

Group Parental Leave Practices

	Peru -Cerro Corona	Chile Salares Norte	Ghana	South Africa - Corporate Office	South Africa – South Deep	Australia
Policy and Legislation	Yes	Yes	Yes	Yes – Differences in policies with South Deep mainly as a consequence of Collective Bargaining	Yes - Differences in policies with the Corporate Office mainly as a consequence of Collective Bargaining	Yes
Prenatal leave	<ul style="list-style-type: none"> 49 days of prenatal rest. Option to postpone all or part of the prenatal leave, in which case the number of days postponed will be accumulated for the postnatal leave. The State reimburses the employer for the amount of the remuneration paid for the loss of pre- and post-natal leave. 	<ul style="list-style-type: none"> Maternity leave of 6 weeks before childbirth (prenatal leave). Remuneration for this period is paid by a state subsidy. 	N/A	N/A	N/A	N/A
Maternity Leave	<ul style="list-style-type: none"> 49 days of postnatal leave. In cases of multiple births or births of children with disabilities, postnatal leave will be extended for 30 additional calendar days. 	<ul style="list-style-type: none"> 12 weeks postpartum rest (postnatal rest). 5 days of leave with pay in the event of the birth of a child, which may be used at the worker's discretion from the moment of delivery. Additional rest (postnatal parental leave) of 12 (full-time) or 18 (half-time) weeks after the postnatal leave. For both the postnatal and the parental postnatal, the remuneration is paid by state benefits. 	<ul style="list-style-type: none"> The female employee shall be granted at least 12 calendar weeks' maternity leave with pay. A period of maternity leave after confinement shall be extended to 8 weeks where the confinement is abnormal or where in the course of confinement two or more babies are born. 	<ul style="list-style-type: none"> The female employee is provided with 4 consecutive months of Maternity Leave, which is inclusive of any Public Holidays. Paid maternity leave granted for four months which can be extended to a maximum period of 6 months with only four months remunerated. The additional 2 months may be taken from annual leave or unpaid leave. Alternatively, the 6 months can be taken at 67% of basic pay per month. . 	<ul style="list-style-type: none"> The female employee is provided with 4 consecutive months of Maternity Leave, which is inclusive of any Public Holidays. Paid maternity leave granted for four months which can be extended to a maximum period of 6 months with only four months remunerated. The additional 2 months may be taken from annual leave or unpaid leave. Alternatively, the 6 months can be taken at 67% of basic pay per month. Maternity leave must commence at least one (1) month before the expected confinement date and work resumption may not occur within six (6) consecutive weeks of actual confinement. 	<p>Paid parental leave shall be available to an employee who has or will have the primary responsibility for the care of a child. Such employee shall be entitled to:</p> <ul style="list-style-type: none"> 18 weeks parental leave on full pay; or 36 weeks parental leave on half pay. Where an employee experiences a stillbirth, the employee shall be eligible for 18 weeks Paid Parental leave. Where an employee experiences a miscarriage, the employee shall be eligible for 2 weeks Paid Parental Leave. Each eligible member of an employee couple may take a separate period of up to 12 months of unpaid parental leave. However, if only one person is taking leave or if one member of the employee couple wishes to take more than 12 months leave, the employee has a right to request a further period of 12 months from the Employer who shall consider the business impact and practicality of the request. If the employee who takes leave first is not pregnant their

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						<p>leave must start on the date of birth or placement of a child.</p> <ul style="list-style-type: none"> Both employees of an employee couple may take leave at the same time. This leave must be taken within 12 months of the birth or adoption of a child. The concurrent leave may be taken in separate periods. Each period must be no shorter than 2 weeks unless agreed to by the Employer. <p>Employees may be eligible to take unpaid parental leave for a maximum of 12 months if they experience:</p> <ul style="list-style-type: none"> a stillbirth. the death of a child during the first 24 months of life. <p>An eligible pregnant employee shall be entitled to take paid personal leave or unpaid special parental leave if the employee is not fit for work because of:</p> <ul style="list-style-type: none"> a pregnancy related illness. where there have been medical or other complications and a doctor has recommended a period away from work after date of confinement. <p>Consideration should be given to this request.</p>
Adoption Leave		<ul style="list-style-type: none"> Maternity Leave rules apply in the case of adoption or a court decision granting the personal care of a minor. 	<p>Employees who require leave in relation to the legal adoption or fostering of a child should take their own paid or accumulated leave or may apply for unpaid leave.</p>	<ul style="list-style-type: none"> Adoption Leave will be granted to an Employee who, in terms of the Child Care Act, legally adopts a child under the age of 2 years. The company will grant the employee with three months leave for the purpose of bonding with the adoptive child. Where both prospective parents are employed by the Company, only one parent will be granted Adoption Leave. 	<ul style="list-style-type: none"> Adoption Leave will be granted to an Employee who, in terms of the Child Care Act, legally adopts a child under the age of 2 years. Adoption leave may not exceed a maximum of ninety (90) consecutive days for an adopted child under one (1) - year of age and, thirty (30) consecutive days for a child aged between one (1) year and two (2) years of age. Adoption leave may be granted for a maximum of two adoptions per employee and 	<ul style="list-style-type: none"> Maternity leave benefits apply for an adoption.

