

GRI report for the Integrated Annual Review 2013



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) pages (pgs) 18 - 31		
1.2	Description of key impacts, risks, and opportunities.	IAR throughout, pgs 18 – 31, 57 - 61 Online Regional overviews		
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 About this report Inside front cover (IFC)		
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	IAR IFC, pgs 6 - 12 Online Regional overviews throughout		
2.4	Location of organization's headquarters.	IAR pg 160 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 IFC, pgs 10 – 12; 94 - 106 Online Regional overviews		
2.6	Nature of ownership and legal form.	IAR IFC, pgs 36 - 38		
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 IFC, pgs 2 – 5 , 6 - 12 This GRI Content Index		
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	IAR IFC, pgs 10 -12, 14 - 15, 18 -31, 33 – 35; 51, 94 – 95, 100 – 110; 118 - 120		
2.10	Awards received in the reporting period.	IAR pg 38		
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 IFC, throughout		
3.2	Date of most recent previous report (if any).	Website		
3.3	Reporting cycle (annual, biennial, etc.)	IAR IFC Website		
3.4	Contact point for questions regarding the report or its contents.	pg 160 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 IAR pgs 48-61		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. 5) Gold Fields group strategy; 6) review of the key group risks on our group risk register; 7) review of key international surveys on the top risks and issues in the mining industry and specifically in gold mining.
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	IAR IFC 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 IFC, 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 pgs 77 – 81, 84 – 92, 112 – 116; 118 – 119; 123 – 125; 127 - 136 This GRI Content Index		<p><i>Safety</i></p> <p>In 2013, we updated our Group Safety Reporting Guideline based on the recommendations of a health and safety benchmarking review undertaken by the International Council on Mining and Metals (ICMM). This has resulted in our adoption of the Total Recordable Injury Frequency Rate (TRIFR) indicator. The TRIFR includes (with respect to both employees and contractors):</p> <ul style="list-style-type: none"> • Total number of fatalities • Lost time injuries • Medically treated injuries • Restricted work injuries

				<p>It is considered a more useful measure of safety performance than the lost time injury frequency rate (LTIFR) alone, which only includes injuries that result in one or more lost shifts. Furthermore, the TRIFR is the most commonly used metric amongst our peers and the least susceptible to differences in accounting methods – assisting the benchmarking of our performance against the wider sector. As 2013 was the first year that we have adopted the new metric across the Group, it will form the benchmark for future performance.</p> <p>National Value Distribution see Chapter 6.2 of Securing Our Future</p> <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>Our SED definition has been aligned to the World Gold Council’s (WGC) definition as part of the broader value creation and distribution being adopted by the WGC members.</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 - throughout the IAR relating to pre-unbundling and restated 2012 figures for GFL continued operations		
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	IAR - throughout the IAR relating to pre-unbundling and restated 2012 figures for GFL continued operations		
3.12	Table identifying the location of the Standard Disclosures in the report.	This GRI Content Index IAR IFC pgs,37, 57; 58-63; 156-159		Sustainability The role of business and the market in contributing to sustainable development as “a holistic concept, a strategy that requires the integration of economic growth, social equity, and environmental

				<p>management.”</p> <p>Source: World Business Council for Sustainable Development</p> <p>Sustainable Development</p> <p>Sustainable development has been defined in many ways, but the most frequently quoted definition is from <i>Our Common Future</i>, also known as the Brundtland Report:</p> <p><i>"Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs."</i></p> <p>Source: World Commission on Environment and Development (WCED). <i>Our common future</i>. Oxford: Oxford University Press, 1987</p>
3.13	Policy and current practice with regard to seeking external assurance for the report.	IAR IFC, pgs 1 – 10; 150 - 158		
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 pgs 36, 39 - 46		
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	IAR pg 39		
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 pgs 42 – 43		
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.			
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 pgs 44, 62 – 64, Annual Financial Report (AFR)		
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	IAR pgs 36 – 46, (AFR)		

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 pgs 36 – 46, 119, 159		
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 pgs 6 - 9, 36, 39, 77 – 79, 81 - 84, 86 - 89, 90 - 92, 127 – 131 , 132 – 148 ,throughout		
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	IAR pgs 30 – 31, 39- 46, 57 - 61		
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	IAR pgs 39 – 46,		
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	IAR pgs 36 - 46, 57 – 61, 80 – 83; 84 – 92; 118 – 148, throughout This GRI Content Index Website		Gold Fields Group mine closure and water management guidelines both discuss our application of and define the precautionary approach to environmental management as follows: Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation. 'Precaution' involves the systematic application of risk assessment (hazard identification, hazard characterisation, appraisal of exposure and risk characterisation), risk management and risk communication. When there is reasonable suspicion of harm and decision-makers need to apply precaution, they have to consider the degree of uncertainty that appears from scientific evaluation. Deciding on the "acceptable" level of risk involves not only scientific-technological evaluation and economic cost-benefit analysis, but also stakeholder considerations such as acceptability to the public. From a public policy view, precaution is applied as long as scientific information is incomplete or inconclusive and the associated risk is still considered too high to be imposed on society. The level of risk considered typically relates to standards of environment, health and safety.

