

## A. GOLD FIELDS: Communication on Progress 2012 Guidance Sheet (active participation)

ACTIVE REQUIREMENTS	Integration into Integrated Annual Report 2012/GRI Table/Online content (page(s))
<p>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.</p> <p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights</p>	<p>Please see: <a href="http://www.goldfields.co.za/sustainability/index.php">http://www.goldfields.co.za/sustainability/index.php</a></p>
<p>Practical actions</p>	<p>27-28 (CEO report: safety and health)  50-51 (heat map and mitigation measures)  52 (stakeholder engagement - inc. online stakeholder engagement tables)  86-89 (pursuing zero harm)  102 (GIP heat map and mitigation measures)  103-105 (integrated approach to growth)  134-135 (transformation)  140-147 (shared value)  148-149 (local engagement)  149 (Social and Labour Plans)  150 (Black Economic Empowerment)  153 (World Gold Council Conflict-Free Gold Standard)</p> <p><b>Online GRI Content Index:</b>  HR2-3, HR8, HR10, SO10, MM8, MM9  Disclosure on Management Approach Human Rights, Labour, Social</p> <p><b>Online case studies:</b>  Gold Fields recognised as one of the top-3 mining companies in the DJSI  Gold Fields recognised for its contribution to the Ghanaian economy  Completion of new library at Wits University marks Gold Fields support for South African engineering  Developing a Groupwide approach to artisanal and small-scale mining  Launch of the final WGC Conflict – Free Gold Standard</p>
<p>Measurement of outcomes</p>	<p>49 (risk appetite and tolerance)  54-55 (strategic performance dashboard)  86 (group safety performance)  86 (breakdown of fatalities in the South Africa Region)  87 (LTIFR, FIFR and MTIFR performance)  134-135 (transformation)  140-147 (shared value)</p> <p><b>Online GRI Content Index:</b>  HR4 (incidents of discrimination and actions taken)  HR5 (operations where freedom of association and collective bargaining at risk, and actions taken)  HR6 (operations where risk of child labour, and actions taken)  HR7 (operations where risk of forced labour, and actions taken)  HR9 (violations of indigenous rights)  HR11 (human rights grievances, addressed and resolved through formal grievance mechanisms)  LA6 (representation in formal joint management-worker health and safety committees)  LA7 (rates of injury, occupational diseases, lost days, absenteeism, work-related fatalities)  LA8 (serious disease education, training, counselling, prevention, and risk-control programs)  SO9 (operations with significant potential or actual negative impacts on local communities)  MM6 (disputes relating to land use, customary rights of local communities and indigenous peoples)  MM7 (use of grievance mechanisms to resolve disputes relating to the above)</p> <p><b>Online case studies:</b>  Gold Fields recognised as one of the top-3 mining companies in the DJSI</p>
Principle 2: Make sure that they are not complicit in human rights abuses	
<p>Practical actions</p>	<p><b>Integrated Annual Report 2012:</b>  153 (World Gold Council Conflict-Free Gold Standard)  152 (security and human rights)</p> <p><b>Online GRI Content Index:</b>  HR2 (percentage of suppliers, contractors and business partners screened for human rights and actions taken)  HR8 (security personnel trained in human rights)  HR10 (operations that have been subject to human rights reviews or impact assessments)  Disclosure on Management Approach Human Rights  Disclosure on Management Approach Labour  Disclosure on Management Approach Social</p>
<p>Measurement of outcomes</p>	<p><b>Integrated Annual Report 2012:</b>  27 (CEO report: labour unrest in South Africa)  38-39 (industrial action in the South African mining sector)  50-51 (heat map and mitigation measures)  62 (stakeholder engagement - inc. online stakeholder engagement tables)  139 (labour relations)</p> <p><b>Online GRI Content Index:</b>  HR5 (operations where freedom of association and collective bargaining at risk, and actions taken)  HR6 (operations where risk of child labour, and actions taken)  HR7 (operations where risk of forced labour, and actions taken)  HR9 (violations of indigenous rights)  HR11 (human rights grievances, addressed and resolved through formal grievance mechanisms)  SO9 (operations with significant potential or actual negative impacts on local communities)  MM6 (disputes relating to land use, customary rights of local communities and indigenous peoples)  MM7 (use of grievance mechanisms to resolve disputes relating to the above)</p> <p><b>Online case studies:</b>  Gold Fields recognised as one of the top-3 mining companies in the DJSI</p>

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	
Practical actions	<p><b>Integrated Annual Report 2012:</b>  27 (CEO report: labour unrest in South Africa)  38-39 (industrial action in the South African mining sector)  50-51 (heat map and mitigation measures)  62 (stakeholder engagement - inc. online stakeholder engagement tables)  139 (labour relations)</p> <p><b>Online GRI Content Index:</b>  HR2 (percentage of suppliers, contractors and business partners screened for human rights and actions taken)  HR3 (general human rights training)  HR8 (human rights training for security personnel)  HR10 (operations subject to human rights reviews/impact assessments)  Disclosure on Management Approach Labour  Disclosure on Management Approach Human Rights</p> <p><b>Online case studies:</b>  Socio-economic drivers behind South Africa's 2012 mining strikes</p>
Measurement of outcomes	<p><b>Online GRI Content Index:</b>  LA4 (percentage of employees covered by collective bargaining agreements)  HR5 (operations identified in which freedom of association/collective bargaining at risk and actions taken)  HR11 (human rights grievances filed, addressed and resolved)</p> <p><b>Online case studies:</b>  Gold Fields recognised as one of the top-3 mining companies in the DJSI</p>
Principle 4: The elimination of all forms of forced and compulsory labour	
Practical actions	<p><b>Online GRI Content Index:</b>  HR2 (percentage of suppliers, contractors and business partners screened for human rights and actions taken)  HR3 (general human rights training)  HR8 (human rights training for security personnel)  HR10 (operations subject to human rights reviews/impact assessments)  Disclosure on Management Approach Labour  Disclosure on Management Approach Human Rights</p>
Measurement of outcomes	<p><b>Online GRI Content Index:</b>  HR7 (operations at risk of forced labour and actions taken)  HR11 (human rights grievances filed, addressed and resolved)</p> <p><b>Online case studies:</b>  Gold Fields recognised as one of the top-3 mining companies in the DJSI</p>
Principle 5: The effective abolition of child labour	
Practical actions	<p><b>Online GRI Content Index:</b>  HR2 (percentage of suppliers, contractors and business partners screened for human rights and actions taken)  HR3 (general human rights training)  HR10 (operations subject to human rights reviews/impact assessments)  Disclosure on Management Approach Labour  Disclosure on Management Approach Human Rights</p>
Measurement of outcomes	<p><b>Online GRI Content Index:</b>  HR6 (operations at risk of child labour and actions taken)  HR11 (human rights grievances filed, addressed and resolved)</p> <p><b>Online case studies:</b>  Gold Fields recognised as one of the top-3 mining companies in the DJSI</p>
Principle 6: The elimination of discrimination in respect of employment and occupation	
Practical actions	<p><b>Integrated Annual Review 2012:</b>  62 (stakeholder engagement - inc. online stakeholder engagement tables)  134 (transformation)  138 (HIV/AIDS and Tuberculosis)  142 (local employment)</p> <p><b>Online GRI Content Index:</b>  HR2 (percentage of suppliers, contractors and business partners screened for human rights and actions taken)  HR3 (general human rights training)  HR10 (operations subject to human rights reviews/impact assessments)  Disclosure on Management Approach Labour  Disclosure on Management Approach Human Rights</p>

Measurement of outcomes	<p><b>Integrated Annual Review 2012:</b> 130 (group human resources performance)</p> <p><b>Online GRI Content Index:</b> EC5 (ratios of standard entry level wage by gender compared to local minimum wage) LA1 (workforce by employment type, contract, and region, broken down by gender) LA2 (employee hires and employee turnover by age group, gender, and region) LA10 (hours of training per year per employee by gender and employee category) LA12 (percentage of employees receiving regular performance/development reviews, by gender) LA13 (governance bodies/employees per category according to diversity indicators) LA14 (ratio of basic salary of men to women by employee category) LA15 (return to work and retention rates after parental leave, by gender) HR4 (total number of incidents of discrimination and actions taken) HR11 (human rights grievances filed, addressed and resolved)</p> <p><b>Online case studies:</b> Gold Fields recognised as one of the top-3 mining companies in the DJSI</p>
