



GOLD FIELDS

GOLD FIELDS' CONFORMANCE TO THE ICMM MINING PRINCIPLES, POSITION STATEMENTS AND PERFORMANCE EXPECTATIONS

Self Assessment and Third Party Validation Report for 2021 – 2023



ICMM Mining with
Principles

December 2022

Introduction

Gold Fields has been a proud member of the International Council on Mining & Metals (ICMM), the world's leading association of companies in our sector, since 2008. This membership has been an integral part of our sustainable development journey. As part of our leading commitment to ESG, we are proud to present this, our first ICMM Performance Expectations Conformance Report.

Companies in general, and mining companies in particular, are in the focus of various stakeholders groups around the world. Our commitment to critical societal issues, such as climate change, eradication of poverty, elimination of discrimination against vulnerable groups, and advancing diversity in the workforce, is in the public spotlight as never before. Any lapses are brought to the attention of millions through social media and quickly damage a company's reputation, so carefully constructed over many years.

To deliver our vision "to be the preferred gold mining company delivering sustainable, superior value", Gold Fields has fully integrated environmental, social and governance (ESG) considerations as one of the three pillars of our strategy. In 2021, we launched a comprehensive range of ESG targets that will stretch how we conduct business this decade.

ICMM published its inaugural Principles for Sustainable Development in 2003, including requirements for independent assurance, setting the standard of ethical performance for its members. Over time it released eight Position Statements on specific topics of public interest. Almost 20 years later, with ESG expectations of industry becoming increasingly demanding, these principles have evolved and now considerably strengthen social and environmental requirements for ICMM members. The ICMM has also, through the Performance Expectations, defined what these Mining Principles and Position Statements mean in practice for a company's operations.

Conformance to the ICMM Mining Principles and Position Statements has been an essential guardrail to our performance. Furthermore, by publicly and independently assuring our performance

we provide stakeholders with a level of confidence that we are a responsible company.

We are now taking this a step further, and have assessed, at corporate and operations (asset) level, ahead of the ICMM schedule, each of our eight managed, gold-producing operations against the ICMM Performance Expectations. ERM, a leading international sustainability consultancy, has independently validated this assessment.

As ESG increasingly takes centre stage in mining, it has been critical that we collaborate with our mining peers in the ICMM to develop best practices and apply these at our operations. We trust that this report will give our stakeholders the confidence that Gold Fields is on the right track.

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This is Gold Fields Self Assessment and Independent Validation Statement of our conformance to the ICMM Mining Principles, Performance Expectations, and mandatory elements of the Position Statements as part of our 2021 to 2023 independent third-party validation cycle.

1. *About* Gold Fields

During 2021, we launched a new Purpose, Vision and Strategy and revised our Values. Our Purpose of creating enduring value beyond mining underpins everything we do, providing a 'pressure test' for the business decisions we take. In simple terms, the Purpose defines why we exist – to create lasting value for all our stakeholders by mining gold. Our Vision – to be the preferred gold mining company delivering sustainable, superior value – is driven by the achievement of our three Strategic Pillars and through living our Values. All of the work we do fits into one of our three Strategic Pillars.

Our Vision

To be the *preferred* gold mining
company *delivering superior*
sustainable *value*

Our Purpose

Creating enduring value
beyond mining

2. *Global Reporting* Disclosures, Standards and Frameworks

Our adherence to, and conformance with, a range of global sustainability indices, reporting frameworks and standards demonstrates our commitment to responsible sustainability performance and transparency in our reporting, enabling our stakeholders to make informed decisions relating to Gold Fields' ability to achieve our Purpose of creating enduring value beyond mining.



Global Reporting Disclosures, Standards and Frameworks

This report, together with the other components of our Integrated Annual Report suite, outlines our conformance to the ICMC Mining Principles, Position Statements, and Performance Expectations, the 10 Principles of the United Nations Global Compact (UNGC) and the GRI Standards, amongst others. As a member of the World Gold Council, we subscribe to its standards, including the Conflict-Free Gold Standard and Responsible Gold Mining Principles. We also comply with the Johannesburg Stock Exchange Listings Requirements, which include, critically, adherence to the principles and recommended practices of King IV and its 48 non-binding rules, codes and standards. As a foreign private issuer on the New York Stock Exchange, we meet the NYSE Listings Requirements, required provisions of the United States Securities and Exchange Commission (SEC) and the terms of the Sarbanes-Oxley Act (2002). In pursuit of our vision to be the preferred gold mining company delivering sustainable, superior value and, in pursuit of this, we contribute directly and indirectly to 11 Sustainable Development Goals to enable meaningful change in our sector.

Indices, Reporting and Standards



3. ICM *Mining Principles*, Position Statements and Performance Expectations

Since 2006, ICM member companies have been required to implement the ICM Sustainable Development Framework, now referred to as the ICM Mining Principles, which comprises 10 sustainable development principles and eight related Position Statements that include specific commitments on issues ranging from biodiversity to water management, as well as public reporting on performance and obtaining independent assurance that the ICM commitments have been met.

ICMM Mining Principles, Position Statements and Performance Expectations

In 2018, ICMM developed a comprehensive set of Performance Expectations for members to manage a broad range of sustainability issues, especially at the operational, or asset level. Gold Fields has implemented these Performance Expectations as part of our ongoing sustainable development journey, which has included conformance to the Mining Principles and Position Statements since we joined ICMM in 2008. In accordance with the ICMM Assurance and Validation Procedure we have prepared this disclosure of our self assessment along with an independent validation undertaken by ERM Southern Africa (Pty) Ltd (ERM). This validation was undertaken for all corporate and operational (asset) level requirements.

Gold Fields reports on conformance with the five ICMM subject matters in our Integrated Annual Report, supported by our sustainability performance reporting in accordance with the Global Reporting Initiative (GRI) Standards. ERM provides independent assurance of our non-financial data and our conformance to the ICMM subject matters.

¹ <https://www.icmm.com/en-gb/our-principles/mining-principles/mining-principles>

² <https://www.icmm.com/en-gb/our-principles/validation/procedure>

ICMM Mining Principles and Position Statements

The 10 Mining Principles are recognised as a best-practice approach towards managing mining operations in a sustainable manner. These principles are integrated into our business practices and are communicated both internally to Gold Fields' workforce and externally through our integrated sustainability reporting and communication initiatives. The 10 Mining Principles are:



Apply ethical business practices and sound systems of corporate governance and transparency to support sustainable development



Integrate sustainable development in corporate strategy and decision-making processes



Respect human rights and the interests, cultures, customs and values of employees and communities affected by our activities



Implement effective risk-management strategies and systems based on sound science, and which account for stakeholder perceptions of risk



Pursue continual improvement in the health and safety performance with the ultimate goal of zero harm



Pursue continual improvement in environmental performance issues, such as water stewardship, energy use and climate change



Contribute to the conservation of biodiversity and integrated approaches to land-use planning. PRINCIPLE 8: Facilitate and support the knowledge-base and systems for responsible design, use, re-use, recycling and disposal of products containing metals and minerals



Facilitate and support the knowledge-base and systems for responsible design, use, re-use, recycling and disposal of products containing metals and minerals



Pursue continual improvement in social performance and contribute to the social, economic and institutional development of host countries and communities



Proactively engage key stakeholders on sustainable development challenges and opportunities in an open and transparent manner, effectively report and independently verify progress and performance

ICMM Mining Principles, Position Statements and Performance Expectations

The ICMM has developed, and enhanced, **eight Position Statements** over the last 15 years, which are intended to further improve members' business and sustainability performance and safeguard our reputation. It is mandatory for ICMM member companies to implement each Position Statement within a specified timeframe. The Position Statements are:

8 POSITION STATEMENTS



MINING AND PROTECTED AREAS: Conserving designated protected areas for the preservation of ecosystems, habitats and species from damage and loss.



MERCURY RISK MANAGEMENT: Promoting the responsible management of mercury down the value chain.



TRANSPARENCY OF MINERAL REVENUES: Promoting revenue transparency to enhance governance, combat corruption and foster sustainable growth.



MINING PARTNERSHIPS FOR DEVELOPMENT: Ensuring that investment made in developing mineral resources enhance social and economic development locally and nationally.



CLIMATE CHANGE: Responding to the need for an urgent global response to the threat of climate change, across all areas of society and the economy.



INDIGENOUS PEOPLES & MINING: Building positive relationships between mining companies and Indigenous Peoples through respect, meaningful engagement and mutual benefit.



TAILINGS GOVERNANCE: Enhancing focus on the key governance elements necessary for maintaining the integrity of tailings storage facilities (TSFs).



WATER STEWARDSHIP: Promoting the use of water in ways that are socially equitable, environmentally sustainable and economically beneficial.

Performance Expectations

The Performance Expectations, introduced by ICMM in 2018, detail how members are expected to manage a broad range of sustainability issues at the corporate and operational (asset) levels, to enhance the original 10 Mining Principles. These Performance Expectations strengthen social and environmental requirements on issues such as corporate governance, labour rights, resettlement, gender, access to grievance mechanisms, mine closure, pollution and waste. In response to increasingly complex environmental, social and governance demands on industry, and our ICMM membership requirements, Gold Fields has adopted these Performance Expectations. Conformance to the Performance Expectations aligns with our commitment to the UN Global Compact, and conformance with the World Gold Council's Responsible Gold Mining Principles. Our adoption is supported by corporate and asset level implementation, robust site-level validation, credible assurance and transparent disclosure.

4. Mining Principles *Performance Expectations*

Self Assessment and Third-Party Validation process

Gold Fields undertook a self assessment of our implementation of, and conformance to, the Mining Principles, Performance Expectations and mandatory elements of the Position Statements. The assessment is first-party confirmation of the existence and integrity of systems and/or practices relating to these requirements. Our self assessment consists of the following elements:





PERFORMANCE EXPECTATIONS: Identification of the supporting Performance Expectations for each of the 10 Mining Principles. The Performance Expectations include the mandatory elements of the Position Statement commitments that Gold Fields is required to implement.



SCOPE AND APPLICABILITY: The assessment has been undertaken at corporate and asset level for all managed gold-producing operations. Gold Fields has identified where a Performance Expectation is not applicable, either at a corporate or asset level, in line with the Performance Expectations requirements and our business context e.g., the type of metal that we produce, or jurisdiction or context in which we operate. The assessment includes assets that produce or refine minerals and metals for sale. The assessment is only applicable for assets over which Gold Fields exercises control with regard to financial and operating policies and practices and excludes assets not producing saleable products, such as exploration sites, non-managed assets or operations, projects, and non-managed joint ventures. The scope of the assessment therefore includes Corporate, Cerro Corona mine in Peru, Agnew, Granny Smith, Gruyere³ and St Ives mines in Australia, South Deep mine in South Africa and Damang and Tarkwa mines⁴ in Ghana⁵.



DESCRIPTION OF OUR CONFORMANCE: Our assessment includes a summary description of our conformance and/or systems and/or practices that ensure implementation of the Performance Expectations. Gold Fields developed a detailed self assessment template and supporting database to complete the assessment and retain evidence for internal assessment and reporting purposes, and for independent validation purposes. Our self assessment template and database ensure consistency between regions and operations and allow for internal analysis and benchmarking.

³ Gruyere is a 50% owned Joint Venture with Gold Road Resources. The mine is managed by Gold Fields and therefore included in scope of the assessment.

⁴ Asanko mine in Ghana, is a Joint Venture with Galiano Gold. The mine is managed by Galiano Gold and therefore excluded from the scope of assessment.

⁵ Gold Fields owns and will operate a new mine in Chile, Salares Norte. Currently Salares Norte is in construction, with production planned for mid-2023. Salares Norte is excluded from the scope of assessment as it is non-producing.

⁶ <https://www.goldfields.com/integrated-annual-reports.php>

⁷ <https://www.goldfields.com/sustainability-reporting.php>

⁸ <https://www.goldfields.com/sustainability-overview.php>



SUSTAINABILITY REPORTING: Gold Fields produces an Integrated Annual Report, Climate Change Report and Report to Stakeholders⁶ annually. These reports are publicly disclosed, primarily on our website, along with our GRI Context Index - Sustainability Performance Report and Data Reports and other sustainability reports, such as CDP Water questionnaire, Conflict-Free Gold Standard Assessment Report, disclosures in support of the Voluntary Principles on Security and Human Rights, UN Guiding Principles on Business and Human Rights, United Nations Global Compact, Gold Fields 2030 ESG Targets, etc⁷. These disclosures, along with the sustainability section of our website⁸, provide supporting material and evidence of our commitment to the Mining Principles, Performance Expectations, Position Statements and other sustainability related reporting, disclosure, and framework requirements.



