

GRI report for the Integrated Annual Review 2012



GOLD FIELDS

GRI Content Index

STANDARD DISCLOSURES PART I: Profile Disclosures				
1. Strategy and Analysis				
Profile Disclosure	Description	Cross-Reference	Reason for Omission	Further Explanation
1.1	Statement from the most senior decision-maker of the organization	Integrated Annual Review (IAR) 26-33		
1.2	Description of key impacts, risks, and opportunities.	IAR throughout, 50-51, 102 IAR online content (Regional overview 2, 9, 19, 23)		
2. Organizational Profile				
Profile Disclosure	Description	Cross-Reference	Reason for Omission	Further Explanation
2.1	Name of the organization.	IAR front page		
2.2	Primary brands, products, and/or services.	IAR 2		
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	IAR inside front cover, 2, 11, 14 IAR online content (Regional overview throughout)		
2.4	Location of organization's headquarters.	IAR 166, and back cover This GRI Content Index		Gold Fields has its headquarters at: 150 Helen Road Sandown Sandton, 2196 Johannesburg, Gauteng Private Bag X30500 Houghton, 2041 South Africa

2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	IAR inside front cover, 11, 98-119 IAR online content (Regional overview 1-28)		
2.6	Nature of ownership and legal form.	IAR 2, 14, 59		
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	This GRI Content Index	Not relevant	Gold Fields sells its gold directly to international bullion banks. The commodity nature of gold means that it is not possible to define markets beyond the international bullion market.
2.8 (G3.1)	Scale of the reporting organization.	IAR inside front cover, 2, 4-7, 11-14, 18-21 This GRI Content Index		
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	IAR 2, 14-15, 24 26, 30		
2.10	Awards received in the reporting period.	IAR 60		
3. Report Parameters				
Profile Disclosure	Description	Cross-Reference	Reason for Omission	Further Explanation
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	IAR 3, throughout		
3.2	Date of most recent previous report (if any).	Website		
3.3	Reporting cycle (annual, biennial, etc.)	IAR 3 Website		
3.4	Contact point for questions regarding the report or its contents.	IAR 166 This GRI Content Index		Contact point for questions regarding the report or its contents: Sven Lunsche Corporate Affairs Manager Sven.lunsche@goldfields.co.za Tel: +27 11 562 9700 Fax: +27 11 562 9838

3.5 (G3.1)	Process for defining report content.	This GRI Content Index		The content of the sustainability section of the Integrated Annual Review is determined by 1) the operational and financial performance and requirements of our eight mines; 2) the legal, economic and regulatory environment of the jurisdictions in which we operate; 3) the material issues identified by stakeholders in our dialogue with them; 4) the priorities spelt out by the Board of Directors in their interaction on the annual report. Primarily we expect our shareholders and regulators to use the report, though it is also being scrutinised by NGOs and the media.
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	IAR 3 This GRI Index Report		The Integrated Annual Review provides information on organisations in which Gold Fields wholly-owns, has a majority stake, or in which it has a significant strategic interest.
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	IAR 3, throughout (in relation to Gold Fields/Sibanye Gold unbundling)		
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	This GRI Content Index		The Integrated Annual Review provides information on organisations in which Gold Fields wholly-owns, has a majority stake, or in which it has a significant strategic interest.
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	IAR 6, 86, 90, 93, 94, 120-127, 130, 135, 141 This GRI Content Index		<p><i>Safety (South Africa and Australia)</i></p> <p>In South Africa, distinctions are not made between minor injuries and medically treated injuries. All injuries treated at the dressing stations are therefore included within the Medically Treated Injury Rate.</p> <p>Due to prevailing legislative requirements in Australia, restricted work cases are excluded from the Lost Time Injury statistics but are included within the Medically Treated Injury statistics. Restricted work cases are those where an employee cannot resume his or her normal duties but may resume work on light duty.</p>

				<p><i>Shared value (Group)</i></p> <p>Shared value is intended to indicate the value that accrues to the countries in which we operate as a result of our activities. The measure includes:</p> <ul style="list-style-type: none"> - The wages, benefits and dividends we pay to our employees - The taxes, royalties and dividends we pay to our host governments - The value of the goods and services we source from companies based within our host countries - The value of our Socio-Economic Development (SED) contributions <p><i>BEE procurement (South Africa)</i></p> <p>Total BEE procurement spend is calculated on goods received and the categories of capital goods, services and consumables are also calculated on goods received, not actual expenditure.</p> <p><i>SED contributions (Group)</i></p> <p>The definition for our SED contributions can be found on p145. During 2012, we included relevant maintenance provisions and operating costs in this figure, resulting in a significant increase in value. In previous years these elements had not been included in the calculation methodology.</p>
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g. Mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	IAR 130, 135, 138		
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	IAR throughout (in relation to the Gold Fields/Sibanye Gold unbundling)		
3.12	Table identifying the location of the Standard Disclosures in the report.	This GRI Content Index		

3.13	Policy and current practice with regard to seeking external assurance for the report.	IAR 3, 6, 156, 157, 159		
4. Governance, Commitments, and Engagement				
Profile Disclosure	Description	Cross-Reference	Reason for Omission	Further Explanation
4.1 (G3.1)	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	IAR 61-69		
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	IAR 61		
4.3 (G3.1)	For organizations that have a unitary board structure, state the number of members and gender of the highest governance body that are independent and/or non-executive members.	IAR 64-65		
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	IAR 61-63		
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	IAR 54-55, 68, 70-71 Annual Financial Report (AFR) 48-53		
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	IAR 58, 59, 63, 66, 69, 150 AFR 42, 126-127		
4.7 (G3.1)	Process for determining the composition, qualifications and expertise of the members of the highest governance body and its committees, including any consideration of and other indications of diversity.	IAR 61-63, 66, 134		
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	IAR 16, 17, 58, 63, 67, 91, 93, 148, 150, throughout		
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social	IAR 48-49, 61-63, 66-69		

	performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.			
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	IAR 61-63, 66, 68-69		
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	IAR 48-54, 58-60, 68-69, 86-95, 135-139, throughout This GRI Content Index Website		
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	IAR 59, 76, 78, 83, 87, 90, 136, 143, 148, 152, 153		
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: Has positions in governance bodies; Participates in projects or committees; Provides substantive funding beyond routine membership dues; or Views membership as strategic.	IAR 3, 59, 76, 78, 83, 86, 93, 143, 150, 151, 152, 153		
4.14 (G3.1)	List of stakeholder groups engaged by the organization.	IAR 52-55, 87, 91, 92, 104, 111, 113, 115, 117, 139, 140, 142-149, 150-152 IAR online content (Stakeholder tables)		
4.15	Basis for identification and selection of stakeholders with whom to engage.	IAR 52-55, 104, 149 IAR online content (Stakeholder tables)		
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	IAR 52-55, 104, 149 IAR online content (Stakeholder tables)		

4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	IAR 52-55, 104, 149 IAR online content (Stakeholder tables)		
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STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)

