





Innovate Reconciliation Action Plan

January 2022 - December 2023





Acknowledgement

Gold Fields acknowledges the Aboriginal and Torres Strait Islander peoples of the lands where we conduct our business activities. We wish to pay our deepest respects to all their ancestors and members of their communities, past, present, and to their emerging leaders. Our passion and commitment to work with all Australians and peoples from across the world are at the core of the work we do, reflective of our values and of our commitment to reconciliation in Australia.





Lurrtjurringku
Meaning joined up – reconciliation
By Sue Murray

RAP Artwork

The Lurrtjurringku artwork by Sue Murray, a Traditional Owner from the Yilka People in the Great Victoria Desert, was commissioned for our Reflect RAP, and has become a significant piece across the business - symbolising the reconciliation journey at Gold Fields. Building on this recognition, the Innovate RAP embraces the Lurrtjurringku design, highlighting unique features throughout the document.

"The black footprints represent my people past, present and future who have and continue to walk, live and hunt on our Ngurra (Homeland). The circles represent different places on our Ngurra, the bright colours are plants, trees, water and bush food.

The Yilka Tjukurrpa (Dreaming) and Seven Sisters Tjukurrpa are on this painting, we have a lot of Tjukurrpa story and song lines on our Ngurra which is passed down from our elders to each generation.

I have also included on this painting my Mother Imelia (Frances) Murray's personal Tjukurrpa (Totem) the Ngiarie (Mountain Devil/Thorny Devil), my Sister and my Granddaughter's Tjukurrpa are also featured in this painting as they are the Yirliltu (Honey ant) and last but not least my Tjukurrpa which the Maku (Witchery Grub).

The black and white people in the centre represents the white people learning our Culture and we all working together."

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Message from Reconciliation Australia

Reconciliation Australia commends Gold Fields Australia on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Gold Fields Australia to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Gold Fields Australia will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Gold Fields Australia is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Gold Fields Australia's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Gold Fields Australia on your Innovate RAP and I look forward to following your ongoing reconciliation journey.



Message from our CEO

As the global community continues to press for higher standards of engagement with Indigenous peoples, it is fantastic to see the Australian region making concrete commitments towards deepening our relationships with Aboriginal and Torres Strait Islander peoples in this Innovate RAP.

Gold Fields is a values driven company, that highlights respect and responsibility as fundamental to achieving our purpose to create enduring value beyond mining. We actively seek the support of our stakeholders to ensure that we receive and retain our social licence to operate.

In Australia, Aboriginal and Torres Strait Islander people are critical stakeholders to our business. I am pleased to see this reflected in the actions and aspirations of the Innovate RAP, and I commend the Australian team on their efforts of the last two years in completing the actions under the Reflect RAP.

A key pillar of Gold Fields' sustainability strategy has been to create shared value with our stakeholders and the communities in which we operate. This is a goal that we share at all our operations around the globe. It is more important than ever that we engage our stakeholders to find these opportunities, and it is through the actions of this Innovate RAP that we can deliver meaningful outcomes for the Aboriginal and Torres Strait Islander stakeholders to our business and the First Nations peoples of Australia.

As we continue our reconciliation journey in Australia, it is important that we reflect on our progress, highlighting both our successes and the challenges that we will inevitably confront. I look forward to supporting the region as they progress this important work.

Chris Griffith

Chief Executive Officer
Gold Fields

Message from our EVP

I am delighted to share with you Gold Fields' Innovate Reconciliation Action Plan, a robust and detailed roadmap towards empowering the Traditional Owners of the land on which we operate, and the broader Aboriginal and Torres Strait Islander community.

It has been two years since our first Reflect RAP was endorsed by Reconciliation Australia, and four years since we commenced our RAP journey.

In that time, considerable work has been undertaken across the region to understand where we are as a business, and what we need to move forward to meet our reconciliation goals. I am proud to say that despite the challenges of the past two years, we have delivered on all the commitments of our Reflect RAP and are excited to move into the next phase of our RAP journey.

