



# Our management approach to Security

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*Gold Fields recognises its responsibility to secure its people and assets. This requires particular attention in higher-risk operating environments, areas of relatively weak governance and areas affected by illegal mining.*

As a producer of an inherently high-value and easily transportable product, there are obvious risks around the transfer of gold between our mining operations and the refineries where it is processed.

Nonetheless, professional and effective security provision (particularly where this involves the actual or potential use of physical force) should not compromise the human rights of others.

Gold Fields conforms to ICMM Performance Expectation 3.3: Implement, based on risk, a human rights and security approach consistent with the Voluntary Principles on Security and Human Rights.

As a member of the World Gold Council (WGC), we are required to implement and publicly report and assure our performance against its Responsible Gold Mining Principles, specifically Security and human rights: We will manage security-related human rights risks through implementation of the Voluntary Principles on Security and Human Rights.

Gold Fields' Human Rights Policy includes commitments to support the Voluntary Principles on Security and Human Rights (VPSHR), and provide training and guidance for all relevant staff, including security staff and contractors. Our assets utilise the following to ensure conformance:

- Written regional/site commitment to implement a human rights and security approach consistent with the VPSHR
- Security-related human rights risk assessment and action plan to close identified gaps/ opportunities for improvement
- Engagement and human rights training provided to Gold Fields, private and public (police/military, as applicable) security providers
- Human rights-related background checks on Gold Fields, private and public security personnel
- Our Australia region security staff utilise the Emergency Management Plan should a security issue occur. Australia region security staff are not trained or approved/directed to engage in physical security matters and instead utilise local state police, as required under state legislation, i.e., our assets may not self-manage but rather utilise local state police services should the need arise at an asset level.

An assessment was carried out in 2017 of gaps between Gold Fields' current practices and the requirements of the Voluntary Principles on Security and Human Rights (VPSHR). No material risks were identified; however, the identified gaps were closed out during 2018.

Alignment to the VPSHR continued to be monitored during 2019, including undertaking a review of the Ghana region's progress by the Americas region and corporate Sustainable Development. It served also as an opportunity to share learnings, experiences and good practices between the two regions.

All assets, except Australia where we do not use public security services, include within their risk and human rights assessments compliance with the VPSHR and mitigation actions are established.

Primary security at our operations is provided through the Company's protection services department and private contracted service providers. Our contracts with private security providers include a VPSHR clause to legally enforce and ensure compliance with the VPSHR. Constant monitoring of private security contractors' actions is undertaken by Gold Fields to ensure alignment with the VPSHR and mitigate risks that may arise from security-related responses.



All security personnel receive human rights training during induction based on local legal requirements as well as national and international human rights best practice. In 2023, we provided comprehensive VPSHR training to 114 security personnel at South Deep, 1,490 police officers and private security providers in Ghana, while 834 police officers and private security providers in Peru received human rights-related training. Additionally, Gold Fields proactively seeks to communicate and sensitise key stakeholders by organizing public events and seminars on the relevance and application of the Voluntary Principles.

All mines and projects have established mechanisms through which communities can voice their grievances and concerns about the company and have these issues assessed and resolved within a specified period. This includes issues and concerns regarding security and security forces.