ASSESSMENT OF CONFORMANCE: In line with the ICMM Assurance and Validation Procedure, Gold Fields' conformance is assessed as **'Meets'**, **'Partially Meets'** and **'Does Not Meet'**, which is based on the ICMM Assurance and Validation Procedure guidance for assessment as shown below. Our assessment evaluates the implementation of each Performance Expectations.

- **MEETS** – Systems and/or practices related to the Performance Expectation have been implemented and there is sufficient evidence to demonstrate that the intent of the Performance Expectation is being met, however opportunities for improvement may still remain.
- **PARTIALLY MEETS** – Systems and/or practices related to meeting the intent of the Performance Expectation have been only partially implemented. Gaps or weaknesses persist that may contribute to an inability to meet the intended outcome of the Performance Expectation, or insufficient verifiable evidence can be provided to demonstrate that the activity is aligned to the intent of the Performance Expectation.
- **DOES NOT MEET** – Systems and/or practices required to support implementation of the substantive intent of the Performance Expectation are not in place, or are not being implemented, or cannot be evidenced.



IMPROVEMENT OPPORTUNITIES: Particularly for Performance Expectations assessed as 'Partially Meets', Gold Fields has identified opportunities for improvement or to close the conformance gap.

OUR ICMM PERFORMANCE EXPECTATIONS SELF ASSESSMENT IS PRESENTED BELOW, IN SECTION 6, OF THIS REPORT.

Validation of the self assessment of the Performance Expectations implementation.

Independent third-party validation was undertaken by ERM in accordance with the requirements of the ICMM Assurance and Validation Procedure to confirm the reasonableness and authenticity of assertions made in the self assessment.

The validation process consisted of the following activities:

PRIORITISATION OF ASSETS FOR THIRD-PARTY VALIDATION

Third-party validation of all assets and corporate level self assessments was undertaken. This meets our third-party validation obligations for our 2021 to 2023 validation cycle for the current scope. Validation was undertaken alongside the annual independent assurance of our non-financial data and related sustainability performance and reporting. As such, no prioritisation of assets for validation was required, as all assets and corporate were validated. Gold Fields will however continue to review our position annually, based on self assessments, improvement gaps, and additional Performance Expectation requirements.

EQUIVALENCY

‘Equivalent programmes’ are defined as having standards/ requirements and validation requirements that are similar in scope and intent as the ICMM Performance Expectations validation process. Whilst equivalency can be applied for third-party validation of Performance Expectation self assessments, Gold Fields did not utilise this option to support our third-party validation. We opted for a first principles-based validation process.



VALIDATION SERVICE PROVIDER

Gold Fields utilised ERM as our Validation Service Provider. ERM is deemed to be a suitable service provider, as follows:

- ERM is an experienced Validation Service Provider with the required experience, competencies, validation and subject matter expertise and knowledge of the ICMM Mining Principles, Performance Expectations, Position Statements and Assurance and Validation requirements
- ERM is objective and independent of Gold Fields and meets the ICMM's requirements for independence, experience, expertise and lack of conflicts of interest
- ERM is our current non-financial data assurance provider (2017 to 2022), who know and understand Gold Fields' operations, processes and systems and have relevant contextual understanding of the jurisdictions in which we operate
- Numerous operational, assurance and audit, time and cost efficiencies were recognised by utilising an existing assurance provider
- ERM undertook an ICMM Performance Expectation Readiness Review for our Ghanaian assets in early 2021 in preparation for our 2021 self assessment and third-party validation.

THIRD PARTY VALIDATION

Gold Fields undertook our first full self assessment and validation process in 2020 and again in 2021. We plan to undertake a full evaluation of the Performance Expectations every three years as part of the required three-year independent validation cycle. The current cycle covers 2021 to 2023. Where Performance Expectations are updated by the ICMM, Gold Fields will self assess and validate the additional or changed requirements within the appropriate ICMM-defined timeframe and disclose accordingly. Gold Fields will disclose publicly on an annual basis any third-party validation or related activities on our website and/or Integrated Annual Report. The ERM Independent Validation Statement is included in this report.

5. Mining Principles Performance Expectations

Self Assessment

Our ICMM Performance Expectations self assessment is presented in tables below, with one table populated for each Mining Principle and the Performance Expectations for that principle. A second table, where applicable, includes a self assessment of the mandatory elements of the Position Statements.

The self assessment tables are structured and populated as follows:

- Identification of the Mining Principle and Performance Expectations in the first column
- Summary description of our conformance and/or systems and/or practices that ensure implementation of the Performance Expectations in the second column
- Applicability for corporate and asset levels – those cells that are ‘not applicable’ are shaded and marked as ‘N/A’
- As assessment of conformance is presented as described above (● Meets, ● Partially Meets, ● Does Not Meet). Neither corporate, nor any assets, have been assessed as ‘Does Not Meet’
- The last column confirms the scope of the third-party validation undertaken by ERM

ICMM'S MINING PRINCIPLES AND PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	CORPORATE	CERRO CORONA	AGNEW	GRANNY SMITH	GRUYERE	ST IVES	SOUTH DEEP	DAMANG	TARKWA	EXTERNAL VALIDATION 2021 - 2023
PRINCIPLE 1: Apply ethical business practices and sound systems of corporate governance and transparency to support sustainable development.											
1.1: Establish systems to maintain compliance with applicable law	<p>Our strategy and approach to legal compliance is addressed in our Group Governance & Compliance Framework. This is aligned with the King IV Report on Corporate Governance. Assets comply through a supporting management guideline utilising our Group Governance & Compliance Portal.</p> <p>Gold Fields' Code of Conduct and various levels of assurance programmes, including Internal Audit Plans for the Group and assets and Independent Assurance and Reviews further support implementation. These systems and processes are applied at Corporate and asset level. All assets are certified to ISO 14001 environmental and ISO 45001 safety management systems. These management systems include the identification and management of related legal compliance obligations.</p>	●	●	●	●	●	●	●	●	●	Corporate and all assets externally validated
1.2: Implement policies and practices to prevent bribery, corruption and to publicly disclose facilitation payments	<p>Gold Fields' Anti-Bribery and Corruption (ABC) Framework addresses our strategy and approach to prevent bribery and corruption. Assets comply through a management guideline utilising our Group Governance & Compliance Portal, which includes a dedicated Code of Conduct Gateway, ABC Policy and Group Whistle Blowing Policy. Our Code of Conduct covers internal obligations to ensure the Group's focus on anti-bribery and corruption controls. The Code of Conduct prohibits facilitation payments and requires the reporting of bribery attempts and identification of the Political Exposed Persons.</p> <p>Internal Audit and SOX Controls support verification of the implementation of these policies and practices at an asset level.</p>	●	●	●	●	●	●	●	●	●	Corporate and all assets externally validated
1.3: Implement policies and standards consistent with the ICMM policy framework	We implement and disclose our policies, guidelines, standards, and other aligned practices in our Integrated Annual Report and/or on our website. Gold Fields conduct an annual self assessment against our conformance to the ICMM policy framework and standards.	●	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Corporate externally validated

The following key is utilised in the self assessment tables:

● Meets
 ○ Partially Meets
 ⊘ Does Not Meet
 NA Not Applicable

ICMM'S MINING PRINCIPLE AND PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	CORPORATE	CERRO CORONA	AGNEW	GRANNY SMITH	GRUYERE	ST IVES	SOUTH DEEP	DAMANG	TARKWA	EXTERNAL VALIDATION 2021 - 2023
ICMM policy framework											
1.4: Assign accountability for sustainability performance at the Board and/or Executive Committee level	Our policies, guidelines, standards, management approaches and other aligned practices assign accountability for sustainability performance. Our Board Safety, Health and Sustainable Development Committee and Social, Ethics and Transformation Committee Charters also assign accountability for sustainability performance for the Board and Executive Committee. We publicly disclose relevant accountabilities and responsibilities in our Integrated Annual Report and/or on our website.	●	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Corporate externally validated
1.5: Disclose the value and beneficiaries of financial and in-kind political contributions whether directly or through an intermediary	Our Group Governance & Compliance Framework, Code of Conduct and management and engagement with government and related third-parties prohibits financial and in-kind political contributions, unless approved by the Board. Relevant financial payments are disclosed in our Annual Financial Report, Integrated Annual Report and/or Report to Stakeholders.	●	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Corporate externally validated

The following key is utilised in the self assessment tables:

● Meets ● Partially Meets ● Does Not Meet NA Not Applicable

ICMM'S MINING PRINCIPLE AND PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	CORPORATE	CERRO CORONA	AGNEW	GRANNY SMITH	GRUYERE	ST IVES	SOUTH DEEP	DAMANG	TARKWA	EXTERNAL VALIDATION 2021 - 2023
PRINCIPLE 2: Integrate sustainable development in corporate strategy and decision-making processes.											
2.1: Integrate sustainable development principles into corporate strategy and decision-making processes relating to investments and in the design, operation and closure of facilities	<p>Gold Fields Purpose, Vision and Strategy and our revised Values (updated in 2021) integrates sustainable development principles. Our Purpose of Creating Enduring Value Beyond Mining is to create lasting value for all our stakeholders. One of our three strategic pillars is 'Building on our leading commitment to ESG'. Our integration of sustainable development considerations is further elaborated in our Integrated Annual Report.</p> <p>Our annual Business Planning, Business Strategy and Mineral Reporting processes, and decision-making processes, include sustainable development guidance and considerations. Gold Fields have a wide range of sustainable development related Policy Statements and guidelines. These are applicable to, business planning and decision-making processes, and includes the Group Mine Closure Management Guideline.</p> <p>Gold Fields Capital Management (Project) Study Guidelines (applicable to new Projects and major expansions) for Concept, Pre-Feasibility and Feasibility studies include sustainable development considerations, including environment, social and stakeholder engagement.</p>	●	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Corporate externally validated
2.2: Support the adoption of responsible health and safety, environmental, human rights and labour policies and practices by joint venture partners, suppliers and contractors, based on risk	<p>Gold Fields support the adoption of responsible health and safety, environmental, human rights and labour policies and practices by third parties through our Group Policy Statements for Human Rights, Materials and Supply Chain Stewardship, Sustainable Development, Group Code of Conduct, Gold Fields Values & Code of Conduct 'Summary for Suppliers and Contractors' and 'Information for Suppliers and Contractors' Booklets. We also have a Modern Slavery Statement and Toolkit. Our assets utilise the following processes as appropriate:</p> <ul style="list-style-type: none"> • Modern Slavery Toolkit, "Understanding Modern Slavery" brochure, FAQs, and a Human Rights Supplier Self Assessment Questionnaire (SAQ) • Gold Fields' on-line registration questionnaire • Gold Fields' Code of Conduct for Suppliers and Contractors • Conflict of Interest declaration • Third-party Supplier agreements • Terms and conditions for the supply of goods and services • Gold Fields' Environmental, Health and Safety Standard for Contractor Management System Specifications. 	●	●	●	●	●	●	●	●	●	Corporate and all assets externally validated

The following key is utilised in the self assessment tables:

● Meets ● Partially Meets ● Does Not Meet NA Not Applicable

ICMM'S MINING PRINCIPLE AND PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	CORPORATE	CERRO CORONA	AGNEW	GRANNY SMITH	GRUYERE	ST IVES	SOUTH DEEP	DAMANG	TARKWA	EXTERNAL VALIDATION 2021 - 2023
PRINCIPLE 3: Respect human rights and the interests, cultures, customs and values of employees and communities affected by our activities											
3.1: Support the UN Guiding Principles on Business and Human Rights by developing a policy commitment to respect human rights, undertaking human rights due diligence and providing for, or cooperating in processes to enable the remediation of adverse human rights impacts that members have caused or contributed to	<p>Gold Fields' Human Rights Policy includes commitments to support UN Guiding Principles on Security and Human Rights and undertake human rights due diligence and provide asset-level grievance mechanisms for our workforce and communities. Gold Fields developed and rolled out human rights training and implemented a due diligence tool and assessment at all assets in 2021. We report publicly on our progress in our Integrated Annual Report and Report to Stakeholders.</p> <p>Our Group Community Relations and Stakeholder Engagement Handbook provides guidance on asset level community grievance mechanisms. Grievances reported and addressed are reported in our Integrated Annual Report, Report to Stakeholders and on our website. All assets have, and utilise, a grievance mechanism, maintain the relevant records and report accordingly to the Social, Ethics and Transformation Committee. Assets consider risk and impact assessment, mitigation and management measures relating to human rights in assets' Environmental and Social Impact Assessment and/or Environmental and Social Management Plan.</p> <p>Our Australia region have published a Modern Slavery Voluntary Compliance Statement which forms the basis of subsequent Compliance Statements issued in accordance with the Modern Slavery Act 2018.</p>	●	●	●	●	●	●	●	●	●	All assets externally validated