G3 DMA	Description	Cross-Reference	Reason for Omission	Further Explanation
DMA EC	Disclosure on Management Approach EC	IAR 16-17, 24-25, 28-32, 40-41, 42-43, 46, 51, 54-56, 103-105, 141-147, 151-152 This GRI Content Index Website		See below
DMA EN	Disclosure on Management Approach EN	IAR 16-17, 32-33, 90-95, 103-105 This GRI Content Index Website		See below
DMA LA	Disclosure on Management Approach LA	IAR 16-17, 27-28, 39, 41-42, 51, 54-56, 86-89, 103-105, 130-140 This GRI Content Index Website		See below
DMA HR	Disclosure on Management Approach HR	IAR 16-17, 32-33, 51, 54-56, 86, 103-105, 130-140, 152-153 This GRI Content Index Website		See below
DMA SO	Disclosure on Management Approach SO	IAR 16-17, 25-25, 32-33, 40-41, 44-45, 51, 54-56, 103-105, 141-149, 150 This GRI Content Index		See below

		Website		
DMA PR	Disclosure on Management Approach PR	n/a	Not relevant	See below for relevant references to Product Responsibility

STANDARD DISCLOSURES PART III: Performance Indicators

Economic

Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	IAR 4-7, 41, 141-147		
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	IAR 92-93, 151 This GRI Content Index		Although it is difficult to establish direct causation, there are signs that climate change may already be affecting our operations in Ghana. We have observed deviations from established weather patterns – with implications in terms of the intensity of rainfall during certain periods. This can have a limited impact on the ‘washing out’ of our waste rock dumps and rehabilitated sites. We are currently analysing potential actions to ensure such risks are mitigated in future.
EC3	Coverage of the organization's defined benefit plan obligations.	This GRI Content Index		<p>Although they vary between locations, typical benefits include vacation, maternity and paternity leave, sick leave, medical support, pensions and life insurance as well as free healthcare services. For example, in South Africa our employees rely on three main pension funds:</p> <ul style="list-style-type: none"> - The Mineworkers Provident Fund - The Mine Employees Pension Fund - The Sentinel Mining Industry Retirement Fund <p>Other typical benefits include educational assistance, skills development, free or subsidised accommodation and/or living out allowances.</p>

EC4	Significant financial assistance received from government.	IAR 150																																											
EC5 (G3.1)	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	IAR 130 This GRI Content Index		<p>Figure GRI 1: Regional breakdown of minimum internal wage compared to minimum external wage by gender</p> <table border="1"> <thead> <tr> <th>Location</th> <th>Gender</th> <th>Internal minimum wage</th> <th>External minimum wage</th> <th>Ratio</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Australia</td> <td>Female</td> <td>42 000</td> <td>36 500</td> <td>1.15</td> </tr> <tr> <td>Male</td> <td>39 000</td> <td>36 500</td> <td>1.07</td> </tr> <tr> <td rowspan="2">Ghana</td> <td>Female</td> <td>822</td> <td>134</td> <td>6.12</td> </tr> <tr> <td>Male</td> <td>822</td> <td>134</td> <td>6.12</td> </tr> <tr> <td rowspan="2">Peru</td> <td>Female</td> <td>2 741</td> <td>750</td> <td>3.65</td> </tr> <tr> <td>Male</td> <td>2 350</td> <td>750</td> <td>3.13</td> </tr> <tr> <td rowspan="2">South Africa</td> <td>Female</td> <td>4 372</td> <td>4 180</td> <td>1.05</td> </tr> <tr> <td>Male</td> <td>4 235</td> <td>4 180</td> <td>1.01</td> </tr> </tbody> </table>	Location	Gender	Internal minimum wage	External minimum wage	Ratio	Australia	Female	42 000	36 500	1.15	Male	39 000	36 500	1.07	Ghana	Female	822	134	6.12	Male	822	134	6.12	Peru	Female	2 741	750	3.65	Male	2 350	750	3.13	South Africa	Female	4 372	4 180	1.05	Male	4 235	4 180	1.01
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EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	IAR 32, 40, 45, 105, 141, 144																																											
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	IAR 134, 142, 149																																											
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	IAR 145-147 IAR online content (Stakeholder tables)																																											
EC9	Understanding and describing the significant indirect economic impacts, including the extent of impacts	IAR 32, 39-41, 44-46, 105, 117, 141-147, IAR online content (Case studies)																																											

Environmental				
Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
EN1	Materials used by weight or volume.	IAR 94-95		
EN2	Percentage of materials used that are recycled input materials.	IAR 94 This GRI Content Index		<p>In 2012, we recycled a range of materials including the following:</p> <ul style="list-style-type: none"> - Metal: 608,153 tonnes - Plastic: 6595 tonnes - Timber as firewood: 4563 tonnes - Paper and cartons: 123 tonnes - Other materials (e.g. backfill): 317 349 tonnes <p>We are currently refining our methodology so we are able to disclose percentages for the above materials in future reporting cycles.</p>
EN3	Direct energy consumption by primary energy source.	IAR 83, 85, 164		
EN4	Indirect energy consumption by primary source.	IAR 83, 85, 92		
EN5	Energy saved due to conservation and efficiency improvements.	IAR 83-84		Total energy consumption in 2012 was 463.87 TJ lower than in 2011. This was due to a combination of production fluctuations, conservation efforts and efficiency improvements.
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	n/a	Not relevant	Indicator is not relevant to the product we produce – gold.
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	IAR 83-84 This GRI Content Index		In 2012, Group indirect energy consumption decreased by 4.6% to 18,791 TJ (2011: 19,691 TJ). This was due – in part – to energy saving initiatives implemented during the year (see p83-84); although it is believed the majority of this reduction can be accounted for by reduced production in South Africa as a result of the fire at KDC's Ya Rona shaft (p86) and illegal strike action at KDC and Beatrix (p139-140).

EN8	Total water withdrawal by source.	IAR 90-91 This GRI Content Index		Total water withdrawal in 2012 was 88,477 ML. This came from the following sources: <ul style="list-style-type: none"> - Surface water: 5,939 - Ground water: 65,788 - Purchased water: 16,750
EN9 (G3.1)	Water sources significantly affected by withdrawal of water.	IAR 91, 115, 146	Only partially relevant	No water sources are significantly affected by our water withdrawal.
EN10	Percentage and total volume of water recycled and reused.	IAR 94, 164 This GRI Content Index		During 2012, water recycled and reused totalled 84,000 ML. This represents 95% of total water withdrawal (88,323ML).
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	This GRI Content Index		<p><i>Ghana</i></p> <p>Our Damang and Tarkwa operations, located in the ‘Tarkwa Basin’ in south western Ghana are both located in areas of high biodiversity. The Tarkwa Gold Mine operates under seven mining leases covering a total area of approximately 20,825 ha. The Damang Gold Mine consists of two mining leases, namely the Damang mining lease and the Lima South mining lease, covering a combined total of 8,111 hectares as well as four prospecting licences. The current operational footprint of Tarkwa is significantly larger than that of Damang, where activity is primarily focused on the Damang Pit.</p> <p>We implement a total ban on hunting on our land holdings at both mines and have strict controls to protect local water bodies. Because of this, our operations act as de facto sanctuaries for local wildlife and enjoy high levels of biodiversity compared to their surrounds.</p> <p><i>Australia</i></p> <p>Likewise, the shores of Lake Lefroy near St Ives in Australia represent an area of sensitive biodiversity. Internal and external permitting and monitoring systems are in place to assess the cumulative impacts of the operation’s lake-based mining and to minimise related ecological impacts.</p>

