Welcome to your CDP Water Security Questionnaire 2021

W0. Introduction

W0.1

(W0.1) Give a general description of and introduction to your organization.

Gold Fields Limited is a globally diversified gold producer with nine operating mines (including our Asanko Joint Venture) and projects in Australia, Chile, Ghana, Peru and South Africa, and total attributable annual gold-equivalent production of 2.2Moz. Gold Fields had attributable gold-equivalent Mineral Reserves of 52.1Moz and Mineral Resources of 116.0Moz at end-December 2020. The company has a primary listing on the Johannesburg Stock Exchange (JSE) Limited, with a secondary listing (and American depositary shares trading) on the New York Stock Exchange (NYSE). Gold Fields had a total workforce of 18,412, including 12,771 contractors and 5,641 employees, during the reporting year. Gold Fields is reporting on the following mining operations:
1. South Deep (South Africa)
2. Damang (Ghana)
3. Tarkwa (Ghana)
4. Cerro Corona (Peru)
5. Agnew (Australia)
6. Granny Smith (Australia)
7. St Ives (Australia)
8. Gruyere (Australia)

Foreword by Chris Griffith, CEO of Gold Fields: Managing our water resources is critical to our Group, as water is not only a vital resource for our ore processing activities but is also essential to our host communities. Water is becoming an increasingly scarce and expensive resource globally. As such, managing the risks around water security, which includes the quantity and quality of supply as well as the associated costs, is essential to ensure sustainable production for our existing operations and the future viability of projects. Access to clean water is also a fundamental human right for our host communities. This has significant implications for us as our mines and projects have a material impact on the surrounding environment. Unless we are responsible stewards of our water resources, we could lose our licence to operate – both from a regulatory and social perspective. To manage this critical risk, Gold Fields has adopted an integrated approach to water management, including alignment to the International Council on

Mining & Metals' Water Position Statement, baseline water assessments at the operations, and the adoption of a catchment approach to water management based on risk and opportunity analyses. Gold Fields developed a 5 year Water Stewardship Strategy, which is supported by detailed regional water management plans. The Strategy comprises the following key pillars: • Security of supply • Water efficiency • Catchment area management Gold Fields has also reduced our environmental impact through the responsible use, storage and release of water across all of our operations, which has the added benefit of reducing operational costs. Internal policies, strategies and guidelines, which are continuously reviewed and updated, reflect these operational and environmental priorities and require Gold Fields' operations to: • Comply with regulatory requirements and obligations relating to industry rules, codes and standards to which Gold Fields subscribes; • apply strong and transparent corporate water governance; • collaborate with stakeholders to achieve responsible and sustainable water use; • measure and report on water management performance; • integrate water management into mine planning; • ensure consistent security of water supply for operations without compromising catchment users or the environment; and • ensure all employees have access to clean drinking water, gender-appropriate sanitation facilities and hygiene at their workplace. Key to responsible water stewardship is to reuse or recycle much of the water we use in our processes and, in line with industry best practice, we have set ourselves a target of 68%. We achieved the target in 2019 and 2020, when the total water recycled or reused amounted to 68% and 71% respectively. In line with our approach to catchment management, we also invest in water infrastructure that benefits our host communities. This is most pronounced at our Cerro Corona mine in Peru where, since 2010, the mine has invested over US$5m in water-related projects, mostly in the nearby city of Hualgayoc. The details of our water management approach, policies and guidelines, as well as our adoption of the ICMM Water Stewardship Position Statement are described in this CDP Water submission and at: www.goldfields.com/sustainability.php.

W-MM0.1a

(W-MM0.1a) Which activities in the metals and mining sector does your organization engage in?

Activity	Details of activity
Mining	Copper Gold
Processing	Copper Gold

W0.2

(W0.2) State the start and end date of the year for which you are reporting data.

	Start date	End date
Reporting year	January 1, 2020	December 31, 2020

W0.3

(W0.3) Select the countries/areas for which you will be supplying data.

Australia
Ghana
Peru
South Africa

W0.4

(W0.4) Select the currency used for all financial information disclosed throughout your response.

USD

W0.5

(W0.5) Select the option that best describes the reporting boundary for companies, entities, or groups for which water impacts on your business are being reported.

Companies, entities or groups over which financial control is exercised

W0.6

(W0.6) Within this boundary, are there any geographies, facilities, water aspects, or other exclusions from your disclosure?

No

W1. Current state

W1.1

(W1.1) Rate the importance (current and future) of water quality and water quantity to the success of your business.

	Direct use importance rating	Indirect use importance rating	Please explain
Sufficient amounts of good quality freshwater available for use	Vital	Vital	Primary use of freshwater used in: - Direct operations/value chain: Freshwater is an important part of multiple stages in the mining and milling process, including: • Mining • Milling • Tailings removal • Dust suppression • Ore washing and processing

			• Underground cooling • Employee health and sanitation - Indirect operations/value chain: freshwater is used in the production of electricity in South Africa and the production of cyanide and diesel used on site, which is critical for the mines. Freshwater is also used in the downstream gold refining process. The importance rating of freshwater for both direct and indirect operations is deemed to be vital. This is because: - In direct operations: sufficient volumes of fresh water are vital during nearly every stage of mine life. Alternative sources of sufficient quality are not readily available or viable. E.g, freshwater is critical for employee health and sanitation onsite, especially in light of the recent COVID-19 pandemic, Thus, freshwater sources are vital to direct operations at Gold Fields. - In indirect operations: Gold Fields's operations rely on material inputs and resources that are dependent on fresh water supplies. E.g., South Africa's coal-fired electricity is highly dependent on freshwater along with the hydro-powered grid at Cerro Corona in Peru. Therefore, freshwater is vital for indirect operations and in the indirect value chain as insufficient supplies can affect supply chain and, in turn, production. A further example is the crucial requirement for freshwater supplies to Gold Fields' host communities. Gold Fields has accordingly intensified its engagement activities around water in 2020, including the Bambamarca municipality and Hualgayoc community near its Cerro Corona operations in Peru. Future water dependency: the need for sufficient amounts of freshwater will remain vital for direct and indirect operations as alternative water sources of sufficient quality are generally not available.
Sufficient amounts of recycled, brackish and/or produced water	Vital	Important	Primary use of recycled, brackish and/or produced water is used in: - Direct operations: the majority of operational water needs, e.g. mining and milling; transporting tailings, dust suppression, ore washing, underground cooling and processing, are supplemented by recycled water,

available for use			displacing some of the mine's needs for large quantities of freshwater. - Indirect operations: in the production of electricity from coal, such as in South Africa, recycled water can also be very important. Electricity is a vital mining input. Importance rating determined as: - Vital in direct operations: for example, the sufficient supply of recycled/brackish/produced water is vital at the Cerro Corona mine as it relies completely on recycled water for production during the dry season. In addition, Granny Smith and St Ives withdraw brackish (hypersaline) water as freshwater is not readily available in the area. - Important to indirect operations: for example, the sufficient supply of recycled/brackish/produced water is important for the South Deep mine where electricity is purchased from Eskom, which desalinates polluted mine water for use at power plants. This is done by Eskom to reduce the amount of freshwater used for electricity production. Future water dependency: expected to remain vital in direct operations/value chain and increase in importance in indirect operations/value chain, as Gold Fields operates in water stressed areas and there is a need to source alternative non-fresh water sources.

W1.2

(W1.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

	% of sites/facilities/operations	Please explain
Water withdrawals – total volumes	100%	Scope of monitoring: all operations owned by Gold Fields (100%) are required to measure, monitor and report the total volume of water withdrawn. Gold Fields defines operations as its mines. Reason for monitoring: monitoring water withdrawals is required to ensure that the

		withdrawal volumes fall within the water use licence boundaries. Monitoring withdrawals also assists Gold Fields in measuring performance against water targets. Frequency of monitoring: volumes are continuously monitored. Withdrawal volumes are recorded in the detailed water balances at each mining site. Reporting occurs on a monthly basis. Method/s for measurement: third party invoices and meters at withdrawal sources. Withdrawal volumes are recorded in the detailed water balances at each mining site. Gold Fields' total water withdrawals are reported using the GRI Standards reporting guidelines under Standard 303-1, as well as, the ICMM guidelines.
Water withdrawals – volumes by source	100%	Scope of monitoring: Gold Fields measures and monitors all withdrawals (100% of operations) per abstraction source. Gold Fields' operations are mines. All operations withdraw renewable groundwater. St Ives and Granny Smith withdraw brackish groundwater. Tarkwa, Damang and Cerro Corona withdraw fresh surface water. Third-party water is withdrawn by South Deep, Tarkwa and St Ives. Reason for monitoring: monitoring water withdrawals per source is required to ensure that the withdrawal volumes fall within the water use licence boundaries. Monitoring withdrawals per source also assists Gold Fields measure performance against water targets. Frequency of monitoring: volumes are continuously monitored. Reporting occurs on a monthly basis. Method/s for measurement: third party

		invoices and meters at withdrawal sources. Withdrawal volumes are recorded in the detailed water balances at each operation
Entrained water associated with your metals & mining sector activities - total volumes [only metals and mining sector]	100%	Scope of monitoring: Gold Fields measures and monitors the moisture content in the mined ore at its Cerro Corona operation before the ore is processed. The nature of the ore at Gold Fields' other operations, namely mines, does not require the group to monitor entrained water at these mines. Reason for monitoring: monitoring the moisture levels of the ore is required to determine drying and other ore treatment measure, and it also helps in accounting for water that goes into processing. Frequency of monitoring: volumes are periodically sampled, as required. Method/s for measurement: sampling of the mined ore using moisture meters.
Water withdrawals quality	100%	Scope of monitoring: Gold Fields' operations (i.e. mines) require water of certain quality. Thus, Gold Fields measures and monitors the quality of all withdrawals (100% of operations). Reason for monitoring: monitoring water quality is required to ensure the suitability of the water for its intended use in the group's mining and processing activities. Water may be treated accordingly where the quality is deemed to be insufficient for certain activities. Frequency of monitoring: volumes are continuously monitored. Method/s for monitoring: meters at withdrawal sources.
Water discharges – total volumes	100%	Scope of monitoring: Gold Fields operates mines and measures and monitors the total

		discharge volumes across all operations (100%) that discharge water. Reason for monitoring: measurement and monitoring of discharges are required to ensure that each operation's discharged water falls within the required qualitative and quantitative parameters stipulated in its water use permit. Additionally, total discharge volumes are tracked to ensure that water balances are accurate and updated regularly. Frequency of monitoring: volumes are continuously monitored. Reporting occurs on a monthly basis. Method/s for measurement: meters at discharge destinations.
Water discharges – volumes by destination	100%	Scope of monitoring: Gold Fields operates mines and requires all of its operations (100%) that discharge water to measure and monitor the water volume discharged to each discharge destination. Reason for monitoring: This is done to ensure that sufficient treatment of the discharged water is maintained and that volumes discharged to each source do not exceed the licensing boundaries and regulations. Frequency of monitoring: volumes are continuously monitored. Reporting occurs on a monthly basis. Method/s for measurement: meters at discharge destinations.
Water discharges – volumes by treatment method	100%	Scope of monitoring: Gold Fields requires all of its mining operations (100%) that discharge water to measure and monitor the water volume discharged by treatment method. Reason for monitoring: This is done to ensure that the quality and volume of the discharged

		water meet the licensing requirements of each operation. In addition, the volume per treatment method is measured and monitored to ensure the maintenance of an accurate water balance between all processes. Frequency of monitoring: volumes are continuously monitored. Method/s for measurement: meters at discharge destinations.
Water discharge quality – by standard effluent parameters	100%	Scope of monitoring: Gold Fields requires all of its operations (100%) that discharge water to measure and monitor the water quality – by standard effluent parameters. Gold Fields' operations are mines. Reason for monitoring: to ensure that the quality of the water which is discharged is kept within the range permitted by the licensing requirements. Frequency of monitoring: periodic sampling, as determined by the licence conditions of the operation. Method/s for monitoring: sampling at discharge destinations.
Water discharge quality – temperature	100%	Scope of monitoring: Gold Fields requires all of its mining operations (100%) that discharge water to measure and monitor the water temperature. Reason for monitoring: to ensure that the temperature of the water which is discharged is kept within the range permitted by the licensing requirements. Frequency of monitoring: periodic sampling, as determined by the licence conditions of the operation. Method/s for monitoring: sampling, using

		meters, at discharge destinations.
Water consumption – total volume	100%	Scope of monitoring: Gold Fields requires all of its mining operations (100%) that discharge water to measure and monitor the water consumption. Reason for monitoring: Water consumption per ounce of gold produced is a performance metric that Gold Fields utilises continually to ensure that its operations are running as efficiently as possible. Frequency of monitoring: volumes are continuously monitored. Method/s for measurement: withdrawal volumes are measured using third party invoices and meters at sources. Discharge volumes are measured using meters at sources. Withdrawal and discharge volumes are recorded in the detailed water balances at each site and used to calculate water consumptions.
Water recycled/reused	100%	Scope of monitoring: Gold Fields measures and monitors the total volume of water recycled at each of its mining operations (100% of operations). Reason for monitoring: The amount of water recycled provides vital information regarding the environmental impact of the operations as well as providing information on water savings due to the lowering of the water withdrawals required. Monitoring also allows Gold Fields to track progress against its group and operation-level recycling targets. Frequency of monitoring: volumes are continuously monitored. Reporting occurs on a monthly basis. Method/s for measurement: onsite meters. Recycled/Reused volumes are recorded in

		the detailed water balances at each site.
The provision of fully-functioning, safely managed WASH services to all workers	100%	Scope: Gold Fields monitors the provision of fully-functioning, safely managed WASH services to all workers at each of its mining operations (100% of operations). Reason for monitoring: At Gold Fields, employee health is considered to be a vital aspect of business. This water aspect is therefore monitored to ensure that all employees are provided with sufficient volumes and adequate access to clean and potable wash water for drinking and sanitation services. Furthermore, the licence conditions of all Gold Fields' operations require the provision of such services to all workers. Frequency of monitoring: volumes are continuously monitored. Method/s for measurement: Health and safety-based processes and policies, such as those related to WASH facilities, are monitored by the Board. In addition, the Health and Safety Manager at each operation ensures on a continuous basis that fully-functioning, safely managed WASH services are provided to all workers.

W1.2b

(W1.2b) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, and how do these volumes compare to the previous reporting year?

	Volume (megaliters/year)	Comparison with previous reporting year	Please explain
Total withdrawals	21,651	About the same	Change from previous year: Total water withdrawals decreased by 3% in 2020 compared to the previous reporting year. Gold Fields defines "about the same" to be a change between 0 to ±10%. ±10% to ±40% change is considered lower/higher. > ±40% change is

			considered much lower/much higher. The decrease in water withdrawals is largely due to improvements made to Gold Fields' recycled water. The portion of water recycled/reused as a percentage of the total increased from 68% to 71%. This enabled Gold Fields to achieve its annual water withdrawal reduction target of a 3%-5%. Notably, water withdrawal per tonne processed declined to 0.49kl and decreased per ounce produced to 9.3kl in 2020, indicating the group's commitment to water efficiency measures across the operations. Future volumes: It is anticipated that ongoing and future water efficiency projects will reduce future demand for fresh surface water volumes.
Total discharges	1,872	Lower	Change from previous year: The total water discharged decreased by 28% in the 2020 reporting year when compared to the previous reporting period. Gold Fields defines "about the same" to be a change between 0 to ±10%. ±10% to ±40% change is considered lower/higher. > ±40% change is considered much lower/much higher. The 28% decrease in water discharge volumes is directly related to the improvement in water recycling/reuse within Gold Fields' operations. As more water is recycles/reused, less is withdrawn and even less is discharged. Future volumes: It is anticipated that ongoing and future water efficiency projects will reduce future discharge volumes further
Total consumption	19,780	About the same	Change from previous year: The net effect of the water withdrawal and discharge resulted in consumption levels remaining about the same, with a very slight increase in 2020 of 0.4%. Gold Fields defines "about the same" to be a change between 0 to ±10%. ±10% to ±40% change is

			considered lower/higher. > ±40% change is considered much lower/much higher. The consumption is calculated as per the CDP guidance and therefore the total withdrawals = total discharge + total consumption. For this reason, the volumes balance. Future volumes: The water consumed is largely determined by the efficiency of the various processes used in the gold production process. As both the withdrawals and discharges are expected to decrease, the consumption is expected to remain about the same.