The following key is utilised in the self assessment tables:

● Meets ● Partially Meets ● Does Not Meet NA Not Applicable

ICMM'S MINING PRINCIPLE AND PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	CORPORATE	CERRO CORONA	AGNEW	GRANNY SMITH	GRUYERE	ST IVES	SOUTH DEEP	DAMANG	TARKWA	EXTERNAL VALIDATION 2021 - 2023
3.2: Avoid the involuntary physical or economic displacement of families and communities. Where this is not possible apply the mitigation hierarchy and implement actions or remedies that address residual adverse effects to restore or improve livelihoods and standards of living of displaced people	<p>Gold Fields' Human Rights Policy commits to freedom of movement including the minimisation of involuntary resettlement, subject to fair compensation where the latter is unavoidable. Should resettlement be unavoidable, Gold Fields commit to ensuring that resettlement is undertaken in accordance with the Standards in Gold Fields' Community Policy. We disclose progress against these commitments in our Integrated Annual Report and Report to Stakeholders. Standard 6 of our Group Community Relations and Stakeholder Engagement Handbook provides guidance on good practice resettlement. Our Group Enterprise Risk Management Guideline ensures resettlement and displacement is integrated as part of the strategic and operational risk management of all assets. Our Gold Fields Capital Management (Project) Study Guidelines (applicable to new Projects and major expansions) for Concept, Pre-Feasibility and Feasibility studies consider risk and impact assessment, mitigation and management (mitigation hierarchy) measures in Environmental and Social Impact Assessments and/or Environmental and Social Management Plans.</p> <p>Assets utilise the following processes should resettlement or economic displacement be unavoidable:</p> <ul style="list-style-type: none"> • Resettlement procedure • Resettlement policy framework for economic displacement • Resettlement Action Plan for economic and physical displacement • Stakeholder engagement plan and records • Compensation records • Livelihood restoration programmes • Grievance records • Monitoring and evaluation records and action plans • Resettlement considerations included in mine strategic and business plans. 	N/A	●	●	●	●	●	●	●	●	Corporate and all assets externally validated

The following key is utilised in the self assessment tables:

 Meets
  Partially Meets
  Does Not Meet
  NA Not Applicable

ICMM'S MINING PRINCIPLE AND PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	CORPORATE	CERRO CORONA	AGNEW	GRANNY SMITH	GRUYERE	ST IVES	SOUTH DEEP	DAMANG	TARKWA	EXTERNAL VALIDATION 2021 - 2023
3.3: Implement, based on risk, a human rights and security approach consistent with the Voluntary Principles on Security and Human Rights	<p>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:</p> <ul style="list-style-type: none"> 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 <p>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.</p>	N/A	●	●	●	●	●	●	●	●	All assets externally validated
3.4: Respect the rights of workers by: not employing child or forced labour; avoiding human trafficking; not assigning hazardous/ dangerous work to those under 18; eliminating harassment and discrimination; respecting freedom of association and collective bargaining; and providing a mechanism to address workers grievances	<p>We have detailed policies and procedures in place to respect the rights of workers in relation to child labour, managing grievances, human trafficking, safety and freedom of association.. Our assets follow the Procurement Policy / Anti-Slavery processes managed regionally. All assets comply with local legislation and no regions aside from Australia employ individuals under 18 years of age. In some instances, where our Australian operations do employ individuals between 16 and 18 years, we employ artisans on a development programme, and this is done with the consent of parents and access to hazardous environments is strictly managed.</p> <p>The Group adopted an approach to screen all active stakeholders monthly, from whom we procure products and services, for any actual or perceived human rights, workers' rights and workers' dispute claims, allegations and/or transgressions. All potential risk alerts are reviewed and assessed, and if confirmed, an internal risk management process is implemented, via the Internal Screening Risk Calculator-solution.</p>	●	●	●	●	●	●	●	●	●	Corporate and all assets externally validated

The following key is utilised in the self assessment tables:

● Meets
● Partially Meets
● Does Not Meet
NA Not Applicable

ICMM'S MINING PRINCIPLE AND PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	CORPORATE	CERRO CORONA	AGNEW	GRANNY SMITH	GRUYERE	ST IVES	SOUTH DEEP	DAMANG	TARKWA	EXTERNAL VALIDATION 2021 - 2023
3.5: Remunerate employees with wages that equal or exceed legal requirements or represent a competitive wage within that job market (whichever is higher), and assign regular and overtime working hours within legally required limits	<p>Gold Fields is committed to providing market-related and competitive remuneration and other benefits to its employees and ensuring that its business partners do the same. We have established the following Living Wage commitments:</p> <ul style="list-style-type: none">We are committed to ensuring that every employee at Gold Fields earns a fair wage, and we are confident that this principle is applied to all our employees and contractors in all jurisdictions in which we operateWe are committed to formalising our approach to fair pay by incorporating a Living Wage analysis into our annual pay review processes to ensure we adhere to a fluctuating Living Wage benchmarkWe are committed to advocating Living Wage principles to business partners, organisations, and individuals, where feasible and where we have a measure of influence <p>Each region provides their minimum legislated wage per country (where applicable) and this is compared on an annual basis to the lowest paid employee in that country. The consolidated result is published in our Integrated Annual Report.</p>	●	●	●	●	●	●	●	●		Corporate and all assets externally validated
3.6: Respect the rights, interests, aspirations, culture and natural resource-based livelihoods of Indigenous Peoples in project design, development and operation; apply the mitigation hierarchy to address adverse impacts; and deliver sustainable benefits for Indigenous Peoples	<p>This Performance Expectation is applicable to our Australia region operating assets where Indigenous Peoples are stakeholders of our assets.</p> <p>In 2019 the Australia region developed an Indigenous Peoples Strategy which aligns to the Group Community Relations principles, international standards, and Australian best practice. This strategy provides the framework for a consistent Indigenous Peoples engagement approach across the Australian region that is the catalyst for improved quality relationships, as well as mitigating aspects of risk relating to Native Title entitlement. The Reconciliation Action Plan process, which reflects these principles, is being implemented in the region.</p> <p>This work is further supported by our Group commitment to respecting local traditions, rights, interests, cultures, perspectives and special connections to lands and waters of surrounding communities, which includes Indigenous Peoples, in Gold Fields' Community Policy. This commitment is also included in the Gold Fields Capital Management (Project) Study Guidelines (applicable to new Projects and major expansions) for Concept, Pre-Feasibility and Feasibility studies.</p> <p><i>This Performance Expectation is not applicable to our assets in Ghana (Tarkwa and Damang), South Africa (South Deep) and Peru (Cerro Corona) as there are no identified Indigenous Peoples populations identified, and/or legally recognised Indigenous Peoples, impacted by Gold Fields operations in these regions. Note that key stakeholders of our construction project in Chile include Indigenous Peoples, however, this is not a gold producing or operating asset and is therefore excluded from this assessment.</i></p>	N/A	N/A	●	●	●	●	N/A	N/A	N/A	Assets externally validated

The following key is utilised in the self assessment tables:

● Meets
○ Partially Meets
⊗ Does Not Meet
NA Not Applicable

ICMM'S MINING PRINCIPLE AND PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	CORPORATE	CERRO CORONA	AGNEW	GRANNY SMITH	GRUYERE	ST IVES	SOUTH DEEP	DAMANG	TARKWA	EXTERNAL VALIDATION 2021 - 2023
3.7: Work to obtain the free, prior and informed consent of Indigenous Peoples where significant adverse impacts are likely to occur, as a result of relocation, disturbance of lands and territories or of critical cultural heritage, and capture the outcomes of engagement and consent processes in agreements	<p>This Performance Expectation is applicable to our Australia region operating assets where Indigenous Peoples are stakeholders of our assets.</p> <p>Our commitment to obtain the free, prior, and informed consent of Indigenous Peoples where significant adverse impacts are likely to occur as a result of relocation, disturbance of lands and territories or of critical cultural heritage. We commit to capture the outcomes of engagement and consent processes in agreement, which is managed by our regional office in Australia through the following processes, and in alignment with in-country legal requirements:</p> <ul style="list-style-type: none"> Heritage Management Plans Aboriginal Cultural Heritage Standard Engagement Strategy Heritage Surveys <p>Heritage training as part of asset level induction, on-going engagement and socialisation programmes and special recognition events within the workforce further support these processes.</p> <p>Gold Fields commit, in our Community Policy Statement, to work to obtain the consent of surrounding communities (using appropriate mediation and capacity building processes where necessary), in accordance with Gold Fields' Standards for new projects (and changes to existing projects), including where projects are located on lands traditionally owned by or under customary use of Indigenous Peoples and are likely to have significant adverse impacts on Indigenous Peoples. This is also part of the requirements of our Capital Management (Project) Study Guidelines (applicable to new Projects and major expansions) for Concept, Pre-Feasibility and Feasibility studies.</p> <p><i>This Performance Expectation is not applicable to our assets in Ghana (Tarkwa and Damang), South Africa (South Deep) and Peru (Cerro Corona) as there are no identified Indigenous Peoples populations identified, and/or legally recognised Indigenous Peoples, impacted by Gold Fields operations in these regions. Note that key stakeholders of our construction project in Chile include Indigenous Peoples, however, this is not a gold producing or operating asset and is therefore excluded from this assessment.</i></p>	N/A	N/A	●	●	●	●	N/A	N/A	N/A	Assets externally validated

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● Meets
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⊘ Does Not Meet
NA Not Applicable

ICMM'S MINING PRINCIPLE AND PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	CORPORATE	CERRO CORONA	AGNEW	GRANNY SMITH	GRUYERE	ST IVES	SOUTH DEEP	DAMANG	TARKWA	EXTERNAL VALIDATION 2021 - 2023
3.8: Implement policies and practices to respect the rights and interests of women and support diversity in the workplace	<p>Gold Fields have developed and implemented policies to respect the rights and interests of women and support diversity in the workplace which include Group Diversity, Sexual Harassment and Harassment Policies. Our practices include:</p> <ul style="list-style-type: none"> • Policy implementation • Harassment and Diversity e-learning modules • Unconscious bias training for recruiting line managers • Sponsorship of women advocacy groups • Gender representation identified as an impact priority • Preferential recruitment to increase representation • Engagement with educational institutions to raise awareness amongst women on careers in mining Review on whether a gender pay gap does exist (internal) • Gender representation identified as an impact priority • Goals and targets (see below) <p>Our Group 2030 ESG Targets includes '30% women representation in our workforce' (currently 22% for 2021). Additional initiatives to achieve this include:</p> <ul style="list-style-type: none"> • Programmes to foster diversity in addition to gender • Gender recruitment bias • Unconscious bias training • Ethnicity and gender pay gap analysis • Improve representation across all elements of the 'people pipeline' <p>This is tracked through our diversity key performance indicators, targets and dashboard. We disclose progress publicly in our Integrated Annual Report and Report to Stakeholders.</p> <p>At our assets, relevant policies and practices are implemented to respect the rights and interests of women and support diversity in the workplace. This includes Group Diversity, Sexual Harassment and Harassment Policies, key performance indicators, targets and dashboard with harassment and diversity e-learning modules, and unconscious bias training for recruiting line managers.</p>										
		●	●	●	●	●	●	●	●	●	Corporate and all assets externally validated

The following key is utilised in the self assessment tables:

● Meets
○ Partially Meets
⊗ Does Not Meet
NA Not Applicable

ICMM'S POSITION STATEMENTS: MANDATORY ELEMENTS FOR PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	ASSESSMENT	EXTERNAL VALIDATION 2021 - 2023
<p>Mandatory element of Performance Expectation 3.6 Mining and Indigenous Peoples (May 2013)</p> <p><i>This Mandatory Element is applicable to Gold Fields' Australia region operating assets where Indigenous Peoples populations have been identified, and/or legally recognised, representing stakeholders of Gold Fields or impacted by Gold Fields operations in these regions.</i></p> <ol style="list-style-type: none"> Engage with potentially impacted indigenous peoples with the objectives of: (i) ensuring that the development of mining and metals projects fosters respect for the rights, interests, aspirations, culture and natural resource-based livelihoods of indigenous peoples; (ii) designing projects to avoid adverse impacts and minimising, managing or compensating for unavoidable residual impacts; and (iii) ensuring sustainable benefits and opportunities for indigenous peoples through the development of mining and metals projects. Understand and respect the rights, interests and perspectives of indigenous peoples regarding a project and its potential impacts. Social and environmental impact assessments or other social baseline analyses will be undertaken to identify those who may be impacted by a project as well as the nature and extent of potential impacts on indigenous peoples and any other potentially impacted communities. The conduct of such studies should be participatory and inclusive to help build broad cross-cultural understanding between companies and communities and in support of the objectives described in commitment 1 above. Agree on appropriate engagement and consultation processes with potentially impacted indigenous peoples and relevant government authorities as early as possible during project planning, to ensure the meaningful participation of indigenous peoples in decision making. Where required, support should be provided to build community capacity for good faith negotiation on an equitable basis. These processes should strive to be consistent with indigenous peoples' decision-making processes and reflect internationally accepted human rights, and be commensurate with the scale of the potential impacts and vulnerability of impacted communities. The processes should embody the attributes of good faith negotiation and be documented in a plan that identifies representatives of potentially impacted indigenous communities and government, agreed consultation processes and protocols, reciprocal responsibilities of parties to the engagement process and agreed avenues of recourse in the event of disagreements or impasses occurring (see commitment 6 below). The plan should also define what would constitute consent from indigenous communities that may be significantly impacted. Agreed engagement and consultation processes should be applied in collaboration with potentially impacted indigenous communities, in a manner that ensures their meaningful participation in decision making. <p><i>Applicable at Asset level</i></p>	<p>Gold Fields has a commitment in our Policy Statements: Human Rights, Sustainable Development and Community Policies, which are aligned to the requirements of the Performance Expectations for Human Rights Mining and Indigenous Peoples Position Statement. This is supported by our Code of Conduct and Community Relations and Stakeholder Engagement Handbook. Our commitment is evidenced in our relations with Indigenous People in Australia, as reported in our Integrated Annual Report and Report to Stakeholders. We recognise Aboriginal and Torres Strait Islander (ATSI) peoples as the traditional owners of the lands on which we operate, and acknowledge and respect their continuing culture. We have developed a Reflect Reconciliation Action Plan, in partnership with Reconciliation Australia, to build and strengthen relations, raise awareness, and find opportunities to listen and learn from ATSI people in our communities. This has enabled us to better understand barriers to progress in key areas, such as employment and procurement. We support a range of activities and programmes that directly benefit our Aboriginal communities including education and sport for young women.</p> <p>We utilise the following processes in Australia:</p> <ul style="list-style-type: none"> Stakeholder engagement strategy, plan and records for project decision making Indigenous Peoples strategy Indigenous Peoples plan/ Reconciliation Action Plan Indigenous Peoples agreements Native Title determination Heritage Management Standards and Plans Aboriginal Cultural Heritage Standard Engagement Strategy Heritage Surveys Grievance mechanism and records Cultural awareness training and records Indigenous Peoples included in mine risk assessments Indigenous Peoples considerations included in mine strategic and business plans <p>Gold Fields Capital Management (Project) Study Guidelines (applicable to new Projects and major expansions) for Concept, Pre-Feasibility and Feasibility studies include Indigenous Peoples engagement and considerations.</p>		<p>All assets externally validated where applicable</p>

The following key is utilised in the self assessment tables:

 Meets
  Partially Meets
  Does Not Meet
  NA Not Applicable

ICMM'S POSITION STATEMENTS: MANDATORY ELEMENTS FOR PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	ASSESSMENT	EXTERNAL VALIDATION 2021 - 2023
<p>Mandatory element of Performance Expectation 3.7 Mining and Indigenous Peoples (May 2013)</p> <p><i>This Mandatory Element is applicable to Gold Fields' Australia region operating assets where Indigenous Peoples populations have been identified, and/or legally recognised, representing stakeholders of Gold Fields or impacted by Gold Fields operations in these regions.</i></p> <p>4. Work to obtain the consent of indigenous communities for new projects (and changes to existing projects) that are located on lands traditionally owned by or under customary use of indigenous peoples and are likely to have significant adverse impacts on indigenous peoples, including where relocation of indigenous peoples and/or significant adverse impacts on critical cultural heritage are likely to occur. Consent processes should focus on reaching agreement on the basis for which a project (or changes to existing projects) should proceed. These processes should neither confer veto rights to individuals or sub-groups nor require unanimous support from potentially impacted indigenous peoples (unless legally mandated). Consent processes should not require companies to agree to aspects not under their control.</p> <p>5. Collaborate with the responsible authorities to achieve outcomes consistent with the commitments in this position statement, in situations where government is responsible for managing indigenous peoples' interests in a way that limits company involvement. Where a host government requires members to follow processes that have been designed to achieve the outcomes sought through this position statement, ICMM members will not be expected to establish parallel processes.</p> <p>6. Address the likelihood that differences of opinion will arise, which in some cases may lead to setbacks or delays in reaching a negotiated agreement in good faith. Companies and potentially impacted indigenous communities should agree on reasonable tests or avenues of recourse at the outset, to be applied where differences of opinion arise. This might include seeking mediation or advice from mutually acceptable parties. Where commitment 4 applies and consent is not forthcoming despite the best efforts of all parties, in balancing the rights and interests of indigenous peoples with the wider population, government might determine that a project should proceed and specify the conditions that should apply. In such circumstances, ICMM members will determine whether they ought to remain involved with a project.</p> <p><i>Applicable at Asset Level</i></p>	<p>Our commitment to obtain the free, prior, and informed consent of Indigenous Peoples where significant adverse impacts are likely to occur as a result of relocation, disturbance of lands and territories or of critical cultural heritage. We commit to capture the outcomes of engagement and consent processes in agreement, which is managed by our regional office in Australia through the following processes and in alignment with in-country legal requirements:</p> <ul style="list-style-type: none"> • Heritage Management Plans • Aboriginal Cultural Heritage Standard • Engagement Strategy • Heritage Surveys <p>We have identified legal requirements related to Indigenous Peoples. Gold Fields Capital Management (Project) Study Guidelines (applicable to new Projects and major expansions) for Concept, Pre-Feasibility and Feasibility studies include Indigenous Peoples engagement and considerations, which includes:</p> <ul style="list-style-type: none"> • Specialist studies • Description, risk and impact assessment, mitigation and management measures relating to Indigenous Peoples in assets' Environmental and Social Impact Assessment and/or Environmental and Social Management Plan • Indigenous Peoples strategy. • Indigenous Peoples plan/ Reconciliation Action Plan. • Indigenous Peoples agreements • Native Title determination • Heritage management standard • Heritage management plan • Heritage surveys • Stakeholder engagement strategy, plan and records for Life of Mine • Grievance mechanism and records. 		<p>All assets externally validated where applicable</p>

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 Meets
  Partially Meets
  Does Not Meet
  NA Not Applicable

ICMM'S MINING PRINCIPLE AND PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	CORPORATE	CERRO CORONA	AGNEW	GRANNY SMITH	GRUYERE	ST IVES	SOUTH DEEP	DAMANG	TARKWA	EXTERNAL VALIDATION 2021 - 2023
PRINCIPLE 4: Implement effective risk-management strategies and systems based on sound science, and which account for stakeholder perceptions of risk.											
4.1: Assess environmental and social risks and opportunities of new projects and of significant changes to existing operations in consultation with interested and affected stakeholders, and publicly disclose assessment results	Gold Fields Capital Management (Project) Study Guidelines (applicable to new Projects and major expansions) for Concept, Pre-Feasibility and Feasibility studies include sustainable development considerations including environment, social and stakeholder engagement. Projects have risk assessments which are reviewed and updated as part of Project execution. Project related environmental and social impact assessments (or similar) are conducted in accordance with in-country requirements and relevant stakeholder engagement and feedback processes. Our Group Policy Statements for Sustainable Development, Environment, Climate Change, Group Diversity, Occupational Health and Safety, Risk Management, Stakeholder Relationships and Engagement, and Water Stewardship commit us to appropriate environmental and social risk identification and management, and stakeholder engagement processes. This is further supported by additional guidelines such as a Group Biodiversity Management, Energy and Carbon Management, Enterprise Risk Management, Mine Closure Management and Tailings Management. All guidelines are applicable to the Group and all assets. All assets, regions and Group have strategic and operational risk registers (as appropriate).	●	●	●	●	●	●	●	●	●	Corporate and all assets externally validated
4.2: Undertake risk-based due diligence on conflict and human rights that aligns with the OECD Due Diligence Guidance on Conflict-Affected and High Risk Areas, when operating in, or sourcing from, a conflict-affected or high risk area	Our commitment to human rights is publicly disclosed in our Integrated Annual Report, Report to Stakeholders and on our website. Gold Fields commit to support the Voluntary Principles on Security and Human Rights. We have a Group Policy Statement: Human Rights. Gold Fields Group have identified Human Rights salient issues, and associated Bowtie's for management which are reviewed and updated annually. We undertake and disclose an annual assessment in line the World Gold Council Conflict-Free Gold Standard. In 2021 Gold Fields developed and implemented human rights training, and a due diligence tool for all assets to undertake a human rights due diligence assessment.	●	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Corporate externally validated

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● Meets ● Partially Meets ● Does Not Meet NA Not Applicable

ICMM'S MINING PRINCIPLE AND PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	CORPORATE	CERRO CORONA	AGNEW	GRANNY SMITH	GRUYERE	ST IVES	SOUTH DEEP	DAMANG	TARKWA	EXTERNAL VALIDATION 2021 - 2023
4.3: Implement risk-based controls to avoid/prevent, minimise, mitigate and/or remedy health, safety and environmental impacts to workers, local communities, cultural heritage and the natural environment, based upon a recognised international standard or management system	<p>Our Group Policy Statements for Sustainable Development, Environment, Climate Change, Group Diversity, Occupational Health and Safety, Risk Management, Stakeholder Relationships and Engagement, and Water Stewardship commit us to appropriate environmental and social risk identification and management.</p> <p>Gold Fields Group Enterprise Risk Management Guideline identifies and tracks the implementation of risk-based controls to avoid/prevent, minimise, mitigate and/or remedy health, safety and environmental impacts to workers, local communities, cultural heritage, and the natural environment. Our guideline is based on ISO 31000 - International Guideline on Risk Management. It is applicable to Group and all assets.</p> <p>All assets, regions and Group have strategic and operational risk registers (as appropriate) which are reviewed and updated quarterly.</p> <p>All assets have certified ISO 14001 environmental and ISO 45001 safety management systems which identify and assess risks, risk mitigation and management plans and associated procedures for implementation and follow up.</p>	N/A	●	●	●	●	●	●	●	●	All assets externally validated
4.4: Develop, maintain and test emergency response plans. Where risks to external stakeholders are significant, this should be in collaboration with potentially affected stakeholders and consistent with established industry good practice	<p>Gold Fields have a Group Crisis Management Guideline which is applicable to the Group and all assets. This is 'stress tested' with relevant stakeholders and we disclose our crisis management practices in our Integrated Annual Report.</p> <p>The Group have identified Material Unwanted Events and implemented Critical Control Management. We have undertaken independent assurance of our Critical Control Management processes.</p> <p>All assets have certified ISO 14001 environmental and ISO 45001 safety management systems with associated Emergency Preparedness and Response Plans. These plans are tested or 'stress tested'.</p> <p>We apply the APELL (Awareness and Preparedness for Emergencies at Local Level) Guideline, developed by the United Nations Environmental Program, in Emergency Preparedness and Response Plans at our assets.</p>	N/A	●	●	●	●	●	●	●	●	All assets externally validated