				The key element of a precautionary approach, from a business perspective, is the idea of prevention rather than cure. In other words, it is more cost-effective to take early action to ensure that irreversible environmental damage does not occur than to remedy the situation in the future.
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	IAR pgs 36 - 46, 68, 80 – 92, 118 – 135; 141- 148		
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, pgs 37, 66 – 92; 125 – 131, 141, 145, 151		
4.14 (G3.1)	List of stakeholder groups engaged by the organization.	IAR pgs 61, 88; 96 – 106, 118 - 148 IAR Online Content (stakeholder tables)		
4.15	Basis for identification and selection of stakeholders with whom to engage.	IAR pgs 57 - 61, 96 - 98, 118 - 125 IAR Online Content (stakeholder tables)		
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	IAR pgs 57 – 61, 118 - 125 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 pgs 57 - 61 IAR Online Content (stakeholder tables)		

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 pgs 5 - 12, 14 - 17, 18 - 31, 48 - 56, 57 - 61, 96 - 99, 126 - 135, 141 - 148 This GRI Content Index Website		See below
DMA EN	Disclosure on Management Approach EN	IAR pgs 5 - 12, 18 - 31, 57 - 61, 84 - 92 This GRI Content Index Website		See below
DMA LA	Disclosure on Management Approach LA	IAR pgs 5 - 12, 18 - 31, 48 - 56, 57 - 61; 80 - 83, 84 - 92; 118 - 125 This GRI Content Index Website		See below
DMA HR	Disclosure on Management Approach HR	IAR pgs 5 - 12, 18 - 31, 48 - 56, 57 - 61, 80 - 83, 84 - 92, 96 - 99, 141 - 148 This GRI Content Index Website		See below
DMA SO	Disclosure on Management Approach SO	IAR pgs 5 - 12; 14 - 17, 48 - 56, 57 - 61, 96 - 99, 126 - 135, 141 - 148		See below

		This GRI Content Index 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 pgs 14 - 36, 126 - 135		See Value Creation and Distribution at Chapter 6.2 of the IAR 2013
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	IAR pgs 84 - 92 This GRI Content Index		As described in detail in its yearly CDP submission, Gold Fields' is aware of a broad range of risks and opportunities related to climate change. Physical climate change related impacts, such as increased average temperature and increased precipitation extremes require additional cooling and water pumping capacity and therefore increases operational costs. Apart from increased operational costs, Gold Fields' is aware that climate change increases the risk of unforeseen extreme weather events. Climate change has caused several regulatory measures to be implemented, such as the carbon tax in Australia and South Africa (announced to be implemented by January 2016) which increases Gold Fields' operational costs. On the upside, an international price on carbon has provided additional income for Gold Fields' CDM projects, such as its auxiliary fan energy efficiency project.
EC3	Coverage of the organization's defined benefit plan obligations.	This GRI Content Index		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

				<p>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		Not applicable																																																																	
EC5 (G3.1)	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	IAR pg 118 This GRI Content Index		<p>Figure GRI 1: Regional breakdown of minimum internal wage compared to minimum external wage by gender¹</p> <table border="1"> <thead> <tr> <th></th> <th>Gender</th> <th>Internal minimum</th> <th>External minimum</th> <th>Ratio</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Philippines</td> <td>Female</td> <td>192 465</td> <td>16 039</td> <td></td> </tr> <tr> <td>Male</td> <td>136 084</td> <td>11 340</td> <td></td> </tr> <tr> <td rowspan="2">South Africa</td> <td>Female</td> <td>4 939</td> <td>4 698</td> <td>1.05</td> </tr> <tr> <td>Male</td> <td>4 788</td> <td>4 698</td> <td>1.02</td> </tr> <tr> <td rowspan="2">Ghana</td> <td>Female</td> <td>885</td> <td>141</td> <td>6.27</td> </tr> <tr> <td>Male</td> <td>831</td> <td>141</td> <td>5.88</td> </tr> <tr> <td rowspan="2">Peru</td> <td>Female</td> <td>2 900</td> <td>750</td> <td>3.87</td> </tr> <tr> <td>Male</td> <td>2 550</td> <td>750</td> <td>3.40</td> </tr> <tr> <td rowspan="2">Australia</td> <td>Female</td> <td>48 982</td> <td>36 500</td> <td>1.34</td> </tr> <tr> <td>Male</td> <td>43 982</td> <td>36 500</td> <td>1.20</td> </tr> <tr> <td colspan="2">Average</td> <td></td> <td></td> <td></td> </tr> <tr> <td colspan="2"></td> <td></td> <td>Female</td> <td>3.13</td> </tr> <tr> <td colspan="2"></td> <td></td> <td>Male</td> <td>2.88</td> </tr> </tbody> </table> <p>¹Continued operations</p>		Gender	Internal minimum	External minimum	Ratio	Philippines	Female	192 465	16 039		Male	136 084	11 340		South Africa	Female	4 939	4 698	1.05	Male	4 788	4 698	1.02	Ghana	Female	885	141	6.27	Male	831	141	5.88	Peru	Female	2 900	750	3.87	Male	2 550	750	3.40	Australia	Female	48 982	36 500	1.34	Male	43 982	36 500	1.20	Average								Female	3.13				Male	2.88
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EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	IAR pgs 18 -31, 48 - 56, 59, 98, 129, 135																																																																			
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	IAR pgs 119, 122, 146 - 147		Our Damang and Tarkwa mines in Ghana cross-check new vacancies against a constantly updated community skills and qualification database. Where appropriate, individuals on the database are then selected by each mine's Employment Committee (chaired by local chiefs). Furthermore, both mines (and their contractors) actively recruit (in partnership with local chiefs and our Community Affairs																																																																	

				teams) community members to fill unskilled positions.
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	IAR pgs 126 - 135 IAR Online Content (case studies)		
EC9	Understanding and describing the significant indirect economic impacts, including the extent of impacts	IAR pgs 18 - 31, 48 - 49, 52 - 54, 94 - 110, 126 - 135 IAR Online Content (case studies)		