In this Innovate RAP, we set out the specific activities that will support us as we move towards greater action. This includes prioritising key opportunities and initiatives in the education, employment and procurement space, as we seek to close the gap between Indigenous and non-Indigenous Australians.

Consistent with our values, we will continue our efforts to build trusted relationships with Traditional Owners, a constant and vital task that underpins the success of everything we do. As we move into the Innovate phase, we will look for more opportunities to engage with Aboriginal and Torres Strait Islander people across our business, to guide our approach and support our broader efforts towards a more inclusive and diverse workplace.

I wish to thank all who have been involved in both the implementation of our Reflect RAP, and the preparation of this Innovate RAP. I look forward to sharing our success, as we undertake this next step in our reconciliation journey.

Stuart Mathews

Executive Vice President - Australasia Gold Fields



Our vision for reconciliation

Our vision for reconciliation is one where Aboriginal and Torres Strait Islander peoples have the same opportunities and choices as non-Indigenous Australians. We aim to be a key contributor to the social and economic advancement of First Nations peoples and the respect and understanding of their heritage and cultures.

Gold Fields has a responsibility to support and empower the Traditional Owners of the lands where our operations are located. Our strong business enables us to provide meaningful opportunities to Aboriginal stakeholders and host communities, and our company culture and engaged workforce enables us to contribute our part towards the national movement of reconciliation.

We are uniquely placed to be able to influence a wide audience, not only through our direct workforce and broader network of contractors, suppliers and partners, but also across our global network of employees, shareholders and stakeholders. We have a responsibility to help ensure that First Nations cultures are celebrated and respected, and that our shared histories are acknowledged and understood.

Our activities directly intersect with the management of cultural heritage at our operational sites, providing us with the opportunity to engage directly with Traditional Owner stakeholders for guidance on our approach, and the impetus to ensure best practice standards are embedded in our processes.

We seek to continue building strong relationships with Aboriginal and Torres Strait Islander peoples and work together with them to promote positive race relations across Australia.



Our RAP

The mining industry has a long and complex history of relationship challenges between mining companies and Australia's First Peoples, which in more recent times has become a key focus of their investors, shareholders and the general community.

The challenges of trying to ascertain an appropriate and respectful balance between cultural values and operational goals are wide ranging and complex, and it is with this in mind that we will focus on an engagement-led approach that prioritises long-term, sustainable, shared value initiatives.

Gold Fields has identified three strategic pillars as the foundation for our Aboriginal and Torres Strait Islander engagement activities going forward:

- Building and maintaining strong and respectful relationships with the Traditional Owners upon whose lands we operate,
- Empowering Aboriginal and Torres Strait Islander people through the provision of meaningful and sustainable opportunities, and
- Championing the preservation and celebration of Aboriginal and Torres Strait Islander lands, culture and heritage.

This aligns with the Reconciliation Australia framework, which promotes three pillars of Relationships, Respect and Opportunities, underpinned by Governance and Reporting.

Our Reflect RAP guided us through a process of determining not only our current position, but where we would like to be in the future. Our Innovate RAP is the necessary blueprint for how we are going to get there.

Some of the key learnings from our Reflect RAP include:

The importance of having leadership 'on-board'

Leadership support of the RAP journey is essential to achieving broad support throughout the business. Beyond the positive announcements and written commitments that occur as part of the reconciliation journey, how the RAP is woven into our goals and objectives through everyday conversations and activities sets the foundation for support across the board.

The importance of listening to our stakeholders

There is no shortage of enthusiasm and creativity when it comes to discussing how we might support Traditional Owner stakeholders and communities, and it is easy to think that we might know which opportunities are the best to put forward. Taking an engagement-led approach with our stakeholders ensures that we understand the priorities, capabilities and commitments that shape how we can support each other to achieve our goals.

Education is key

In order to understand, appreciate and support our vision, we need to bring everyone along on the journey. This means ensuring our stakeholders are provided with the tools to be respectful and proactive participants to the reconciliation process.

