

Gold Fields Australia

## Reflect Reconciliation Action Plan

January 2020 – January 2021



**GOLD FIELDS**



# *Lurrtjurringku*

(meaning joined up – reconciliation)

**Cover artwork by Sue Murray, a traditional owner from the Yilka People in the Great Victoria Desert**

“The black footprints represent my people past, present and future who have and continue to walk, live and hunt on our Ngurra (Homeland). The circles represent different places on our Ngurra, the bright colours are plants, trees, water and bush food.



The Yilka Tjukurrpa (Dreaming) and Seven Sisters Tjukurrpa are on this painting, we have a lot of Tjukurrpa story and song lines on our Ngurra which is passed down from our elders to each generation.

I have also included on this painting my Mother Imelia (Frances) Murray's personal Tjukurrpa (Totem) the Ngjarie (Mountain Devil/Thorny Devil), my Sister and my Granddaughter's Tjukurrpa are also featured in this painting as they are the Yirliltu (Honey ant) and last but not least my Tjukurrpa which the Maku (Witchetty Grub).

The black and white people in the centre represents the white people learning our Culture and we all working together.”

## Acknowledgement

Gold Fields acknowledges the Traditional Custodians of country throughout Australia, and recognises their continuing connection to land, waters and culture. We pay our respects to their Elders, both past, present and emerging.

# Message from Reconciliation Australia

**Reconciliation Australia is delighted to welcome Gold Fields Australia to the Reconciliation Action Plan (RAP) program and to formally endorse its inaugural Reflect RAP.**

As a member of the RAP community, Gold Fields Australia joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community – governments, civil society, the private sector, and Aboriginal and Strait Islander communities – have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Reflect RAP provides Gold Fields Australia a roadmap to begin its reconciliation journey. Through implementing a Reflect RAP, Gold Fields Australia will lay the foundations for future RAPs and reconciliation initiatives.

We wish Gold Fields Australia well as it takes these first critical steps in its reconciliation journey. We encourage the organisation to embrace this journey with open hearts and minds, to grow from the challenges, and to build on the successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

*“Reconciliation is hard work – it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”*

On behalf of Reconciliation Australia, I commend Gold Fields Australia on its first RAP, and look forward to following its ongoing reconciliation journey.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia



“

Reconciliation is hard work – it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.

”



# Message from the CEO

**It gives me great pleasure to present Gold Fields' first Reconciliation Action Plan for the Australian region.**

In 2018, the Gold Fields Board of Directors challenged the Australian region to consider its strategy for engagement with Aboriginal and Torres Strait Islander peoples. Gold Fields has a deep commitment to supporting our host communities at all our operations and projects, and we are proud to see that commitment taken up by the Australian region as part of this first Reconciliation Action Plan.

Sustainable gold mining is imperative for our longevity and key to establishing Gold Fields as the company of choice for all our stakeholders, including our workforce, government, business partners, capital providers and importantly – our host communities. This means developing mines across the world that operate both responsibly and profitably over life of mine and create shared value and other social and economic benefits for our communities.

As a global company, Gold Fields engages with a diverse range of communities to build and maintain its social licence to operate. While the context in Australia may be different, Gold Fields' vision and values remain the same. We are pleased to support the Australian region in its reconciliation journey and look forward to sharing in its success as it delivers on these important commitments to the benefit of our Aboriginal and Torres Strait Islander stakeholders at our four Australian mines.

**Nick Holland**  
*CEO Gold Fields*

“We are pleased to support the Australian region in its reconciliation journey and look forward to sharing in its success as it delivers on these important commitments.”

# Message from the EVP

**I am pleased to share our first Reflect Reconciliation Action Plan, which provides a platform and path forward for all our Australian operations to deepen relationships with Aboriginal and Torres Strait Islander people.**

Our Australian operations have always sought to engage with local communities. However, over the past two years we have shifted our focus to how we can better support and share value with impacted Aboriginal and Torres Strait Islander peoples and businesses.

This first Reflect RAP provides us with a fantastic opportunity to bring all our operations and employees together, so we can develop a shared understanding that will inform our actions as we move forward on our reconciliation journey. We have chosen to commit to a Reconciliation Action Plan because we recognise that Gold Fields has a broader role to play than just engaging with communities to manage business risks. Consistent with our values, we are committed to developing trusted relationships with Aboriginal and Torres Strait Islander peoples and businesses, to provide real opportunities to them and create a better society.