W1.2d

(W1.2d) Indicate whether water is withdrawn from areas with water stress and provide the proportion.

	Withdrawals are from areas with water stress	% withdrawn from areas with water stress	Comparison with previous reporting year	Identification tool	Please explain
Row 1	Yes	51-75	Lower	WRI Aqueduct	Five out of eight of Gold Fields' operations are situated in water stressed areas, as determined using the WRI Aqueduct tool. These are the facilities located in South Africa and Australia. Company specific explanation of how the selected tool was applied to evaluate whether the water has been withdrawn from stressed areas: The water data sets for the Gold Fields' group were inputted into the above-mentioned tool to determine whether the specific site is situated in a water stressed area. For example, the WRI Aqueduct Tool considers baseline water stress with a

					rating equal to/greater than 'High' (40-80%), as areas where there is competition among water users. Accordingly, South Africa is categorised as a medium-high water stress area; Australia as high and Peru as extremely high. These areas are therefore classified as water stressed areas. The water withdrawn from water stressed areas decreased from 74% of the group's total in 2019 to 64% of the group's total in 2020. This is a 13% decrease in the relative amount of water drawn from water stressed areas. This is because Cerro Corona is no longer considered to be in a water stressed catchment, according to the WRI Aqueduct tool, even though large parts of Peru are classified as water stressed. As per the Gold Fields definition, the year on year comparison is 'about the same'. Gold Fields defines "about the same" to be a change between 0 to ±10%. ±10% to ±40% change is considered lower/higher. > ±40% change is considered much lower/much higher.

W1.2h

(W1.2h) Provide total water withdrawal data by source.

	Relevance	Volume (megaliters/year)	Comparison with previous reporting year	Please explain

Fresh surface water, including rainwater, water from wetlands, rivers, and lakes	Relevant	6,359	Lower	Relevance: Gold Fields withdraws 29% of its water from fresh surface water sources making this a material source. Change from previous reporting year: The total fresh surface water withdrawals decreased in 2020 by 24% compared to 2019. Gold Fields defines “about the same” to be a change between 0 to ±10%. ±10% to ±40% change is considered lower/higher. > ±40% change is considered much lower/much higher. Notable changes at regional level are that both the West African region and the South American region reduced their absolute fresh surface water withdrawals by ±1,000 ML in 2020 It is anticipated that new and ongoing water efficiency projects and targets, e.g. use of osmosis plants will reduce future demand for freshwater.
Brackish surface water/Seawater	Relevant	1,658	About the same	Relevance: This source is relevant as Gold Fields withdraws brackish water at two Australian mines (Granny Smith and St Ives). The quantities withdrawn are relatively small (8% of total withdrawals) but contribute a large portion of the water withdrawn at these two mines (35%).

				Change from previous reporting year: The group experienced an overall 3% increase in brackish water withdrawn in 2020. As such, “about the same” was selected in accordance with Gold Fields’ definition. Gold Fields defines “about the same” to be a change between 0 to ±10%. ±10% to ±40% change is considered lower/higher. > ±40% change is considered much lower/much higher. It is anticipated that future withdrawals from brackish surface water sources will decrease due to ongoing water efficiency measures.
Groundwater – renewable	Relevant	11,934	Higher	Relevance: This source is relevant as 55.5% of Gold Fields’ total withdrawals come from this source, and all eight operations withdraw from renewable groundwater sources. Change from previous reporting year: The overall withdrawal of renewable groundwater at Gold Fields’ operations in 2020 increased by 17% when compared to the withdrawals made in 2019, as such higher was selected in accordance with Gold Fields’ definition. Gold Fields defines “about the same” to be a change between 0 to ±10%. ±10%

				to ±40% change is considered lower/higher. > ±40% change is considered much lower/much higher The reason for this increase is the increase in ground water withdrawals in the Australian operations. This is largely due to the inclusion of Gruyere as this was its first complete year of operation. It is anticipated that future renewable ground water withdrawals will decrease due to increased water efficiency initiatives, and assuming that the drought will reduce in intensity.
Groundwater – non-renewable	Not relevant			None of Gold Fields' operations make use of non-renewable groundwater. This trend is expected to remain the same in the future.
Produced/Entrained water	Not relevant			None of Gold Fields' operations make use of produced water from a third-party source. This trend is expected to remain the same in the future.
Third party sources	Relevant	1,700	Lower	Relevance: This source is relevant because water is shared resource within host communities. This source is the group's second smallest withdrawal source (10% of total withdrawals). Change from previous reporting year: The use of

				municipal water decreased by 23%, as such lower was selected in accordance with Gold Fields' definition. Gold Fields defines "about the same" to be a change between 0 to ±10%. ±10% to ±40% change is considered lower/higher. > ±40% change is considered much lower/much higher. This decrease is largely due to a reduction in Rand Water intake at South Deep mine in South Africa. This was achieved by rerouting treated sewage effluent to the old return water dam and reusing it. It is anticipated that future third party water withdrawals will decrease due to increased efficiency measures and targets. E.g., Recycling of treated sewage effluent at South Deep.

W1.2i

(W1.2i) Provide total water discharge data by destination.

	Relevance	Volume (megaliters/year)	Comparison with previous reporting year	Please explain
Fresh surface water	Relevant	1,872	Lower	Relevance: This destination is relevant as Gold Fields' discharged 100% of its total discharges to fresh surface water destinations in 2020. Change from previous reporting year: Fresh surface water discharges decreased by 29%. As such, lower was selected in

				accordance with Gold Fields' definition. Gold Fields defines "about the same" to be a change between 0 to ±10%. ±10% to ±40% change is considered lower/higher. > ±40% change is considered much lower/much higher. The decrease can be attributed to the improvements in recycle/reusing water throughout Gold Fields' operations as this reduces the amount of water discharged. It is anticipated that increased recycling targets will reduce future water discharge volumes.
Brackish surface water/seawater	Not relevant			No discharges were made to brackish surface water/seawater discharge destinations by any of Gold Fields' operations in 2020. As such, not relevant is selected.
Groundwater	Not relevant			No discharges are made to groundwater discharge destinations by any of Gold Fields' operations in 2020. As such, not relevant is selected.
Third-party destinations	Not relevant			None of Gold fields' operations discharged water to municipal facilities for treatment. None of Gold Fields' operations discharged water to another organisation. As such, not relevant is selected.

W1.2j

(W1.2j) Within your direct operations, indicate the highest level(s) to which you treat your discharge.

	Relevance of treatment level to discharge	Volume (megaliters/year)	Comparison of treated volume with previous reporting year	% of your sites/facilities/operations this volume applies to	Please explain
Tertiary treatment	Relevant	287	Higher	71-80	Tertiary treatment is applied to discharges in areas where the environment is considered to be sensitive to discharges and/or here it is a legal requirement. A significant contributor to the increased amount treated relate to increased activity at the Australian facilities. This includes: • Gruyere Mine installed another WWTP and additional sprayfield • Agnew Mine increased village upgrades • Granny Smith Mine increased village occupancy

					Facilities in Ghana and Australia treat water to this level as required. This includes reverse osmosis and chlorination.
Secondary treatment	Relevant	743	Higher	31-40	Discharge products from the primary treatments, such as pre-filtration (drum screen technology) and ultra filtration screens, then feeds into the secondary treatments, such as reverse osmosis units for deionization. In some cases, pH control is also applied through the injection of carbon dioxide
Primary treatment only	Relevant	665	Higher	21-30	Water that undergoes primary treatment has a low potential to harm the environment

					(thus only requires limited treatment). Primary treatment typically involves the separation of solids and oil/grease/lighter fluids from the water stream. The settled and floating materials are removed. When required, remaining liquid is then subjected to secondary treatment.
Discharge to the natural environment without treatment	Relevant	0	About the same	Less than 1%	Gold Fields does not discharge to the natural environment without treatment under normal operations. All discharges to the environment undergo some form of treatment before being discharged.
Discharge to a third party	Relevant	0	About the same	Less than 1%	Gold Fields does not discharge to a

without treatment					third party without treatment under normal operations.
Other					

W-MM1.3

(W-MM1.3) Do you calculate water intensity information for your metals and mining activities?

Yes

W-MM1.3a

(W-MM1.3a) For your top 5 products by revenue, provide the following intensity information associated with your metals and mining activities.

Product	Numerator: Water aspect	Denominator	Comparison with previous reporting year	Please explain
Gold	Total water withdrawals	Ounce of final product	About the same	Change from previous year: In 2019 the intensity was 10.1 and in 2020 the intensity was 9.3. This is an 8% decrease, as such about the same was selected in accordance with Gold Fields' definition. Gold Fields defines "about the same" to be a change between 0 to ±10%. ±10% to ±40% change is considered lower/higher. > ±40% change is considered much lower/much higher. How the metric is used internally: Gold Fields uses the water intensity metric to understand the relationship between how much our operations are producing and how much water the production process requires. Changes in the metric give an indication of an increase or decrease in water withdrawals as well as changes in process efficiency. This information is used to make informed management decisions. The metric forms part of the key sustainability indicators reported in our annual internal and external reports.

				Future anticipated trends: The intensity metric is expected to decrease slightly, as the water withdrawal demand and dependency are expected to reduce, and production is expected to increase. Strategy in place to reduce water intensity: The strategy to reduce water intensity includes ongoing water efficiency projects. Some of the projects are the following: • At Tarkwa, process water is now reused for cooling at the power plant and for mixing explosives and some chemicals. • At South Deep, treated sewage effluent, which was previously discharged to the Leeuspruit, is now re-routed to the old return water dam and is utilised in the process. These water efficiency initiates are intended to assist in the attainment of Group targets: - 3% (477ML) reduction in freshwater intake from projected 2021 fresh Group water demand (as per business plan) from 13.3GL to 12.9G - Recycling/reuse 68% of the water used by the Gold Fields.

W1.4

(W1.4) Do you engage with your value chain on water-related issues?

Yes, our suppliers

W1.4a

(W1.4a) What proportion of suppliers do you request to report on their water use, risks and/or management information and what proportion of your procurement spend does this represent?

Row 1

% of suppliers by number

1-25

% of total procurement spend

1-25

Rationale for this coverage

Gold Fields started engaging with key suppliers and contractors in 2020 on water-related issues. These include suppliers of cyanide, lime, cement, grinding media, steel manufacturers, mobile equipment providers and explosives.

Why these suppliers were selected:
Gold Fields prioritised engagement with suppliers/contractors who are critical to Gold Fields' operations.

How suppliers are incentivized to report:
Gold Fields incentivized its suppliers to report on water related matters by explaining the importance of the requests and personalising the requests made by senior managers. Furthermore, in the Material Stewardship Policy, which deals with Suppliers, Gold Fields encourages its suppliers to adopt their good practices.

Impact of the engagement and measures of success

Details of the type of information requested from suppliers:
Gold Fields requests that its suppliers report on where they draw their water from, if any of these sources are located in water stressed regions, if they have targets to reduce their water intake, how much of their water intake is reused/recycled and if they have a water stewardship strategy in place.

How the information is used within the company:
Gold Fields makes use of this information in assessing its water-related risks along its supply chain. This enables Gold Fields, in conjunction with the supplier/contractor, to develop appropriate responses to the identified risks that enable both parties to manage the identified water-related risks.

Details of how success is measured:
The success of the supplier engagement is currently measured as the percentage of requested responses that are received. i.e. if all suppliers that were requested to respond did respond, then the measure of success is 100%.

Comment

W1.4b

(W1.4b) Provide details of any other water-related supplier engagement activity.

Type of engagement

No other supplier engagements

Details of engagement

% of suppliers by number

% of total procurement spend

Rationale for the coverage of your engagement

Coverage of engagement:
This is the first year that Gold Fields has actively started engaging its suppliers and contractors on water related issues. Thus, the initial engagement discussed in W1.4a above (reporting on water use of suppliers) will be used to assess the type and level of engagement Gold Fields will utilise in future. The data sets derived from the initial supplier engagements, discussed in W1.4a above, will assist Gold Fields develop future engagements with suppliers that are both relevant and effective. In particular, Gold Fields is endeavouring to increase the scope of future engagements with suppliers on their water use.

Impact of the engagement and measures of success

Comment

W2. Business impacts

W2.1

(W2.1) Has your organization experienced any detrimental water-related impacts?

No

W2.2

(W2.2) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

No

W3. Procedures

W-MM3.2

(W-MM3.2) By river basin, what number of active and inactive tailings dams are within your control?

Country/Area & River basin

South Africa

Orange

Number of tailings dams in operation

1

Number of inactive tailings dams

2

Comment

Country/Area & River basin

Australia

Other, please specify

Western Plateau

Number of tailings dams in operation

7

Number of inactive tailings dams

14

Comment

Country/Area & River basin

Ghana

Other, please specify

Ankobra

Number of tailings dams in operation

5

Number of inactive tailings dams

3

Comment

Country/Area & River basin

Peru

Other, please specify

Tingo

Number of tailings dams in operation

1

Number of inactive tailings dams

0

Comment

W-MM3.2a

(W-MM3.2a) Do you evaluate and classify the tailings dams under your control according to the consequences of their failure to human health and ecosystems?

Row 1

Evaluation of the consequences of tailings dam failure

Yes, we evaluate the consequences of tailings dam failure

Evaluation/Classification guideline(s)

Australian National Committee on Large Dams (ANCOLD)

Canadian Dam Association (CDA)

Ghana Minerals Commission (LI 2182)

South Africa (SANS) 10286

Company-specific guidelines

Other, please specify

Global Industry Standard on Tailings Management (GISTM), August 2020

Tailings dams have been classified as 'hazardous' or 'highly hazardous'

Yes, tailings dams have been classified as 'hazardous' or 'highly hazardous' (or equivalent)

Please explain

Some, not all, TSFs are classified as hazardous/equivalent.

Rationale for choice of selected guidelines: these are the best practice guidelines that assist in managing tailings risks. They provide classifications/ranking in terms of Consequence Categories; set out company specific governance requirements and are

aligned with ANCOLD, the ICMM Tailings Position Statement and the GISTM.

Frequency of evaluation: Quarterly inspections and TSF update reports are carried out by The Engineers of Records. Independent external audits are undertaken triennially or more frequently. Consequence assessments consider hypothetical failure scenarios and resulting impacts on society, especially potential loss of life, the natural environment and business impacts. The severity of impact along with the population at risk are then used to determine the TSF Consequence Category.

Examples of min hazard level classification:
- Ghana's LI 2182: "Class C"-potential to affect 1-20 people with moderate environmental damage.
- ANCOLD: "High C".

How classifications inform management procedures: TSFs that are classified as highly hazardous (or with higher consequence categories) are subjected to more stringent design criteria and frequent inspection regimes. The TSF classifications assist Gold Fields in managing risks. Risks are identified and recorded formally through risk assessments at various stages of the design and operational processes, including closure and post-closure management plans.

W-MM3.2b

(W-MM3.2b) Provide details for all dams classified as 'hazardous' or 'highly hazardous'.

Tailings dam name/identifier

Granny Smith 1

Country/Area & River basin

Australia

Other, please specify

Western Plateau

Latitude

-28.492248

Longitude

122.243594

Hazard classification

High B

Guideline(s) used

Australian National Committee on Large Dams (ANCOLD)

Tailings dam's activity

Inactive

Current tailings storage impoundment volume (Mm3)

24.77

Planned tailings storage impoundment volume in 5 years (Mm3)

25.5

Please explain

Under Gold Fields' control.

Tailings dam name/identifier

Granny Smith 2

Country/Area & River basin

Australia

Other, please specify

Western Plateau

Latitude

-28.490587

Longitude

122.24548

Hazard classification

High B

Guideline(s) used

Australian National Committee on Large Dams (ANCOLD)

Tailings dam's activity

Active

Current tailings storage impoundment volume (Mm3)

24.29

Planned tailings storage impoundment volume in 5 years (Mm3)

24.29

Please explain

Under Gold Fields' control.

Tailings dam name/identifier

Granny Smith 3

Country/Area & River basin

Australia

Other, please specify

Western Plateau

Latitude

-28.493858

Longitude

122.240942

Hazard classification

High C

Guideline(s) used

Australian National Committee on Large Dams (ANCOLD)

Tailings dam's activity

Active

Current tailings storage impoundment volume (Mm3)

10.9

Planned tailings storage impoundment volume in 5 years (Mm3)

17

Please explain

Under Gold Fields' control.