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ICMM'S MINING PRINCIPLE AND PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	CORPORATE	CERRO CORONA	AGNEW	GRANNY SMITH	GRUYERE	ST IVES	SOUTH DEEP	DAMANG	TARKWA	EXTERNAL VALIDATION 2021 - 2023
PRINCIPLE 5: Pursue continual improvement in the health and safety performance with the ultimate goal of zero harm.											
5.1: Implement practices aimed at continually improving workplace health and safety, and monitor performance for the elimination of workplace fatalities, serious injuries and prevention of occupational diseases, based upon recognised international standard or management system	<p>Safety is critical to enabling performance, adhering to our principal value and achieving our business objectives. The safety, health and wellbeing of our employees is paramount. Our goal is to eliminate Material Unwanted Safety Events, Fatalities, Serious Injuries and Potential Incidents.</p> <p>Strategic objectives all assets include:</p> <ul style="list-style-type: none"> • Develop a culture of safety leadership and firmly embed safety management as a line management responsibility with comprehensive roll out of Courageous Safety Leadership program. Every member of our workforce attends and engages with the program • Engage our employees on safety through Vital Behaviours and equip them with the skills to achieve safe outcomes consistently • Deploy management systems, aligned to Critical Control Management approaches and internationally recognised and certified ISO 45001 safety management system • Implement occupational health and wellness measures to mitigate risks related to workplace ill health • Implement planned technical solutions such as collision avoidance technologies <p>This is supported by our Group Policy Statement: Occupational Health and Safety, Health and Safety Reporting Guideline, Group Injury Classification Checklist, Group Occupational Health Guideline and Group Safety and Health Strategy. Furthermore assets undertake site risk assessments, and implement asset level guidelines, procedures and codes of practice, and occupational health/hygiene programmes.</p>	●	●	●	●	●	●	●	●	●	Corporate and all assets externally validated

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  Partially Meets
  Does Not Meet
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ICMM'S MINING PRINCIPLE AND PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	CORPORATE	CERRO CORONA	AGNEW	GRANNY SMITH	GRUYERE	ST IVES	SOUTH DEEP	DAMANG	TARKWA	EXTERNAL VALIDATION 2021 - 2023
5.2: Provide workers with training in accordance with their responsibilities for health and safety, and implement health surveillance and risk-based monitoring programmes based on occupational exposures	<p>We commit to:</p> <ul style="list-style-type: none"> Develop a culture of safety leadership and firmly embed safety management as a line management responsibility with comprehensive roll out of Courageous Safety Leadership program. Every member of our workforce attends and engages with the program Engage our employees on safety through Vital Behaviours and equip them with the skills to achieve safe outcomes consistently Deploy management systems, aligned to Critical Control Management approaches and internationally recognised and certified ISO 45001 safety management system <p>Our workers are appropriately trained in accordance with our Group Policy Statement: Occupational Health and Safety, certified ISO 45001 safety management systems, Occupational Health and Safety Guideline and Group Safety and Health Strategy. Assets undertake site risk assessments, and implement asset level guidelines, procedures and codes of practice, and occupational health/hygiene programmes for which the appropriate training is required.</p> <p>Asset employee induction programmes include health and safety aspects. We implement Courageous Safety Leadership training and refresher courses, and Vital Behaviours training and refresher courses.</p>	●	●	●	●	●	●	●	●	●	Corporate and all assets externally validated

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ICMM'S MINING PRINCIPLE AND PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	CORPORATE	CERRO CORONA	AGNEW	GRANNY SMITH	GRUYERE	ST IVES	SOUTH DEEP	DAMANG	TARKWA	EXTERNAL VALIDATION 2021 - 2023
PRINCIPLE 6: Pursue continual improvement in environmental performance issues, such as water stewardship, energy use and climate change.											
6.1: Plan and design for closure in consultation with relevant authorities and stakeholders, implement measures to address closure-related environmental and social aspects, and make financial provision to enable agreed closure and post-closure commitments to be realised	<p>Our Gold Fields Group Policy Statements for Sustainable Development and Environment, along with our Gold Fields Mine Closure Management Guideline and supporting Closure Cost Estimate Guideline require that we plan and design for closure in consultation with relevant authorities and stakeholders, implement measures to address closure-related environmental and social aspects, and make financial provision to enable agreed closure and post-closure commitments to be realised.</p> <p>Gold Fields Capital Management (Project) Study Guidelines (applicable to new Projects and major expansions) for Concept, Pre-Feasibility and Feasibility studies include integrated mine closure planning and stakeholder engagement requirements.</p> <p>Gold Fields report on integrated mine closure and our annual closure cost liability update and review in our Integrated Annual Report. All assets have an up-to-date Mine Closure Plan approved by the relevant regulator. All Mine Closure Plans have been developed and/or updated in line with in-country requirements and our Group Guidelines. Compliance to our Mine Closure Management Guideline was independently reviewed in 2019 / 2020. All assets review and update the closure cost estimate on an annual basis in line with in-country requirements, financial reporting requirements and Group guidance. This is internally and externally (or independently) reviewed and assured. Progressive rehabilitation is undertaken by all assets in line with their Mine Closure Plan objectives and commitments and the asset's Progressive Rehabilitation Plan requirements.</p>	●	●	●	●	●	●	●	●	●	Corporate and all assets externally validated

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ICMM'S MINING PRINCIPLE AND PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	CORPORATE	CERRO CORONA	AGNEW	GRANNY SMITH	GRUYERE	ST IVES	SOUTH DEEP	DAMANG	TARKWA	EXTERNAL VALIDATION 2021 - 2023
6.3: Design, construct, operate, monitor and decommission tailings disposal/storage facilities using comprehensive, risk-based management and governance practices in line with internationally recognised good practice, to minimise the risk of catastrophic failure	<p>Gold Fields commitment to implement the Global Industry Standards on Tailings Management (GISTM), Group Policy Statement: Tailings Management and our associated Tailings Management Guideline requires that we design, construct, operate, monitor, and decommission tailings disposal/storage facilities using comprehensive, risk-based management and governance practices in line with internationally recognised good practice, to minimise the risk of catastrophic failure.</p> <p>Our commitment to sound tailings management and implementation of the GISTM is publicly disclosed on our website.</p> <p>We are currently focusing on the following key aspects of the GISTM conformance with a 2023 target date for full conformance for very high and extreme consequence facilities (Cerro Corona and Tarkwa) and a 2025 target date for full compliance of all our other tailings storage facilities not in a state of safe closure (i.e. operational tailings storage facilities). We have assessed ourselves to be 'Partially Meets' to this Performance Expectation until we have fully implemented the GISTM by 2023 and 2025 accordingly. Progress to conformance with the GISTM, and implementation our Group Policy and Guidelines is reported in our Integrated Annual Report and on our website.</p>	○	○	○	○	○	○	○	○	○	Corporate and all assets externally validated

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 Meets
  Partially Meets
  Does Not Meet
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6.4: Apply the mitigation hierarchy to prevent pollution, manage releases and waste, and address potential impacts on human health and the environment	<p>Gold Fields Group Policy Statement: Environment commits our Group and assets to applying the mitigation hierarchy to prevent pollution, responsibly manage natural resources and waste, prevent environmental incidents and potential human health impacts. Our Group Biodiversity Guideline specifically commits to the mitigation hierarchy to mitigate impacts on biodiversity and the environment. This is further supported by numerous other Policy Statements such as Sustainable Development, Climate Change, Risk Management, Water Stewardship, and Material & Supply Chain Stewardship.</p> <p>Our assets apply these principles through:</p> <ul style="list-style-type: none"> Independently certified ISO 14001 environmental and ISO 45001 safety management systems International Cyanide Management Code for which all our operations are certified, with the exception of Cerro Corona as cyanide is not used in the processing of ore Risk and impact assessment, mitigation, and management (mitigation hierarchy) in their Environmental and Social Impact Assessment and/or Environmental and Social Management Plan Critical Control Management programme which includes unwanted material events related to hazardous materials, loss of containment, safety etc. <p>One of our six Group 2030 ESG targets is Zero Harm to people and the environment, specifically through zero serious environmental or safety incidents and zero fatalities. We report on our progress against our ESG targets publicly.</p>	N/A	●	●	●	●	●	●	●	●	All assets externally validated

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6.5: Implement measures to improve energy efficiency and contribute to a low-carbon future, and report the outcomes based on internationally recognised protocols for measuring CO₂ equivalent (GHG) emissions	<p>As part of our 2030 ESG Targets, Gold Fields commits to a 30% net carbon reduction in carbon emissions by 2030 and zero carbon emissions by 2050 in line with the Paris Agreement. Our commitment and activities to improve energy efficiency, reduce carbon emissions and report our outcomes against internationally recognised protocols are contained in our Group Policy Statement: Climate Change Policy and supporting Group Energy Management Guideline. We have energy and carbon emissions plans for all assets, and these are key considerations in the Group's strategic and business planning processes for our assets.</p> <p>We report against our commitments, targets and progress on our website, in our Integrated Annual Report, TCFD aligned annual Climate Change Report and GRI / Sustainability Performance Data.</p> <p>Our assets are working towards achieving these objectives and our targets through:</p> <ul style="list-style-type: none"> • Implementation of ISO 50001 energy management systems • Risk and impact assessment, mitigation, and management (mitigation hierarchy) in their Environmental and Social Impact Assessment and / or and/or Environmental and Social Management Plan <p>Notable energy and emission reduction initiatives have been implemented as follows:</p> <ul style="list-style-type: none"> • Green energy investment at Agnew with microgrid installation consisting of 18MW wind, 4MW solar, 13MW/4MWh battery storage, 18MW gas, and 3MW diesel energy mix. This is the first large-scale Australian microgrid to incorporate wind turbines and has resulted in a 42% net reduction in emissions • Green energy investment at Granny Smith with microgrid installation consisting of 8MW solar, 2MW/1MWh battery storage, 35MW gas, and 5MW diesel energy mix. This has resulted in a 7% net reduction in emissions. Granny Smith's gas power plant earns annual carbon credits from the Australian Emissions Reduction Fund • Gas transition from diesel to LPG in 2016, and then transition to natural gas in 2020, with the gas transport route upgrade from road to pipeline for our Ghana operations energy supply • Development and commissioning of a 50MW solar plant at South Deep aimed at providing 24% of the required mines electricity (planned to be completed end 2022) • Cerro Corona's energy provider Kallpa's 100% hydroelectricity is certified as clean energy by the International REC Standard. As such, 100% of the mine's electricity is classified as renewable • Participation in technology working group of the ICMM's Innovation for Cleaner Safer Vehicles (CSV) programme • Critical Control Management programme which includes unwanted material events relates to hazardous materials, loss of containment, safety etc. <p>One of our six Group 2030 ESG targets is 30% net carbon reduction in carbon emissions by 2030. One of our 6 Group ESG targets is Zero Harm to people and the environment, specifically zero serious environmental or safety incidents and zero fatalities. We report on our progress against our ESG targets publicly.</p>										Corporate and all assets externally validated


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 Meets
  Partially Meets
  Does Not Meet
  NA Not Applicable

ICMM'S POSITION STATEMENTS: MANDATORY ELEMENTS FOR PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	ASSESSMENT	EXTERNAL VALIDATION 2021 - 2023
<p>Mandatory element of Performance Expectation 6.2 Water Stewardship (January 2017)</p> <p>1. Apply strong and transparent corporate water governance:</p> <ul style="list-style-type: none"> Publicly disclose the company's approach to water stewardship Allocate clear responsibilities and accountabilities for water – from board and corporate to site levels Integrate water considerations in business planning – including company strategy, life of asset and investment planning Publicly report company water performance, material risks, opportunities and management response using consistent industry metrics and recognised approaches <p><i>Applicable at Corporate Level</i></p>	<p>Gold Fields have a Group Policy Statement: Water Stewardship that commits to implement water stewardship practices that provide for strong and transparent water governance, effective and efficient management of water at operations, and collaboration with stakeholders at a catchment level to achieve responsible and sustainable water use. Our Integrated Annual Report and Water Stewardship management approach (on our website) document our approach and progress to our commitments.</p>		<p>Corporate externally validated</p>
<p>Mandatory element of Performance Expectation 6.2 Water Stewardship (January 2017)</p> <p>2. Manage water at operations effectively:</p> <ul style="list-style-type: none"> Maintain a water balance and understand how it relates to the cumulative impact of other users Set context-relevant water targets or objectives for sites with material water-related risks Proactively manage water quantity and quality to reduce potential socio-environmental impacts and realise opportunities Ensure all employees have access to clean drinking water, gender-appropriate sanitation facilities and hygiene at their workplace <p>3. Collaborate to achieve responsible and sustainable water use:</p> <ul style="list-style-type: none"> Identify, evaluate, and respond to catchment-level water-related risks and opportunities Identify and engage proactively and inclusively with stakeholders that may influence or be affected by a site's water use and discharge Actively engage on external water governance issues, with governments, local authorities and other stakeholders, to support predictable, consistent and effective regulation that underpins integrated water resource management. This commitment can be applied individually or collectively and validation is at the discretion of the member Support water stewardship initiatives that promote better water use, effective catchment management and contribute to improved water security and sanitation. This commitment can be applied individually or collectively and validation is at the discretion of the member. <p><i>Applicable at Asset level</i></p>	<p>Our regions have water strategies with targets set for 2025 and 2030 for all assets. All assets have Government Action Plans, Community Actions Plans and Stakeholder engagement strategy, plans and records which consider water stewardship in an appropriate manner.</p> <p>Water targets are tracked, and progress is report to our senior management and disclosed publicly. We have undertaken third party verification of all asset level management plans and our alignment with the ICMM Position Statements for Water Stewardship.</p>		<p>All assets externally validated</p>

