



GOLD FIELDS

GRI G4 Content Index
for the year ended 31 December 2015



To be the global leader
in sustainable gold mining



■ Material
■ Not material

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015

A selection of key sustainability performance indicators was selected by Gold Fields, for external assurance by KPMG in 2015. These are presented in the Integrated Annual Report of Gold Fields Limited for the year ended 31 December 2015. Please refer to page 139 – 142 for KPMG's Independent Assurance Report and pages 143 – 146 for the assured data. All references made in this Global Reporting Initiative (GRI) content index refer to the Integrated Annual Report 2015 (IAR), unless otherwise stated. Please note that in the interests of transparency, this report provides GRI G4 general and specific disclosures significantly beyond those required by a core level of application.

Our GRI G4 materiality process¹ was based on a series of assessments using a common quantitative scoring framework and receiving input from a range of internal and external stakeholders. The clustered aspects and how they rank in terms of materiality to Gold Fields are listed in the table below:

PRIORITISED MATERIAL ISSUES

CLUSTERED	SCORE
Health and safety	2.3
Water management	2.7
Social licence to operate	2.9
Managing environmental issues across the lifecycle	3.2
Workforce	3.5
Compliance	3.5
Government relations	3.7
Community value distribution	3.8
Total value distribution	3.8
Employee development	4.0
Industrial relations	4.4
Human rights	4.5
Energy and carbon management	4.6
General grievance mechanisms	4.7
Equal remuneration	5.0
Human rights due diligence on investments	5.1
Supply chain management	5.6
Resettlement	5.7
Biodiversity	5.8
Child/forced labour and freedom of association	6.5
Materials	6.5
Market regulation	7.0
Product impacts	8.0

¹ Refer to pages 42 – 45 of the Integrated Annual Report 2015.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

■ Fully reported
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In accordance with core

Self-declared

General standard disclosure in accordance with core

Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
Strategy and analysis			
G4-1	Statement from the most senior decision maker of the organisation.	Chair, CEO Message, Ch 2, pg 13 – 29	
G4-2	Description of key impacts, risks, and opportunities.	Entire report	
Organisational profile			
G4-3	Name of the organisation.	About Gold Fields (inside cover)	
G4-4	Primary brands, products, and/or services.	About Gold Fields	
G4-5	Location of organisation's headquarters.	Ch 1.2, pg 3	
G4-6	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Ch 1.2, pg 2 – 3	
G4-7	Nature of ownership and legal form.	About Gold Fields	
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Ch 1.2, pg 2 – 3	
G4-9	Scale of the reporting organisation.	About this Report (ATR) Ch 1.1, pg 1	
G4-10	Total workforce by employment type, employment contract, and region, broken down by gender.	This GRI Content Index, Ch 6.1, pg 122 – 123	Refer to Annexure: GRI 1
G4-11	Percentage of total employees covered by collective bargaining agreements.	This GRI Content Index, Ch 6.2, pg 130	By the end of 2015, none of our employees in Australia had opted to join unions. In contrast, 96% of our employees in Ghana, 93% of our employees in South Africa and 10% of our employees in Peru belong to unions. All employees belonging to unions are subject to collective bargaining agreements.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
G4-12	Describe the organisation's supply chain.	Ch 5.2, pg 110 This GRI Content Index	<p>GOLD FIELDS VALUE CHAIN</p> <p>Suppliers</p> <p>Gold Fields relies on a national and international network of suppliers to provide input materials for its exploration, development, construction and production activities. More advanced and/or specialised equipment or input materials are sometimes sourced from outside our host countries (other than in South Africa). Where practical, Gold Fields strives to source other materials from local suppliers – thus maximising the amount of value generated for host societies. Gold Fields' ability to source locally can be restricted by a lack of local commercial capabilities, and the company is committed to helping local companies grow their ability to deliver high-quality, competitively priced products where possible.</p> <p>Three-year local procurement and employment strategies and targets for South Africa, Ghana and Peru will be developed in 2016.</p> <p>Typical input materials include, for example: heavy mining equipment (including drill rigs, trucks, loaders and other vehicles); mill and CIL plant components; crushing media; fuel and lubricants; explosives; reagents; tires and vehicle components; light vehicles; underground support, and food, clothing and safety equipment.</p> <p>Contracting companies</p> <p>Gold Fields makes use of contracting companies to support its activities. This is of particular value where:</p> <ul style="list-style-type: none"> the companies in question are able (due to their relative specialisation, skills and experience, for example) to carry out tasks more efficiently and/or effectively than Gold Fields itself; or their services are of a temporary nature (meaning the establishment of similar, permanent capabilities within Gold Fields is not viable or desirable from a commercial point of view). <p>In many cases, Gold Fields is able to make use of local contractors, and actively supports their development in this respect through initiatives such as those described above.</p> <p>Typical services undertaken by contractor companies include: open-pit mining and mine development; construction and engineering; vehicle maintenance; logistics; on-site security provision; catering and accommodation management; and consultancy services.</p> <p>Customers</p> <p>Gold Fields produces doré bullion (as well as copper/gold concentrate at Cerro Corona). The gold doré is sold to refineries, which then refine the gold for on-sale to a variety of customers, including the jewellery industry, technology and pharmaceutical companies, and bullion banks. Copper/gold concentrate produced at Cerro Corona is sold to international smelting companies.</p>

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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G4-13	Significant changes during the reporting period regarding size, structure, or ownership or its supply chain.	ATR, Ch 4.2, pg 75 – 78 Annual Financial Report (AFR) pg 136 – 137	
Commitments to external initiatives			
G4-14	Report whether or how the precautionary approach or principle is addressed by the organisation.	Ch 5.1, pg 90 – 93, pg 97 – 99	<p>Gold Fields Group mine closure and water management guidelines both discuss our application of and define the precautionary approach to environmental management as follows:</p> <p>Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation. 'Precaution' involves the systematic application of risk assessment (hazard identification, hazard characterisation, appraisal of exposure and risk characterisation), risk management and risk communication. When there is reasonable suspicion of harm and decision makers need to apply precaution, they have to consider the degree of uncertainty that appears from scientific evaluation. Deciding on the 'acceptable' level of risk involves not only scientific-technological evaluation and economic cost-benefit analysis, but also stakeholder considerations such as acceptability to the public. From a public policy view, precaution is applied as long as scientific information is incomplete or inconclusive and the associated risk is still considered too high to be imposed on society. The level of risk considered typically relates to standards of environment, health and safety.</p> <p>The key element of a precautionary approach, from a business perspective, is the idea of prevention rather than cure. In other words, it is more cost-effective to take early action to ensure that irreversible environmental damage does not occur than to remedy the situation in the future.</p>
G4-15	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.	Ch 2.3, pg 35 Ch 5.1, pg 91 Ch 5.2, pg 108	
G4-16	Memberships in associations (such as industry associations) and/or national/international advocacy organisations in which the organisation: has positions in governance bodies; participates in projects or committees; provides substantive funding beyond routine membership dues; or views membership as strategic.	Ch 2.3, pg 35 Ch 5.2, pg 102	<p>https://www.goldfields.co.za/au_gf_dna.php (International Standards and Principles)</p> <p>Gold Fields membership of the ICMM plays a critical role in our relationships with key stakeholders such as government and NGOs. Through the ICMM we support the EITI, and direct interaction with organisations such as the World Wild Life Fund and the International Union for Conservation of Nature (IUCN). Our work with the UNGC is direct as well as conducted through the South African National Business Initiative (NBI).</p>
Identified material aspects and boundaries			
G4-17	Operational structure of the organisation, including main divisions, operating companies, subsidiaries and joint ventures.	ATR, AFR, pg 136 – 137	https://www.goldfields.co.za/inv_rep_form.php (2014 20-F pdf, pg 27)

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
G4-18	Process of defining report content.	Ch 2.5, pg 42 – 45	The content of the Integrated Annual Report is determined by 1) the operational and financial performance and requirements of our eight mines; 2) the legal, economic and regulatory environment of the jurisdictions in which we operate; 3) the material issues identified by stakeholders in our dialogue with them; 4) the priorities spelled out by the Board of Directors in their interaction on the Annual Report. Primarily we expect our shareholders and regulators to use the report, though it is also being scrutinised by NGOs, host communities and the media to some extent; 5) Gold Fields Group strategy; 6) review of the key Group risks on our Group risk register; 7) review of key international surveys on the top risks and issues in the mining industry and specifically in gold mining. Refer to the G4 materiality process in Ch 2.5, pg 42 – 45.
G4-19	List all the material Aspects identified in the process for defining report content.	Ch 2.5, pg 42 – 45 This GRI Content Index	
G4-20	For each material Aspect, report the Aspect Boundary within the organisation.	Ch 2.5, pg 42 – 45 This GRI Content Index	
G4-21	For each material Aspect, report the Aspect Boundary outside the organisation.	Ch 2.5, pg 42 – 45 This GRI Content Index	
G4-22	Explanation of the effect of any restatements of information provided in earlier reports, and the reasons for such restatement (e.g. mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	ATR, Ch 1.1, pg 1	
G4-23	Significant changes from the previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Ch 2.5, pg 42 – 45 This GRI Content Index	
Stakeholder engagement			
G4-24	List of stakeholder groups engaged by the organisation.	Ch 2, pg 35, pg 38, pg 43 – 45, pg 46 – 49, Ch 3, pg 57 – 58, Ch 5.2, pg 104 – 120	https://www.goldfields.co.za/sus_society.php https://www.goldfields.co.za/au_stakeholders.php
G4-25	Basis for identification and selection of stakeholders with whom to engage.	Ch 2, pg 35, pg 38, pg 43 – 45, pg 46 – 49, Ch 3, pg 57 – 58, Ch 5.2, pg 104 – 120	https://www.goldfields.co.za/sus_society.php
G4-26	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Ch 2, pg 35, pg 38, pg 43 – 45, pg 46 – 49, Ch 3, pg 57 – 58, Ch 5.2, pg 104 – 120	

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting.	Ch 2, pg 35, pg 38, pg 43 – 45, pg 46 – 49 Ch 3, pg 57 – 58, Ch 5.2, pg 104 – 120	
Reporting profile			
G4-28	Reporting period (e.g. fiscal/calendar year) for information provided.	ATR	
G4-29	Date of most recent previous report (if any).	ATR	
G4-30	Reporting cycle (annual, biennial, etc.).	ATR	
G4-31	Contact point for questions regarding the report or its contents.	Administration and Corporate Information, pg 147	Contact point for questions regarding the report or its contents: Sven Lunsche, Corporate Affairs Manager, sven.lunsche@goldfields.co.za Tel: +27 11 562 9700 Fax: +27 11 562 9838
G4-32	Report the 'in accordance' option the organisation has chosen. Report the GRI Content Index for the chosen option. Report the reference to the External Assurance Report, if the report has been externally assured. Table identifying the location of the General Standard Disclosures in the report.	Ch 7.2, 7.3, pg 139 – 146, ATR, This GRI Content Index	
Assurance			
G4-33	a. Policy and current practice with regard to seeking external assurance for the report. b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. c. Report the relationship between the organisation and the assurance providers. d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organisation's sustainability report.	ATR, pg 138 – 146 Ch 2, pg 34	Gold Fields' approach to assurance is defined in the Group Combined Assurance Guideline based on the King III Code of Good Governance. Gold Fields obtains reasonable external assurance over its key sustainability performance indicators in accordance with the GRI reporting guidelines and our ICMM membership requirements. A selection of these indicators is also assured independently by internal audit (prior to the external audit) as part of the combined assurance approach. The scope of all external assurance engagements is contained in the IAR 2015 or associated online links. KPMG, our current assurance provider, is external and independent. Assurance for non-financial data is the responsibility of the Executive Vice-President and the Vice-President of Group Sustainable Development. The former reports to the CEO. In addition, two subcommittees of the GFL Board (Audit and Safety, Health and Sustainable Development) perform an oversight role for non-financial data assurance.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
Governance			
G4-34	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.	Ch 2.2, pg 31 – 34	
G4-35	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	Online version, Ch 2.3, pg 34, Social and Ethics Committee	https://www.goldfields.co.za/au_standards.php https://www.goldfields.co.za/au_leadership.php
G4-36	Report whether the organisation has appointed executive-level position or positions with responsibility for economic, environmental and social topics, and whether postholders report directly to the highest governance body.	This GRI Content Index Ch 2.3	The Executive Vice-President for Group Sustainable Development, supported by the Group Vice-President for Sustainable Development (which covers socio-economic and environmental aspects) reports to the CEO. Both the EVP and VP Group Sustainable Development are members of the Safety, Health and Sustainable Development Committee (SH&SD), Audit Committee as well as the Social and Ethics Committee. These committees are subcommittees of the Gold Fields Limited Board. In addition, the EVP and VP are supported by a sustainable development corporate team, supported by experts in energy and carbon, and community relations.
G4-37	Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom, and any feedback processes to the highest governance body.	This GRI Content Index Ch 2.3	All key stakeholder engagements and associated issues are reported to the Social and Ethics Committee and the Safety, Health and Sustainable Development Committee, both of which are subcommittees of the Gold Fields Limited Board. The various issues are obtained from the Group-wide community and other stakeholder engagement processes, including grievance mechanisms.
G4-38	Process for determining the composition, qualifications and expertise of the members of the highest governance body and its committees, including any consideration of and other indications of diversity.	Ch 2.3, pg 32 – 33 AFR Directors' Report, pg 35 – 42	
G4-39	Indicate whether the Chair of the highest governance body is also an Executive Officer.	Ch 2.3, pg 31 AFR Directors' Report, pg 35 – 42	
G4-40	Report the nomination and selection processes for the highest governance body and its committee, and the criteria used for nominating and selecting highest governance body members.	Ch 2.3, pg 32 AFR Directors' Report, pg 35 – 42	
G4-41	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Ch 2.3, pg 32 AFR Directors' Report, pg 35 – 36; pg 38	https://www.goldfields.co.za/au_ethics.php
G4-42	Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organisation's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	Chair, CEO Message, Ch 2.3, pg 31 – 32 AFR Directors' Report, pg 35 – 42	

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
G4-43	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	Ch 2.3, pg 31 – 34 AFR Directors' Report, pg 35 – 42	
G4-44	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Ch 2.3 AFR Directors' Report, pg 35 – 42	https://www.goldfields.co.za/au_gf_dna.php
G4-45	a. Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks and opportunities. b. Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social topics.	Chair, CEO Message Ch 2.5, pg 40 – 45	All critical issues and stakeholder engagement are reported by the management team as outlined in G4-37.
G4-46	Report the highest governance body's role in reviewing the effectiveness of the organisation's risk management processes for economic, environmental and social topics.	AFR/Audit Committee report, pg 2 – 5	The Audit Committee is briefed on a quarterly basis on the Group's and regions' top risks, and makes recommendations on mitigating strategies as well as the overall risk assessment used. Around 40% of the Group risks identified in 2015 were sustainable-development related.
G4-47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	Ch 2.3, pg 31 – 34 AFR Directors' Report, pg 35 – 42	
G4-48	Report the highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material aspects are covered.	Ch 2.3, pg 31 – 34 AFR Directors' Report, pg 35 – 42	The Board via the Audit Committee approves this Integrated Report, which is the primary report of Gold Fields and encapsulates the previous Sustainability Reports and Annual Reports.
G4-49	Report the process for communicating critical concerns to the highest governance body	Ch 2.3, pg 31 – 34	
G4-50	Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanisms used to address and resolve them.		Addressed at G4-37.
G4-51	Report the remuneration policies for the highest governance body and senior executives. Report how the performance criteria in the remuneration policy relates to the highest governance body and senior executives' economic, environmental and social objectives.	Full Remuneration Report in AFR, pg 43 – 62	
G4-52	Report the process for determining remuneration.	Full Remuneration Report in AFR, pg 43 – 62	