<b>Principle 7: Businesses should support a precautionary approach to environmental challenges</b>	
Practical actions	<p><b>Integrated Annual Review 2012:</b> 32 (CEO: enduring commitment to business sustainability) 44-45 (challenging new growth environments) 49 (risk appetite and tolerance) 50-51 (group heat map and mitigation actions) 58 (internal standards and principles) 59 (external standards and principles) 90-95 (promoting environmental stewardship) 103-104 (integrated approach to growth) 111 (advanced drilling) 113 (Arctic Platinum Project) 115 (Chucapaca) 119 (Yanfollia) 145 (local environmental impacts) 149 (community engagement details by region)</p> <p><b>Online GRI Content Index:</b> EN14 (strategies, current actions, and future plans for managing impacts on biodiversity) EN30 (environmental expenditure) Disclosure on Management Approach Environment</p> <p><b>Online case studies:</b> Driving best practice across the Group through the new water strategy New tailings storage facility at Cerro Corona – a major feat of innovative engineering</p>
Measurement of outcomes	<p><b>Integrated Annual Review:</b> 49 (risk appetite and tolerance) 54-55 (strategic performance dashboard) 60 (awards and external recognition) 84 (South Africa energy consumption/West Africa energy consumption) 90 (group environmental performance) 91 (group water withdrawal/group water withdrawal per ounce produced) 92 (group CO2-e emissions – Scope 1,2 and 3, CO2-e emissions by type) 93 (carbon intensity) 94 (group input materials/group mining waste)</p> <p><b>Online GRI Content Index:</b> EN2 (percentage of materials used that are recycled input materials) EN5 (energy saved due to conservation and efficiency improvements) EN7 (initiatives to reduce indirect energy consumption and reductions achieved) EN8 (total water withdrawal by source) EN10 (percentage and total volume of water recycled and reused) EN13 (habitats protected or restored) EN20 (NOx, SOx, and other significant air emissions by type and weight) EN21 (total water discharge by quality and destination) EN23 (total number and volume of significant spills) EN28 (fines and non-monetary sanctions for non-compliance with environmental laws) EN29 (environmental impacts of transporting products, goods, materials and members of workforce) MM1 (amount of land disturbed or rehabilitated) MM2 (sites identified as requiring biodiversity management plans and sites with plans in place)</p>
<b>Principle 8: Undertake initiatives to promote greater environmental responsibility</b>	
Practical actions	<p><b>Integrated Annual Review:</b> 45-46 (challenging new growth environments: strategic approach) 51 (mitigation strategies for top 10 risks) 58 (internal standards and principles) 59 (internal standards and principles) 62 (stakeholder engagement - inc. online stakeholder engagement tables) 83-84 (improving our energy performance) 103-104 (an integrated approach to growth)</p> <p><b>Online GRI Content Table:</b> EN14 (strategies, current actions, and future plans for managing impacts on biodiversity) EN30 (environmental expenditure) Disclosure on Management Approach Environment</p>

Measurement of outcomes	<p><b>Integrated Annual Review:</b>  49 (risk appetite and tolerance)  54-55 (strategic performance dashboard)  60 (awards and external recognition)  84 (South Africa energy consumption/West Africa energy consumption)  90 (group environmental performance)  91 (group water withdrawal/group water withdrawal per ounce produced)  92 (group CO2-e emissions – Scope 1,2 and 3/CO2-e emissions by type)  93 (carbon intensity)  94 (group input materials/group mining waste)</p> <p><b>Online GRI Content Index:</b>  EN2 (percentage of materials used that are recycled input materials)  EN5 (energy saved due to conservation and efficiency improvements)  EN7 (initiatives to reduce indirect energy consumption and reductions achieved)  EN8 (total water withdrawal by source)  EN10 (percentage and total volume of water recycled and reused)  EN13 (habitats protected or restored)  EN20 (NOx, SOx, and other significant air emissions by type and weight)  EN21 (total water discharge by quality and destination)  EN23 (total number and volume of significant spills)  EN28 (fines and non-monetary sanctions for non-compliance with environmental laws)  EN29 (environmental impacts of transporting products, goods, materials and members of workforce)  MM1 (amount of land disturbed or rehabilitated)  MM2 (sites identified as requiring biodiversity management plans and sites with plans in place)</p>
<b>Principle 9: Encourage the development and diffusion of environmentally friendly technologies</b>	
Practical actions	<p><b>Integrated Annual Review:</b>  62 (stakeholder engagement - inc. online stakeholder engagement tables)  83-85 (improving our energy performance)  85 (investing in efficient processing / BIOX and ASTER)  91 (Tarkwa Heap Leach closure)  92 (Liquid Gold strategy)  93 (Energy and Carbon Management Strategy)  93 (Beatrix Methane Project)  93 (wider renewable energy projects)  95 (Surface Treatment Strategy in the South Africa region)</p> <p><b>Online case studies:</b>  New tailings storage facility at Cerro Corona – a major feat of innovative engineering</p>
Measurement of outcomes	<p><b>Integrated Annual Review:</b>  12-13 (2012 inputs/outputs)  54-55 (strategic performance dashboard)  84 (South Africa energy consumption)  84 (West Africa energy consumption)  90 (group environmental performance)  92 (Group CO2-e emissions – Scope 1,2 and 3 (tonnes))  92 (CO2-e emissions by type (%))  93 (Beatrix Methane Project)  93 (carbon intensity)</p> <p><b>Online GRI Content Index:</b>  EN5 (energy saved due to conservation and efficiency)  EN7 (initiatives to reduce indirect energy consumption and reductions achieved)  EN18 (initiatives to reduce greenhouse gas emissions and reductions achieved)</p> <p><b>Online case studies:</b>  Gold Fields recognised as one of the top-3 mining companies in the DJSI</p>
<b>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery</b>	
Practical actions	<p><b>Integrated Annual Review:</b>  49 (risk appetite and tolerance)  58 (internal standards and principles)  59 (external standards and principles)  66-67 (Audit Committee)  69 (Social and Ethics Committee)  150 (compliance)  150 (government relations)  152 (security and human rights)</p> <p><b>Online GRI Content Index:</b>  SO1 (business units analysed for risks related to corruption)</p>
Measurement of outcomes	<p><b>Integrated Annual Review:</b>  49 (risk appetite and tolerance)  150 (compliance)</p> <p><b>Online GRI Content Index:</b>  SO1 (business units analysed for risks related to corruption)  SO8 (significant fines/non-monetary sanctions for non-compliance with laws and regulations)</p> <p><b>Online case studies:</b>  Gold Fields recognised as one of the top-3 mining companies in the DJSI</p>

B. GOLD FIELDS: Communication on Progress 2012 Guidance Sheet (advanced application)

ADVANCED REQUIREMENTS	Integration into Integrated Annual Report 2012/GRI Table/Online content	Location (in IAR2012 or online)	Supplementary text
Criterion 1: The COP describes mainstreaming into corporate functions and business units	<ul style="list-style-type: none"><li>&gt; Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff</li><li>&gt; Place responsibility for execution of sustainability strategy in relevant corporate functions (procurement, government affairs, human resources, legal, etc) ensuring no function conflicts with company's sustainability commitments and objectives</li><li>&gt; Align strategies, goals and incentive structures of all business units and subsidiaries with corporate sustainability strategy</li><li>&gt; Assign responsibility for corporate sustainability implementation to an individual or group within each business unit and subsidiary</li><li>&gt; Design corporate sustainability strategy to leverage synergies between and among issue areas and to deal adequately with trade-offs</li><li>&gt; Ensure that different corporate functions coordinate closely to maximize performance and avoid unintended negative impacts</li><li>&gt; Other established or emerging best practices</li></ul>	<p>1.4 Vision, values and stakeholder promises</p> <p>1.5 Strategy for the new Gold Fields</p> <p>2.2.3 A new strategic paradigm for Gold Fields</p> <p>3.1.5 Issue 5: Challenging new growth environments</p> <p>3.2 Group risks and opportunities</p> <p>3.3.2 Strategic performance dashboard</p> <p>4.1.1 Internal standards and principles</p> <p>4.1.4 Board of Directors/Board of Directors' Charter</p> <p>4.1.5 Board committees/Safety, Health and Sustainable Development Committee</p> <p>4.1.5 Board committees/Social and Ethics Committee</p> <p>4.2.1 Summary of Remuneration Report/Annual bonus</p> <p>5.2.2 Promoting a safe mining mentality</p> <p>5.3.3 Reducing our carbon and managing climate change/Energy and Carbon Management Strategy</p> <p>6.1.3 Top five heat map</p> <p>6.1.4 An integrated approach to growth</p>	<p><b>Sustainable Development function</b></p> <p>The Group Sustainable Development (SD) function works closely with all key disciplines at Gold Fields corporate office (including HR, Finance, Technical Services, Corporate Affairs, Legal etc.) to ensure the integration of SD at a corporate level. This ensures SD is fully integrated into key decisions and submissions (e.g. the Integrated Annual Report, Form 20-F submissions etc). For each region and operation, key SD responsibilities and accountabilities have also been assigned across relevant departments at a region- and operation-level.