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					<p>only once in an annual leave cycle.</p> <ul style="list-style-type: none"> • Periods of adoption leave are regarded as Non-Leave Qualifying Shifts but do not interrupt employee service. • Where both prospective parents are employed by the Company, only one parent will be granted Adoption Leave. 	
Commissioning Parental Leave (Surrogacy)				<ul style="list-style-type: none"> • An employee who is a commissioning parent in a surrogate motherhood agreement is entitled to commissioning parental leave of at least ten weeks consecutively. • An employee may commence adoption leave on the date the child is born as a result of a surrogate motherhood agreement. • If a surrogate motherhood agreement has two commissioning parents who work for the company, one of the commissioning parents is entitled to commissioning parental leave and the other commissioning parent is entitled to parental leave, the selection of choice must be exercised by the two commissioning parents. 		
Paternity Leave	<ul style="list-style-type: none"> • An employee may cede her leave to the father for the period of 6 weeks full-time or 12 weeks half-time. 	<ul style="list-style-type: none"> • The employee may cede her leave to the father for the period of 6 weeks full-time or 12 weeks half-time. 		<ul style="list-style-type: none"> • An employee who is a parent and who is not entitled to maternity leave/adoption leave is entitled to at least 10 consecutive days parental leave. An employee may commence parental leave on the day that the child is born, or the date that the adoption order is granted, or when a child is placed in the care of a prospective adoption parent by a competent court, pending the finalisation of an adoption order in respect of that order whichever occurs first. 	<ul style="list-style-type: none"> • Male employees will be entitled to 10 working days unpaid Paternity Leave per annum on the birth of his child. Applications for Unpaid Parental leave must be submitted to line supervisors and must be accompanied by a copy of the applicable birth certificate(s). • The South African high court recently ruled that both parents must have the right to time off after the birth of a baby or adopting a child. The judgment allows parents to choose how to divide four 	

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				<ul style="list-style-type: none"> The South African high court recently ruled that both parents must have the right to time off after the birth of a baby or adopting a child. The judgment allows parents to choose how to divide four months parental leave between them. The Company has not yet adopted its policies to this ruling. 	months parental leave between them. The Company has not yet adopted its policies to this ruling	
Partner Leave						<p>An Employee who is not the primary care giver to a newborn child (who is born or adopted while the employee is employed by Gold Fields) and has completed at least 6 months' continuous service with the Employer shall within the first twelve (12) months following the birth of the child be entitled to:</p> <ul style="list-style-type: none"> 6 weeks Partner Leave on full pay; and 2 weeks paid leave using other existing entitlements (such as Annual Leave, Long Service Leave, Personal/Carer's Leave, or time off in lieu accruals) or alternatively 1 week's unpaid leave. <p>Partner Leave shall also apply to an employee:</p> <ol style="list-style-type: none"> Adopts a child that is aged up to 2 years of age. Experiences (or partner experiences) a stillbirth. Where an employee's partner experiences a miscarriage, the employee shall be entitled to 2 weeks Partner Leave.
Lactation/ Breastfeeding	<ul style="list-style-type: none"> The employee is entitled to 1 hour of daily breastfeeding time, until the child turns 1. In the case of multiple births, the allowance is extended by an additional hour. Breastfeeding allowance equivalent to US\$215 granted by the state (one-time payment). 	<ul style="list-style-type: none"> Breastfeeding room at the mine with all the comforts and equipment for working mothers. The purpose of this space is only to extract milk (it is not possible to take minors to the workplaces) 	<ul style="list-style-type: none"> A nursing mother shall be placed on an appropriate shift for 12 months after her confinement. On resumption of duties a nursing mother in the Staff category shall be granted 30 minutes twice a day for nursing her new-born child. A nursing mother in the Officials category shall be 			

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	<ul style="list-style-type: none"> For employees who reside in localities in Cerro Corona’s area of direct influence (Hualgayoc, Cajamarca), they are provided with 2 hours of breastfeeding per day so that they can travel to their homes. Lactation facilities have been established both at the mine and regional office. 		<p>granted 45 minutes twice a day for nursing her new-born child. This arrangement will be terminated 12 months after the birth of the child.</p>			

This summary includes extracts from regional policies. You will therefore see nuances as pertains to weeks, calendar days, etc.