Tailings dam name/identifier

Gruyere IWL TSF

Country/Area & River basin

Australia

Other, please specify

Western Plateau

Latitude

-27.585658

Longitude

123.520866

Hazard classification

High C

Guideline(s) used

Australian National Committee on Large Dams (ANCOLD)

Tailings dam's activity

Active

Current tailings storage impoundment volume (Mm3)

6.45

Planned tailings storage impoundment volume in 5 years (Mm3)

22

Please explain

Under Gold Fields' control.

Tailings dam name/identifier

Damang ETSF

Country/Area & River basin

Ghana

Other, please specify

Ankobra

Latitude

5.304798

Longitude

-1.495483

Hazard classification

• ANCOLD: High B. • Ghana (LI 2182): Class B.

Guideline(s) used

Australian National Committee on Large Dams (ANCOLD)

Ghana Minerals Commission (LI 2182)

Tailings dam's activity

Inactive

Current tailings storage impoundment volume (Mm3)

56.57

Planned tailings storage impoundment volume in 5 years (Mm3)

56.57

Please explain

Under Gold Fields' control.

Tailings dam name/identifier

Damang FETSF

Country/Area & River basin

Ghana

Other, please specify

Latitude

5.301456

Longitude

-1.500608

Hazard classification

• ANCOLD: High C. • Ghana (LI 2182): Class B.

Guideline(s) used

Australian National Committee on Large Dams (ANCOLD)

Ghana Minerals Commission (LI 2182)

Tailings dam's activity

Active

Current tailings storage impoundment volume (Mm3)

6.8

Planned tailings storage impoundment volume in 5 years (Mm3)

17.69

Please explain

Under Gold Fields' control.

Tailings dam name/identifier

Tarkwa TSF 1

Country/Area & River basin

Ghana

Other, please specify

Ankobra

Latitude

5.202157

Longitude

-2.013173

Hazard classification

• ANCOLD High C. • Ghana (LI 2182): Class B.

Guideline(s) used

Australian National Committee on Large Dams (ANCOLD)

Ghana Minerals Commission (LI 2182)

Tailings dam's activity

Active

Current tailings storage impoundment volume (Mm3)

46.15

Planned tailings storage impoundment volume in 5 years (Mm3)

53.62

Please explain

Under Gold Fields' control.

Tailings dam name/identifier

Tarkwa TSF2

Country/Area & River basin

Ghana

Other, please specify

Ankobra

Latitude

5.210535

Longitude

-2.015479

Hazard classification

• ANCOLD: High C. • Ghana (LI 2182): Class B.

Guideline(s) used

Australian National Committee on Large Dams (ANCOLD)

Ghana Minerals Commission (LI 2182)

Tailings dam's activity

Active

Current tailings storage impoundment volume (Mm3)

43.54

Planned tailings storage impoundment volume in 5 years (Mm3)

58.46

Please explain

Under Gold Fields' control.

Tailings dam name/identifier

Tarkwa TSF3

Country/Area & River basin

Ghana

Other, please specify

Ankobra

Latitude

5.215361

Longitude

-2.014636

Hazard classification

• ANCOLD: High C. • Ghana (LI 2182): Class B.

Guideline(s) used

Australian National Committee on Large Dams (ANCOLD)

Ghana Minerals Commission (LI 2182)

Tailings dam's activity

Inactive

Current tailings storage impoundment volume (Mm3)

25.33

Planned tailings storage impoundment volume in 5 years (Mm3)

25.33

Please explain

Under Gold Fields' control.

Tailings dam name/identifier

Tarkwa TSF5

Country/Area & River basin

Ghana

Other, please specify

Ankobra

Latitude

5.204548

Longitude

-2.010705

Hazard classification

• ANCOLD: High C. • Ghana (LI 2182): Class C.

Guideline(s) used

Australian National Committee on Large Dams (ANCOLD)

Ghana Minerals Commission (LI 2182)

Tailings dam's activity

Active

Current tailings storage impoundment volume (Mm3)

3.5

Planned tailings storage impoundment volume in 5 years (Mm3)

16.1

Please explain

Under Gold Fields' control.

Tailings dam name/identifier

Cerro Corona TSF

Country/Area & River basin

Peru

Other, please specify

Tingo

Latitude

-6.455565

Longitude

-78.382806

Hazard classification

Extreme

Guideline(s) used

Australian National Committee on Large Dams (ANCOLD)

Tailings dam's activity

Active

Current tailings storage impoundment volume (Mm3)

52.21

Planned tailings storage impoundment volume in 5 years (Mm3)

71.54

Please explain

Under Gold Fields' control.

Tailings dam name/identifier

South Deep Doornpoort

Country/Area & River basin

South Africa
Orange

Latitude

-26.274538

Longitude

27.385411

Hazard classification

High B

Guideline(s) used

Australian National Committee on Large Dams (ANCOLD)

Tailings dam's activity

Active

Current tailings storage impoundment volume (Mm3)

8.52

Planned tailings storage impoundment volume in 5 years (Mm3)

14.47

Please explain

Under Gold Fields' control.

Tailings dam name/identifier

South Deep South Shaft

Country/Area & River basin

South Africa
Orange

Latitude

-26.245277

Longitude

27.403643

Hazard classification

High B

Guideline(s) used

Australian National Committee on Large Dams (ANCOLD)

Tailings dam's activity

Inactive

Current tailings storage impoundment volume (Mm3)
15.11

Planned tailings storage impoundment volume in 5 years (Mm3)
15.11

Please explain
Under Gold Fields' control.

Tailings dam name/identifier
South Deep Twin Shaft

Country/Area & River basin
South Africa
Orange

Latitude
-26.250626

Longitude
27.401387

Hazard classification
High B

Guideline(s) used
Australian National Committee on Large Dams (ANCOLD)

Tailings dam's activity
Inactive

Current tailings storage impoundment volume (Mm3)
23.81

Planned tailings storage impoundment volume in 5 years (Mm3)
21.9

Please explain
Under Gold Fields' control.

W-MM3.2c

(W-MM3.2c) To manage the potential impacts to human health or water ecosystems associated with the tailings dams in your control, what procedures are in place for all of your dams?

Procedure	Detail of the procedure	Please explain

Operating plan	An operating plan that is aligned with your established acceptable risk levels and critical controls framework An operating plan that includes the operating constraints of the dam and its construction method An operating plan that considers the consequences of breaching the operating constraints of the dam An operating plan that includes periodic review of the foundations and slope materials An operating plan that evaluates the effectiveness of the risk management measures and whether performance objectives are being met	Company-specific details of the operating plan procedure (level at which procedures are set): All Gold Fields' operations have tailings management plans in place, as well as, a formal Group Tailings Storage Facility Management Guideline. Full compliance is expected. The plans are reviewed internally every quarter and independent audits are undertaken at least on a triennial basis. Rationale for implementing these procedures: Gold Fields has actively participated with the ICMM and the UN, in formulating the newly launched global tailings standards GISTM. Gold Fields has committed to ensuring that all TSFs with "extreme" or "very high" consequence category ratings comply with the GISTM by 5 August 2023. Gold Fields' aim is to prevent any incidents related to these facilities, especially catastrophic failures. Competence requirements of staff implementing the procedures: High competence levels required. All Gold Fields' TSFs, as well as associated pipeline/pumping infrastructure, are subject to independent audits undertaken at least on a triennial basis, or more frequently e.g, in the case of facilities with "extreme" consequence rating. Also, regular inspections and formal annual Engineer of Record reviews are required at all facilities. Gold Fields has implemented the following: • Approved Group TSF Management Policy Statement in 2020 • TSF Incident Reporting Standard • Considered international seismicity design requirements in all jurisdictions • Appointments of an Engineer of Record for all Gold Fields'-managed TSFs • Undertaking or updating dam break assessments • Updating operating maintenance and surveillance manuals and emergency response plans • TSF seepage management and control Gold Fields has also embarked on a programme to further improve operational safety of its TSFs. Sustainable and integrated mine closure also continues to be one of Gold Fields' sustainability focus areas.

		Currently Gold Fields' is reviewing the following management plans and actions for the TSFs: • Construction of a new downstream TSF (Damang) • The use of filtered and dry stacked tailings (Salares Norte mine) • The improved in-pit tailings disposal (Agnew and St Ives) • Increased use of tailings for underground backfill at the (South Deep, Granny Smith, St Ives) • Improved water management • Improved governance over seepage control
Approval	The operating plan and the life of facility plan are approved by a C-suite officer	Company-specific details of the operating plan procedure (level at which procedures are set): Company-wide. A company-wide approach also allows for a consistent management approach through standardised quality assessments and checks. Gold Fields' operating plans and life of facility plans are approved by executive management. These plans consider the respective mines' tailings management plans. The plans are reviewed internally every quarter and independent audits are undertaken at least on a triennial basis. Gold Fields is continually striving to ensure that its Tailings Storage Facilities do not negatively impact the environment or society. For example during 2020, the company-wide Environment Health and Safety scorecard was launched to ensure that regional and operational management teams are held accountable. Rationale for implementing these procedures: Approval of the life of facility plans by senior management ensures that each operation is accountable for the governance of the respective Tailings Storage Facilities. It also ensures that the operations are held to the highest internal standard. To further support high standards of tailings storage management, Gold Fields aligned its group-wide procedures with the GISTM to show their commitment to preventing catastrophic failure of Tailings Storage Facilities. Such procedures ensure a high-level of accountability for the management of Tailings Storage Facilities across the group.

		Competence requirements of staff implementing the procedures: All Gold Fields' senior management is required to have high competence levels. Other plans to develop other related management procedures that apply to all facilities: A new TSF Standard is being developed.

W3.3

(W3.3) Does your organization undertake a water-related risk assessment?

Yes, water-related risks are assessed

W3.3a

(W3.3a) Select the options that best describe your procedures for identifying and assessing water-related risks.

Direct operations

Coverage

Full

Risk assessment procedure

Water risks are assessed as part of an enterprise risk management framework

Frequency of assessment

More than once a year

How far into the future are risks considered?

More than 6 years

Type of tools and methods used

Tools on the market
Enterprise Risk Management
Databases

Tools and methods used

WRI Aqueduct
WWF Water Risk Filter
ISO 31000 Risk Management Standard
Other, please specify

ICMM's Mining Climate Assessment Tool (Mica Tool);

Comment

Gold Fields uses the WRI Aqueduct and WWF Water Risk Filter Tools; an Enterprise-wide Risk Management process (aligned with ISO 31000); the ICMM's Climate Data Viewer Tool and internal company methods. Internal methods are aligned to the risk management requirements of the King IV Code. Each operation implements an ISO14001 certified Environmental Management System to ensure that all identified risks have the necessary control measures and mitigating strategies in place.

Supply chain

Coverage

Full

Risk assessment procedure

Water risks are assessed as part of an enterprise risk management framework

Frequency of assessment

More than once a year

How far into the future are risks considered?

More than 6 years

Type of tools and methods used

Tools on the market
Enterprise Risk Management
Databases

Tools and methods used

WRI Aqueduct
WWF Water Risk Filter
ISO 31000 Risk Management Standard
Other, please specify
ICMM's Mining Climate Assessment Tool (Mica Tool)

Comment

Gold Fields uses the WRI Aqueduct and WWF Water Risk Filter Tools; an Enterprise-wide Risk Management process (aligned with ISO 31000); the ICMM's Climate Data Viewer Tool and internal company methods. Internal methods are aligned to the risk management requirements of the King IV Code. Each operation implements an ISO14001 certified Environmental Management System to ensure that all identified risks have the necessary control measures and mitigating strategies in place.

Other stages of the value chain

Coverage

Full

Risk assessment procedure

Water risks are assessed as part of an enterprise risk management framework

Frequency of assessment

More than once a year

How far into the future are risks considered?

More than 6 years

Type of tools and methods used

Tools on the market
Enterprise Risk Management
Databases

Tools and methods used

WRI Aqueduct
WWF Water Risk Filter
ISO 31000 Risk Management Standard
Other, please specify
ICMM's Mining Climate Assessment Tool (Mica Tool

Comment

Gold Fields uses the WRI Aqueduct and WWF Water Risk Filter Tools; an Enterprise-wide Risk Management process (aligned with ISO 31000); the ICMM's Climate Data Viewer Tool and internal company methods. Internal methods are aligned to the risk management requirements of the King IV Code. Each operation implements an ISO14001 certified Environmental Management System to ensure that all identified risks have the necessary control measures and mitigating strategies in place.

W3.3b

(W3.3b) Which of the following contextual issues are considered in your organization's water-related risk assessments?

	Relevance & inclusion	Please explain
Water availability at a basin/catchment level	Relevant, always included	Why this information is included in water risk assessments and why it is important: Environmental stewardship is one of Gold Fields' 7 strategic pillars. The 2019 Water Stewardship Policy Statement aims to ensure security of water supply to operations without compromising access for other users or the environment. All operations must report on risks related to water availability, especially as Gold Fields' mines are located in 3 water stressed countries. Water is a shared resource and hence availability at basin/catchment level is important for continued operations. Importantly, water is necessary for personal hygiene. COVID-19 has shown how important personal hygiene is to maintaining human health and curbing

		the spread of infectious diseases. COVID-19 was identified as the top-risk in 2020. Thus, ensuring employees' access to water assists in reducing the spread of infectious diseases and assists in maintaining Gold Fields licences to operate. Tools used in the assessment: Enterprise Risk Management system (ISO 31000 aligned); operational and predictive water balances (to understand current and future water management requirements e.g. water availability levels); internal company knowledge (ISO14001 certified EMS); the WRI Aqueduct Tool; the WWF Water Risk Filter Tool and the ICMM's Climate Data Viewer Tool. These tools allow Gold Fields to assess relevance and identify key water availability issues and risks. How this contextual issue is assessed to be relevant and explanation of the assessment: In 2020 water management was the 13th highest risk for the Group. Climate change was the 9th highest risk and has a direct link to water through extreme weather events and droughts. Water availability at basin/catchment level is therefore an important component of these risks. Risks are assessed at group, regional and operational levels. Risk reporting to the Safety, Health and Sustainable Development Committee of the Board is undertaken quarterly. Water availability issues form part of the input to the company risk register. Both current and emerging issues related to water availability at basin/catchment level are included in the water risk assessments. The level of coverage is company-wide; direct-operations level and across key components of the supply/value chains. Notable upstream value chain components include Gold Fields' employees and also critical suppliers that require water for their operations, e.g., those that provide electricity and diesel.
Water quality at a basin/catchment level	Relevant, always included	Why this information is included in water risk assessments and why it is important: Environmental stewardship is one of Gold Fields' 7 strategic pillars. Water quality at basin/catchment level is relevant at both operational and executive levels. The quality of water impacts all Gold Fields operations and can cause disruptions to production if not monitored and managed. Good quality water is needed for processes in order to prevent the

		introduction of impurities into products. Poor water quality can also lead to the spread of water-borne illnesses, such as cholera, which can significantly impact the lives of employees. Furthermore, a healthy environment requires clean water. Water management, which extends to water quality, is included in the group's top 20 risks in 2020 and also in the water stewardship policy. Tools used in the assessment: includes an Enterprise Risk Management system (ISO 31000 aligned); operational and predictive water balances (to understand current and future water management requirements e.g. water availability levels); internal company knowledge (ISO14001 certified EMS); the WRI Aqueduct Tool; the WWF Water Risk Filter Tool and the ICMM's Climate Data Viewer Tool. The use of these tools allows Gold Fields to assess relevance and identify key water quality issues and risks. How this contextual issue is assessed to be relevant and explanation of the assessment: In 2020 water management was listed as number 13 in the top-20 identified risks for the Group. Climate change was the 9th highest risk and has a direct link to water matters through impacts such as extreme weather events and droughts. Water quality at basin/catchment level is an important component of this risk. Risks are assessed at group, regional and operational levels. Risks regarding quality of water are managed via the Water Stewardship Policy. Reporting of risks is undertaken on a quarterly basis and presented to the Board's Risk Committee twice a year for verification. Water quality issues form part of the input to the company risk register. Both current and emerging issues related to water quality at basin/catchment level are included in the water risk assessments. Level of coverage across the value chain: Direct operations and along key components of the supply and value chains. Accordingly, one of Gold Fields' effective water management objectives for 2021 comprises adopting a catchment-level risks and opportunity assessments.