</p> <p><b>SD strategy</b></p> <p>In addition, our Group SD strategy ensures integration between and among all issue areas by (1) comprehensively assessing key sustainability issues through internal and external stakeholder engagement (2) work-shopping and mapping these issues to identify relevant management synergies (3) using this information to formulate strategy with respect to this particular issue.</p> <p><b>SD leadership meetings</b></p> <p>Monthly SD leadership meetings, which involve a variety of key disciplines, likewise ensure the ongoing identification for cooperation opportunities and synergies between disciplines. Any trade-offs are discussed and analysed in this forum - and are assessed against our key strategic objectives.</p> <p><b>Other established or emerging best practice</b></p> <p>In 2012, we established a specialist Sustainable Development team within our Growth and International Projects function to support our integrated approach to effective project delivery in higher risk operating contexts. For further details see: <i>6.1.4 An integrated approach to growth</i> )</p>
Criterion 2: The COP describes value chain implementation	<ul style="list-style-type: none"><li>&gt; Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff</li><li>&gt; Analyze each segment of the value chain carefully, both upstream and downstream, when mapping risks, opportunities and impacts</li><li>&gt; Communicate policies and expectations to suppliers and other relevant business partners</li><li>&gt; Implement monitoring and assurance mechanisms (e.g. audits/screenings) for compliance within the company's sphere of influence</li><li>&gt; Undertake awareness-raising, training and other types of capacity building with suppliers and other business partners</li><li>&gt; Other established or emerging best practices</li></ul>	<p>7.2.3 Shared value: Local suppliers</p> <p>GRI Table/HR2</p>	<p><b>Enterprise Risk Management process</b></p> <p>Under our Enterprise Risk Management process, all risk registers for our regions, operations and service divisions are updated by their respective management teams on quarterly basis (including relevant mitigating actions). All relevant risks - if considered to be sufficiently material - are covered by this process, provided they are considered to be of sufficient materiality. Group risks are discussed with senior management and members of the Executive Committee. These risks are - together with the top risks from the South African, West African, Australasian and South American regions - consolidated into the Group Risk Register.</p> <p>During 2012, 'security of supply chain' was recorded on this Register, signifying the growing importance of value-chain management. Due to increased global demand and extended lead times there is a potential for disruptions in our supply chain. To this end our Financial and Procurement functions are in the process of putting new strategies in place to secure critical supplies (e.g. forecast models for strategic supplies, a tyre management system and a Collaborative Sourcing and Supply Management system).</p> <p><b>Other established or emerging best practice</b></p> <p>We screen and assess the risks relating to suppliers through an innovative online Sustainable Sourcing Dashboard. This combines objective sector- and country-risk data (including human rights data), context-specific data (such as South Africa's BBBEE requirements) and our own standards (including our supplier terms and Code of Ethics). These are used to produce supplier 'scorecards' – and to map a wide range of risks through our value chain. For further details see: <i>GRI Table HR2</i> .</p>
Criterion 3: The COP describes robust commitments, strategies or policies in the area of human rights	<ul style="list-style-type: none"><li>&gt; Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff</li><li>&gt; Commitment to comply with all applicable laws and respect internationally recognized human rights, wherever the company operates (e.g., the Universal Declaration of Human Rights, Guiding Principles on Human Rights) (BRE1 + ARE1)</li><li>&gt; Integrated or stand-alone statement of policy expressing commitment to respect and support human rights approved at the most senior level of the company (BRE 1 + BRES + ARE 1 + ARE 5)</li><li>&gt; Statement of policy stipulating human rights expectations of personnel, business partners and other parties directly linked to operations, products or services (BRE 1)</li><li>&gt; Statement of policy publicly available and communicated internally and externally to all personnel, business partners and other relevant parties (BRE 1 + BRE 5 + ARE 1 + ARE 5)</li><li>&gt; Other established or emerging best practices</li></ul>	<p>2.2.3 A new strategic paradigm for Gold Fields</p> <p>Figure 3.7: Mitigation strategies for top-10 risks (pre-unbundling)</p> <p>3.3.2 Strategic performance dashboard</p> <p>4.1.1 Internal standards and principles</p> <p>4.1.2 External standards and principles</p> <p>6.1.4 An integrated approach to growth</p> <p>7.3.3 Security and human rights</p> <p>5.2 Pursuing Zero Harm</p> <p>7.1.3 Transformation</p> <p>7.1.4 Health and wellbeing</p> <p>7.3.1 Compliance</p>	<p><b>Compliance programme</b></p> <p>A Group-wide compliance project has been rolled-out. This project requires all regions and operations to comply with local and international legislation including relevant human rights regulations and/or declarations.</p> <p><b>Human Rights Policy/Code of Ethics</b></p> <p>Gold Fields has a stand-alone Human Rights Policy and it forms a core part of our Code of Ethics (<a href="http://www.goldfields.co.za/com_ethics.php">http://www.goldfields.co.za/com_ethics.php</a>). Breaches of the Code of Ethics - inclusive of Human Rights breaches - can be reported through our existing Ethics Tip-offs mechanism.</p> <p><b>Other established or emerging best practice</b></p> <p>Gold Fields has voluntarily adopted the World Gold Council Conflict-Free Gold Standard as best practice across all of its eligible operations, to support the global application of the initiative by the wider industry and protect the reputation of gold. This is despite none of our operations being located in conflict-affected countries and all of our gold originates from our own mines. The Cerro Corona Mine in Peru is not required to conform to the standard as it produces a low-grade gold concentrate, which is excluded from the commodity definition in the Standard. For further details see: <i>7.3.3 Security and human rights</i> and case study on <i>'Launch of the final WGC Conflict-Free Gold Standard'</i> at <a href="http://www.goldfields.co.za/reports/2012/case_studies.pdf">http://www.goldfields.co.za/reports/2012/case_studies.pdf</a>.</p>