Environmental																		
Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation														
EN1	Materials used by weight or volume.	IAR pgs 84-92 This GRI Content Index		<table border="1"> <thead> <tr> <th>Materials used by weight or volume (tonne)</th> <th>2013</th> </tr> </thead> <tbody> <tr> <td>Cyanide</td> <td>13 660.58</td> </tr> <tr> <td>Blasting agents</td> <td>38 079.58</td> </tr> <tr> <td>HCl</td> <td>4 662.89</td> </tr> <tr> <td>Lime</td> <td>46 356.84</td> </tr> <tr> <td>Cement</td> <td>70 121.65</td> </tr> <tr> <td>Caustic soda</td> <td>3 499.67</td> </tr> </tbody> </table>	Materials used by weight or volume (tonne)	2013	Cyanide	13 660.58	Blasting agents	38 079.58	HCl	4 662.89	Lime	46 356.84	Cement	70 121.65	Caustic soda	3 499.67
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EN2	Percentage of materials used that are recycled input materials.	IAR pg 84 This GRI Content Index		<p>We are currently investigating whether we are able to determine or disclose percentages for the above materials in future reporting cycles.</p> <p>However in 2013, we recycled a range of materials including the following:</p> <ul style="list-style-type: none"> - Metal: 8007 tonnes - Plastic: 65 tonnes - Timber as firewood: 79 tonnes - Paper and cartons: 37 tonnes - Other materials (e.g. backfill): 175 040 tonnes 														

EN3	Direct energy consumption by primary energy source.	IAR pgs 77, 78, 158		<table border="1"> <thead> <tr> <th data-bbox="1406 124 1912 181">Direct energy consumption by primary energy source (TJ)</th> <th data-bbox="1912 124 2085 181">2013</th> </tr> </thead> <tbody> <tr> <td data-bbox="1406 204 1912 236">Energy – diesel</td> <td data-bbox="1912 204 2085 236">5 509.48</td> </tr> <tr> <td data-bbox="1406 240 1912 272">Energy – petrol</td> <td data-bbox="1912 240 2085 272">6.17</td> </tr> <tr> <td data-bbox="1406 277 1912 309">Energy – liquid petroleum gas</td> <td data-bbox="1912 277 2085 309">77.31</td> </tr> <tr> <td data-bbox="1406 314 1912 346">Energy – methane</td> <td data-bbox="1912 314 2085 346"></td> </tr> <tr> <td data-bbox="1406 351 1912 383">Energy – oxyacetylene</td> <td data-bbox="1912 351 2085 383">0.24</td> </tr> <tr> <td data-bbox="1406 387 1912 419">Energy – coal</td> <td data-bbox="1912 387 2085 419"></td> </tr> <tr> <td data-bbox="1406 424 1912 456">Overall energy consumption (TJ)</td> <td data-bbox="1912 424 2085 456">5 593.20</td> </tr> </tbody> </table>	Direct energy consumption by primary energy source (TJ)	2013	Energy – diesel	5 509.48	Energy – petrol	6.17	Energy – liquid petroleum gas	77.31	Energy – methane		Energy – oxyacetylene	0.24	Energy – coal		Overall energy consumption (TJ)	5 593.20
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EN4	Indirect energy consumption by primary source.	IAR pgs 77, 78, 90																		
EN5	Energy saved due to conservation and efficiency improvements.	IAR pgs 77, 78		Total energy consumption in 2013 was 250.00 TJ lower than in 2012. 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 pgs 77, 78 This GRI Content Index		In 2013, Group indirect energy consumption decreased by 2.3% to 10569 TJ (2012: 10818.11 TJ). This was due – in part – to energy saving initiatives implemented during the year.																
EN8	Total water withdrawal by source.	IAR pgs 84, 86 This GRI Content Index		<p>Total water withdrawal in 2013 was 30 302 MI. This came from the following sources:</p> <ul style="list-style-type: none"> - Surface water: 9, 097 - Ground water: 18 171 - Purchased water: 3, 033.66 																
EN9 (G3.1)	Water sources significantly affected by withdrawal of water.	IAR pgs 84 – 92	Only partially relevant	No water sources are significantly affected by our water withdrawal.																