I look forward to sharing with you our progress as we implement our Reflect RAP and turn our words into actions.

**Stuart Mathews**

*Executive Vice President, Australasia Region  
Gold Fields*



“

We are committed to developing trusted relationships with Aboriginal and Torres Strait Islander peoples and businesses.

”



# Who we are

**Gold Fields is a globally diversified gold producer with ten operating mines (including our Asanko Joint Venture) and projects in Australia, Chile, Ghana, Peru and South Africa.**

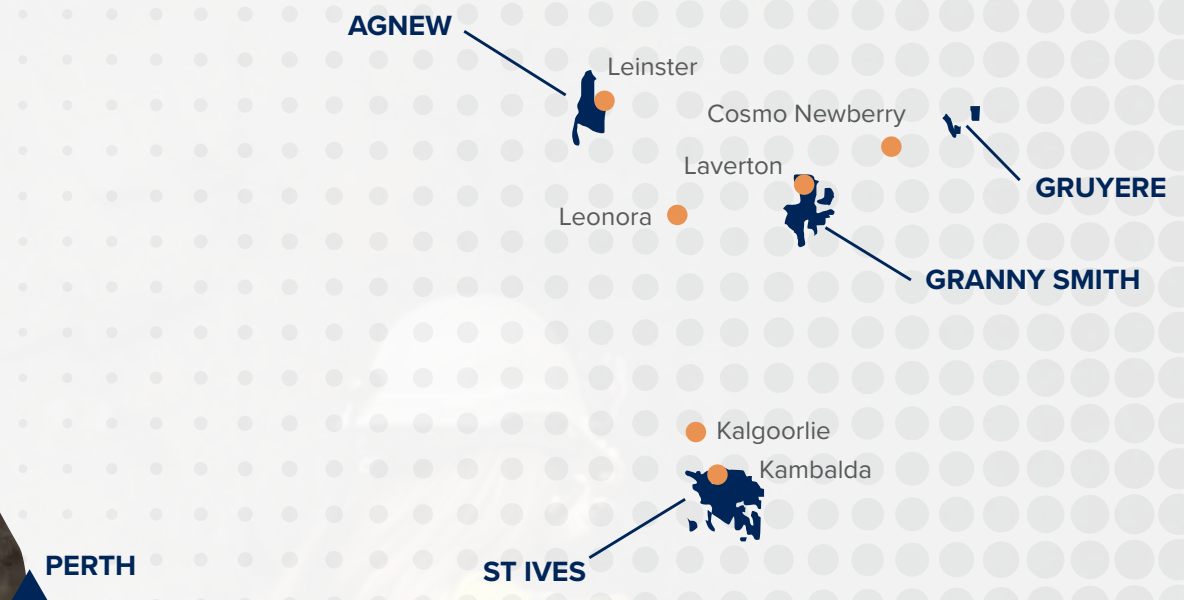


Gold Fields owns and operates the St Ives, Agnew and Granny Smith gold mines in Western Australia. Gold Fields also operates the Gruyere gold mine, in which it has a 50% interest as part of a joint venture with Gold Road Resources.

Gold Fields in Australia employs 1,646 employees and 1,368 contractors across the four operations and the Perth Office. Of the Gold Fields employees, 33 are Aboriginal and Torres Strait Islander people (as at 31 December 2019).



## Our mines in Western Australia





# The Gold Fields Values



## safety

if we cannot mine safely,  
we will not mine



## integrity

we act with honesty,  
fairness and  
transparency



## respect

we treat all  
stakeholders with trust,  
dignity and respect



## responsibility

we responsibly manage our  
impact on the environment  
and host communities



## innovation

we encourage  
innovation and an  
entrepreneurial spirit



## delivery

we strive for excellence  
and do what we say  
we will do

“Delivery of our Vision does not just rely on our ability to efficiently operate our mines: it requires Gold Fields to support host communities at all our operations around the globe and create and manage a business from which all our stakeholders can share in the benefits.”



# Our RAP Vision

**Gold Fields' Vision is to be the global leader in sustainable gold mining.**

Delivery of our Vision does not just rely on our ability to efficiently operate our mines: it requires Gold Fields to support host communities at all our operations around the globe and create and manage a business from which all our stakeholders can share in the benefits.