<b>Criterion 4: The COP describes effective management systems to integrate the human rights principles</b>	<p>&gt; Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff</p> <p>&gt; Process to ensure that internationally recognized human rights are respected</p> <p>&gt; On-going due diligence process that includes an assessment of actual and potential human rights impacts (BRE 2 + BRE 3 + ARE 2 + ARE 3)</p> <p>&gt; Internal awareness-raising and training on human rights for management and employees</p> <p>&gt; Operational-level grievance mechanisms for those potentially impacted by the company's activities (BRE 4 + ARE 4)</p> <p>&gt; Allocation of responsibilities and accountability for addressing human rights impacts</p> <p>&gt; Internal decision-making, budget and oversight for effective responses to human rights impacts</p> <p>&gt; Processes to provide for or cooperate in the remediation of adverse human rights impacts that the company has caused or contributed to (BRE 3+ BRE 4 + ARE3 + ARE 4)</p> <p>&gt; Process and programs in place to support human rights through: core business; strategic philanthropic/social investment; public policy engagement/advocacy; partnerships and/or other forms of collective action (BRE 6 + ARE 6)</p> <p>&gt; Other established or emerging best practices</p>	<p>3.2 Group risks and opportunities</p> <p>3.3 Stakeholder engagement</p> <p>3.3.2 Strategic performance dashboard</p> <p>4.1.1 Internal standards and principles</p> <p>4.1.2 External standards and principles</p> <p>4.1.5 Board committees/Safety, Health and Sustainable Development Committee</p> <p>4.1.5 Board committees/Social and Ethics Committee</p> <p>4.2.1 Summary of Remuneration Report</p> <p>5.2.1 Managing safety</p> <p>5.2.2 Promoting a safe mining mentality</p> <p>5.2.3 Delivering a safe mining environment</p> <p>6.1.4 An integrated approach to growth</p> <p>7.1.3 Transformation</p> <p>7.1.4 Health and wellbeing</p> <p>7.1.5 Labour relations</p> <p>7.2.5 Local engagement</p> <p>7.3 Practising strong business ethics</p> <p>7.3.3 Security and human rights</p> <p>GRI Table/HR1-HR11</p>	<p><b>Code of Ethics</b></p> <p>Our Code of Ethics is hosted on an internal, online portal, which includes self-assessment modules, relevant external links and references to relevant international codes and best practice, etc.</p> <p><b>Ethics hotline</b></p> <p>Gold Fields has a corporate team that works with an independent service provider to monitor, report on (to the Audit Committee) and address any human rights issues that are reported via our 24hr, 7 days a week ethics hotline. Community relations officers are also trained to record and escalate any grievances stakeholders might have.</p> <p><b>World Gold Council</b></p> <p>In addition, as members of the World Gold Council we have a corporate team that is working to implement the Conflict-Free Gold Standard at all of our eligible operations. This includes an assessment of our human rights management (i.e. training, policies etc), as well as that of our contractors. Our pro-active approach is designed to prevent human rights issues from occurring in the first place - and if they do - to ensure the right mechanisms are in place to report them to top management and ensure action plans are in place to address them.</p> <p><b>Human rights due diligence</b></p> <p>We plan to implement a formalised human rights due diligence process as part of the first phase of our Group-wide compliance programme. This includes the assessment of potential exposure as a result of non-compliances (including with our relevant human rights obligations), including the analysis of potential financial losses, reputational damage and the adequacy of our controls.</p>
<b>Criterion 5: The COP describes effective monitoring and evaluation mechanisms of human rights integration</b>	<p>&gt; Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff</p> <p>&gt; System to monitor the effectiveness of human rights policies and implementation with quantitative and qualitative metrics, including in the supply chain (BRE3 + ARE3)</p> <p>&gt; Monitoring drawn from internal and external feedback, including affected stakeholders</p> <p>&gt; Leadership review of monitoring and improvement results</p> <p>&gt; Process to deal with incidents the company has caused or contributed to for internal and external stakeholders (BRE 4 + ARE 4)</p> <p>&gt; Grievance mechanisms that are legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of continuous learning, and based on engagement and dialogue (BRE4 + ARE4)</p> <p>&gt; Outcomes of integration of the human rights principles</p> <p>&gt; Other established or emerging best practices</p>	<p>2.2.2 2012 performance review</p> <p>3.2 Group risks and opportunities</p> <p>3.3 Stakeholder engagement</p> <p>3.3.2 Strategic performance dashboard</p> <p>4.1.5 Board committees</p> <p>5.2 Pursuing Zero Harm</p> <p>6.1.4 An integrated approach to growth</p> <p>7.1.4 Health and wellbeing</p> <p>7.2.5 Local engagement</p> <p>GRI Table/HR1-HR11</p>	<p><b>Stakeholder input on human rights management</b></p> <p>Stakeholder input on broader human rights issues is obtained from a variety of sources, including operation-level complaints registers for local communities to document in writing or verbally any complaints they might have. In addition, comments, complaints and feedback on human rights issues can be submitted via the SD-section of our website (<a href="http://www.goldfields.co.za/sustainability/contact_us.php">http://www.goldfields.co.za/sustainability/contact_us.php</a>) as well as through our 24/7, independently-managed ethics hotline. All issues raised via the hotline are reported to and monitored by the Audit Committee on a quarterly basis. Our CEO Nick Holland sits on the Audit Committee.</p>
<b>Criterion 6: The COP describes robust commitments, strategies or policies in the area of labour</b>	<p>&gt; Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff</p> <p>&gt; Reference to principles of relevant international labour standards (ILO Conventions) and other normative international instruments in company policies</p> <p>&gt; Reflection on the relevance of the labour principles for the company</p> <p>&gt; Written company policy to obey national labour law, respect principles of the relevant international labour standards in company operations worldwide, and engage in dialogue with representative organization of the workers (international, sectoral, national).</p> <p>&gt; Inclusion of reference to the principles contained in the relevant international labour standards in contracts with suppliers and other relevant business partners</p> <p>&gt; Specific commitments and Human Resources policies, in line with national development priorities or decent work priorities in the country of operation</p> <p>&gt; Participation and leadership in wider efforts by employers' organizations (international and national levels) to jointly address challenges related to labour standards in the countries of operation, possibly in a tripartite approach (business – trade union – government).</p> <p>&gt; Structural engagement with a global union, possibly via a Global Framework Agreement</p> <p>&gt; Other established or emerging best practices</p>	<p>2.2.2 2012 performance review/Significant challenges in 2012</p> <p>2.2.2 2012 performance review/Key achievements in 2012</p> <p>3.1.1 Issue 1: Industrial action in the South African mining sector</p> <p>Figure 3.7: Mitigation strategies for top-10 risks (pre-unbundling)</p> <p>4.1.1 Internal standards and principles</p> <p>4.1.2 External standards and principles</p> <p>4.1.5 Board committees/Social and ethics committee</p> <p>5.1.1 Group operational performance</p> <p>5.1.5 Cutting-edge mining at South Deep</p> <p>5.2.1 Managing safety</p> <p>7.1.3 Transformation</p> <p>7.1.5 Labour relations</p> <p>7.3.1 Compliance (Code of Ethics - <a href="http://www.goldfields.co.za/com_ethics.php">http://www.goldfields.co.za/com_ethics.php</a>)</p> <p>7.3.2 Government relations/Black Economic Empowerment</p> <p>GRI Table/HR12</p> <p>Case study: Socio-economic drivers behind South Africa's 2012 mining strikes (see <a href="http://www.goldfields.co.za/reports/2012/case_studies.pdf">http://www.goldfields.co.za/reports/2012/case_studies.pdf</a>)</p>	<p><b>Human Rights Policy</b></p> <p>Our Human Rights Policy addresses the ILO core labour standards (i.e. with respect to discrimination, freedom of association, forced labour and child labour) - and commits us to lawful and fair action. Such lawful action includes our regulated engagement with unions in Ghana and South Africa. For further information see: <a href="http://www.goldfields.co.za/com_human_rights.php">http://www.goldfields.co.za/com_human_rights.php</a>.</p> <p>All of our suppliers must commit to the terms of our Code of Ethics, which incorporates our Human Rights Policy.</p> <p><b>Other established or emerging best practices</b></p> <p>During the wave of illegal strikes that affected the South African mining sector in 2012, we focused our response on responsible security provision to avoid any serious injury to any party (a key consideration given events in other parts of the sector) - as well as a robust defence of the existing Collective Wage agreement that was legitimately negotiated with the relevant unions and is not due to expire until June 2013. Nonetheless, we are committed to taking part in multi-stakeholder efforts to address the underlying issues that helped bring about these illegal strikes in the first place - including issues such as the promotion of development programmes in labour-sending areas (unilaterally and in partnership with our peers), the ongoing enhancement of employee accommodation above and beyond the requirements of the Mining Charter, enhanced employee incentivisation structures and a re-examination of career structures for junior personnel to ensure potential for progression. For further details see: 3.1.1 Issue 1: <i>Industrial action in the South African mining sector</i>, 7.1.5 <i>Labour relations</i>, 7.3.3 <i>Security and human rights</i> and case study on '<i>Socio-economic drivers behind South Africa's 2012 mining strikes</i>' at <a href="http://www.goldfields.co.za/reports/2012/case_studies.pdf">http://www.goldfields.co.za/reports/2012/case_studies.pdf</a>.</p>