The following key is utilised in the self assessment tables:

Meets
 Partially Meets
 Does Not Meet
 NA Not Applicable

ICMM'S POSITION STATEMENTS: MANDATORY ELEMENTS FOR PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	ASSESSMENT	EXTERNAL VALIDATION 2021 - 2023
<p>Mandatory element of Performance Expectation 6.3 Mandatory Element: Tailings Governance (December 2016)</p> <ol style="list-style-type: none"> 1. Accountability, responsibility and competency: Accountabilities, responsibilities and associated competencies are defined to support appropriate identification and management of TSF risks <ul style="list-style-type: none"> • Accountability for the overall governance of tailings facilities resides with the owners and operators • Organisational structures and roles are established to support management of TSF risks and governance accountability • Communication processes are maintained to ensure that personnel understand their responsibilities. Training is conducted to maintain currency of knowledge and skills • Role competency and experience requirements are defined for critical roles within the established organizational structures 2. Planning and resourcing: The financial and human resources needed to support continued TSF management and governance are maintained throughout a facility's life cycle <ul style="list-style-type: none"> • TSF operating and capital costs, and human resource needs, are included in relevant business planning processes • Resources necessary to implement and maintain activities within this governance framework are provided 3. Risk management: Risk management associated with TSFs includes risk identification, an appropriate control regime and the verification of control performance <ul style="list-style-type: none"> • Risk controls and their associated verification activities are identified based on failure modes and their associated consequences and evaluated on a TSF specific basis considering all phases of the TSF life cycle • Suitably qualified and experienced experts are involved in TSF risk identification and analysis, as well as in the development and review of effectiveness of the associated controls • Performance criteria are established for risk controls and their associated monitoring, internal reporting and verification activities 	<p>Our Tailings Governance process aligns with the requirements of the Position Statement. We provide a full disclosure on our website related to the following elements, and update progress in Tailings Stewardship in our Integrated Annual Report:</p> <ul style="list-style-type: none"> • Overall approach to Tailings Governance and Stewardship • Context to Tailings Management and an overview of Tailings Storage Facility lifecycle, construction methods and deposition techniques • Gold Fields governance standards and guidelines related to tailings management, planning and design, implementation and management, and performance monitoring • Our conformance to the GISTM which includes third party review, risk assessments, roles, responsibilities, and accountabilities • Assurance, Engineer of Record, Standard Reviews, Regulatory Reviews and Independent Reviews • Emergency Response Planning • Innovation and working with Industry • Tailings disclosure and inventory • Key Contacts <p>Gold Fields Capital Management (Project) Study Guidelines (applicable to new Projects and major expansions) for Concept, Pre-Feasibility and Feasibility studies include tailings governance and management considerations.</p>		<p>Corporate and all assets externally validated</p>

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 Meets
 Partially Meets
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 NA Not Applicable

ICMM'S POSITION STATEMENTS: MANDATORY ELEMENTS FOR PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	ASSESSMENT	EXTERNAL VALIDATION 2021 - 2023
<p>4. Change management: Risks associated with potential changes are assessed, controlled and communicated to avoid inadvertently compromising TSF integrity</p> <ul style="list-style-type: none"> Processes are applied that involve the identification, assessment, control and communication of risks to TSF integrity arising from both internally driven and externally driven change, to avoid introducing uncertain, unacceptable, and/ or unmanaged risks Documents and records that support TSF planning, design, construction, operation, surveillance, management and governance are maintained and kept suitably current and accessible <p>5. Emergency preparedness & response: Processes are in place to recognize and respond to impending failure of TSFs and mitigate the potential impacts arising from a potentially catastrophic failure</p> <ul style="list-style-type: none"> Action thresholds and their corresponding response to early warning signs of potential catastrophic failure are established Emergency preparedness and response plans are established commensurate with potential failure consequences. Such plans specify roles, responsibilities and communication procedures Emergency preparedness and response plans are periodically tested <p>6. Review & assurance: Internal and external review and assurance processes are in place so that controls for TSF risks can be comprehensively assessed and continually improved</p> <ul style="list-style-type: none"> Internal performance monitoring and inspections and internal and external reviews and assurance are conducted commensurate with consequences of TSF failure to evaluate and to continually improve the effectiveness of risk controls Outcomes and actions arising from TSF review and assurance processes are recorded, reviewed, closed-out and communicated Performance of risk management programs for TSFs is reported to executive management on a regular basis <p><i>Applicable at Corporate and Asset level</i></p>	<p>We have implemented to following key activities as part of our conformation to the GISTM:</p> <ul style="list-style-type: none"> Appointment of GISTM related roles complete, Accountable executives, Responsible Tailings Facility Engineers, Engineers of Record and Independent Tailings Review Boards RACI (responsible, accountable, consulted and informed) charts are being updated at an operational level. The RACI matrices available in existing operating manuals need to be updated to reflect the GISTM Tailings Management Plans are being developed as part of the GISTM roadmap Probabilistic risk assessments are being developed for each TSF globally by a single consultant to allow risk to be compared across all sites The Change Management Policy is being updated to include Tailings, as per the GISTM requirements All TSFs have been independently audited and reviewed by external consultants. Engineers of Record prepare quarterly reviews and will prepare annual reports going forward as part of the GISTM road map Emergency preparedness plans will be updated following the completion of site-specific Failure Mode Evaluation Mode workshops, held with Engineers of Record and all stakeholders. Failure mode related drills will then be run with operational staff Gold Fields very high and extreme consequence facilities will be in conformance with the GISTM by August 2023. All other facilities not in a state of safe closure (i.e. operational) will be in conformance with the GISTM by August 2025. 		

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  Partially Meets
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<p>Mandatory element of Performance Expectation 6.4 Mandatory Element Mercury Risk Management (February 2009)</p> <ol style="list-style-type: none"> 1. Not open any mines designed to produce mercury as the primary product 2. Apply materials stewardship to promote the responsible management of the mercury produced from ICMM members' operations including that which naturally occurs in our products 3. Identify and quantify point source mercury air emissions from our operations and minimize them through the application of cost effective best available technology, using a risk based approach 4. Report significant point source mercury emissions from our operations consistent with our commitment to report in accordance with the GRI framework <p><i>Applicable at Corporate level</i></p>	<p>Gold Fields do not own, invest in, or operate any mines designed to produce mercury as the primary product</p> <p>Currently, Gold Fields operating mines do not produce mercury as a by-product</p> <p>We apply materials stewardship for materials in our business in accordance with our Materials and Supply Chain Stewardship Policy Statement.</p> <p>We identify, assessment and where appropriate measure air emissions from our operations in accordance with our risk assessments, environmental and social impact assessments and ISO 14001 environmental management systems, and occupational health management. We have not identified any significant point source mercury emissions from our operations.</p>		<p>Corporate externally validated</p>

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Meets
 Partially Meets
 Does Not Meet
 NA Not Applicable

ICMM'S MINING PRINCIPLE AND PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	CORPORATE	CERRO CORONA	AGNEW	GRANNY SMITH	GRUYERE	ST IVES	SOUTH DEEP	DAMANG	TARKWA	EXTERNAL VALIDATION 2021 - 2023
PRINCIPLE 7: Contribute to the conservation of biodiversity and integrated approaches to land-use planning.											
7.1: Neither explore nor develop new mines in World Heritage Sites, respect legally designated protected areas, and design and operate any new operations or changes to existing operations to be compatible with the value for which such areas were designated	<p>Gold Fields commit to:</p> <ul style="list-style-type: none"> Neither explore nor develop new mines in World Heritage sites Design and operate our mines in a way that does not compromise the biodiversity values of any protected area Contribute to the conservation of biodiversity and integrated approaches to land-use planning Adopt the mitigation hierarchy approach towards the management of biodiversity related risks at each stage of the mine lifecycle Strive for net zero loss of biodiversity for all new projects and major expansions on existing sites <p>Our commitments to Biodiversity Management are supported by Group Policy Statements for Sustainable Development and Environment. Our Group Biodiversity Guideline and management approaches elaborate on our commitments and requirements for biodiversity management at an asset level. This includes biodiversity risk and impacts assessments, and mitigation, management plans or actions plans. We require Biodiversity Management Plans for managing high risk biodiversity areas and Biodiversity Action Plans for implementing No Net Loss where applicable at our assets. Our certified ISO 14001 environmental management systems include biodiversity management and related procedures We disclosure biodiversity and land related data in our Integrated Annual Report, GRI Content Index, Sustainability Performance Index Report, Sustainability Performance Data, and on our website.</p>	●	●	●	●	●	●	●	●	●	Corporate and all assets externally validated

The following key is utilised in the self assessment tables:

 Meets
  Partially Meets
  Does Not Meet
  NA Not Applicable

ICMM'S MINING PRINCIPLE AND PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	CORPORATE	CERRO CORONA	AGNEW	GRANNY SMITH	GRUYERE	ST IVES	SOUTH DEEP	DAMANG	TARKWA	EXTERNAL VALIDATION 2021 - 2023
7.2: Assess and address risks and impacts to biodiversity and ecosystem services by implementing the mitigation hierarchy, with the ambition of achieving no net loss of biodiversity	<p>Gold Fields commit to:</p> <ul style="list-style-type: none"> Adopt the mitigation hierarchy approach towards the management of biodiversity related risks at each stage of the mine lifecycle Strive for net zero loss of biodiversity for all new projects and major expansions on existing sites <p>Our Gold Fields Capital Management (Project) Study Guidelines for Concept, Pre-Feasibility and Feasibility studies include sustainable development considerations and biodiversity management.</p> <p>Our Group Biodiversity Guideline and management approaches elaborate on our commitments and requirements for biodiversity management at an asset level. This includes biodiversity risk and impacts assessments, and mitigation, management plans or actions plans. Our certified ISO 14001 environmental management systems include biodiversity management and related procedures. We report publicly on our new Project, Salares Norte, and related biodiversity risk and impact management.</p>	●	●	●	●	●	●	●	●	●	Corporate and all assets externally validated

The following key is utilised in the self assessment tables:

 Meets
  Partially Meets
  Does Not Meet
  NA Not Applicable

ICMM'S POSITION STATEMENTS: MANDATORY ELEMENTS FOR PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	ASSESSMENT	EXTERNAL VALIDATION 2021 - 2023
<p>Mandatory element of Performance Expectation 7.1 and 7.2 Mining and Protected Areas (August 2003)</p> <ol style="list-style-type: none"> 1. Respect legally designated protected areas and ensure that any new operations or changes to existing operations are not incompatible with the value for which they were designated 2. Not explore or mine in World Heritage properties. All possible steps will be taken to ensure that existing operations in World Heritage properties as well as existing and future operations adjacent to World Heritage properties are not incompatible with the outstanding universal value for which these properties are listed and do not put the integrity of these properties at risk. 3. Ensure that potential adverse impacts on biodiversity from new operations or changes to existing operations are adequately addressed throughout the project cycle and that the mitigation hierarchy is applied <p><i>Applicable at Corporate and Asset level</i></p>	<p>Gold Fields commit to:</p> <ul style="list-style-type: none"> • Neither explore nor develop new mines in World Heritage sites • Design and operate our mines in a way that does not compromise the biodiversity values of any protected area • Contribute to the conservation of biodiversity and integrated approaches to land-use planning • Adopt the mitigation hierarchy approach towards the management of biodiversity related risks at each stage of the mine lifecycle • Strive for net zero loss of biodiversity for all new projects and major expansions on existing sites. 		<p>Corporate and all assets externally validated</p>

