability Report (http://goldfields.co.za/pdf/sustainability_reports/gri_intergrated_2011_full.pdf) 11, 15-16 (CEO report) 24-26 (standards and principles) 36-39 (risk management) 40-43 (stakeholder engagement) 50-51 (energy management) 56-59 (safety management) 61, Online Report: section 3.4.1 (environmental management) 61-62, Online Report: section 3.4.2 (environmental lifecycle management) 69, Online Report: section 3.4.5 (management of materials) 69, Online Report: section 3.4.5 (cyanide management) 66-67 (carbon management) 132, Online Report: section 5.1.5 (human rights management) 136-140, Online Report: section 5.2.2 (wellbeing management) 141 (community engagement) 154 (business ethics)
Actions integrated into core business processes	8-10 (vision of the Chair) 11, 15-16 (CEO report) 34 (Safety, Health and Sustainable Development Committee) 35 (Social and Ethics Committee) 36-39 (risk management) 40-43 (stakeholder engagement) 56-60 (keeping employees safe and productive)
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	51 (Energy-efficient fan technology) 68(Beatrix Methane Project and carbon trading) 68 (Bio-energy generation at Tarkwa) 65 (Liquid Gold) 71 (Leadership for Conservation in Africa) 134 (Phasing out Fanakalo) 144 (SED programmes in the Eastern Cape) 157 (Conflict-Free Gold Standard)

3. Measurement of outcomes (at least four)	
Performance indicators clearly defined or a full set of standard indicators	GRI Table 3 (A+ GRI self-declaration)
Performance shown for several years	Four 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	Four years of data provided for GRI indicators (with limited exceptions) indicating both positive and negative trends where relevant. 37 (risk profile) 56 (fatalities) 60 (methodology for safety statistics) 62 (environmental spills) 66 (silt discharges) 72-97 (regional overviews - challenges) 140 (accommodation) Online Report: section 5.3.5 (resettlement and land impacts) 153 (illegal occupation at Damang)
Targets for following year specified	19 (delivering on our objectives - objectives for 2012) 50 (energy reduction target -South Africa)
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	164-166 (KPMG statement)
Dissemination and stakeholder engagement	Distribution of hard copy Integrated Annual Reports to all shareholders. Hosting of Integrated Annual Reports on the Gold Fields website.
Clarity of CoP	Communication on Progress 'package' made up of: - Integrated Annual Review 2011 - GRI guidance table - Communication on Progress guidance sheet
Timeliness of CoP	Communication on Progress and linked guidance sheet published within 6 months of the publishing of the Integrated Annual Review 2011.