<b>Criterion 7: The COP describes effective management systems to integrate the labour principles</b>	<ul style="list-style-type: none"><li>&gt; Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff</li><li>&gt; Risk and impact assessments in the area of labour</li><li>&gt; Dialogue mechanism with trade unions to regularly discuss and review company progress in addressing labour standards</li><li>&gt; Allocation of responsibilities and accountability within the organization</li><li>&gt; Internal awareness-raising and training on the labour principles for management and employees</li><li>&gt; Active engagement with suppliers to address labour-related challenges</li><li>&gt; Grievance mechanisms, communication channels and other procedures (e.g., whistleblower mechanisms) available for workers to report concerns, make suggestions or seek advice, designed and operated in line with the representative organization of workers</li><li>&gt; Other established or emerging best practices</li></ul>	3.2 Group risks and opportunities 4.1.5 Board committees 4.1.5 Board committees/Social and Ethics Committee GRI Table/HR2	<p><b>Enterprise Risk Management process</b></p> <p>Under our Enterprise Risk Management process, all risk registers for our regions, operations and service divisions are updated by their respective management teams on quarterly basis (including relevant mitigating actions). All relevant risks - if considered to be sufficiently material - are covered by this process, provided they are considered to be of sufficient materiality. Group risks are discussed with senior management and members of the Executive Committee. These risks are - together with the top risks from the South African, West African, Australasian and South American regions - consolidated into the Group Risk Register. In 2012, illegal strikes and the integrity of labour relations framework in South Africa was one of the top-10 Group risks registered in the ERM.</p> <p><b>Training and awarness raising</b></p> <p>Our Human Rights Policy (contained in our Code of Ethics) addresses the ILO core labour standards (i.e. with respect to discrimination, freedom of association, forced labour and child labour). All of our employees - including our management - receives training on our Code of Ethics during induction and on an annual basis. For further information see: <i>7.3.1 Compliance</i>.</p> <p><b>Engagement with unions</b></p> <p>In South Africa each of our mines take part in regulated weekly meetings on safety, recruitment, training and other working conditions. On a monthly level, our senior management meets with the branch and regional leadership of all representative trade unions. Every two years statutory negotiations on wage and working conditions are held between the gold mining companies – represented by the Chamber of Mines – and the representative trade unions (i.e. the National Union of Mineworkers; UASA and Solidarity) to negotiate and implement a two year agreement that is binding on the industry and employees. In Ghana, we regularly engage with the Ghana Mineworkers Union on working conditions such as salaries and other remuneration benefits. This happens at national level as well as at mine level.</p>
<b>Criterion 8: The COP describes effective monitoring and evaluation mechanisms of labour principles integration</b>	<ul style="list-style-type: none"><li>&gt; Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff</li><li>&gt; System to track and measure performance based on standardized performance metrics</li><li>&gt; Dialogues with the representative organization of workers to regularly review progress made and jointly identify priorities for the future</li><li>&gt; Audits or other steps to monitor and improve the working conditions of companies in the supply chain, in line with principles of international labour standards</li><li>&gt; Process to positively engage with the suppliers to address the challenges (i.e., partnership approach instead of corrective approach) through schemes to improve workplace practices</li><li>&gt; Outcomes of integration of the labour principles</li><li>&gt; Other established or emerging best practices</li></ul>	2.2.2 2012 performance review/Significant challenges in 2012 2.2.2 2012 performance review/Key achievements in 2012 3.1.1 Issue 1: Industrial action in the South African mining sector 5.1.5 Cutting-edge mining at South Deep 5.2.1 Managing safety 7.1 Becoming the employer of choice 7.1.5 Labour relations 7.3.2 Government relations/Black Economic Empowerment GRI Table/LA1-LA15, HR2-8, HR10	<p><b>Joint working group on labour issues in South Africa</b></p> <p>South African gold mining companies, trade unions and government have established a working group to examine labour issues within the industry. This group will have input in the next round of labour negotiations scheduled for mid-2013.</p> <p><b>Other established or emerging best practices</b></p> <p>Our transformation efforts in South Africa are based on the Black Economic Empowerment criteria contained in the Mining Charter. Our strategy for achieving these is based the promotion of the education, training and development of Historically Disadvantaged South African employees - as part of a long-term 'empowerment pipeline' through which such individuals will pass over time. Likewise, in Ghana and Peru we proactively employ, develop and retain 'national' employees to ensure that as far as is reasonably possible, our workforce reflects the societies in which they are based and to meet relevant national regulatory requirements. For further details see: <i>7.1.3 Transformation</i>.</p>
<b>Criterion 9: The COP describes robust commitments, strategies or policies in the area of environmental stewardship</b>	<ul style="list-style-type: none"><li>&gt; Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff</li><li>&gt; Reference to relevant international conventions and other international instruments (e.g. Rio Declaration on Environment and Development)</li><li>&gt; Reflection on the relevance of environmental stewardship for the company</li><li>&gt; Written company policy on environmental stewardship</li><li>&gt; Inclusion of minimum environmental standards in contracts with suppliers and other relevant business partners</li><li>&gt; Specific commitments and goals for specified years</li><li>&gt; Other established or emerging best practices</li></ul>	3.2.2 Risk appetite and tolerance 3.3.2 Strategic performance dashboard 4.1.1 Internal standards and principles 4.1.2 External standards and principles 4.1.5 Board committees/Safety, Health and Sustainable Development Committee 4.1.5 Board committees/Social and Ethics Committee 5.1.6 Improving our energy performance 5.3 Promoting environmental stewardship 6.1.4 An integrated approach to growth GRI Table/HR2	<p><b>Other established or emerging best practices</b></p> <p>Liquid Gold is a joint Gold Fields/Sibanye Gold project to proactively prevent future acid mine drainage (AMD) from the deep underground KDC and South Deep mines (i.e. once they reach their respective mine lives – at least 10 – 20 years away in the case of KDC and more than 50 years away in the case of South Deep). The strategy now envisages the provision of treated potable and industrial water pumped from closed operations – and using the revenues generated to finance AMD avoidance measures, such as ongoing separation of clean and dirty fissure water and selective water treatment. Avoidance measures would be based on two separate pumping and treatment systems – one higher volume system for AMD-affected water and a smaller volume system for clean fissure water – as well as the appropriate sealing of underground contact points between the two, to minimise potential mixing. For further details see: <i>5.3.2 Using and discharging water responsibly</i>.</p>