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
G4-53	Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.		The remuneration policy is submitted on an annual basis to all shareholders to be voted upon at the Annual General Meeting. The results of the Annual General Meeting are published online and distributed to shareholders. www.goldfields.co.za/med_releases.php
G4-54	Report the ratio of the annual total compensation for the organisation's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	This GRI Content Index Ch 6.3, pg 132 – 133	See G4-LA13.
G4-55	Report the ratio of percentage increase in annual total compensation for the organisation's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.		Not reported as not a requirement for G4-core.
Ethics and integrity			
G4-56	Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.	Ch 1.3, pg 4 Ch 2.3, pg 35	https://www.goldfields.co.za/au_ethics.php
G4-57	Report the internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organisational integrity, such as helplines or advice lines.	Ch 2.3, pg 38 Ch 2.1, pg 15 Ch 5.2, pg 120	(Tip-off Line) https://www.goldfields.co.za/Home page Externally: Tip-off Line International and local legal counsel for sound boarding purposes. International best practices and peer comparisons. Internally: Interactive CoE Portal Real-life application examples Gold Fields has developed a comprehensive set of internal standards and principles on how we do business including our vision and values, our Code of Ethics, the Board of Directors Charters and the SD Framework. Our internal standards and principles are guided by a range of external business ethics and corporate governance standards, which are reviewed by senior management and the Board on a regular basis in consultation with external organisations such as legal firms, NGOs and our regulators.
G4-58	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, and matters related to organisational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	Ch 2.3, pg 35 Ch 5.2, pg 120	https://www.goldfields.co.za/Home Page for Whistleblowers Policy Formalised disclosure procedures as per the CoE <ul style="list-style-type: none"> • Group Approvals Framework for approval of any disclosures required by the CoE • Tip-off line • Annual and also where necessary <i>ad hoc</i> by reviews by Internal Audit • Group Disclosure Policy https://www.goldfields.co.za/au_ethics.php pg 3-4 Concerns about unethical and/or unlawful behaviour by external stakeholders is raised primarily through our independent tip-off lines and through interaction between external stakeholders and our operational teams. These issues, as well as internally raised concerns depending on their severity get escalated among the management structures at our operations and if need be to regional and Group Corporate offices and the Group Internal Audit function. All tip-offs are reported to the Audit Committee by Internal Audit.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Specific standard disclosures: Disclosures on management approach (DMAs)

Aspects DMA	Cross reference	Further explanation and/or reason for omission	Internal operations	Internal exploration	External supply chain
Health and safety					
Occupational health and safety	Ch 4, pg 68 – 73 Ch 2.3, pg 38 Ch 5.2, pg 111	<p>Gold Fields has an approved health and safety policy that forms part of the sustainable development framework. All our operations are OHSAS 18001 certified, which requires training at different levels across the workforce, and which compels us to develop and implement plans with clear objectives and targets. All our operations are also audited against the OHSAS 18001 certification, which determines our adherence to agreed standards and targets and outlines corrective actions in the case of non-compliance. The SH&SD Committee, by reporting directly to the Board, is the highest responsible body looking after health and safety. Health and safety issues are captured within the quarterly sustainable development report that is submitted to the committee.</p> <p>At management level, the highest level of operational responsibility for health and safety issues lies with the relevant Regional Executive Vice-Presidents with the Regional Heads of Sustainable Development providing strategic support and playing an oversight and co-ordination role with regard to health and safety reporting (including the regional SH&SD Committee reports).</p> <p>All of Gold Fields' regional operations are required to implement health, safety and wellness strategies, together with associated action plans. These address:</p> <ul style="list-style-type: none"> • Occupational safety • Occupational health • Employee wellness • Community health and wellbeing <p>In addition, these strategies and action plans define relevant management structures, resource allocations and reporting requirements.</p>	✓	✓	✓
Emergency preparedness MM	This GRI Content Index	<p>The nature of Gold Fields' activities – which can involve the management of potentially dangerous physical equipment, hazardous materials, explosives, large volumes of waste rock, tailings and sludges, deep-underground mining and geological stress – means significant time, resources and efforts are put into avoiding major health, safety, environmental and security incidents that could severely impact our:</p> <ul style="list-style-type: none"> • Employees • Host communities • Local environment • Physical assets • Business partners • Business continuity • Reputation <p>Nonetheless, the possibility of such incidents taking place cannot be excluded. As such, it is important for Gold Fields to ensure it makes all necessary preparations to manage and mitigate the impact of significant incidents, should they take place. This includes, for example:</p> <ul style="list-style-type: none"> • Well-defined roles and responsibilities within the Company • Ongoing engagement with our stakeholders – including employees, host communities, business partners and others • Appropriate maintenance, training and resourcing of emergency response teams <p>The Gold Fields Crisis Management Programme aims to help the company to respond quickly and positively in times of crisis. In particular, it aims to minimise the impact of an adverse event on:</p> <ul style="list-style-type: none"> • Employees, contractors and communities • Reputation • Environment • Assets 	✓	✓	✓

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Specific standard disclosures: Disclosures on management approach (DMAs)

Aspects DMA	Cross reference	Further explanation and/or reason for omission	Internal operations	Internal exploration	External supply chain
		<p>Responsibilities are allocated according to the severity of the crisis as illustrated below:</p> <ul style="list-style-type: none"> • Crisis Management Support Team (CMST): Led by the EVP Sustainable Development and responsible for addressing 'red-level' crises (i.e. an incident that is assessed to have an international impact on more than one Gold Fields region or on the Company as a whole) • Regional Incident Response Team (RIRT): Led by the relevant Regional EVP and responsible for addressing 'orange-level' incidents (i.e. an incident that has a severe impact at the local and regional level) • Emergency Response Team (EMT): Led by the VP Operations and responsible for 'yellow-level' emergencies (i.e. an incident that has a severe impact on a localised level) <p>The Guidelines define all relevant roles and responsibilities, including: role; profile; pre-incident responsibilities; responsibilities during an incident; and post-incident responsibilities. These cover Team Leaders, Team Coordinators, Finance, Legal, Human Resources, Sustainable Development (including Community Relations), Protection Services, Risk, ICT and the Team Administrator. The Guidelines also define relevant crisis management facilities.</p> <p>In addition to the Group-level Crisis Management Guidelines, each region maintains its own regional-level Crisis Management Guidelines tailored to suit local circumstances, which are reviewed regularly.</p> <p>Progress on the updating of the Crisis Management Plans is required to be reported quarterly to the SH&SD Committee by each region.</p> <p>Drills and tests are carried out from time to time to test that the system is working.</p>			
Water management					
Water	Ch 5.2, pg 97 – 105		✓	✓	✗
Effluents and waste	Ch 5.2, pg 102 – 103		✓	✓	✗

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Specific standard disclosures: Disclosures on management approach (DMAs)

Aspects DMA	Cross reference	Further explanation and/or reason for omission	Internal operations	Internal exploration	External supply chain
Social licence to operate					
Indigenous rights	Ch 2.3, pg 35, 38 Ch 2.4, pg 41 Ch 4.3, pg 81 Ch 5.2, pg 108 – 112, pg 120	<p>Mining activity can have a significant impact on local communities, land and social conditions. While it is important to responsibly manage these impacts in every case, it is also important to understand the specific interests, vulnerabilities and concerns of indigenous communities. Gold Fields is a member of the ICMM, which requires its members to conform to the ICMM's Position Statement on Indigenous Peoples.</p> <p>Our approach to societal issues is governed through our policies on ethics and governance, communities (which includes specific reference to indigenous peoples), human rights and stakeholder engagement.</p> <p>Our policies and guidelines (including the Community Relations and Stakeholder Engagement Handbook https://www.goldfields.co.za/sus_society.php) are aligned with a range of international good practice standards and frameworks, including: 1) the ICMM's 10 Principles (and related position statements, including Indigenous Peoples) and Community Development Toolkit; 2) the IFC Performance Standards; 3) the Equator Principles; 4) the AA 1000 stakeholder engagement standard and 5) the ISO 26000 social responsibility standard as well as the United Nations Global Compact.</p>	✓	✓	✗
Grievance mechanisms for impacts on society	Ch 2.5, pg 45 Ch 5.1, pg 90, 108 www.goldfields.co.za/sus_guide.php	<p>Like other land-based extractive companies, Gold Fields' potential impacts on society – including both local communities and society more broadly – is considerable. This can include positive impacts (including, for example, employment, skills-transfer, the promotion of socio-economic development and contributions to public revenues) as well as negative impacts (including, for example, those relating to land use, the livelihoods of local land users, inward migration, indigenous interests and community health and safety). In this context, it is important that Gold Fields maintains effective lines of communication with relevant stakeholders to ensure it is aware of such impacts, and is able to better maximise its positive impacts and avoid, mitigate and/or manage its negatives impacts. Furthermore, it is particularly important to understand specific grievances against the Company, so that it can responsibly respond to them and (where appropriate) address them, thus acting responsibly to stakeholders and strengthening its social licence to operate.</p> <p>Each mine is required to have operating grievance mechanisms in place. In addition, Deloitte runs a 24-hour anonymous tip-off line which, although focused on ethics, can also be used throughout the Group to log grievances.</p> <p>Contact details for the Corporate Sustainable Development team are also available on Gold Fields' website as a further mechanism for stakeholders to register any grievances.</p> <p>The number of grievances recorded during 2015 at all our operations is contained under EN34. Each operation was required to report to the SH&SD Committee and S&E Committee during 2015 on the top five community issues raised during the year. Environment featured in the top five issues for the Group.</p>	✓	✓	✓
ASM MM	This GRI Content Index	<p>Two of our eight operations (Damang and Tarkwa) have ASM taking place on or adjacent to the mining lease. ASM has the potential to reduce the quality and quantity of the ore body and cause significant negative environmental and social impacts. Management of the risk and our approach to ASM, which is detailed in the Gold Fields Community Relations Handbook and Community Relations Guideline (https://www.goldfields.co.za/sus_society.php), includes patrolling of active mining areas, consultation with a range of stakeholders, promotion of alternative livelihoods, negotiated eviction and, as necessary, prosecution.</p>	✓	✗	✗

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

■ Material
■ Not material

Impact boundary

Specific standard disclosures: Disclosures on management approach (DMAs)

Aspects DMA	Cross reference	Further explanation and/or reason for omission	Internal operations	Internal exploration	External supply chain
Environmental grievance mechanisms	Ch 5.1, pg 90	<p>Gold Fields maintains effective lines of communication with relevant stakeholders to ensure it is aware of any potential impacts and is able to better maximise its positive impacts and minimise its negative impacts. Furthermore, it is particularly important to understand specific grievances against the company so that it can responsibly respond to them and (where appropriate) address them, thus acting responsibly to stakeholders and protecting its long-term social licence to operate.</p> <p>Each mine is required to have operating grievance mechanisms in place. In addition, Deloitte runs a 24-hour anonymous tip-off line which, although focused on ethics, can also be used throughout the Group to log grievances.</p> <p>Contact details for the Corporate Sustainable Development team are also available on Gold Fields' website as a further mechanism for stakeholders to register any grievances.</p> <p>The number of environmental grievances recorded during 2015 at all our operations is contained under EN34.</p> <p>Each operation was required to report to the SH&SD Committee and Social and Ethics Committee during 2015 on the top five community issues raised during the year. Environment featured in the top five issues for the Group.</p>	✓	✓	✗
Managing environmental impacts across the lifecycle					
Overall	Ch 2.3, pg 28 Ch 5.1, pg 90 – 102				
Closure planning MM	Ch 5.2, pg 103	<p>Closure planning needs to start at the earliest stages of mine development. This is due to the need to minimise the environmental impacts of operational activity on each site and to pre-plan the ongoing physical rehabilitation of each operation. Gold Fields Group Mine Closure Management Guidelines require mine closure planning across the full lifecycle of mining (from exploration to post-closure). As such – and where possible – Gold Fields rehabilitates its sites on an ongoing basis as part of its regular environmental management activities.</p> <p>Each of Gold Fields' operations has closure plans in place, which are developed in accordance with the Group guidelines for mine closure management, which detail the requirements for mine closure plans and associated cost estimates.</p>	✓	✓	✓
Compliance	Ch 2.3, pg 38 Ch 5.1, pg 90		✓	✓	✓

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

■ Material
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Specific standard disclosures: Disclosures on management approach (DMAs)

Aspects DMA	Cross reference	Further explanation and/or reason for omission	Internal operations	Internal exploration	External supply chain
Workforce					
Diversity and equal opportunities	Ch 6, pg 122 – 129		✓	✓	✗
Employment	Ch 6, pg 122 – 123		✓	✓	✓
Market presence	Ch 6, pg 122 – 123	Gold Fields has adopted a regionalisation model. This requires the regions to operate autonomously, with corporate providing technical, governance and compliance oversight. The regions have developed fit-for-purpose structures to ensure the current and future skills profiles are sufficient in order to meet the business requirements. To this end, Gold Fields' attraction policy is to recruit nationals. Market assessments are conducted on a regular basis to ascertain the level and pool of skills in-country. Gold Fields partners with various academic institutions in the regions within which it operates to ensure there is a sufficient pipeline of skills to meet the current and future needs of the business. Gold Fields participates in national employee climate surveys to position itself as an employer of choice in the various countries. Emphasis has been placed on attracting skills from the communities surrounding the mines. Training and development initiatives have also been implemented in the communities to enhance the level of skill. Gold Fields participates in annual salary surveys in each jurisdiction to ensure that the remuneration strategy, which includes pay and employee benefits, remains competitive. Approximately 94% of Gold Fields employees are nationals.	✓	✓	✓
Non-discrimination	Ch 6, pg 122 – 130	Gold Fields' human resources policies are based on non-discriminatory practices i.e. Gold Fields strives to maintain a workforce that is reflective of the host societies and embraces diversity within the workplace. Gold Fields leaders are trained through the Foundation Programme and Gold Fields Leader Programmes to uphold the Gold Fields values and to ensure that all employees uphold the Gold Fields values. The Company subscribes to equal opportunity and fair work practices in each of the jurisdictions within which we operate.	✓	✓	✗
Compliance					
Compliance (general)	Compliance and Ethics Ch 2.3, pg 38	<p>Gold Fields has established a risk-based Group compliance framework to provide high levels of assurance for regulatory compliance. In terms of the framework, Gold Fields:</p> <ul style="list-style-type: none"> • Identifies and consistently reviews all statutes in its operating jurisdictions and assesses the exposure to non-compliance and regulatory risks. • Ensures that the internal control environment is aligned to prioritised statutory requirements. • Conducts annual reviews by Internal Audit to assess that appropriate measures are implemented and that controls are effective to mitigate and avoid risk. <p>A Group compliance index has been established, and is reviewed annually to accommodate changes within the business, applicable statutes, as well as compliance and regulatory risks. The framework and associated internal controls will be assured by management, internal audit and external assurers on an annual basis.</p>	✓	✓	✓

