



GOLD FIELDS

GROUP POLICY STATEMENT SUSTAINABLE DEVELOPMENT

Gold Fields seeks to operate in a manner that represents a platform for responsible and ethical investment. We integrate sustainable development principles into business strategy and planning, management systems and decision-making processes to enhance shareholder value, maintain our licence to operate and leave a positive legacy for our host communities. The results will be an appropriate balance of the company's requirements to perform financially, to manage the environment responsibly and to ensure social benefit.

To attain this vision, we commit to:

- undertake our business activities in a manner that:
 - is transparent and ethical,
 - considers and complies with regulatory requirements and obligations relating to industry rules, codes and standards to which we subscribe,
 - proactively and simultaneously addresses business and social needs, and
 - adheres to sound systems of corporate governance;
- respect human rights and the diverse interests, cultures, customs and values of our fellow employees, third parties (contractors, suppliers, service providers and business partners), communities and others in our sphere of influence;
- implement effective risk management strategies and systems which account for stakeholder perceptions of risks;
- continually improve our health and safety systems and performance;
- continually improve our environmental systems and performance, including water stewardship, energy use, climate change, biodiversity, land use planning and integrated mine closure;
- implement a strategic, consistent and organisation-wide approach to materials and supply chain stewardship that generates sustainable value beyond the value of the goods and services being procured;
- sell our product to responsible buyers, ensuring that we do not contribute to unlawful armed conflict or breaches of international humanitarian law;
- continually improve our social performance and contribute to the socio-economic and institutional development of our host communities and the countries in which we operate;
- proactively engage key stakeholders in a manner that is transparent and open;
- effectively analyse trends and report and independently verify progress and performance;
- raise the sustainable development awareness of our employees, third parties, communities and visitors;
- regularly review and update our processes and performance to ensure adherence to these commitments.

Everyone working for, on behalf of, and third parties to Gold Fields' operations plays an active role in achieving these commitments by:

- integrating sustainable development principles into the full mining lifecycle and our everyday activities,
- adhering to this Group Sustainable Development Policy.

Nick Holland

Chief Executive Officer

19 May 2020

Date

SUSTAINABLE