<b>Criterion 10: The COP describes effective management systems to integrate the environmental principles</b>	<ul style="list-style-type: none"><li>&gt; Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff</li><li>&gt; Environmental risk and impact assessments</li><li>&gt; Assessments of lifecycle impact of products, ensuring environmentally sound management policies</li><li>&gt; Allocation of responsibilities and accountability within the organisation</li><li>&gt; Internal awareness-raising and training on environmental stewardship for management and employees</li><li>&gt; Grievance mechanisms, communication channels and other procedures (e.g. whistleblower mechanisms) for reporting concerns or seeking advice regarding environmental impacts</li><li>&gt; Other established or emerging best practices</li></ul>	3.2 Group risks and opportunities 3.3.2 Strategic performance dashboard 4.1.2 External standards and principles 4.1.5 Board committees/Safety, Health and Sustainable Development Committee 4.1.5 Board committees/Social and Ethics Committee 5.3.1 Managing our impacts across the mine lifecycle 5.3.2 Using and discharging water responsibly 5.3.4 Managing materials responsibly 6.1.4 An integrated approach to growth 6.3.1 Arctic Platinum Project, Finland 6.3.2 Chucapaca, Peru 6.3.4 Yanfolilla, Mali 7.2.5 Local engagement GRI Table EN14, EN19, EN25, EN29-30, MM2	<p><b>Lifecycle assessment</b></p> <p>Lifecycle assessment is not relevant for gold - as it is an inert metal.</p> <p><b>Environmental training and awareness-raising</b></p> <p>At an operational level, environmental training and awareness-raising takes place through our ISO 14001-certified environmental management systems. In addition, our leadership training programmes also cover environmental aspects, where relevant. For further information, see <i>7.1.2 Skills development</i>.</p> <p><b>Ethics hotline and Sustainable Development website</b></p> <p>Our whistleblowing hotline is available for all complaints - including those relating to the environment. In addition, we have operation-level grievance mechanisms - including community complaint registers and the submission of written complaints to the local SD manager. Relevant complaints - including environmental complaints - are subject to review and are appropriately addressed. In addition, environmental complaints can be submitted via the Gold Fields SD website (<a href="http://www.goldfields.co.za/sustainability/contact_us.php">http://www.goldfields.co.za/sustainability/contact_us.php</a>).</p> <p><b>Other established or emerging best practices</b></p> <p>Our Group Technical Services function started scoping activities for the development of a Group-wide water strategy. This is being supported by a newly formed, world-class team of water experts at Group level headed by a new Group Head of Water Management to ensure we address heightened levels of scrutiny from national water regulators and other stakeholders in an early and proactive way. This included a prioritised review of water management at our Tarkwa mine, which produced a comprehensive action plan to further enhance: water management plans and systems; water balances; operational procedures; roles and responsibilities; and laboratory standards. This will act as a model for similar water management reviews to be rolled out across the Group. For further details see: <i>5.3.2 Using and discharging water responsibly</i> and case study on <i>'Driving best-practice across the Group through the new water strategy'</i> at <a href="http://www.goldfields.co.za/reports/2012/case_studies.pdf">http://www.goldfields.co.za/reports/2012/case_studies.pdf</a>.</p>



<b>Criterion 11: The COP describes effective monitoring and evaluation mechanisms for environmental stewardship</b>	<ul style="list-style-type: none"><li>&gt; Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff</li><li>&gt; System to track and measure performance based on standardized performance metrics</li><li>&gt; Leadership review of monitoring and improvement results</li><li>&gt; Process to deal with incidents</li><li>&gt; Audits or other steps to monitor and improve the environmental performance of companies in the supply chain</li><li>&gt; Outcomes of integration of the environmental principles</li><li>&gt; Other established or emerging best practices</li></ul>	3.3.2 Strategic performance dashboard 5.3 Promoting environmental stewardship GRI Table EN1-30, HR2, MM1	<p><b>Environmental incident reporting</b></p> <p>Environmental incidents are recorded at each of Gold Fields operations in accordance with a group guideline document. The incidents are rated on a scale of 1-5 in terms of severity. All environmental incidents, no matter what their level, are reported on a monthly basis into the corporate data capture portal for review. The details are then reported on a quarterly basis to the Safety, Health and Sustainable Development Committee (a sub-committee of the board). All level 3 and above environmental incidents are reported annually in our Integrated Annual Report and the numbers are externally assured by KPMG. In addition, Gold Fields has a group wide crisis management system to handle any significant (i.e. level 4-5) environmental incidents should they occur. At a site-level, it is a requirement to remediate any environmental incident that occurs and to report on the remediation measures for such incidents. All such incidents are locally recorded.</p> <p><b>Environmental monitoring</b></p> <p>The majority of environmental performance monitoring (i.e. review of water, soils and air quality monitoring data etc. and tracking against targets) is undertaken by each operation. The targets and performance metrics are designed centrally (by the corporate office) in consultation with each operation and then linked into the Balanced Scorecards of those at the highest levels of management down to those at site-level. The CEO - together with the Board - attend quarterly Safety Health and Sustainable Development meetings, in which all environmental incidents are reported and analysed - with corrective management actions also identified and/or reviewed.</p> <p><b>Other established or emerging best practices</b></p> <p>Under our newly developed and fully integrated Energy and Carbon Management Strategy each of our regions has (in collaboration with the Group Technical Services function) developed a Carbon Management Plan (CMP), focusing on: management and reporting; mitigation; and adaptation. These plans will support the integration of energy and carbon pricing and reduction into our financial and operational planning – as well as the integration of energy and carbon targets into managers' balanced scorecards – from 2013 onwards. For further details see: 5.3.3 <i>Reducing our carbon and managing climate change</i>.</p>
<b>Criterion 12: The COP describes robust commitments, strategies or policies in the area of anti-corruption</b>	<ul style="list-style-type: none"><li>&gt; Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff</li><li>&gt; Publicly stated formal policy of zero-tolerance of corruption (D1)</li><li>&gt; Commitment to be in compliance with all relevant anti-corruption laws, including the implementation of procedures to know the law and monitor changes(B2)</li><li>&gt; Statement of support for international and regional legal frameworks, such as the UN Convention against Corruption (D2)</li><li>&gt; Detailed policies for high-risk areas of corruption (D4)</li><li>&gt; Policy on anti-corruption regarding business partners (D5)</li><li>&gt; Other established or emerging best practices</li></ul>	4.1.5 Board committees 7.3 Practising strong business ethics 4.1.2 External standards and principles Code of Ethics ( <a href="http://www.goldfields.co.za/com_ethics.php">http://www.goldfields.co.za/com_ethics.php</a> )	
<b>Criterion 13: The COP describes effective management systems to integrate the anti-corruption principle</b>	<ul style="list-style-type: none"><li>&gt; Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff</li><li>&gt; Support by the organization's leadership for anti-corruption (B4)</li><li>&gt; Carrying out risk assessment of potential areas of corruption (D3)</li><li>&gt; Human Resources procedures supporting the anti-corruption commitment or policy, including communication to and training for all employees (B5 + D8)</li><li>&gt; Internal checks and balances to ensure consistency with the anti-corruption commitment (B6)</li><li>&gt; Actions taken to encourage business partners to implement anti-corruption commitments (D6)</li><li>&gt; Management responsibility and accountability for implementation of the anti-corruption commitment or policy (D7)</li><li>&gt; Communications (whistleblowing) channels and follow-up mechanisms for reporting concerns or seeking advice (D9)</li><li>&gt; Internal accounting and auditing procedures related to anticorruption (D10)</li><li>&gt; Other established or emerging best practices</li></ul>	4.1.1 Internal standards and principles 4.1.2 External standards and principles 4.1.5 Board committees/Audit Committee 4.1.5 Board committees/Social and Ethics Committee 7.3 Practising strong business ethics Code of Ethics ( <a href="http://www.goldfields.co.za/com_ethics.php">http://www.goldfields.co.za/com_ethics.php</a> ) GRI Table HR2, SO2	<p><b>Other established or emerging best practices</b></p> <p>A Group-wide compliance project has been rolled-out. This project requires all regions and operations to comply with local and international legislation including relevant anti-corruption regulations and/or declarations.</p>