				The St Ives operations are situated within mining tenements comprised of 277 mining titles (54,749 ha), three mineral titles (364 ha), 14 exploration licences (27,572 ha), 45 prospecting licences (7,190 ha) and 19 miscellaneous licences (14,634 ha) for a total area of approximately 104,509 ha.
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	This GRI Content Index		Where feasible, we aim to have a net positive impact on biodiversity. During the reporting year, we did not identify any significant impacts on biodiversity resulting from our activities.
EN13	Habitats protected or restored.	This GRI Content Index		During 2012, we rehabilitated a total of 46.4 ha, of which the Tarkwa and Damang mines in Ghana accounted for 35.1 ha 11.3 ha respectively.
EN14 (G3.1)	Strategies, current actions, and future plans for managing impacts on biodiversity.	This GRI Content Index		All of our mines evaluate direct and indirect biodiversity risks under their EMSs and as part of mine lifecycle management. Where relevant, we work with local communities and environmental NGOs to develop biodiversity management plans – and to carry out joint monitoring of our biodiversity risks and impacts.
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	This GRI Content Index		None of our lands are on or near biodiversity hotspots and we do not have any rare or protected species (including IUCN Red List species) on or near our properties.
EN16	Total direct and indirect greenhouse gas emissions by weight.	IAR 90, 92-93		
EN17	Other relevant indirect greenhouse gas emissions by weight.	IAR 90, 92-93		
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	IAR 83-84, 90, 92-93 This GRI content Index		We are continuing to support the research and development of low greenhouse gas emission technologies through our ongoing development and refinement of the Beatrix Methane Project (p93) – as well as our ongoing research into the development of a co-generation plant that can potentially use this gas as a feedstock. Such technology has significant potential for cross-application at other

				underground mines that produce fugitive methane emission.																		
EN19	Emissions of ozone-depleting substances by weight.	n/a	Not material	This has not been identified as a relevant/material issue under our ISO 14001-compliant Environmental Management Systems. As a result, it is not included in our environmental data collection systems.																		
EN20	NOx, SOx, and other significant air emissions by type and weight.	IAR 90 This GRI Content Index		<p>Figure GRI 2: Group NOx and SOx emissions</p> <table border="1"> <caption>Group NOx and SOx emissions (tonnes)</caption> <thead> <tr> <th>Year</th> <th>NOx (tonnes)</th> <th>SOx (tonnes)</th> </tr> </thead> <tbody> <tr> <td>2008</td> <td>222</td> <td>5,306</td> </tr> <tr> <td>2009</td> <td>222</td> <td>5,157</td> </tr> <tr> <td>2010</td> <td>236</td> <td>5,635</td> </tr> <tr> <td>2011</td> <td>253</td> <td>5,105</td> </tr> <tr> <td>2012</td> <td>278</td> <td>5,614</td> </tr> </tbody> </table>	Year	NOx (tonnes)	SOx (tonnes)	2008	222	5,306	2009	222	5,157	2010	236	5,635	2011	253	5,105	2012	278	5,614
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2008	222	5,306																				
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2012	278	5,614																				
EN21	Total water discharge by quality and destination.	IAR 90-92 This GRI Content Index		<p><i>Quantity and quality</i></p> <p>In 2012, a total of 45 911MI was discharged by the Group. Group average water quality is 86.53 (mS/m). Further detail by operation can be seen below:</p> <ul style="list-style-type: none"> - Damang: 62 mS/m - Tarkwa: 83 mS/m - Cerro Corona: 179 mS/m - Driefontein (KDC – West): 77 mS/m - Kloof (KDC – East): 115 mS/m 																		

			<ul style="list-style-type: none"> - Beatrix : 51 mS/m - South Deep: 38 mS/m <p>Note: mS/m is a measure of conductivity. Conductivity is a measure of the amount of dissolved salts in discharged water. These are classified internationally as a non-toxic pollutant.</p> <p>Note: The Australian operations do not report on the quality of water discharged, as water is not discharged directly into the environment.</p> <p><i>Water licences in South Africa</i></p> <p>The Kloof operation (now part of the KDC jointly managed operation) was issued a water use license in December 2008 that expired in December 2011. The Group has applied for renewal of, and amendments to, this license. Pending approval of the Kloof water use license, a regulatory directive was obtained from the Department of Water Affairs (DWA) that permits the continuation of water uses at the Kloof operation.</p> <p>The Driefontein operation was issued a water use license in October 2010. However, due to certain inaccuracies and discrepancies in the information provided, discussions with the DWA are ongoing to revise the license.</p> <p>The DWA has advised the Beatrix operation, which had pre-existing water permits of indefinite length, that its current water usage remains authorized and it need not apply for a new license. However, Beatrix has nevertheless proactively submitted a water use license application, which is currently being processed.</p> <p>Gold Fields was issued a new water use license for South Deep in December 2011 and has subsequently made an application for rectification and amendment of this water use license to the DWA as well.</p>
EN22	Total weight of waste by type and disposal method.	IAR 90, 94-95 This GRI Content Index	Please also see response under EN29.
EN23	Total number and volume of significant spills.	This GRI Content Index	During 2012, we had six significant spills. Please see below in Annex

				<p>A, Figure GRI 9: Details of Level 3 environmental incidents (including spills) to see relevant details around spill volumes.</p> <p>There were no level 4 and 5 incidents.</p>
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	This GRI Content Index		Gold Fields does not import, export or transport any waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII.
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	This GRI Content Index		Our discharges are sampled and monitored regularly, in accordance with our permit/licence conditions. To date, we have not witnessed or found any definitive evidence that our discharges cause/have caused harm or that they have any material impact on the receiving environment - including relevant water bodies.
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	n/a	Not relevant	Gold is a benign product which has no significant environmental impacts.
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	n/a	Not relevant	Not relevant to Gold Fields as gold is sold in an unwrought form. Packaging requirements are not necessary or are minimal.
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	This GRI Content Index		Gold Fields was subject to one environmental fine worth US\$2,856 at the Tarkwa mine in Ghana.
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	This GRI Content Index		<p>A significant proportion of our Scope 1 emissions relate to the transport of ore and waste rock from our mines to our processing facilities and/or waste rock dumps.</p> <p>All our eligible operations have full accreditation under the International Cyanide Management Code (ICMC). This accreditation extends to our transport providers. There have been no material environmental impacts relating to the transportation of cyanide to or from our operations during 2012.</p>