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

■ Material
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Impact boundary

Specific standard disclosures: Disclosures on management approach (DMAs)

Aspects DMA	Cross reference	Further explanation and/or reason for omission	Internal operations	Internal exploration	External supply chain
Anti-corruption ■	Code of Ethics; Ch 2.3, pg 38	Anti-corruption forms an integral part of the Group's Code of Ethics (https://www.goldfields.co.za/au_ethics.php). Apart from coverage in the Code, focused internal training on statutory requirements and enhanced awareness levels add to the Group's vigilance in preventing corruption and bribery. In addition, defined controls have been implemented in the supply chain management process to enhance the proactive due diligence process when engaging with suppliers and contractors. An ABC Policy is also being developed to be implemented by Q3 2016.	✓	✓	✓
Government relations					
Public policy ■	Ch 5.2, pg 104 – 107	Gold Fields interacts with governments in the countries it operates in, either through the respective chambers of mines or directly with government departments for business requirements in terms of regulations in the various jurisdictions.	✓	✓	✗
Community value distribution					
Local communities ■	Ch 1.6, pg 10 – 11 Ch 5.2, pg 108 – 120	Host communities are the source of a large portion of our workforce and provide us with our social licence to operate. We contribute value to these communities through social and economic development investment, employment and procurement. Various initiatives were driven across our operations in 2015 to maximise community value distribution.	✓	✓	✓
Indirect economic impacts ■	Ch 1.6, pg 10 – 11 Ch 5.1, pg 91 Ch 5.2, pg 109 – 113		✓	✗	✓
Total value distribution					
Economic performance ■	Ch 1.6, pg 10 – 11 Ch 5.1, pg 91		✓	✓	✗
Procurement practices ■	Ch 5.2, pg 110		✓	✓	✓
Employee development					
Training and education ■	Ch 5.2, pg 110 – 111 Ch 6.2, pg 126 – 129		✓	✗	✗

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

■ Material
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Impact boundary

Specific standard disclosures: Disclosures on management approach (DMAs)

Aspects DMA	Cross reference	Further explanation and/or reason for omission	Internal operations	Internal exploration	External supply chain
Industrial relations					
Labour/management relations	Ch 6.2, pg 130 – 132				
Human rights					
Human rights assessment	Ch 5.2, pg 120	<p>The United Nations 'Protect, Respect and Remedy' Framework and associated Guiding Principles on Business and Human Rights makes it incumbent on companies to carry out human rights due diligence on their own activities and on their business relationships (including suppliers and contractors). Human Rights Impact Assessment (HRIA) represents a key component of this broader due diligence process. It should include the assessment of both a company's actual and potential adverse human rights impacts as well as the direct engagement of actually and potentially affected individuals and groups.</p> <p>Although Gold Fields carries out ad hoc, high-level human rights assessments, particularly for our top supply chain providers (for example in relation to new country entry), and its environmental and social impact assessments will often assess issues that are pertinent to the Company's impacts on the rights of others, it does not currently have a formal HRIA process or framework in place. The Company continuously looks for opportunities to integrate HRIA daily into all of its activities and operations.</p> <p>Gold Fields applies a formal Human Rights Policy Statement both within the Company and outside it. The policy statement is aligned with the 'United Nations Protect, Respect and Remedy' Framework. Under the policy statement, Gold Fields commits to:</p> <ul style="list-style-type: none"> • Not interfering with or curtailing others' enjoyment of human rights. • Defending (where possible) third-party individuals and groups (as defined in our Community Policy) as well as our employees against human rights abuses. • Taking positive action to facilitate the enjoyment of human rights. <p>Gold Fields runs a human rights campaign on Human Rights Day to raise awareness of these issues.</p> <p>Human rights among our workforce</p> <p>Gold Fields upholds the highest standards of human rights within its workforce, including: freedom from child labour; freedom from forced or compulsory labour; freedom from discrimination (while recognising the need to address the legacy of historical injustices in South Africa); and freedom of association and collective bargaining. All induction training (including that provided by the Gold Fields Internal Protection Services team) includes key human rights elements, and the Company's internal grievance mechanisms help ensure employees and contractors can raise human rights concerns.</p> <p>All grievances are handled by the Gold Fields Human Resources function, which uses a defined process to record, evaluate and address legitimate complaints. Employees can also raise concerns via independent counsellors as part of the Gold Fields Employee Assistance Programme. All our operations are certified against the World Gold Council's Conflict-Free Gold Standard, which ensures that none of our gold is used to finance armed conflict, particularly where this involves the abuse of human rights.</p>	✓	✓	✓

■ Material
■ Not material

17

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

■ Material
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Specific standard disclosures: Disclosures on management approach (DMAs)

Aspects DMA	Cross reference	Further explanation and/or reason for omission	Internal operations	Internal exploration	External supply chain
Security practices	Ch 5.2, pg 120	<p>Like any mining company with an international footprint, Gold Fields has a key responsibility to secure its people and assets. This is particularly the case in higher-risk operating environments, areas of relatively weak governance and areas affected by illegal artisanal and small-scale mining. Furthermore, as a producer of an inherently high-value and easily transferable product, there are obvious risks around the transfer of gold between our mining operations and the refineries where it is processed. Nonetheless, professional and effective security provision (particularly where this involves the actual or potential use of physical force) should not compromise the human rights of others.</p> <p>Primary security at our operations is provided through the Company's Protection Services department and private contracted service providers. As a policy, all security personnel receive human rights training during induction based on local legal requirements as well as national and international human rights best practice, including the United Nations Voluntary Principles for Security and Human Rights (VPSHR).</p> <p>Gold Fields and G4S, security provider to South Africa and Ghana are signatories of the International Code of Conduct for Private Security Providers, which commits all signatories to respect human rights and humanitarian law in their operations. Gold Fields and G4S are also signatories to the UN Global Compact and G4S is a signatory to the VPSHR.</p>	✓	✓	✗
Energy and carbon management					
Energy	Ch 5.2, pg 92 – 97		✓	✓	✗
Emissions	Ch 5.2, pg 96 – 97		✓	✓	✓
General grievance mechanisms					
Human rights grievances	Ch 5.2, pg 120	<p>Human rights grievances would most commonly be communicated with our management through established communication and labour engagement mechanisms or through our grievance processes.</p> <p>All members of the workforce – employees and contractors – across all jurisdictions have access to a Company grievance mechanism which entitles them to lodge a grievance about the Company and have this resolved and redressed as appropriate.</p>	n/a	n/a	n/a
Labour practices grievance mechanism	Ch 5.2, pg 120	Labour practices grievances would most commonly be communicated with our management through established labour engagement mechanisms.	n/a	n/a	n/a

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

■ Material
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Impact boundary

Specific standard disclosures: Disclosures on management approach (DMAs)

Aspects DMA	Cross reference	Further explanation and/or reason for omission	Internal operations	Internal exploration	External supply chain
Equal remuneration					
Equal remuneration for women and men	Ch 6.1, pg 122	<p>Gold Fields subscribes to certain guiding principles with regard to rewards. These guiding principles support the reward strategy, and guide all reward decisions and practices within Gold Fields. Gold Fields seeks to ensure that those in similar roles achieving similar levels of performance receive similar pay. The Gold Fields reward strategy and philosophy is guided by:</p> <ul style="list-style-type: none"> • The total rewards approach • Internal equity • External competitiveness • Performance-based remuneration – fairness • Open and transparent communication • Non-discriminatory practices • Affordability • Legislative compliance • Justifiable differentiation <p>Gold Fields does not discriminate on the basis of race, gender or age in terms of remuneration. Factors that influence remuneration at Gold Fields include:</p> <ul style="list-style-type: none"> • Job value <ul style="list-style-type: none"> Organisational structure, position of job within the organisation structure • Market value <ul style="list-style-type: none"> Comparisons with specific markets; decision influenced by labour turnover and losses to competitors; availability of labour for specific needs; and Gold Fields' remuneration position • Individual value <ul style="list-style-type: none"> – Performance/outputs – individual performance; high performance over a period of time should ensure high remuneration – Specific occupation and skills – market shortages • Company performance 	n/a	n/a	x

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

■ Material
■ Not material

Impact boundary

Specific standard disclosures: Disclosures on management approach (DMAs)

Aspects DMA	Cross reference	Further explanation and/or reason for omission	Internal operations	Internal exploration	External supply chain
Human rights due diligence on investment					
Investment (human rights)	Ch 5.2, pg 120	All of our supply chain agreements contain a standard provision which requires compliance with the Gold Fields Human Rights Policy Statement, and also that nothing in the provision of goods/service to Gold Fields causes or contributes to human rights abuses. The Code of Ethics is also included in all of our supply agreements and has been distributed via our online vendor system.	n/a	n/a	n/a
Supply chain management					
Supplier assessment environmental	Ch 2.3, pg 38	Increasingly, the reputational and operational risks of companies are tied to external parties that form part of a company's value chain, and Gold Fields strives to develop and maintain strong relationships with these parties built on ethics, integrity and professionalism. During 2015, Gold Fields implemented a due diligence application to establish the risk profiles of external suppliers and contractors by monitoring a range of local and international databases. The application concentrates on the financial, environmental, social, governance and labour performance of the external parties. The outcome of the screening exercise will be filtered through to regional risk management processes and used by the regions to decide on the appointment of external suppliers and contractors, and the continuation of existing relationships.	n/a	n/a	n/a
Supplier assessment for labour practices	Ch 2.3, pg 38	Increasingly, the reputational and operational risks of companies are tied to external parties that form part of a company's value chain, and Gold Fields strives to develop and maintain strong relationships with these parties built on ethics, integrity and professionalism. During 2015, Gold Fields implemented a due diligence application to establish the risk profiles of external suppliers and contractors by monitoring a range of local and international databases. The application concentrates on the financial, environmental, social, governance and labour performance of the external parties. The outcome of the screening exercise will be filtered through to regional risk management processes and used by the regions to decide on the appointment of external suppliers and contractors, and the continuation of existing relationships.	n/a	n/a	n/a
Supplier assessment for impacts on society	Ch 2.3, pg 38	Increasingly, the reputational and operational risks of companies are tied to external parties that form part of a company's value chain, and Gold Fields strives to develop and maintain strong relationships with these parties built on ethics, integrity and professionalism. During 2015, Gold Fields implemented a due diligence application to establish the risk profiles of external suppliers and contractors by monitoring a range of local and international databases. The application concentrates on the financial, environmental, social, governance and labour performance of the external parties. The outcome of the screening exercise will be filtered through to regional risk management processes and used by the regions to decide on the appointment of external suppliers and contractors, and the continuation of existing relationships.	n/a	n/a	n/a
Resettlement					
Resettlement MM	This GRI Content Index Ch 2.5, pg 45 Ch 5.2, pg 108, 112, 120	Resettlement is only of material impact at two of our operations where mitigating actions have been implemented. Resettlement, where this cannot be avoided, is guided by the Gold Fields policy and practice guidance on resettlement as well as guidelines developed by the World Bank's International Finance Corporation.	n/a	n/a	n/a

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

■ Material
■ Not material

Impact boundary

Specific standard disclosures: Disclosures on management approach (DMAs)

Aspects DMA	Cross reference	Further explanation and/or reason for omission	Internal operations	Internal exploration	External supply chain
Biodiversity					
Ecosystem services and biodiversity		Gold Fields does not operate in areas that are classified as environmentally protected. Refer to G4- EN11 and G4-EN12.	n/a	n/a	n/a
Child/forced labour/freedom of collective bargaining					
Child labour	https://www.goldfields.co.za/pdf/policies/human_statement.pdf	Gold Fields upholds the highest standards of human rights within its workforce, including: freedom from child labour; freedom from forced or compulsory labour; freedom from discrimination (while recognising the need to address the legacy of historical injustices in South Africa); freedom of association and collective bargaining. All induction training (including that provided by the Gold Fields Internal Protection Services team) includes key human rights elements, and the Company's internal grievance mechanisms help ensure employees and contractors can raise human rights concerns. In addition, basic awareness on human rights issues is covered in our Foundational Programme that all employees across the Group attend. All grievances are handled by the Gold Fields Human Resources function, which uses a defined process to record, evaluate and address legitimate complaints. Where necessary legal representation will be used to assist in those processes. Employees can also raise concerns via independent counsellors as part of the Gold Fields Employee Assistance Programme.	n/a	n/a	n/a
Forced or compulsory labour		Gold Fields upholds the highest standards of human rights within its workforce, including: freedom from child labour; freedom from forced or compulsory labour; freedom from discrimination (while recognising the need to address the legacy of historical injustices in South Africa); freedom of association and collective bargaining. All induction training (including that provided by the Gold Fields Internal Protection Services team) includes key human rights elements, and the Company's internal grievance mechanisms help ensure employees and contractors can raise human rights concerns. In addition, basic awareness on human rights issues is covered in our Foundational Programme that all employees across the Group attend. All grievances are handled by the Gold Fields Human Resources function, which uses a defined process to record, evaluate and address legitimate complaints. Where necessary legal representation will be used to assist in those processes. Employees can also raise concerns via independent counsellors as part of the Gold Fields Employee Assistance Programme.	n/a	n/a	n/a
Freedom of association and collective bargaining		Gold Fields upholds the highest standards of human rights within its workforce, including: freedom from child labour; freedom from forced or compulsory labour; freedom from discrimination (while recognising the need to address the legacy of historical injustices in South Africa); freedom of association and collective bargaining. All induction training (including that provided by the Gold Fields Internal Protection Services team) includes key human rights elements, and the Company's internal grievance mechanisms help ensure employees and contractors can raise human rights concerns. In addition, basic awareness on human rights issues is covered in our Foundational Programme that all employees across the Group attend. All grievances are handled by the Gold Fields Human Resources function, which uses a defined process to record, evaluate and address legitimate complaints. Where necessary legal representation will be used to assist in those processes. Employees can also raise concerns via independent counsellors as part of the Gold Fields Employee Assistance Programme.	n/a	n/a	n/a

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

■ Material
■ Not material

Impact boundary

Specific standard disclosures: Disclosures on management approach (DMAs)

Aspects DMA	Cross reference	Further explanation and/or reason for omission	Internal operations	Internal exploration	External supply chain
Materials					
Material stewardship MM	Ch 2.3, pg 35 Ch 5.2, pg 120 www.goldfields.co.za/sus_reporting.php	As part of its efforts to improve human rights performance within its broader value chain, protect the reputation of its core product and maximise the societal benefits of its activities, Gold Fields is committed to responsible materials stewardship. In this context, Gold Fields supports global efforts to tackle the use of newly mined gold to finance conflict. Nevertheless, there is only a minimal risk of externally derived conflict gold entering Gold Fields value chain. This is because: none of Gold Fields' mines are located in conflict-affected countries; all gold produced originates from Gold Fields' own operations; no gold is purchased from artisanal miners. Gold Fields has voluntarily adopted the Conflict-Free Gold Standard of the World Gold Council (WGC). This has led to the Standard being applied at all relevant locations through full assurance audits. This is a requirement of London Bullion Market Association (LBMA) accredited refineries, to which Gold Fields sells its gold. In addition, the Company reports in accordance with the WGC guidelines on value creation and distribution. Although Gold Fields withdrew its WGC membership in Q2 2014, it will continue to apply both the Standard and guidelines.	n/a	n/a	n/a
Materials	Ch 5.2, pg 102	Gold mining requires large volumes of blasting agents, hydrochloric acid (acid wash of pregnant carbon), lime (to adjust PH levels), cyanide (to extract gold from the ore), cement (for paste backfill and construction) and caustic soda (sodium hydroxide to raise PH in the process circuit) on an ongoing basis. Of these, cyanide represents the most potentially hazardous substance. See G4-EN1.	n/a	n/a	n/a
Market regulation					
Product service and labelling	n/a	Not relevant to Gold Fields as Gold is sold in an unwrought form. Packaging requirements are not necessary or are minimal.	n/a	n/a	n/a
Marketing communication	n/a	Gold Fields is not involved in the marketing of its product.	n/a	n/a	n/a
Customer privacy	n/a	Gold Fields is not involved in the marketing of its product.	n/a	n/a	n/a
Anti-competitive behaviour	Ch 2.3	Gold Fields is not involved in the marketing of its product. See below for description of sale product. Referencing Compliance in section 2.3, all applicable anti-competition statutory requirements are identified and consistently reviewed as part of the Group Compliance Framework.	n/a	n/a	n/a

