

2018

The Gold Fields
GRI Report 2018
including content
index for the IAR 2018



GOLD FIELDS

The Gold Fields GRI Report 2018 including content index for the IAR 2018

■ High materiality rating ■ Medium materiality rating ■ Low materiality rating

A selection of key sustainability performance indicators was selected by Gold Fields, for external assurance by ERM in 2018. These are presented in the Integrated Annual Report of Gold Fields Limited for the year ended 31 December 2018. Please refer to pages 129 – 130 for ERM's Independent Assurance Report and pages 131 – 132 for the assured data. All references made in this Gold Fields Global Reporting Initiative (GRI) Report 2018 incorporating the content index refer to the Integrated Annual Report 2018 ("IAR"), unless otherwise stated. This report has been prepared in accordance with the GRI Standards : Core option.

Our GRI Standards materiality process¹ was based on a series of assessments using a common quantitative scoring framework and receiving input from a range of internal and external stakeholders. At the same time we evaluated our top 18 Group risks and five regional risks for each region in terms of the prioritised material issues identified. These key themes were then linked to the equivalent GRI topic specific standards. The stakeholder materiality ranking counts for 2/3 of the evaluation and the risk materiality ranking for 1/3. The topic specific standards and how they rank in terms of materiality to Gold Fields are listed in the table below:

Prioritised material issues	Topic specific standards	Score
1. Direct and indirect economic impacts	Economic performance/indirect economic impacts	1.85
2. Health and safety	Health and safety	2.62
3. Public policy/corporate governance	Public policy	2.75
4. Environmental compliance	Environmental compliance/closure/effluents and waste	3.09
5. Employment	Employment	3.23
6. Water management	Water	3.36
7. Energy/emissions	Energy/emissions	3.66
8. Indigenous people	Rights of Indigenous people	3.85
9. Human capital	Training and education	4.24
10. Compliance with laws, regulations and adopted rules, codes and standards	Socio-economic compliance/anti-corruption/anti-competitive behaviour	4.25
11. Human rights	Human rights assessment/forced or compulsory labour/child labour	4.48
12. Procurement practices and supply chain	Supplier social assessment/supplier environmental assessment	4.94
13. Labour practices	Labour management relations/freedom of association/collective bargaining/diversity and equal opportunity/market presence	5.08
14. Biodiversity	Biodiversity	5.18
15. Materials	Material stewardship	5.58
16. Community resettlement/ASM	Local communities/ASM	5.62
17. Security practices	Security practices	5.62

¹ Refer to Chapter 1, page 10 of the Integrated Annual Report 2018.

■ Fully reported ■ Content provided/Not applicable ■ Not reported

GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
ORGANISATIONAL PROFILE					
GRI 101: Foundation General disclosures	This report has been prepared in accordance with the GRI standards				
	In accordance with core				
	102-1 Name of the organisation	Inside front cover – About this report (IFC)			
	102-2 Activities, brands, products and services	IFC, Ch 1, pgs 2 – 5			
	102-3 Location of headquarters	www.goldfields.co.za/operations.php			
	102-4 Location of operations	Ch 1 pgs 2 – 3, www.goldfields.co.za/operations.php			
	102-5 Ownership and legal form	IFC			
	102- Markets served	Ch 1 pgs 2 – 3, www.goldfields.co.za/operations.php			
	102-7 Scale of the reporting organisation	IFC			
	102-8 Information on employees and other workers	Ch 4 pgs 76 – 79	6		Refer to Annexure: GRI 1 in this GRI Report
102-9 Supply chain	This GRI Report; https://www.goldfields.co.za/introduction.php Ch 6 pg 113, 124 Ch 2 pg 28			<p>GOLD FIELDS' SUPPLY CHAIN</p> <p>Suppliers</p> <p>Gold Fields relies on national and international networks of suppliers to provide input materials for its exploration, development, construction and production activities. More advanced and/or specialised equipment or input materials are sometimes sourced from countries other than those where our operations are located. Where practical, Gold Fields strives to source materials from in-country suppliers, maximising the value generated in the country. Gold Fields' ability to source locally can be restricted by a lack of local commercial capabilities and the Company is committed to helping local companies grow their ability to deliver high quality, competitively priced products where possible. In 2016, three-year host community procurement and employment strategies and targets were developed for South Africa, Ghana and Peru, and by Australia in 2017.</p> <p>Typical input materials include, for example: heavy mining equipment (including drill rigs, trucks, loaders and other vehicles); mill and processing plant components; crushing media; fuels and lubricants; explosives; reagents; tyres and vehicle components; light vehicles; underground support, and food, clothing and safety equipment.</p> <p>Contracting companies</p> <p>Gold Fields makes use of contracting companies to support its activities. This is of particular value where:</p> <ul style="list-style-type: none"> the companies in question are able (due to their relative specialisation, skills and experience, for example) to carry out tasks more efficiently and/or effectively than Gold Fields itself; or their services are of a temporary nature (meaning the establishment of similar, permanent capabilities within Gold Fields is not viable or desirable from a commercial point of view). <p>Typical services undertaken by contractor companies include: open-pit mining and mine development; construction and engineering; vehicle maintenance; logistics; on-site security provision; catering and accommodation management; and consultancy services. In many cases, Gold Fields is able to make use of local and host community contractors, and actively supports their development in this respect.</p> <p>Supplier classification</p> <p>At Gold Fields, suppliers are classified according to risk (i.e. operational impact), spend and how many vendors can supply the particular service or product (i.e. replaceability of the solution). Classifying suppliers allows Gold Fields to understand and manage its supply chain risk profile. The classification process assists in highlighting where Gold Fields is dependent upon certain suppliers for the ongoing sustainability of its operations.</p>	

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ORGANISATIONAL PROFILE														
					<p>Tier 1 Suppliers</p> <p>Tier 1 suppliers are those that supply goods, materials or services (including intellectual property (IP)/patents) directly to Gold Fields. These vendors constitute Gold Fields' active supplier base and their performance is monitored against a range of metrics, including (but not limited to): Delivery in Full On-Time (DIFOT), service delivery, and invoice accuracy. In addition, all Tier 1 vendors are regularly screened via a third-party screening tool for recorded transgressions (as well as for adverse media exposure), against an array of pre-defined criteria, including: regulatory, labour practice, environmental, health and safety, management and operational issues.</p> <p>Critical Tier 1 Suppliers</p> <p>A critical supplier is one whose goods or services have significant impact upon Gold Fields' operations and/or sustainability, as well as a large footprint in one or more of our operations in terms of allocated personnel, equipment and resources, making replacement or substitution highly difficult without a detailed plan and a significant replacement process. Examples of Critical Tier 1 Suppliers include: high-volume suppliers (e.g. diesel fuel, sodium cyanide, electricity, explosives, grinding media, etc.); suppliers of critical components (e.g. underground rock/cable bolts, ground support mesh, etc.); and non-substitutable suppliers (e.g. Original Equipment Manufacturers or OEMs)</p> <table border="1"> <thead> <tr> <th>Type of Supplier</th> <th>Absolute number of suppliers</th> <th>Share of total procurement spent (%)</th> </tr> </thead> <tbody> <tr> <td>Total Tier 1 suppliers</td> <td>4,955</td> <td>100</td> </tr> <tr> <td>Critical Tier 1 Suppliers</td> <td>209</td> <td>74</td> </tr> </tbody> </table> <p>Gold Fields also reports on the following sustainability key performance indicators (KPIs):</p> <p>2018 Host Community procurement expenditure %</p> <p>South Deep: 29% against a target of 20% of total expenditure (2017: 18%)</p> <p>West Africa: 32% against a target of 15% of total expenditure; (2017: 13%)</p> <p>Peru: 16% against a target of 9% of total expenditure (2017: 7%)</p> <p>Australia: 24% against a target of 18% of total expenditure (2017: n/a)</p> <p>Cost Optimisation</p> <p>Given the high proportion of costs relating to our supply, we have since 2017, been focusing on AISC cost optimisation through contracts, procurement and materials management savings. The following reductions were achieved during 2018: Australia US\$14m (1.8% of regional operational and capital expenditure costs against a target of 2% to 5% of AISC); South Africa US\$3m (2.1% against a target of 2% to 4% of AISC), West Africa US\$13.4m (2.5% against a target of 2% to 4% of AISC), Peru US\$4m (1.7% against a target of 2% to 3% of AISC).</p> <p>External third party screening solution to screen new and existing suppliers and contractors</p> <p>Refer to disclosures 412-3, 414-1 and 308-1, pgs 23, 25</p>	Type of Supplier	Absolute number of suppliers	Share of total procurement spent (%)	Total Tier 1 suppliers	4,955	100	Critical Tier 1 Suppliers	209	74
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Total Tier 1 suppliers	4,955	100												
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GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
	102-10 Significant changes to the organisation and its supply chain	IFC, Annual Financial report (AFR)			
	102-11 Precautionary principle or approach	IFC; Ch 6 pgs 94 – 105	1, 3	3	<p>The Gold Fields Group mine closure and water management guidelines discuss our application of and define the precautionary approach to environmental management as follows:</p> <p>Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation. "Precaution" involves the systematic application of risk assessment (hazard identification, hazard characterisation, appraisal of exposure and risk characterisation), risk management and risk communication. When there is reasonable suspicion of harm and decision-makers need to apply precaution; they have to consider the degree of uncertainty that appears from scientific evaluation. Deciding on the "acceptable" level of risk involves scientific-technological evaluation and economic cost-benefit analysis, and stakeholder considerations such as acceptability to the public. From a public policy view, precaution is applied as long as scientific information is incomplete or inconclusive and the associated risk is still considered too high to be imposed on society. The level of risk considered typically relates to standards of environment, health and safety.</p> <p>The key element of a precautionary approach, from a business perspective, is the idea of prevention rather than cure. In other words, it is more cost-effective to take early action to ensure that irreversible environmental damage does not occur than to remedy the situation in the future.</p>
	102-12 External Initiatives	Ch 6			
	102-13 Memberships of associations	IFC Ch 2, pg 28 AFR, pg 3			<p>https://www.goldfields.co.za/au_gf_dna.php (International Standards and Principles)</p> <p>Gold Fields' membership of the International Council on Mining and Metals ("ICMM") plays a critical role in our relationships with key stakeholders such as governments, NGOs and host communities. Through the ICMM, we support the EITI, and direct interaction with many international non-governmental organisations. Our interaction with the United Nations Global Compact ("UNGC") is conducted through the South African chapter. Gold Fields is a member of national and/or regional mining associations (such as Minerals Council South Africa) in each of the countries in which it operates.</p>
STRATEGY					
	102-14 Statement from the most senior decision-maker of the organisation	Chair, CEO Message, Ch 2 pgs 20 – 22; 29 – 39		2, 10	
	102-15 Key impacts, risks, and opportunities	Entire report		2, 4	
ETHICS AND INTEGRITY					
	102-16 Values, principles, standards and norms of behaviour	Ch 2 pgs 23 – 28 Ch 4 pgs 76 – 78 https://www.goldfields.com/code-of-conduct/index.php AFR Corporate Governance (CG) pgs 2 – 18	1, 2, 6, 10	1, 2, 4	<p>Scope Design Approval</p> <p>The Group's previous Code of Ethics was reviewed and amended during 2016, and a revised Code of Conduct ("the Code") was launched in December 2016. The Code applies to all directors, employees (all categories) and third parties, and the nature and extent of the design is to cover all business and operational activities in the Group's end-to-end value chain. The Code was approved by the Board and each board member, Exco member and employee, has signed an acceptance declaration to commit to embed the intent, principles and requirements of the CoC in everyday business and, more importantly, in terms of how business is conducted, and how we engage with all our stakeholders, internally and externally.</p> <p>In addition, a Group Policy Register has been designed and is published on the Group online and interactive Group Governance and Compliance Portal. This Register records all the Group, regional and operation specific policies, statements, standards and frameworks across all the portfolios and facilitates the alignment between these three policy levels, thus ensuring Group policy and standards prevail.</p> <p>Training <i>Internally</i></p> <p>– All Board members and Exco members have received a personalised copy of the CoC, prior to the completion of their acceptance and commitment declarations.</p>