Some of the key outcomes from the Reflect RAP include:

• Additional resources to support recruitment and employment

Following the review of our recruitment and employment processes, we quickly identified a need for additional roles within our People and Engagement team, to specifically support Aboriginal and Torres Strait Islander people through the recruitment, onboarding and employment journey. This led to the creation of two Aboriginal Recruitment Advisor roles and a Superintendent: Aboriginal Engagement and Capability to specifically support all facets of engaging First Nations people to employment with Gold Fields.

RAP eLearning module

To ensure our workforce were aware of the reconciliation movement and our commitment to the process, we developed a RAP eLearning module during our Reflect RAP and launched it as a mandatory learning activity across our 1700+ strong workforce. We launched the module in February 2021 with a completion deadline of 30 April 2021, and also set it as a mandatory inclusion for all new starters going forward. There were significant logistical hurdles in delivering the content to workers who are operating machinery at the 'coalface', but the support and commitment of our teams resulted in >93% of our direct employees completing the requirement before the deadline (lifting to a further 96%) in the following months.

Improved procurement processes

The examination of our procurement processes through the development of our Indigenous procurement strategy has kickstarted a number of initiatives to support our journey from Reflect to Innovate, including:

- Engaging Indigenous owned and operated consulting firms to assist with procurement and employment strategies,
- Facilitating all Supply Chain staff to complete the Supply Nation First Step Supplier Diversity training,



- Identifying a number of opportunities to engage Indigenous businesses for the supply of products and services within our business,
- Making 14-day payment terms automatically standard for all Indigenous businesses in our system, and
- Developing an internal application to assist with connecting Supply Chain staff to Indigenous businesses

RAP Representation

Our Executive Vice President: Australasia is the champion of our RAP commitment and responsible for ensuring the commitment is maintained at the highest levels of our business. Our Unit Manager: Community Relations in the Perth Corporate Office is responsible for all aspects of managing and delivering the RAP. This person is further supported by the overarching RAP Steercom, and each of the four site-based RAP Working Groups at our mine sites. Our RAP Steercom is comprised of the following members:

- Executive Vice President, Australasia
- Vice President and Regional Head, Sustainable Development, Australia
- Vice President: Legal and Compliance, Australia
- Vice President and Regional Head: People and Engagement, Australia
- Manager: Supply Chain
- Departing Steercom member Ingrid Cumming (Kart Koort Wiern)
- Unit Manager: Community Relations, (Gold Fields RAP Champion)
- Superintendent: Aboriginal Engagement and Capability

- Site RAP Champions
 - Superintendent: Environment and Community (Agnew RAP Champion)
 - Senior Advisor: Aboriginal Engagement (Gruyere RAP Champion)
 - Senior Advisor: Aboriginal Engagement (St Ives RAP Champion)
 - Superintendent: Environment and Community (Granny Smith RAP Champion)

Departing Steercom member Ingrid Cumming (Kart Koort Wiern) is a recognised young leader within the Noongar community in Western Australia. Ingrid joined the Steercom at the beginning of the Reflect RAP and has been instrumental in ensuring that an Indigenous viewpoint is central to discussions and incorporated into strategic plans and activities. Gold Fields thanks Ingrid for her valuable contribution to our RAP progress, and looks forward to sharing and celebrating our RAP journey with her along the way. Thanks Ingrid!

April O'Reilly is a Yamatji woman from the mid-western region of Western Australia. April has worked in various roles to support and develop Aboriginal and Torres Strait Islanders within the mining industry, and joined the Gold Fields People and Engagement team as Superintendent: Aboriginal Engagement and Capability in July 2021.

The Gold Fields RAP Champion (Unit Manager: Community Relations) attends the site RAP working group meetings, and has regular interactions with the site RAP Champions. Each operational site is currently working towards ensuring Aboriginal and/or Torres Strait Islander representation within their site RAP Working Group and we look forward to achieving this at all sites in 2022.

As Aboriginal and Torres Strait Islander representation continues to grow at our sites, we look forward to creating a workplace environment that is diverse and culturally safe, where people are excited to participate in discussions about culture and reconciliation and hope that representation on our RAP committees will reflect this.