EN10	Percentage and total volume of water recycled and reused.	IAR pgs 84 - 92 This GRI Content Index	During 2013, water recycled and reused totalled 33 452 ML. This represents 110% of total water withdrawal (30 302ML).
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 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> <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.</p> <p>Although not located on Gold Fields mining areas, a great diversity of rare flora species grow around our Cerro Corona Mine and Chucapaca Project. Gold Fields sponsored research into and publication of a book in 2013 entitled Flora of the Andes of Moquegua, ethnobotany of the higher Tambo and Ichuna Rivers. This book is a result of eight years of botanical and ecological studies of the Tambo River and Ichuna River geographic boundaries by Daniel Tubeer. Over 400 hundred species of plants and ferns are reported. There is a large absence of published information regarding these plants and their ecosystems. We expect this illustrated book will lead to greater interest, conservation efforts and appreciation for the</p>

				incredible diversity of plants in this area.
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 2013, we rehabilitated a total of 38.41 ha, of which the Tarkwa and Damang mines in Ghana accounted for 18.07 ha and 20.34 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. Gold Fields also has a group biodiversity practice guide and a policy (both aligned to the ICMM 10 principles) that informs our global approach to biodiversity management.
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 biodiversity hotspots and we do not have any rare or protected species (including IUCN Red List species) on our properties. There are a number of Puya species growing around our Cerro Corona Mine and our Chucapaca Project. Puyas are a native plant to South America’s Andes Mountains and southern Central America. Many of the species are monocarpic, with the parent plant dying after one flower and seed production event. <i>Puya raimondii</i> , also known as Queen of the Andes , is the largest species of bromeliad, endemic to Bolivia and Peru and restricted to the high Andes at an elevation of 3200 – 4800 m. This species, which also grows near Gold Fields Chucapaca Project, is an IUCN red data species.
EN16	Total direct and indirect greenhouse gas emissions by weight.	IAR pgs 84, 90		
EN17	Other relevant indirect greenhouse gas emissions by weight.	IAR pgs 84, 90,		

EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	IAR pgs 78 - 79																							
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	NO _x , SO _x , and other significant air emissions by type and weight.	IAR pgs 84, 90 This GRI Content Index		<p>Figure GRI 2: Group NO_x and SO_x emissions (tonnes)</p> <table border="1"> <thead> <tr> <th>Year</th> <th>NO_x (tonnes)</th> <th>SO_x (tonnes)</th> </tr> </thead> <tbody> <tr> <td>2009²</td> <td>5,157</td> <td>222</td> </tr> <tr> <td>2010²</td> <td>5,635</td> <td>236</td> </tr> <tr> <td>2011²</td> <td>5,105</td> <td>253</td> </tr> <tr> <td>2012²</td> <td>5,614</td> <td>278</td> </tr> <tr> <td>2012 (restated)¹</td> <td>5,423</td> <td>269</td> </tr> <tr> <td>2013</td> <td>5,245</td> <td>260</td> </tr> </tbody> </table> <p>¹Continued operations ²Pre-unbundling</p>	Year	NO _x (tonnes)	SO _x (tonnes)	2009 ²	5,157	222	2010 ²	5,635	236	2011 ²	5,105	253	2012 ²	5,614	278	2012 (restated) ¹	5,423	269	2013	5,245	260
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EN21	Total water discharge by quality and destination.	IAR pgs 86 - 89 This GRI Content Index		<p><i>Quantity and quality</i></p> <p>In 2013, a total of 2526.56ML was discharged by the Group. Group average water quality is 83.72 (mS/m). Further detail by operation can be seen below:</p> <ul style="list-style-type: none"> - Damang: 58 mS/m - Tarkwa: 54 mS/m - Cerro Corona: 178 mS/m - South Deep: 44 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>South Deep was issued with a Water Use Licence in November 2011. A second, amended water use licence application was submitted to the Department of Water Affairs (DWA) in November 2013. DWA is busy with the review of the application and we await their response. This application is informed by the outcomes of internal workshops that were held to determine new activities and amendments to be included in the new application, and following site inspections by the DWA.</p>
EN22	Total weight of waste by type and disposal method.	<p>IAR pg 92</p> <p>This GRI Content Index</p>		Please also see response under EN29.
EN23	Total number and volume of significant spills.	pgs 84 – 85		
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, pg 85		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 not subject to any fines in 2013.
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, pg 92	<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 but one of our eligible operations are fully certified under the International Cyanide Management Code (ICMC). Agnew is certified as substantially compliant as it marginally exceeded the threshold for cyanide concentrations on its tailings discharge. ICMC certification extends to our transport providers. There have been no material environmental impacts relating to the transportation of cyanide to or from our operations during 2013.</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.	IAR pg 84 This GRI Content Index	<p>In 2013, our environmental expenditure comprised the following elements:</p> <ul style="list-style-type: none"> - Pollution prevention: US\$ 5.1 million - Audits: US\$ 88,000 - Specialist studies and EIAs: US\$2.2 million - Rehabilitation and closure related operational expenditure: US\$2.3 million - Radiation: nil - Other operational expenditure: US\$32 million <p>Gold Fields total group gross mine liability estimate is US\$355 million.</p>

The following methods of funding the closure estimates were used in each of the regions:

- Ghana – reclamation bonds underwritten by banks
- South Africa – contributions into environmental trust funds and guarantees
- Australia – unconditional bank-guaranteed performance bonds
- Peru – guarantees with annual deposits

The percentage contribution to the group total for each of our regions is Australia 55%, South Africa 9%, West Africa 23% and America's 12%

