







The Gold Fields DNA



Our Values (slide 1 of 2)

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| Safety  | If we cannot mine safely, we will not mine |
| Responsibility  | We act responsibly and we care for the environment and all of our stakeholders, including our employees, our communities and our shareholders |
| Honesty  | We act with honesty, fairness, integrity and transparency |
| Respect  | We treat each other with respect, trust and dignity |
| Innovation  | We encourage innovation, entrepreneurship, and acting like owners |
| Delivery  | We work together in teams and do what we say we will do |

This Is Who We Are, What We Do, And How We Work

The Gold Fields DNA



Explaining our Values (slide 2 of 2)

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| Safety | If we cannot mine safely, we will not mine This is our main value and comes before everything else. This value means that we Stop, Think, Fix, Verify and Continue whenever we see something that may endanger our own safety, or that of our colleagues. It means that, if we cannot fix it, we exercise our right and obligation to withdraw to safety. |
| Responsibility | We act responsibly and we care for the environment and all of our stakeholders, including our employees, our communities and our shareholders This value means that we never allow our actions to harm each other or any of our stakeholders. We think before we act and always exercise caution. We seek out and nurture talent amongst each other, and we tread lightly on the natural environment around us. It means that we care. |
| Honesty | We act with honesty, fairness, integrity and transparency This value means that there is no place in Gold Fields for dishonest people. We are always aware of and obey the rules, regulations and laws that govern us. |
| Respect | We treat each other with respect, trust and dignity This value means that every Gold Fields stakeholder has the right to be treated with trust, respect and dignity. We treat each other and all of our stakeholders in the same way that we like to be treated ourselves. We embrace diversity as a source of richness rather than conflict. We have respect for the dignity of work, irrespective of the complexity or importance of the job, and we value each other for the contribution that we make to the richness of our company. |
| Innovation | We encourage innovation, entrepreneurship, and acting like owners This value means that every person in Gold Fields has good ideas, and that we are encouraged to raise them in a responsible way. It also means that we have open minds when new ideas are raised and we act like owners by being cost conscious and always find efficient ways of doing our work. |
| Delivery | We work together in teams and do what we say we will do This value means that we are always true to our word. We take pride in our work and focus on ensuring we support team members to deliver what we are employed to do. We deliver on our commitments. |

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