



Supplier Code of Business Conduct

Message from the CEO

The foundation of our business is strong ethics, which cultivates a culture of integrity and builds trust with our stakeholders. From this foundation, we can strengthen our reputation and create superior, sustainable value. Each day, numerous entities from whom Gold Fields procures products and services (Suppliers) play a part in sustaining Gold Fields' operations worldwide. Our continued success as a world-class gold producer is due in part to the steadfastness of our supply chain and the quality of the businesses with whom we partner. Our operations depend upon the reliable supply of responsibly produced products, ethically sourced services, and the know-how of experts in their field.

When we contract with Suppliers, we recognise they become an extension of our business. Therefore, we expect our Suppliers to support our Purpose and Vision, share and uphold our Values and the standards set in our Code of Conduct, and comply with all applicable laws, regulations, rules, codes and standards.

This Supplier Code of Business Conduct outlines our expectations of Suppliers in their dealings with us and their dealings with others.

If your company is keen to join the thousands of other businesses worldwide contributing to Gold Fields' success, take a few moments to familiarise yourself with these expectations. Alignment with our Supplier Code of Business Conduct is the first step in what we hope will be a long and mutually beneficial commercial relationship.

Martin Preece
Interim Chief Executive Officer



Our Purpose
Creating enduring value beyond mining

Our Vision
To be the preferred gold mining company delivering superior, sustainable value



safety



integrity



respect



responsibility



innovation



collaborative delivery



Our Values



safety

Safety: If we cannot mine safely, we will not mine

We care deeply about the safety of our people.

We are vigilant about identifying unsafe behaviours and are not afraid to speak up – to Stop, Fix, Verify and Continue – because we know we have the full support of the company when we do so.

We are absolutely disciplined about developing, implementing and adhering to safety systems and rules, and we hold ourselves and each other accountable for this.

We work towards zero harm on a daily basis – in our jobs, our homes and our communities. We never compromise on safety.



integrity

Integrity: We act with honesty, fairness and transparency

We hold ourselves to the highest ethical standards.

We tell the truth, stand up for what we know is right and protect the people who have the courage to do this.

We report facts and figures accurately, keep confidential information private and refuse to cover up or turn a blind eye to what we know is unethical.

We use the Code of Conduct to guide us but when we are unsure of what to do, we ask. We act with the best interests of our company at heart.



respect

Respect: We treat all stakeholders with trust, dignity and respect

How we behave is guided by the knowledge that every human being is valuable and deserves respect.

This is why we treat other people as we would want to be treated.

While we know that it is sometimes necessary to have difficult conversations, we do so in a way that ensures that the dignity of the other person always remains intact.

We allow others to voice their views, even when they are different to or in conflict with our own.

We embrace, value and respect diversity and difference.

We do not tolerate rude, abusive or undermining behaviour and we stand up for each other.



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Our Values



responsibility

Responsibility: We take personal ownership of the impact we have on our people, relationships, safety and environment

We hold ourselves accountable for our actions and the impact we have on others and the environment.

We treat people in host communities with respect and make an attempt to understand their needs and concerns.

We accept mistakes are part of our learning and endeavour to make a positive difference.



innovation

Innovation: We encourage and drive innovation

Our definition of innovation goes beyond technology – it encompasses any idea or change that can drive the business forward.

We do not allow ourselves to be constrained by limiting beliefs and we think beyond what other people accept as 'possible'.

We respond positively to creativity, spontaneity and innovative thought and provide people with feedback when they propose ideas.

We are open to change and support new ways of working, even when the ideas may not be our own.

We are optimistic about what the future can deliver.



collaborative delivery

Collaborative Delivery: We work together as a team to deliver excellent results

We work together as a team to deliver excellent results and take pride in what we do.

We work hard to deliver on time and in budget.

We actively seek input from others and truly believe that diverse views improve the quality of our work.

We understand our role is part of a team in the Gold Fields family.





Gold Fields Code of Conduct

Our Code of Conduct pivots on Gold Fields Values and informs how we conduct ourselves, from our operations to our Board.