			<p>Gold Fields does not import, export or transport any waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII.</p> <p>All waste disposal, transportation and recycling contractors are required to adhere to our environmental procedures, including the provision of safe disposal certificates. Key contractors are audited for ISO 14001 compliance and are required to have appropriate certification in terms of relevant national waste management legislation.</p>
EN30	Total environmental protection expenditures and investments by type.	<p>IAR 90</p> <p>This GRI Content Index</p>	<p>In 2012, our environmental expenditure comprised the following elements:</p> <ul style="list-style-type: none"> - Pollution prevention: US\$82.4 million - Audits: US\$204,000 - Specialist studies and EIAs: US\$1.5 million - Rehabilitation and closure related operational expenditure: US\$2.0 million - Radiation: US\$168,000 - Rehabilitation fund contributions: US\$1.6 million - Other operational expenditure: US\$64 million <p>Please note the figure for pollution prevention represents a significant increase on the value recorded in 2011 due to enhanced calculation methodologies.</p>

Social: Labour Practices and Decent Work				
Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
LA1 (G3.1)	Total workforce by employment type, employment contract, and region, broken down by gender.	IAR 130-131, 134 This GRI Content Index		See below in Annex, Figures GRI 7 and GRI8
LA2 (G3.1)	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	IAR 130-132 This GRI Content Index		<p>The turnover rates for men and women in 2012 were 7.04% and 0.85% respectively.</p> <p>Our turnover rate by region was as follows:</p> <ul style="list-style-type: none"> - Australasia: 46.79% - South Africa: 7.25% - South America: 10.08% - West Africa: 6.94% <p>Our turnover by age group was as follows:</p> <ul style="list-style-type: none"> - 18-29 year: 1.71% - 30-39 years: 2.39% - 40-49 years: 2.09% - 50-59 years: 1.46% - 60 plus: 0.24%
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	This GRI Content Index		Full-time permanent employees are provided with pension, health care, additional leave and Group 'life benefits' which are not provided to part-time employees. Part-time employees are also not eligible for annual incentives, whilst full-time employees are.
LA4	Percentage of employees covered by collective bargaining agreements.	IAR 139 This GRI Content Index		By the end of 2012, none of our employees in Australia had opted to join unions. In contrast, 95% of our employees in Ghana, 85% of our employees in South Africa and 15% of our employees in Peru belong to unions. All employees belonging to unions are subject to collective bargaining agreements.

LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	This GRI Content Index		Management employees have a 30 day notice period and Senior Management have a 60 day notice period. For non-managerial employees, the statutory notice period applies. For example, in South Africa this is covered under the basic conditions of employment. Employees who have less than one year service are required to serve two weeks' notice and employees with 12 months or longer service are required to service 30 days' notice.																														
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	This GRI Content Index		A total of 95% of our employees in Ghana, 85% of our employees in South Africa and 15% of our employees in Peru are represented through their unions at various levels on joint health and safety committees – and on a range of statutory and voluntary engagement forums between supervisors, line managers and organised labour.																														
LA7 (G3.1)	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	IAR 135-136 This GRI Content Index		<p>Figure GRI 3: Cases of occupational illness in 2012</p> <table border="1" data-bbox="1332 687 2042 906"> <thead> <tr> <th>Location</th> <th>Australia</th> <th>Ghana</th> <th>Peru</th> <th>South Africa</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>COAD</td> <td>0</td> <td>0</td> <td>0</td> <td>54</td> <td>54</td> </tr> <tr> <td>NIHL</td> <td>0</td> <td>7</td> <td>0</td> <td>51</td> <td>58</td> </tr> <tr> <td>Silicosis</td> <td>0</td> <td>0</td> <td>0</td> <td>84</td> <td>84</td> </tr> <tr> <td>CRTB</td> <td>0</td> <td>0</td> <td>0</td> <td>851</td> <td>851</td> </tr> </tbody> </table>	Location	Australia	Ghana	Peru	South Africa	Total	COAD	0	0	0	54	54	NIHL	0	7	0	51	58	Silicosis	0	0	0	84	84	CRTB	0	0	0	851	851
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LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	IAR 137-138 This GRI Content Index		<p>In addition to the programmes outlined in the IAR, in Ghana, we have a comprehensive malaria strategy based on education, prevention, prophylaxis and treatment. Specific workplace actions carried out in 2012 include:</p> <ul style="list-style-type: none"> - Indoor residential spraying - Provision of anti-malarial drugs - Monitoring, measurement and evaluation of affected individuals 																														
LA9	Health and safety topics covered in formal agreements with trade unions.	IAR 87, 140 This GRI Content Index		Engagement with unions on health and safety covers all issues relevant to Gold Fields employees and contractors – as set out in the Integrated Annual Review.																														

<p>LA10 (G3.1)</p>	<p>Average hours of training per year per employee by gender and by employee category.</p>	<p>IAR 130 This GRI Content Index</p>		<p>Average training hours per employee (male and female): 143. Average training hours by gender are set out below:</p> <ul style="list-style-type: none"> - Males: 149 - Females: 87 <p>Average training hours by employee category are set out below:</p> <ul style="list-style-type: none"> - Senior Management (EU-F): 9 - Middle Management (DU-EL): 53 - Junior Management (DL): 62 - Non-Management (A-C): 127
<p>LA11</p>	<p>Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.</p>	<p>IAR 132-133</p>		
<p>LA12 (G3.1)</p>	<p>Percentage of employees receiving regular performance and career development reviews, by gender.</p>	<p>This GRI Content Index</p>		<p>All management and senior management employees have individual performance scorecards which are reviewed on a regular basis. Individual development plans are agreed upon at the beginning of each financial year based on the performance targets of an employee. In Australia, Ghana and Peru, individual performance plans have been rolled-out to all levels of employees. In South Africa, the performance of non-managerial employees is measured on production targets and this is measured on a regular basis as production bonuses are paid on a monthly basis. Employees and teams are regularly briefed on individual and team performance. Training and development plans are linked to performance management practice throughout the Group.</p>

