



GOLD FIELDS

World Gold Council Conflict-Free Gold Standard

Gold Fields Assessment Report 2024

Gold Fields acknowledges that part of operating sustainably, responsibly and maintaining the trust of our stakeholders requires us to demonstrate that the gold and gold-bearing materials we produce have been done in a manner that does not cause, support or benefit unlawful armed conflict, or contribute to serious human rights abuses or breaches of international humanitarian law (IHL). Gold Fields has successfully adopted and implemented the World Gold Council Conflict-Free Gold Standard ('the Standard') since 2013.

This Conflict-Free Gold Assessment Report summarises Gold Fields' conformance to the requirements of the Standard for the year ended 31 December 2024.

1. Responsibility for Conformance

Responsibility for the implementation of the Standard is held by the Executive Vice-President People and Sustainable Development, which includes reporting on Gold Fields' conformance with the Standard to the relevant sub-committees of the Gold Fields Board.

2. Reporting Boundary

The reporting boundary of this Conflict-Free Gold Assessment Report includes all mining and processing operations over which Gold Fields has direct control, as listed below. This is consistent with the reporting boundaries publicly disclosed in the 2024 Gold Fields Integrated Annual Report¹.

The following mines are included in Gold Fields' Conflict-Free Gold Report for the period 1 January 2024 to 31 December 2024:

- Gruyere (Western Australia, Australia)
- Granny Smith (Western Australia, Australia)
- St. Ives (Western Australia, Australia)
- Agnew (Western Australia, Australia)
- South Deep (Gauteng, South Africa)

¹ <https://www.goldfields.com/integrated-annual-reports.php>



safety



integrity



respect



responsibility



innovation



collaborative
delivery



- Damang (Western Region, Ghana)
- Tarkwa (Western Region, Ghana)
- Salares Norte (Atacama Region, Chile)
- Cerro Corona (Cajamarca Region, Peru)

This report does not include exploration sites and projects under development, that are yet to produce gold, e.g. Windfall Project in Canada. This report also excludes non-managed Joint Ventures, e.g. Santa Cecilia Project in Canada, which is currently an exploration project or Asanko Gold Mine in Ghana, from which we divested in 2024.

2.1 Cerro Corona

Gold Fields' Cerro Corona Mine produces a gold-copper concentrate and therefore falls outside of the criterion in relation to the 'Nature of Gold Production', as defined in Part C of the Standard.

To extract the gold from the concentrate, a refinery is needed for further processing, which to the best of our knowledge, there is no such refinery in Peru. As such, the gold-copper concentrate is shipped to a facility outside of Peru for processing.

Appropriate risk management systems and security controls are in place to ensure that the gold-copper concentrate that leaves the mine's area of control arrives at the receiving location (warehouse in Salaverry, Trujillo, Peru and subsequently onto a ship) intact.

2.2 Gold Refineries

Gold is produced as a doré bar at our mining operations and is then transported to a refinery, in the ownership of the refinery, for further purification. Gold Fields uses London Bullion Market Association, known as LBMA, certified refineries as follows:

- Perth Mint in Australia, which is used by Gruyere, Granny Smith, St. Ives and Agnew mines.
- Rand Refinery (Pty)Limited in South Africa, which is used by South Deep mine.
- MKS PAMP SA refinery in Switzerland, used by Damang, Tarkwa and Salares Norte mines.

All refineries participate in the Responsible Sourcing Programme, which aims to ensure that gold sourcing (and refining) is conflict free gold, or part of the LBMA Good Delivery Refiners which are free from 'threat financing'.

3. Standard's Requirements

The Standard is comprised of assessments of Parts A to E:

- Part A – Conflict Assessment
- Part B – Company Assessment



safety



integrity



respect



responsibility



innovation



collaborative
delivery



- Part C – Commodity Assessment
- Part D – Externally Sourced Gold Assessment
- Part E – Management Statement of Conformance

4. Gold Fields' Assessment

4.1 Part A: Conflict Assessment

Part A of the Standard requires companies to use external criteria to assess whether the mining and onward transport of gold takes place in breach of international sanctions and to undertake a risk assessment based upon the recognition of conflict. Gold Fields mines and transports gold for the operations listed in section 2 above, noting that we do not produce or process gold at our Cerro Corona operation.