Stakeholder conflicts concerning water resources at a basin/catchment level	Relevant, always included	Why this information is included in water risk assessments and why it is important: Environmental stewardship and value creation for stakeholders are two of Gold Fields' 7 strategic pillars. Water management and social licence to operate both remained in the Group's top-20 risks in 2020. In some regions, such as at Cerro Corona, regional water infrastructure is very poor, although the mine has invested over US$5m in water-related projects. However, relatively small negative impacts caused by mines, such as minor leaks, can have material impacts. Conflicts regarding shared water resources can compromise Gold Fields social and regulatory licences to operate. The group's 2019 Water Stewardship Policy Statement thus mandates proactive and inclusive stakeholders engagements. All of Gold Fields operations are required to implement culturally appropriate stakeholder engagement plans for all stages of the life-of-mines. Tools used in the assessment: Enterprise-wide Risk Management (ERM) process tool (ISO 31000 aligned). Internal company knowledge, which utilises the ISO14001 certified Environmental Management Systems at each operation, is also used to assess existing and emerging stakeholder conflicts. Gold Fields requires that all mines establish mechanisms through which communities can voice their grievances and complaints about the group. How this contextual issue is assessed to be relevant and explanation of the assessment: Risks regarding quality of water are managed via the Water Stewardship Policy and those regarding stakeholder are managed via the Stakeholder Relationship and Engagement Policy. Reporting of risks is undertaken on a quarterly basis and presented to the Board's Risk Committee twice a year for verification. Both current and emerging issues related to water and stakeholders are included in the water risk assessments. Level of coverage across the value chain: Across the entire value chain, particularly at direct operations and the local communities, many of which are the sources of Gold Fields' labour force. Accordingly, one of the key objectives of Gold Fields' 2020 – 2025 Group Water Stewardship Strategy is to work with stakeholders in the catchment areas around mines. The focus is on relevant key

		stakeholders and forums where collaborative water actions can be identified and realised. These approaches will differ per region due to local contexts.
Implications of water on your key commodities/raw materials	Relevant, always included	Why this information is included in water risk assessments and why it is important: Water is a key commodity to Gold Fields' mining operations. Furthermore, some of Gold Fields' other key commodities/raw materials are water intensive or require water as critical inputs. These key commodities/raw materials include electricity, diesel, LPG, blasting agents, cyanide, cement, caustic soda and lime. In the context of the Covid-19 pandemic, the provision of these commodities could be jeopardised if the respective commodity suppliers do not have adequate access to fresh water and while source countries are in lockdown. Fresh water is required to sanitise their processes and protect their employees from contracting or spreading the virus. Tools used in the assessment: Enterprise Risk Management (ERM) system, which is ISO 30000 aligned; internal company knowledge; the WRI Aqueduct Tool; the WWF Water Risk Filter Tool and the ICMM's Climate Data Viewer Tool are also used to assess this issue as they provide climate projections related to different regions and are used to assess the issue of current implications of water on key commodities/raw materials. How this contextual issue is assessed to be relevant and explanation of the assessment: In 2020 water management and climate change remained in the top-20 identified risks for the Group. The implications of water on key commodities/raw materials is assessed as part of Gold Fields' ERM system. Water risks consider water scarce areas and areas that have been previously exposed to water impacts. Both current and emerging issues related to the sensitivity of key commodities/raw materials to water are included in the water risk assessments. Level of coverage across the value chain: Direct-operations level across all Gold Fields' mines and along key components of the supply and value chains. E.g. at Cerro Corona they rely on a hydro-powered grid, thus risks to water availability could affect electricity supply. This

		risk is relevant in Peru due to the water-scare nature of the country.
Water-related regulatory frameworks	Relevant, always included	Why this information is included in water risk assessments and why it is important: All Gold Fields' mines must operate in accordance with the respective host-country regulatory frameworks. Non-compliance may result in fines or closure. Tools used in the assessment: Internal methods/knowledge used to assess such risks also include the development and annual review of production plans that specify water requirements. These plans assess the impact of regulatory and tariff changes so that adequate actions/resources may be applied. Gold Fields also participates actively in various associations (e.g. Minerals Council of South Africa) enabling a thorough understanding of likely regulatory changes. How this contextual issue is assessed to be relevant and explanation of the assessment: The Board's Safety, Health and Sustainable Development Committee is reported to on a quarterly basis. As part of this report, Proactive identification, management and reporting of future potential regulatory changes are included. Once risks have been identified, various approaches are put in place to manage these. Regulatory changes, as well as, potential tariff changes are managed through the following group and regional/operational level processes: 1. Operational risk management registers, which feed into the group risk register on a quarterly basis through the Group Enterprise Wide Risk Management Process. 2. Group wide tracking of all key legislative changes through a centralised compliance system. 3. Implementation of the Group Water Management Guideline. Level of coverage across the value chain: Direct-operations level across all Gold Fields' mines and along key components of the supply and value chains.
Status of ecosystems and habitats	Relevant, always included	Why this information is included in water risk assessments and why it is important: Environmental stewardship is one of Gold Fields' 7 strategic

		pillars. All operations are required to comply with applicable environmental regulations which require that the respective mines monitor, manage and report on the status of ecosystems and habitats. Gold Fields' 2019 Group Biodiversity Guideline demonstrates commitment to environmental stewardship. It aims to ensure that potentially adverse impacts on biodiversity by mines are addressed through the application of mitigation measures and integrated land management practices. Gold Fields also participates (through the ICMM) in the Cross Sector Biodiversity Initiative (CBSI), which include partners such as the International Petroleum Industry Environmental Conservation Association, the Equator Principles Association and The Biodiversity Consultancy. The aim of the CBSI is to develop and share good practices related to management of biodiversity and ecosystem services in the extractive industries. Tools used in the assessment: Environmental Impact Assessments and internal company knowledge, which utilises the ISO14001 certified Environmental Management Systems at each operation, are also used to identify and evaluate potential impacts on local environments and are recorded in environmental registers. Water related impacts on ecosystems and local habitats are assessed as part of the Group Enterprise Wide Risk Management Process which is ISO 31000 aligned. How this contextual issue is assessed to be relevant and explanation of the assessment: Part of environmental compliance consists of assessing current and emerging water related risks and the potential impacts on ecosystems and habitats. In 2020 water management was identified as #13 in the top-20 risks for the Group. Gold Fields also integrates biodiversity considerations across the mining lifecycle starting at the earliest stages of mine development to mine closure. Risks are listed in registers, which are used to regularly evaluate potential environmental issues, including impacts on surface and ground water. Level of coverage across the value chain: Direct-operations level across all Gold Fields' mines. Notably, Gold Fields reported zero environmental incidents in the Level 3-5 categories in 2020, demonstrating the effectiveness of the group's identification and management

		of risks related to ecosystems and habitats.
Access to fully-functioning, safely managed WASH services for all employees	Relevant, always included	Why this information is included in water risk assessments and why it is important: “Safety and wellbeing of our people” is one of Gold Fields’ 7 strategic pillars. In 2020 the Covid-19 pandemic was identified as the group’s #1 risk. The safety of employees was the 7th highest identified risk for the Group. Water is an important vector for the potential spread of pollution, making it a critical compliance issue as well as being a risk to the environment and human health if not responsibly managed. Employee health is vitally important to Gold Fields. The COVID-19 pandemic showed that good hygiene is one of the best ways to stop the spread of communicable diseases. Gold Fields ensures that the workforce at all operations obtain access to clean potable and wash water for sanitation services and good hygiene. Tools used in the assessment: Internal company knowledge, which utilises the ISO14001 certified Environmental Management Systems at each operation, is used to assess access to fully functioning, safely managed WASH services for all employees. Other tools, such as the WRI Aqueduct tool, indicate regions of water stress where employees might need further assistance to maintain adequate levels of hygiene. How this contextual issue is assessed to be relevant and explanation of the assessment: Both current and emerging issues related to WASH services are included in the water risk assessments. Reporting of risks is undertaken on a quarterly basis and presented to the Board’s Risk Committee twice a year for verification. Both current and emerging issues related to water and employees are included in the water risk assessments. Level of coverage across the value chain: Direct-operations level across all Gold Fields’ mines. Access to and the status of fully functioning, safely managed WASH services for all employees are relevant at respective mine-operational levels.

Other contextual issues, please specify	Not considered	

W3.3c

(W3.3c) Which of the following stakeholders are considered in your organization's water-related risk assessments?

	Relevance & inclusion	Please explain
Customers	Relevant, sometimes included	Why these stakeholders are included in the risk assessment procedure and why they are important to the business: Gold Fields' direct customers are the gold refineries. The refineries are considered in water-related risk assessments because their workforce (and the greater economies) are at risk of water scarcity when it comes to the health of individuals. If Gold Fields' customers (the refineries) cannot provide their workforce with sufficient water to promote good hygiene practices at the workplace/home, then their workforce is at a greater risk of becoming infected with communicable diseases. This exposes the customers to the risk of government forced capacity reduction/ shutdowns. Such shut downs have a direct bearing on Gold Fields operations and revenues. However, the refineries are not particularly water intensive industries and therefore do not possess a significant inherent water risk. That is why these risks are periodically considered in Gold Fields' water-risk assessments, when necessary. Relevance of stakeholder to specific organizational levels or geographies: The refineries in all regions are considered in water-related risk assessments. The method of engagement with the stakeholder: Gold Fields' products are sold directly to its customers - the gold refineries. Gold Fields has approached customers to determine that their workforce is being responsibly managed in order to reduce the risk of spread of communicable diseases. This ability directly impacts on whether or not customers could be forced to shut down by government. It also allows for Gold Fields to plan for a possible capacity reduction/shutdown of operations at refineries.

Employees	Relevant, always included	Why these stakeholders are included in the risk assessment procedure and why they are important to the business: “Safety and wellbeing of our people” is one of Gold Fields’ 7 strategic pillars. Employees are therefore integral to Gold Fields’ operations. They are impacted by water risks such as heat waves, floods or storms, as well as health risks. Impacts on Gold Fields’ workforce have a direct impact on Gold Fields’ production levels. In severe cases, production could be negatively impacted or halted. Water risk assessments therefore focus on the workforce because workers are often exposed to physical elements during mining. For example, a risk assessment identified that higher than usual temperature levels in Peru, coupled with it being a water scarce area has the potential to cause dehydration and health problems, which puts the health and safety of employees at risk. How this stakeholder is assessed to be relevant and how relevance is defined: In 2020 water management was number 13 in the top-20 identified risks for the Group. The group level tool used to identify water risks related to employees is the Gold Fields’ Enterprise Risk Management system (ISO 31000 aligned). All operations have ISO14001 certified Environmental Management Systems which enable them to assess, manage, monitor and report on water risks related to employees. The Group risk manager defines relevance using the Enterprise Risk Management system. Which stakeholders in the three stages of the value chain are considered and why: All Gold Fields employees are engaged with and included as stakeholders in Gold Fields’ water risk assessments, supported by the 2019 Water Stewardship Policy Statement, which requires Gold Fields to ensure that all employees have access to clean drinking water and gender appropriate sanitation and hygiene facilities at their workplace. COVID-19 has shown how important personal hygiene is to maintaining human health and curbing the spread of infectious diseases. COVID-19 was identified as the top-risk in 2020. Thus, ensuring employees’ access to water assists in reducing the spread of infectious diseases and assists in maintaining Gold Fields licences to operate.

		Method of engagement with the stakeholder: Gold Fields' method of engagement with employees includes comprehensive employee surveys, which provide a holistic view of employee concerns. These are run every second year with shorter surveys taken annually.
Investors	Relevant, always included	Why these stakeholders are included in the risk assessment procedure and why they are important to the business: Investors, particularly the growing category of Environmental, Social and Governance (ESG) investors, are always factored into the company's water risk assessments because they seek proof of sound water management practices and. Investors are important because they provide capital required to fund the business. An example of an investor risk is that Gold Fields' reputation could be damaged should the company be perceived as being anything less than an environmental stewardship leader, particularly regarding water issues. Gold Fields' reputation as an environmental stewardship leader is important considering that water is a shared resource and 5 out of 8 sites operate in water stressed catchments. Gold Fields recognises that reputational risk affects the company's social licence to operate which affects the company's sustainability. The social licence to operate from its host communities is one of the group's key social and relationship capitals. The operations in the Americas are particularly affected by this risk and in 2020 the group identified social licence risks as one of the top five risks in the region, and in the top-20 of the Group's risks. Risks to Gold Fields' reputation therefore have the potential to materially affect operations and investor confidence. How this stakeholder is assessed to be relevant and how relevance is defined: Investors are relevant stakeholders because they provide the capital required to fund the business. The Group risk manager defines relevance using the Enterprise Risk Management system. Which stakeholders in the three stages of the value chain are considered and why: Only Gold Fields' investors are considered because Gold Fields scope of influence or control is limited to investors in the group. Relevance of stakeholder to specific organizational levels or

		geographies: Investors are relevant to top-levels of the organisation, across all geographies. Method of engagement: Gold Fields' engages with investors via the Investor Charter, investor road-shows and various communications. For example, Gold Fields undertook 508 engagements with active investors in 2020, despite Covid-19.
Local communities	Relevant, always included	Why these stakeholders are included in the risk assessment procedure & why they are important to the business: Value creation for stakeholders is one of Gold Fields' 7 strategic pillars. Local communities are an integral part of water management practices because water is a shared resource & without which neither Gold Fields nor local communities can survive. A large part of Gold Fields' workforce is also employed from the local communities. Impacts in the local community may therefore impact Gold Fields' entire workforce. Local communities are therefore important to Gold Fields' direct operations as well as the mines' social licences to operate. One of Gold Fields' strategic objectives for 2020 is to collaborate with stakeholders, particularly host communities, to achieve responsible & sustainable water use. E.g. Gold Fields continued to invest in water infrastructure & potable water provision for the Hualgayoc community near the Cerro Corona mine, extending to the Bambamarca municipality in 2020. How this stakeholder is assessed to be relevant & how relevance is defined: The group level tool used to assess local communities' water risks includes an Enterprise Risk Management system (ISO 31000 aligned). Internal company knowledge, which utilises the ISO14001 certified Environmental Management Systems at each operation, is also used to assess existing & emerging local community water risks. Gold Fields also has an internal stakeholder register which is used to assess & manage risks or conflict related to local communities. Which stakeholders in the 3 stages of the value chain are considered & why: Only the local communities located around Gold Fields mines are assessed. This is because Gold Fields scope of influence or control is limited to these communities.

		Relevance of stakeholder to specific organizational levels or geographies: Local communities are relevant to all organisational levels, across geographies. Method of engagement: Gold Fields has a Stakeholder Relationship & Engagement Policy which aims to “to adopt a stakeholder-inclusive approach”. This has also been reinforced in the Water Stewardship Policy. Gold Fields’ teams are incentivised to enhance the number & quality of stakeholder engagements which include formal & informal meetings with community-based organisations, traditional authorities & local businesses & government. All the mines have mechanisms through which communities can voice their grievances & complaints about the group.
NGOs	Relevant, always included	Why these stakeholders are included in the assessment procedure and why they are important to the business: NGOs are important stakeholders because they represent communities and can impact the mines’ social licences to operate. Acceptance of Gold Fields operations, particularly regarding water issues, by local NGO’s and communities is required for current and future operations. How this stakeholder is assessed to be relevant and how relevance is defined: In 2020 water management was number 13 in the top-20 identified risks for the Group. The group level tool used to assess stakeholder water risks includes an Enterprise Risk Management system (ISO 31000 aligned). Internal company knowledge, which utilises the ISO14001 certified Environmental Management Systems at each operation, is also used to assess existing and emerging local community water risks. Gold Fields also has an internal stakeholder register which is used to assess and manage risks or conflict related to local communities. Which stakeholders in the three stages of the value chain are considered and why: NGOs relating to the direct, supplier and community value chains are assessed because NGOs operate at different levels in Gold Fields’ value chains.