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	102-17 Mechanisms for advice and concerns about ethics	Ch 2 pgs 23 – 28 Online version Ch 4 pgs 77 – 79 Ch 6 pgs 111 – 124 https://www.goldfields.co.za https://www.goldfields.co.za/code-of-conduct/index.php	10	1, 2	<ul style="list-style-type: none"> - In addition, high-risk exposure portfolios, i.e. finance, procurement, etc. have received more in-depth training, with a specific focus on anti-bribery and corruption as a defined element of the Code. - An Interpretational Decision Tree re the application of key Code requirements, scoped and designed for the in-country legal teams to facilitate application, interpretation and professional guidance, has been maintained during 2018, following recommendations by the Internal Audit team, following its 2018 review. - A Group-wide eLearning training programme was launched in 12/2017, continuing into 2018. - A Code of Conduct Gateway has been scoped, designed and implemented during 2018 to act as a centre of excellence for employees to further contextualise the Code and its application. <p><i>Externally</i></p> <ul style="list-style-type: none"> - A contractual requirement to adhere to the values and principles of the Code is included in all the agreements with suppliers and contractors and they have either received a copy of the Code, a summarised version or enabled to access a user-friendly internet version. <p>Accountability</p> <p>Executive Vice-President: Group Head of Legal and Compliance</p> <p>Re seeking advice about ethical and lawful behaviour, and organisational integrity</p> <ul style="list-style-type: none"> - International and local external legal counsel are consulted for sound boarding and guidance purposes, where required. - The in-country legal teams take responsibility and are the regional custodians of the Code. They are thus the first port of call regarding advice. Significant matters are escalated to the Executive Vice-President: Group Head of Legal and Compliance. Note that a defined escalation and approval framework forms part of the Code. - The Interpretational Decision Tree referenced in 102-16, serves a guidance tool purpose for dealing with stakeholder enquiries. In addition, the ample real life business examples offer excellent guidance re stakeholders with questions. - Meta data analysis is conducted on a monthly basis per operating jurisdictions to determine trends and enhance the interpretation and application value of the Code, during the furnishing of advice and guidance. Also, annual and where necessary, ad hoc reviews are conducted by Internal Audit and the Group Compliance Office. <p>Re reporting concerns about unethical or unlawful behaviour, and organisational integrity</p> <p>The Code enables stakeholders to use an array of reporting channels. The most frequently used are the tip-offs line and escalation to management.</p> <p>Tip-off line</p> <ul style="list-style-type: none"> - Internal and external stakeholders have access to this line, which is independently operated and managed by an external entity. The line is operated in English and Spanish for the operating activities in Peru and Chile. - From a Group perspective, the engagement responsibility between the Group and the external entity resides with Internal Audit - Confidentiality is guaranteed and the investigation process of concerns raised, are recorded and approved by the Audit Committee. In addition, stakeholders are constantly reminded via email, flyers and posters that any concern can be recorded anonymously. <p>Escalation</p> <p>Internal and external issues, depending on their severity, can also be escalated through the management structures, as defined in the Code. In addition, concerns about unethical and/or unlawful behaviour by external stakeholders may be raised through interactions between them and our operational procurement and contract management teams.</p>

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GOVERNANCE					
	102-18 Governance structure	Ch 2 pgs 23 – 28	10	1, 2, 4	
	102-19 Delegating authority	Ch 2 pgs 23 – 28 https://www.goldfields.co.za/au_standards.php https://www.goldfields.co.za/au_leadership.php	10	1, 2, 4	
	102-20 Executive-level responsibility for economic, environmental and social topics	This GRI Report AFR CG pgs 9 – 11 Ch 2 pgs 23 – 28	10	1, 2, 4	The Executive Vice-President (“EVP”) for Sustainable Development, supported by the Vice-President (“VP”) for Group Sustainable Development (which covers socio-economic and environmental aspects) reports to the CEO. Both the EVP and VP Group Sustainable Development attend meetings of the Safety, Health and Sustainable Development Committee (“SH&SD”), Audit Committee, Risk Committee and the Social, Ethics and Transformation Committee. These committees are subcommittees of the Gold Fields Limited Board. In addition, a sustainable development corporate team, comprising experts in energy and carbon, water, environmental management, mine closure and community relations, supports the EVP and VP. Regional and operational teams manage these topics at the regional and mine site levels.
	102-21 Consulting stakeholders on economic, environmental and social topics.	This GRI Report AFR CG pgs 9 – 11	10	1, 2, 4	All key stakeholder engagements and associated issues are reported to the Social, Ethics and Transformation Committee and the Safety, Health and Sustainable Development Committee, both of which are subcommittees of the Gold Fields Limited Board as appropriate. The various issues are obtained from the Group-wide community and other stakeholder engagement processes, including grievance mechanisms.
	102-22 Composition of the highest governance body and its committees	AFR Directors’ Report AFR CG pgs 4 – 14	10	1, 2, 4	
	102-23 Chair of the highest governance body	Ch 2 pgs 23 – 26 AFR CG	10	1, 2, 4	
	102-24 Nominating and selecting the highest governance body	AFR CG	10		
	102-25 Conflicts of interest	https://www.goldfields.co.za/code-of-conduct/index.php	10	1, 2, 4	
	102-26 Role of highest governance body in setting purpose, values and strategy	AFR CG	10	1, 2, 4	
	102-27 Report the measures taken to develop and enhance the highest governance body’s collective knowledge of economic, environmental and social topics	AFR CG	10	1, 2, 4	
	102-28 Processes for evaluating the highest governance body’s own performance, particularly with respect to economic, environmental, and social performance	AFR CG https://www.goldfields.co.za/au_gf_dna.php	10	1, 2, 4	
	102-29 Identifying and managing economic, environmental and social topics	Ch 1 pg 10 – 13 AFR, Audit Comm, CG	10	1, 2, 4	Addressed at 102-21
	102-30 Effectiveness of risk management	Ch 7 pg 128 – 130			
	102-31 Review of economic, environmental and social topics	AFR CG	10	1, 2, 4	
	102-32 Highest governance body’s role in sustainability reporting	AFR CG			The Board via the Audit Committee approves this Integrated Annual Report, which is the primary report of Gold Fields and encapsulates the previous Sustainability Reports and Annual Reports.
	102-33 Communicating critical concerns	IFC Audit committee pgs 24 – 27	10	1, 2, 4, 10	