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

■ Material
■ Not material

Impact boundary

Specific standard disclosures: Disclosures on management approach (DMAs)

Aspects DMA	Cross reference	Further explanation and/or reason for omission	Internal operations	Internal exploration	External supply chain
Product impacts					
Compliance (product responsibility)		Our final product is gold. It is sold in unwrought form to refineries – final product responsibility therefore does not lie with Gold Fields. However, Gold Fields has adopted a materials stewardship and supply chain management policy as part of the overall sustainable development framework. This focuses on the management of materials within our mine sites and the provision of services and good by suppliers. In terms of materials stewardship, all materials brought on site are subject to the provisions of our certified environmental and certified health and safety management systems. They ensure the safe use and disposal of materials with due regard to human and environmental health. We also require our suppliers to adopt similar practices of sound sustainable development, such as cyanide transport requirements.	n/a	n/a	n/a
Products and services	n/a	Our final product is gold. It is sold in unwrought form to refineries – final product responsibility therefore does not lie with Gold Fields.	n/a	n/a	n/a
Customer health and safety	n/a	Gold is sold directly to the refineries for processing and on-selling as the final product. Gold is a benign product which has no significant health or safety impacts.	n/a	n/a	n/a
Transport	n/a	Not relevant to Gold Fields due to the fact that gold is sold as a commodity.	n/a	n/a	n/a

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

■ Fully reported
■ Content provided/
not applicable
■ Not reported

In accordance with core

Self-declared

General standard disclosure in accordance with core

Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
Economic			
Economic performance			
G4-EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Ch 1.6, pg 10 – 11 Ch 5.1, pg 91 Ch 2.3, pg 35	Ghana and Peru are Extractive Industries Transparency Initiative (EITI) compliant countries in which we operate.
G4-EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	Ch 5.2, pg 92 – 97	Gold Fields describes the financial implications and other risks and opportunities for the organisation's activities due to climate change in its annual CDP submission. https://www.goldfields.co.za/sus_reporting.php
G4-EC3	Coverage of the organisation's defined benefit plan obligations.	This GRI Content Index	Although they vary between locations, typical benefits include vacation, maternity and paternity leave, sick leave, medical support, pensions and life insurance as well as free healthcare services. For example, in South Africa our employees rely on three main pension funds: <ul style="list-style-type: none"> • The Mineworkers Provident Fund • The Mine Employees Pension Fund • The Sentinel Mining Industry Retirement Fund Other typical benefits include educational assistance, skills development, free or subsidised accommodation and/or living-out allowances.
G4-EC4	Significant assistance received from government.		Gold Fields did not receive any financial support from government.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

■ Fully reported
■ Content provided/
not applicable
■ Not reported

In accordance with core

Self-declared

General standard disclosure in accordance with core

Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission																																																																	
Overall																																																																				
Market presence																																																																				
G4-EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	This GRI Content Index	<div><div><div>Regional breakdown of minimum internal wage compared to minimum external wage, by gender:</div><table><tr><th></th><th>Gender</th><th>Internal minimum</th><th>External minimum</th><th>Ratio</th></tr><tr><td rowspan="2">Philippines</td><td>Female</td><td>71,705</td><td>23,152</td><td>3.10</td></tr><tr><td>Male</td><td>57,228</td><td>23,152</td><td>2.47</td></tr><tr><td rowspan="2">South Africa</td><td>Female</td><td>73,080</td><td>58,824</td><td>1.24</td></tr><tr><td>Male</td><td>73,080</td><td>58,824</td><td>1.24</td></tr><tr><td rowspan="2">Ghana</td><td>Female</td><td>101,544</td><td>73,020</td><td>1.39</td></tr><tr><td>Male</td><td>101,544</td><td>73,020</td><td>1.39</td></tr><tr><td rowspan="2">Peru</td><td>Female</td><td>151,074</td><td>100,806</td><td>1.50</td></tr><tr><td>Male</td><td>141,918</td><td>100,806</td><td>1.41</td></tr><tr><td rowspan="2">Australia</td><td>Female</td><td>389,347</td><td>412,128</td><td>0.94</td></tr><tr><td>Male</td><td>326,197</td><td>412,128</td><td>0.79</td></tr><tr><td colspan="4">Average</td><td>1.55</td></tr><tr><td colspan="2">Average</td><td>Female</td><td colspan="2">1.63</td></tr><tr><td colspan="2"></td><td>Male</td><td colspan="2">1.46</td></tr></table></div><div>All our countries of operations have legal minimum wages in place.</div></div>		Gender	Internal minimum	External minimum	Ratio	Philippines	Female	71,705	23,152	3.10	Male	57,228	23,152	2.47	South Africa	Female	73,080	58,824	1.24	Male	73,080	58,824	1.24	Ghana	Female	101,544	73,020	1.39	Male	101,544	73,020	1.39	Peru	Female	151,074	100,806	1.50	Male	141,918	100,806	1.41	Australia	Female	389,347	412,128	0.94	Male	326,197	412,128	0.79	Average				1.55	Average		Female	1.63				Male	1.46	
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GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission																																								
G4-EC5 (continued)			<table><tr><th colspan="2">Minimum of base salary</th><th>Internal minimum</th><th>External minimum</th><th></th></tr><tr><td>South Africa</td><td>ZAR</td><td>7,000</td><td>4,902</td><td>1.43</td></tr><tr><td>Ghana</td><td>Cedi</td><td>2,060</td><td>1,811</td><td>1.14</td></tr><tr><td>Peru</td><td>PEN</td><td>2,650</td><td>750</td><td>3.53</td></tr><tr><td>Australia</td><td>AUD</td><td>3,600</td><td>50,000</td><td>0.07</td></tr><tr><td>Philippines</td><td>PnP</td><td>9,160</td><td>6,883</td><td>1.33</td></tr><tr><td colspan="4">Average</td><td>1.50</td></tr><tr><td colspan="4">Minimum wage ratio</td><td>1.50</td></tr></table>	Minimum of base salary		Internal minimum	External minimum		South Africa	ZAR	7,000	4,902	1.43	Ghana	Cedi	2,060	1,811	1.14	Peru	PEN	2,650	750	3.53	Australia	AUD	3,600	50,000	0.07	Philippines	PnP	9,160	6,883	1.33	Average				1.50	Minimum wage ratio				1.50
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G4-EC6	Proportion of senior management hired from the local community at significant locations of operation.	Ch 6.2, pg 126 – 127																																									
Indirect economic impacts																																											
G4-EC7	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Ch 5.2, pg 110 – 119																																									
G4-EC8	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Ch 5.2, pg 110 – 119																																									
Procurement practices																																											
G4-EC9	Policy, practices, and proportion of spending on locally based suppliers at significant locations of operation.	Ch 5.2, pg 110 – 111	<p>The Group Community Relations Policy states that “Gold Fields is committed to prioritising local procurement and employment and measuring our contribution to local economic development”.</p> <p>www.goldfields.co.za/sus_policies.php</p> <ul style="list-style-type: none">• Gold Fields measures operational-level local procurement.• Through Gold Fields’ social and labour plan in South Africa we are committed to numerous local economic development projects that develop local suppliers.• Gold Fields’ shared value projects in Ghana, South Africa and Peru are focused on developing local suppliers and enterprise development.• In South Africa, Gold Fields spent US\$132 million (84% of total procurement spend) on black economic empowerment entities.																																								

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission																																
Environmental																																			
Materials																																			
G4-EN1	Materials used by weight or volume.	Ch 5.2, pg 102	<table> <tr> <th>Materials used by weight or volume (tonne)</th><th>2015</th><th>2014</th><th>2013</th></tr> <tr> <td>Cyanide</td><td>7,819.62</td><td>10,659.62</td><td>13,660.58</td></tr> <tr> <td>Blasting agents</td><td>42,835.30</td><td>35,142.19</td><td>38,079.58</td></tr> <tr> <td>HCl</td><td>3,183.02</td><td>4,145.77</td><td>4,662.89</td></tr> <tr> <td>Lime</td><td>48,617.79</td><td>49,562.63</td><td>46,356.84</td></tr> <tr> <td>Cement</td><td>38,193.76</td><td>40,856.12</td><td>70,121.65</td></tr> <tr> <td>Caustic soda</td><td>4,061.14</td><td>3,230.31</td><td>3,499.67</td></tr> <tr> <td></td><td>144,710.63</td><td>143,596.64</td><td>176,381.21</td></tr> </table>	Materials used by weight or volume (tonne)	2015	2014	2013	Cyanide	7,819.62	10,659.62	13,660.58	Blasting agents	42,835.30	35,142.19	38,079.58	HCl	3,183.02	4,145.77	4,662.89	Lime	48,617.79	49,562.63	46,356.84	Cement	38,193.76	40,856.12	70,121.65	Caustic soda	4,061.14	3,230.31	3,499.67		144,710.63	143,596.64	176,381.21
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G4-EN2	Percentage of materials used that are recycled input materials.	This GRI Content Index	<p>Based on the materials listed as our key inputs in EN1, we do not believe these input materials are likely to be able to be recycled. The materials are not renewable.</p> <p>However, in 2015, we recycled a range of materials including the following:</p> <ul style="list-style-type: none"> • Metal: 11,364 tonnes (2014: 11 130 tonnes) • Plastic: 91 tonnes (2014: 63 tonnes) • Timber as firewood: 65 tonnes (2014: 57 tonnes) • Paper and cartons: 77 tonnes (2014: 66 tonnes) • Other materials (e.g. backfill): 30,131 tonnes (2014: 20,991 tonnes) 																																

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
Energy			
G4-EN3	Direct and Indirect energy consumption by primary energy source within the organisation	Ch 5, pg 92 – 97	<p>Gold Fields doesn't currently use renewable fuels and does not sell electricity, heating, cooling or steam. As per the guidance under G4-EN3, organisations are expected to select a consistent boundary for energy consumption. When possible, the boundary should be consistent with the boundary used in Indicators G4-EN15 and G4-EN16. The standard used to select the boundary for reporting under G4-EN15 and G4-EN16 is ISO-14064 – Part 1. The boundary selected to report on G4-EN3 and G4-EN4 is in line with this boundary. The methodology used to calculate the direct and indirect energy consumption by primary energy source is by multiplying the measured amounts consumed with default energy content factors. Energy consumption is obtained by meter readings and cross checked with invoices. If no meter is installed, the data is obtained from invoices only.</p> <p>The energy content of fuels consumed on site was calculated using conversion factors from Defra 2015 Version 2.</p> <p>Our Granny Smith operation owns its own power station and does not purchase electricity like our other operations.</p>
G4-EN4	Energy consumption outside the organisation.	This GRI Content Index Ch 5.2, pg 96	<p>Energy consumed outside of the organisation, in joules or multiples, is 5,660TJ (2014: 5,852TJ)</p> <p>As per the guidance under G4-EN3, organisations are expected to select a consistent boundary for energy consumption. When possible, the boundary should be consistent with the boundary used in Indicators G4-EN15 and G4-EN16. The standard used to select the boundary for reporting under G4-EN15 and G4-EN16 is ISO-14064 – Part 1. The boundary selected to report on G4-EN3 and G4-EN4 is in line with this boundary.</p> <p>Only energy consumption outside of the organisation which was expected to be material (based on emissions associated with this energy use) was calculated. The material categories where found to be 'purchased goods and services' and 'fuel and energy-related activities'. These two Scope 3 categories made up 95% of the total Scope 3 emissions. To calculate this energy consumption outside of the organisation, assumptions were made with respect to the type of fuels used to produce, transport and distribute goods, services and fuels.</p> <p>Where available, the energy data used to calculate the relevant emission factors to produce goods and services were used. The energy content associated with the production of fuels was calculated using emission factors from Defra 2015 Version 2 and converting these to energy factors using the United Kingdom Grid Emission Factor (Ecometrica: 0.50850 tCO₂/MWh).</p>

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
G4-EN5	Energy intensity.	Ch 5.2, pg 93 – 94	<p>The energy intensity ratio for Gold Fields is 5.02GJ per ounce of gold produced. The organisation-specific metric is ounce of gold.</p> <p>Fuels and electricity have been included in the energy intensity ratio.</p> <p>Energy consumed within the organisation has been included in the ratio.</p> <p>Our Granny Smith operation owns its own power station and does not purchase electricity like our other operations.</p> <p>The energy losses from the onsite power generator are accounted for by applying an energy efficiency factor.</p>
G4-EN6	Reduction of energy consumption.	Ch 5.2, pg 92 – 95	<p>The amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives is 777,914GJ (2014: 477,599GJ)</p> <p>The types of energy included in the reductions were fuel and electricity.</p> <p>The basis for calculating reductions in energy consumption were directly related to energy efficiency projects implemented. As the energy efficiency of gold mining is influenced by many factors, such as hauling distances, mining depth, ore quality and stripping ratios, energy reductions should be linked back to actual projects implemented.</p> <p>The Greenhouse Gas Protocol and WRI Mitigation Goal Standard, an accounting and reporting standard for national and subnational greenhouse gas reduction goals, was the standard followed to calculate the impact of energy reduction projects.</p>
G4-EN7	Reductions in energy requirements of products and services.	n/a	Indicator is not relevant to the product we produce – gold.
Water			
G4-EN8	Total water withdrawal by source.	Ch 5.2, pg 97 – 101	<p>Total water withdrawal in 2015 was 35,247.10mℓ. This came from the following sources:</p> <ul style="list-style-type: none"> • Surface water: 9,282.37 • Ground water: 23,881.86 • Purchased water: 2,082.87 <p>Gold Fields reports in accordance with our Group Reporting Guideline, which is based on the GRI Framework.</p>
G4-EN9	Water sources significantly affected by withdrawal of water.	Ch 5.2	No water sources are significantly affected by our water withdrawal.
G4-EN10	Percentage and total volume of water recycled and reused.	Ch 5.2, pg 98	During 2015, water recycled and reused totalled 43,120.09mℓ. This represents 122% of total water withdrawal (35,247mℓ). Gold Fields reports in accordance with our Group Reporting Guideline, which is based on the GRI Framework.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
Biodiversity			
G4-EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	This GRI Content Index	<p>Ghana Our Damang and Tarkwa operations, located in the Tarkwa Basin in southwestern Ghana, are both located in areas of high biodiversity. The current operational footprint of Tarkwa is significantly larger than that of Damang, where activity is primarily focused on the Damang Pit.</p> <p>We implement a total ban on hunting on our land holdings at both mines and have strict controls to protect local water bodies. Because of this, our operations act as <i>de facto</i> sanctuaries for local wildlife and enjoy high levels of biodiversity compared to their surrounds.</p> <p>Australia The St Ives operations, South of Kambalda in Western Australia, extend over a large salt-lake system known as Lake Lefroy. In recent years, the riparian zones of such salt lake systems have become increasingly recognised as areas of sensitive biodiversity. On Lake Lefroy, it is reported that over 3,500ha of riparian habitat is present. The current mining disturbance of this riparian zone by St Ives and other mining companies in the area is limited to 89ha or 2.5% of the total available habitat.</p> <p>Given the sensitive nature of the biodiversity in the riparian zone, St Ives has undertaken numerous ecological studies in the area and continues with various monitoring programmes on biodiversity. The ecological studies undertaken to date conclude that, outside of the physical disturbance of a small portion of the riparian zone, mining and related activities have shown no discernible impact on the biodiversity.</p> <p>Peru There are no protected areas near Cerro Corona. Nonetheless, there are some areas with two sensitive flora species (<i>Puya fastuosa</i> and <i>Nicotiana thyrsiflora</i>) adjacent to Cerro Corona. These species are considered to be sensitive since their growth is restricted to some parts of the northern Andes of Peru and a few other South American countries. These species are not listed in the IUCN list or in the national list of endangered flora species. In order to minimise any potential impact to these species, Gold Fields La Cima has been working since 2011 on a management programme for the conservation of these species. So far, the results of this programme have been favourable.</p>
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	This GRI Content Index	<p>Where feasible, we aim to have a net positive impact on biodiversity. During the reporting year, we did not identify any significant impacts on biodiversity resulting from our activities.</p> <p>MM: Include impacts identified as a consequence of any resettlement and closure activities reported under Indicators MM9 and MM10 respectively – Not applicable to Gold Fields during 2015.</p>