		Relevance of stakeholder to specific organizational levels or geographies: NGOs are relevant to all organisational levels, across geographies. Method of engagement: Gold Fields has a Stakeholder Relationship and Engagement Policy which aims to “to adopt a stakeholder-inclusive approach”. Gold Fields’ teams are incentivised to enhance the number and quality of stakeholder engagements. Engagements include formal and informal meetings with community-based organisations, traditional authorities, local businesses, NGOs and government. All the mines have mechanisms through which communities can voice their grievances and complaints. A recent example of engagement with an NGO on climate matters in 2020 is Gold Fields partnership with the Federation for a Sustainable Environment in South Africa. The Federation for a Sustainable Environment has a strong focus on environmental issues, including a focus on water.
Other water users at a basin/catchment level	Relevant, always included	Why these stakeholders are included in the assessment procedure & why they are important to the business: Farmers and communities of nearby towns are important because water is a shared resource and they are other water users at catchment level. These stakeholders have a right to clean water suppliers & conflicts can impact the Gold Fields mines’ social licences to operate. How these stakeholders are assessed to be relevant & how relevance is defined: In 2020 water management was number 13 in the top-20 identified risks for the Group. The group level tool used to assess stakeholder water risks includes an Enterprise Risk Management system (ISO 31000 aligned). Internal company knowledge, which utilises the ISO14001 certified Environmental Management Systems at each operation, is also used to assess existing & emerging local community water risks. Gold Fields also has an internal stakeholder register which is used to assess & manage risks or conflict related to local communities. Which stakeholders in the three stages of the value chain are considered & why: Only the local users at a basin/ catchment level located around

		the mines are assessed because Gold Fields' scope of influence or control is limited to these communities. Relevance of stakeholder to specific organizational levels or geographies: Local communities are relevant to all organisational levels & geographies. Method of engagement: Gold Fields has a Stakeholder Relationship & Engagement Policy which aims to "to adopt a stakeholder-inclusive approach". Gold Fields' teams are incentivised to enhance the number & quality of stakeholder engagements. Engagements include formal & informal meetings with community-based organisations, traditional authorities, local businesses, NGOs and government. Eg. In the community of Hualgayoc, near Cerro Corona, Gold Fields continued to invest in water infrastructure and potable water provision in 2020, by expanding the programme to include the Bambamarca municipality. Gold Fields provides the majority of community households in Hualgayoc with access to clean water. This addresses one of the key needs of the community. In addition, one of Gold Fields' strategic water management objectives is to adopt a catchment area approach to water management. One of Gold Fields' approaches is the development of the farming sector, which is heavily reliant on water. In 2020, Gold Fields created 421 farming jobs in South Africa; 16 in Peru and 33 in Ghana.
Regulators	Relevant, always included	Why these stakeholders are included in the risk assessment procedure & why they are important to the business: Regulators are key stakeholders because they can impact Gold Fields' operational licences to operate as well as OPEX costs. Mines need to operate within their respective regulatory frameworks to be legally compliant. Water regulations are particularly important not just from an operational compliance perspective but from the perspectives of investors & host communities. How these stakeholders are assessed to be relevant & how relevance is defined: In 2020 water management was in the top-20 identified risks for the Group. Regulators are assessed through: 1. Quarterly operational risk management registers (part of the Group

		Enterprise Risk Management Process). The Risk Committee (Board subcommittee) is responsible for the overall risk assessment system. 2. Tracking of all key legislative changes through a centralised compliance system. Any regulatory changes affecting availability & price of water are reported quarterly to the Safety, Health & Sustainable Development Committee of the Board. Additionally, impacts of regulatory & tariff changes are determined & managed through water requirements specified in production plans. Which stakeholders in the three stages of the value chain are considered & why: Only the regulators within the direct value chain are considered because Gold Fields' scope of influence or control is limited to these regulators. Relevance of stakeholder to specific organizational levels or geographies: Regulators are relevant to all organisational levels & geographies. Method of engagement: Gold Fields engages with regulators at a local, regional & national level to gain insight into local, regional & national water concerns & possible future regulatory changes. Through this engagement, regulators are factored into water related risk assessments. All of Gold Fields' regions have representatives that regularly engage with Government, via associations or directly, on water issues & potential regulatory changes.
River basin management authorities	Relevant, always included	Why these stakeholders are included in the risk assessment procedure and why they are important to the business: Local river basin management authorities can provide insight into possible water quality and availability risks as well as future regulatory changes. How these stakeholders are assessed to be relevant and how relevance is defined: In 2020, water management was in the top-20 identified risks for the Group. River basin management authorities are assessed through 1. Quarterly operational risk management registers (part of the Group Enterprise Risk Management Process). The Risk Committee (Board subcommittee) is responsible for the overall risk assessment system. 2. Tracking of all key legislative changes through a centralised compliance

		system. Which stakeholders in the three stages of the value chain are considered and why: River basin management authorities within the direct value chain are considered because Gold Fields' scope of influence or control is limited to these authorities. Relevance of stakeholder to specific organizational levels or geographies: River basin management authorities are relevant to all organisational levels and geographies. Method of engagement: Gold Fields engages with river basin management authorities at local and regional levels to gain insight into local, regional and national water concerns and possible future regulatory changes. Through this engagement, these authorities are factored into water related risk assessments. All of Gold Fields' regions have representatives that regularly engage with Government, via associations or directly, on water issues and potential regulatory changes. For example, Gold Fields partakes in context-specific catchment stakeholder engagement. In this regard, South Deep is collaborating with a neighbouring mine to restore the Leeuspruit river, which forms part of the Leeuspruit catchment area.
Statutory special interest groups at a local level	Relevant, always included	Why these stakeholders are included in the risk assessment procedure & why they are important to the business: Relevant local statutory special interest groups are important because water is a shared resource. Special interest groups often represent communities & can impact the mines' social licences to operate. Acceptance of Gold Fields operations, particularly regarding water issues, by local communities is required for current & future operations. How these stakeholders are assessed to be relevant & how relevance is defined: In 2020 water management was number 13 in the top-20 identified risks for the Group. The group level tool used to assess stakeholder water risks includes an Enterprise Risk Management system (ISO 31000 aligned). Internal company knowledge, which utilises the ISO14001 certified Environmental Management Systems at each operation, is also used to assess existing & emerging local community

		water risks. Gold Fields also has an internal stakeholder register which is used to assess & manage risks or conflict related to local communities. Which stakeholders in the three stages of the value chain are considered & why: Only the special interest groups at a local level (i.e. direct value chain), located around the mines are assessed because Gold Fields' scope of influence or control is limited to these special interest groups. Relevance of stakeholder to specific organizational levels or geographies: Special interest groups are relevant to all organisational levels & geographies. Method of engagement: Gold Fields has a Stakeholder Relationship & Engagement Policy which aims to "to adopt a stakeholder-inclusive approach". Gold Fields' teams are incentivised to enhance the number & quality of stakeholder engagements. Engagements include formal & informal meetings with statutory special interest groups, such as the Minerals Council of South Africa.
Suppliers	Relevant, always included	Why these stakeholders are included in the risk assessment procedure and why they are important to the business: Supplier water risks are important because water availability and quality can affect the provision of inputs required in Gold Fields' businesses. For example, electricity is a key component of Gold Fields' operations which is partially supplied by hydro-power in certain regions. This could be negatively affected by issues related to water scarcity in the regions in which the suppliers operate. How these stakeholders are assessed to be relevant and how relevance is defined: In 2020 water management was number 13 in the top-20 identified risks for the Group. The group level tool used to assess stakeholder water risks includes an Enterprise Risk Management system (ISO 31000 aligned). Internal company knowledge, which utilises the ISO14001 certified Environmental Management Systems at each operation, is also used to assess existing and emerging local community water risks..

		Which stakeholders in the three stages of the value chain are considered and why: Only the suppliers at along the mines' direct value chains are assessed because Gold Fields' scope of influence or control is limited to these suppliers. Relevance of stakeholder to specific organizational levels or geographies: Suppliers are relevant to all organisational levels and geographies. Method of engagement: Gold Fields engages suppliers through company-level sustainability policies and region-specific compliance standards. Gold fields has also started a more targeted engagement with key suppliers on water-related issues in 2020. This is achieved by identifying suppliers based on their importance to operations and their water impact. These suppliers are encouraged to relook at their water impacts as well as any water-related targets.
Water utilities at a local level	Relevant, always included	Why these stakeholders are included in the risk assessment procedure and why they are important to the business: Water utilities and suppliers are important stakeholders because water issues at these levels can impact Gold Fields operations and productivity. For example, water is a critical input in mining operations. Disruptions in supply could disrupt operations which will negatively impact Gold Fields' productivity levels. Also, increased water tariffs will impact Gold Fields' operational expenditures, which can affect the profitability of the operation in question. How these stakeholders are assessed to be relevant and how relevance is defined: In 2020 water management was in the top-20 identified risks for the Group. Local water utilities are assessed through quarterly operational risk management registers (part of the Group Enterprise Risk Management Process). The Risk Committee (Board subcommittee) is responsible for the overall risk assessment system. Water utilities are relevant because they can provide insight into local, regional and national water concerns and possible future tariff changes. Any changes affecting availability and price of water are reported quarterly to the Board's Safety, Health and Sustainable Development Committee. Additionally, impacts of supply and tariff changes

		are determined and managed through production plans. Which stakeholders in the three stages of the value chain are considered and why: Only local water utilities within the direct value chain are considered because Gold Fields' scope of influence/control is limited to these utilities. Relevance of stakeholder to specific organizational levels or geographies: Relevant to all organisational levels and geographies. Method of engagement: All of Gold Fields' regions have representatives that regularly engage with water utilities, via associations or directly, on water issues and potential supply or tariff changes. Gold Fields actively engages with the representatives of water utilities/suppliers at a local level on a regular basis through formal and informal meetings.
Other stakeholder, please specify	Not relevant, explanation provided	Not applicable

W3.3d

(W3.3d) Describe your organization's process for identifying, assessing, and responding to water-related risks within your direct operations and other stages of your value chain.

Level of coverage: Gold Fields recognises that clean water is a basic human right and a vital company resource. Gold Fields' Water Stewardship Policy Statement, approved in 2019, aims to ensure security of water supply to operations without compromising access for other users or the environment. The processes for identifying, assessing, and responding to water-related risks, across the three stages of the group's value chain therefore occur at both group and asset levels. Risk mitigations are included in the annual Group Performance Scorecard and cascaded down to the performance scorecard of management employees at regional and asset (company) levels. Governance at an asset level is important because all the mines are relatively autonomous regarding decisions on local water issues. Furthermore water-governance level at asset level provides insights that may be missed at group level where local knowledge may not be as proficient as at the company or country-levels. How risks are classified: - At a group level: Key risks and mitigating actions are identified and classified using an Enterprise-wide Risk Management process (ISO 31000 aligned) as well as South Africa's King IV governance code. Strategic risks and macro-trends are identified and analysed at management's annual strategic planning sessions, where the group's risk register and mitigating actions are developed. These are updated quarterly and presented to the Board's

Risk Committee twice a year for verification. This committee also determines the severity and probability of risks and ranks risks per region. Risks with high severity and probability ratings are ranked as top risks. Mitigation decisions are made by the Board based on the risk assessments. Material sustainability issues are assessed and prioritised according to the GRI Standards. The iterative assessments use a common, quantitative scoring framework and draw on a range of internal and external sources, as well as detailed engagement with senior executives and external stakeholders (e.g. industry, government, community and environmental organisations). - At the value chain levels: all assets have detailed climate risk vulnerability assessments which consider water risks across the three levels of the value chain (direct, supply and broader community). Stakeholder engagement has commenced regarding water-related issue, which will feed into the process of assessing risks along the value chain. - At asset levels: Water risks are classified and assessed on a quarterly basis by the operations and management teams. The Group Risk Manager is responsible for risk management at an asset (company) level. Application of tools: Gold Fields uses the WRI Aqueduct and the WWF Water Risk Filter tools; the ICMM's Climate Data Viewer Tool as well as internal company methods to identify and respond to risks. Each operation implements an ISO14001 certified Environmental Management System to ensure that all identified risks have the necessary control measures and mitigating strategies in place. These tools are applied and implemented at all Gold Fields' assets. - Levels of the value chain: the vulnerability assessments for each asset consider water risks across the three levels of Gold Fields' value chain (direct, supply and broader community). - Severity of risks: a scale of Level 1 (most minor) is used to 5 (most severe) to assessing environmental incidents. How the outcomes of the risk assessment are used to inform the internal decision making process: For example in 2020, Gold Fields' group risk assessment identified water, particularly pollution, security and reduction in freshwater use, as one of the top 20 material group-risks. The risk response includes strict and focused compliance with environmental management regulations; ISO 14001 certification of all operations and expansion of water management plans to include post-closure water management. Notably, Gold Fields developed and integrated three-year regional water management plans with the 2021 business plans at all operations. These include requirements water recycling, reuse and conservation practices are in place in all regions, with targets achieved for 2020. Furthermore Gold Fields' decision-making processes are aligned with the ICMM's SD Framework, Principles, Position Statements and Reporting Requirements, with additional reference to the ICMM's report on 'Adapting to a changing climate: implications for the mining and metals industry'. As part of the integrated reporting process, the group conducts comprehensive interviews with key management and external stakeholders. Gold Fields assesses water risks in the short, medium and long-term, across its operations which inform the risk mitigation decisions. Decisions are incorporated into short-term (1-year) Operations Plans; medium-term Business Plans (3-years) and Strategic Plans (5-years) and long-term end-of-life plans (over 5 years).

W4. Risks and opportunities

W4.1

(W4.1) Have you identified any inherent water-related risks with the potential to have a substantive financial or strategic impact on your business?

Yes, both in direct operations and the rest of our value chain

W4.1a

(W4.1a) How does your organization define substantive financial or strategic impact on your business?

Gold Fields' definition of 'substantive financial impact' is any change in the business that will cause one or more day's loss of revenue, in line with the ISO 31000 risk management standard. Metrically, the measure used to identify substantive change is therefore a change that results in one or more day's loss of revenue. The threshold which indicates substantive change is one day's lost revenue, which, across the group in 2020, has been calculated to be approximately USD 13.3 million. Changes that exceed this threshold are thus considered to have a substantive financial impact. The coverage or scope of the definition includes direct operations, such as the mining and milling of gold ore and dust suppression, and activities occurring further along the value chain, like the production of cyanide and diesel. To show substantive financial impact, an example is considered: With regards to water, Gold Fields operates in three water stressed countries, of which Australia is a part. Recent droughts in Australia have caused water shortages. Therefore disruptions of water supplies in the Australian operations could result. This could disrupt mining operations, such as temporary shutdowns until water supply is secured again, which would lead to production losses. The loss of one day's production at the South Australian operations would result in the average financial loss of group revenue of USD 13.3 million. This impact would be considered as substantive to Gold Fields' business.

W4.1b

(W4.1b) What is the total number of facilities exposed to water risks with the potential to have a substantive financial or strategic impact on your business, and what proportion of your company-wide facilities does this represent?

	Total number of facilities exposed to water risk	% company-wide facilities this represents	Comment
Row 1	8	100	The facilities included are : • Cerro Corona; • Damang; • Tarkwa; • South Deep;

			• Granny Smith; • St Ives; • Agnew; and • Gruyere.

W4.1c

(W4.1c) By river basin, what is the number and proportion of facilities exposed to water risks that could have a substantive financial or strategic impact on your business, and what is the potential business impact associated with those facilities?

Country/Area & River basin

South Africa

Orange

Number of facilities exposed to water risk

1

% company-wide facilities this represents

1-25

Production value for the metals & mining activities associated with these facilities

400,100,000

% company's total global revenue that could be affected

1-10

Comment

Country/Area & River basin

Australia

Other, please specify

Western Plateau

Number of facilities exposed to water risk

4

% company-wide facilities this represents

26-50

Production value for the metals & mining activities associated with these facilities

1,794,700,000

% company's total global revenue that could be affected

41-50

Comment

Country/Area & River basin

Ghana

Other, please specify

Ankobra

Number of facilities exposed to water risk

2

% company-wide facilities this represents

1-25

Production value for the metals & mining activities associated with these facilities

1,328,500,000

% company's total global revenue that could be affected

31-40

Comment

Country/Area & River basin

Peru

Other, please specify

Tingo

Number of facilities exposed to water risk

1

% company-wide facilities this represents

1-25

Production value for the metals & mining activities associated with these facilities

368,800,000

% company's total global revenue that could be affected

1-10

Comment

W4.2

(W4.2) Provide details of identified risks in your direct operations with the potential to have a substantive financial or strategic impact on your business, and your response to those risks.

Country/Area & River basin

Ghana

Other, please specify

Ankobra

Type of risk & Primary risk driver

Physical

Inadequate infrastructure

Primary potential impact

Closure of operations

Company-specific description

Gold Fields has identified several risks that could be considered to have a significant impact. For more information on risks, see the 2020 Integrated Annual Report

Gold Fields recognised in their 2020 Climate Change Report that their operations in Ghana are expected to receive more variability in rainfall and an increase in the number of wet days, particularly in the Tarkwa region. With an increased number of wet days comes an increase in severe weather events, such as flooding.