<b>Criterion 14: The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption</b>	<ul style="list-style-type: none"><li>&gt; Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff</li><li>&gt; Leadership review of monitoring and improvement results (D12)</li><li>&gt; Process to deal with incidents (D13)</li><li>&gt; Public legal cases regarding corruption (D14)</li><li>&gt; Use of independent external assurance of anti-corruption programmes (D15)</li><li>&gt; Outcomes of integration of the anti-corruption principle</li><li>&gt; Other established or emerging best practices</li></ul>	4.1.5 Board committees/Audit Committee 7.3 Practising strong business ethics Code of Ethics ( <a href="http://www.goldfields.co.za/com_ethics.php">http://www.goldfields.co.za/com_ethics.php</a> ) GRI Table SO7-8	<p><b>Monitoring</b></p> <p>Our anti-corruption performance is monitored on a quarterly basis by our Audit Committee - as well as our Social and Ethics Committee. For further information see: 4.1.5 <i>Board committees</i> .</p> <p><b>Public legal cases</b></p> <p>There were no public legal cases relating to corruption during 2012</p>



<b>Criterion 15: The COP describes core business contributions to UN goals and issues</b>	<p>&gt; Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff</p> <p>&gt; Align core business strategy with one or more relevant UN goals/issues</p> <p>&gt; Develop relevant products and services or design business models that contribute to UN goals/issues</p> <p>&gt; Adopt and modify operating procedures to maximize contribution to UN goals/issues</p> <p>&gt; Other established or emerging best practices</p>	<p>1.4 Vision, values and stakeholder promises</p> <p>4.1 Corporate governance</p> <p>5.2 Pursuing Zero Harm</p> <p>5.3 Promoting environmental stewardship</p> <p>6.1.4 An integrated approach to growth</p> <p>7.2 Delivering shared value</p>	<p><b>Focus of Sustainable Development strategy</b></p> <p>Three of our top 5 Sustainable Development (SD) strategies focus on the three of the key environmental principles of the UNGC, which is directly related to core business contributions of the UN goals. The SD business priorities include the improved water management, improved energy and carbon management as well has better mine closure planning.</p> <p><b>BIOX® and ASTER™</b></p> <p>BIOX® and ASTER™ are two proprietary forms of gold processing technology that offer more environmentally-friendly performance than conventional technology (owned by a subsidiary and Gold Fields respectively). For example, the BIOX® process was developed for the pre-treatment of refractory ores and concentrates ahead of conventional cyanide leach for gold recovery - and offers environmental advantages. The ASTER™ process was developed to deliver an improved and integrated water mass balance for subsequent upstream re-usage of treated cyanide solution in BIOX® applications. Further details on BIOX® can be found at <a href="http://www.goldfieldsbioxonline.co.za/biox/overview.html">http://www.goldfieldsbioxonline.co.za/biox/overview.html</a> and details on ASTER™ can be found at <a href="http://www.goldfieldsbioxonline.co.za/aster/overview.html">http://www.goldfieldsbioxonline.co.za/aster/overview.html</a>.</p> <p><b>Other established or emerging best practices</b></p> <p>Under our newly developed and fully integrated Energy and Carbon Management Strategy, we are targeting: (1) Carbon emissions reductions of 13% by 2016 against our 'business as usual' projections (2) An average of 20% renewable energy generation on all new mine developments. Furthermore, we will now apply two key rules to all future energy investments: (1) No operation should utilise a more carbon intense source unless security of supply or price makes it necessary (2) All new mine developments must rely on renewable sources for at least 20% of their energy demands. For further information see: <i>5.3.3 Reducing our carbon and managing climate change</i>.</p>
<b>Criterion 16: The COP describes strategic social investments and philanthropy</b>	<p>&gt; Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff</p> <p>&gt; Pursue social investments and philanthropic contributions that tie in with the core competencies or operating context of the company as an integrated part of its sustainability strategy</p> <p>&gt; Coordinate efforts with other organizations and initiatives to amplify—and not negate or unnecessarily duplicate—the efforts of other contributors</p> <p>&gt; Take responsibility for the intentional and unintentional effects of funding and have due regard for local customs, traditions, religions, and priorities of pertinent individuals and groups</p> <p>&gt; Other established or emerging best practices</p>	<p>1.4 Vision, values and stakeholder promises</p> <p>1.5 Strategy for the new Gold Fields</p> <p>2.1 Vision of the Chair</p> <p>2.2 CEO report</p> <p>3.1.2 Issue 2: Resource nationalism</p> <p>3.1.5 Issue 5: Challenging new growth environments</p> <p>Figure 3.7: Mitigation strategies for top-10 risks (pre-unbundling)</p> <p>3.3.2 Strategic performance dashboard</p> <p>6.1.1 Q&amp;A with Tommy McKeith</p> <p>6.1.3 Top five heat map</p> <p>6.1.4 An integrated approach to growth</p> <p>6.3.2 Chucapaca, Peru</p> <p>6.3.3 Far Southeast, Philippines</p> <p>6.3.4 Yanfolilla, Mali</p> <p>7.2 Delivering shared value</p>	<p><b>Community Handbook</b></p> <p>We have recently completed, rolled-out and delivered training on a Community Handbook as our company guideline on how to engage with and invest in communities we operate in. This also guides Gold Fields employees on local customs, traditions, and priorities of local groups. Each region has committed community and social investment plans which are being tracked against commitments.</p> <p><b>Other established or emerging best practices</b></p> <p>We have adopted the 'shared value' approach with respect to the contributions we make to the societies in which we operate. This includes the measurement of our payments to our employees, host governments, local suppliers and local communities. By looking beyond traditional philanthropic measures, this provides a more accurate measure of our overall impact and facilitates a more strategic form of management with respect to the maximisation of our societal contributions. It also makes more explicit the shared strategic interests we share with our employees, host governments, local business partners and local communities - which will ultimately underpin the long-term sustainability of our respective relationships. For further information see: <i>3.1.5 Issue 5: Challenging new growth environments</i> and <i>7.2 Delivering shared value</i></p>
<b>Criterion 17: The COP describes advocacy and public policy engagement</b>	<p>&gt; Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff</p> <p>&gt; Publicly advocate the importance of action in relation to one or more UN goals/issues</p> <p>&gt; Commit company leaders to participate in key summits, conferences, and other important public policy interactions in relation to one or more UN goals/issues</p> <p>&gt; Other established or emerging best practices</p>		<p><b>Rio +20</b></p> <p>During 2012, Gold Fields CEO Nick Holland attended the Rio+20 United Nations Conference on Sustainable Development (SD) - as a representative of the International Council on Mining &amp; Metals (ICMM). At the meeting, he gave a presentation on "Mining and Sustainable Development" and how we are integrating sustainability in all its forms into all aspects of our business. This is in full recognition that the responsible management of safety, health and the environmental are going to be "absolute givens" - i.e. prerequisites for mining to continue into the future. In addition, he outlined the importance of Gold Fields (and indeed industry) creating 'shared value' for employees, host governments, local suppliers and local communities - as a means for ensuring the long-term sustainability of our sector as a whole.</p>