Relationships

Building and maintaining relationships based on trust and respect with the Traditional Owners of the land on which we operate underpins our engagement approach and is critical to our growth and success. Trusted relationships are fundamental to everything we do, and our commitment is aligned with Gold Fields' core business values. Our actions in this Innovate RAP are driven towards incorporating greater representation of Aboriginal and Torres Strait Islander people within our business, and providing more opportunities for regular and meaningful engagement.





Action	Deliverable	Timeline	Responsibility
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Review Gold Fields Aboriginal Engagement Strategy to ensure alignment with best practice and feedback from key stakeholders.	Jun 2022 Jun 2023	Unit Manager: Community Relations
	Develop and implement site- specific engagement plans that articulate all Aboriginal and Torres Strait Islander stakeholder interactions and activities, to be reviewed quarterly at RAP WG meetings.	Jun 2022	Unit Manager: Community Relations Site RAP Champions
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	27 May- 3 June, 2022 27 May- 3 June, 2023	Unit Manager: Community Relations
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2022 27 May- 3 June, 2023	Unit Manager: Community Relations
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2022 27 May- 3 June, 2023	Unit Manager: Community Relations
	Organise at least one NRW event each year.	27 May- 3 June, 2022 27 May- 3 June, 2023	Unit Manager: Community Relations
	Register all our NRW events on Reconciliation Australia's NRW website.	27 May- 3 June, 2022 27 May- 3 June, 2023	Unit Manager: Community Relations







Action	Deliverable	Timeline	Responsibility
	Implement strategies to engage our staff in reconciliation.	Jun 2022	Unit Manager: Community Relations
	Communicate our commitment to reconciliation publicly.	Mar 2022	Unit Manager: Community Relations
3. Promote reconciliation through our sphere of influence.	Promote at least one RAP deliverable outcome achievement or activity focused news item via external platforms per quarter.	Mar, Jun, Sep, Dec 2022 Mar, Jun, Sep, Dec 2023	Senior Communications Advisor
	Facilitate participation of external stakeholders in Gold Fields RAP activities, to raise awareness and drive reconciliation outcomes.	Dec 2023	Unit Manager: Community Relations
	Participate in collaborative RAP networking events (such as RAP Ring, Indigenous Emerging Business Forum etc) to link with other RAP organisations and share information.	Dec 2023	Unit Manager: Community Relations
4. Promote positive race relations through antidiscrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Dec 2022	Superintendent: Aboriginal Engagement and Capability
	Develop, implement and communicate an anti-discrimination policy for our organisation.	Dec 2022	Superintendent: Aboriginal Engagement and Capability
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti- discrimination policy.	Dec 2022	Superintendent: Aboriginal Engagement and Capability
	Educate senior leaders on the effects of racism.	Dec 2022 Dec 2023	Superintendent: Aboriginal Engagement and Capability

Respect

We cannot maintain or build strong relationships without respect – not just in the way we behave and engage but also for the histories and cultures of First Nations peoples. As a fundamental value to Gold Fields, respect is critical in creating a business in which all people, including Aboriginal and Torres Strait Islander people, are able to meaningfully contribute and collaborate to meet our shared goals. In this Innovate RAP, we are focused on delivering cultural awareness to our people, and continuing our journey towards greater understanding and respect.





Action	Deliverable	Timeline	Responsibility
5. Understand workforce attitudes towards	Engage staff in RAP survey to identify trends in attitudes and key areas for development.	Dec 2022	Superintendent: Aboriginal Engagement and Capability
reconciliation and track impact of RAP activities	Provide breakdown of site-specific information to sites to identify trends in attitudes and key areas for development.	June 2023	Superintendent: Aboriginal Engagement and Capability
	Conduct a review of cultural learning needs within our organisation.	Mar 2022	Unit Manager: Community Relations
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning plan, in alignment with the Aboriginal Engagement strategy.	Mar 2022	Unit Manager: Community Relations
6. Increase understanding,	Complete Gold Fields Cultural Awareness Training Plan to meet the specific needs of our workforce.	Jun 2022	Unit Manager: Community Relations
value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop RAP eLearning module to build upon previous eLearning materials, engage staff in Innovate RAP journey and raise awareness of importance of reconciliation.	Jun 2022	Unit Manager: Community Relations
	>95% staff to complete RAP eLearning module as mandatory learning (including automatic allocation to new starters).	Dec 2022	Unit Manager: Engagement and Capability Site RAP Champions
	Provide opportunities for members of Gold Fields broader network (family members of employees, business partners, supply chain members, community stakeholders) to participate in cultural learning activities or events.	Dec 2023	Unit Manager: Community Relations Site RAP Champions