How the impact identified will affect direct operations:
In particular, the risk of pit flooding at the Tarkwa mine is increased due to heavy rainfall. This poses significant risk to the integrity of the mine which would require financial expenditures to avoid or mitigate negative impacts on the mine operations.

For example, pit flooding will increase the pumping and extraction of water from the pit before safe operations may recommence. Pumping and extraction activities require time and resources, which have associated loss of revenue.

A further example of potential loss of revenue due to closures, as a result of this risk, relates to the need to mine deeper at Tarkwa and Damang over time. The risk of haul trucks slipping along the access roads, into both mines, increases as the mines' depths increase. Gold Fields places crushed waste and sheet rock along the roads to increase traction and mitigate risks of trucks slipping along the road. However, with increased rainfall that results in pit flooding, the crushed waste and sheet rocks have the potential

to become lubricated, which can result in the tearing of truck tyres. Thus, damaged tyres would require immediate replacement, halting work and resulting in potential, short-term closure of the mine.

Timeframe

Current up to one year

Magnitude of potential impact

High

Likelihood

Likely

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

4,549,658

Potential financial impact figure - minimum (currency)

Potential financial impact figure - maximum (currency)

Explanation of financial impact

Approach employed to calculate the potential financial impact figure:
The average financial loss of revenue for 1 day's production loss in Ghana is approximately USD 4.5 million. Such a loss would be due to a loss in production of ounces of gold or copper and thus reduced revenue. This figure has been calculated using the 2020 financial results.

Assumptions the figure is dependent on:
The figure is based on the approximate average value for one day's lost production at the Tarkwa and Damang mines in Ghana, assuming that the facilities operated 80% of the total days in the year.

Primary response to risk

Improve maintenance of infrastructure

Description of response

Company-specific explanation of the primary response to the risk:
The risk of severe weather events on Gold Fields' Ghanaian operations continues to feature in the group's top risks. Gold Fields has in the past implemented a range of measures to mitigate this risk and continues to implement actions on an ongoing basis.

Specifically in the reporting year, Gold Fields has responded to the risk of severe weather events due to climate change by investing in an updated Climate Change Vulnerability Assessment related to operations at the Tarkwa and Damang mines in Ghana. The outcomes of the assessment included the following recommendations. The recommendations specific to the risk that severe weather events may result in possible down time are:
• Pumping time considerations,
• Haul road and truck maintenance.

These initiatives will be investigated further and will implemented if deemed necessary. The measures aim to reduce unnecessary operational costs, while also keeping workers safe during severe weather events.

Cost of response

23,479

Explanation of cost of response

Approach employed to calculate the cost of the response:
These costs were incurred during the investigation and production of a new Climate Change Vulnerability Assessment for Tarkwa and Damang mines

W4.2a

(W4.2a) Provide details of risks identified within your value chain (beyond direct operations) with the potential to have a substantive financial or strategic impact on your business, and your response to those risks.

Country/Area & River basin

Peru
Other, please specify
Tingo

Stage of value chain

Other, please specify
Local Stakeholder

Type of risk & Primary risk driver

Physical
Severe weather events

Primary potential impact

Loss of license to operate

Company-specific description

Climate change is predicted to increase the frequency of severe weather events. This includes increased frequency of severe rainfall events and corresponding floods, as articulated in the NDC for Peru. The impacts of such floods can have severe impacts on Gold Fields operations which have the potential to impact partners within the company's value chain.

In particular, Gold Fields' host communities are an important stakeholder group as their support underpins our social licence to operate which, in turn, impacts our ability to generate and distribute enduring value.
How the impact identified will affect the value chain:
Failure of the Tailings Storage Facility (TSF) could result from severe weather events, such as flooding. The Cerro Corona tailings storage facility has a hazard rating of "Extreme" regarding the consequence of failure (according to ANCOLD 2012). This is because there is a local community (Hualgayoc) living directly downstream of the facility. A catastrophic failure of the storage facility would lead to a short term shutdown in operations whilst the TSF is repaired. However, a severe secondary risk from such a failure, and possibly a longer lasting impact, would be the loss of Gold Fields' social licence to operate the Cerro Corona facility as a result of such an incident.

From the local community's point of view, a failure of the TSF could cause flash flooding immediately downstream of the facility which could have severe impacts on the local community, such as loss of life or damage to infrastructure. Further impacts are the potential for the pollution of local water sources. These can have significant impacts on the livelihoods of the people living in the local community. It is possible that these impacts would impair Gold Fields' social licence to operate. This could prevent operations from continuing at Cerro Corona, even after the TSF is repaired and functional again. Social unrest preventing or disruption operations, could extend well beyond the actual failure and remediation of the TSF.

Timeframe

More than 6 years

Magnitude of potential impact

High

Likelihood

Unlikely

Are you able to provide a potential financial impact figure?

Yes, an estimated range

Potential financial impact figure (currency)

Potential financial impact figure - minimum (currency)

7,700,000

Potential financial impact figure - maximum (currency)

30,800,000

Explanation of financial impact

Approach employed to calculate the potential financial impact range:
The financial impact is based on potential work stoppages at the Cerro Corona operations due to social activism related to potential TSF failure, and hence lost revenue for such periods.

The minimum potential impact was calculated based on work stoppages, and therefore lost revenue, over a week (7 days): USD 7700000.

The maximum potential impact was calculated based on work stoppages, and therefore lost revenue, over the period of a month (30 days): USD 30800000.

Primary response to risk

Supplier engagement
Other, please specify
Increase capital expenditure

Description of response

Company-specific explanation of the primary response to the risk:

Gold Fields recognises that the company's operations, which may be impaired by natural disasters such as floods or severe storms, have the potential to impact negatively impact the water resources shared with host communities in Peru. Such incidents pose threats to Gold Fields' social licence to operate. Gold Fields is therefore engaging in ongoing programmes to improve access to water and water security, within the local Hualgayoc and Bambamarca communities in Peru.

Gold Fields has increased the resilience of these communities to water related issues (such as pollution events) by investing in the local communities' access to clean water.

This is being achieved, together with local government, in a US$6m project to provide 39 local villages and 5 000 small-scale local farmers with access to water through the construction of 2 000 micro-reservoirs. During 2020, 19 micro-reservoirs at the Cortaderas hamlet were completed as part of a successful pilot project for the programme.

Cost of response

140,000

Explanation of cost of response

The cost of USD 140,000 is the cost contribution by Gold Fields for the initial phase of the project to build 2 000 micro-reservoirs. The cost is for the construction of the 19 micro-reservoirs during the pilot phase of the project.

W4.3

(W4.3) Have you identified any water-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes, we have identified opportunities, and some/all are being realized

W4.3a

(W4.3a) Provide details of opportunities currently being realized that could have a substantive financial or strategic impact on your business.

Type of opportunity

Resilience

Primary water-related opportunity

Increased supply chain resilience

Company-specific description & strategy to realize opportunity

Gold Fields has identified several opportunities that could be considered to have a significant impact. Several of these include the acquisition of solar based electricity across all Gold Fields' operations. The opportunity being realised at South Deep in South Africa was selected as a case study to represent these.

South Deep is developing a 40 MW solar PV plant.

Why this opportunity is considered strategic:
The electricity being supplied will be able to provide 20% of South Deep's electricity needs and achieve close to 100 000 tCO2e emissions savings per year from Scope 2 emissions. The solar PV plant will also significantly reduce South Deep's reliance on electricity provided by Eskom. Eskom's electricity is predominantly generated using coal-fired power stations, which are water-intensive. Several of Eskom's power stations are themselves located in particularly water-stressed areas. Based on Eskom's reported water consumption, the solar PV plant will save South Africa approximately 134 000 kL of water per annum. Therefore, by sourcing more electricity from solar PV, South Deep may improve its resilience to disruptions in Eskom-electricity supply that could be caused by a lack of water to some of Eskom's power plants.

Actions to realize opportunity:
South Deep is in the process of developing the 40MW solar PV plant. The application for the generation licence for the 40MW solar plant was submitted in 2020 (and was granted in early 2021). Detailed designs for the 40MW solar plant are also being developed. Current plans are that the 40MW plant will be operational in 2022.

Similar actions are planned for Gruyere, Tarkwa, Damang, Granny Smith and St Ives.

Example of strategy in action:
Some of Gold Fields' operations have already diversified their power supply. Examples are the microgrid at Agnew which was commissioned in 2020. This has already improved the resilience of the Agnew facility to unexpected power cuts.

Estimated timeframe for realization

1 to 3 years

Magnitude of potential financial impact

High

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

330,000,000

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact

Approach employed to calculate the figure:
This is the amount already invested by Gold Fields into the development of the 40 MW solar PV, and includes costs for the licencing with the National Energy Regulator of South Africa and design of the facility.

W5. Facility-level water accounting

W5.1

(W5.1) For each facility referenced in W4.1c, provide coordinates, water accounting data, and a comparison with the previous reporting year.

Facility reference number

Facility 1

Facility name (optional)

South Deep

Country/Area & River basin

South Africa
Orange

Latitude

-26.39802

Longitude

27.695503

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

1,614

Comparison of total withdrawals with previous reporting year

Much lower

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

Withdrawals from brackish surface water/seawater

0

Withdrawals from groundwater - renewable

229

Withdrawals from groundwater - non-renewable

0

Withdrawals from produced/entrained water

0

Withdrawals from third party sources

1,385

Total water discharges at this facility (megaliters/year)

176

Comparison of total discharges with previous reporting year

Lower

Discharges to fresh surface water

176

Discharges to brackish surface water/seawater

0

Discharges to groundwater

0

Discharges to third party destinations

0

Total water consumption at this facility (megaliters/year)

1,437

Comparison of total consumption with previous reporting year

Much lower

Please explain

Gold Fields uses the WRI Aquaduct tool to determine if a facility is located in a water stressed region.

Gold Fields monitors its withdrawals and discharges at South Deep by source/destination. Monitoring methods include the use of meters and water samples. The consumption is calculated as the difference between the withdrawals and discharges. Gold Fields defines “about the same” to be a change between 0 to ±10%. ±10% to ±40% change is considered lower/higher. > ±40% change is considered much lower/much higher. Both the water withdrawals and water consumption are much lower than in the previous year (-50% and -52% respectively). This is due to a combination of initiatives to reduce water withdrawals, increase water recycling and improve efficiency. For example, at South Deep, treated sewage effluent, which was previously discharged to the Leeuspruit, is now re-routed to the old return water dam and is utilised in the process. The mine has also upgraded its potable water pipeline to reduce water losses.

What fresh water source is used: Not applicable.

Third Party Water Source: Municipal.

Facility reference number

Facility 2

Facility name (optional)

Tarkwa

Country/Area & River basin

Ghana

Other, please specify

Ankobra

Latitude

5.249448

Longitude

-2.004898

Located in area with water stress

No

Total water withdrawals at this facility (megaliters/year)

3,034

Comparison of total withdrawals with previous reporting year

Lower

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

2,518

Withdrawals from brackish surface water/seawater

0

Withdrawals from groundwater - renewable

500

Withdrawals from groundwater - non-renewable

0

Withdrawals from produced/entrained water

0

Withdrawals from third party sources

17

Total water discharges at this facility (megaliters/year)

896

Comparison of total discharges with previous reporting year

Much higher

Discharges to fresh surface water

896

Discharges to brackish surface water/seawater

0

Discharges to groundwater

0

Discharges to third party destinations

0

Total water consumption at this facility (megaliters/year)

2,139

Comparison of total consumption with previous reporting year

Much lower

Please explain

Gold Fields uses the WRI Aquaduct tool to determine if a facility is located in a water stressed region.

Gold Fields monitors its withdrawals and discharges at Tarkwa by source/destination. Monitoring methods include the use of meters and water samples. The consumption is calculated as the difference between the withdrawals and discharges. Gold Fields defines “about the same” to be a change between 0 to ±10%. ±10% to ±40% change is considered lower/higher. > ±40% change is considered much lower/much higher. The water withdrawals were lower (-30%) and water consumption was much lower (-47%) than in the previous year. The decrease in consumption was achieved despite water discharges being much higher (199%) than in the previous year. This is due to a combination of initiatives to reduce water withdrawals, increase water recycling and improve efficiency. These include the re-use of process water for cooling at the power plant and for mixing explosives and some chemicals.

What fresh water source is used: rainwater which collects in the pit and is then pumped out for use.

Third Party Water Source: Municipal.

Facility reference number

Facility 4

Facility name (optional)

St Ives

Country/Area & River basin

Australia

Other, please specify

Western Plateau

Latitude

-31.208691

Longitude

121.663284

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

2,433

Comparison of total withdrawals with previous reporting year

About the same

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

Withdrawals from brackish surface water/seawater

131

Withdrawals from groundwater - renewable

2,004

Withdrawals from groundwater - non-renewable

0

Withdrawals from produced/entrained water

0

Withdrawals from third party sources

298

Total water discharges at this facility (megaliters/year)

7

Comparison of total discharges with previous reporting year

Higher

Discharges to fresh surface water

7

Discharges to brackish surface water/seawater

0

Discharges to groundwater

0

Discharges to third party destinations

0

Total water consumption at this facility (megaliters/year)

2,426

Comparison of total consumption with previous reporting year

About the same

Please explain

Gold Fields uses the WRI Aquaduct tool to determine if a facility is located in a water stressed region.

Gold Fields monitors its withdrawals and discharges at St Ives by source/destination.

Monitoring methods include the use of meters and water samples. The consumption is calculated as the difference between the withdrawals and discharges. Gold Fields defines “about the same” to be a change between 0 to ±10%. ±10% to ±40% change is considered lower/higher. > ±40% change is considered much lower/much higher. Water withdrawals and water consumption remained about the same (-3% and -4%, respectively), despite Australia still being in a drought. Discharges increased by 1 ML (15%),

What fresh water source is used: None.

Third Party Water Source: Municipal.

Facility reference number

Facility 5

Facility name (optional)

Agnew

Country/Area & River basin

Australia

Other, please specify

Western Plateau

Latitude

-27.905845

Longitude

120.704727

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

1,988

Comparison of total withdrawals with previous reporting year

Much higher

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

Withdrawals from brackish surface water/seawater

0

Withdrawals from groundwater - renewable

1,988

Withdrawals from groundwater - non-renewable

0

Withdrawals from produced/entrained water

0

Withdrawals from third party sources

0

Total water discharges at this facility (megaliters/year)

34

Comparison of total discharges with previous reporting year

Much higher

Discharges to fresh surface water

34

Discharges to brackish surface water/seawater

0

Discharges to groundwater

0

Discharges to third party destinations

0

Total water consumption at this facility (megaliters/year)

1,954

Comparison of total consumption with previous reporting year

Much higher

Please explain

Gold Fields uses the WRI Aquaduct tool to determine if a facility is located in a water stressed region.

Gold Fields monitors its withdrawals and discharges at Agnew by source/destination. Monitoring methods include the use of meters and water samples. The consumption is calculated as the difference between the withdrawals and discharges. Gold Fields defines “about the same” to be a change between 0 to ±10%. ±10% to ±40% change is considered lower/higher. > ±40% change is considered much lower/much higher. Water withdrawals and water consumption were both much higher (59% for both), whilst the discharge increased by 15 ML (74%). A large contributing factor to this is the increase in production from Agnew as well as significant exploration activities, which increased the mineral reserve of Agnew by 26%.

What fresh water source is used: None.

Third Party Water Source: None.

Facility reference number

Facility 6

Facility name (optional)

Cerro Corona

Country/Area & River basin

Peru

Other, please specify

Tingo

Latitude

-6.776103

Longitude

-78.660736

Located in area with water stress

No

Total water withdrawals at this facility (megaliters/year)

2,887

Comparison of total withdrawals with previous reporting year

Lower

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

2,073

Withdrawals from brackish surface water/seawater

0

Withdrawals from groundwater - renewable

813

Withdrawals from groundwater - non-renewable

0

Withdrawals from produced/entrained water

0

Withdrawals from third party sources

0

Total water discharges at this facility (megaliters/year)

525

Comparison of total discharges with previous reporting year

Much lower

Discharges to fresh surface water

525

Discharges to brackish surface water/seawater

0

Discharges to groundwater

0

Discharges to third party destinations

0

Total water consumption at this facility (megaliters/year)

2,362

Comparison of total consumption with previous reporting year

About the same

Please explain

Gold Fields uses the WRI Aquaduct tool to determine if a facility is located in a water stressed region.

