



GOLD FIELDS LIMITED ETHICS AND CORPORATE GOVERNANCE POLICY STATEMENT

Gold Fields Limited is committed to ethical and fair business dealings and promotes a corporate culture which is non-sectarian, non-political, and socially and environmentally responsible and thus subscribes to the core values of the Company and the following principles:

- fairness and integrity in all business dealings, including the ethical handling of actual or apparent conflicts of interests between personal and professional relationships;
- respect for the human rights and dignity of others;
- acceptance of diverse cultures, religions, race, disability, gender and sexual orientation;
- embarking on business activities in a manner that is free of bribery and corruption;
- honesty and accountability; and
- adherence to sound standards of corporate governance and applicable laws and commit to working with relevant stakeholders to achieve appropriate public policy, laws, regulations and procedures that facilitate a contribution to sustainable development.

In pursuing these values and principles, Gold Fields expects its employees, officers and directors to adhere to, be bound by and uphold the following standards:

- always behaving in a way which is beyond reproach when representing the company, and taking responsibility for these actions;
- adherence to the Companies IT Policy;
- acting with integrity in all dealings with fellow officers, directors, employees, advisors, suppliers, contractors, customers, shareholders and other stakeholders;
- complying with the internal approval framework and risk management policies of the Company as amended from time to time;
- avoiding conflicts of interest and declaring them when they arise as soon as is practicable upon determination of the conflict;
- not using corporate information for any purpose other than that for which it was intended and keeping information confidential;
- refraining from engaging in practices or pursuing private interests which could conflict with those of Gold Fields or which could result in Gold Fields suffering loss or damage as a result;
- committing to delivering results in a safe manner in specific areas of responsibility and in so doing ensuring a safe environment for all fellow employees, contractors and communities to work in;
- refraining from any behaviour or activity with criminal intent that may result in financial loss or prejudice to the Company.

In addition, Gold Fields is committed to ensuring that all public communications and any documents Gold Fields files or submits to, any regulatory body or public communication system have disclosure which is full, fair, accurate, timely and understandable.