We recognise that as a company operating in Australia on the Traditional Lands of Aboriginal and Torres Strait Islander peoples, Gold Fields has a role to play in reconciliation. Consistent with our **Values**, our commitment to reconciliation is based on:

- Building trusted relationships with our Aboriginal and Torres Strait Islander stakeholders, based on mutual **respect** and dignity.
- Our **responsibility** to contribute towards the host communities in which we operate, which includes our Aboriginal and Torres Strait Islander communities.
- Acting with **integrity**, to promote fairness within our workplace and create an environment in which everyone, including Aboriginal and Torres Strait Islander peoples, can achieve success.





# Our RAP journey

**As a global organisation, Gold Fields is deeply committed to enhancing the environment in which it operates, and to create shared value for all its stakeholders. This is a key pillar of Gold Fields' Vision of global leadership in sustainable gold mining.**

In Australia, we recognise Aboriginal and Torres Strait Islander peoples as the Traditional Owners of the land on which we operate. In particular, we are pleased to recognise and pay our respects to those groups who have been determined as native title holders of the land on which our operations are located, including the Tjiwarl People (Agnew), the Ngadjju People (St Ives) and the Yilka and Sullivan Edwards people (Gruyere).

In the nearly twenty years Gold Fields has been operating in Australia, we have delivered various projects and initiatives in an effort to engage with and support Aboriginal communities. However, we recognise that more can be done.

We wanted to find a way to bring greater consistency to our approach, build the right culture within our organisation, deliver greater benefits from our programmes, and ensure our key values of respect and responsibility are reflected in all that we do. As part of living these values, it was also recognised we have a responsibility to look for ways in which we can positively contribute to the society in which we operate, beyond simply seeking a social licence to mitigate business risks.

With this in mind, a decision was taken by Gold Fields in late 2018 to develop and implement a Reconciliation Action Plan (RAP). Not only does the RAP provide a recognised platform to confirm Gold Fields' commitment to supporting Aboriginal and Torres Strait Islander peoples, but the staged approach allows all our operations to keep pace throughout the journey.

In our first Reflect RAP, we are focused on looking inwardly to determine where we are on our reconciliation journey, and what we need to do to move forward. We want to build capacity in our people and provide them with greater understanding and cultural awareness, so that it can inform the actions and work with our Aboriginal and Torres Strait Islander peoples.

The other key focus area at the heart of our RAP is building and strengthening relationships. We know that building relationships takes time, patience and understanding, and we accept that trust is earned, not given. We are committed to taking the time to listen to Aboriginal and Torres Strait Islander peoples, to hear their stories and aspirations, and work together to develop actions that will deliver real and positive outcomes.

“In the nearly twenty years Gold Fields has been operating in Australia, we have delivered various projects and initiatives in an effort to engage with and support Aboriginal communities. However, we recognise that more can be done.”



While we have done some good work in our communities, we also have to recognise that as a business we are only at the start of our reconciliation journey. This first Reflect RAP provides us with a good opportunity to bring all our operations and employees together and to develop a shared understanding which will inform our actions towards reconciliation into the future.

Gold Fields first RAP has been primarily developed by our RAP champions in the Perth office, Eddie Sheppard (Unit Manager: Stakeholder Development) and Rebecca Shanahan, (Senior Legal Counsel), in close collaboration with our site-based RAP champions. Several workshops were held both on site, and with key Perth-based teams (such as HR and Supply Chain), to develop this RAP document and actions.

Delivery of this Reflect RAP will be overseen by a Steering Committee, chaired by Gold Fields' Executive Vice President for the Australian region, Stuart Mathews. The Steering Committee will be supported by four site-based RAP working groups, which will be responsible for implementation of site-based actions and development of programmes to educate and communicate with our staff about the RAP and our commitments.