Gold Fields monitors its withdrawals and discharges at Cerro Corona by source/destination. Monitoring methods include the use of meters and water samples. The consumption is calculated as the difference between the withdrawals and discharges. Gold Fields defines “about the same” to be a change between 0 to ±10%. ±10% to ±40% change is considered lower/higher. > ±40% change is considered much lower/much higher. Water withdrawals were lower (-33%) and water discharges were much lower (-74%) than in the previous year. Together, this results in the consumption remaining about the same. This is due to a combination of initiatives to reduce water withdrawals, increase water recycling and improve overall water efficiency. For example, water withdrawals were reduced at the camp by installing water efficient taps and showers and by conducting water awareness at the mine. Recycling/reuse increased due to lower rainfall during 2020 compared to 2019. Cerro Corona reuses more water during the dry season.

What fresh water source is used: rainwater that collects in the pit and is pumped out.

Facility reference number

Facility 7

Facility name (optional)

Granny Smith

Country/Area & River basin

Australia

Other, please specify

Western Plateau

Latitude

28.9833

Longitude

122.6833

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

2,293

Comparison of total withdrawals with previous reporting year

About the same

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

Withdrawals from brackish surface water/seawater

1,527

Withdrawals from groundwater - renewable

765

Withdrawals from groundwater - non-renewable

0

Withdrawals from produced/entrained water

0

Withdrawals from third party sources

0

Total water discharges at this facility (megaliters/year)

76

Comparison of total discharges with previous reporting year

Higher

Discharges to fresh surface water

76

Discharges to brackish surface water/seawater

0

Discharges to groundwater

0

Discharges to third party destinations

0

Total water consumption at this facility (megaliters/year)

2,217

Comparison of total consumption with previous reporting year

About the same

Please explain

Gold Fields uses the WRI Aquaduct tool to determine if a facility is located in a water stressed region.

Gold Fields monitors its withdrawals and discharges at Granny Smith by source/destination. Monitoring methods include the use of meters and water samples. The consumption is calculated as the difference between the withdrawals and discharges. Gold Fields defines “about the same” to be a change between 0 to ±10%. ±10% to ±40% change is considered lower/higher. > ±40% change is considered much lower/much higher. Water withdrawals and consumption remained about the same (-2% and -3%, respectively) despite discharges being much higher (73%) than in the previous year. This is largely due to the relatively small volume of discharges when compared to withdrawals and consumption.

What fresh water source is used: None.

Third Party Water Source: None.

Facility reference number

Facility 8

Facility name (optional)

Gruyere

Country/Area & River basin

Australia

Other, please specify

Western Plateau

Latitude

-27.59

Longitude

120.42

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

5,600

Comparison of total withdrawals with previous reporting year

Much higher

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

Withdrawals from brackish surface water/seawater

0

Withdrawals from groundwater - renewable

5,600

Withdrawals from groundwater - non-renewable

0

Withdrawals from produced/entrained water

0

Withdrawals from third party sources

0

Total water discharges at this facility (megaliters/year)

26

Comparison of total discharges with previous reporting year

Much higher

Discharges to fresh surface water

26

Discharges to brackish surface water/seawater

0

Discharges to groundwater

0

Discharges to third party destinations

0

Total water consumption at this facility (megaliters/year)

5,574

Comparison of total consumption with previous reporting year

Much higher

Please explain

Gold Fields uses the WRI Aquaduct tool to determine if a facility is located in a water stressed region.

Gold Fields monitors its withdrawals and discharges at Gruyere by source/destination. Monitoring methods include the use of meters and water samples. The consumption is calculated as the difference between the withdrawals and discharges. Gold Fields defines “about the same” to be a change between 0 to ±10%. ±10% to ±40% change is considered lower/higher. > ±40% change is considered much lower/much higher. Water withdrawals, discharges and consumption were all much higher (98%, 54% and 98%, respectively) than in the previous year. The increase is due to Gruyere’s recent commissioning in 2019 and is still in the wind-up phase of operations.

What fresh water source is used: None.

Third Party Water Source: None.

Facility reference number

Facility 3

Facility name (optional)

Damang

Country/Area & River basin

Ghana

Other, please specify

Ankobra

Latitude

5.249448

Longitude

-2.004898

Located in area with water stress

No

Total water withdrawals at this facility (megaliters/year)

1,804

Comparison of total withdrawals with previous reporting year

Higher

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

1,768

Withdrawals from brackish surface water/seawater

0

Withdrawals from groundwater - renewable

36

Withdrawals from groundwater - non-renewable

0

Withdrawals from produced/entrained water

0

Withdrawals from third party sources

0

Total water discharges at this facility (megaliters/year)

133

Comparison of total discharges with previous reporting year

Much higher

Discharges to fresh surface water

133

Discharges to brackish surface water/seawater

0

Discharges to groundwater

0

Discharges to third party destinations

0

Total water consumption at this facility (megaliters/year)

1,671

Comparison of total consumption with previous reporting year

About the same

Please explain

Gold Fields uses the WRI Aquaduct tool to determine if a facility is located in a water stressed region.

Gold Fields monitors its withdrawals and discharges at Damang by source/destination. Monitoring methods include the use of meters and water samples. The consumption is calculated as the difference between the withdrawals and discharges. Gold Fields defines “about the same” to be a change between 0 to ±10%. ±10% to ±40% change is

considered lower/higher. > ±40% change is considered much lower/much higher. Water withdrawals were higher (14%) than in the previous year, likely on account of increased production values. Discharge also increased from zero discharge (due to complete recycle) to discharging 133 ML. The combination of increasing withdrawals and discharges led to the consumption remaining about the same (6%).

What fresh water source is used: rainwater which collects in the pit and is then pumped out for use.

Third Party Water Source: None.

W5.1a

(W5.1a) For the facilities referenced in W5.1, what proportion of water accounting data has been externally verified?

Water withdrawals – total volumes

% verified

76-100

What standard and methodology was used?

The standard used: International Standard on Assurance Engagements (ISAE) 3000 (Revised)
The methodology: ERM Certification and Verification Services' (CVS) assurance methodology, based on the ISAE 3000 (Revised).
The scope of methodology: Reviewing policies and procedures to ensure compliance with the ICMM sustainable development principles. Remote reviews to verify source data.

Water withdrawals – volume by source

% verified

Not verified

Water withdrawals – quality

% verified

Not verified

Water discharges – total volumes

% verified

Not verified

Water discharges – volume by destination

% verified

76-100

What standard and methodology was used?

The standard used: International Standard on Assurance Engagements (ISAE) 3000 (Revised)
The methodology: ERM Certification and Verification Services' (CVS) assurance methodology, based on the ISAE 3000 (Revised).
The scope of methodology: Reviewing policies and procedures to ensure compliance with the ICMM sustainable development principles. Remote reviews to verify source data.

Water discharges – volume by treatment method

% verified

Not verified

Water discharge quality – quality by standard effluent parameters

% verified

Not verified

Water discharge quality – temperature

% verified

Not verified

Water consumption – total volume

% verified

Not verified

Water recycled/reused

% verified

76-100

What standard and methodology was used?

The standard used: International Standard on Assurance Engagements (ISAE) 3000 (Revised)
The methodology: ERM Certification and Verification Services' (CVS) assurance methodology, based on the ISAE 3000 (Revised).
The scope of methodology: Reviewing policies and procedures to ensure compliance with the ICMM sustainable development principles. Remote reviews to verify source

data.

W6. Governance

W6.1

(W6.1) Does your organization have a water policy?

Yes, we have a documented water policy that is publicly available

W6.1a

(W6.1a) Select the options that best describe the scope and content of your water policy.

	Scope	Content	Please explain
Row 1	Company-wide	Description of business dependency on water Description of business impact on water Company water targets and goals Commitment to stakeholder awareness and education Commitment to water stewardship and/or collective action Commitment to safely managed Water, Sanitation and Hygiene (WASH) in the workplace Commitment to safely managed Water, Sanitation and Hygiene (WASH) in local communities Acknowledgement of the human right to water and sanitation Recognition of environmental linkages, for	A rationale for the scope selected: Gold Fields is an international business that works with diverse stakeholders in several water stressed regions. Water is a critical component across all of Gold Fields' businesses and very important to many local stakeholders. Therefore, the 2019 Water Stewardship Policy Statement is applicable at a company-level, across all the regions in which Gold Fields operates and across all its processes. An overview of the policy content: Gold Fields' Water Stewardship Policy recognises that its operations (mines) are critically dependent on water. This includes both its direct operations and further along its value chain. Gold Fields further recognises that water management at its facilities have social and environmental impacts. Accordingly, the Policy commits Gold Fields to continually improving its performance by applying strong and transparent corporate water governance, effectively managing water at our operations and ensuring consistent security of water supply for our operations without compromising catchment users or the environment. Gold Fields acknowledges that water is a shared resource and therefore commits to achieving responsible and sustainable water use through collaborating proactively and inclusively with

		example, due to climate change	stakeholders, especially those in host communities, and by supporting water stewardship initiatives that promote better water use, effective catchment management and contribute to improved water security and sanitation. This collective action also extends to Gold Fields employees, where the company has committed to ensuring all employees have access to clean drinking water, gender-appropriate sanitation facilities and hygiene at their workplaces. The group further acknowledges that access to clean water is a fundamental human right and that water security is linked and related to climate change risks.

W6.2

(W6.2) Is there board level oversight of water-related issues within your organization?

Yes

W6.2a

(W6.2a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for water-related issues.

Position of individual	Please explain
Director on board	How the responsibilities of the Directors on the board are related to water issues: water is a critical component of Gold Fields' business and therefore the highest level of direct responsibility for water sits with the Board and the respective directors, specifically with the Director of the Safety, Health and Sustainable Development Committee. Example of water-related decision: An important part of managing Gold Fields' water is managing the wastewater and tailings storage facilities (TSF). Gold Fields' Board has introduced quarterly TSF management reports, progressive implementation of real-time environmental and geotechnical monitoring, and increased external and independent verification of its TSFs, improving the management of Gold Fields' wastewater in the TSFs.

W6.2b

(W6.2b) Provide further details on the board's oversight of water-related issues.

	Frequency that water-related issues are a scheduled agenda item	Governance mechanisms into which water-related issues are integrated	Please explain
Row 1	Scheduled - all meetings	Monitoring implementation and performance Overseeing acquisitions and divestiture Overseeing major capital expenditures Providing employee incentives Reviewing and guiding annual budgets Reviewing and guiding business plans Reviewing and guiding major plans of action Reviewing and guiding risk management policies Reviewing and guiding strategy Reviewing and guiding corporate responsibility strategy Reviewing innovation/R&D priorities Setting performance objectives	How the governance mechanism(s) selected contribute to the board's oversight of water issues: The board is ultimately responsible and accountable for the implementation of water policies. As such, the board has oversight of water-related issues. The board is equipped to oversee water-related issues through various governance mechanisms. For example, the board has access to the information it requires to make well-informed decision on how to move forward regarding water-related issues through the mandate to monitor and review performance against water-related metrics. This includes responsibilities such as setting performance objectives, which provide the company with a measurable goal that can motivate further improvements. Ongoing monitoring assists the board in managing water-related issues, such as progress against water performance objectives, and is assisted in such activities by the application of other governance mechanisms. For example, the board is tasked with overseeing major capital expenditures and reviewing budgets, business plans, other plans of action, policies, strategies and employee incentives. All of these mechanisms contribute to the board’s oversight of water issues within Gold Fields.

W6.3

(W6.3) Provide the highest management-level position(s) or committee(s) with responsibility for water-related issues (do not include the names of individuals).

Name of the position(s) and/or committee(s)

Chief Executive Officer (CEO)

Responsibility

Both assessing and managing water-related risks and opportunities

Frequency of reporting to the board on water-related issues

Quarterly

Please explain

CEO's position in the corporate structure: The CEO is positioned at the top of the corporate structure and is responsible for the effective management and running of the company's business.

Nature of the CEO's reports to the board on water-related issues: The CEO is supported by the Executive Vice President: Sustainable Development and respective operations, which conduct quarterly assessments on business risks (including water risks and incidents) at operational and group level. These, and any other noteworthy events, are reported to the Board for the Board's consideration.

Water-related responsibilities of the CEO:
In South Africa, company directors may be held directly and legally responsible for water related impacts. Therefore, the CEO and Directors hold the highest level of direct responsibility for water within the company. Their responsibilities include monitoring water-related performance and allocating appropriate resources to water-related issued.

W6.4

(W6.4) Do you provide incentives to C-suite employees or board members for the management of water-related issues?

	Provide incentives for management of water-related issues	Comment
Row 1	Yes	

W6.4a

(W6.4a) What incentives are provided to C-suite employees or board members for the management of water-related issues (do not include the names of individuals)?

	Role(s) entitled to incentive	Performance indicator	Please explain
Monetary reward	Corporate executive team Chief Executive Officer (CEO)	Reduction of water withdrawals Improvements in efficiency - direct operations	Performance indicators chosen: - Group wide target to recycle/reuse 68% of water in the direct operations. - % reduction in water withdrawals. Gold Fields has an aspirational target to reduce group freshwater usage by 3% in 2021 (from 13.3GL

	Other, please specify Executive vice president sustainable development	Implementation of water-related community project	down to 12.9 GL). This is included in the performance review scorecard of the Executive Vice President of Sustainable Development and cascaded down through regional vice presidents to key personnel at site level. - Number of water-related community projects are also key performance metrics. Rationale for chosen indicators: - Recycle/reuse target is aligned with the commitment to the ICMM Water Position Statement. This represents an industry benchmark. It is also an easily measurable target. - This is aligned with Gold Field's goal to reduce its overall burden on water resources. - Water-related community projects build the operation-specific social licences to operate as well as the group's overall reputation as a leader in environmental stewardship. Good relations with the local communities are key to the operations' success. Linkage between the selected water-related performance and the monetary incentive/s for a given timescale: water-related performance targets are tracked in the Business Scorecard along with other performance indicators. It is not possible to disaggregate these values. Performance bonuses are distributed on an annual basis.
Non-monetary reward	Corporate executive team Chief Executive Officer (CEO) Other, please specify Executive vice president sustainable development	Reduction of water withdrawals Improvements in efficiency - direct operations Improvements in efficiency - supply chain Implementation of water-related community project	Performance indicators chosen: - Group wide target to recycle/reuse 68% of water in the direct operations. - % reduction in water withdrawals. Gold Fields has an aspirational target to reduce group freshwater usage by 3% in 2021 (from 13.3GL down to 12.9 GL). This is included in the performance review scorecard of the Executive Vice President of Sustainable Development and cascaded down through regional vice presidents to key personnel at site level. - Number of water-related community projects are also key performance metrics.

			Rationale for chosen indicators: - Recycle/reuse target is aligned with the commitment to the ICMM Water Position Statement. This represents an industry benchmark. It is also an easily measurable target whilst covering a significant portion of operation. - This is aligned with Gold Field's goal to reduce its overall burden on water resources. - Water-related community projects build the operation-specific social licences to operate as well as the group's overall reputation as a leader in environmental stewardship. Good relations with the local communities are key to the operations' success. Linkage between the selected water-related performance and the non-monetary incentive/s for a given timescale: recognition incentives are provided for performance against the targets specified above on an annual basis.

W6.5

(W6.5) Do you engage in activities that could either directly or indirectly influence public policy on water through any of the following?

Yes, direct engagement with policy makers

Yes, trade associations

W6.5a

(W6.5a) What processes do you have in place to ensure that all of your direct and indirect activities seeking to influence policy are consistent with your water policy/water commitments?

Process to ensure consistency: Gold Fields' water policy has been encapsulated in the Water Stewardship Policy Statement and the 2020-2025 Water Stewardship Strategy. The Environmental Policy Statement mandates, amongst others, that the Group undertakes environmental stewardship in line with ISO 14001. Gold Fields has a range of guidelines and policies that are applicable across our mines, projects and regions to ensure that the group's direct and indirect activities are consistent with the Group Water Management Guideline. For any external engagements with key stakeholders, Gold Fields' Stakeholder Engagement, Sustainable Development and Climate Change policy statements ensure alignment with the Group Water Management Guideline. Any public policy statement or other public engagements can only be carried out by senior executives as mandated by the Group's Corporate Affairs Department. These executives are familiar with all Group guidelines and ensure that the

message is consistent and in line with our various Group guidelines and policy statements. Annual reviews ensure early detection of any inconsistencies. Action is taken if inconsistency is discovered: should any inconsistencies arise, these are immediately addressed by management.