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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G4-EN13	Habitats protected or restored.	This GRI Content Index	During 2015, we rehabilitated a total of 334.68ha, of which Darlot accounted for 318ha and Tarkwa for 16.62ha.
G4-MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	This GRI Content Index	In 2015, we disturbed an additional 1230.51ha, of which Agnew accounted for 9.97ha and Granny Smith for 1,220.54ha. Over the same period, we rehabilitated 318ha at Darlot and 16.62ha at Tarkwa. At the end of 2015, our total amount of disturbed land was 8,749.21ha.
G4-EN14	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	This GRI Content Index	<p>None of our lands are located on biodiversity hotspots; however, IUCN red data flora and fauna species have been identified at or surrounding some of our operations:</p> <ul style="list-style-type: none"> • There are a number of different <i>Puya</i> species growing around our Cerro Corona mine. <i>Puyas</i> are a native plant to South America's Andes Mountains and southern Central America. Many of the species are monocarpic, with the parent plant dying after one flowering and seed production event. <i>Puya raimondii</i>, also known as Queen of the Andes, is the largest species of bromeliad, endemic to Bolivia and Peru and restricted to the high Andes at an elevation of 3,200 – 4,800m. This species, which also grows near a Gold Fields operation, is an IUCN red data species • The Hooded Vulture, although listed as endangered on the IUCN Red List of Threatened Species, is currently being considered for inclusion on the Critically Endangered List. It is found on the Tarkwa concession. • Four species of flora from the IUCN list and three species of flora from the Peruvian list of endangered species have been identified at Cerro Corona. Eleven species of fauna from the IUCN list and five species from the Peruvian list have been identified. The majority of these species of flora and fauna are under the IUCN category of 'least concern' (LC) and just one is classified as 'critically endangered' (CR) – a small frog, <i>Pristimantis simonsii</i>. The Peruvian list has a stricter classification, with three fauna species (<i>Pristimantis simonsii</i>, <i>Pristimantis pinguis</i>, <i>Taphrolessia griseiventris</i>) and two flora species (<i>Solanum jalcae</i>, <i>Ephedra rupestris</i>) classified as critically endangered. <p>Cerro Corona has a biodiversity management plan in place to minimise any potential impact on endangered/sensitive flora and fauna species. The main activities of this plan include:</p> <ul style="list-style-type: none"> • Biodiversity monitoring (dry and rainy season) • Inspection of areas of mine developments by a specialist prior to the beginning of the construction activities in order to identify if sensitive species of flora and fauna were in the areas • Relocation of sensitive species of flora and fauna to other areas with similar habitats to avoid any potential impact on the species • Monitoring of the conservation status of relocated species • Dust and noise control at the operation
G4-MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place.	This GRI Content Index	Our four Australian mines manage biodiversity as part of their EMS and Land Disturbance processes and standards, while the other four have management plans in place.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
Emissions			
G4-EN15	Total direct greenhouse gas emissions by weight.	Ch 5.2, pg 96	<p>Direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent are 529,588 (2014: 464,194). Gases included in the calculation are CO₂, CH₄ and N₂O. Biogenic CO₂ emissions are not applicable to Gold Fields.</p> <p>The base year is 2007 as this is the first year that Gold Fields calculated its carbon footprint. Base year emissions are recalculated in accordance with the ISO 14064 Part 1 Standard in the event of significant changes in the quantification methodology, changes to operational boundaries as well as the ownership and control of GHG sources or sinks transferred into or out of organisational boundaries. The base year Scope 1 emissions (latest restatement occurred in 2015 after acquisition of the Yilgarn assets) are 461,565 tons of CO₂ equivalent.</p> <p>Gold Fields' carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard ('Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals'). The quantification methodology is a calculation based on GHG activity data multiplied by GHG emission or removal factors.</p> <p>The majority of the emission factors used are, among others, obtained from DEFRA 2015 (version 2), but also from the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2015 and Ecometrica. The GWP rates are obtained from the IPCC Fourth Assessment Guidelines.</p> <p>Gold Fields' carbon footprint is calculated based on the operational control consolidation approach.</p>
G4-EN16	Total indirect greenhouse gas emissions by weight.	Ch 5.2, pg 96	<p>Indirect (Scope 2) GHG emissions in metric tons of CO₂ are 793,026 (2014: 794,174)</p> <p>The gas included in the calculation is CO₂.</p> <p>The base year is 2007 as this is the first year that Gold Fields calculated its carbon footprint. Base year emissions are recalculated in accordance with the ISO 14064 Part 1 Standard in the event of significant changes in the quantification methodology, changes to operational boundaries as well as the ownership and control of GHG sources or sinks transferred into or out of organisational boundaries. The base year Scope 2 emissions (latest restatement occurred in 2015 after acquisition of the Yilgarn assets) are 716,325 tons of CO₂ equivalent.</p> <p>Gold Fields' carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard ('Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals'). The quantification methodology is a calculation based on GHG activity data multiplied by GHG emission or removal factors.</p> <p>Emission factors are obtained from DEFRA 2015 (version 2), but also from the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2015 and Ecometrica. The GWP rates are obtained from the IPCC Fourth Assessment Guidelines.</p> <p>Gold Fields' carbon footprint is calculated based on the operational control consolidation approach.</p>

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
G4-EN17	Other relevant indirect greenhouse gas emissions by weight.	Ch 5.2, pg 96	<p>Indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent are 430,549 (2014: 435,676). Gases included in the calculation are CO₂, NO_x, emanating from product transportation and staff commuting, and methane (CH₄) from waste generated at operations. Biogenic CO₂ emissions in metric tons of CO₂-equivalent are not applicable.</p> <p>Gold Fields' collected data and calculated emissions for all categories as per the GHG Protocol Value Chain Standard. The following are Scope 3 categories examined:</p> <ol style="list-style-type: none"> 1. Purchased goods and services 2. Capital goods 3. Fuel-and-energy-related activities (not included in Scope 1 or 2) 4. Upstream transportation and distribution 5. Waste generated in operations 6. Business travel 7. Employee commuting 8. Upstream leased assets 9. Downstream transportation and distribution 10. Processing of sold products 11. Use of sold products 12. End-of-life treatment of sold products 13. Downstream leased assets 14. Franchises 15. Investments <p>The base year is 2009 as this is the first year that Gold Fields started to calculate other indirect emissions, those associated upstream and downstream of its value chain. Base-year emissions are recalculated in accordance with the ISO 14064 Part 1 Standard in the event of significant changes in the quantification methodology, changes to operational boundaries as well as the ownership and control of GHG sources or sinks transferred into or out of organisational boundaries. The base year Scope 3 emissions (latest restatement occurred in 2015 after acquisition of the Yilgarn assets) are 458,270 tons of CO₂ equivalent.</p> <p>Gold Fields' carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard ('Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals'). The quantification methodology is a calculation based on GHG activity data multiplied by GHG emission or removal factors.</p> <p>Emission factors were obtained from DEFRA 2015 (version 2), but also from the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2015 and Ecometrica. The GWP rates are obtained from the IPCC Fourth Assessment Guidelines.</p>
G4-EN18	Greenhouse gas (GHG) emissions intensity.	Ch 5.2, pg 96	<p>The GHG emissions intensity ratio is 0.59 tonnes CO₂ e / oz.</p> <p>The ratio denominator is ounces of gold produced.</p> <p>The types of GHG emissions included are Direct (Scope 1) and Energy Indirect (Scope 2). Gases included in the calculation are CO₂, CH₄ and N₂O.</p>

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Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission												
G4-EN19	Reduction of greenhouse gas (GHG) emissions.	Ch 5.2, pg 92 – 97	<p>The amount of GHG emissions reductions achieved as a direct result of initiatives to reduce emissions, in metric tons of CO₂ equivalent is 108 552 tCO₂e (2014: 54 703 tCO₂e.)</p> <p>Gases included in the calculation are CO₂, CH₄ and N₂O.</p> <p>The basis for calculating reductions in emissions was directly related to energy efficiency projects implemented. Energy savings initiatives impact are captured for 36 months, after which they become baseline. As the energy efficiency of gold mining is influenced by many factors, such as hauling distances, mining depth, ore quality and stripping ratios, emission reductions should be linked back to actual projects implemented.</p> <p>Emission reduction initiatives were calculated in accordance with:</p> <ul style="list-style-type: none">• Greenhouse Gas Protocol and WRI Mitigation Goal Standard: an accounting and reporting standard for national and subnational greenhouse gas reduction goals• ISO 14064 Part 1• Greenhouse Gas Protocol A Corporate Accounting and Reporting Standard (Revised Edition). <p>Emission reductions occurred in Scope 1 and Scope 2.</p>												
G4-EN20	Emissions of ozone-depleting substances by weight.	Not material	This has not been identified as a relevant/material issue for Gold Fields. As a result, it is not included in our environmental data collection systems.												
G4-EN21	NOx, SOx, and other significant air emissions by type and weight.	This GRI Content Index Ch 5.1, pg 91	<p>Group NOx and SOx emissions (tonnes)</p> <table><thead><tr><th>Year</th><th>SOx (tonnes)</th><th>NOx (tonnes)</th></tr></thead><tbody><tr><td>2015</td><td>2,723</td><td>18,350</td></tr><tr><td>2014</td><td>2,359</td><td>17,725</td></tr><tr><td>2013</td><td>2,508</td><td>15,434</td></tr></tbody></table> <p>Numbers differ in comparison to what has been reported in previous years due to applying air emission conversion factors that are based on global averages, as determined by the Environmental Protection Agency (EPA).</p>	Year	SOx (tonnes)	NOx (tonnes)	2015	2,723	18,350	2014	2,359	17,725	2013	2,508	15,434
Year	SOx (tonnes)	NOx (tonnes)													
2015	2,723	18,350													
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GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
Effluents and waste			
G4-EN22	Total water discharge by quality and destination.	Ch 5.2, pg 97 – 101	<p>Quantity and quality</p> <p>In 2015, a total of 18,491MI was discharged by the Group. Group average water quality is 94 (mS/m). Further detail by operation can be seen below:</p> <ul style="list-style-type: none"> • Tarkwa: 77mS/m (all discharged water is treated via reverse osmosis plants to the required standard) • Damang: 6mS/m (water was pumped from the Rex Pit, treated via a series of ponds and trenches for PH adjustment before discharged into an ambient water body) • Cerro Corona: 165mS/m (water is discharged into surrounding rivers and creeks after being treated to the required standard) • South Deep: 49mS/m (the mine has only one authorized point from which to discharge treated sewage effluent into the Leeuspruit River) • Granny Smith: 172mS/m (this operation is in a high-saline environment) <p>Our Ghana and South Deep operations have Reverse Osmosis plants.</p> <p>Note: mS/m is a measure of conductivity. Conductivity is a measure of the amount of dissolved salts in discharged water. These are classified internationally as a non-toxic pollutant.</p> <p>Note: Apart from the Granny Smith operation, the Australian operations do not report on the quality of water discharged, as water is not discharged directly into the environment.</p>
G4-EN23	Total weight of waste by type and disposal method.	Ch 5.2, pg 102, see G4-EN2	<p>Metal recycled – 11,363 tonnes</p> <p>Plastic recycled – 91 tonnes</p> <p>Timber as firewood – 5,765 tonnes</p> <p>Paper and carton recycled – 77 tonnes</p> <p>Other materials (e.g. general landfill, brine to lake) – 30,131 tonnes</p>
G4-EN24	Total number and volume of significant spills.	Ch 5.1, pg 90	As per the Level 3 environmental incident descriptions reported at Tarkwa.
G4-MM3	Total amounts of overburden, rock, tailings and sludges and their associated risk.	Ch 5.2, pg 102	<p>Tailings to dams calculated – 37.4 million tonnes</p> <p>Waste rock to dump – 130 million tonnes</p>
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	This GRI Content Index	Gold Fields does not import, export or transport any waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII.
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff.	This GRI Content Index	Our discharges are sampled and monitored regularly, in accordance with our permit/licence conditions. We are not aware of any water bodies and related habitats that are protected or have a high biodiversity value that are significantly affected by any water discharges or runoff.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
Products and services			
G4-EN27	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	This GRI Content Index	Gold is a benign product which has no significant environmental impacts.
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category.	This GRI Content Index	Not relevant to Gold Fields as gold is sold in an unwrought form. Packaging requirements are not necessary or are minimal.
Compliance			
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	This GRI Content Index	Gold Fields did not receive any significant fines during 2015.
Transport			
G4-EN30	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	This GRI Content Index	<p>A significant proportion of our Scope 1 emissions relates to the transport of ore and waste rock from our mines to our processing facilities and/or waste rock dumps.</p> <p>All of our eligible operations are fully certified under the International Cyanide Management Code (ICMC). ICMC certification extends to our transport providers. There were no material environmental impacts relating to the transportation of cyanide to or from our operations during 2015, although it remains a potential risk.</p> <p>All waste disposal, transportation and recycling contractors are required to adhere to our environmental procedures, including the provision of safe disposal certificates.</p>