### Regional RAP Steering Committee

- Executive Vice President
- Vice President – Human Resources
- Vice President – Legal and Compliance
- Vice President – Sustainable Development
- Manager – Supply Chain
- Local Advisor – Aboriginal and Torres Strait Islander Representative
- Senior Legal Counsel
- Unit Manager – Stakeholder Relations

St Ives  
RAP Working  
Group

Agnew  
RAP Working  
Group

Granny Smith  
RAP Working  
Group

Gruyere  
RAP Working  
Group



# RAP timeline

**DECEMBER 2018**

- 1 Registered our intent to commence a Reconciliation Action Plan with Reconciliation Australia

**JANUARY 2019**

- 2 Gold Fields joins Reconciliation Western Australia as a member, to assist on our RAP journey

**JULY 2019**

- 7 First draft Reflect RAP submitted to Reconciliation Australia for comment

**OCTOBER 2019**

- 8 Commissioning of RAP artwork from Sue Murray, a member of the Yilka native title group and on whose country the Gold Fields Gruyere gold mine is located



**FEBRUARY 2019**

3 Presentation to the Social Ethics and Transformation Committee of the Gold Fields Board on our Reconciliation Action Plan

**MARCH 2019**

4 Cultural awareness session held in Perth to learn more about Whadjuk Noongar country on which our office is located, and announce our commitment to a Reconciliation Action Plan

Regional Leadership Team strategy workshop in Perth on what a Reconciliation Action Plan will mean for our business

**APRIL 2019**

5 Presentation to all Site Leadership Teams on the process for developing our Reconciliation Action Plan and what it will mean for their operations

**MAY 2019**

6 Presentation to Supply Chain and Human Resources corporate office teams on the process for developing our Reconciliation Action Plan and what it means for their departments

Workshop with key business partner, Downer, to discuss their RAP journey and to gain key learnings into the process

**NOVEMBER 2019**

9 Further workshops with site-based RAP Champions to discuss communication and implementation of the Reflect RAP

Conditional endorsement of the Reflect RAP received from Reconciliation Australia

**JANUARY 2020**

10 Final Reflect RAP document completed to incorporate cover artwork and message from Reconciliation Australia

# Community partnerships

**Gold Fields is proud of the work that it does in support of its communities, and looks forward to strengthening those partnerships through the delivery of this Reconciliation Action Plan.**



## “Nightfields” Youth Football Program

Gold Fields is a proud supporter of the Nightfields Youth Football program in Laverton, the closest town to our Granny Smith gold mine.

In collaboration with local police, the program is working to encourage good behaviour and boost school attendance in this small local community, which has a strong Aboriginal population.

Children who take part in the program attend footy training sessions during the week, with Gold Fields providing a post-training BBQ. In 2019, Gold Fields also provided participants with the best behaviour and attendance records an opportunity to fly to Perth and watch a West Coast Eagles game, tour its training facility and visit the WA Policy Academy.

The program has provided Gold Fields with a good opportunity to support the local community and build relationships, not only with individuals but with local organisations to collaborate on community initiatives.

## Gruyere Community Site Visit

The Gruyere gold mine is located on the Traditional Land of the Yilka and Sullivan Edwards native title holders.

Gold Fields, together with its joint venture partner Gold Road Resources, is party to a historic native title agreement for the development and operation of the Gruyere mine.

As part of that agreement, Gruyere extends an invitation to the local community each year to attend a tour of the mine, with lunch to follow at the accommodation camp. In 2019, the event was attended by around 70 Yilka representatives and family members, who were collected by bus from the Cosmo Newberry Aboriginal community and Laverton.

The visit is an important opportunity for members of the community to engage with the Gruyere team and representatives from key business partners, including the camp services and mining contractors, both of whom employ local community members. It is an important part of maintaining the strong relationship between Gruyere and the Yilka, to ensure a lasting legacy of sustainable development for the local community.





## Gold Fields Foundation scholarship program

The Gold Fields Foundation was established in 2005, as a vehicle for the Agnew and St Ives gold mines to benefit the wider Western Australian community.

A key part of the Gold Fields Foundation is the funding of a tertiary scholarship program, to give Aboriginal and Torres Strait Islander students from local communities a head start.

Students are supported for the duration of their degree with financial support from the Foundation. During the past ten years of the program, 12 Aboriginal students have completed their studies, with ten currently in employment at various companies. The program supports a broad range of vocational interests, with students studying for diverse qualifications in fields such as social work, medicine, sports science, law and mining.

In January 2020, Gold Fields Australia took over management of the scholarship program from the Foundation, and looks forward to supporting more Aboriginal students from our host communities in the future.



## Celebrating NAIDOC day at Agnew

During the 2019 NAIDOC week, Agnew Gold Mine held a celebration and sculpture unveiling with anthropologist and Indigenous rights activist Kado Muir, his daughter, artist Ammbigai Muir and their family.