The following key is utilised in the self assessment tables:

Meets
 Partially Meets
 Does Not Meet
 NA Not Applicable

ICMM'S MINING PRINCIPLE AND PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	CORPORATE	CERRO CORONA	AGNEW	GRANNY SMITH	GRUYERE	ST IVES	SOUTH DEEP	DAMANG	TARKWA	EXTERNAL VALIDATION 2021 - 2023
PRINCIPLE 8: Facilitate and support the knowledge-base and systems for responsible design, use, re-use, recycling and disposal of products containing metals and minerals.											
8.1: In project design, operation and de-commissioning, implement cost-effective measures for the recovery, re-use or recycling of energy, natural resources and materials	Gold Fields Capital Management (Project) Study Guidelines for Concept, Pre-Feasibility and Feasibility studies include sustainable development considerations and natural resource and materials stewardship. Our Group Policy Statements for Sustainable Development, Environment, Climate Change, Risk Management, Water Stewardship, Material & Supply Chain Stewardship and Gold Fields guidelines for Energy and Carbon Management, Enterprise Risk Management, Mine Closure Management, Tailings Management, Water Management consider natural resource and materials stewardship across the mining life cycle. All guidelines are applicable to Group and all assets.	●	●	●	●	●	●	●	●	●	Corporate and all assets externally validated
8.2: Assess the hazards of the products of mining according to UN Globally Harmonised System of Hazard Classification and Labelling or equivalent relevant regulatory systems and communicate through safety data sheets and labelling as appropriate	<p>Gold Fields primary product is gold, which is inert and sold directly to gold refineries, thus negating the requirement for hazardous management of our product. Our Group Policy Statements for Sustainable Development and Environment and publicly disclosed management approaches for environment and waste management consider the responsible management of hazardous materials. Gold Fields manage their hazardous materials such as reagents, chemicals, and wastes through the following process or systems:</p> <ul style="list-style-type: none"> • Material Safety Data Sheets for Hazardous Materials available at all assets • Critical Control Management for Material Unwanted Event related to Hazardous Materials at all assets • ISO 14001 and ISO 45001 environmental and safety management systems which include the management of hazardous materials and related procedures • ISO 14001 environmental management systems which includes waste management and related procedures • All of our assets are independently certified according to ISO 14001 and ISO 45001 environmental and safety management systems • International Cyanide Management Code for which all our operations are certified, with the exception of Cerro Corona as cyanide is not used in the processing of ore <p>Cerro Corona produce a concentrate product which conforms to the above process and systems along with national regulatory requirements, and hazardous materials management procedures and critical controls in which each chemical is classified with NFPA (National Fire Protection Association), Hazardous Materials Identification System (HMIS) and FIFO/PEPS (First Inlet, First Outlet). Cerro Corona have an opportunity to formally align their hazardous classification and labelling with this Performance Expectation, hence our assessment of 'Partially Meets'.</p>	●	○	●	●	●	●	●	●	●	Corporate and all assets externally validated

The following key is utilised in the self assessment tables:

● Meets ○ Partially Meets ● Does Not Meet NA Not Applicable

ICMM'S MINING PRINCIPLE AND PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	CORPORATE	CERRO CORONA	AGNEW	GRANNY SMITH	GRUYERE	ST IVES	SOUTH DEEP	DAMANG	TARKWA	EXTERNAL VALIDATION 2021 - 2023
PRINCIPLE 9: Pursue continual improvement in social performance and contribute to the social, economic and institutional development of host countries and communities.											
9.1: Implement inclusive approaches with local communities to identify their development priorities and support activities that contribute to their lasting social and economic wellbeing, in partnership with government, civil society and development agencies, as appropriate	<p>Gold Fields commit to develop mutually beneficial relationships with host communities, governments, and other key stakeholders in our Group Policy Statement: Community, Group Community Relations and Stakeholder Engagement Guideline and Handbook. This provides guidance on relevant Standards including building sustainable relationships with stakeholders (Standard 1) and contributing to social and economic development of host communities (Standard 4) through a shared value approach.</p> <p>We disclose progress in implementing this commitment in our Integrated Annual Report, Report to Stakeholders and on our website.</p>	●	●	●	●	●	●	●	●	●	Corporate and all assets externally validated
9.2: Enable access by local enterprises to procurement and contracting opportunities across the project life-cycle, both directly and by encouraging larger contractors and suppliers, and also by supporting initiatives to enhance economic opportunities for local communities	<p>Gold Fields commit to prioritising local procurement and employment and measuring our contribution to local economic development in our Group Policy Statement: Community and supporting the economies of our host communities and operating countries through the local procurement of goods and services in Materials and Supply Chain Stewardship Policy.</p> <p>We disclose progress in implementing this commitment in our Integrated Annual Report, Report to Stakeholders and on our website.</p>	●	●	●	●	●	●	●	●	●	Corporate and all assets externally validated

The following key is utilised in the self assessment tables:

● Meets
○ Partially Meets
⊘ Does Not Meet
NA Not Applicable

ICMM'S MINING PRINCIPLE AND PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	CORPORATE	CERRO CORONA	AGNEW	GRANNY SMITH	GRUYERE	ST IVES	SOUTH DEEP	DAMANG	TARKWA	EXTERNAL VALIDATION 2021 - 2023
9.3: Conduct stakeholder engagement based upon an analysis of the local context and provide local stakeholders with access to effective mechanisms for seeking resolution of grievances related to the company and its activities	<p>Gold Fields commit to engagement with stakeholders through appropriate systems that provide the platform for dialogue, for understanding stakeholder views and for understanding our impacts on those around us in our Group Policy Statement: Community. Our Group Community Relations and Stakeholder Engagement Guideline and Handbook provides guidance on relevant Standards including building sustainable relationships with stakeholders (Standard 1), establishing communication engagement mechanisms that are effective, timely, transparent, and culturally pertinent (Standard 2), managing conflicts (Standard 3) and contributing to social and economic development of host communities (Standard 4).</p> <p>We disclose progress in implementing this commitment in our Integrated Annual Report, Report to Stakeholders and on our website.</p> <p>Our Australian operations have an opportunity to undertake a self assessment, at asset level, against the UN effectiveness criteria of their grievance mechanisms and therefore are assessed as 'Partially Meets'.</p>	N/A	●	○	○	○	○	●	●	●	All assets externally validated
9.4: Collaborate with government, where appropriate, to support improvements in environmental and social practices of local artisanal and small-scale mining (ASM)	<p>Gold Fields commit to develop mutually beneficial relationships with host communities, governments, and other key stakeholders in our Group Policy Statement: Community. Our Group Community Relations and Stakeholder Engagement Guideline and Handbook provides guidance on relevant Standards including engaging with artisanal and small-scale miners (Standard 8).</p> <p>We disclose progress in implementing this commitment in our Integrated Annual Report, Report to Stakeholders and on our website.</p>	N/A	●	●	●	●	●	●	●	●	All assets externally validated

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● Meets
 ○ Partially Meets
 ⊘ Does Not Meet
 NA Not Applicable

ICMM'S POSITION STATEMENTS: MANDATORY ELEMENTS FOR PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	ASSESSMENT	EXTERNAL VALIDATION 2021 - 2023
<p>Mandatory element of Performance Expectation 9.1 Position Statement: Mining: Partnerships for Development (January 2010)</p> <p>1. Either individually or collectively through ICMM publicly express their willingness to work in partnership with development agencies, host governments, civil society organisations, and local communities to enhance mining and metals' contribution to social and economic development. This commitment can be applied individually or collectively and validation is at the discretion of the member</p> <p><i>Applicable at Corporate level</i></p>	<p>Gold Fields commit to develop related partnerships and communicates this in our Group Policy Statement: Community. Our Group Community Relations and Stakeholder Engagement Guideline and Handbook along with Management management Approaches approaches (website) describes our direct and indirect economic impact management approach, which involves working with governments, civil society organisations, communities etc. to enhance the impact of our socio-economic commitments and contributions. We disclosure our approach, activities, and progress in this area on our website, in our Integrated Annual Report and in our Report to Stakeholders.</p>		<p>Corporate externally validated</p>
<p>Mandatory element of Performance Expectation 9.1 Position Statement: Mining: Partnerships for Development (January 2010)</p> <p>2. For major investments in regions where socio-economic outcomes are highly uncertain or where there are significant opportunities to enhance such outcomes: (i) develop an understanding of the social and economic contribution of the project, including an analysis of the barriers that might weaken this contribution; and (ii) actively support or help develop partnerships or collaborations with other stakeholder groups with the aim of ensuring the project's potential socio-economic contribution is realised</p> <p>3. Review the relative success of their development partnerships and collaborations at suitable intervals and adapt these over time to ensure they continue to contribute to the overall goal of enhancing the social and economic contribution of mining</p> <p><i>Applicable at Asset level</i></p>	<p>Gold Fields utilise 'Government Action Plans' and 'Community Action Plans', developed for each Region and operation, as appropriate, in driving development opportunities with partners. Socio Economic Development considerations are included in Gold Fields Capital Management (Project) Study Guidelines for Concept, Pre-Feasibility and Feasibility studies for consideration in major projects or expansions.</p> <p>Gold Fields pursue partnerships as part of their capacity development plans and undertake partner identification and assessment criteria and reviews.</p> <p>Gold Fields undertake social return on investment studies both from a forecast and/ or evaluation perspective and develop relevant action plans to maximise returns at operations. Gold Fields also undertaken asset level mine-community relationship assessments with action plans developed to improve outcomes.</p>		<p>Assets externally validated, where applicable</p>

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Meets
 Partially Meets
 Does Not Meet
 NA Not Applicable

ICMM'S POSITION STATEMENTS: MANDATORY ELEMENTS FOR PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	ASSESSMENT	EXTERNAL VALIDATION 2021 - 2023
<p>Mandatory element of Performance Expectation 9.4 Position Statement Mining: Mercury Risk Management (February 2009)</p> <p>5. To participate in government-led partnerships to transfer low- to no-mercury technologies into the ASM sector in locations where ICMM member companies have operations in close proximity to ASM activity such that livelihoods are enhanced through increased productivity and reduced impacts to human health</p> <p><i>Applicable at Asset level</i></p>	<p>Gold Fields do not own, invest in, or operate any mines designed to produce mercury as the primary product and our Australian assets, South Deep and Cerro Corona are not in close proximity to ASM activity. As such, this mandatory element of this Position Statement was deemed not applicable for our assets in these regions.</p> <p>However, in Ghana, the municipalities in which we operate are major centres of illegal and small-scale mining activities. As such, Gold Fields participate in industry led associations where possible to improve ASM practices, which includes social and environmental aspects. Gold Fields undertakes ASM related engagement with government and participate in government-led initiatives in Ghana, such as the National Alternative Livelihood and Community Mining programmes which focus on ASM.</p>		<p>All assets externally validated</p>


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Meets
 Partially Meets
 Does Not Meet
 NA Not Applicable

ICMM'S MINING PRINCIPLE AND PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	CORPORATE	CERRO CORONA	AGNEW	GRANNY SMITH	GRUYERE	ST IVES	SOUTH DEEP	DAMANG	TARKWA	EXTERNAL VALIDATION 2021 - 2023
PRINCIPLE 10: Proactively engage key stakeholders on sustainable development challenges and opportunities in an open and transparent manner, effectively report and independently verify progress and performance.											
10.1: Identify and engage with key corporate-level external stakeholders on sustainable development issues in an open and transparent manner	Gold Fields have a Stakeholder Relationship and Engagement Policy Statement, which identifies relevant stakeholders and commits to engagement and disclosure. We report on our engagement on sustainable development related matters publicly for our Group in our Integrated Annual Report and Report to Stakeholders which is available on our website.	●	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Corporate externally validated
10.2: Publicly support the implementation of the Extractive Industries Transparency Initiative (EITI) and compile information on all material payments, at the appropriate levels of government, by country and by project	Gold Fields implement, and publicly support the implementation of, the Extractive Industries Transparency Initiative (EITI). We publicly disclose material payments for the Group and all operating assets in our Integrated Annual Report, GRI Content Index Sustainability Performance Index Report, Sustainability Performance Data, and Report to Stakeholders and on our website. The EITI websites for Ghana and Peru include relevant Gold Fields information.	●	●	●	●	●	●	●	●	●	Corporate and all assets externally validated
10.3: Report annually on economic, social and environmental performance at the corporate level using the GRI Sustainability Reporting Standards	Gold Fields report annually on economic, social, and environmental performance for the Group and all operating assets using the GRI Sustainability Reporting Standards. This is reported in our Integrated Annual Report, GRI Content Index Sustainability Performance Index Report, Sustainability Performance Data, Climate Change Report and Report to Stakeholders which are publicly disclosed on our website. Further information regarding our Management management Approaches approaches and Materiality Assessment are publicly disclosed on our website.	●	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Corporate externally validated
10.4: Each year, conduct independent assurance of sustainability performance following the ICMM guidance on assuring and verifying membership requirements	Gold Fields conduct an annual independent assurance of sustainability performance for the Group, which includes disclosures on all operating assets following the ICMM guidance on assuring and verifying membership requirements. This is reported in our Integrated Annual Report, Sustainability Performance Data Report (GRI Content Index), Sustainability Performance Data, Climate Change Report and Report to Stakeholders which are publicly disclosed on our website. Gold Fields did not enter into any mineral development contracts since 1 January 2021.	●	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Corporate externally validated