Action	Deliverable	Timeline	Responsibility
6. Cont'd	Showcase Aboriginal and Torres Strait Islander artworks (and acknowledge the artists) within our business, such as in Gold Fields offices and/or through promotional mediums and merchandise.	Dec 2023	Unit Manager: Community Relations
	Facilitate participation of RAP Working Group members, HR managers and other key leadership staff to participate in additional formal and structured cultural learning, such as a cultural immersion or on-country experience.	Dec 2023	Unit Manager: Community Relations
	Develop or support an initiative aimed at preserving, promoting or celebrating Aboriginal cultures, in conjunction with our Native Title stakeholders.	Dec 2022	Unit Manager: Community Relations
	Annually review and promote the Gold Fields Cultural Protocol document, to ensure wider awareness and understanding across the business.	Jun 2022 Jun 2023	Unit Manager: Community Relations
7. Demonstrate respect	Develop and implement site-specific cultural protocol documents.	Dec 2022	Site RAP Champions
to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Organise and display an Acknowledgement of Country plaque or sign at each Gold Fields site.	Dec 2022	Unit Manager: Community Relations Site RAP Champions
	Include an Acknowledgement of Country slide in the Master Slide Templates.	Dec 2022	Unit Manager: Community Relations Site RAP Champions
8. Build respect for	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Dec 2022 Dec 2023	Unit Manager: Community Relations Site RAP Champions
Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Dec 2023	Site RAP Champions



Action	Deliverable	Timeline	Responsibility
8. Cont'd	RAP Working Group to participate in an external NAIDOC Week event.	Jul 2022 Jul 2023	Unit Manager: Community Relations Site RAP Champions
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	Jun 2022	Superintendent: Aboriginal Engagement and Capability
	Promote and encourage participation in external NAIDOC events to all staff.	Jul 2022 Jul 2023	Unit Manager: Community Relations Superintendent: Aboriginal Engagement and Capability
	Annually review Gold Fields Cultural Heritage Management Standard to ensure alignment with legislative requirements and key stakeholder considerations.	Dec 2022 Dec 2023	Regional Legal Counsel
9. Demonstrate respectto	Ensure all sites have developed a site-specific Cultural Heritage Management Plan that reflects the intent of the Regional Standard.	Mar 2022	Regional Legal Counsel
Aboriginal and Torres Strait Islander cultures by appropriately managing cultural heritage	Ensure inclusion of key Cultural Heritage Management and Native Title content in mandatory General Induction materials at each site.	June 2022	Site RAP Champions
	Develop site-specific training materials for key staff engaging in cultural heritage management activities.	Dec 2023	Site RAP Champions
	Delivery of site specific training materials to all identified key staff engaging in cultural heritage management activities as a role-related mandatory training inclusion.	Dec 2023	Site RAP Champions

Opportunities

Gold Fields is committed to creating shared value for the communities in which we operate, including for Aboriginal and Torres Strait Islander people. This means providing meaningful opportunities to participate in our business - through education, employment and procurement – as well as changing our own practices to enable those opportunities to be realised.