Kado is one of Australia's leaders campaigning for the need to preserve and restore Aboriginal and Torres Strait Islander cultures around the nation. Kado presented to the Agnew Community about NAIDOC, culture and the importance of language.

The ceramic sculpture was created by Ammbigai Muir, Tjiwarl traditional owner and artist based in Leonora. Her cube-shaped ceramic sculpture is a creative re-imagining of her Nanna's (Dolly Walker) Seven Sisters Country dot painting, which charts the seven sisters rock holes and a family story about a trip for bardie, or witchetty grubs. The Seven Sisters Dreaming is an important Tjukurrpa or Dreaming story that travels through the Agnew country. Dingo tracks connecting the totems of her father — a dingo — her brothers — a galah and a karlkurla — and Muir herself — an emu egg — link them all back to their Leonora home. The sculpture was first shown at the internationally renowned Cottesloe Sculpture by the Sea event in 2019.

The NAIDOC Week celebrations at Agnew also coincided with the naming of the Agnew Village wet mess as Marrku, meaning thirsty in the local Aboriginal language.



# Our RAP Commitments



## Relationships

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Establish RAP Governance structure to oversee the delivery of the Reflect RAP</b>	Form a multi-disciplinary RAP Steering Committee in Gold Fields which meets quarterly, to: <ul style="list-style-type: none"> <li>Oversee and support the implementation of Gold Fields' RAP across the region.</li> <li>Monitor and track progress on our RAP implementation.</li> <li>Provide feedback to site RAP Working Groups on actions, progress and reporting.</li> <li>Report on RAP progress to the broader Gold Fields Group and Board of Directors.</li> </ul>	Meetings to be held in the following months (to coincide with Regional Social Ethics and Transformation Committee meetings): <ul style="list-style-type: none"> <li>January 2020</li> <li>April 2020</li> <li>July 2020</li> <li>October 2020</li> </ul>	Executive Vice President – Australasia
	Establish Terms of Reference for our RAP Steering Committee	January 2020	Unit Manager: Stakeholder Relations Senior Legal Counsel
	Ensure there is Aboriginal and Torres Strait Islander representation on the RAP Steering Committee	January 2020	Unit Manager: Stakeholder Relations Senior Legal Counsel
	Form multi-disciplinary RAP Working Groups at each of the four Gold Fields operations in Western Australia. These will meet quarterly to support the implementation of site-specific RAP actions	Meetings to be held each quarter: <ul style="list-style-type: none"> <li>March 2020</li> <li>June 2020</li> <li>September 2020</li> <li>December 2020</li> </ul>	Regional Sustainable Development Managers
	Scope for opportunities to engage and involve Aboriginal and Torres Strait Islander stakeholders (both internal and external) in our site-based RAP Working Groups, as appropriate	December 2020	Regional Sustainable Development Managers





## Relationships

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Establish and strengthen mutually beneficial relationship with Aboriginal and Torres Strait Islander stakeholders and organisations</b>	Conduct detailed stakeholder mapping to fully understand who the Traditional Owners are for the land and waters on which our sites and the Perth office are located	March 2020	Unit Manager: Stakeholder Relations  Regional Sustainable Development Managers  Senior Legal Counsel
	Develop and implement a plan for regular communication with Traditional Owners for each of our sites	June 2020	Unit Manager: Stakeholder Relations  Regional Sustainable Development Managers  Senior Legal Counsel
	Scope for opportunities to involve Traditional Owners in the implementation of our RAP and help us with our reconciliation journey	December 2020	Unit Manager: Stakeholder Relations  Regional Sustainable Development Managers  Senior Legal Counsel
	Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey	June 2020	Unit Manager: Stakeholder Relations
	Apply to be accepted as a member of Reconciliation Western Australia	January 2020	Unit Manager: Stakeholder Relations
	Scope opportunities to partner with Reconciliation Western Australia where possible	January 2020	Unit Manager: Stakeholder Relations