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 pgs 118 - 119 This GRI Content Index		See in IAR and below in Annex Figure GRI 7.
LA2 (G3.1)	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	IAR pgs 118 - 120 This GRI Content Index		<p>The turnover rates for men and women in 2013 were 9.7% and 14.4% respectively.</p> <p>Our turnover rate by region was as follows:</p> <ul style="list-style-type: none"> - Australasia: 28.2% - South Africa: 11.8% - South America: 9.1% - West Africa: 4.0% <p>Our turnover by age group was as follows:</p> <ul style="list-style-type: none"> - 18-29 year: 11.4% - 30-39 years: 9.7% - 40-49 years: 9.7% - 50-59 years: 11.4% - 60 plus: 54.4% <p>The turnover rates are higher than previous years primarily due to the restructuring of the operations. In real terms we had a 5.8% voluntary turnover and 4.1% involuntary turnover due to retrenchments, dismissals and retirements. These are well below the industry norms</p>
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 pg 121 This GRI Content Index	By the end of 2013, none of our employees in Australia had opted to join unions. In contrast, 95% of our employees in Ghana, 91% of our employees in South Africa and 13.6% 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 IAR pg 121	A total of 95% of our employees in Ghana, 91% of our employees in South Africa and 13.6% 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. Employees do not however have to be part of a union to participate in worker health and safety committees as this is available to all employees. In many regions worker health and safety issues are part of all meetings where employees have opportunities to raise issues and concerns																																																							
LA7 (G3.1)	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	IAR pgs 123 - 125 This GRI Content Index Not able to break down by gender	<p>Figure GRI 3: Cases of occupational illness in 2013¹ vs 2012¹</p> <table border="1"> <thead> <tr> <th></th> <th>Australia 2013</th> <th>Australia 2012</th> <th>Ghana 2013</th> <th>Ghana 2012</th> <th>Peru 2013</th> <th>Peru 2012</th> <th>South Africa 2013</th> <th>South Africa 2012</th> <th>Total 2013</th> <th>Total 2012</th> </tr> </thead> <tbody> <tr> <td>COAD</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>3</td> <td>0</td> <td>3</td> </tr> <tr> <td>NIHL</td> <td>0</td> <td>0</td> <td>4</td> <td>0</td> <td>0</td> <td>0</td> <td>4</td> <td>6</td> <td>8</td> <td>6</td> </tr> <tr> <td>Silicosis</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>1</td> <td>0</td> <td>11</td> <td>17</td> <td>12</td> <td>17</td> </tr> <tr> <td>CRTB</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>42</td> <td>40</td> <td>42</td> <td>40</td> </tr> </tbody> </table> <p>¹ Continued operations</p>		Australia 2013	Australia 2012	Ghana 2013	Ghana 2012	Peru 2013	Peru 2012	South Africa 2013	South Africa 2012	Total 2013	Total 2012	COAD	0	0	0	0	0	0	0	3	0	3	NIHL	0	0	4	0	0	0	4	6	8	6	Silicosis	0	0	0	0	1	0	11	17	12	17	CRTB	0	0	0	0	0	0	42	40	42	40
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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 pg 124 - 125 This GRI Content Index	<p>In addition in 2013 there was a strong focus in the Group on Substance Abuse. A zero tolerance approach has now been implemented across all regions and operations for anyone having found to be under the influence. This is an integrated strategy with :</p> <ul style="list-style-type: none"> • opportunities for employees to conduct self testing and if found to be under the influence can return home • random compulsory testing where if employees are found to be under the influence they will be subject to disciplinary action • assistance programmes for individuals who need help dealing with substance abuse. 																																																							

			<p>In Australia the Health and Wellbeing programmes include Men's Health Checks (Prostate Cancer); RUOK mental illness awareness; GCC (Global Corporate Challenge); and Skin cancer checks to name a few. In Australia Snake Awareness training was conducted for Kambalda residents in conjunction with external contractor Brian Bush (on site to deliver annual program)</p> <p>In Ghana the health and wellness program aims at identifying chronic medical conditions among the workforce to assist them in managing the conditions to prevent complications and reduce the rate of sickness absence on the mine. The areas covered under the program are</p> <ol style="list-style-type: none"> 1. Voluntary Counseling and Testing for HIV 2. Screening for High Blood Pressure (hypertension), High Blood Sugar (diabetes) and High Blood lipids (cholesterol) 3. Other activities carried out under the program include counseling on vocational, social, financial challenges faced by the employees. 4. Employees so identified with the listed medical conditions are referred to the mine hospital for confirmation and further management. Those put on treatment are monitored regularly to ensure compliance. <p>In Peru in the medical campaigns' of 2013, 60% of the employees have participated, in the following:</p> <ul style="list-style-type: none"> • Eye check-ups • Dental check-ups • Anti-stress massage • Active breaks (ergonomic exercises) • Control of size and weight • Psychological counseling - stress management • Informative talks on insurance policies • Talks Guidance on cancer issues (Gynecology and Prostate) <p>In Corporate Office an integrated Employee Assistance Programme is in place that allows employees and their direct family to get support on a range of mental, financial and legal areas.</p>
LA9	Health and safety topics covered in formal agreements	IAR pgs 80 – 83, 123 - 126	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.