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	102-34 Nature and total number of critical concerns	AFR CG, pg 28	10		Addressed at 102-21.
	102-35 Remuneration policies	Full Remuneration Report in AFR, Ch 4 pgs 79 – 81	1, 2, 4, 10		
	102-36 Process for determining remuneration	Full Remuneration Report in AFR, Ch 4 pgs 79 – 81		1, 2, 4, 10	
	102-37 Stakeholders' involvement in remuneration	This GRI Report	10	1, 2, 4, 10	The remuneration policy is submitted on an annual basis to all shareholders to be voted upon at the Annual General Meeting. The results of the Annual General Meeting are published online and distributed to shareholders. https://www.goldfields.co.za/med_releases.php
	102-38 Annual total compensation ratio	This GRI Report Ch 4 pg 76	6		See 405-2
	102-39 Percentage increase in annual total compensation ratio		6		Not reported as not a requirement for GRI-Standards: Core option.
STAKEHOLDER ENGAGEMENT					
	102-40 List of stakeholder groups engaged by the organisation.	Ch 1 pgs 4 – 7 Ch 2 pgs 22, 27, 36 – 37 Ch 4 pgs 76 – 78 Ch 5 pg 86 Ch 6 pgs 106 – 124		10	https://www.goldfields.co.za/sus_society.php https://www.goldfields.co.za/au_stakeholders.php
	102-41 Collective bargaining agreements	This GRI Report Ch 4 pgs 76 – 78	1, 3	3	By the end of 2018, 0% of our employees in Ghana had opted to join a union, 95% of our employees in South Africa and 19% of our employees in Peru belong to unions. In Australia union membership is estimated at 5% based on disclosures from employees. All employees belonging to unions are subject to collective bargaining agreements.
	102-42 Basis for identification and selection of stakeholders with whom to engage	Ch 1 pgs 4 – 7, 10 Ch 2 pgs 27 – 28 Ch 4 pgs 76 – 78 Ch 6 pgs 106 – 124		10	https://www.goldfields.co.za/sus_society.php
	102-43 Approach to stakeholder engagement	Ch 1 pgs 4 – 7 Ch 2 pgs 22, 27, 36 – 37 Ch 4 pgs 76 – 78 Ch 6 pgs 106 – 124		10	
	102-44 Key topics and concerns raised	Ch 1 pgs 4 – 7 Ch 2 pgs 22, 36 – 37 Ch 4 pgs 76 – 78 Ch 6 pgs 106 – 124		10	
REPORTING PRACTICE					
	102-45 Entities included in the consolidated financial statements	IFC Ch 1 pgs 2 – 3 Ch 5 pgs 84 – 91			https://www.goldfields.co.za/inv_rep_form.php
	102-46 Defining report content and its Boundary	IFC Ch 1 pgs 10 – 13			The content of the Integrated Annual Report ("IAR") is determined by 1) the operational and financial performance and requirements of our mines and projects; 2) the legal, economic and regulatory environment of the jurisdictions in which we operate; 3) the material issues identified by stakeholders in our dialogue with them; 4) the priorities spelt out by the Board of Directors in their interaction on the Annual Report; 5) Gold Fields' Group strategy; 6) review of the key Group risks on our Group risk register; 7) review of key international surveys on the top risks and issues in the mining industry and specifically in gold mining. Refer to the GRI Standards materiality process in Ch 1 of the IAR.
	102-47 List of material topics	This GRI Report, pg 1 Ch 1, pg 10		10	
	102-48 Restatements of information	IFC		10	
	102-49 Changes in reporting	IFC AFR, pg 63			
	102-50 Reporting period	IFC		10	
	102-51 Date of most recent previous report (if any)	IFC		10	
	102-52 Reporting cycle (annual, biennial, etc.)	IFC		10	

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	102-53 Contact point for questions regarding the report or its contents	Administration and Corporate Information Inside back cover (IBC), pg 133			Contact point for questions regarding the report or its contents: Sven Lunsche, Vice-President, Corporate Affairs, sven.lunsche@goldfields.com Tel: +27 11 562 9700
	102-54 Claims of reporting "in accordance" with GRI standards	Ch 7 pg 129 IFC This GRI Report		10	
	102-55 GRI Content Index	This GRI Report			
	102-56 External assurance	IFC, Ch 7 pgs 129 – 130 AFR, Audit com			<p>Gold Fields' approach to assurance is defined in the Group Combined Assurance Guideline, which is based on the King IV Code of Good Governance.</p> <p>Gold Fields obtains reasonable external assurance over its key sustainability performance indicators in accordance with the GRI reporting guidelines and our ICMM membership requirements. A selection of these indicators is also assured independently by Internal Audit (prior to the External Audit) as part of the combined assurance approach.</p> <p>The scope of all external assurance engagements is contained in the IAR 2018 or associated online links.</p> <p>ERM, our current assurance provider, is external and independent.</p> <p>Assurance of non-financial data is the responsibility of the Executive Vice-President and the Vice-President of Group Sustainable Development. The former reports to the CEO. In addition, two subcommittees of the Gold Fields Limited Board (Audit and Safety, Health and Sustainable Development) perform an oversight role for non-financial data assurance.</p>

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MATERIAL ISSUES					
DIRECT AND INDIRECT ECONOMIC IMPACTS					
GRI 201: Economic performance	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	https://www.goldfields.com/sustainability.php Ch 1 pgs 4 – 7 Ch 6 pgs 94 – 106 https://www.goldfields.co.za ; https://www.goldfields.co.za/code-of-conduct/index.php	6, 10		
	201-1 Direct economic value generated and distributed	Ch 1 pgs 6 – 7 Ch 4 pgs 58 – 62, 76 – 78 Ch 5 pgs 86 – 88 Ch 6 pgs 106 – 125	6, 7, 10	2, 4, 9, 6	Ghana and Peru are Extractive Industries Transparency Initiative ("EITI") compliant countries in which we operate. https://www.goldfields.co.za/au_standards.php
	201-2 Financial implications and other risks and opportunities for the organisation's activities due to climate change	https://www.goldfields.co.za/sus_reporting.php Ch 5 pgs 86 – 88	6, 7, 10	6	Gold Fields describes the financial implications and other risks and opportunities for the organisation's activities due to climate change in its Task Force on Climate Related Financial Disclosures ("TCFD") report.
	201-3 Coverage of the organisation's defined benefit plan obligations	This GRI Report	6,10		Although they vary between locations, typical benefits include vacation, maternity and paternity leave, sick leave, medical support, pensions and life insurance as well as free healthcare services. In South Africa our employees rely on three main pension funds. In Australia full-time and part-time permanent employees are provided with annual increases, redundancy, pension, health care allowance, Group 'life benefits', salary continuance and annual or quarterly production bonuses/benefits with part-timers receiving a pro rata entitlement. Casual and most fixed term employees are not entitled to annual or quarterly production bonuses, an annual increase or redundancy benefit. Casual employees are also not eligible for the health allowance. In Peru we do not have part-time employees, only permanent employees are provided with annual increase, annual bonus (band D above) and quarterly production bonuses (Band B&C), health care allowance, scholarship, and life insurance. In South Africa typical benefits include vacation, maternity and paternity leave, sick leave, medical support, pensions and life insurance. In West Africa, benefits include a provident fund and a social security fund.
	201-4 Significant assistance received from government	This GRI Report	6,10		Gold Fields did not receive any financial support from government in 2018.
GRI 203: Indirect economic impacts	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; The management approach and its components; Evaluation of the management approach	http://www.goldfields.com/management-approaches.php https://www.goldfields.com/sustainability.php https://www.goldfields.com/pdf/sustainability/policies/sd-policy-statement-2017.pdf https://www.goldfields.co.za/pdf/sustainability/policies/engagement-policy.pdf https://www.goldfields.co.za/pdf/sustainability/policies/community-policy.pdf https://www.goldfields.co.za/pdf/sustainability/policies/human-rights-policy.pdf https://www.goldfields.co.za/guidelines.php https://www.goldfields.co.za/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf	1	1, 3, 9, 10	