## Relationships

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians</b>	Ensure the RAP Steering Committee participates in least one National Reconciliation Week event	27 May – 3 June 2020	Unit Manager: Stakeholder Relations
	Encourage our Regional Leadership Team and site Senior Leadership Teams to attend in at least one external event to recognise and celebrate National Reconciliation Week	27 May – 3 June 2020	Unit Manager: Stakeholder Relations
	Circulate Reconciliation Australia's National Reconciliation Week resources and reconciliation materials to our staff	27 May – 3 June 2020	Unit Manager: Stakeholder Relations
<b>Raise internal and external awareness of our RAP to promote reconciliation within Gold Fields</b>	Develop and implement a plan to engage and inform key internal stakeholders, particularly our employees, of our commitment to implementing a RAP, what it is about, and how they can get involved	January 2020	Unit Manager: Stakeholder Relations Senior Legal Counsel
	Develop and implement a RAP communication strategy (informed by the stakeholder analysis) to inform our external stakeholders	June 2020	Unit Manager: Stakeholder Relations Senior Legal Counsel
	Ensure that the Gold Fields RAP is included in all new employee information packs	March 2020	Vice President: Human Resources
<b>Promote positive race-relations through anti-discrimination strategies</b>	Research best practice and policies in areas of race relations and anti-discrimination	June 2020	Vice President: Human Resources
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, future needs	December 2020	Vice President: Human Resources





## Respect

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Investigate Aboriginal and Torres Strait Islander cultural learnings and developments</b>	Conduct a review of the current level of cultural awareness training being provided at each of our sites and the Perth office	June 2020	Unit Manager: Learning and Development Unit Manager: Stakeholder Relations
	Keep a record of completed cultural awareness and online training, to understand the level of knowledge our employees have of Aboriginal and Torres Strait Islander cultures, history and achievements	September 2020	Unit Manager: Learning and Development
	Develop, in conjunction with Aboriginal and Torres Strait Islander stakeholders, a learning module for all employees which provides an introduction to Aboriginal and Torres Strait Islander cultures, history and achievements	June 2020	Unit Manager: Learning and Development Unit Manager: Stakeholder Relations
	Communicate and encourage staff to use Reconciliation Australia's Share Our Pride online tool	July 2020	Unit Manager: Stakeholder Relations
<b>Participate in and celebrate NAIDOC Week</b>	Raise awareness and share information amongst our staff on the meaning of NAIDOC Week, which includes information about the local Aboriginal and Torres Strait Islander peoples and communities	First week in July 2020	Unit Manager: Stakeholder Relations
	Introduce our staff to NAIDOC Week by promoting community events in our local area	First week in July 2020	Unit Manager: Stakeholder Relations
	Ensure our Steering Committee participates in an external NAIDOC Week event	First week in July 2020	Unit Manager: Stakeholder Relations
	Endeavour to participate in an external NAIDOC Week event or hold a NAIDOC celebration at our sites	First week in July 2020	Regional Sustainable Development Managers



## Respect

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols</b>	Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols)	June 2020	Unit Manager: Stakeholder Relations  Senior Legal Counsel
	Develop, implement and communicate a cultural protocol document for Gold Fields that sets out when Welcome to Country and Acknowledgement of Country protocols are appropriate	September 2020	Unit Manager: Stakeholder Relations  Senior Legal Counsel
	Develop a list of key contacts for delivery of a Welcome to Country, both at our sites and the Perth office	December 2020	Unit Manager: Stakeholder Relations  Senior Legal Counsel
	Investigate the use of language of local Traditional Owners to identify places of significance at operations and the Perth office	December 2020	Unit Manager: Stakeholder Relations  Regional Sustainable Development Managers



St Ives team celebrating NAIDOC Week.





## Opportunities

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace</b>	Develop and present to the Regional Leadership Team a business case for Aboriginal and Torres Strait Islander employment within our organisation	September 2020	Vice President: Human Resources
	Establish baseline data for Aboriginal and Torres Strait Islander employees within our organisation to inform future employment and development opportunities	June 2020	Vice President: Human Resources
	Commence development of an Aboriginal and Torres Strait Islander Employment and Retention Strategy	December 2020	Vice President: Human Resources
	Investigate external Aboriginal and Torres Strait Islander peoples and/or consultants who can advise on recruitment, employment and retention strategies for Gold Fields	March 2020	Vice President: Human Resources
	Facilitate internal learning sessions between our site teams and the regional HR team to understand what has worked well, what has not worked well and opportunities to better support Aboriginal and Torres Strait Islander employment	December 2020	Vice President: Human Resources
	Continue to support scholarships for Aboriginal and Torres Strait Islander students	December 2020	Vice President: Human Resources