<p>LA13 (G3.1)</p>	<p>Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.</p>	<p>IAR 61-65, 130-131, 134</p> <p>This GRI Content Index</p>		<p>Figure GRI 4: Group female employees (%)</p> <table border="1"> <caption>Data for Figure GRI 4: Group female employees (%)</caption> <thead> <tr> <th>Year</th> <th>Employees (%)</th> <th>Middle management (D-Upper to E-Lower) (%)</th> <th>Senior management (EU<) (%)</th> </tr> </thead> <tbody> <tr> <td>2008</td> <td>5.7</td> <td>10.7</td> <td>0.0</td> </tr> <tr> <td>2009</td> <td>6.9</td> <td>13.6</td> <td>8.3</td> </tr> <tr> <td>2010</td> <td>7.4</td> <td>14.7</td> <td>2.7</td> </tr> <tr> <td>2011</td> <td>8.0</td> <td>13.3</td> <td>8.9</td> </tr> <tr> <td>2012</td> <td>8.7</td> <td>14.0</td> <td>5.9</td> </tr> </tbody> </table>	Year	Employees (%)	Middle management (D-Upper to E-Lower) (%)	Senior management (EU<) (%)	2008	5.7	10.7	0.0	2009	6.9	13.6	8.3	2010	7.4	14.7	2.7	2011	8.0	13.3	8.9	2012	8.7	14.0	5.9
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<p>LA14</p>	<p>Ratio of basic salary of men to women by employee category.</p>	<p>IAR 130</p> <p>This GRI Content Index</p>		<p>Figure GRI 5: Group basic salary ratio of men to women (1:x)</p> <table border="1"> <caption>Data for Figure GRI 5: Group basic salary ratio of men to women (1:x)</caption> <thead> <tr> <th>Year</th> <th>Ratio (1:x)</th> </tr> </thead> <tbody> <tr> <td>2008</td> <td>1.12</td> </tr> <tr> <td>2009</td> <td>1.07</td> </tr> <tr> <td>2010</td> <td>1.05</td> </tr> <tr> <td>2011</td> <td>1.06</td> </tr> <tr> <td>2012</td> <td>1.01</td> </tr> </tbody> </table>	Year	Ratio (1:x)	2008	1.12	2009	1.07	2010	1.05	2011	1.06	2012	1.01												
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				<p>Figure GRI 6: Basic salary ratio of men to women by category (1:x)</p> <table border="1"> <thead> <tr> <th>Grade</th> <th>Ratio of basis salary of men to women</th> </tr> </thead> <tbody> <tr><td>A</td><td>1.00</td></tr> <tr><td>BL</td><td>0.63</td></tr> <tr><td>BU</td><td>0.82</td></tr> <tr><td>CL</td><td>0.85</td></tr> <tr><td>CU</td><td>0.94</td></tr> <tr><td>DL</td><td>1.03</td></tr> <tr><td>DU</td><td>1.07</td></tr> <tr><td>EL</td><td>1.27</td></tr> <tr><td>EU</td><td>1.41</td></tr> <tr><td>EUM</td><td>n/a</td></tr> <tr><td>F</td><td>n/a</td></tr> <tr><td>FL</td><td>n/a</td></tr> <tr><td>FU</td><td>n/a</td></tr> </tbody> </table>	Grade	Ratio of basis salary of men to women	A	1.00	BL	0.63	BU	0.82	CL	0.85	CU	0.94	DL	1.03	DU	1.07	EL	1.27	EU	1.41	EUM	n/a	F	n/a	FL	n/a	FU	n/a
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LA15 (G3.1)	Return to work and retention rates after parental leave, by gender	This GRI Content Index		<p>During 2012, the post-maternity female return to work rate was 81%. In addition, 100% of male employees who take paternity leave typically return to work.</p>																												

Social: Human Rights				
Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
HR1 (G3.1)	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	This GRI Content Index		We do not currently have investment agreements that include clauses incorporating human rights concerns, or that have undergone human rights screening.
HR2 (G3.1)	Percentage of significant suppliers, contractors and other business partners that have undergone screening on human rights and actions taken.	This GRI Content Index		<p><i>General supply chain</i></p> <p>Our integrated management approach extends to our supply chains. As a result, we ensure that our suppliers operate in a responsible and sustainable way that supports local economic development. By requiring our suppliers to accept and adopt our social, environmental and ethical standards, we are able to promote good business practice in our supply chain. This includes the requirement for all contractors to meet our health, safety and environmental management standards, including the OHSAS 18001 and ISO 14001 standards. The adherence of suppliers to our standards is monitored through:</p> <ul style="list-style-type: none"> - Pre-screening - Regular compliance audits (by our own specialists or third-party experts) - Regular reporting on a defined set of compliance requirements (for example, in the case of strategic and/or critical projects) <p>Where incidents of non-compliance are identified, we will develop joint corrective action plans, unless non-compliance is of a sufficiently serious nature to justify termination.</p> <p>We screen and assess the risks relating to suppliers through an online Sustainable Sourcing Dashboard. This combines objective sector- and country-risk data (including human rights data), context-</p>

			<p>specific data (such as South Africa’s BBBEE requirements) and our own standards (including our supplier terms and Code of Ethics). These are used to produce supplier ‘scorecards’ – and to map a wide range of risks through our value chain. In future, we intend to further enhance the system through the integration of supplier-self assessment data and audit data.</p> <p>In South Africa, we have a large number of suppliers (approximately 5,000). As a result, we take a risk-based approach by auditing those who represent the top 80% (by value) of our procurement spend. These selected vendors must submit a self-assessment check list with any tender and are then subject to subsequent auditing for issues ranging from their Broad Based Black Economic Empowerment (BBBEE) status to child labour.</p> <p><i>Protection services</i></p> <p>At the time of writing, Gold Fields Protection Services (GFPS) remained responsible for the effective and responsible protection of all Gold Fields people and assets. All GFPS personnel receive human rights training during induction. This training is based on local legal requirements, the terms of the Mining Charter and human rights best practice. GFPS is a signatory of the International Code of Conduct for Private Security Providers, which commits all signatories to respect human rights and humanitarian law in their operations.</p> <p>Where relevant, GFPS personnel are supported by private security contractors. This includes, for example, the presence of G4S security personnel at our mines in Ghana. G4S is a signatory to the UN Global Compact, as well as the International Code of Conduct for Private Security Providers.</p>
HR3 (G3.1)	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	This GRI Content Index	During 2012, 44,682 of our employees (94%) received training in this respect via the Code of Ethics, which includes human rights. In total, these employees received 13,111 hours of human rights-specific training.

HR4 (G3.1)	Total number of incidents of discrimination and actions taken.	This GRI Content Index		There have been no formal cases of discrimination reported during 2012.
HR5 (G3.1)	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	This GRI Content Index		During 2012, there were no incidents where the rights to freedom of association and collective bargaining were at risk at any of our operations. None of our operations represent significant risks in this respect.
HR6 (G3.1)	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.	This GRI Content Index		During 2012, there were no incidents of child labour at any of our operations. None of our operations represent significant risks in this respect.
HR7 (G3.1)	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour.	This GRI Content Index		During 2012, there were no incidents of forced labour at any of our operations. None of our operations represent significant risks in this respect.
HR8 (G3.1)	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	This GRI Content Index		All Gold Fields Protection Services (GFPS) personnel receive human rights training during induction. This training is based on local legal requirements, the terms of the Mining Charter and human rights best practice. GFPS is a signatory of the International Code of Conduct for Private Security Providers, which commits all signatories to respect human rights and humanitarian law in their operations.
HR9 (G3.1)	Total number of incidents of violations involving rights of indigenous people and actions taken.	This GRI Content Index		During 2012, there were no recorded incidents of violations involving rights of indigenous people at any of our operations.
HR10 (G3.1)	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	This GRI Content Index		Human rights are subject to ongoing review at all of our operations via our established management systems, whether in terms of safety, health, diversity, discrimination, child labour, forced labour, collective bargaining, freedom of association or otherwise.
HR11 (G3.1)	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms	This GRI Content Index		There were no such formal grievances recorded in 2012.