The following key is utilised in the self assessment tables:

● Meets ● Partially Meets ● Does Not Meet NA Not Applicable

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<p>Mandatory element of Performance Expectation 10.2 Position Statement Transparency of Mineral Revenues</p> <ol style="list-style-type: none"> 1. Include a clear endorsement of efforts at the international level to enhance the transparency of mineral revenues, including EITI, on their website and/or in their sustainable development reports. To submit a completed international level self assessment form to the EITI Secretariat for posting on the EITI website. <i>Applicable at Corporate level</i> 2. Engage constructively in countries that are committed to implementing EITI, consistent with the multi-stakeholder process adopted in each country. <i>Applicable at Corporate level</i> 3. Compile information on all material payments by country and by project at the appropriate levels of government. In the case of EITI implementing countries, this should be provided to the body assigned responsibility for reconciling details of payments by companies and revenue data provided by government according to the agreed national template. Material payments by companies are expected to have been independently audited, applying international standard accounting practices. <i>Applicable at Corporate level</i> 4. Support the public disclosure (ie publication) of material payments by country and by project. For EITI, this should be in line with the implementation approach adopted in-country <i>Applicable at Corporate and Asset level</i> 5. Engage constructively in appropriate forums to improve the transparency of mineral revenues – including their management, distribution or spending – or of contractual provisions on a level-playing field basis, either individually or collectively through ICMM. This commitment can be applied individually or collectively and validation is at the discretion of the member. <i>Applicable at Corporate and Asset level</i> 	<p>We seek to report fully and transparently on our sustainability performance. We report primarily through our Integrated Annual Report, GRI Context Index Report, Sustainability Performance Reporting data, Report to Stakeholders and Annual Financial Statement report. We also disclose in accordance with a wide range of disclosure and reporting disclosures, standards and frameworks.</p> <p>Information related to transparency of mineral revenues is contained on our website, the EITI website, their EITI assessment of Gold Fields, and EITI country websites in Ghana and Peru.</p> <p>We regularly conduct webcasts or webinars in which we disclose our sustainability performance, our 2030 ESG targets and progress against these, In 2020 we held a dedicated sustainability ESG Webcast with over 170 participants including investors, analysts, media, consultants, NGOs, business partners, Gold Fields employees and directors. We launched our inaugural Report to Stakeholders providing an overview of our performance and relationships with key stakeholders groups, particularly communities.</p> <p>In 2021 we had a dedicated ESG webinar in which we launched our 2030 ESG targets, along with key initiatives to achieve these, with further updates in 2022.</p> <p>Gold Fields did not enter into any mineral development contracts since 1 January 2021.</p>		<p>Corporate and all assets externally validated</p>

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  Partially Meets
  Does Not Meet
  NA Not Applicable

ICMM'S POSITION STATEMENTS: MANDATORY ELEMENTS FOR PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	ASSESSMENT	EXTERNAL VALIDATION 2021 - 2023
<p>Mandatory element of Performance Expectation 10.3 Position Statement Mining: Partnerships for Development</p> <p>Provide an overview of their work on such partnerships, as appropriate, in their annual external reporting and communications.</p> <p><i>Applicable at Corporate and Asset level</i></p>	<p>Gold Fields provide an overview and report on Mining: Partnerships for Development for the Group and all our operating assets in our Integrated Annual Report and annual Report to Stakeholders which are publicly disclosed on our website. Our self assessments of conformation conformance to ICMM Position Statements for 2017 to 2020 is publicly disclosed on our website.</p>		<p>Corporate and all assets externally validated</p>

The following key is utilised in the self assessment tables:

Meets
 Partially Meets
 Does Not Meet
 NA Not Applicable

6. ERM Independent Validation Statement

ERM

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The Woodlands Office Park
Woodlands Drive, Woodmead
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Independent Assurance Statement to the Board of Directors of Gold Fields Limited

Environmental Resources Management Southern Africa (Pty) Ltd ('ERM') was engaged by Gold Fields Limited ('Gold Fields') to provide reasonable assurance in relation to the information set out below and presented in Gold Fields' ICMM Mining Principles, Position Statements, and Performance Expectations Conformance Report for the year ended 31 December 2021 (the 'Report').

Engagement Summary

Assurance Scope	<p>Whether Gold Fields' assertions relating to the following ICMM Subject Matters (SM) in the Report are fairly presented, in all material respects, with the reporting criteria:</p> <ul style="list-style-type: none"> SM1: The alignment of Gold Fields' sustainability policies, management standards and procedures to the ICMM Principles, any mandatory requirements set out in ICMM Position Statements, the corporate-level ICMM Performance Expectations (PEs) and corporate and asset-level aspects of the combined PEs. SM5: Disclosures regarding Gold Fields' prioritisation process for selecting assets for third-party PE Validation.
Reporting Criteria	<ul style="list-style-type: none"> ICMM Assurance and Validation Procedure (2019), including the ICMM Mining Principles, ICMM Performance Expectations and ICMM Position Statements in effect as at 31 December 2021.
Assurance Standard	ERM CVS' assurance methodology, based on the International Standard on Assurance Engagements (ISAE) 3000 (Revised).
Level of Assurance	Reasonable Assurance for all Subject Matters listed above.
Respective Responsibilities	<p>Gold Fields is responsible for preparing the Report, including the collection and presentation of the disclosures covered by the scope of our engagement, the design, implementation and maintenance of related internal controls over the information and data, as well as the integrity of its website.</p> <p>ERM's responsibility is to provide an opinion on the selected information based on the evidence we have obtained and exercising our professional judgement, on whether the information covered by the scope of our engagement has been prepared in accordance with the stated criteria. ERM disclaims any liability for any decision a person or entity may make based on this Assurance Statement.</p>

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Registered office
Environmental Resources Management
Southern Africa (Pty) Ltd
1st Floor, Building 32, The Woodlands Office Park
Woodlands Drive, Woodmead
2148, Johannesburg, South Africa

Registered number: 2003/001404/07
VAT registration: 4780205482
A member of the ERM Group
Offices worldwide

Directors:
Claudio Bertora
Elena-Daniela Atreanu
Krishnavel Maduray
Urmila Bob (Non-Executive)

ERM

13 December 2022

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Our assurance activities

We planned and performed our work to obtain all the information and explanations that we believe were necessary to reduce the risk of material misstatement to low, and therefore provide a basis for our assurance opinion. Using the ICMM Assurance and Validation Procedure (2019), a multi-disciplinary team of sustainability and assurance specialists performed the assurance activities, including, among others:

- Reviewing Gold Fields' ICMM self-assessments¹, as well as selected supporting documentation referenced therein, for Corporate, as well as the following assets:
 - Agnew Mine, Australia;
 - Granny Smith Mine, Australia;
 - Gruyere Mine, Australia;
 - St Ives Mine, Australia;
 - Cerro Corona Mine, Peru;
 - Tarkwa Mine, Ghana;
 - Damang Mine, Ghana; and
 - South Deep Mine, South Africa
- Interviews with a selection of corporate-level staff and management, including senior executives, to gain an understanding of applicability and the status of implementation of the ICMM Mining Principles (including the corporate-level PEs and asset-and corporate-level aspects of the combined PEs) and ICMM Position Statements in Gold Fields' strategy and policies.
- In-person visits to interview responsible asset-level staff and validate selected information disclosed within the self-assessments at the following assets:
 - Agnew Mine, Australia; and
 - Granny Smith Mine, Australia
- Remote reviews to interview responsible asset-level staff and validate selected information disclosed within the self-assessments at the following assets:
 - Gruyere Mine, Australia;
 - St Ives Mine, Australia;
 - Cerro Corona Mine, Peru;
 - Tarkwa Mine, Ghana;
 - Damang Mine, Ghana; and
 - South Deep Mine, South Africa
- Reviewing the presentation of information relevant to the scope of our work in the Report to ensure consistency with our findings.

Our assurance opinion

In our opinion, Gold Fields' assertions relating to the selected ICMM Subject Matters in the Report, included in the 'Assurance Scope' above, are prepared, in all material respects, in accordance with the reporting criteria.

The limitations of our engagement

The reliability of the assured information is subject to inherent uncertainties given the nature of the assured subject matters. It is important to understand our assurance opinions in this context. Our independent Assurance Statement provides no assurance on:

- The maintenance and integrity of Gold Fields' website, including controls used to achieve this integrity, and in particular, whether any changes may have occurred to the information since it was first published; or
- Any other information in the Report or on Gold Fields' website for the current reporting period; or on the baseline values used for presenting performance against targets; or prospective information including ambitions, plans, expectations or their achievability.

¹ The self-assessments included the ICMM Principles and relevant PEs, as well as the mandatory requirements set out in applicable ICMM Position Statements in effect as at 31 December 2021.

ERM Independent Validation Statement

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Force majeure – Covid-19

As a result of travel restrictions arising from the current global pandemic, we were unable to carry out certain assurance activities as originally planned and agreed with Gold Fields. In-person visits to selected operations and the head office were replaced with remote reviews via teleconference and video calls for this year's assurance engagement. While we believe these changes do not affect our reasonable assurance opinions above, we draw attention to the possibility that if we had undertaken additional in-person visits we may have identified errors and omissions in the assured information that we did not discover through the alternative approach.

Our observations

We have provided Gold Fields with a separate detailed Management Report. Without affecting the opinion presented above, we have the following observations:

- Gold Fields has undertaken various activities during the reporting period to strengthen the alignment of the company's management standards and procedures to the ICMM PEs. Gold Fields should continue its efforts in this regard, specifically in terms of:
 - ICMM PE 3.1: Implementing mitigation plans to address any probable human rights issues identified across all regions;
 - ICMM PE 3.6: Executing on the company's Aboriginal Engagement Strategy to enhance relations with Indigenous Peoples across the Australia region;
 - ICMM PE 6.3: Aligning tailings storage facilities' management with internationally recognised good practice across all regions;
 - ICMM PE 8.2: Formally aligning selected hazardous chemical classification and labelling with the UN Globally Harmonised System of Hazard Classification and Labelling or equivalent at Cerro Corona Mine; and
 - ICMM PE 9.3: Evaluating and monitoring the effectiveness of stakeholder grievance mechanisms across the Australia region.

Jonathan Van Gool
Engagement Partner, ERM Southern Africa
13 December 2022

Gareth Manning
Review Partner, ERM CVS, London
13 December 2022

ERM Southern Africa (Pty) Ltd, Johannesburg, South Africa
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ERM Southern Africa (Pty) Ltd and ERM Certification and Verification Services (CVS) are members of the ERM Group. All employees are subject to [ERM's Global Code of Business Conduct and Ethics](#). ERM CVS is accredited by the United Kingdom Accreditation Service (UKAS) and our operating system is designed to comply with ISO 17021:2011. We have [policies](#) and procedures in place covering quality, independence and competency. In line with established best practice for nonfinancial assurance, this engagement was undertaken by a team of assurance and sustainability professionals. The work that ERM CVS conducts for clients is solely related to independent assurance activities and auditor training. Our established management processes are designed and implemented to ensure the work we undertake with clients is free from organisational and personal conflicts of interest or bias. The ERM and ERM CVS staff that have undertaken this assurance engagement provide no consultancy related services to Gold Fields Limited in any respect.



GOLD FIELDS