Operations located in an area ranked as 5 (war) or 4 (limited war) within the last two years (2022 and 2023²) in the Heidelberg Conflict Barometer produced by the Heidelberg Institute for International Conflict Research have been assessed as 'conflict-affected' or 'high-risk' and must complete all remaining assessments in Parts B to E of the Standard. Where operations are assessed not to be in 'conflict-affected' or 'high-risk' areas, and where companies do not transport gold by themselves, as defined by the Standard, assessments for Parts B and C are not required. Further assessments will be required for Parts D and E only.

International Sanctions

There were no economic, financial or international arms sanctions in place, in 2024, in the countries in which we operate. We do not produce gold or transport gold or export gold in breach of international sanctions. Gold Fields concludes that we did not breach any international sanctions. Refer to the list of References as per Section 8 of this report for support to our assessment.

Recognition of Conflict

In the last two years, none of our operations has been classified as 'war' (5) or 'limited war' (4) according to the 2022 and 2023 assessments by Heidelberg Conflict Barometers, and therefore, none of our operational areas was assessed to be 'conflict-affected' or 'high-risk' in the last two years.

4.2 Gold Fields Responsible Approach

Although none of our operations is in 'conflict-affected' or high-risk areas, we continue to exercise due diligence in mining and processing gold and take appropriate action where there is reasonable cause to believe that a conflict risk may exist, at any of our operations.

² The current 2023 version of the Heidelberg Conflict Barometer as of February 2025



safety



integrity



respect



responsibility



innovation



collaborative
delivery



We have the following mechanisms in place to ensure and demonstrate that we operate in a responsible and diligent manner:

Our Public Commitment to Human Rights

- Gold Fields' Human Rights Policy Statement, which is informed by and supports various international standards, including the United Nations (UN) Guiding Principles on Business and Human Rights, the conventions of the International Labour Organisation (ILO), the UN Universal Declaration of Human Rights, and the Voluntary Principles on Security and Human Rights (VPSHR)
- Conformance to the 10 Principles of the United Nations Global Compact (UNGC)
- Compliance with the ICMC Mining Principles and Performance Expectations

Our Group Activities

- Social, Ethics and Transformation (SET) sub-committee of the Board has oversight of stakeholder engagement and relations
- Gold Fields' Integrated Annual Report aligned with the IFRS Foundation International Reporting Framework (through IFRS Foundation consolidation of the Value Reporting Foundation (VRF)), Global Reporting Initiative (GRI), ICMC sustainability report assurance requirements and a range of additional codes, frameworks and standards, including the King IV Report on Corporate Governance for South Africa 2016 (King IV™)
- Gold Fields' Annual Report to Stakeholders
- Gold Fields' company website
- Gold Fields' Code of Conduct
- Gold Fields' 'Whistle-blower' programme: confidential third-party whistleblowing hotline for stakeholders
- Human rights training provided to Gold Fields employees
- No accusations, criminal proceedings or convictions of human rights abuses or breaches as defined by IHL
- Membership of the Extractive Industries Transparency Initiative (EITI) and conformance with its Company Expectations

Security

- Our operations are aligned with the Voluntary Principles on Security and Human Rights (VPSHR)
- Gold Fields' protection services teams work with both private and public security providers for the effective and responsible protection of our workers and assets
- All private security contractors receive human rights training during the induction process, and at least annually thereafter, including on the VPSHR. Security is managed at country level, because each region has its own specific context



safety



integrity



respect



responsibility



innovation



collaborative
delivery



- There were no incidents of human rights abuse by private security or public law enforcement at our operations (publicly reported as part of our 2024 performance) as defined by IHL

Payments and benefits in-kind

- Gold Fields' Code of Conduct, which includes preventing and eliminating bribery and corruption
- Payments to governments are publicly disclosed
- Policy to prevent payments, and payments and benefits in kind, to entities that may fuel conflict
- Risk-based due-diligence is undertaken on payments and benefits in kind

Engagement, complaints and grievances

- 'Whistle-blower' programme: confidential third-party whistleblowing hotline for stakeholders
- Gold Fields' internal and community grievance mechanisms
- Community relations engagement programmes
- Effective implementation of the community relations engagement programme

Our operations deploy highly secure systems and processes in the handling of gold on site, and transportation to the refineries, to minimise the risk of being subjected to extortion or illegal 'taxation' by armed groups. The gold doré leaves our operations in custody of the refineries (and not Gold Fields).