	with trade unions.	This GRI Content Index	
LA10 (G3.1)	Average hours of training per year per employee by gender and by employee category.	IAR pg 118, 122 This GRI Content Index	<p>Average training hours per employee (male and female): 97. Average training hours by gender are set out below:</p> <ul style="list-style-type: none"> - Males: 89 - Females: 8 <p>Average training hours by employee category are set out below:</p> <ul style="list-style-type: none"> - Senior Management (EU-F): 5.5 - Middle Management (DU-EL): 37 - Junior Management (DL): 63 - Non-Management (A-C): 109
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	IAR pg 133 This GRI Content Index	<p>Skills development in the community not only helps local people pursue viable livelihoods – whether at our mines or through alternative avenues – but also enhances our own ability to integrate local people into our workforce or those of our suppliers.</p> <p>At Cerro Corona 20 community members participated in the Training Program for Heavy Equipment, excavators and dump trucks, which is performed with San Martin General Contractor and the Municipality of Hualgayocof. The training budget for community members was USD\$ 32,500.</p> <p>Likewise, we run apprenticeship programmes at Damang and Tarkwa in Ghana. This includes our own internal apprenticeship programme, through which we train community members to become vehicle operators – significantly enhancing their employment prospects, either at our own mines or with our in-country peers. We also run an external apprenticeship programme, aimed at training local youths in locally marketable, non-mining related skills such as car mechanics and hairdressing. In 2013, a total of 104 people benefited from our apprenticeship programmes in Ghana.</p> <p>Meanwhile, at South Deep we have supported small and medium local businesses by granting 11 bursaries, 29 study grants and 2 study loans for members of the community. We also have an extensive portable skills programme to train local community members and employees that may be retrenched on other portable skills that promote economic development in their communities.</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 pgs 36 – 46, 118 - 120</p> <p>This GRI Content Index</p>	<p>Figure GRI 4: GRI Group female employees (%)</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Miners, artisans, officials (%)</th> <th>Middle management (D-Upper to E-Lower) (%)</th> <th>Senior management (EU+) (%)</th> </tr> </thead> <tbody> <tr> <td>2009²</td> <td>6.9</td> <td>13.6</td> <td>8.3</td> </tr> <tr> <td>2010²</td> <td>7.4</td> <td>14.7</td> <td>2.7</td> </tr> <tr> <td>2011²</td> <td>8.0</td> <td>13.3</td> <td>8.9</td> </tr> <tr> <td>2012²</td> <td>8.7</td> <td>14.0</td> <td>5.9</td> </tr> <tr> <td>2013¹</td> <td>10.7</td> <td>12.1</td> <td>11.8</td> </tr> </tbody> </table> <p> ¹Continued operations ²Pre-unbundling Senior Management includes Board </p>	Year	Miners, artisans, officials (%)	Middle management (D-Upper to E-Lower) (%)	Senior management (EU+) (%)	2009 ²	6.9	13.6	8.3	2010 ²	7.4	14.7	2.7	2011 ²	8.0	13.3	8.9	2012 ²	8.7	14.0	5.9	2013 ¹	10.7	12.1	11.8
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<p>LA14</p>	<p>Ratio of basic salary of men to women by employee category.</p>	<p>IAR pgs 118</p> <p>This GRI Content Index</p>	<p>Figure GRI 5: Group basic salary ratio of men to women (1:1)</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Ratio (1:1)</th> </tr> </thead> <tbody> <tr> <td>2009²</td> <td>1.07</td> </tr> <tr> <td>2010²</td> <td>1.05</td> </tr> <tr> <td>2011²</td> <td>1.06</td> </tr> <tr> <td>2012²</td> <td>1.01</td> </tr> <tr> <td>2013¹</td> <td>1.20</td> </tr> </tbody> </table> <p> ¹Continued operations ²Pre-unbundling </p>	Year	Ratio (1:1)	2009 ²	1.07	2010 ²	1.05	2011 ²	1.06	2012 ²	1.01	2013 ¹	1.20												
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2013 ¹	1.20																										

Figure GRI 6: Regional basic salary ratio of men to women by category (1:x)

Grades		Rand average	
A	Female	251 694	
	Male	231 376	1.09
BL	Female	491 817	
	Male	437 104	1.13
BU	Female	114 260	
	Male	68 793	1.66
CL	Female	370 730	
	Male	289 768	1.28
CU	Female	492 173	
	Male	429 244	1.15
DL	Female	689 202	
	Male	494 527	1.39
DU	Female	949 069	
	Male	852 313	1.11
EL	Female	1 214 464	
	Male	1 331 986	0.91
EU	Female	1 471 592	
	Male	1 905 589	0.77
EUM	Male	1 536 611	
FL	Female	1 832 184	
	Male	3 424 387	0.54
FLU	Female	2 635 752	
	Male	3 167 496	0.83
FU	Male	3 784 840	
FUU	Male	4 350 312	
GL	Male	6 342 690	
Grand total		334 711	
CEO to employee average		18.95	

During 2013, the post-maternity female return to work rate was 100%. In addition, 100% of male employees who take paternity leave typically return to work.

LA15 (G3.1)

Return to work and retention rates after parental leave, by gender

This GRI Content Index

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. (encourage suppliers, from a SA perspective, most of the vendors are locally based the challenge to increase local participation in the communities located next to the operation) 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. (the on boarding process does enquire to these as per local legislation) This includes the requirement for all contractors to meet our health, safety and environmental management standards,(contractors operating on site have to comply to the mines operating policy) on 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 (we require vendors to submit various information but it is not a requirement for vendors to be ISO compliant, only in certain incidences is ISO a prerequisite) - Regular compliance audits (by our own specialists or third-party experts) (We have used pro Optima and currently using internal Audit to a BBBEEE audit on a pareto basis / random selection in some circumstances)

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.

