

Note from Rosh and Taryn



Dear Colleagues

One of the most disturbing aspects of the Covid-19 pandemic and associated lockdowns across the world has been the dramatic increase in domestic and gender-based violence (GBV). In South Africa in the past few weeks alone, no less than 21 women and children have been murdered, with similar pictures emerging in countless other countries where abuse hotlines have seen an unprecedented increase in calls.



Each one of us has a role to play in standing up and putting a stop to GBV – in our homes, communities and at work. Gold Fields has a zero-tolerance approach to all forms of discrimination, sexual harassment and bullying, supported by numerous policies that deal with these specific issues. They are in place to protect all employees – not just women – but the current surge in domestic abuse makes it appropriate for us to focus on the extent to which women are often the victims of such violence.

Across our Regions, we have intensified our focus on building a culture of diversity that respects and protects people from all walks of life, regardless of gender, religion, culture or belief systems. This has been supported by campaigns to educate our people on bullying, sexual harassment and the importance of diversity.

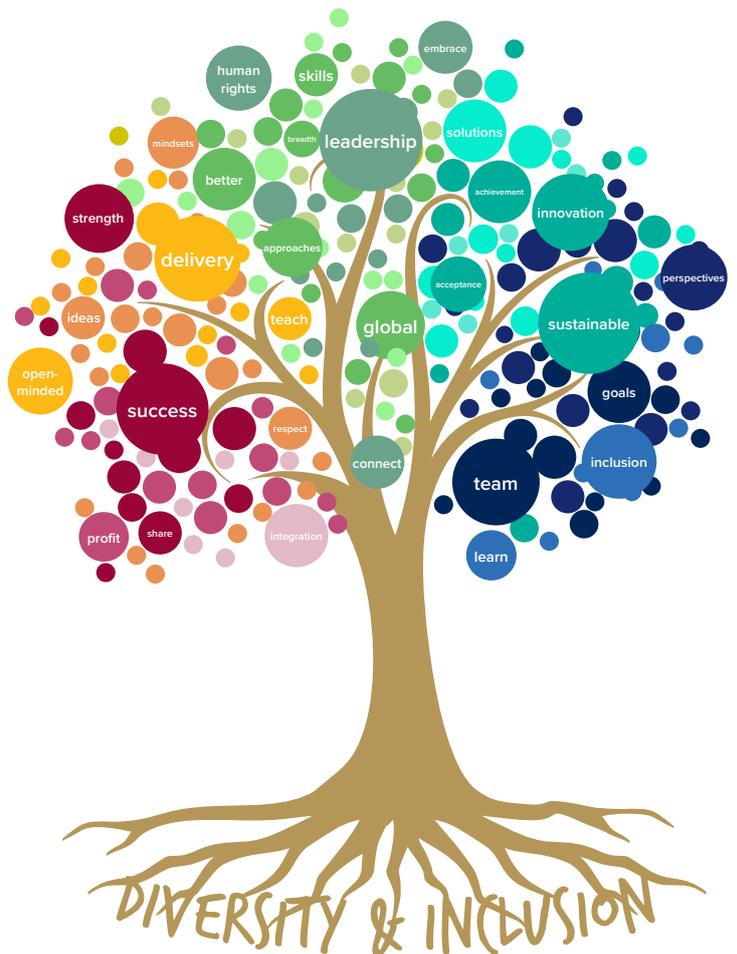
At this distressing time, we call on all our people to educate themselves about gender-based violence and discrimination, reflect on what their own unintentional biases may be, and speak up when they witness or are made aware of GBV, discrimination, sexual harassment and bullying. When we all behave in this way, we are truly upholding the Gold Fields Values of Safety, Respect, Integrity and Responsibility.

We would also like to stress that we are here to assist any of our people who find themselves or their loved ones victims of domestic or other abuse. Your Regional HR teams will be able to direct you to the various free, anonymous and confidential employee assistance programmes in place at our operations. If you suspect that a colleague or team member may be suffering – and you feel it is appropriate to do so – check in with them and remind them of the help that is on offer.

Take care of yourselves, your loved ones and others at this time.

Yours in Health and Safety

Rosh Bardien, EVP: People and Organisational Effectiveness and
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As always, please do not hesitate to email us with any thoughts that you may have at rosh.bardien@goldfields.com



safety



integrity



respect



responsibility



innovation



delivery



GOLD FIELDS