



DIVERSITY, EQUITY, INCLUSION AND BELONGING POLICY STATEMENT

Gold Fields is committed to creating workplaces that reflect the mix of diversity, cultures, beliefs and backgrounds of the many communities in which we operate around the world. We firmly believe that embracing such diversity and inclusivity is not only the right thing to do, but is also a crucial business imperative, making us stronger, more innovative, and more resilient.

We wholeheartedly embrace and celebrate the inherent differences among our people and stakeholders. Diversity at our organisation means fostering a culture where everyone is respected, valued and acknowledged for their unique attributes and contributions.

We understand that diversity must be supported by equity, inclusion, and belonging to be truly successful. The principles below form the foundation on which we stand, and signify our commitment to creating a workplace where we are #StrongerTogether:

Diversity

- We embrace and celebrate the diversity of our teams because we know that our unique attributes and differences make us stronger.
- We treat all people with dignity, care, and respect.

Equity

- We are dedicated to creating workplaces that are fair and equal, where everyone has the same opportunities to thrive and succeed.
- We seek to identify and tackle the structural and other barriers hindering a fair and inclusive workplace, particularly in relation to the hiring, development, promotion, reward and recognition of our people.

Inclusion

- Every voice matters, and we not only welcome diverse perspectives, but do all we can to encourage them.
- We create inclusive working environments where everyone feels a genuine sense of belonging, significance, and worth, ensuring that the physical surroundings accommodate the different needs and cultural preferences of our people.

Belonging

- Our goal is to make sure our people feel like they truly belong. We want them to feel accepted, valued and empowered to be their authentic selves.

It is our shared responsibility to demonstrate and support the principles of diversity, equity, inclusion and belonging each and every day. When we all do this, we create an environment where every person can contribute to Gold Fields' vision of being the preferred gold mining company delivering sustainable, superior value.

Our commitment to these principles unites us as a beacon for positive change, empowering our people to thrive and make a lasting impact – creating enduring value beyond mining.

1 January 2024

Mike Fraser
CEO

Date

Creating enduring value beyond mining



safety



integrity



respect



responsibility



innovation



collaborative
delivery