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-specific data (such as South Africa's BBBEE requirements) (apart from random verification checking we contract B1SA to manage our certificate database) 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. (We don't produce supplier Scorecards in SA, apart from updating our Ariba Database)

In South Africa, we have a large number of suppliers (approximately 1040 active vendors). 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 general compliance to legislation.

Protection services

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.

				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.
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 2013, 9,659 of our employees (95%) received training in this respect via the Code of Ethics, which includes human rights. The ethics portal was launched which has detailed information on the Gold Fields code of ethics, interactive tools and easy access to information on ethics and human rights. A link from each employees desktop was implemented and this has improved the access to information in this area. In total, these employees received 1,609 hours of formal human rights-specific training – the focus was on refresher training from previous years.(9659 x10 mins/ 60 = 1,609).
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 2013.
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 2013, 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. In 2013 Wage negotiations in South Africa and West Africa were conducted which were collective bargaining forums and these processes were concluded successfully. In Australia the voting on the Employee Collective Agreement in 2013 in fact highlighted the degree to which Gold Fields recognises and supports our employee rights and freedom of association
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 2013, 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 2013, 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 2013, 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 2013. Should any human rights violations be identified they would be reported to the Gold Fields Board.

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 pgs 126 - 136 This GRI Content Index		All of our operations have ongoing local community engagement and development programmes – and have implemented related impact assessments as required. In 2013 the focus was on driving shared value in the communities in which we operate. To this end detailed projects and engagement has taken place in Peru, South Africa and Ghana with projects being identified in each region for delivery in 2014.
SO2	Percentage and total number of business units analysed for risks related to corruption.	This GRI Content Index		<p>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.</p> <p>CERTIFICATION OF TIP-OFFS ANONYMOUS</p> <p>EthicsSA has certified Deloitte Tip-offs Anonymous, as meeting the External Whistle-blowing Hotline Service Provider Standard EO1.1.1.</p> <p>The EO1.1.1 is a best-practice set of guidelines or norms for the professional and ethical conduct of external whistle-blowing hotline service providers, operating their own centres or facilities.</p> <p>The EO1.1.1 is grounded in, and informed by, the principles of integrity, efficiency, independence, protection and availability. Deloitte Tip-offs Anonymous was audited and evaluated against their compliance to these professional service standards and principles and was found to be fully compliant.</p> <p>Certification is valid from 15 November 2013 to 15 November 2014, where after we would re-assess compliance to the industry</p>

				standard. Members are advised to only utilise the services of certified external whistle-blowing hotline service providers to ensure professional service delivery supported by ethical principles.
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	IAR pg 141		
SO4	Actions taken in response to incidents of corruption.	IAR pg 141		
SO5	Public policy positions and participation in public policy development and lobbying.	IAR pg 141		
SO6	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country	IAR pg 141		
SO7	Total number of legal actions for anticompetitive behaviour, anti-trust, and monopoly practices and their outcomes.	This GRI Content Index		During 2013, 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		
SO9 [G3.1]	Operations with significant potential or actual negative impacts on local communities.	IAR pgs 77 – 79, 84 – 92, 104 - 110		
SO10 [G3.1]	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	IAR pgs 77 – 79, pgs 84 – 92, pgs 126 – 148)		

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. All of our operations, with the exception of our newly acquired Granny Smith mine in Australia (which is scheduled to start the certification process in 2014), are certified to the ISO 14001 standard and the International Cyanide Management Code. The Darlot mine was certified to ISO14001 in October 2013 and the accreditation process for Granny Smith is proceeding in 2014. Lawlers will be audited in future under Agnew's certification. 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. All of Gold Fields eligible operations are also certified to the International cyanide management code. Various Guidelines (including biodiversity, water, energy and carbon and mine closure) are in place to provide strategic guidance to our regions on environmental management.

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. A member of the group executive as well as the vice-president of group sustainable development are responsible for providing strategic support and direction on environmental management at a group level.

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. Following the acquisition of Granny Smith, we audited its existing safety management systems against the OSHAS 18001 health and safety management standard. This found 83% compliance, with a safety plan now in place to take it to full compliance in 2014. Lawlers will be audited in future under Agnew's certification. Darlot will also be certified in future. All our other 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 SH&SD 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.

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. 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.

Disclosure on Management Approach Social

Our approach to societal issues is governed through our policies on ethics and governance, communities (including 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. Gold Fields also developed a Community Relations Handbook in 2013 as well as a Community Relations and Stakeholder Engagement Guideline. Our Community Relations Handbook, which is currently a working draft and being finalised, aims to ensure that we apply a coherent, best practice approach towards our local communities – irrespective of where we operate. It is based on: 1) The tailoring of Group-level guidance to suit local circumstances, 2) The application of international good practice, as developed and advocated by the International Finance Corporation, the World Bank, the International Council on Mining and Metals and the wider mining industry; and 3) The generation of sustainable and shared value.

