



GOLD FIELDS

GOLD FIELDS LIMITED HUMAN RIGHTS POLICY STATEMENT

Gold Fields Limited strives to ensure that every individual within the group respects the rights and freedoms enunciated below and to secure their effective recognition and observance throughout the group. Gold Fields seeks to protect the right to:

- human dignity;
- fair treatment (subject to considerations of affirming previously disadvantaged groups);
- freedom and security of person;
- not be subjected to slavery, servitude and forced labour;
- freedom of conscience, religion, thought, belief and opinion;
- freedom of expression (subject to considerations of confidentiality and the prohibition of hate speech and incitement to cause harm);
- peacefully assemble;
- freedom of association;
- make political choices and to exercise those rights outside of working hours;
- freedom of movement;
- fair labour practices;
- not be employed if you are a child;
- not be arbitrarily deprived of property or possessions;
- freely participate in the cultural life of your choice;
- lawful, reasonable and fair action; and
- not be subjected to arbitrary arrest or detention.

Employees of Gold Fields Limited will play a fundamental role in protecting the above mentioned rights by:

- integrating the protection of such rights into everyday practice
- reacting proactively and adhering to the Group's human rights policy