

# Gold Fields

## Policy

## **GOLD FIELDS GROUP**

## **GROUP DIVERSITY POLICY**

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**GOLD FIELDS**

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## **Diversity Vision**

Gold Fields recognises that the diversity and talent of our people will ultimately determine our business' success. Gold Fields is therefore committed to seeking out and retaining a diverse and talented workforce to ensure business growth and performance.

In parallel with this, having a sound, fair and equitable diversity policy benefits individual employees, our company as a whole, as well as the communities, regulators and third party contractors in the jurisdictions in which we operate. We value such diversity.

Gold Fields encourages diversity on its boards and in its workforce, including diversity in race, gender, ethnic or social origin, colour, language, age, sexual orientation, physical and mental ability, religion, conscience, belief, culture, socio-economic status, experience and education. We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive and competitive.

Gold Fields believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the company, regardless of their differences. Gold Fields recognises the importance of reflecting on its boards and in its workforce the diversity of the communities and countries in which it operates.

## **Recruitment**

As a global player, Gold Fields recruits people in a number of different jurisdictions in which it operates. We believe that employees from diverse backgrounds provide us with valuable knowledge, insight and understanding in the different environments, communities and countries in which we operate. It is therefore imperative that Gold Fields will ensure that appropriate selection criteria, based on diverse skills, experience and perspectives, are used when recruiting employees and board members.

Gold Fields is committed to a policy of equal employment opportunity and does not unfairly discriminate in the terms, conditions, or privileges of employment on account of race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language or birth.

Harassment or intimidation of any employee, board member or third party contractor on account of race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language or birth is specifically prohibited.

Gold Fields is committed to maintaining a workplace that is free of any such harassment or unfair discrimination.

## **Training and Career Advancement**

All managers should be trained on the effective implementation and operation of this Policy and in managing diversity to ensure that employees are treated fairly and evaluated objectively. Managers who have an involvement in the recruitment and selection process will receive specialist training.

## **Equality, Non-Discrimination and Harassment**

Gold Fields recognises that there are distinct demographic groups in the various jurisdictions in which we operate that have long been discriminated against. Gold Fields also recognises the existence of systemic inequalities and unfair discrimination that remain deeply embedded in social structures, practices and attitudes in society as a whole.

Gold Fields supports the eradication of systemic inequalities and unfair discrimination both within and outside Gold Fields. Gold Fields strives to uphold the values of human dignity, equality, freedom and social justice in a united, non-racial and non-sexist society. In addition, Gold Fields wishes to promote equality and prohibit unfair discrimination.

Gold Fields believes everyone is equal before the law and has the right to equal protection and benefit of the law.

It is Gold Fields policy not to unfairly discriminate, directly or indirectly, against anyone on the grounds of race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language or birth.

## **Gender Equality**

Gold Fields promotes gender equality in the workplace in all the jurisdictions in which we operate and aims to have fair and equal representation at all levels of the business, which is enabled through the following:

- provide both women and men access to equal opportunities and outcomes, including equal remuneration for work of equal or comparable value;
- remove barriers to the full and equal participation of women in the workforce;
- provide full and genuine access to all occupations, including to leadership roles, for women and men;

- drive a culture where rewards are directly linked to employee contributions and performance; and
- eliminate discrimination on the basis of gender particularly in relation to family and caring responsibilities for both women and men.

In addition, Gold Fields continually reviews applicable legislation, stock exchange requirements and internationally accepted best practices to ensure compliance with international gender equality goals.

## **Rights of People with Disabilities**

Gold Fields attaches particular importance to the needs of people with disabilities. Under the terms of this Policy, management is required to:

- make reasonable adjustment to maintain the services of an employee who becomes disabled, for example, training, provision of special equipment, reduced working hours. (NB: managers are expected to seek advice on the availability of advice and guidance from external agencies to maintain disabled people in employment);
- include people with disabilities in training/development programmes;
- give full and proper consideration to people with disabilities who apply for jobs, having regard to making reasonable adjustments for their particular aptitudes and abilities to allow them to be able to do the job.

