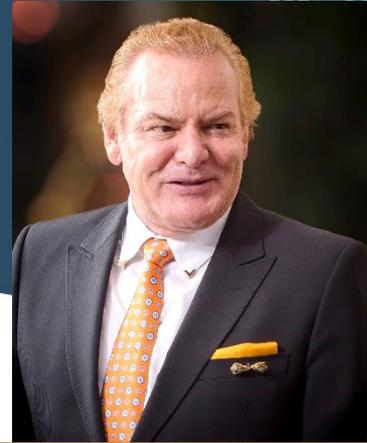


Note from Nick



24 March 2020

Covid-19 pandemic

Dear Colleagues

The world finds itself facing an unprecedented situation - the Covid-19 pandemic has forced governments across the globe to take bold and decisive actions to safeguard the lives of their people. Our company is fully committed to protecting the health and safety of our people and our communities, and we support all governments' efforts to contain the spread of the virus.

Provided lockdowns are not for extended periods of time, we should be able to cope with short-term interruptions. Should there be a protracted interruption of our business, we would have to carefully assess the implications for the company. Our intention, as far as is practically possible, is to maintain the long-term integrity of the business and the interests of our people.

In the current situation, our core Values of Safety, Integrity, Respect and Responsibility guide the decisions we are taking in your best interests and the long-term sustainability of the company. The actions we have taken and may be forced to take in the coming weeks and months are not easy, but they are absolutely necessary.

In all the countries in which Gold Fields operates, governments have ordered drastic actions including lockdowns, which have impacted some of our operations to varying degrees. The following provides an update on the situation in each Region and the additional measures we have now put in place:

- South Africa: Government has ordered a three-week lockdown from midnight on 26 March whereby all people, except for those working in essential services, have to remain at home. All mines, including our South Deep operation, are to be put on care and maintenance. South Deep is seeking permission from the regulator for the following activities to continue: pumping, security, plant maintenance, managerial oversight, catering for employees who will be accommodated in our residences providing essential services, and our medical stations. Management and selected support service employees will work from home. All our people will remain on fixed pay for this period of the lockdown.
- Peru: Government imposed a 15-day curfew-based lockdown on 16 March. Our employees who are based in the Lima office will continue to work from home, while our Cerro Corona employees will remain living and working on-site during the lockdown.
- Chile: a three-month State of Exception and a curfew-based lockdown was imposed on 19 March – our employees in Santiago are working from home, while non-essential employees at Salares Norte will be demobilised in a phased approach.



safety



integrity



respect



responsibility



innovation



delivery



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- Ghana: borders were closed on 22 March. The Accra office has asked some employees to go on leave, while others are working from home. The office has also retained skeleton staff for essential services. Employees based at our Tarkwa and Damang mines continue to operate.
- Australia: no lockdown has yet been enforced. International travel restrictions have been imposed but our Fly-In Fly-Out employees continue to travel to and from our mines. Our residential operations also continue to operate.
- Corporate Office: all employees will be working from home from 27 March 2020 until the lockdown period has expired, in line with government regulations.

Please be aware that the situation is ever-changing and we will review it on an ongoing basis. We may need to change some of these measures or put new ones in place.

These decisions have been taken in the best interests of our countries and if we are to overcome the virus and the threat it poses, we all need to take personal responsibility for complying with these directives. We understand the anxiety that is caused by such uncertain times and are fully aware that you will have many questions. We commit to keeping you regularly updated so please look out for ongoing communication.

If this virus has taught the world anything it's about the importance of retaining our humanity. Each of us needs to step up - remain calm, stay positive, and do whatever you can to take care of those around you. If you have extra, give to those in need. Above all, be kind.

I know I can rely on all of you to act in the best interests of our company, our countries, our communities and our fellow employees. I have no doubt that we will emerge from this crisis stronger than before.

Thank you for your patience, understanding and continued support.

Yours in Health and Safety
 Nick Holland
 CEO



safety



integrity



respect



responsibility



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