



GOLD FIELDS

TAILINGS STORAGE FACILITY MANAGEMENT POLICY STATEMENT

Gold Fields is committed to the safe, environmentally sound, socially respectful, responsible, and sustainable operation of all its Tailings Storage Facilities (TSFs). We strive to pursue the ultimate goal of zero harm to people and the environment with zero tolerance for human fatalities in connection with operations.

To attain this objective, we commit to:

- uphold the Gold Fields Vision and Values.
- achieve and then maintain compliance with leading industry standards and practices with respect to the design, construction, operation, management and rehabilitation of TSFs, including the *Global Industry Standard on Tailings Management*, the ICMM position statement '*Preventing Catastrophic Failure of Tailings Storage Facilities*' and Gold Fields' own TSF Management Guidelines.
- ensure that adequate resources, inclusive of human and financial, are available to fulfil the operational obligations related to safe tailings management throughout the life cycle.
- ensure clearly defined and assigned accountabilities and responsibilities relating to safe tailings management.
- ensure that TSFs are appropriately maintained, closed, and rehabilitated in a safe and stable state, avoiding long-term water impacts, in accordance with all applicable regulatory requirements and leading practice guidelines.
- ensure that our stakeholders and communities are meaningfully engaged on all key aspects throughout the TSF life cycle.
- ensure that emergency preparedness and response planning are adequately addressed and that our communities are informed and engaged in terms of technological hazards and environmental emergencies, to the extent that they understand the emergency plan.
- ensure that adequate resources are available to participate and assist in recovery efforts in the unlikely event of a failure.
- support the development and implementation of innovative approaches to design, construction, operational performance monitoring, closure and rehabilitation of our TSFs through participation in research and other industry initiatives and collaborations.
- in support of continuous improvement, undertake multi-criteria alternatives analysis of all feasible sites, technologies and strategies with respect to new tailings storage facilities, inter alia including a reduction in tailings slurry water content and the consideration of alternatives to upstream raised TSFs to the extent practicable.
- be open and transparent in our tailings management practices and publicly disclose information about our tailings management systems, processes and practices.

Everyone working for and on behalf of Gold Fields, together with its business partners, shall play an active role in achieving these commitments by:

- acknowledging the responsibility and accountability of Gold Fields, as owners and operators, for the governance and safe design, operation, management, closure and rehabilitation of its tailings storage facilities.
- adhering to this TSF Management Policy Statement.

N J Holland

Chief Executive Officer

16 November 2020

Date

TAILINGS STORAGE FACILITY