GROUP POLICY STATEMENT
STAKEHOLDER RELATIONSHIP AND ENGAGEMENT

Stakeholders are an integral part of Gold Fields business, representing a wide range of interests that both influence and are impacted by our business and operations. Consistent with our values of Integrity, Respect and Responsibility, we develop relationships with our stakeholders built on open, transparent and constructive engagement. This engagement aims to build trust and allows for participative and informed decision-making, by striving to balance the interests, needs and expectations of our stakeholders with the best interests of Gold Fields.

To attain this vision, we commit to:
• adherence to all applicable laws and regulations as well as the Gold Fields Code of Conduct;
• respectful and culturally appropriate engagement;
• understand and manage the actual and potential impacts, risks and opportunities arising from our business on our stakeholders, and their potential impacts on, and risks and opportunities for Gold Fields;
• foster a culture of proactive, continuous and meaningful engagement and communication with our stakeholders;
• create appropriate platforms for open and participative engagement;
• implement formal management, reporting and measurement systems in respect of our engagement activities;
• capacitate Gold Fields’ stakeholder representatives; and
• conduct continuous review and improvement processes.

The following are regarded as Gold Fields’ material stakeholders, across the Group:
• Employees;
• Host communities;
• Financial market participants (shareholders, investors, capital providers and analysts);
• Governments (national, regional and local) and regulators;
• Industry associations and mining peers;
• Media;
• Non-governmental and community-based organisations;
• Organised labour;
• Third parties (business partners, contractors and suppliers); and
• Traditional authorities.

The workforce of Gold Fields plays an active role in achieving these commitments by:
• identifying and engaging stakeholders who influence and are impacted by our business and seeking regular feedback from them;
• integrating proactive, continuous and meaningful engagement into business processes and exploring opportunities to review and improve them;
• implementing formal engagement and communication systems; and
• reporting key stakeholder issues, and potential impacts, opportunities and risks to management, the Board and, where appropriate, external stakeholders.

Nick Holland
Chief Executive Officer

August 2020
Date