Action	Deliverable	Timeline	Responsibility
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Mar 2022	Superintendent: Aboriginal Engagement and Capability
	Engage with Aboriginal and Torres Strait Islander staff to provide input to our recruitment, retention and professional development strategy.	Jun 2022	Superintendent: Aboriginal Engagement and Capability
	Communicate Aboriginal and Torres Strait Islander Employment and Retention Strategy (EARS) to key internal stakeholders.	Jun 2022	Superintendent: Aboriginal Engagement and Capability
10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Review Aboriginal and Torres Strait Islander EARS to ensure alignment to key stakeholder feedback, emerging trends and industry best practice.	Dec 2022 Dec 2023	Superintendent: Aboriginal Engagement and Capability
	Establish direct channels through which to advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Jun 2022	Superintendent: Aboriginal Engagement and Capability
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	Dec 2022	Superintendent: Aboriginal Engagement and Capability
	Identify and implement specific resources and/or support services to assist Aboriginal and Torres Strait Islander staff at each site.	Dec 2022	Superintendent: Aboriginal Engagement and Capability
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce at each site.	Dec 2022 Dec 2023	Superintendent: Aboriginal Engagement and Capability









Action	Deliverable	Timeline	Responsibility
	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	Jun 2022	Manager: Supply Chain
	Facilitate Aboriginal and Torres Strait Islander involvement in external development events (e.g. Supply Nation events, IEBF).	Dec 2022 Dec 2023	Unit Manager: Community Relations
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	Mar, Jun, Sep, Dec 2022 Mar, Jun, Sep, Dec 2023	Manager: Supply Chain
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	Dec 2022	Manager: Supply Chain
social outcomes.	Maintain Supply Nation membership.	Dec 2022 Dec 2023	Manager: Supply Chain
	Engage relevant staff (adjacent to Indigenous procurement activities) in Supply Nation First Step training.	Dec 2023	Manager: Supply Chain
	Facilitate staff who have completed First Step training to complete Supply Nation Next Step training.	Dec 2023	Manager: Supply Chain
	Engage with new Aboriginal and Torres Strait Islander businesses.	Dec 2022 Dec 2023	Manager: Supply Chain
	Increase level of spend with Aboriginal and Torres Strait Islander businesses.	Dec 2022 Dec 2023	Manager: Supply Chain



Action	Deliverable	Timeline	Responsibility
12. Improve wellbeing, participation and social outcomes for Aboriginal and Torres Strait Islander peoples.	Support scholarships for Aboriginal and Torres Strait Islander students.	Dec 2022 Dec 2023	Superintendent: Aboriginal Engagement and Capability
	Engage with key Traditional Owner stakeholders to identify key programs/initiatives to support their communities.	Jun 2022 Jun 2023	Unit Manager: Community Relations Site RAP Champions
	Develop or support initiatives to improve outcomes for driving related barriers to employment.	Jun 2022	Unit Manager: Community Relations
	Develop or support initiatives to improve health and wellbeing outcomes for children in local communities.	Jun 2022	Unit Manager: Community Relations
	Scope for opportunities to strategically partner with organisations supporting Aboriginal and Torres Strait Islanders.	Jun 2022	Unit Manager: Community Relations



Governance

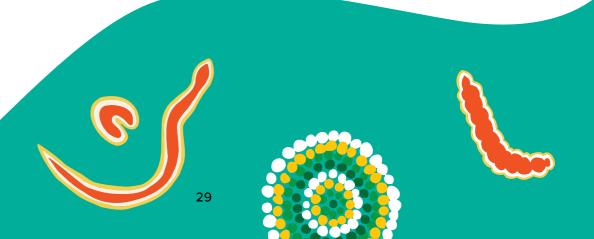
The success of Gold Fields' Innovate RAP is underpinned by effective communication, constructive forums and well defined responsibilities. With the continuation of our RAP Steering Committee and site-based RAP Working Groups, we will ensure that the challenges, successes and learnings associated with our progress are continually reviewed and regularly communicated to our workforce and our stakeholders.