Based on the outcomes of our assessments in sections 4.1 and 4.2 above, the requirements for Parts B and C are not applicable in this assessment.

4.3 Part D: Externally Sourced Gold Assessment

Gold Fields did not externally source gold or gold-bearing material for processing in 2024. Therefore, Part D is not applicable in this assessment.

4.4 Part E: Management Statement of Conformance

Gold Fields implemented an appropriate Management Statement of Conformance as required in Part E: Conformance to Part E of the Standard, as stated below:

Gold Fields confirms, to the best of our knowledge, that all our gold and gold-bearing material have been produced at the mines listed in our Conflict-Free Gold Report, which have the appropriate systems and controls in place to conform with the World Gold Council's Conflict-Free Gold Standard. The company's latest Conflict-Free Gold assessment relates to the twelve months ended 31 December 2024 and was subject to external review and assurance by PricewaterhouseCoopers Inc ("PwC"). The Conflict-Free Gold Report, Group Management Statement of Conformance and the PwC Assurance Report can be viewed at <https://www.goldfields.com/sustainability-reporting.php>. Nothing has come to our attention to indicate any non-conformance since that date. This Statement of Conformance is provided by Gold Fields as part of the conformance requirements for the World Gold Council's Conflict-Free Gold Standard and to provide



safety



integrity



respect



responsibility



innovation



collaborative
delivery



a good faith representation to the next participant in the chain of custody. This Statement also demonstrates to our stakeholders that the gold and gold-bearing materials are produced in a manner that does not cause, support or benefit unlawful armed conflict, or contribute to serious human rights abuses or breaches of international humanitarian law.

5. Public Disclosure

The World Gold Council Conflict-Free Gold Standard includes several areas where evidence of public disclosure is required for operations assessed to be 'conflict-affected' or 'high-risk'. Although our operations were neither assessed to be conflict-affected nor high-risk, the following are links to reports on our website:

Public commitment(s) to human rights:

- Human Rights: <https://www.goldfields.com/human-rights.php> - this includes a link to the Gold Fields Policy Statement on Human Rights
- Code of Conduct: <https://www.goldfields.com/code-of-conduct.php>
- 2024 Integrated Annual Report: <https://www.goldfields.com/pdf/investors/integrated-annual-reports/2024/iar-2024-interactive.pdf>
- 2024 Report to Stakeholders: <https://www.goldfields.com/pdf/investors/integrated-annual-reports/2024/gold-fields-report-to-stakeholders-2024.pdf>

Disclosure of payments to governments and government entities:

- 2024 Integrated Annual Report: <https://www.goldfields.com/pdf/investors/integrated-annual-reports/2024/iar-2024-interactive.pdf> pages 24 and 52.

Local stakeholders can raise concerns through a variety of forums, including those described on pages 2 and 89 of Gold Fields' Integrated Annual Report, as well as via Gold Fields' website <https://www.goldfields.com/index.php>. If users of this Report wish to provide any feedback to Gold Fields with respect to the Conflict-Free Gold Report, they can contact Group Sustainability on Sustainability@goldfields.com.

6. Conclusion

In conclusion, Gold Fields was in alignment and conformance with the criteria set out in the World Gold Council Conflict-Free Gold Standard for the reporting year ending 31 December 2024.

7. Assurance

In accordance with World Gold Council membership requirements and World Gold Council Conflict-Free Gold Standard, our external independent assurance providers (PwC) have assured our 2024 Statement of



safety



integrity



respect



responsibility



innovation



collaborative
delivery



Conformance. These Assurance Statements or Reports can be viewed at <https://www.goldfields.com/sustainability-reporting.php>.

8. References

International Sanctions and Conflict Assessment

- The United Nations Security Council – Consolidated list:
 - <https://main.un.org/securitycouncil/en/content/un-sc-consolidated-list>
 - <https://scsanctions.un.org/jqw3wen-all.html>
- The European Union – Consolidated Financial Sanctions List:
 - <https://www.sanctionsmap.eu/#/main>
 - https://www.eeas.europa.eu/eeas/european-union-sanctions_en
 - <https://data.europa.eu/data/datasets/consolidated-list-of-persons-groups-and-entities-subject-to-eu-financial-sanctions?locale=en>
- Council on Foreign Relations Global Conflict Tracker map:
 - <https://www.cfr.org/global-conflict-tracker>



safety



integrity



respect



responsibility



innovation



collaborative
delivery