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	203-1 Infrastructure investments and services supported	Ch 1, Ch 3, Ch 6	1	9																																																																																																																																																																																																	
	203-2 Understanding and describing significant indirect economic impacts, including the extent of impacts	Ch 1, Ch 3, Ch 6, http://www.goldfields.co.za/presentations.php (Breaking the resource curse)	1	1, 3, 9, 10	Gold Fields CEO addressed global mining CEOs at the ICMM/IMARC conference in Australia in October 2018 outlining Gold Fields' relationships with two of our key stakeholders – governments and impacted communities – and how we can strengthen these relationship. In summary – mining companies are doing much better in terms of socio-economic value creation than many give us credit for, but more needs to be done to once and for all to break the resource curse: – We need to work with governments at all levels to strengthen governance – The revenue flow from central to local governments in mining jurisdictions needs to improve – We need to focus on dedicating as much of our value creation to our host communities as possible																																																																																																																																																																																																
HEALTH AND SAFETY																																																																																																																																																																																																					
GRI 403 : Occupational health and safety	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach ¹	https://www.goldfields.com/sustainability.php Ch 2 pgs 31, 32 Ch 4 pgs 63 – 69																																																																																																																																																																																																			
	403-1 Workers representation in formal joint management-worker health and safety committees	This GRI Report Ch 2 pgs 31 – 32 Ch 4 pgs 63 – 69	5	4,5	None of our employees in Ghana, 95% of our employees in South Africa and 19% of our employees in Peru are represented through their unions at various levels. In Australia there is no way of knowing the percentage of employees who belong to a union although it is estimated to be 5% or less. A range of statutory and voluntary engagement forums between employees, supervisors, line managers and organised labour make up health and safety committees. Employees do not however have to be part of a union to participate in worker health and safety committees as this is available to all employees. In all regions, worker health and safety issues are part of all meetings where employees have opportunities to raise safety or health issues in line with our Safety value. Health and safety issues are reported and tracked at Board level in the Social and Ethics Board notes and in the Sustainable Development Reports Quarterly, along with all key initiatives and indicators. Key safety indicators also form part of the Group and Regional scorecards and are part of our performance metrics for all management employees.																																																																																																																																																																																																
	403-2 Rates of injury, occupational diseases lost days and absenteeism and number of work fatalities, by region and by gender	Ch 4 pgs 63 – 69 This GRI Report	1	4,5	Cases of occupational diseases <table border="1"> <thead> <tr> <th>COAD¹</th> <th>Australia</th> <th>Ghana</th> <th>Peru</th> <th>South Africa</th> <th>Total</th> </tr> </thead> <tbody> <tr><td>2012</td><td>0</td><td>0</td><td>0</td><td>3</td><td>3</td></tr> <tr><td>2013</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr> <tr><td>2014</td><td>0</td><td>0</td><td>0</td><td>4</td><td>4</td></tr> <tr><td>2015</td><td>0</td><td>0</td><td>0</td><td>1</td><td>1</td></tr> <tr><td>2016</td><td>0</td><td>0</td><td>0</td><td>4</td><td>4</td></tr> <tr><td>2017</td><td>0</td><td>0</td><td>0</td><td>3</td><td>3</td></tr> <tr><td>2018</td><td>0</td><td>0</td><td>0</td><td>3</td><td>3</td></tr> </tbody> </table> <table border="1"> <thead> <tr> <th>NIHL²</th> <th>Australia</th> <th>Ghana</th> <th>Peru</th> <th>South Africa</th> <th>Total</th> </tr> </thead> <tbody> <tr><td>2012</td><td>0</td><td>0</td><td>0</td><td>6</td><td>6</td></tr> <tr><td>2013</td><td>0</td><td>4</td><td>0</td><td>4</td><td>8</td></tr> <tr><td>2014</td><td>0</td><td>5</td><td>0</td><td>8</td><td>13</td></tr> <tr><td>2015</td><td>0</td><td>2</td><td>0</td><td>4</td><td>6</td></tr> <tr><td>2016</td><td>2</td><td>2</td><td>0</td><td>5</td><td>9</td></tr> <tr><td>2017</td><td>0</td><td>0</td><td>0</td><td>5</td><td>5</td></tr> <tr><td>2018</td><td>0</td><td>9</td><td>0</td><td>4</td><td>13</td></tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Silicosis</th> <th>Australia</th> <th>Ghana</th> <th>Peru</th> <th>South Africa</th> <th>Total</th> </tr> </thead> <tbody> <tr><td>2012</td><td>0</td><td>0</td><td>0</td><td>17</td><td>17</td></tr> <tr><td>2013</td><td>0</td><td>0</td><td>1</td><td>11</td><td>12</td></tr> <tr><td>2014</td><td>0</td><td>1</td><td>0</td><td>14</td><td>15</td></tr> <tr><td>2015</td><td>0</td><td>0</td><td>0</td><td>9</td><td>9</td></tr> <tr><td>2016</td><td>0</td><td>0</td><td>0</td><td>7</td><td>7</td></tr> <tr><td>2017</td><td>0</td><td>0</td><td>0</td><td>11</td><td>11</td></tr> <tr><td>2018</td><td>0</td><td>2</td><td>0</td><td>8</td><td>10</td></tr> </tbody> </table> <table border="1"> <thead> <tr> <th>CRTB³</th> <th>Australia</th> <th>Ghana</th> <th>Peru</th> <th>South Africa</th> <th>Total</th> </tr> </thead> <tbody> <tr><td>2012</td><td>0</td><td>0</td><td>0</td><td>40</td><td>40</td></tr> <tr><td>2013</td><td>0</td><td>0</td><td>0</td><td>42</td><td>42</td></tr> <tr><td>2014</td><td>0</td><td>1</td><td>0</td><td>48</td><td>49</td></tr> <tr><td>2015</td><td>0</td><td>0</td><td>0</td><td>36</td><td>36</td></tr> <tr><td>2016</td><td>0</td><td>2</td><td>0</td><td>33</td><td>35</td></tr> <tr><td>2017</td><td>0</td><td>0</td><td>0</td><td>21</td><td>21</td></tr> <tr><td>2018</td><td>0</td><td>1</td><td>0</td><td>15</td><td>16</td></tr> </tbody> </table>	COAD ¹	Australia	Ghana	Peru	South Africa	Total	2012	0	0	0	3	3	2013	0	0	0	0	0	2014	0	0	0	4	4	2015	0	0	0	1	1	2016	0	0	0	4	4	2017	0	0	0	3	3	2018	0	0	0	3	3	NIHL ²	Australia	Ghana	Peru	South Africa	Total	2012	0	0	0	6	6	2013	0	4	0	4	8	2014	0	5	0	8	13	2015	0	2	0	4	6	2016	2	2	0	5	9	2017	0	0	0	5	5	2018	0	9	0	4	13	Silicosis	Australia	Ghana	Peru	South Africa	Total	2012	0	0	0	17	17	2013	0	0	1	11	12	2014	0	1	0	14	15	2015	0	0	0	9	9	2016	0	0	0	7	7	2017	0	0	0	11	11	2018	0	2	0	8	10	CRTB ³	Australia	Ghana	Peru	South Africa	Total	2012	0	0	0	40	40	2013	0	0	0	42	42	2014	0	1	0	48	49	2015	0	0	0	36	36	2016	0	2	0	33	35	2017	0	0	0	21	21	2018	0	1	0	15	16
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Emergency preparedness MM					<p>Total recordable disease frequency rate ("TRDFR") = Total number of recordable diseases * 1 000 000/number of hours worked</p> <table border="1"> <thead> <tr> <th></th> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>TRD</td> <td>81</td> <td>52</td> <td>55</td> <td>40</td> <td>42</td> </tr> <tr> <td>TRDFR</td> <td>1.64</td> <td>1.02</td> <td>1.01</td> <td>0.70</td> <td>0.77</td> </tr> </tbody> </table> <p>Gold Fields TRDFR is based on number of silicosis, NIHL, COAD and CRTB cases as these diseases are deemed material and are externally assured</p> <p>All cases were male, aside from one CRTB female case in South Africa</p> <p>The absenteeism rate (based on absent without permission) was 0.06% for Ghana. 1.31% for South Africa and 1.16% for Peru.</p>		2014	2015	2016	2017	2018	TRD	81	52	55	40	42	TRDFR	1.64	1.02	1.01	0.70	0.77
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TRDFR	1.64	1.02	1.01	0.70	0.77																		
403-3	Workers with high incidence or high risk of diseases related to their occupation	Ch 4 pgs 63 – 69	1	4, 5																			
403-4	Health and safety topics covered in formal agreements with trade unions	Ch 4 pg 77 This GRI Report	3	4, 5	<p>Engagement with unions on health and safety covers all issues relevant to Gold Fields' employees and contractors, as set out in the Integrated Annual Report.</p> <p>Responsibilities are allocated according to the severity of the crisis as illustrated below:</p> <ul style="list-style-type: none"> • Crisis Management Support Team ("CMST"): Led by the EVP Sustainable Development and responsible for addressing "red-level" crises (i.e. an incident that is assessed to have an international impact on more than one Gold Fields region or on the Company as a whole) • Regional Incident Response Team ("RIRT"): Led by the relevant Regional EVP and responsible for addressing "orange-level" incidents (i.e. an incident that has a severe impact at the local and regional level) • Emergency Response Team ("ERT"): Led by the mine VP operations and responsible for "yellow-level" emergencies (i.e. an incident that has a severe impact at a local level) <p>The guidelines define all relevant roles and responsibilities, including: role; profile; pre-incident responsibilities; responsibilities during an incident; and post-incident responsibilities. They cover Team Leaders, Team Co-ordinators, Finance, Legal, Human Resources, Sustainable Development (including Community Relations), Protection Services, Risk, ICT and the Team Administrator. The guidelines also define relevant crisis management facilities.</p> <p>In addition to the Group-level Crisis Management Guidelines, each region maintains its own regional-level Crisis Management Guidelines tailored to suit local circumstances, which are reviewed regularly.</p> <p>Progress on the updating of the crisis management plans is required to be reported quarterly to the SH&SD Committee by each region.</p> <p>Drills and tests are carried out from time to time to test that the system is working. Some of these drills are externally assured to ensure that they are at the necessary standard and to improve future performance.</p>																		