Social: Society				
Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
SO1 (G3.1)	Percentage of operations with implemented local community engagement, impact assessments and development programmes.	IAR 145-149 This GRI Content Index		All of our operations have ongoing local community engagement and development programmes – and have implemented related impact assessments as required.
SO2	Percentage and total number of business units analysed for risks related to corruption.	This GRI Content Index		All of our operations and business units are monitored for corruption risks by Gold Fields Protection Services (GFPS), as well as our normal internal audit systems. In addition, we maintain an independent whistleblowing hotline managed by Deloitte, to facilitate the confidential reporting of Code violations, fraud and other inappropriate behaviour.
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	IAR 150		
SO4	Actions taken in response to incidents of corruption.	IAR 150		
SO5	Public policy positions and participation in public policy development and lobbying.	IAR 150		
SO6	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country	IAR 150		
SO7	Total number of legal actions for anticompetitive behaviour, anti-trust, and monopoly practices and their outcomes.	This GRI Content Index		During 2012, there were no legal actions against Gold Fields for anti-competitive behaviour, antitrust, and monopoly practices.
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	This GRI Content Index		Gold Fields was subject to one environmental fine worth US\$2,856 at the Tarkwa mine in Ghana.
SO9 [G3.1]	Operations with significant potential or actual negative impacts on local communities.	IAR 90-92, 94-95, 111, 115, 119		

SO10 [G3.1]	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	IAR 90-92, 94-95, 141-149		
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Social: Product Responsibility				
Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	n/a	Not relevant	Gold is sold directly to the refineries for processing and on-selling as the final product. Gold is a benign product which has no significant health or safety impacts.
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during life cycle, by type of outcomes.	n/a	Not relevant	Gold is sold directly to the refineries for processing and on-selling as the final product. Gold is a benign product which has no significant health or safety impacts.
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	n/a	Not relevant	Not relevant to Gold Fields as gold is sold in an unwrought form. Packaging requirements are not necessary or are minimal.
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	n/a	Not relevant	Not relevant to Gold Fields as gold is sold in an unwrought form. Packaging requirements are not necessary or are minimal.
PR5 (G3.1)	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	n/a	Not relevant	Not relevant to Gold Fields due to the fact that gold is sold as a commodity.
PR6 (G3.1)	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	n/a	Not relevant	Gold Fields is not involved in the marketing of its product.
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	n/a	Not relevant	Gold Fields is not involved in the marketing of its product.
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	n/a	Not relevant	Gold Fields is not involved in the marketing of its product.

PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	This GRI Content Index	Gold Fields has not been subject to any significant fines in this – or any other – respect.
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Disclosures on Management Approach (DMAs)

Disclosure on Management Approach Environment

The company's approach to environmental management is governed by an environmental policy, which forms part of the overall sustainable development policy framework as approved by the Board. Our environmental management systems are certified to the ISO 14001 standard. These certifications cover all our operations and our exploration division. As an inherent requirement of ISO 14001 certification, all employees receive appropriate training in environmental issues ranging from awareness training at induction centres to competency based training for employees whose daily activities could have an environmental impact. Another inherent requirement of the ISO 14001 certification is to maintain environmental management plans that contain targets and objectives relating to our environmental policies and associated actions plans to achieve them. These policies are subject to regular audits; non-compliance is addressed through a formalised and corrective action protocol.

Environmental responsibilities are integrated into the terms of reference of the Safety, Health and Sustainable Development (SHSD) Committee, which is a subcommittee of the Board of Directors. This committee meets on a quarterly basis and reviews all material aspects of the company's performance with regard to environmental management. Formal sustainable development reports, that include environmental issues, are submitted to the committee prior to the quarterly meetings. The Head of Sustainable Development represents the highest operational responsibility for environmental issues, with the Executive Committee members assuming responsibility for environmental issues that directly affect their area of responsibility.

Disclosure on Management Approach Labour

The company's approach to labour practices and human rights is covered by our human rights policy, which extends from rights for employees and external stakeholders to the mechanisms available for management to integrate these rights. The company has an approved Human Rights policy statement that supports the overall sustainable development policy. To achieve our strategic goals, issues of fair labour practices and human rights are integrated into our performance management system for all employees. The balanced scorecards that support the overall strategic direction of the company and contain specific objectives on human rights and labour practises are adjusted to employees' areas of responsibility. Meeting human rights targets is fully integrated into performance reviews and informs annual salary increases and bonus payments. The balanced scorecard system also supports the overall achievement of strategic objectives with regard to sustainable development.

All employees have an opportunity to challenge labour practices or human rights implementation through a number of mechanisms such as anonymous tip off lines, internal grievance mechanisms or the employee assistance programme. Training and awareness on labour practices at the company is available through the induction process. We are fully integrating our human rights training toolkit into our induction centre training.

Senior operational responsibility for internal human rights issues and labour practices lie with the Senior Vice-President, Human Resources, while the most senior employee responsible for external human rights issues is the Head of Sustainable Development.

Health and Safety

Gold Fields has an approved health and safety policy that forms part of the sustainable development framework. All of our operations are OHSAS 18001 certified, which requires training at different levels across the workforce, and which compels us to develop and implement plans with clear objectives and targets. Audit protocols determine our adherence to agreed standards and targets and outline corrective actions in case of non-compliance. The SHDS Committee, by reporting directly to the Board, is the highest responsible body looking after health and safety. Health and safety issues are captured within the quarterly sustainable development report that is submitted to the committee. At management level the highest level of operational responsibility for Health and Safety issues lies with the relevant Regional Executive Vice-Presidents with the Head of Sustainable Development providing strategic support.

Disclosure on Management Approach Human Rights

The company's approach to labour practices and human rights is covered by our human rights policy, which extends from rights for employees and external stakeholders to the mechanisms available for management to integrate these rights. The company has an approved Human Rights policy statement that supports the overall sustainable development policy. To achieve our strategic goals, issues of fair labour practices and human rights are integrated into our performance management system for all employees. The balanced scorecards that support the overall strategic direction of the company and contain specific objectives on human rights and labour practices, adjusted to employees' areas of responsibility. Meeting human rights targets are fully integrated into performance reviews and inform annual salary increases and bonus payments. The balanced scorecard system also supports the overall achievement of strategic objectives with regard to sustainable development.

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Disclosure on Management Approach Social

Our approach to societal issues is governed through our policies on ethics and governance, community and indigenous people, human rights and stakeholder engagement. All of these policies are written into the terms of reference for the Safety, Health and Sustainable Development Committee. Senior operational responsibility is divided between the Executive Vice President, Legal Counsel, for issues relating to governance and ethical practice, the Senior Vice President, Human Resources, for internal human rights, and the Head of Sustainable Development for external human rights, community issues and stakeholder engagement.

Training and awareness of societal and ethical issues is integrated into our induction process. As mentioned previously, a human rights toolkit has also been launched and is being rolled out to all the operations. In addition, the implementation of policies guiding our stakeholder relationships are integrated into our balanced scorecard system in accordance with overall policy objectives. They are tailored to specific positions within the company. Grievance mechanisms, anonymous tip off lines and employee assistance programmes have been developed for preventative, corrective and follow up action.

Disclosure on Management Approach Product Responsibility

Our final product is gold. It is sold in unwrought form to refineries - final product responsibility therefore does not lie with Gold Fields. However, Gold Fields has adopted a materials stewardship and supply chain management policy as part of the overall sustainable development framework. This focuses on the management of materials within our mine sites and the provision of services and good by suppliers. In terms of materials stewardship, all materials brought on site are subject to the provisions of our certified environmental and certified health and safety management systems. They ensure the safe use and disposal of materials with due regard to human and environmental health. We are also in the process of compelling our suppliers to adopt similar practices of sound sustainable development, such as cyanide transport requirements and the safe disposal of various waste products.