<b>Criterion 18: The COP describes partnerships and collective action</b>	<p>&gt; Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff</p> <p>&gt; Develop and implement partnership projects with public or private organizations (UN entities, government, NGOs, or other groups) on core business, social investments and/or advocacy</p> <p>&gt; Join industry peers, UN entities and/or other stakeholders in initiatives contributing to solving common challenges and dilemmas at the global and/or local levels with an emphasis on initiatives extending the company's positive impact on its value chain</p> <p>&gt; Other established or emerging best practices</p>	<p>2.2 CEO report</p> <p>3.1.1 Issue 1: Industrial action in the South Africanmining sector</p> <p>4.1.2 External standards and principles</p> <p>5.2 Pursuing Zero Harm</p> <p>5.2.1 Managing safety</p> <p>7.2 Delivering shared value</p>	<p><b>International Council on Mining and Metals (ICMM)</b></p> <p>Through its membership of the ICMM and the World Gold Council, Gold Fields works with its industry peers on addressing key issues such as responsible mining and stewardship in relation to the entire gold value chain (from the ground to the refinery) and participates actively in the ICMM forums for Biodiversity, Environment and Climate Change , Reporting and Assurance , as well as the GRI G4 Working group, Water Working Group and National Policies and Competitiveness Working Group.</p> <p><b>Conflict-free gold</b></p> <p>Gold Fields has voluntarily adopted the World Gold Council Conflict-Free Gold Standard as best practice across all of its eligible operations, to support the global application of the initiative by the wider industry and protect the reputation of gold. This is despite none of our operations being located in conflict-affected countries and all of our gold originates from our own mines. The Cerro Corona Mine in Peru is not required to conform to the standard as it produces a low-grade gold concentrate, which is excluded from the commodity definition in the Standard. For further details see: <i>7.3.3 Security and human rights</i> and case study on '<i>Launch of the final WGC Conflict-Free Gold Standard</i>' at <a href="http://www.goldfields.co.za/reports/2012/case_studies.pdf">http://www.goldfields.co.za/reports/2012/case_studies.pdf</a>.</p> <p><b>Other established or emerging best practices</b></p> <p>In February 2012 we held a Health and Safety Summit in South Africa involving representatives from the national, regional and branch levels of the Solidarity, UASA and NUM trade unions, as well as representatives from the Department of Mineral Resources. This confirmed strong consensus around our updated safety strategy – as well as collaborative work on key initiatives such as our management of: fall-of-ground incidents; rail-related tramming accidents; dust and noise exposure; and cooperative social surveys at our South African operations to help inform and improve our safety efforts. For further information see: <i>5.2.1 Managing safety</i>.</p>

<b>Criterion 19: The COP describes CEO commitment and leadership</b>	<p>&gt; Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff</p> <p>&gt; CEO publicly delivers explicit statements and demonstrates personal leadership on sustainability and commitment to the UN Global Compact</p> <p>&gt; CEO promotes initiatives to enhance sustainability of the company's sector and leads development of industry standards</p> <p>&gt; CEO leads executive management team in development of corporate sustainability strategy, defining goals and overseeing implementation</p> <p>&gt; Make sustainability criteria and UN Global Compact principles part of goals and incentive schemes for CEO and executive management team</p> <p>&gt; Other established or emerging best practices</p>	<p>2.2.3 A new strategic paradigm for Gold Fields/ Principle 5: Enduring commitment to business sustainability</p> <p>3.3.2 Strategic performance dashboard</p> <p>4.2.1 Summary of Remuneration Report</p> <p>4.1.2 External standards and principles</p> <p>4.1.5 Board committees/Safety, Health and Sustainable Development Committee</p> <p>4.1.5 Board committees/Social and Ethics Committee</p> <p>Website: <a href="http://www.goldfields.co.za/sustainability/index.php">http://www.goldfields.co.za/sustainability/index.php</a></p>	<p><b>Dow Jones Sustainability Index and CEO KPIs</b></p> <p>A commitment to Human Rights principles forms a key part of Gold Fields performance in Gold Fields performance in the Dow Jones Sustainability Index (DJSI). Strong performance in the DJSI forms part of the KPI's of the CEO, as well as senior managers in the Executive Committee.</p> <p><b>CEO promotion of the World Gold Council Conflict-Free Gold Standard</b></p> <p>During 2012, CEO Nick Holland actively engaged with the World Gold Council on its Conflict-Free Gold Standard - including his approval of the final version of the Standard as a member of the World Gold Council Board and his approval for the piloting of the Standard within Gold Fields. In February 2013, he sat on a panel at the African Mining Indaba to discuss the Standard from an African perspective. Topics of discussion included how to implement the Standard in Africa, the differentiation of conflict-gold from African gold for investors, and the need for closer cooperation between mining companies and governments. For further information, see: <a href="http://worldgoldcouncil.newsweaver.co.uk/Update/1ir4506udf0uze70avntf2?a=6&amp;p=32693765&amp;t=20954995">http://worldgoldcouncil.newsweaver.co.uk/Update/1ir4506udf0uze70avntf2?a=6&amp;p=32693765&amp;t=20954995</a>.</p>
<b>Criterion 20: The COP describes Board adoption and oversight</b>	<p>&gt; Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff</p> <p>&gt; Board of Directors (or equivalent) assumes responsibility and oversight for long-term corporate sustainability strategy and performance</p> <p>&gt; Board establishes, where permissible, a committee or assigns an individual board member with responsibility for corporate sustainability.</p> <p>&gt; Board (or committee), where permissible, approves formal reporting on corporate sustainability (Communication on Progress)</p> <p>&gt; Other established or emerging best practices</p>	<p>4.1.5 Board committees/Audit Committee</p> <p>4.1.5 Board committees/Audit Committee Statement</p> <p>4.1.5 Board committees/Safety, Health and Sustainable Development Committee</p> <p>4.1.5 Board committees/Social and Ethics Committee</p>	<p><b>Social and Ethics Committee</b></p> <p>The Board's Social and Ethics Committee is responsible for ensuring (amongst other things): (1) Gold Fields adequately embeds the ICM's 10 Principles on Sustainable Development and the 10 Principles of the UN Global Compact (2) Gold Fields upholds the goals of the Organisation of the Economic Cooperation and Development (OECD) recommendations regarding corruption (3) Gold Fields complies with South Africa's Employment Equity Act and other Black Economic Empowerment regulation (4) Gold Fields practices labour policies that comply with the International Labour Organisation (ILO) protocols on decent work and working conditions.</p>
<b>Criterion 21: The COP describes stakeholder engagement</b>	<p>&gt; Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff</p> <p>&gt; Publicly recognize responsibility for the company's impacts on internal and external stakeholders</p> <p>&gt; Define sustainability strategies, goals and policies in consultation with key stakeholders</p> <p>&gt; Consult stakeholders in dealing with implementation dilemmas and challenges and invite them to take active part in reviewing performance</p> <p>&gt; Establish channels to engage with employees and other stakeholders to hear their ideas and address their concerns, and protect 'whistle-blowers'</p> <p>&gt; Other established or emerging best practices</p>	<p>1.4 Vision, values and stakeholder promises</p> <p>2.2.3 A new strategic paradigm for Gold Fields/ Principle 5: Enduring commitment to business sustainability</p> <p>3.3 Stakeholder engagement PLUS Full online stakeholder engagement table (<a href="http://www.goldfields.co.za/reports/annual_report_2012/ana-stake-approach.php">http://www.goldfields.co.za/reports/annual_report_2012/ana-stake-approach.php</a>)</p> <p>5.2.1 Managing safety</p> <p>7.1.4 Health and wellbeing/HIV/AIDS and Tuberculosis</p> <p>7.2 Delivering shared value</p> <p>7.3 Practising strong business ethics</p>	<p><b>Stakeholder consultation on challenges and dilemmas</b></p> <p>All of our regional community development projects are developed in consultation with relevant local stakeholders. In addition we have a number of multi-stakeholder forums (for example, in Peru, Ghana and South Africa) which meet on a regular basis to discuss any related issues - including challenges and/or dilemmas - and help guide us as we seek to improve our performance and maximise our development impact. One example of such a forum includes our Social and Labour Plan (SLP) meetings, during which we meet with unions, community representatives and government officials to track our progress in implementing our defined SLPs.</p> <p><b>Other established or emerging best practices</b></p> <p>We publish extensive stakeholder engagement tables identifying: issues; relevant stakeholders; location; frequency of engagement; response during 2012; and relevant sections in the Integrated Annual Review 2012. For further information see additional online content at <a href="http://www.goldfields.co.za/reports/annual_report_2012/ana-stake-approach.php">http://www.goldfields.co.za/reports/annual_report_2012/ana-stake-approach.php</a>. In addition, our 'strategic performance dashboard' sets out the interrelationships between our strategic requirements, stakeholders; risks/opportunities; performance metrics; performance; 2013 planning; and CEO remuneration - providing strategic context to our stakeholder relationships and demonstrating our performance with respect to the risks and opportunities they represent. For further information see: 3.3.2 <i>Strategic performance dashboard</i>.</p>