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PUBLIC POLICY/CORPORATE GOVERNANCE																							
GRI 415: Public policy	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	https://www.goldfields.com/sustainability.php																					
	415-1 Total value of financial and in-kind contributions to political parties, politicians, and related institutions, by country	Ch 6 pg 106	1, 10	4	<p>During 2018 no financial and/or in-kind contributions were made to political parties, politicians, and related institutions in any of the Group's operating jurisdictions.</p> <p>Membership fees in respect of key trade associations were made as follows: Ghana Chamber of Mines – US\$331,985 Minerals Council South Africa – US\$318,961 Peruvian National Mining, Petroleum and Energy Association – US\$252,213 Chamber of Commerce Cajamarca US\$6,393 Chamber of Commerce Lima – US\$502 Peruvian Chamber of Commerce – US\$10,000 Chamber of Minerals and Energy of Western Australia – US\$287,341 Australia Gold Industry Group – US\$ 9,000</p>																		
ENVIRONMENTAL COMPLIANCE																							
GRI 307: Environmental compliance	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	https://www.goldfields.com/sustainability.php Ch 6 pg 95, 117 This GRI Report Ch 4 pg 70			<p>Gold Fields aims to integrate sustainability and environmental management fully into the business, and as such, in some instances environmental interventions are undertaken by the relevant activity/facility or sub-business unit within an operation, and accounted as such. Therefore, our "environmental" spend may be partly captured as an operational expenditure rather than an "environmental" expenditure.</p> <p>In 2018 Gold Fields spent approximately US\$8 million (2017: US\$6 million) in respect of environmental protection expenditure and investments, which includes pollution prevention, audits, specialist studies and EIAs as well as rehabilitation, and closure-related operational expenditure.</p> <p>During FY2018, Gold Fields implemented US\$3.3m in various energy and emission savings projects, resulting in a saving across the Group of over US\$ 29m (2017: US\$22 m) and a reduction in our carbon footprint.</p> <p>In 2018 we also invested US\$ 0.6 m in water initiatives.</p> <p>Gold Fields adopted the GRI Standards for reporting in 2017 and our management approach to water, climate and environment addresses environmental investments.</p>																		
	307-1 Non-compliance with environmental laws and regulations	This GRI Report	8	6	<p>During 2018, a total of six environmental findings were reported by the environmental authorities equating to seven fines valued at US\$230,000.</p>																		
Closure MM10	Number and percentage of operations and closure plans	Ch 6 pg 105			<p>All of our seven operations (100%) have mine closure plans. Closure plans are updated in line with regulatory requirements and Gold Fields guidance.</p> <p>Gruyere is not an operation but also has an updated mine closure plan.</p> <p>Gold Fields has a 45% share in Asanko Gold Mine. Gold Fields does not operate Asanko. Asanko has a mine closure plan.</p> <p>The total consolidated Group Consolidated Closure Cost Estimate (CCE) for 2018 is US\$400,805,417, which is 5.2% higher than the 2017 liability of US\$381,008,034. KPMG has completed its assurance of the CCE as part of the Group financial assurance process.</p> <p>A summary is provided below.</p> <table border="1"> <thead> <tr> <th>CCE in US\$</th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Australia region*</td> <td>179</td> <td>\$178</td> </tr> <tr> <td>Ghana region</td> <td>98</td> <td>\$100</td> </tr> <tr> <td>Americas region**</td> <td>62</td> <td>\$79</td> </tr> <tr> <td>South Africa region</td> <td>42</td> <td>\$42</td> </tr> <tr> <td>Total Gold Fields</td> <td>\$381</td> <td>\$400</td> </tr> </tbody> </table> <p>Table 8: Group Consolidated Closure Cost Estimate: Summary in US\$</p> <p>* The Australia CCE includes 50% of the Gruyere CCE. ** The estimate includes the Salares Norte project site for which the liability is immaterial, but included for completeness.</p>	CCE in US\$	2017	2018	Australia region*	179	\$178	Ghana region	98	\$100	Americas region**	62	\$79	South Africa region	42	\$42	Total Gold Fields	\$381	\$400
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GRI 306 : Effluents and waste	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries	https://www.goldfields.com/sustainability.php Ch 6 pg 103 – 104			During 2018, we spent a total of US\$32m on water management and projects (2017: US\$29m)																																																																																									
	306-1 Water discharge by quality and destination	This GRI Report	8, 9	6, 8	<p>Quantity and quality</p> <p>In 2018, a total of 2,518MI (2017: 8,712MI; 2016: 15,101MI; 2015:18,491MI) was discharged by the Group. Group average water quality is 134.70mS/m (2017: 124.12mS/m; 2016: 132,69mS/m; 2015: 94mS/m). Further detail by operation can be seen below:</p> <ul style="list-style-type: none"> • Tarkwa: 67mS/m (all discharged water is treated via reverse osmosis plants to the required standard) • Cerro Corona: 224mS/m (water is discharged into surrounding rivers and creeks after being treated to the required standard) • South Deep: 38mS/m (the mine has only one authorised point from which to discharge treated sewage effluent into the Leeuspruit River) • Granny Smith: 210mS/m (this operation is in a high-saline environment) <p>Note: mS/m is a measure of conductivity. Conductivity is a measure of the amount of dissolved salts in discharged water. These are classified internationally as a non-toxic pollutant.</p>																																																																																									
	306-2 Waste by type and disposal methods	Ch 6 pgs 103 – 104 This GRI Report			<table border="1"> <thead> <tr> <th>Tonnes 1 000</th> <th>2018</th> <th>2017</th> <th>2016</th> <th>2015</th> <th>2014</th> </tr> </thead> <tbody> <tr> <td>Tailings to dams</td> <td>40,649</td> <td>41,274</td> <td>39,145</td> <td>37,387</td> <td>38,361</td> </tr> <tr> <td>Waste rock to dump</td> <td>149,075</td> <td>170,814</td> <td>147,891</td> <td>129,951</td> <td>100,161</td> </tr> <tr> <td></td> <td>189,724</td> <td>212,088</td> <td>187,035</td> <td>167,337</td> <td>138,521</td> </tr> <tr> <td>Recycled/ Reused</td> <td>20.01</td> <td>16.01</td> <td>16.35</td> <td>19.22</td> <td>12.8</td> </tr> <tr> <td>Metal recycled – Weighed</td> <td>14.9</td> <td>13.3</td> <td>14.3</td> <td>11.4</td> <td>11.1</td> </tr> <tr> <td>Plastic Recycled – Weighed</td> <td>0.1</td> <td>0.1</td> <td>0.18</td> <td>0.09</td> <td>0.06</td> </tr> <tr> <td>Timber as firewood – Weighed</td> <td>0</td> <td>0</td> <td>0.06</td> <td>5.76</td> <td>0.06</td> </tr> <tr> <td>Paper and Carton recycled – Weighed</td> <td>0.07</td> <td>0.09</td> <td>0.08</td> <td>0.07</td> <td>0.06</td> </tr> <tr> <td>Hydrocarbons (oil, grease)</td> <td>4.26</td> <td>1.15</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Other recycled – Weighed (e.g. batteries, fluros, chemicals)</td> <td>0.68</td> <td>1.37</td> <td>1.73</td> <td>1.9</td> <td>1.52</td> </tr> <tr> <td>Non-Hazardous Waste – on or off site disposal</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>General landfill – Weighed</td> <td>8.97</td> <td>11.01</td> <td>11.56</td> <td>11.16</td> <td>13.34</td> </tr> <tr> <td>Hazardous Waste – on or off site disposal</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Brine Precipitate and Other</td> <td>1.51</td> <td>2.81</td> <td>3.34</td> <td>4.11</td> <td>5.74</td> </tr> </tbody> </table> <p>Gold Fields' waste is sorted and scanned to ensure no hazardous waste is disposed of in general waste facilities.</p>	Tonnes 1 000	2018	2017	2016	2015	2014	Tailings to dams	40,649	41,274	39,145	37,387	38,361	Waste rock to dump	149,075	170,814	147,891	129,951	100,161		189,724	212,088	187,035	167,337	138,521	Recycled/ Reused	20.01	16.01	16.35	19.22	12.8	Metal recycled – Weighed	14.9	13.3	14.3	11.4	11.1	Plastic Recycled – Weighed	0.1	0.1	0.18	0.09	0.06	Timber as firewood – Weighed	0	0	0.06	5.76	0.06	Paper and Carton recycled – Weighed	0.07	0.09	0.08	0.07	0.06	Hydrocarbons (oil, grease)	4.26	1.15				Other recycled – Weighed (e.g. batteries, fluros, chemicals)	0.68	1.37	1.73	1.9	1.52	Non-Hazardous Waste – on or off site disposal						General landfill – Weighed	8.97	11.01	11.56	11.16	13.34	Hazardous Waste – on or off site disposal						Brine Precipitate and Other	1.51	2.81	3.34	4.11
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Brine Precipitate and Other	1.51	2.81	3.34	4.11	5.74																																																																																									