MINING AND METALS SECTOR SUPPLEMENT (2010): Performance Indicators

Mining and metals

Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	This GRI Content Index		In 2012, we disturbed an additional 324 ha. Over the same period, we rehabilitated 46 ha - focusing on our Tarkwa and Damang mines in Ghana. At the end of 2012, our total amount of disturbed land was 35,930 ha.
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place.	This GRI Content Index		All of our mines evaluate direct and indirect biodiversity risks under their EMSs and as part of mine lifecycle management. Where relevant, we work with local communities and environmental NGOs to develop biodiversity management plans – and to carry out joint monitoring of our biodiversity risks and impacts.
MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks.	IAR 90, 94-95		
MM4	Number of strikes and lock-outs exceeding one week's duration, by country.	IAR 139-140 IAR online content (case studies) IAR online content (Regional overview 9, 10, 12-13)		
MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities.	This GRI Content Index		Only our Agnew and St Ives operations take place on or adjacent to indigenous land. Both mines have formal agreements with local indigenous groups. In addition, the Far Southeast growth project is located on territory linked to the Kankana-ey indigenous community in the Philippines. In Canada, our exploration team works closely with relevant indigenous communities in their traditional territories.

MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.	This GRI Content Index		There were no such disputes recorded in 2012.
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes.	This GRI Content Index		There were no such disputes recorded in 2012.
MM8	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.	IAR 104, 118-119 IAR online content (Case studies) This GRI Content Index		Two of our eight operations (Damang and Tarkwa) have ASM taking place on or adjacent to them.
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	This GRI Content Index		During 2012, no resettlements took place at our operations.
MM10	Number and percentage of operations with closure plans.	IAR 94-95 This GRI Content Index		Closure plans are in place at all of our mines, with the majority already being implemented – for example through concurrent rehabilitation.
MM11	Programs and progress relating to materials stewardship.	IAR 90, 94-95		

REPORTING GUIDANCE ON HIV/AIDS: Performance Indicators

HIV/AIDS

Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
Indicator 1	Describe the organisation's HIV/Aids policy	IAR 137-138		
Indicator 2	Describe the overall strategy for managing the HIV/Aids risk	IAR 137-138		
Indicator 3	Describe preparedness and contingency planning in anticipation of expected impacts	IAR 137-138		
Indicator 4	Describe how your organisation monitors its progress and reports in terms of Indicators	IAR 137-138		
Indicator 5	Describe how the organisation involves stakeholders in the formulation of policy, strategy and implementation	IAR 137-138		
Indicator 6	Indicate current and projected future HIV/Aids prevalence and incidence rates among relevant populations (workforce, service providers, communities, target consumers, direct suppliers)	IAR 137-138		
Indicator 7	Report current HIV/Aids-associated costs and losses to the organisation	This GRI Content Index		<p>During 2012, the costs associated with HIV/AIDS and TB (i.e. including treatment, absenteeism, etc.) were as follows:</p> <ul style="list-style-type: none"> • Individuals infected with HIV/AIDS only: US\$13.6 million • Individuals infected with TB only: US\$1.7 million

Indicator 8	Indicate total assumed future HIV/Aids-associated costs /losses	This GRI Content Index		<p>The amount of spending required is expected to fall over time as our interventions take positive effect, as we implement additional TB screening technology, and as we continue to reduce the density of our employee hostels.</p> <p>Combined spending on HIV/AIDS, HIV/AIDS and TB, and TB is expected to amount to approximately R118.4 million (US\$16.4 million) in 2015, R77.4 million (US\$9.5 million) in 2020 and R49.0 million (US\$6.0 million) in 2025 (all US\$ figures calculated using the 2012 exchange rate).</p>
Indicator 9	Describe the workplace/workplace-related HIV/Aids programmes/interventions and the extent to which they maintain a workplace environment respectful of human/legal rights	IAR 137-138		
Indicator 10	Indicate total allocated budget dedicated to HIV/Aids programmes per annum	This GRI Content Index		During 2012, all expenditure on treatment costs for HIV/AIDS and TB were fully budgeted for.
Indicator 11	Detail the organisation’s Voluntary Counselling and Testing (VCT) programme	IAR 138		
Indicator 12	Describe other support and counselling programmes and measures	IAR 138		
Indicator 13	Describe the organisation’s HIV/Aids education and training programmes	IAR 138		
Indicator 14	Describe the organisation’s condom and femidom distribution programme	IAR 138		
Indicator 15	Describe the organisation’s general health care and wellness provision for employees (and/or ex-employees) and their families with specific mention of STD-treatment for those Aids sick	IAR 137-138		
Indicator 16	Benefits/support for employees sick, dying or deceased from Aids-related conditions	IAR 137-138		

ICMM Commitments

As members of the ICMM, Gold Fields Limited has policies and codes of conduct which are aligned to the ten sustainable development (SD) principles and any applicable mandatory requirements set out in the Position Statements, developed by the ICMM.¹ These principles being:

1. Implement and maintain ethical business practices and sound systems of corporate governance
2. Integrate sustainable development considerations within the corporate decision-making process
3. Uphold fundamental human rights and respect cultures, customs and values in dealings with employees and others who are affected by our activities
4. Implement risk management strategies based on valid data and sound science
5. Seek continual improvement of our health and safety performance
6. Seek continual improvement of our environmental performance
7. Contribute to conservation of biodiversity and integrated approaches to land use planning
8. Facilitate and encourage responsible product design, use, re-use, recycling and disposal of our products
9. Contribute to the social, economic and institutional development of the communities in which we operate
10. Implement effective and transparent engagement, communication and independently verified reporting arrangements with our stakeholders.

In support of the principles above, we have also agreed to and implemented the following applicable Position Statements. Mandatory commitments inside the Position Statements include:

Revenue Transparency:

1. Commitment to “include a clear endorsement of EITI on their website and/or in their sustainable development reports in support of the process, and submit a completed international level self assessment form to the EITI Secretariat, for posting on the EITI website.”
2. Commitment to “engage constructively in countries that are committed to implementing EITI, consistent with the multi-stakeholder process adopted in each country.”

¹ Gold Fields Sustainable Development Framework is based on, and aligned with, the ten SD principles and mandatory requirements in the Position Statements of the ICMM, as well as those of the UN Global Compact and other internationally recognised standards

3. Commitment to “provide information on all material payments to the body assigned responsibility for reconciling details of payments provided by companies and revenue data provided by government according to the agreed national template, once implementation is sufficiently advanced in candidate countries. Material payments by companies are expected to have been independently audited, applying international standard accounting practices.”
4. Commitment to “support the public disclosure (i.e. publication) of relevant data in line with the implementation approach adopted in-country, with the oversight of the committee empowered to oversee the implementation and management of the EITI program (often referred to as the ‘multi-stakeholder group’ in EITI publications).”
5. Commitment to “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 the ICMM Secretariat.”

