



RESPECTFUL WORKPLACE POLICY STATEMENT

At Gold Fields, we stand united in our belief that every person deserves to be treated with unwavering respect and dignity. We are committed to creating safe and enabling workplaces, where everyone can thrive and unlock their full potential to contribute to their growth and the sustainable future of our Company.

Together, we are committed to upholding the following principles to ensure that our workplace remains respectful and supportive:

Leadership Commitment:

We expect our leaders to set the example of treating everyone with respect and dignity and creating environments that support the physical and psychological safety and wellbeing of our people.

Zero Tolerance for Harmful Behaviours:

Harmful behaviours (including bullying, racism, sexual harassment, intimidation, hostility, humiliation, harassment or discrimination, have no place in our business.

Committed to Positive Measures:

We will proactively put in place preventive measures and support systems to eradicate harmful behaviours, including implementing updated policies, undertaking regular risk assessments, and providing regular training and communication. We will seek feedback from our people and continue to monitor these measures to ensure that they are effective. Our aim is to create a truly inclusive and safe environment for everyone within our organisation.

Speak Up, Take Action:

We encourage everyone to report any form of harmful behaviour that they experience or witness. Together, we can create a safe, inclusive and supportive workplace.

Listen:

For every speak-up moment, someone is required to listen. We will support our leaders to create safe spaces for people to speak and be heard.

Commitment to Addressing Harmful Behaviours:

We will take swift, appropriate and fair action to address and resolve harmful behaviours experienced by our people.

Confidential & Caring Reporting:

Our process will enable and support concerns about harmful behaviours to be reported confidentially and received with compassion, and support.

Prohibition of retaliation:

We will not tolerate any form of threat, intimidation, or retaliation against individuals who report harmful behaviours or support complaints or concerns being raised.

Personal Support:

We place paramount importance on the health and wellbeing of all those affected by harmful behaviours. We will ensure comprehensive support throughout any complaint and return to work process.

Everyone in Gold Fields is required to uphold these principles. Doing this each and every day costs nothing, yet the impact is immeasurable – fostering a workplace where everyone can be their whole selves and flourish.

Together, we embrace the power of respect to create an environment where we are #StrongerTogether.

Mike Fraser
CEO

1 January 2024

Date

Creating enduring value beyond mining



safety



integrity



respect



responsibility



innovation



collaborative
delivery