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission																														
Overall																																	
G4-EN31	Total environmental protection expenditures and investments by type.	Ch 5.1, pg 90	<p>In 2015, our environmental expenditure comprised the following elements:</p> <p>Pollution prevention: US\$5 million</p> <p>Audits: US\$444,895</p> <p>Specialist studies and EIAs: US\$850,694</p> <p>Rehabilitation and closure-related operational expenditure: US\$4.3 million</p> <p>Radiation: nil</p> <p>Rehabilitation fund contributions: US\$3 million</p> <p>Other operational expenditure: US\$21 million</p> <p>The funding methods used by each region to make provision for the mine closure cost estimates are:</p> <ul style="list-style-type: none">• Ghana – reclamation bonds underwritten by banks and restricted cash• South Africa – contributions to environmental trust funds and guarantees• Australia – existing cash resources• Peru – bank guarantees <p>The percentage contribution to the total gross closure liability per region as well as the percentage secured through the above listed mechanisms for 2015 are:</p> <table><tr><th>Region</th><th>% of Group</th><th>Total (US\$)</th><th>Amount secured (\$)</th><th>% Secured</th></tr><tr><td>Australia</td><td>53</td><td>186,007,171</td><td>0</td><td>0</td></tr><tr><td>South Africa</td><td>8</td><td>28,959,039</td><td>28,959,039</td><td>100</td></tr><tr><td>West Africa</td><td>26</td><td>91,519,303</td><td>64,117,934</td><td>57</td></tr><tr><td>Americas</td><td>13</td><td>46,663,873</td><td>20,998,743</td><td>45</td></tr><tr><td>Totals</td><td>100</td><td>353,149,387</td><td>114,075,716</td><td>29</td></tr></table> <p>*Due to legislative changes in Western Australia becoming effective in July 2014, there is no longer a legal obligation to have unconditional performance bonds in place for mine closure liabilities, which historically covered between 20–40% of the actual closure liability. Companies are now required to pay a levy to the state based on the total mine closure liability. This levy is 1% of the total liability per mine, paid annually. This levy goes into a state-administered fund known as the Mine Rehabilitation Fund and is similar to the US Superfund where monies and interest from the fund will be used to rehabilitate legacy sites or sites that have prematurely closed or been abandoned.</p>	Region	% of Group	Total (US\$)	Amount secured (\$)	% Secured	Australia	53	186,007,171	0	0	South Africa	8	28,959,039	28,959,039	100	West Africa	26	91,519,303	64,117,934	57	Americas	13	46,663,873	20,998,743	45	Totals	100	353,149,387	114,075,716	29
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GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
Supplier environmental assessment			
EN32	Percentage of new suppliers that were screened using environmental criteria	This GRI Content Index	100%. Referencing the implemented due diligence application, since 1 July 2015, apart from screening the existing contractors and suppliers, all new vendors uploaded to the application have been screened.
EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	This GRI Content Index	Referencing the implemented due diligence application, since 1 July 2015, two (0.03% of all screened contractors and suppliers) adverse media exposure alerts have been recorded.
Environmental grievance mechanisms			
EN34	Number of grievances about environmental impacts filed, addressed and resolved through formal grievance mechanisms.	This GRI Content Index Ch 5.1, pg 90	<p>The number of grievances that were lodged through Gold Fields operations during 2015 are as follows:</p> <ul style="list-style-type: none"> • South Deep mine – one grievance related to the disturbance of graves, which was addressed and resolved. • Cerro Corona mine – one complaint related to land use and is being addressed. • Tarkwa mine – 16 complaints were received (nine related to the impact of blasting, noise and dust pollution; four related to compensation; two related to water quality; and one to safety). Three of the complaints (relating to water quality and safety) have been resolved and closed, while the remaining nine are being addressed. • Damang mine – nine environmental complaints were recorded regarding the same environmental issue; six have been resolved and closed while the remaining three are being addressed. • Australia had no grievances. <p>Gold Fields continued to work closely with local communities to address concerns related to environmental management.</p>
Social: labour practices and decent work			
Employment			
G4-LA1	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	This GRI Content Index	Refer to Annexure GRI 2
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	This GRI Content Index	Full-time permanent employees are provided with pension, healthcare, additional leave and Group 'life benefits', which are not provided to part-time employees. Part-time employees are also not eligible for annual incentives, while full-time employees are.
G4-LA3	Return to work and retention rates after parental leave, by gender.	This GRI Content Index	During 2015, the post-maternity female return-to-work rate was 100%. In addition, 100% of male employees who take paternity leave typically return to work.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
Labour/management relations			
G4-LA4	Minimum notice period(s) regarding significant operational changes, including whether this is specified in collective agreements.	This GRI Content Index	Management employees have a 30-day notice period and senior management have a 60-day notice period. For non-managerial employees, the statutory notice period applies. For example, in South Africa this is covered under the basic conditions of employment. Employees who have less than one year service are required to serve two weeks' notice and employees with 12 months' or service longer are required to serve 30 days' notice.
G4-MM4	Number of strikes and lockouts exceeding one week's duration by country.	This GRI Content Index	There were no significant strikes or lockouts in 2015 exceeding one week in duration.
Occupational health and safety			
G4-LA5	Percentage of total workforce represented in formal joint management – worker health and safety committees that help monitor and advise on occupational health and safety programmes.	Ch 6.2, pg 130	<p>A total of 96% of our employees in Ghana, 93% of our employees in South Africa and 10% of our employees in Peru are represented through their unions at various levels on joint health and safety committees, and on a range of statutory and voluntary engagement forums between supervisors, line managers and organised labour.</p> <p>Employees do not, however, have to be part of a union to participate in worker health and safety committees, as this is available to all employees. In many regions worker health and safety issues are part of all meetings, where employees have opportunities to raise issues and concerns. In 2014, integrated health, safety and environmental strategies were presented for each region at the Group SH&SD Committee detailing all the programmes and initiatives that are in place. In 2015, progress against the strategic initiatives was tracked quarterly by the SH&SD Committee.</p>

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission																																																																																																
G4-LA6	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities, by region and by gender.	Ch 4.3, pg 68 – 73	Cases of occupational illness																																																																																																
			<table><tr><th>COAD</th><th>Australia</th><th>Ghana</th><th>Peru</th><th>South Africa</th><th>Total</th></tr><tr><td>2013</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>2014</td><td>0</td><td>0</td><td>0</td><td>4</td><td>4</td></tr><tr><td>2015</td><td>0</td><td>0</td><td>0</td><td>1</td><td>1</td></tr><tr><th>NIHL</th><th>Australia</th><th>Ghana</th><th>Peru</th><th>South Africa</th><th>Total</th></tr><tr><td>2013</td><td>0</td><td>4</td><td>0</td><td>4</td><td>8</td></tr><tr><td>2014</td><td>0</td><td>5</td><td>0</td><td>8</td><td>13</td></tr><tr><td>2015</td><td>0</td><td>2</td><td>0</td><td>4</td><td>6</td></tr><tr><th>Silicosis</th><th>Australia</th><th>Ghana</th><th>Peru</th><th>South Africa</th><th>Total</th></tr><tr><td>2013</td><td>0</td><td>0</td><td>1</td><td>11</td><td>12</td></tr><tr><td>2014</td><td>0</td><td>1</td><td>0</td><td>14</td><td>15</td></tr><tr><td>2015</td><td>0</td><td>0</td><td>0</td><td>9</td><td>9</td></tr><tr><th>CRTB</th><th>Australia</th><th>Ghana</th><th>Peru</th><th>South Africa</th><th>Total</th></tr><tr><td>2013</td><td>0</td><td>0</td><td>0</td><td>42</td><td>42</td></tr><tr><td>2014</td><td>0</td><td>1</td><td>0</td><td>48</td><td>49</td></tr><tr><td>2015</td><td>0</td><td>0</td><td>0</td><td>36</td><td>36</td></tr></table>	COAD	Australia	Ghana	Peru	South Africa	Total	2013	0	0	0	0	0	2014	0	0	0	4	4	2015	0	0	0	1	1	NIHL	Australia	Ghana	Peru	South Africa	Total	2013	0	4	0	4	8	2014	0	5	0	8	13	2015	0	2	0	4	6	Silicosis	Australia	Ghana	Peru	South Africa	Total	2013	0	0	1	11	12	2014	0	1	0	14	15	2015	0	0	0	9	9	CRTB	Australia	Ghana	Peru	South Africa	Total	2013	0	0	0	42	42	2014	0	1	0	48	49	2015	0	0	0	36	36
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			All cases were male, aside from five female CRTB.																																																																																																
			The absenteeism rate (based on 'absent without permission') was 0.01% for Ghana, 0.41% for South Africa and 0.018% for Peru. Not applicable in Australia due to FIFO ('fly in, fly out').																																																																																																
			G4-LA7	Workers with high incidence or high risk of diseases related to their occupation.	Ch4.3, pg 68 – 71																																																																																														
			G4-LA8	Health and safety topics covered in formal agreements with trade unions.	Ch 6.2, pg 130 – 131	Engagement with unions on health and safety covers all issues relevant to Gold Fields employees and contractors, as set out in the Integrated Annual Report.																																																																																													

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
Training and education			
G4-LA9	Average hours of training per year, per employee, by gender and by employee category.	Ch 6.1, pg 122	<p>Average training hours per employee (male and female): 240.</p> <p>Average training hours by gender are set out below:</p> <ul style="list-style-type: none"> • Males: 241 hours • Females: 236 hours <p>Total training hours by employee category are set out below:</p> <ul style="list-style-type: none"> • Senior management (EU-F): 1,118 • Middle management (DU-EL): 15,130 • Junior management (DL): 34,172 • Non-management (A-C): 1,105,782 • Non-graded: 1 020 074
G4-LA10	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Ch 6.2, pg 126 – 129	<p>At South Deep, portable skills training is offered to the local communities which includes skills like bricklaying, animal husbandry, carpentry, etc. This assists in developing additional skills for future employment. Any employees who take voluntary separation packages, or are retrenched, have access to portable skills training or an allowance for external training to assist in learning and improving their employability. In addition, South Deep has a programme in place on the recognition of prior learning to allow employees who have on-the-job experience to obtain formal qualifications which are recognised anywhere in South Africa. Gold Fields offers employee assistance programmes in each region and these programmes are run with outsourced providers that assist employees to manage a range of psychological, legal, nutritional, financial and other related concerns that provide lifelong learning. Typically, the regions run awareness campaigns on various topical issues throughout the year (outside of the normal training curriculum) that keep them abreast of key topics or issues. All Gold Fields regions, in association with their various fund providers, provide a full spectrum of retirement planning and advice to employees to assist them with managing their retirement processes. The majority of the training provided can be described as lifelong learning under our four broad categories. These are:</p> <ol style="list-style-type: none"> 1. Technical training – training of fitters, electricians, boilermakers, equipment operators (through technical institutions and onsite) etc.; these are skills not only required by Gold Fields. 2. Management training – training to plan, lead and get results through people. This is achieved through supervisory, management and various leadership programmes. 3. Professional training – we also support employees to acquire the applicable professional certificate in their area of work, e.g. ACCA/CA for finance employees, applicable Mine's Department certificate of competence, etc. 4. General/other – we specifically take employees who are being retrenched through basic financial investment management training to enable them to manage monies paid to them as severance compensation.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission																
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender.	This GRI Content Index	All management and senior management employees have individual performance scorecards which are reviewed on a regular basis. Individual development plans are agreed upon at the beginning of each financial year based on the performance targets of an employee. In Australia, Ghana and Peru, individual performance plans have been rolled out to all levels of employees. In South Africa, the performance of non-managerial employees is measured on production targets and this is measured on a regular basis as production bonuses are paid on a monthly basis. Employees and teams are regularly briefed on individual and team performance. Training and development plans are linked to performance management practices throughout the Group.																
Diversity and equal opportunity																			
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	This GRI Content Index Ch 6.1, pg 122	<div><div>Group female employees</div><div>(%)</div><div><table><thead><tr><th>Year</th><th>Miners, artisans, officials</th><th>Middle management (D-upper to E-lower)</th><th>Senior management (EU<)</th></tr></thead><tbody><tr><td>2013</td><td>10.9</td><td>13.3</td><td>11.3</td></tr><tr><td>2014</td><td>13.8</td><td>15.1</td><td>12.5</td></tr><tr><td>2015</td><td>14.8</td><td>17.1</td><td>10.9</td></tr></tbody></table></div></div>	Year	Miners, artisans, officials	Middle management (D-upper to E-lower)	Senior management (EU<)	2013	10.9	13.3	11.3	2014	13.8	15.1	12.5	2015	14.8	17.1	10.9
Year	Miners, artisans, officials	Middle management (D-upper to E-lower)	Senior management (EU<)																
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Equal remuneration for women and men																			
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	This GRI Content Index	<div><div>Group basic salary ratio of men to women</div><div>(1:x)</div><div><table><thead><tr><th>Year</th><th>Ratio (1:x)</th></tr></thead><tbody><tr><td>2013</td><td>1.20</td></tr><tr><td>2014</td><td>1.10</td></tr><tr><td>2015</td><td>1.09</td></tr></tbody></table></div></div>	Year	Ratio (1:x)	2013	1.20	2014	1.10	2015	1.09								
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Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission																																																
G4-LA13 continued			<p>Regional basic salary ratio of men to women, by category</p> <table> <tr> <th></th><th>Female</th><th>Male</th><th>Grand total</th></tr> <tr> <td>A</td><td>93,103</td><td>78,485</td><td>1.19</td></tr> <tr> <td>B</td><td>378,475</td><td>305,684</td><td>1.24</td></tr> <tr> <td>C</td><td>474,242</td><td>399,920</td><td>1.19</td></tr> <tr> <td>D</td><td>1,019,788</td><td>848,750</td><td>1.20</td></tr> <tr> <td>E</td><td>2,129,454</td><td>2,102,866</td><td>1.01</td></tr> <tr> <td>FL</td><td>3,738,933</td><td>6,180,547</td><td>0.60</td></tr> <tr> <td>NG</td><td>201,881</td><td>262,162</td><td>0.77</td></tr> <tr> <td>G</td><td>–</td><td>9,300,000</td><td>–</td></tr> <tr> <td>Grand total</td><td>386,877</td><td>423,364</td><td>1.09</td></tr> <tr> <td>Employee average</td><td>418,589</td><td></td><td></td></tr> <tr> <td>CEO to employee average</td><td>22.2</td><td></td><td></td></tr> </table>		Female	Male	Grand total	A	93,103	78,485	1.19	B	378,475	305,684	1.24	C	474,242	399,920	1.19	D	1,019,788	848,750	1.20	E	2,129,454	2,102,866	1.01	FL	3,738,933	6,180,547	0.60	NG	201,881	262,162	0.77	G	–	9,300,000	–	Grand total	386,877	423,364	1.09	Employee average	418,589			CEO to employee average	22.2		
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Supplier assessment for labour practices																																																			
G4-LA14	Percentage of new suppliers that were screened using labour practices criteria.	This GRI Content Index Ch 2.3, pg 38	100%. Referencing the implemented due diligence application, since 1 July 2015, apart from screening the existing contractors and supplies, all new vendors uploaded to the application have been screened.																																																
G4-LA15	Significant actual and potential negative impacts for labour practices in the supply chain and actions taken.	This GRI Content Index Ch 2.3, pg 38	Referencing the implemented due diligence application, since 1 July 2015, no adverse media exposure alerts have been recorded.																																																