W6.6

(W6.6) Did your organization include information about its response to water-related risks in its most recent mainstream financial report?

Yes (you may attach the report - this is optional)

W7. Business strategy

W7.1

(W7.1) Are water-related issues integrated into any aspects of your long-term strategic business plan, and if so how?

	Are water-related issues integrated?	Long-term time horizon (years)	Please explain
Long-term business objectives	Yes, water-related issues are integrated	11-15	Water issues integrated into long-term business objectives and company examples: • Water stewardship at catchment level is integrated through site level management plans informed by catchment level stewardship priorities • Water efficiencies are being addressed through Gold Field's group-wide recycling target of at least 66%. • Reduce withdrawals from freshwater sources by 3-5% per year by 2023, eg by improved recycling. • The above short-term goals fulfil part of a longer term strategy. In 2020 these goals were met and exceeded. 71% of water was recycled or reused • Monitoring of quantity and quality of water discharges to minimize environmental impacts by using technology, such as long-term water balances, to evaluate use and minimize environmental impacts • Flood planning and prevention (eg at mines in Australia and Peru) • Water R&D by allocating a budget for R&D, technology and infrastructure to manage water quality, efficiency and opportunities for shared use • Water management provisions post-closure typically includes dewatering mining pits and measures to ensure

			that water quality and availability are suitable for the rehabilitation requirements (eg revegetation activities) and do not pose environment risks Why decisions were taken: addressing water issues in long-term planning assists to identify and mitigate risks such as reduced supply; quality and increased water tariffs. These risks could negatively impact operating and capital expenses.
Strategy for achieving long-term objectives	Yes, water-related issues are integrated	11-15	Water issues integrated into long-term strategy for responsible stewardship and water security: • Pursuing zero harm through sound water management practices. • Creating shared value and leaving an enduring, positive legacy. • Integrating water management into mine planning. • Measuring and reporting water management performance. Eg. of how water issues are integrated: Gold Fields' long-term business objectives include sustainable development and growth of the operations and the respective host communities. Gold Fields has therefore committed to ongoing Shared Value projects, like improving socio-economic conditions of host communities. Eg. improving access to water and youth employment initiatives that provide agricultural training. Gold Field's continued to invest in water infrastructure and potable water provision in 2020 for the Hualgayoc community near the Cerro Corona mine, also extending to communities downstream (Bambamarca municipality). Gold Fields provides the majority of community households in Hualgayoc with access to clean water. In 2020, engagement activities were intensified due to the Covid-19 pandemic. Why decisions were taken: high standards of water management and Shared Value projects related to solving community water problems solidify Gold Fields' social licence to operate. This affects their reputation in regions such as South America and South Africa where many mining companies have experienced water-related conflicts with their host communities

Financial planning	Yes, water-related issues are integrated	11-15	Water issues integrated into long-term financial planning: • Water management financial provisions for post-closure • Site level management plans informed by catchment level stewardship priorities • Budgets for research, technology and infrastructure to manage water quality, efficiency and opportunities for shared use • Operational water efficiencies: minimize, reuse, recycle (e.g. Gold Fields increased water recycling/ reuse target to an aspirational 70% by 2023. In both 2019 and 2020 the ICMM recommendation of 60% was exceeded) • Flood planning and protection • Long-term water balances to evaluate usage • Monitoring of quantity and quality of water discharges to minimize environmental impacts Example of how the business aspect was affected: Gold Fields' long-term planning (e.g. five-year strategic plans per operation) extends to post-mine life. Approved plans have budget allocations. Identifying financial requirements related to water management assists Gold Fields in allocating appropriate resources and helps to mitigate or avoid risks of non-compliance with regulations and best practice standards. Why decisions were taken: Gold Fields is required by law to make financial provisions for closure. The group has also committed to alignment with the ICMM's position statements on water and on tailings storage facility management.

W7.2

(W7.2) What is the trend in your organization's water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

Row 1

Water-related CAPEX (+/- % change)

257

Anticipated forward trend for CAPEX (+/- % change)

10

Water-related OPEX (+/- % change)

-10

Anticipated forward trend for OPEX (+/- % change)

10

Please explain

Year on year change: The material increase in capex spend from the previous reporting year is testament to Gold Fields commitment to continually investing in assets and infrastructure related to water management and improvements. The decreases in group water opex are largely due to Gold Fields' focus on maintaining existing equipment and infrastructure.

Furthermore, Gold Field's has made considerable capital expenditures related to other climate change issues. These expenditures are not directly accounted for as water expenditures however some will indirectly assist in water savings along the value chain. For example, the development of renewable energy in South Africa will assist in mitigating the use of coal-fired water intensive electricity.

Description of water-related expenditures: CAPEX spend was related to Gold Fields' strategy to deliver permanent, high-quality water to the host communities of our Cerro Corona mine in Peru. Opex costs were largely related to water purchases.

W7.3

(W7.3) Does your organization use climate-related scenario analysis to inform its business strategy?

	Use of climate-related scenario analysis	Comment
Row 1	Yes	

W7.3a

(W7.3a) Has your organization identified any water-related outcomes from your climate-related scenario analysis?

Yes

W7.3b

(W7.3b) What water-related outcomes were identified from the use of climate-related scenario analysis, and what was your organization's response?

	Climate-related scenarios and models applied	Description of possible water-related outcomes	Company response to possible water-related outcomes
Row 1	Nationally determined contributions (NDCs)	The NDCs of Gold Fields' host countries recognise that climate change impacts make the regions particularly vulnerable to water supply and quality risks. Gold Fields uses the NDC scenarios of the related countries so that the company is aligned with the relevant national plans and measures to reduce global temperature increases. The water-related outcomes associated with the climate scenarios include: - Americas: Water shortages during drier months; constraints in delivering concentrate for shipping during severe weather events. - South Africa: Variability in rainfall intensity increasing costs of alternate water sources; increased ambient temperatures will increase evaporative losses of water; Climate change-related regulatory uncertainty. -Australia: Variability in rainfall intensity increasing costs of alternate water sources; Water shortages during drier months; Water-intense supply chain - West Africa: Increased capital and operational costs linked to construction and maintenance of roads, more frequent replacement of tyres and increased dewatering; Increased volumes of contaminated water requiring treatment; Favourable conditions for vector borne diseases during high rainfall	Response to the outcomes of scenario analyses: The NDC scenario analyses are ongoing and continued in 2020. The results of the NDC scenario analyses are incorporated into Gold Fields' risk management processes which utilise both quantitative and qualitative analytical choices. Water risks are assessed and managed by the Board. The outcomes of the scenario analyses have informed Gold Fields' business plans and budget allocations and led to the following water-related issues being incorporated in long-term financial planning: •Improve operational water efficiencies through minimization, reuse and recycle technologies •Site level management plans informed by catchment level stewardship priorities •Long-term water balances to evaluate usage •Flood planning and protection •Monitoring of quantity and quality of water discharges to minimize environmental impacts •Water management provisions post-closure •Budgets for research, technology and infrastructure to manage water quality, efficiency and opportunities for shared use Anticipated timescale: The strategy for achieving its long-term (11-15 years) water objectives is

		periods Disruptions to water supply and quality therefore have the potential to negatively impact operating and capital costs, and at worst can lead to work stoppages, which will negatively impact company revenues.	founded in the key Group sustainable development related guidelines (e.g. the Group Water Management Guideline). These guidelines support the implementation of the 8 group sustainable development policies and the top 5 group sustainability priorities (i.e. water, integrated thinking, societal acceptance, energy and climate resilience and integrated mine closure).

W7.4

(W7.4) Does your company use an internal price on water?

Row 1

Does your company use an internal price on water?

Yes

Please explain

Gold Fields' internal water prices vary per operation as the currency of water prices depends on the different regions. For example, the price of water in Australian operations is in Australian Dollars.

Based on the understanding of current costs of water and anticipating future price changes, the regional price of water can be established. Gold Fields incorporates water prices into its short, medium and long-term plans. Once approved, Gold Fields allocates resources (such as finances) to the items required to achieve the plans.

W8. Targets

W8.1

(W8.1) Describe your approach to setting and monitoring water-related targets and/or goals.

	Levels for targets and/or goals	Monitoring at corporate level	Approach to setting and monitoring targets and/or goals
Row 1	Company-wide targets and goals Basin specific targets and/or goals	Targets are monitored at the corporate level Goals are monitored at the corporate level	Gold Fields' approach to setting and monitoring targets and goals consists of inputs from both internal and external stakeholders. Gold Fields considers company-wide targets and goals as well as basin specific targets and goals. Approach to setting company-wide targets/goals: Gold Fields' Water Stewardship Policy and the Group Water Management Guidelines (both updated in 2019) direct the setting of water performance targets at each site and at a company level. For example, Gold Fields' target to reuse/recycle at least 70% of its water was achieved in 2020 as Gold Fields reused/recycled 71% of its water. Reusing/recycling water reduces the amount of stress applied to local water sources and assists in maintaining relations with host communities that share the common water resources. This is a formal company-wide motivation that drives the setting of water targets. In addition, another water-related goal is to strive for zero harm which assists in maintaining Gold Fields' compliance licence to operate as well as their social licence to operate. Another example of a target is an annual target to reduce freshwater withdrawals by 3%-5% below the projected withdrawals. This target runs until 2023. Approach to setting basin specific targets/goals: This approach has been formalised the 2020-2025 Group Water Stewardship Strategy (finalised in early 2020), which includes regional water strategies and a three-year water management plan which are integrated with the 2020 business plans. Gold Fields 2020 freshwater targets at regional levels were: - South Africa: max withdrawal of 2890 ML – target exceed - West Africa: max withdrawal of 6110 ML – target exceed - Americas: max withdrawal of 3500 ML – target exceed - Australia: does not withdraw freshwater Gold Fields 2020 recycling targets at regional levels were: - South Africa: 50% (achieved) - West Africa: 80% (achieved) - Americas: 79% (achieved) - Australia: No target set due to limit of recycling brackish water

			Gold Fields qualitative goals for basins are to: 1. Become a water efficient operator by reducing as much freshwater demand from catchment areas as possible. 2. Adopt a proactive and risk-based approach to water management. E.g. embed water planning into core operational management, empower informed management decisions and align water risks with resourcing over the life of operations. 3. Work with stakeholders in the catchment area surrounding the mines. This is both a basin and group level target.

W8.1a

(W8.1a) Provide details of your water targets that are monitored at the corporate level, and the progress made.

Target reference number

Target 1

Category of target

Water recycling/reuse

Level

Company-wide

Primary motivation

Recommended sector best practice

Description of target

Gold Fields has a formal annual group water recycling target of 65% and an aspirational target to recycle 70% of its water. This target is repeated every year until 2023. Three out of four countries that Gold Fields' operates in are considered to be water stressed, thus this target contributes to water security in these regions.

The 70% target aligns with best practice in the mining sector. The rationale for selecting this target and its level of ambition is linked to Gold Fields' commitment to group-wide alignment to the ICMM's water position statement. The 70% recycling target is therefore higher than the recommended sector best practice.

Water recycling at this level is important as it assists the underlying facilities reduce freshwater consumption, thereby reducing risks associated with water scarcity and stresses. Reducing water-related risks is a priority within Gold Fields and water recycling levels are, therefore, monitored at the corporate level.

Quantitative metric

% increase in water use met through recycling/reuse

Baseline year

2018

Start year

2018

Target year

2020

% of target achieved

100

Please explain

Gold Fields exceeded the annual group recycling target of 70% in the reporting year (2020). Overall Gold Fields recycled 71% of its water. This is a 3% improvement on the previous year's recycled volumes. Gold Fields exceed the ICMM recommended recycling target of 60% in the past three years.

Target reference number

Target 2

Category of target

Water withdrawals

Level

Company-wide

Primary motivation

Increase freshwater availability for users/natural environment within the basin

Description of target

Gold Fields has a target to reduce total group freshwater withdrawals by 3%-5% relative to the projected demand for a given year. The projections were made based on 2018 values. This is an annually recurring target until 2023. For 2020, this meant reducing the freshwater withdrawals to 14.6 GL or less (projected demand was 15.3 GL). This was achieved as Gold Fields only withdrew 10.0 GL of freshwater.

One of the target drivers is that three out of four countries in which the company operates are classified as water stressed. This target therefore contributes to water security in water stressed countries and regions and assists in addressing water security for host communities that share the common water resources. This target is important because it assists in maintaining Gold Fields' social licence to operate in the area.

Additionally, reducing freshwater withdrawals assists in increasing overall water

resource efficiencies at facility level, which often results in opex savings.

Quantitative metric

% reduction in total water withdrawals

Baseline year

2018

Start year

2018

Target year

2020

% of target achieved

100

Please explain

Gold Fields target was to reduce freshwater withdrawals in 2020 to14.6 GL or less (projected demand was 15.1 GL). This was achieved as Gold Fields only withdrew 10.0 GL of freshwater, which is a 34% reduction relative to the projected freshwater withdrawal demand of 15.1 GL.

W8.1b

(W8.1b) Provide details of your water goal(s) that are monitored at the corporate level and the progress made.

Goal

Engaging with local community

Level

Company-wide

Motivation

Shared value

Description of goal

One of Gold Fields' most pertinent water goals in 2020 was the engagement of local communities on water matters, particularly in catchment areas around mines.

Why this goal is important to the company: engaging with stakeholders, is important because water from these areas is essential for both mining/processing activities as well as for host communities. Community engagements around water matters assist Gold

Fields to drive Shared Value creation with impacted communities. Host communities are one of Gold Fields' most important stakeholder groups. Their support underpins social licence to operate which impacts the ability to generate sustainable value.

How Gold Fields is implementing the goal through investments in water infrastructure across the group:
In 2020, Gold Fields has extended its shared value projects in the Cerro Corona region even further downstream in the water basin and included the greater Bambamarca municipality in response to the impacts that the COVID-19 pandemic had in the region. This included continued investment (US$5m) in water-related projects. For example, a project to build 2 000 micro-reservoirs was launched, 19 of which have been completed as part of the project's pilot.

The timescale of this goal will continue for the life of mine for each operation. Mines that actively engage local communities around water matters have a better chance of achieving water security for both direct operations and host communities.

Baseline year

2012

Start year

2013

End year

2030

Progress

Indicator used to assess progress: Gold Fields measures shared value creation through social economic development investments. The indicator used is US dollars invested and the quantity of this spend that remains in host countries.

Threshold of success and progress against it:
In 2020, the percentage of value distributed to host communities of the total value created by Gold fields was 28%. A total of US$676m was reinvested into the local communities through host community employee wages (US$123m), host community procurement (US$536m) and socio-economic development (US$17m). The values indicate that the Gold Fields mines are delivering ongoing economic benefit to the communities that host them.

This is an ongoing goal for Gold Fields' operations. Gold Fields considers the progress to date regarding this goal to be good.

W9. Verification

W9.1

(W9.1) Do you verify any other water information reported in your CDP disclosure (not already covered by W5.1a)?

Yes

W9.1a

(W9.1a) Which data points within your CDP disclosure have been verified, and which standards were used?

Disclosure module	Data verified	Verification standard	Please explain
W1 Current state	The company level water recycled data and water consumption, which is comprised of withdrawal and discharge, were verified by an external company. The intensity metric reported in W – MM1.3a has also been assured.	ISAE 3000	These data points have been verified as they provide important information on Gold Fields' production and environmental impact. The verification ensures that Gold Fields can safely and accurately make corporate decisions using the data.
W2 Business impacts	The number of environmental incidents, Level 3 and above, has been assured.	ASAE3000	This data point has been verified as it provides important information on Gold Fields' environmental and social impacts.

W10. Sign off

W-FI

(W-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

W10.1

(W10.1) Provide details for the person that has signed off (approved) your CDP water response.

	Job title	Corresponding job category

Row 1	The CEO is responsible for providing strategic leadership by working with the board of directors and the executive management team to establish long-range goals, strategies, plans and policies.	Chief Executive Officer (CEO)

W10.2

(W10.2) Please indicate whether your organization agrees for CDP to transfer your publicly disclosed data on your impact and risk response strategies to the CEO Water Mandate's Water Action Hub [applies only to W2.1a (response to impacts), W4.2 and W4.2a (response to risks)].

Yes

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I am submitting to	Public or Non-Public Submission
I am submitting my response	Investors	Public

Please confirm below

I have read and accept the applicable Terms