Mining and Indigenous Peoples:

1. Commitment to “acknowledging and respecting the social, economic, environmental and cultural interests of Indigenous Peoples and their rights as articulated and defined within provincial, national and international laws”.
2. Commitment to “clearly identifying and fully understanding the interests and perspectives of Indigenous Peoples regarding a project and its potential impacts”.
3. Commitment to “engaging and consulting with Indigenous Peoples in a fair, timely and culturally appropriate way throughout the project cycle”.
4. Commitment to “building cross-cultural understanding: for company personnel to understand Indigenous Peoples’ culture, values and aspirations, and for Indigenous Peoples to understand a company’s principles, objectives, operations and practices”.
5. Commitment to “encouraging governments where appropriate to participate in alleviating and resolving any problems or issues faced by Indigenous Peoples near mining operations”.
6. Commitment to “designing projects to avoid potentially significant adverse impacts of mining and related activities and where this is not practicable, minimizing, managing and/or compensating fairly for impacts”.
7. Commitment to “seeking agreement with Indigenous Peoples and other affected communities on programs to generate net benefits (social, economic, environmental and cultural), that is benefits and opportunities that outweigh negative impacts from mining activities”.
8. Commitment to “supporting appropriate frameworks for facilitation, mediation and dispute resolution”.
9. Commitment to “seek broad community support for new projects or activities”, recognizing that “a decision may sometimes be made not to proceed with developments or exploration, even if this is legally permitted”.

Climate Change:

1. Commitment to “continue to meet or exceed government requirements” in relation to climate change, “contributing positively” wherever member companies operate.
2. Commitment to “monitor and report Greenhouse Gas (GHG) emissions consistent with international standards, in line with (member companies’) commitment to report in accordance with the Global Reporting Initiative framework”.

3. Commitment to “reduce GHG emissions as measured in absolute terms or per unit of production or through improved energy efficiency”.
4. Commitment to “support research of low greenhouse gas emission technologies that are appropriate to the industry”

Mineral Resource and Economic Development:

1. Commitment to collectively “support research to learn how countries and projects have successfully contributed to economic development and poverty reduction at national and community levels”, under the auspices of the Resource Endowment initiative.
2. Commitment to collectively “develop (in partnership with organizations such as the World Bank Group, the UN and national governments) practical solutions to the dilemmas faced by mineral-rich countries and communities. This research will identify the policy actions, operational practices and partnership arrangements that deliver results on the ground”, under the auspices of the Resource Endowment initiative.

Mining and Protected Areas:

1. Commitment to “undertake not to explore or mine in World Heritage properties”.
2. Commitment to take all possible steps to “ensure that existing operations in World Heritage 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”.

Annex

Figure GRI 7: Total workforce by employment type and region, broken down by gender

Region	Australia	Ghana	Peru	South Africa	Total
Number of employees	951	3 897	373	41 448	46 669
A	12	260		13 402	13 674
Female	5	5		1 119	1 129
Male	7	255		12 283	12 545
BL	402	474	23	18 296	19 195
Female	89	17	1	783	890
Male	313	457	22	17 513	18 305
BU		1 264	66	3 007	4 337
Female		24	6	620	650
Male		1 240	60	2 387	3 687
CL	307	1 326	95	3 975	5 703
Female	59	83	18	567	727
Male	248	1 243	77	3 408	4 976
CU	116	378	119	1 819	2 432
Female	25	32	28	245	330
Male	91	346	91	1 574	2 102
DL	35	113	28	518	694
Female	11	5	5	97	118
Male	24	108	23	421	576
DU	38	50	29	251	368
Female	8	3	2	44	57
Male	30	47	27	207	311
EL	22	25	4	89	140
Female	2			12	14
Male	20	25	4	77	126
EU	16	2	8	63	89
Male	16	2	8	57	83
Female				6	6
EJM		4		12	16
Male		4		12	16
F	3	1	1	9	14
Male	3	1	1	9	14
FJ				6	6
Male				6	6
G				1	1
Male				1	1

Note: SA Region excludes contractors on the payroll as currently not graded.

Figure GRI 8: Total workforce by contract type and region, broken down by gender

Region	Australia	Ghana	Peru	South Africa	Total
Number of permanent employees	908	3 812	282	41 668	46 670
Female	140	143	49	3 473	3 805
Male	725	3 669	233	38 049	42 676
Number of temporary employees (contractors on payroll)	43	89	91	454	677
Female	5	24	14	116	159
Male	38	65	77	218	398
Number of contractors off payroll	505	2 474	1 236	9 980	14 195
Female	500	99	96	578	1 273
Male	5	2 375	1 140	9 402	12 922
TOTAL WORKFORCE	1 456	6 375	1 609	52 102	61 542

Figure GRI 9: Details of Level 3 environmental incidents (including spills)

Operation	Date	Description	Impact	Remedial action
KDC	4 April 2012	Bursting of disposal slurry pipe due to general wear and tear	Tailings spillage into the surrounding environment, resulting in soil contamination. The volume of the spillage is not known	<ul style="list-style-type: none"> - Plant stopped immediately and pipe replaced - Laboratory analysis of affected water - Transportation of spilled tailings back to plant for safe storage
South Deep	8 May 2012	Overflow of pollution control dam due to a technical failure within the power pump system	Discharge of an unknown quantity of water from the pollution control dam to the Kariegaspruit stream	<ul style="list-style-type: none"> - Full chemical analysis carried out on samples from the overflow and stream - Power pump repaired - Enhanced monitoring and maintenance programme
South Deep	12 July 2012	Failure of both pumps at the sewage plant, compounded by heavy rainfall	Release of approximately 2,453m ³ of untreated sewage effluent into the Leeuspruit stream	<ul style="list-style-type: none"> - Pumps repaired and spare pump stored onsite to address future failures - Enhanced management of sewage, including additional maintenance of sewage plant equipment and infrastructure
South Deep	15 November 2012	Exhaustion of chlorine gas supplies at the sewage plant resulting in e-coli in the sewage effluent exceeding the water use licence limit of 500mg/l	Release of 1,490 KL of untreated sewage water	<ul style="list-style-type: none"> - Change of chlorine gas supplier to ensure timely delivery of supplies - Storage of increased numbers of chlorine gas cylinders onsite to mitigate future shortages

South Deep	5 December 2012	Sinkhole (measuring approximately 3.94m by 4.60m and 21m-25m in depth) created near to access road due a to a build-up of water. Possible triggers include a blocked storm water channel, a leaking sewage pipe and/or heavy rainfall	Loss of vegetation and potential safety hazard	<ul style="list-style-type: none"> - Access road closed - Sinkhole backfilled - Ongoing settlement monitoring implemented
South Deep	18 December 2012	Rupture in the tailings pipeline due to abrasion	Spillage of 2.5 KL tailings into the storm water trenches and surrounding area	<ul style="list-style-type: none"> - Contractors deployed to clean up spillage - Thicker rubber lining fitted to tailings pipe
South Deep	23 December 2012	Power failure at the sewage treatment plant due to a burnt-out transformer	Approximately 3,400KL of untreated sewerage released into the environment between 23 and 26 December	<ul style="list-style-type: none"> - Electricians deployed to repair the transformer - Chlorine tablets used for effluent disinfection during the power outage - Investigation of potential application of standby generator to address future power failures