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

■ Fully reported
■ Content provided/
not applicable
■ Not reported

In accordance with core

Self-declared

General standard disclosure in accordance with core

Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
Labour practices grievance mechanisms			
G4-LA16	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms.	This GRI Content Index	A few allegations were lodged but upon investigation these were found to be unfounded. Ethics hotlines are set up for each region and managed externally by Deloitte. Any issues logged are addressed by the Gold Fields Internal Audit team and presented directly to the Gold Fields Ethics Committee at Board level and investigated accordingly.
Social: human rights			
Investment and procurement practices			
G4-HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	This GRI Content Index	In 2015 no M&A activity took place other than disposal of non-core assets. However, in the event that Gold Fields does any M&A activity, a full, thorough due diligence process is followed, which includes representations and warranties to cover a number of issues, including human rights abuses. Similarly, all of our supply chain agreements contain a standard provision which requires compliance with the Gold Fields Human Rights Policy Statement, and also that nothing in the provision of goods/services to Gold Fields causes or contributes to human rights abuses. The Code of Ethics is also included in all of our supply agreements and has been distributed via our online vendor system.
G4-HR2	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	This GRI Content Index	All new employees are required to sign the Code of Ethics and receive an overview of the Human Rights Policy. Human rights and the Code of Ethics are incorporated in the Gold Fields Foundational Programme, which all Gold Fields employees have attended. The ethics portal was set up and is available to all employees, with tools, tips and guidelines.
Non-discrimination			
G4-HR3	Total number of incidents of discrimination, and corrective actions taken.	This GRI Content Index	No cases of discrimination were reported during 2015.
Freedom of association and collective bargaining			
G4-HR4	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	This GRI Content Index www.goldfields.co.za/pdf/policies/human_statement.pdf	During 2015, there were no incidents where the rights to freedom of association and collective bargaining were at risk at any of our operations. None of our operations represent significant risks in this respect. In Australia, the voting on the Employee Collective Agreement in 2014 in fact highlighted the degree to which Gold Fields recognises and supports our employees' rights and freedom of association. Our major suppliers are checked on appointment for adherence to labour legislation.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
Child labour			
G4-HR5	Operations and significant suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour.	This GRI Content Index www.goldfields.co.za/pdf/policies/human_statement.pdf	During 2015, there were no incidents of child labour at any of our operations. None of our operations represent significant risks in this respect. Our HR system in South Africa has built-in controls so that under-age children cannot be engaged on the payroll system. Our major suppliers are checked, on appointment, for adherence to labour legislation, including the use of child labour.
Forced and compulsory labour			
G4-HR6	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour.	This GRI Content Index www.goldfields.co.za/pdf/policies/human_statement.pdf	During 2015, there were no incidents of forced labour at any of our operations. None of our operations represent significant risks in this respect. Our major suppliers are checked, on appointment, for adherence to labour legislation, including the use of forced labour.
Security practices			
G4-HR7	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.	This GRI Content Index Ch 5.2, pg 120	Primary security at our operations is provided through the Company's Protection Services department and private contracted service providers. All security personnel receive human rights training during induction, based on local legal requirements as well as national and international human rights best practice, including the United Nations Voluntary Principles for Security and Human Rights (VPSHR). Gold Fields and G4S, security provider to South Africa and Ghana, are signatories of the International Code of Conduct for Private Security Providers, which commits all signatories to respect human rights and humanitarian law in their operations. Gold Fields and G4S are also signatories to the UN Global Compact and G4S is a signatory to the VPSHR.
Indigenous rights			
G4-MM5	Total number of operations taking place in or adjacent to indigenous people's territories, and number and percentage of operations or sites where there are formal agreements with indigenous people's communities.	Ch 4.3, pg 81 Ch 5.2, pg 112	Only our Agnew and St Ives operations take place on or adjacent to indigenous land. Both mines have formal agreements in place with local indigenous groups. In addition, the Far Southeast growth project is located on territory linked to the Kankana-ey indigenous community in the Philippines. Various formal agreements with the communities are negotiated on an ongoing basis.
G4-HR8	Total number of incidents of violations involving rights of indigenous people, and actions taken.	Ch 5.2, pg 111 – 112	During 2015, there were no recorded incidents of violations involving rights of indigenous people at any of our operations.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

■ Fully reported
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not applicable
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General standard disclosure in accordance with core

Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
Assessment			
G4-HR9	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	This GRI Content Index	Human rights reviews of top supply chain providers are conducted at all of our operations via our established management systems, whether in terms of safety, health, diversity, discrimination, child labour, forced labour, collective bargaining, freedom of association or otherwise. In addition, human rights awareness is included in our Foundational Programme, which all employees at Gold Fields attend.
Supplier human rights assessment			
G4-HR10	Percentage of new suppliers that were screened using human rights criteria.	This GRI Content Index Ch 2.3, pg 38	100%. Referencing the implemented due diligence application, since 1 July 2015, apart from screening the existing contractors and supplies, all new vendors uploaded to the application have been screened.
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain, and actions taken.	This GRI Content Index Ch 2.3, pg 38	Referencing the implemented due diligence application, since 1 July 2015, no adverse media exposure alerts have been recorded.
Human rights grievance mechanisms			
G4-HR12	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	This GRI Content Index	No human rights violations were identified or reported to the Gold Fields Board.
Social: society			
Local communities			
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programmes.	Ch 5.2, pg 108 – 120 This GRI Content Index	All of our operations have ongoing local community engagement, risk assessment and development programmes, and have implemented environmental and social impact assessments as required. In 2015 the focus was on driving shared value implementation in the communities in which we operate. Peru, South Africa and Ghana each implemented two new shared-value projects. Further, Peru, Ghana and South Africa undertook research to assess their relationships among host communities and implemented plans to address gaps.
G4-SO2	Operations with significant potential or actual negative impacts on local communities.	This GRI Content Index	None of our operations have significant negative impacts on local communities besides Tarkwa and Damang, where resettlement has occurred (as reported under G4-MM9). All potential negative impacts are avoided and, where avoidance is not possible, impacts are managed at acceptable levels.
G4-MM6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples.	Ch 5.2, pg 120	No such disputes were recorded in 2015.
G4-MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and indigenous peoples, and the outcomes.	This GRI Content Index Ch 5.2, pg 120 Ch 5.1, pg 90	Grievance mechanisms are in place at all operations. Grievances relating to land and crop compensation were lodged at Tarkwa in 2015. These grievances are being addressed through mediation, overseen by the Environmental Protection Agency (EPA), and an independent evaluator has been appointed.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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not applicable
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General standard disclosure in accordance with core

Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
Anti-corruption			
G4-SO3	Percentage and total number of operations assessed for risks related to corruption and the significant risks identified.	This GRI Content Index	<p>Gold Fields has a zero-tolerance approach to any activities that undermine the legitimate business environment, including bribery and corruption. All company directors and employees are bound by the Code of Ethics. The Code articulates Gold Fields policy with respect to – among other things – the absolute prohibition against facilitation payments and political contributions. Implementation of the Code is supported by: well-defined responsibilities and accountabilities; stringent internal reporting processes; and an anonymous whistleblowing hotline managed by an independent third party (Deloitte).</p> <p>All of our operations and business units are monitored for corruption. Internal audit is also involved if necessary.</p> <p>Risk assessments by our security service providers, as well as our normal internal audit systems. In addition, we maintain an independent whistleblowing hotline managed by Deloitte, to facilitate the confidential reporting of Code violations, fraud and other inappropriate behaviour.</p> <p>Certification of Tip-offs Anonymous</p> <p>Ethics SA has certified Deloitte Tip-offs Anonymous as meeting the External Whistleblowing Hotline Service Provider Standard EO1.1.1.</p> <p>The EO1.1.1 is a best-practice set of guidelines or norms for the professional and ethical conduct of external whistleblowing hotline service providers operating their own centres or facilities.</p> <p>The EO1.1.1 is grounded in, and informed by, the principles of integrity, efficiency, independence, protection and availability. Deloitte Tip-offs Anonymous was audited and evaluated against its compliance with these professional service standards and principles and was found to be fully compliant. Certification is valid from 4 November 2014 to 3 November 2015, whereafter we would reassess compliance with the industry standard.</p> <p>Members are advised to only utilise the services of certified external whistleblowing hotline service providers to ensure professional service delivery supported by ethical principles. Under the Compliance Framework each region's statutory obligations in terms of anti-corruptive legislation are monitored.</p>
G4-SO4	Communication and training on anti-corruption policies and procedures.	This GRI Content Index	<p>Anti-corruption training has been initiated at senior levels of management and is in the process of being filtered through to the Group. Gold Fields is involved in presentations on anti-corruption legislation with mining industry bodies, e.g., The Ghana Chamber of Mines, together with invited guests from government.</p>
G4-SO5	Actions taken in response to incidents of corruption.	This GRI Content Index	<p>Gold Fields currently has specific procedures in place to deal with such incidents. This procedure was applied by South Deep during the course of the year and the employees involved were dismissed.</p>

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

■ Fully reported
■ Content provided/
not applicable
■ Not reported

In accordance with core		Self-declared	
General standard disclosure in accordance with core			
Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
Public policy			
G4-SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions, by country.	This GRI Content Index	No contributions were made in 2015. Gold Fields Code of Ethics also deals with the policy around political payments. www.goldfields.co.za/au_ethics.php
Anti-competitive behaviour			
G4-SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	This GRI Content Index	During 2015, there were no legal actions against Gold Fields for anti-competitive behaviour, anti-trust, and monopoly practices.
Compliance			
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.		There were no material fines for non-compliance with laws and regulations during 2015.
Supplier assessment for impacts on society			
G4-SO9	Percentage of new suppliers screened using criteria for impacts on society.	This GRI Content Index Ch 2.3, pg 38	100%. Referencing the implemented due diligence application, since 1 July 2015, apart from screening the existing contractors and supplies, all new vendors uploaded to the application have been screened
G4-SO10	Significant actual and potential negative impacts on society in the supply chain, and actions taken.	This GRI Content Index Ch 2.3, pg 38	Referencing the implemented due diligence application, since 1 July 2015, there is no defined metric to assess impact on society but we will define such a metric for the next reporting cycle.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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General standard disclosure in accordance with core

Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
Governance: mechanisms for impacts on society			
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms.	This GRI Content Index Ch 2.5, pg 45 Ch 5.1, pg 90 Ch 5.2, pg 108, pg 120	<p>Grievance mechanisms are a key component of the Gold Fields stakeholder engagement process and provide all our key stakeholders with an opportunity to express their concerns in relation to any issues they might have, including environmental. Maintaining a social licence to operate is a material issue for Gold Fields.</p> <p>A mechanism for expressing and resolving grievances is key to maintaining an SLO as stakeholders who are not provided with an opportunity to express their concerns about environmental and socio-economic issues (which are key issues for the majority of our stakeholders) and have them responded to represent a risk to the Company's SLO.</p> <p>Each mine is required to have operating grievance mechanisms in place. In addition, Deloitte runs a 24-hour anonymous tip-off line which, although focused on ethics, can also be used throughout the Group to log grievances.</p> <p>Contact details for the Corporate Sustainable Development team are also available on the Gold Fields website as a further mechanism for stakeholders to register any grievances.</p> <p>The number of grievances recorded during 2015 at all our operations is contained under EN34. Each operation was required to report to the SH&SD Committee and the Social & Ethics Committee during 2015 on the top five Community issues raised during the year.</p>
Emergency preparedness			
	No indicator.		
Artisanal and small-scale mining			
G4-MM8	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.	This GRI Content Index	<p>Two of our eight operations (Damang and Tarkwa) have ASM taking place on or adjacent to them. ASM has the potential to reduce the quality and quantity of the ore body and cause significant negative environmental impacts. Management of the risk includes patrolling of active mining areas, consultation with a range of stakeholders, negotiated eviction and, as necessary, prosecution.</p> <p>The Gold Fields Community Relations and Stakeholder Engagement Handbook and our Community Relations and Stakeholder Engagement Guideline detail our approach to ASM as well as illegal ASM and provide guidance to management on how to manage and mitigate ASM-related risks.</p>
Resettlement			
G4-MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	This GRI Content Index Ch 5.2, pg 112	Four households were resettled at Damang in 2015. Two of the affected farmers who were earmarked for resettlement later opted for cash compensation. The resettlement process ensured that their livelihoods were not significantly impacted.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
Closure planning			
G4-MM10	Number and percentage of operations and closure plans.	Ch 5.2, pg 103	All our eight operations have mine closure plans in line with legal requirements. See G4-EN31.
Social: product responsibility			
Customer health and safety			
G4-PR1	Lifecycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	n/a	Not relevant – gold is sold directly to the refineries for processing and on-selling as the final product. Gold is a benign product which has no significant health or safety impacts.
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their lifecycle, by type of outcomes.	n/a	Not relevant – gold is sold directly to the refineries for processing and on-selling as the final product. Gold is a benign product which has no significant health or safety impacts.
Product and service labelling			
G4-PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	n/a	Not relevant to Gold Fields as gold is sold in an unwrought form.
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	n/a	Not relevant to Gold Fields as gold is sold in an unwrought form.
G4-PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	n/a	Not relevant to Gold Fields due to the fact that gold is sold as a commodity.
Marketing communications			
G4-PR6	Programmes for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	n/a	Gold Fields is not involved in the marketing of its product.
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes.	n/a	Gold Fields is not involved in the marketing of its product.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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General standard disclosure in accordance with core

Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
Customer privacy			
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	n/a	None as Gold Fields sells its product directly to refineries in an unwrought form.
Compliance			
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	n/a	Gold Fields has not been subject to any significant fines in this, or any other, respect.
Materials stewardship			
G4-MM11	Programmes and progress relating to materials stewardship.	Ch 5.2, pg 120	As part of its efforts to improve human rights performance within its broader value chain, protect the reputation of its core product and maximise the societal benefit of its activities, Gold Fields is committed to responsible materials stewardship. In this context, Gold Fields supports global efforts for the assessment and provision of assurance that gold has been extracted in a manner that does not cause, support or benefit unlawful armed conflict or contribute to serious human rights abuses or breaches of international humanitarian law. There is only a minimal risk of externally derived conflict gold entering the Gold Fields value chain. This is because none of Gold Fields mines are located in conflict-affected countries; all gold produced originates from Gold Fields' own operations and no gold is purchased from artisanal miners. Gold Fields has voluntarily adopted the Conflict-Free Gold Standard of the World Gold Council (WGC). This has led to the Standard being applied at all relevant locations through full assurance audits. This is a requirement of London Bullion Market Association (LBMA) accredited refineries, to which Gold Fields sells its gold. In addition, the Company reports in accordance with the WGC guidelines on value creation and distribution. Although Gold Fields withdrew its WGC membership in Q2 2014, it will continue to apply both the Standard and guidelines. www.goldfields.co.za/sus_reporting.php

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
Reporting guidance on HIV/Aids: Performance Indicators			
Indicator 1	Describe the organisation's HIV/Aids policy.	Ch 4.3, pg 72	
Indicator 2	Describe the overall strategy for managing the HIV/Aids risk.	Ch 4.3, pg 72	
Indicator 3	Describe preparedness and contingency planning in anticipation of expected impacts.	Ch 4.3, pg 72	
Indicator 4	Describe how your organisation monitors its progress and reports in terms of Indicators.	Reference the HIV/Aids and VCT section of the IAR	.
Indicator 5	Describe how the organisation involves stakeholders in the formulation of policy, strategy and implementation.	Ch 4.3, pg 72	We work closely with government, local community, employees and our peers.
Indicator 6	Indicate current and projected future HIV/Aids prevalence and incidence rates among relevant populations (workforce, service providers, communities, target consumers, direct suppliers).	Ch 4.3, pg 72	During 2015, 69 employees at our South Deep mine tested positive for HIV/Aids compared to 54 in 2014.
Indicator 7	Report current HIV/Aids-associated costs and losses to the organisation.		During 2015, the costs associated with HIV/Aids and TB (i.e. including treatment, absenteeism, etc.) were as follows: Individuals infected with HIV/AIDS only: US\$189,200 (2014: US\$172,000.) Individuals infected with TB only: US\$32,890 (2014: US\$29,900)
Indicator 8	Indicate total assumed future HIV/Aids-associated costs/losses.		
Indicator 9	Describe the workplace and workplace-related HIV/Aids programmes and interventions, and the extent to which they maintain a workplace environment respectful of human and legal rights.	Ch 4.3, pg 72	
Indicator 10	Indicate total allocated budget dedicated to HIV/Aids programmes per annum.		During 2015, all expenditure was included in the total chronic treatment diseases budget.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

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Profile disclosure	Description	Cross reference	Further explanation and/or reason for omission
Reporting guidance on HIV/Aids: Performance Indicators continued			
Indicator 11	Detail the organisation's Voluntary Counselling and Testing (VCT) programme.	Ch 4.3, pg 72	
Indicator 12	Describe other support and counselling programmes and measures.	Ch 4.3, pg 72	
Indicator 13	Describe the organisation's HIV/Aids education and training programmes.	Ch 4.3, pg 72	
Indicator 14	Describe the organisation's condom and femidom distribution programme.		
Indicator 15	Describe the organisation's general healthcare and wellness provision for employees (and/or ex-employees) and their families with specific mention of STD-treatment for those who are HIV positive.	Ch 4.3, pg 72	
Indicator 16	Describe additional benefits and support for employees sick, dying or deceased from Aids-related conditions.		