## **Third Parties**

Third-party harassment occurs where a Gold Fields employee is harassed, and the harassment is related to a form of discrimination by third parties such as third party contractors or service providers and their directors, officers and employees. Gold Fields will not tolerate such actions against its employees.

## **Reporting**

It is the responsibility of all directors, officers and employees to comply with this Policy and report actual or perceived violations of this Policy.

Any director, officer or employee who believes that he/she has been unfairly discriminated against or has been harassed as contemplated in this Policy, should report such discrimination or harassment as set out below.

Employees can report the above discrimination or harassment either to his/her manager (as defined on page 6 of the Gold Fields Code of Conduct - <https://www.goldfields.co.za/code-of-conduct/index.php>) or to his/her relevant VP: Human Resources, who will provide guidance. The Gold Fields Hotline can also be used to report any such discrimination or harassment.

**Australia:** 1800 623 245

**Chile:** 800 914 279

**Ghana:** 0800 10987

**Peru:** 0800 54 760

**South Africa:** 0800 203 711

**USA:** 1 888 611 1848

If there is no particular telephone number for the jurisdiction that you are based in, email [goldfields@tip-offs.com](mailto:goldfields@tip-offs.com).

## **Responsibility**

Responsibility for ensuring the effective implementation and operation of this Policy will rest with the Gold Fields Limited Board and the Gold Fields Executive Committee.

The Board and the Executive Committee will ensure that:

- they shall, and shall ensure that all Gold Fields employees shall, comply with this Policy;
- all reasonable and practical steps are taken to avoid unfair discrimination and harassment as contemplated in this Policy.

In addition, the Board and the Executive Committee will ensure that:

- all Gold Fields employees and third parties contractors are aware of their obligations under this Policy;
- grievances concerning unfair discrimination and harassment are dealt with properly, fairly and as quickly as possible; and
- proper records are maintained.

This Policy should be read in conjunction with the Gold Fields Code of Conduct, the Gold Fields Group and Regional Human Resources Policies and all other policies applicable to promoting the principles of this policy.

- Gold Fields Code of Conduct;
- Gold Fields Disciplinary Policy;
- Gold Fields Harassment Policy;

This Policy has a bearing on all other Gold Fields employment policies and arrangements. Management will also regularly review all such policies and arrangements to ensure compliance with this Policy.

## **Monitoring**

A monitoring system will be introduced to measure the effectiveness of this Policy.

This system will involve the routine lawful collection and analysis of information relating to employees by gender, marital status, ethnic origin, religion / beliefs, grade and length of service in current grade. Information regarding the number of employees who declare themselves as disabled will also be maintained. There will also be regular assessments to measure the extent to which recruitment to first appointment, internal promotion and access to training/development opportunities affect equal opportunities for all groups.

Where appropriate, equality impact assessments will be carried out on the results of monitoring to ascertain the effectiveness of this Policy.

The information collected for monitoring purposes will be treated as strictly confidential and it will not be used for any other purpose.

If monitoring shows that Gold Fields, or specific offices or regions within it, are not representative, or that sections of our workforce are not progressing properly within Gold Fields, then an action plan will be developed to address these issues.

## **Review and Amendments to this Policy**

This policy will be reviewed on an annual basis by the EVP: People and Organisational Effectiveness and approved by the Social Ethics & Transformation Committee of the Gold Fields Limited Board.

Any amendment to this Policy shall be (i) in writing and (ii) be approved by the Gold Fields Executive Committee and the Gold Fields Limited Board.

## **Conclusion**

Gold Fields endeavours to always achieve standards of conduct in the workplace that are ethical, consistently high and in accordance with this Policy and will ensure all of its employees, including third party contractors and their employees, are aware both of their obligations under this Policy and their right to work in an environment that achieves the above objectives.