



**GOLD FIELDS**

## GROUP POLICY STATEMENT COMMUNITY

Gold Fields seeks to develop mutually beneficial relationships with our host communities, host governments and other key stakeholders, through meaningful engagement founded on mutual respect and trust. We aim to continually improve our social performance, strengthen our social licence to operate and deliver enduring value in collaboration with our host communities and governments.

To attain this goal, we commit to:

- apply culturally appropriate engagement processes with communities and other key stakeholders, that also ensures meaningful and fair participation of Indigenous Peoples in decisions impacting them;
- timely, on-going and inclusive engagement with stakeholders through appropriate processes that provide a platform for dialogue, understanding stakeholder views and understanding our impacts on those around us;
- provide effective grievance mechanisms for communities in accordance with the UN Guiding Principles on Business and Human Rights;
- work to obtain the free, prior, and informed consent of communities in accordance with the ICMM Position Statement on Indigenous People and Mining, including where projects are located on lands traditionally owned or under customary use by Indigenous Peoples and are likely to have significant adverse impacts on Indigenous Peoples;
- pursue partnerships with non-governmental organisations, development organisations, other stakeholders and governments, to deliver enduring social and economic well-being to host communities in accordance with development priorities;
- prioritise host community and in-country procurement and job creation;
- deliver sustainable benefits for host communities, including Indigenous Peoples;
- measure our contribution to socio-economic development and diversity as well as our relations with host communities and governments;
- implement impact, risk and crisis management strategies and systems to avoid, prevent, minimise, mitigate and/ or remedy impacts to communities, cultural heritage, and the environment;
- plan and design for closure, including social considerations, in consultation with relevant stakeholders;
- avoid the involuntary physical or economic displacement of communities and ensure that any resettlement restores or improves livelihoods and standards of living of displaced people in accordance with Gold Fields Community Relations and Stakeholder Engagement standard on delivering good practice resettlement;
- in collaboration with government, and where appropriate, support improvements in environmental and social practices of Artisanal and Small-scale Mining in host communities;
- stipulate that our suppliers, contractors and where relevant our community trusts and foundations conduct themselves in accordance with the principles outlined in our policies, standards and guidelines; and
- respect the rights, interests, culture, perspectives and special connections to land and water of host communities, including Indigenous Peoples, in project design, development, operation and closure.

Everyone working for and on behalf of, and third parties to Gold Fields plays a role in achieving these commitments by:

- adhering to this Group Community Policy Statement; and
- undertaking activities in a manner that avoids harm, builds respectful relationships with communities and other key stakeholders and delivers enduring value in collaboration with them.

  
Mike Fraser  
CEO

01 January 2024

Date

Creating enduring value beyond mining



safety



integrity



respect



responsibility



innovation



collaborative  
delivery

COMMUNITY