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

ICMM Commitments

As members of the ICMM, Gold Fields Limited has policies, codes of conduct and guidelines which are aligned to the 10 Sustainable Development (SD) Principles. We are also committed to meeting the requirements of the applicable mandatory Position Statements, developed by the ICMM¹. The 10 SD Principles are:

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

In support of the principles above, we have also committed to the following applicable Position Statements. Mandatory commitments inside the Position Statements include:

Revenue transparency

1. Commitment to "include a clear endorsement of EITI on their website and/or in their sustainable development reports in support of the process, and submit a completed international level self-assessment form to the EITI Secretariat, for posting on the EITI website".
2. Commitment to "engage constructively in countries that are committed to implementing EITI, consistent with the multi-stakeholder process adopted in each country".
3. Commitment to "provide information on all material payments to the body assigned responsibility for reconciling details of payments provided by companies and revenue data provided by government according to the agreed national template, once implementation is sufficiently advanced in candidate countries. Material payments by companies are expected to have been independently audited, applying international standard accounting practices".
4. Commitment to "support the public disclosure (i.e. publication) of relevant data in line with the implementation approach adopted in-country, with the oversight of the committee empowered to oversee the implementation and management of the EITI program (often referred to as the 'multi-stakeholder group' in EITI publications)".
5. Commitment to "engage constructively in appropriate forums to improve the transparency of mineral revenues – including their management, distribution or spending – or of contractual provisions on a level-playing field basis, either individually or collectively through the ICMM Secretariat".

Mining and indigenous peoples

Gold Fields is committed, subject to compliance with relevant legislation, to:

1. respecting local traditions, rights, interests, cultures, perspectives and special connections to lands and waters of surrounding communities, which includes minority and marginalised peoples, indigenous peoples and other people groups that exhibit the commonly accepted characteristics of indigenous peoples (as defined by the International Labour Organization);
2. adopting and applying culturally appropriate engagement and consultation processes with communities and other key stakeholders that also ensure the meaningful and fair participation of indigenous peoples in these processes through a process that is consistent with their traditional decision-making processes and is based on good-faith negotiation; and
3. working to obtain the consent of indigenous peoples where required by this position statement.

¹ Gold Fields Sustainable Development Framework is based on, and aligned with, the ten SD Principles and mandatory requirements in the Position Statements of the ICMM, as well as those of the UN Global Compact and other internationally recognised standards. See Ch 2.3 pg 35 of Integrated Annual Report 2015.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

Climate change

1. Commitment to reduce greenhouse gas emissions, measure progress and report results.
2. Commitment to promote technical innovation and creativity in low greenhouse gas emission technologies while enhancing energy and resource efficiency.
3. Commitment to ensure efficient use of renewable and non-renewable natural resources and develop appropriate adaptation strategies specific to our operations.
4. Commitment to contribute to the sustainable development of local communities and societies in adapting to the impacts of climate change.

Mining: partnerships for development

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

Mining and protected areas

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

Mercury risk management

1. Not open any mines designated to produce mercury as the primary product.
2. Apply materials stewardship to promote the responsible management of the mercury produced from ICMM members' operations, including that which naturally occurs in our products
3. Identify and quantify point source mercury air emissions from our operations and minimise them through the application of cost effective best available technology, using a risk based approach.
4. Report significant point source mercury air emissions from our operations consistent with our commitment to report in accordance with the GRI framework.
5. Participate in government-led partnerships to transfer low- to no-mercury technologies into the ASM sector in locations where ICMM member companies have operations in close proximity to ASM activity such that livelihoods are enhanced through increased productivity and reduced impacts to human health.

The first four mandatory commitments of the Position Statement on Mercury Risk Management are not applicable to Gold Fields as we do not produce mercury or use it in any part of our gold mining or processing activities. Regarding the fifth commitment, ASM activities are located in close proximity to Tarkwa and Damang mines in West Africa. Gold Fields Ghana is not yet participating in any such partnerships since the government is currently focused on collaborating with the University of Mines and Technology (UMaT) for the development of the technology.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

UNGC Commitments

Gold Fields Limited joined the United Nations Global Compact (UNGC) as a signatory in 2006. With over 8,402 companies in 162 countries, it is the largest voluntary corporate responsibility initiative in the world. The UNGC is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with 10 universally accepted principles in the areas of human rights, labour, environment and anti-corruption.

Companies also commit to issue an annual transparency and accountability policy known as a Communication on Progress (COP), a public disclosure to stakeholders such as investors, consumers, civil society, governments, etc. on progress made with implementing the 10 principles of the UNGC, and in supporting broader UN development goals.

The annual completion of a COP is an important demonstration of a participant's commitment to the UN Global Compact and its principles. Participating companies are required to follow this policy as a commitment to transparency and disclosure, which is critical to the success of the initiative. Failure to submit a COP will result in a change in participant status and possible expulsion from the UNGC.

Gold Fields is at an 'advanced' level in terms of its COP submission. This is the highest level of commitment a company can make in terms of the level of detail provided in its COP disclosure.

Gold Fields also supported the activities of the UNGC global body in 2015 through the recommended voluntary contribution of US\$10,000.

The 10 principles

The UN Global Compact's 10 principles in the areas of human rights, labour, the environment and anti-corruption enjoy universal consensus and are derived from:

The Universal Declaration of Human Rights

The International Labour Organization's Declaration on Fundamental Principles and Rights at Work

The Rio Declaration on Environment and Development

The United Nations Convention against Corruption

The UN Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labour standards, the environment and anti-corruption:

Human rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Progress with implementing the 10 principles and other UNGC initiatives

Gold Fields' ongoing implementation of the various requirements of the UNGC, including the 10 principles, is summarised in the table below:

Action	Status
Annual self-assessment of Gold Fields' implementation of the 10 principles	A link is included annually in the Integrated Annual Review (IAR) to an online and publicly available document that assesses Gold Fields' progress with implementing the UNGC 10 principles. The document lists each of the 10 principles and provides examples of practical actions the Company has taken to implement the principles as well as indicators that measure its performance against the principles. Cross references are provided to supporting evidence for each of the practical actions and performance measures.
Maintain a sustainable development framework with supporting policy statements and guidelines that are aligned with the 10 principles	<ul style="list-style-type: none"> • Gold Fields Group Sustainable Development Policies remain aligned with the UNGC 10 principles and cover all four of the subject matter areas, namely, human rights, labour, anti-corruption and the environment. • The key internal Sustainable Development Guidelines (released in 2014) are aligned with the UNGC 10 principles. These Guidelines include Energy and Carbon, Water Management, Community Relations and Stakeholder Engagement, and Mine Closure. • An independent assessment of the four Guidelines was undertaken by ENS attorneys in 2014 to assess the alignment of the Guidelines with the 10 principles. ENS concluded that the Guidelines were adequately aligned. • It is a Group requirement for all operations to conform to these Guidelines by the end of 2015. In order to assess operational progress with conforming to the Guidelines, questionnaires were developed during April 2015 by the Corporate Sustainable Development team to allow each operation to conduct a self-assessment of its conformance with the key aspects of the Guidelines. The results of these self-assessments were reported to the Safety, Health and Sustainable Development Committee (a subcommittee of the Board) in the Q2 2015 report. • During Q3 2015, each of the operations developed action plans to address the key gaps related to their conformance with the requirements of the group guidelines. The action plans have been reviewed by the corporate Sustainable Development team. Implementation of the action plans by each region commenced during Q4 2015.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

UNGC Commitments continued

Annual submission of the COP, which contains cross-references to the Gold Fields' IAR to provide evidence of the implementation of the 10 principles	<ul style="list-style-type: none"> • The last submission was completed on 6 May 2015 and the next COP will be submitted on 6 May 2016. Gold Fields is at an 'advanced' level in terms of its COP submission. This is the highest level of disclosure a company can make. • The advanced level COP submission contains 21 criteria against which reporting organisations are required to provide detailed feedback on their performance. The 21 criteria cover the 10 principles and other aspects required by the UNGC such as governance, social investment, stakeholder engagement as well as CEO commitment and leadership on sustainability.
Alignment of the regional health, safety and sustainable development reports with the UNGC 10 Principles	<ul style="list-style-type: none"> • The quarterly safety, health and sustainable development reports submitted to the Safety, Health and Sustainable Development Committee are structured to align with the 10 principles. This ensures quarterly reporting on many of the key issues related to the 10 principles.
ICMM 10 Principles	<ul style="list-style-type: none"> • Annual external assurance is obtained on the alignment of Gold Fields policies and guidelines with the International Council of Mining and Metals (ICMM) 10 principles and position statements, which are closely aligned to the UNGC 10 principles.
<p>¹ Gold Fields Sustainable Development Framework is based on, and aligned with, the ten SD Principles and mandatory requirements in the Position Statements of the ICMM, as well as those of the UN Global Compact and other internationally recognised standards. See Ch 2.3 pg 35 of Integrated Annual Report 2015.</p>	

Key initiatives implemented in 2014 and 2015

Some of the key initiatives that have been implemented to improve specific aspects of the implementation of the 10 principles during 2014/2015 include the following, which are focused on human rights:

- A dedicated page on human rights remains on the ethics portal, as part of awareness creation.
- The Human Rights Policy Statement was updated in 2014 to better align with UNGC principles 1-6:
 - Support and respect the protection of internationally proclaimed human rights.
 - Make sure that GFL is not complicit in human rights abuses.
 - Uphold the freedom of association and the effective recognition of the right to collective bargaining.
 - The elimination of all forms of forced and compulsory labour.
 - The effective abolition of child labour.
 - The elimination of discrimination in respect of employment and occupation.

The Group Community Relations Handbook was developed and specifically covers grievance mechanisms that are aligned to Ruggie Framework requirements. The Handbook also covers the applicable principles on human rights contained in the ICMM as well as UNGC 10 principles.

Human rights messaging in the employee value proposition booklet was rolled out in November 2014 and February 2015.

The Human Resources department organised and held a Human Rights Day Awareness Campaign in March 2015.

The Code of Ethics (which covers human rights) continues to be distributed and read by all new employees as part of the induction process. The Code is also being reviewed and the messaging strengthened. Training and awareness campaigns will be implemented annually.

The Group risk management process includes the identification and treatment of potential human rights risks. Reporting on various human rights performance indicators into the GRI/non-financial data (NFD) portal is fully now embedded.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

Group Compliance Framework

During 2014 the Group implemented the Group Compliance Framework ('the Framework'). Implementation was facilitated through Project Baseline. The Framework enables the Group to identify the regulatory landscape(s) it operates within in order to proactively respond to the array of statutory requirements via four distinct phases:

- Phase I: Identify and assess the risk exposure of all statutes applicable per jurisdiction in which Gold Fields operates.
- Phase II: Map all existing and/or required controls to the statutory requirements imposed by prioritised (material) statutes identified per jurisdiction in order to define gaps and/or shortcomings from a control mitigation point of view.
- Phase III: Review the design and operating effectiveness of the controls per the prioritised statutes.
- Phase IV: Define an annual compliance baseline for Gold Fields.

The Framework is a key component contributing to the implementation of the 10 principles through the mapping of statutory controls that cover aspects of the principles in each of the countries in which Gold Fields operates.

Following the successful implementation of the Framework, an annual compliance plan is drafted to maintain and enhance the Framework.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

Annexure GRI 1

Total employees¹ by employment type and region, broken down by gender

Region	Australia	Ghana	Peru	South Africa	GFGS	TOTAL
Number of employees	1,549	3,336	375	3,699	93	9,052
A	1,075					
Female	5	–	–	278	–	283
Male	4	–	–	788	–	792
BL	3,229					
Female	120	41	5	186	5	357
Male	613	1,499	79	677	4	2,872
CL	2,751					
Female	55	52	30	142	9	288
Male	434	1,083	94	850	2	2,463
CU	1,338					
Female	34	51	19	164	4	272
Male	149	374	80	461	2	1,066
DL	367					
Female	13	7	8	15	7	50
Male	51	153	32	75	6	317
DU	137					
Female	4	2	3	9	5	23
Male	27	39	13	31	4	114
EL	91					
Female	1	2	1	12	12	28
Male	23	25	8	–	7	63
EU	50					
Female	1	–	–	1	2	4
Male	13	7	2	10	14	46
F	13					
Female	–	–	–	–	3	3
Male	2	1	1	–	6	10
G	1					
Female	–	–	–	–	–	–
Male	–	–	–	–	1	1
	1,549	3,336	375	3,699	93	9,052

¹ Cannot give breakdown for workforce as contractors are not graded.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2015 continued

Annexure GRI 2

All turnover

Turnover	Total number left	Employee number end 2014	% turnover
West Africa	149	3,344	4
South Deep	208	3,514	6
Australia	296	1,564	19
Americas	39	450	9
GFGS	14	82	17
	706	8,954	8

Voluntary turnover

Turnover	Total number left	Employee number end 2014	% turnover
West Africa	21	3,344	1
South Deep	158	3,514	4
Australia	157	1,564	10
Americas	25	450	6
GFGS	11	82	13
	372	8,954	4

Total by grade (all turnover)

	Total turnover	Total employees 2014	% turnover
G	–	1	–
F	–	12	–
E	14	113	12
D	62	495	13
C	385	3,919	10
B	219	3,219	7
A	22	1,110	2
NG ¹	8	85	8
Total	702	8,954	

¹ Non Graded.