Our policies and guidelines are aligned with a range of international best practice standards and frameworks, including: 1) The ICMM's 10 Principles and Community Development Toolkit; 2) The IFC Performance Standards; 3) The Equator Principles; 4) The AA 1000 stakeholder engagement standard and 5) The ISO 26000 social responsibility standard.

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 also require our suppliers to adopt similar practices of sound sustainable development, such as cyanide transport requirements

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 2013, we disturbed an additional 206 ha. Over the same period, we rehabilitated 38 ha - focusing on our Tarkwa and Damang mines in Ghana. At the end of 2013, our total amount of disturbed land was 6, 143 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/or environmental management plans 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 pg 92		
MM4	Number of strikes and lock-outs exceeding one week's duration, by country.	IAR Pg 121, 122 Online content (case studies) Online Regional overviews		
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 in place 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 pg 140		
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 2013.
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 pgs 98 – 106, 137 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. Illegal ASM is also a risk at our South Deep Mine and is becoming a growing issue of concern at many operating and closed mines in South Africa. Gold Fields Community Relations Handbook details our approach to ASM as well as illegal ASM and provides guidance to management on how to manage and mitigate ASM related risks.
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 pg 137		
MM10	Number and percentage of operations with closure plans.	IAR pgs 84 92 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 pgs 84 – 92		

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 pgs 123 - 125		
Indicator 2	Describe the overall strategy for managing the HIV/Aids risk	IAR pgs 123 – 125		
Indicator 3	Describe preparedness and contingency planning in anticipation of expected impacts	IAR pgs 123 - 125		
Indicator 4	Describe how your organisation monitors its progress and reports in terms of Indicators	IAR pgs 123 - 125		
Indicator 5	Describe how the organisation involves stakeholders in the formulation of policy, strategy and implementation	IAR pgs 123 - 125		
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 pgs 123 - 125		
Indicator 7	Report current HIV/Aids-associated costs and losses to the organisation	This GRI Content Index		<p>During 2013, 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\$24,000 • Individuals infected with TB only: US\$155,000
Indicator 8	Indicate total assumed future HIV/Aids-	This GRI Content Index		

	associated costs /losses			
Indicator 9	Describe the workplace and workplace-related HIV/Aids programmes and interventions and the extent to which they maintain a workplace environment respectful of human and legal rights	IAR Pgs 123 - 125		
Indicator 10	Indicate total allocated budget dedicated to HIV/Aids programmes per annum	This GRI Content Index		During 2013, 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 pgs 123 - 125		
Indicator 12	Describe other support and counselling programmes and measures	IAR pgs 123 - 125		
Indicator 13	Describe the organisation's HIV/Aids education and training programmes	IAR pgs 123 - 125		
Indicator 14	Describe the organisation's condom and femidom distribution programme	IAR pgs 123 - 125		
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 pgs 123 - 125		
Indicator 16	Describe additional benefits and support for employees sick, dying or deceased from Aids-related conditions	IAR pgs 123 - 125		

ICMM Commitments

As members of the ICMM, Gold Fields Limited has policies, codes of conduct and Guidelines 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”.

Gold Fields Community and Indigenous Peoples Policy Statement has been renamed the ‘Community Policy Statement’ to avoid creating the perception that Indigenous Peoples are separate from our Communities. The updates made to the content of the Policy also reflect the recent changes to the ICMM’s Position Statement on Indigenous Peoples, which includes:

- The adoption of a commitment to work to obtain the consent of Indigenous Peoples for new projects (and changes to existing projects) that are located on lands traditionally owned by or under customary use of Indigenous Peoples and are likely to have significant adverse impacts on Indigenous Peoples; and

- Supporting commitments to address engagement with Indigenous Peoples, understanding their rights and interests, building cross-cultural understanding, agreeing appropriate processes for consultation and engagement, and participation in decision making.

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”.

Note: The Position Statement on Mercury Risk Management is not applicable to Gold Fields as we do not produce mercury or use it in any part of our gold mining or processing activities.

Annex

Annex

Figure GRI 7: Total workforce¹ by employment type and region, broken down by gender

Region	Australia ²	Ghana	Peru	South Africa	GFGS	Total
Number of employee	1 094	3 953	355	4 071	92	9 565
A						1 346
Female	8	4	–	273	–	285
Male	5	115	–	941	–	1 061
BL						0
Female	–	–	–	–	–	0
Male	–	–	–	–	–	0
BL						3 374
Female	94	38	6	168	6	312
Male	378	1 884	83	714	3	3 062
CL						2 974
Female	49	43	25	122	8	247
Male	312	1 123	76	1 214	2	2 727
CU						1 240
Female	25	57	24	82	8	196
Male	116	441	77	405	5	1 044
DL						358
Female	8	8	6	14	4	40
Male	36	173	31	72	6	318
DU						138
Female	5	2	2	8	6	23
Male	28	39	12	29	7	115
EL						69
Female	2	–	1	1	4	8
Male	13	21	9	10	8	61
EU						48
Female	–	–	–	2	2	4
Male	10	4	2	15	13	44
F						14
Female	–	–	–	–	2	2
Male	2	1	1	1	7	12
G						1
Male	–	–	–	–	1	1
NG						3
(not graded)	3	–	–	–	–	3

¹ Cannot give breakdown for workforce as contractors are not graded. Breakdown is based on employees

² Excludes Granny Smith and Darlot mines