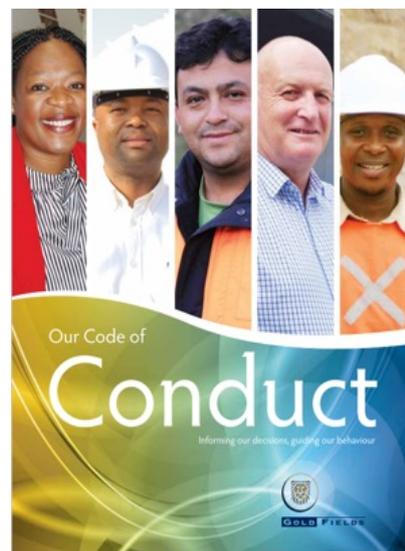
It also extends to our Suppliers, whom we expect to share and uphold these Values and standards.

The Code of Conduct is available via our website:
www.goldfields.com

Key principles of our Code of Conduct include:

- Transparency and ethics in all stakeholder engagements, including with respect to gifts/entertainment and conflicts of interest
- Protection of Company information
- Protection of employees and third-party whistle-blowers and support for the reporting of concerns or known transgressions

Compliance with these principles is a contractual requirement in all jurisdictions in which we operate.



Supplier Code of Business Conduct

Health, Safety and Well-being

The physical and psychological health, safety, and well-being of everyone engaged in our business are paramount. Therefore, we expect Suppliers to share our commitment to achieving zero harm and our target to eliminate all fatalities and serious injuries at our operations.

We partner with Suppliers who understand the risks that may arise in their work and have the right systems, processes and people in place to manage those risks, underpinned by a safety-focused culture.

Beyond complying with Gold Fields' site or office rules and safety requirements and applicable laws, we expect Suppliers to consult with Gold Fields on matters relating to health, safety and well-being, cooperate in implementing initiatives, and coordinate their activities with Gold Fields.

Underpinning this, our Suppliers must work with us to promote a working environment where everyone feels safe and empowered to speak up on health, safety and well-being matters.

Environmental Stewardship

Gold Fields is committed to sound environmental stewardship. We aim to use the natural resources our business depends on responsibly, care for the environment in our operational and surrounding areas and limit the impact of our operations on our host communities.

Our commitment requires avoiding, and where that is not possible, mitigating any adverse environmental impacts of our operations on our stakeholders – we expect our Suppliers to operate to this standard.





Supplier Code of Business Conduct

Suppliers must comply with all applicable in-country laws, environmental management and reporting rules, codes and standards, and Gold Fields' contractual and site requirements, particularly concerning cultural heritage management, water discharges, air emissions, pollutants, waste and chemicals management.

Consistent with our 2030 ESG targets (www.goldfields.com/gold-fields-2030-esg-targets.php) for carbon reduction and environmental incidents, we expect Suppliers to strive to minimise their environmental impacts, including (but not limited to): greenhouse gas emissions, short-lived climate pollutants, and commodity-driven deforestation, with the aim of continuous improvement over time.

Human Rights

We recognise that our mining activities have the potential to adversely affect the human rights of our stakeholders, particularly our people, host communities, and the upstream workforces of our Suppliers.

Gold Fields' commitment to upholding and respecting the human rights of these important stakeholders is described more fully in our Human Rights Policy Statement (<https://www.goldfields.com/pdf/about-us/corporate-governance/policies/2022/human-rights.pdf>), which is embedded in our Code of Conduct and applies to our workforce as well as our Suppliers.

The Human Rights Policy Statement is informed by and supports various international standards, including the UN Guiding Principles on Business and Human Rights, the conventions of the International Labour Organisation, the UN Universal Declaration on Human Rights, the Voluntary Principles on Security and Human Rights and the ICMM Mining Principles and Position Statements.

We expect our Suppliers to respect and uphold all internationally proclaimed human rights within their operations, affiliates, and supply chains.

With respect to labour rights, in particular, workers must not be subject to forced or compulsory labour; must be offered lawful and fair terms of employment; have freedom of association, collective bargaining, and equal remuneration; and where accommodation is provided, it must be safe, healthy, and sanitary whilst respecting workers' dignity and right to privacy.

