



**GOLD FIELDS**

## GROUP POLICY STATEMENT SUSTAINABLE DEVELOPMENT

Gold Fields seeks to operate in a manner that delivers enduring value beyond mining. We collaboratively integrate sustainable development principles into business strategy and planning, decision making processes and management systems to establish a zero mind-set in our workforce, enhance stakeholder value, achieve leading performance, strengthen the resilience of our reputation, maintain our licence to operate and leave a positive legacy for our host communities.

To attain this goal, we commit to:

- undertake our business activities in a manner that:
  - maintains respectful workplaces, free from discrimination or abusive labour practices,
  - is transparent and ethical, aligned to Gold Fields' values,
  - proactively and simultaneously addresses business and social needs,
  - complies with all applicable regulatory requirements and obligations contained in the industry rules, codes and standards to which we subscribe, and
  - adheres to sound systems of corporate governance;
- continually improve our physical and psychological health and safety systems and performance, empowering our workforce to speak up if they encounter unsafe conditions;
- respect human rights and the diverse interests, cultures, customs and values of our employees, third parties (contractors, suppliers, service providers and business partners), communities and others in our sphere of influence;
- continually improve our environmental processes, systems and performance, taking a precautionary approach to environmental challenges;
- continually improve our social performance and contribute to the socio-economic and institutional development of our host communities and the countries in which we operate;
- implement a strategic, consistent and organisation-wide approach to materials and supply chain stewardship that generates sustainable value and requires our suppliers to conduct their businesses ethically and responsibly, including reducing their greenhouse gas emissions as applicable;
- proactively engage key stakeholders in a manner that is respectful, transparent and open;
- implement effective risk management strategies, processes and systems which consider risks that arise from our activities, or may impact our activities, and stakeholders and their perceptions of risks;
- sell our product to responsible buyers, ensuring that we do not contribute to unlawful armed conflict or breaches of international humanitarian law;
- analyse trends, report, independently verify and set targets and objectives for our performance;
- raise the sustainable development awareness of our employees, visitors, third parties and communities;
- regularly review and update our processes and systems to ensure adherence to these commitments.

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

- integrating sustainable development principles into the full mining lifecycle and our everyday activities,
- adhering to this Group Sustainable Development Policy.

  
Mike Fraser  
CEO

01 January 2024

Date

Creating enduring value beyond mining



safety



integrity



respect



responsibility



innovation



collaborative  
delivery

SUSTAINABLE DEVELOPMENT