Action	Deliverable	Timeline	Responsibility
13. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Dec 2023	Unit Manager: Community Relations
	Achieve Aboriginal representation on (or formal channel of input to) each site-based RAP working group, and the RAP Steering Committee working group.	Dec 2022	Unit Manager: Community Relations Site RAP Champions
	Review Terms of Reference for the RWG.	Jun 2022 Jun 2023	Unit Manager: Community Relations
14. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Jun 2022	Unit Manager: Community Relations
	Engage our senior leaders and other staff in the delivery of RAP commitments.	Dec 2022	Unit Manager: Community Relations
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	Mar 2022	Unit Manager: Community Relations
	Appoint and maintain an internal RAP Champion from senior management.	Jan 2022	Unit Manager: Community Relations



Action	Deliverable	Timeline	Responsibility
15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to request our organisations unique link to access the online RAP Impact Measurement Questionnaire.	Aug 2022 Aug 2023	Unit Manager: Community Relations
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 Sep 2022 30 Sep 2023	Unit Manager: Community Relations
	Report RAP progress to all staff and senior leaders quarterly.	Mar, Jun, Sep, Dec 2022 Mar, Jun, Sep, Dec 2023	Unit Manager: Community Relations
	Publically report our RAP achievements, challenges and learnings, annually.	Dec 2022 Dec 2023	Unit Manager: Community Relations Senior Communications Advisor
	Participate in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2022	Unit Manager: Community Relations
16. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Jun 2023	Unit Manager: Community Relations





Introducing Weavr

Weavr is a world-first dynamic management program designed to help businesses achieve their commitments to First Nations employment, engagement, and relationships. Gold Fields has engaged LOGit Australia, an Indigenous-owned and managed business specialising in custom asset management solutions, to deliver a tailored solution for measuring and tracking the progress and impact of our Innovate Reconciliation Action Plan (RAP) using the Weavr platform.

Through the Weavr program, we can manage, schedule, prioritise and track our RAP contributions. Having a dynamic and user-friendly interface enables us to see our RAP contributions in real-time, organise our activities and track deliverables, and is a vital tool for ensuring our focus remains on achieving tangible outcomes for our First Nations peoples. In addition, Weavr's reporting function allows tracking of internal and external achievements, challenges and learnings and will support maximum accountability and transparency across our operations.

'Weavr is such a dynamic and exciting program, and such a great fit to support our activities across multiple site locations. Thank you, LOGiT Australia!' *Rebecca Alston, Unit Manager: Community Relations, Gold Fields.*



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site locations.
Thank you,
LOGiT Australia!'



Shooting Stars

Gold Fields is proud to support the Shooting Stars education and empowerment program through its membership of the Gold Industry Group (GIG). The Shooting Stars program utilises netball, among other tools, to drive engagement and attendance outcomes for Aboriginal girls in regional and remote communities.

With the support of GIG, Shooting Stars expanded the program in the Goldfields region in 2019 to Laverton, the closest town to Gold Fields Granny Smith operations. Hosted by Laverton District High School, Shooting Stars empowers 26 girls from Years 4 - 12 to participate in the program. The empowerment of Aboriginal girls and women in the program is driven through advocacy, support and activities that build confidence, identity, and cultural connection while focusing on health and wellbeing. The program has shown significant success in improving attendance and attitudes towards school and education across all 15 sites in Western Australia.

In February 2022, GIG extended support for Shooting Stars for another three years. GIG Chairperson Kelly Carter expressed the value of the partnership, "The impact of the Shooting Stars program on the remote communities in which the gold industry operates and beyond is immense."

Support for community initiatives like Shooting Stars strengthens relationships, capacity and capabilities throughout our communities and is an important part of our Reconciliation journey.



Contact details

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About our RAP Graphic Designer

Our Innovate RAP has been designed by Contemporary Aboriginal artist & designer, Jilalga Murray. Through her small business Jilalga Designs, Jilalga has not only celebrated the Lurrtjurringku artwork but has also provided a unique, bold and bright perspective for our new Innovate RAP design.

'Reconciliation has long been apart of my family, my mum was an original member of the Council for Aboriginal Reconcilation in 1991. I am proud that my art & designs can help support & encourage people on their Reconciliation journey. Thanks Gold Fields for supporting my small business' *Jilalga Murray, Owner/Operator, Jilalga Designs*.