Suppliers are expected to proactively identify, address and – where legislation requires – report on risks of modern slavery practices in their operations and supply chains. These practices may include servitude, debt bondage, the use of involuntary prison labour, deceptive labour recruiting, trafficking of persons, physical and psychological abuse and forced marriage.

Suppliers must not engage (either directly or indirectly) in child labour and must comply with all laws relating to minimum employment age.

Diversity & Inclusion

We expect Suppliers to support and share Gold Fields' commitment to ensuring safe and respectful workplaces for its people and stakeholders, regardless of gender, ethnicity, age, religion, marital status, sexual orientation, pregnancy, disability, political affiliation, union membership or any other classification that may give rise to discrimination under the law.

All harassment, bullying, assault, or discrimination complaints must be taken seriously, handled confidentially, and promptly, thoroughly, and fairly investigated, with all persons involved treated respectfully.

Communities

Gold Fields seeks to develop mutually beneficial and lasting relationships with our host communities based on mutual respect and trust through open and constructive engagement. We respect customary laws, local traditions, rights, interests, cultures, perspectives, and special connections to the lands and waters on which we operate.





Supplier Code of Business Conduct

Where practical, Gold Fields strives to source materials from local in-country and host community suppliers, thereby maximising the value generated in the country of operation. Our Suppliers are encouraged to cooperate and coordinate with our teams to:

- develop and implement strategies to incorporate host community businesses in procurement and contracting activities
- identify employment opportunities
- promote supplier diversity and equity in the market by engaging minority or under-represented businesses (e.g. BEE compliance / HDP controlled, Indigenous, disability and social enterprises)

Preventing and Eliminating Bribery & Corruption

Gold Fields' contract terms are consistent with the requirements of the US Foreign Corrupt Practices Act, UK Bribery Act, and defined statutory obligations in the jurisdictions where Gold Fields has a presence. In addition, suppliers must comply with all applicable laws prohibiting bribery and corruption.

Suppliers are not permitted to solicit, offer or promise a bribe, kick-back, or any other improper payment or benefit (including facilitation payments), whether acting on their own or on behalf of Gold Fields, and must have processes in place to ensure that no such payments or inducements are requested, accepted, offered, or given. Suppliers are encouraged to maintain a confidential hotline or other mechanisms for reporting violations.

Suppliers must not attend meetings with government officials (including regulators or government departments) on Gold Fields-related business without the presence of Gold Fields personnel, who must record details of the interaction.

Any political activity engaged in by a supplier must indicate that it does not represent Gold Fields, irrespective of the relationship with Gold Fields or its operations.

Business Integrity

Gold Fields contract terms require that Suppliers treat all information they receive through their dealings with Gold Fields as confidential. This extends to making

statements or posting material/images concerning Gold Fields without Gold Fields' prior written consent.

Suppliers must avoid all conflicts of interest that may arise in the performance of work on behalf of Gold Fields and their related business decisions. Accordingly, we expect suppliers to declare any situation or relationship that raises an actual, potential, or perceived conflict of interest concerning their dealings with Gold Fields.

Suppliers must not give gifts, hospitality, or other benefits (other than common business courtesy), which may be perceived to compromise the professionalism or impartiality of Gold Fields' personnel (who are required to declare and seek approval in respect of all such items).

Suppliers must record all information relating to their dealings with Gold Fields honestly, accurately, and completely including maintaining appropriate records (which may be required for auditing purposes).

Insider Trading

Trading in shares or securities based on material non-public information, or supplying that information to others, is illegal. In addition, any dealings by a supplier in the shares or securities of Gold Fields must comply with all applicable laws and stock exchange requirements.

Speaking Up

Suppliers can report violations of Gold Fields' Code of Conduct, Supplier Code of Business Conduct, or any other concerns to:

goldfields@tip-offs.com

OR

the confidential hotline:

South Africa: 0800 203 711 | Ghana: 0800 10987 |

Peru: 0800 54 760 | Australia: 1800 623 245 |

USA: 1 888 611 1848 | Chile: 800 914 279

A third-party provider administers this service, and anonymity is guaranteed.