## Opportunities

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Investigate opportunities to improve Aboriginal and Torres Strait Islander supplier diversity within our organisation</b>	Develop and present to the Regional Leadership Team a business case for procurement from Aboriginal and Torres Strait Islander owned business, and consider the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned business	September 2020	Manager Supply Chain
	Review the existing Gold Fields Host Community Participation Plan and commence the development of a clear Aboriginal and Torres Strait Islander Procurement Strategy	December 2020	Manager Supply Chain
	Commence a review of our existing supplier database to identify (where possible) existing suppliers that are Aboriginal and Torres Strait Islander businesses, within the definition clearly identified in the Aboriginal and Torres Strait Islander Procurement Strategy	December 2020	Manager Supply Chain
	Investigate and identify resources available to provide information regarding Aboriginal and Torres Strait Islander businesses that may be able to provide goods and services to Gold Fields, such as Supply Nation	June 2020	Manager Supply Chain
	Provide training to our Supply Chain team and site Commercial Managers to understand the resources available to identify Aboriginal and Torres Strait Islander businesses that may be able to provide goods and services	December 2020	Manager Supply Chain
	Facilitate internal learning sessions between our site teams and regional Supply Chain teams to understand what has worked well, what has not worked well and what opportunities there are to better support Aboriginal and Torres Strait Islander businesses	December 2020	Manager Supply Chain



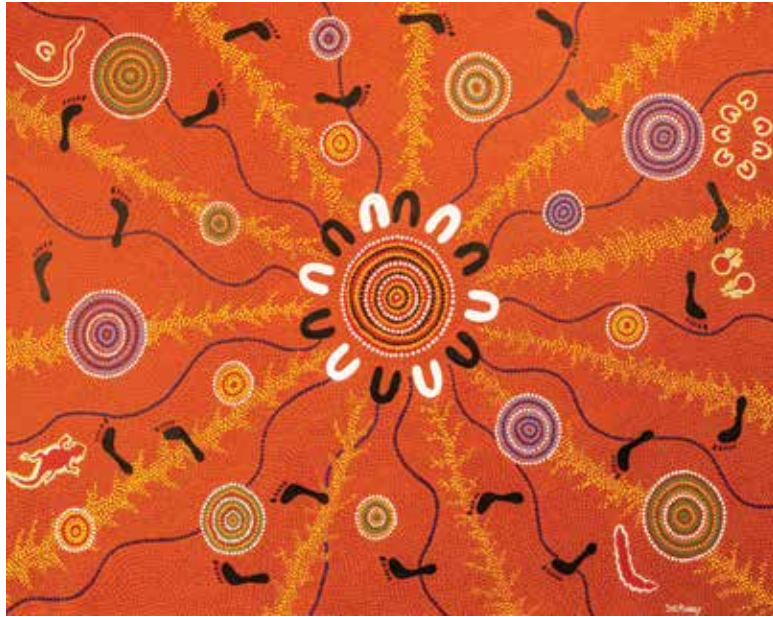


## Governance and Tracking Progress

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Build support for the RAP</b>	Define our resource needs to develop and implement the RAP	March 2020	Unit Manager: Stakeholder Relations Senior Legal Counsel
	Define our system and capability needs to track, measure and report on RAP activities	March 2020	Unit Manager: Stakeholder Relations Senior Legal Counsel
	Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia	30 Sept 2020	Unit Manager: Stakeholder Relations Senior Legal Counsel
<b>Review and Refresh RAP</b>	Submit draft RAP to Reconciliation Australia for review	October 2020	Unit Manager: Stakeholder Relations Senior Legal Counsel
	Submit draft RAP to Reconciliation Australia for formal endorsement	January 2021	Unit Manager: Stakeholder Relations Senior Legal Counsel
	Liaise with our peers to capture key learnings from their RAP journeys, to assist us in overcoming challenges and to gain new ideas for our following RAP	October 2020	Unit Manager: Stakeholder Relations Senior Legal Counsel



*Chair of the Yilka Talintji Aboriginal Corporation with the Chair of Gold Fields Limited at the official Gruyere Mine opening in December 2019.*



RECONCILIATION  
ACTION PLAN

**REFLECT**

## CONTACT DETAILS

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