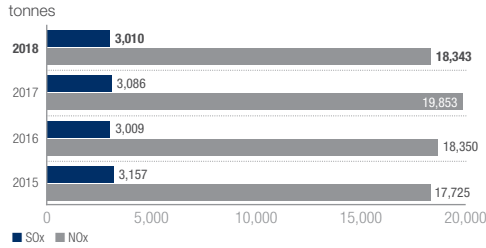
GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission																		
MM3					<p>Non-hazardous waste versus hazardous waste</p> <table border="1"> <caption>Non-hazardous waste versus hazardous waste</caption> <thead> <tr> <th>Year</th> <th>Hazardous waste – on or off site disposal</th> <th>Non-hazardous waste (general landfill)</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>1.51</td> <td>8.97</td> </tr> <tr> <td>2017</td> <td>2.81</td> <td>11.01</td> </tr> <tr> <td>2016</td> <td>3.34</td> <td>11.56</td> </tr> <tr> <td>2015</td> <td>4.11</td> <td>11.16</td> </tr> <tr> <td>2014</td> <td>5.74</td> <td>13.34</td> </tr> </tbody> </table>	Year	Hazardous waste – on or off site disposal	Non-hazardous waste (general landfill)	2018	1.51	8.97	2017	2.81	11.01	2016	3.34	11.56	2015	4.11	11.16	2014	5.74	13.34
	Year	Hazardous waste – on or off site disposal	Non-hazardous waste (general landfill)																				
	2018	1.51	8.97																				
	2017	2.81	11.01																				
	2016	3.34	11.56																				
2015	4.11	11.16																					
2014	5.74	13.34																					
	306-3 Significant spills	Ch 6 pg 95	8, 9	6, 8	<p>Significant spills are managed per environmental incident management programme and are reported as part of the environmental incidents metrics.</p> <p>There were two level 3 environmental incidents in 2018, as reported in the IAR. There were no level 4 or level 5 incidents.</p>																		
	306-4 Transport of hazardous waste	This GRI Report	8	6	<p>Gold Fields does not import, export or transport any waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII.</p>																		
	306-5 Water bodies affected by water discharges and/or runoff	This GRI Report	8	6, 7	<p>Our discharges are sampled and monitored regularly, in accordance with our permit/licence conditions. We are not aware of any water bodies and related habitats that are protected or have a high biodiversity value that are significantly affected by any water discharges or runoff.</p>																		
	Total amounts of overburden rock, tailings and sludges and their associated risk	Ch 6 pg 95																					
EMPLOYMENT																							
GRI 401: Employment	GRI 103: Management approach 2018																						
	103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	https://www.goldfields.com/sustainability.php Ch 1 pgs 6 – 7 Ch 4 pgs 76 – 78																					
	401-1 Total number and rate of new employee hires and employee turnover by age group, gender and region.	This GRI Report Ch 4 pg 76	3, 6	3	Refer to Annexure GRI 2																		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations	This GRI Report	3	3,6	<p>In Australia full-time and part-time permanent employees are provided with annual increase, redundancy, pension, health care allowance, Group “life benefits”, salary continuance and quarterly production bonuses/benefits with part-timers receiving a pro rata entitlement. Casual and fixed term employees are not entitled to an annual increase or redundancy benefit. Casual employees are also not eligible for the health allowance.</p> <p>In other regions, full-time permanent employees are provided with pension, healthcare, additional leave and Group “life benefits”, which are not provided to part-time employees. Part-time employees are also not eligible for annual incentives, while full-time employees are. In Peru we do not have part time employees.</p>																		
401-3 Return to work and retention rates after parental leave, by gender	This GRI Report			<p>Based on the most recent data for Australia, in 2018 our female return to work rate was 74% (for Australia). In addition, typically 100% of male employees who take paternity leave return to work. For South Deep, Corporate and Peru 100% return to work for females and males.</p>																			
WATER MANAGEMENT																							
GRI 303: Water	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	Ch 6 pgs 100 – 102 https://www.goldfields.com/sustainability.php This GRI Report			<p>During 2018, we spent a total of US\$32m on water management and projects (2017: US\$29m; 2016: US\$16m).</p> <p>Exposure to water stressed areas The Global Water Tool from the WBCSD (v 2015 1.3.5) indicates that South Africa, West Australia and Peru are water stressed areas. Currently Gold Fields has five out seven operations located in water stressed regions, which is equivalent to 71%. South Deep Cerro Corona Agnew St Ives Granny Smith</p>																		

GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission																
	303-1 Total water withdrawal by source.	Ch 6 pg 100 This GRI Report	7, 8, 9	6, 9	<p>Total water withdrawal in 2018 was 21,178.51MI (2017: 32,985; 2016: 30,321MI ; 2015: 35,247MI). This came from the following sources:</p> <ul style="list-style-type: none"> • Surface water: 11,092.40MI (2017: 10,687MI; 2016: 9,026MI; 2015: 9,282MI) • Ground water: 8,291.89MI (2017: 20,674MI; 2016: 18,594MI; 2015: 23,881MI) • Purchased water: 1,794.22 MI (2017: 1,625MI; 2016: 2,702MI; (2015: 2,082MI) <p>Gold Fields reports in accordance with our Group Reporting Guideline, which is based on the GRI Framework and in line with the ICMM guidelines.</p> <p>Group fresh water consumption</p> <p>Group water use</p> <table border="1"> <caption>Group water use data</caption> <thead> <tr> <th>Year</th> <th>Water withdrawal (Gℓ)</th> <th>Total recycled/reused (%)</th> <th>Fresh water (Gℓ)</th> </tr> </thead> <tbody> <tr> <td>2016</td> <td>30</td> <td>59</td> <td>10</td> </tr> <tr> <td>2017</td> <td>33</td> <td>57</td> <td>15</td> </tr> <tr> <td>YTD 2018</td> <td>22</td> <td>66</td> <td>14</td> </tr> </tbody> </table>	Year	Water withdrawal (Gℓ)	Total recycled/reused (%)	Fresh water (Gℓ)	2016	30	59	10	2017	33	57	15	YTD 2018	22	66	14
Year	Water withdrawal (Gℓ)	Total recycled/reused (%)	Fresh water (Gℓ)																		
2016	30	59	10																		
2017	33	57	15																		
YTD 2018	22	66	14																		
	303-2 Water sources significantly affected by withdrawal of water	Ch 6 pg 100	8	6	No water sources are significantly affected by our water withdrawal.																
	303-3 Percentage and total volume of water recycled and reused	Ch 6 pg 100	8, 9	6, 9	<p>During 2018, water recycled and reused totalled 41,382.31MI (2017: 43,289MI; 2016: 44,274MI ; 2015: 43,1209MI). This means that 66% of our water was recycled or reused in 2018.</p> <p>In 2017 we adjusted our definition of % recycled and reused water in line with the ICMM guidelines where we use total water used in tasks as our denominator.</p>																
ENERGY/EMISSIONS																					
GRI 302: Energy	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	https://www.goldfields.com/sustainability.php Ch 4 pgs 70 – 73 Ch 6 pgs 97 – 99																			
	302-1 Energy consumption within the organization	Ch 4 pgs 70 – 71 This GRI Report	7, 8, 9	6, 9	<p>Gold Fields does not sell electricity, heating, cooling or steam.</p> <p>As per the guidance under 302-1, organisations are expected to select a consistent boundary for energy consumption. When possible, the boundary should be consistent with the boundary used in Indicators 305-1 and 305-2. The standard used to select the boundary for reporting under 305-1 and 305-2 is ISO-14064 – Part 1. The boundary selected to report on 302-1 is in line with this boundary. The methodology used to calculate the direct and indirect energy consumption by primary energy source is by multiplying the measured amounts consumed with default energy content factors. Energy consumption is obtained by meter readings and cross checked with invoices. If no meter is installed, the data is obtained from invoices only.</p> <p>The energy content of fuels consumed on site was calculated using conversion factors from Defra 2018 Version 1.</p> <p>Our Granny Smith operation purchases gas for the on-site gas-fired power station that is owned and operated by an independent power producer ("IPP"), Granny Smith also pays for electricity delivery. Our Damang and Tarkwa operations have on-site gas-fired power stations, owned and operated over the fence by an IPP.</p>																

GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
GRI 305: Emissions	302-2 Energy consumption outside the organisation	This GRI Report Ch 4 pgs 70 – 73 Ch 6 pgs 97 – 99	8, 9	6, 9	<p>Energy consumed outside of the organisation, in joules or multiples, is 8,161TJ (2017: 7,998TJ ; 2016 : 5,943TJ; 2015: 5,660TJ; 2014: 5,852TJ).</p> <p>As per the guidance under 302-1, organisations are expected to select a consistent boundary for energy consumption. When possible, the boundary should be consistent with the boundary used in Indicators 305-1 and 305-2. The standard used to select the boundary for reporting under 305-1 and 305-2 is ISO-14064 – Part 1. The boundary selected to report on 302-1 is in line with this boundary.</p> <p>Only energy consumption outside of the organisation which was expected to be material (based on emissions associated with this energy use) was calculated. The material categories were found to be "purchased goods and services" and "fuel and energy-related activities". These two Scope 3 categories made up 95% of the total Scope 3 emissions. To calculate this energy consumption outside of the organisation, assumptions were made with respect to the type of fuels used to produce, transport and distribute goods, services and fuels.</p> <p>Where available, the energy data used to calculate the relevant emission factors to produce goods and services were used. The energy content associated with the production of fuels was calculated using emission factors from Defra 2018 Version 1 and converting these to energy factors using the United Kingdom Grid Emission Factor of 0.283 tCO/MWh.</p>
	302-3 Energy intensity	Ch 4 pg 70	8, 9	6, 9	<p>The organisation-specific metric is ounce of gold; as our saleable product, this metric is externally assured.</p> <p>Fuels and electricity have been included in the energy intensity ratio.</p> <p>Energy consumed within the organisation has been included in the ratio.</p> <p>Our Granny Smith operation purchases gas for the on-site gas-fired power station that is owned and operated by an independent power producer ("IPP"). Granny Smith also pays for electricity delivery. Our Damang and Tarkwa operations have on-site gas-fired power stations, owned and operated by an IPP. The energy losses from the on-site power generators are accounted for by applying an energy efficiency factor.</p>
	302-4 Reduction of energy consumption	Ch 4 pgs 70 – 73	8, 9	6, 9	<p>The reduction in energy consumption achieved as a direct result of conservation and efficiency initiatives is 410,512.51GJ (2017: 176,401GJ; 2016: 321 053GJ; 2015: 777,914GJ; 2014: 477,599GJ)</p> <p>The types of energy included in the reductions were fuel and electricity.</p> <p>The basis for calculating reductions in energy consumption was directly related to energy efficiency initiatives implemented. As the energy efficiency of gold mining is influenced by many factors, such as hauling distances, mine plan adjustments, mining depth, ore quality and stripping ratios, energy reductions should be linked back to actual initiatives implemented.</p> <p>The Greenhouse Gas Protocol and WRI Mitigation Goal Standard, an accounting and reporting standard for national and subnational greenhouse gas reduction goals, were the standards followed to calculate the impact of energy reduction projects.</p>
	302-5 Reductions in energy requirements of products and services.		8, 9	6, 9	Indicator is not relevant to the product we produce – gold.
		GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries	https://www.goldfields.com/sustainability.php Ch 4 pgs 70 – 73 CDP – 2018 submission Ch 6 pgs 97 – 99		

GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
	<p>305-1 Direct (Scope 1) greenhouse gas ("GHG") emissions</p>	<p>Ch 6 pg 97 CDP – 2018 submission</p>	<p>7,8,9</p>	<p>6,10</p>	<p>Direct (Scope 1) GHG emissions in metric tonnes of CO₂ equivalent are 579,498.64 (2017: 590,901; 2016: 544,291; 2015: 529,588; 2014: 464,194).</p> <p>Gold Fields' direct GHG emissions are primarily from fuel purchased by us and used at our operations.</p> <p>Gases included in the calculation are CO₂, CH₄, and N₂O. Biogenic CO₂ emissions are not applicable to Gold Fields.</p> <p>Gold Fields' carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals"). The quantification methodology is a calculation based on GHG activity data multiplied by GHG emission or removal factors.</p> <p>The majority of the emission factors used are obtained from DEFRA 2018 (version 1), the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2016 and Ecometrica. The GWP rates are obtained from the IPCC Fourth Assessment Guidelines.</p> <p>Gold Fields' carbon footprint is calculated based on the operational control consolidation approach.</p>
	<p>305-2 Indirect greenhouse gas ("GHG") emissions</p>	<p>Ch 6 pg 97 CDP – 2018 submission</p>	<p>7, 8, 9</p>	<p>6, 10</p>	<p>Indirect (Scope 2) GHG emissions in metric tonnes of CO₂ are 788,485.61 (2017: 882,839; 2016: 969,787; 2015: 793,026; 2014: 794,174).</p> <p>The gas included in the calculation is CO₂.</p> <p>Scope 2 emissions are derived solely from electricity purchased from power suppliers.</p> <p>Gold Fields' carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals"). The quantification methodology is a calculation based on GHG activity data multiplied by GHG emission or removal factors.</p> <p>Emission factors are obtained from DEFRA 2018 (version 1), the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2016 and Ecometrica. The GWP rates are obtained from the IPCC Fourth Assessment Guidelines.</p> <p>Gold Fields' carbon footprint is calculated based on the operational control consolidation approach.</p>

GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
	305-3 Other indirect (Scope 3) GHG emissions	Ch 6 pg 97 CDP – 2018 submission	7, 8, 9	6, 10	<p>Indirect (Scope 3) GHG emissions in metric tonnes of CO₂ equivalent are 484,205.45 (2017: 485,288; 2016: 449,682; 2015: 430,549; 2014: 435,676).</p> <p>Gases included in the calculation are CO₂, NO_x, emanating from product transportation and staff commuting, and methane ("CH₄") from waste generated at operations. Biogenic CO₂ emissions in metric tonnes of CO₂-equivalent are not applicable.</p> <p>Gold Fields collected data and calculated emissions for all categories as per the GHG Protocol Value Chain Standard. The following are Scope 3 categories examined:</p> <ol style="list-style-type: none"> 1. Purchased goods and services 2. Capital goods – not applicable 3. Fuel-and-energy-related activities (not included in Scope 1 or 2) 4. Upstream transportation and distribution 5. Waste generated in operations 6. Business travel 7. Employee commuting 8. Upstream leased assets 9. Downstream transportation and distribution 10. Processing of sold products 11. Use of sold products 12. End-of-life treatment of sold products 13. Downstream leased assets 14. Franchises 15. Investments <p>Gold Fields assesses all categories of Scope 3. However, categories 2, 8, 22, 13, 14 and 15 are not applicable and do not contribute to the reported total Scope 3.</p> <p>Gold Fields' carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals"). The quantification methodology is a calculation based on GHG activity data multiplied by GHG emission or removal factors.</p> <p>Emission factors were obtained from DEFRA 2018 (version 1), the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2015 and Ecometrica. The GWP rates are obtained from the IPCC Fourth Assessment Guidelines.</p>
	305-4 Greenhouse gas ("GHG") emissions intensity	Ch 4 pgs 70 – 73 CDP – 2018 submission Ch 6 pgs 97 – 99	7, 8, 9	6, 10	<p>The GHG emissions intensity ratio is 0.66 tonnes CO₂e/oz. The ratio denominator is ounces of gold produced.</p> <p>The types of GHG emissions included are Direct (Scope 1) and Energy Indirect (Scope 2). Gases included in the calculation are CO₂, CH₄ and N₂O.</p>
	305-5 Reduction of GHG emissions	Ch 4 pgs 70 – 73 CDP – 2018 submission Ch 6 pgs 97 – 99	7, 8, 9	6, 10	<p>The amount of GHG emission reductions achieved as a direct result of initiatives to reduce emissions, in metric tonnes of CO₂ equivalent is 149,190 tCO₂e (2017: 115 930 tCO₂e; 2016: 56 005 tCO₂e; 2015: 108 552 tCO₂e; 2014: 54 703 tCO₂e).</p> <p>Gases included in the calculation are CO₂; CH₄ and N₂O.</p> <p>The basis for calculating reductions in emissions was directly related to energy efficiency projects implemented. Energy savings initiatives impact are captured for 36 months, after which they become baseline. As the energy efficiency of gold mining is influenced by many factors, such as hauling distances, mining depth, ore quality and stripping ratios, emission reductions should be linked back to actual projects implemented.</p> <p>Emission reduction initiatives were calculated in accordance with:</p> <ul style="list-style-type: none"> • Greenhouse Gas Protocol and WRI Mitigation Goal Standard: an accounting and reporting standard for national and subnational greenhouse gas reduction goals • ISO 14064 Part 1 • Greenhouse Gas Protocol A Corporate Accounting and Reporting Standard (Revised Edition) <p>Emission reductions occurred in Scope 1 and Scope 2.</p>
	305-6 Emissions of ozone-depleting substances by weight	Not material	7, 8, 9	6, 10	<p>This has not been identified as a relevant/material issue for Gold Fields. As a result, it is not included in our environmental data collection systems.</p>

GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission																																																
	305-7 Nitrogen oxides ("NO _x "), sulfur oxides ("SO _x "), and other significant air emissions	This GRI Report	7, 8, 9	6, 10	NO _x and SO _x emissions include emissions from on-site major mobile sources. Group NO_x and SO_x emissions tonnes 																																																
INDIGENOUS PEOPLE																																																					
GRI 411: Rights of indigenous people	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries	http://www.goldfields.com/management-approaches.php https://www.goldfields.com/pdf/sustainability/policies/sd-policy-statement-2017.pdf https://www.goldfields.co.za/pdf/sustainability/policies/engagement-policy.pdf https://www.goldfields.co.za/pdf/sustainability/policies/community-policy.pdf https://www.goldfields.co.za/pdf/sustainability/policies/human-rights-policy.pdf https://www.goldfields.co.za/guidelines.php https://www.goldfields.co.za/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf Ch 6 pg 114; pgs 123 – 124	1, 2	1, 3, 9, 10	Mining activity can have a significant impact on host communities, land and social conditions. While it is important to manage these impacts responsibly in every case, it is also important to understand the specific interests, vulnerabilities and concerns of indigenous communities. Gold Fields is a member of the ICMM, which requires its members to conform to the ICMM's Position Statement on Indigenous Peoples. Our approach to societal issues is governed through our policies on ethics and governance, communities (which includes specific reference to indigenous peoples), human rights and stakeholder engagement. Our policies and guidelines (including the Community Relations and Stakeholder Engagement Handbook) are aligned with a range of international good practice standards and frameworks, including: 1) the ICMM's 10 Principles (and related position statements, including indigenous peoples); 2) IFC Performance Standards; 3) Equator principles; 4) AA 1000 stakeholder engagement standard and 5) ISO 26000 social responsibility standard, as well as 6) the United Nations Global Compact.																																																
	411-1 Total number of incidents of violations involving rights of indigenous people, and actions taken.	This GRI Report Ch 3 pg 44 Ch 6 pg 115	1, 2	3	During 2018, there were no recorded incidents of violations involving rights of indigenous people at any of our operations and projects. During 2017, one community grievance was submitted, which pertained to the Native Title at the Gruyere project in Australia.																																																
HUMAN CAPITAL																																																					
GRI 404: Training and Education	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	https://www.goldfields.com/sustainability.php Ch 4 pgs 76 – 77 Ch 6 pgs 111 – 113 Ch 2 pg 33 www.goldfields.com/integrated-annual-reports.com																																																			
	404-1 Average hours of training per year, per employee, by gender and by employee category.	Ch 4 pg 76 This GRI Report Ch 2 pg 33	6	3, 5	<table border="1"> <thead> <tr> <th></th> <th>2018</th> <th>2017</th> <th>2016</th> </tr> </thead> <tbody> <tr> <td>Average training hours per employee (male and female)</td> <td>262</td> <td>223</td> <td>273</td> </tr> <tr> <td>Average training hours by gender are set out below:</td> <td></td> <td></td> <td></td> </tr> <tr> <td>• Males</td> <td>257</td> <td>212</td> <td>272</td> </tr> <tr> <td>• Females</td> <td>281</td> <td>279</td> <td>280</td> </tr> <tr> <td>Total training hours by employee category are set out below:</td> <td></td> <td></td> <td></td> </tr> <tr> <td>• Senior management (EU-F)</td> <td>2,478</td> <td>2,335</td> <td>2,164</td> </tr> <tr> <td>• Middle management (DU-EL)</td> <td>20,470</td> <td>19,575</td> <td>27,978</td> </tr> <tr> <td>• Junior management (DL)</td> <td>19,633</td> <td>30,305</td> <td>36,170</td> </tr> <tr> <td>Non-management (A-C)</td> <td>527,152</td> <td>866,060</td> <td>1,120,083</td> </tr> <tr> <td>NG</td> <td>897,661</td> <td>572,659</td> <td>856,589</td> </tr> <tr> <td></td> <td>1,467,394</td> <td>1,490,934</td> <td>2,042,984</td> </tr> </tbody> </table>		2018	2017	2016	Average training hours per employee (male and female)	262	223	273	Average training hours by gender are set out below:				• Males	257	212	272	• Females	281	279	280	Total training hours by employee category are set out below:				• Senior management (EU-F)	2,478	2,335	2,164	• Middle management (DU-EL)	20,470	19,575	27,978	• Junior management (DL)	19,633	30,305	36,170	Non-management (A-C)	527,152	866,060	1,120,083	NG	897,661	572,659	856,589		1,467,394	1,490,934	2,042,984
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	<p>404-2 Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings</p>	<p>Ch 4 pgs 76 – 78 This GRI Report</p>	<p>6</p>	<p>3, 5</p>	<p>In Peru a number of leadership programmes were completed including EDCC: Directed to VPs and Managers</p> <p>SSCC: Directed to Sub Managers and Superintendents; MMCC: Directed to Headquarters and Supervisors ; GF School: Aimed at Professional Staff; Innovation programmes for all employees. A number of external Training programmes were run to strengthen and/or update technical skills.</p> <p>Within Australia, leadership development programmes are built upon the Gold Fields leadership competencies. Each leadership programme is aimed at different levels of leadership through a philosophy of increasing leadership capability and increasing levels of influence. Current programmes focus on minimising unconscious bias, self-management, project management and building effective teams. Expertise from external key partners are utilised for some of our higher end leadership programmes. In such instances, Gold Fields Australia have partnered up with local universities and other reputable providers. Leadership activities are also backed up through leadership coaching, 360 assessments, mentoring and relevant leadership psychometrics.</p> <p>In South Deep in 2018 the focus has been on technical capability building including: 3D Virtual Reality methods to train technical skills focusing on manual barring, basic strata control; development and design of TARP (trigger action response plan) as well as tell-tale signs of a major seismic event training; drill rig operational VR training programme development; and lazer face marking VR programme development. In addition, coaching programmes were run for the mine management team.</p> <p>Innovation and technology will be critical in improving safety, volumes and costs at our mines – we recognise the need to modernise, integrate and optimise existing systems and processes as we align ourselves with automation and new digital trends in the industry. Building a pipeline of innovation and technology skills, and a business culture to support the transition, is an area of growing importance in the company. We formed the Young Persons Group, comprising high-performing young employees from multiple disciplines across our operations, to provide input into our innovation and technology strategy. In the year ahead, we will embark on a culture change programme to support an innovative and technology-ready culture.</p> <p>Innovation and technology will be critical in improving safety, volumes and costs at our mines – we recognise the need to modernise, integrate and optimise existing systems and processes as we align ourselves with automation and new digital trends in the industry. Building a pipeline of innovation and technology skills, and a business culture to support the transition, is an area of growing importance in the company. We formed the Young Persons Group, comprising high-performing young employees from multiple disciplines across our operations, to provide input into our innovation and technology strategy. In the year ahead, we will embark on a culture change programme to support an innovative and technology-ready culture.</p>
	<p>404-3 Percentage of employees receiving regular performance and career development reviews, by gender.</p>	<p>This GRI Report Ch 4 pgs 76 – 78</p>	<p>6</p>	<p>3, 5</p>	<p>All employees in Peru, corporate office and Australia have individual performance reviews and scorecards and in South Deep management and senior management employees have individual performance scorecards which are reviewed on a regular basis. Individual development plans are agreed upon at the beginning of each financial year based on the performance targets of an employee. In South Africa, the performance of non-managerial employees is measured on production targets and this is measured on a regular basis as production bonuses are paid on a monthly basis. Employees and teams are regularly briefed on individual and team performance. Training and development plans are linked to performance management practices throughout the Group.</p>

GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
COMPLIANCE WITH LAWS, REGULATIONS AND ADOPTED RULES, CODES AND STANDARDS					
GRI 419 : Socio-economic compliance	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	https://www.goldfields.com/sustainability.php Ch 1 pg 9 Ch 2 pg 28, 37 Ch 6 pgs 111 – 113			
	419-1 Non-compliance with laws and regulations in the social and economic area	This GRI Report Ch 6 pg 124	1,10	4	<p>Administrative and judicial sanctions</p> <ul style="list-style-type: none"> – No sanctions have been imposed as a result of non-compliance with any international declaration, convention, and/or treaty, nor have cases been brought against the Group through the use of international dispute mechanisms or national dispute mechanisms supervised by government authorities. – Re failure to comply with laws and/or regulations, the Group has implemented a defined penalties, sanctions and fines process to ensure consistent and accurate reporting. Same is reported monthly to the regional EVPs and quarterly to the Audit Committee. During 2018, Group-wide, nine regulator findings have been reported and 29 fines, totalling US\$25.9m. As per the South African King IV Recommended Practice 25, six environmental findings have been reported. <p>In addition, suppliers and contractors are also screened on a monthly basis to determine and assess the supply chain's exposure to regulatory-related transgressions, based on pre-defined risk criteria. As at 20/03/2019, 156 (9.9% of total alerts) adverse media exposure alerts (represented by 34 active entities (0.043% of total screened entities)), involving regulator/government action taken, have been confirmed and recorded relating regulatory issues.</p>
GRI 205: Anti-corruption	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; The management approach and its components; evaluation of the management approach explanation of the material topic and its boundaries	https://www.goldfields.com/sustainability.php Ch 2 pgs 27 – 28			
	205-1 Operations assessed for risks related to corruption	This GRI Report Ch 2 pg 28	10	1	<p>Gold Fields has a zero-tolerance approach to any activities that undermine the legitimate business environment, including bribery and corruption.</p> <p>The Code of Conduct binds all Company directors, employees, contractors and suppliers. The Code clearly articulates Gold Fields' policy with respect to – among other things – the absolute prohibition of facilitation payments and political contributions. In addition, the Code of Conduct has stringent requirements re the declaration any potential, actual or perceived conflict of interest, as well as disclosure for the remediation of any risk, nature and extent of allowable donations and sponsorships, under the ambit of gift, hospitality and entertainment requirements.</p> <p>Implementation of the Code is supported by: well-defined responsibilities and accountabilities; stringent internal reporting processes; and an anonymous whistleblowing hotline managed by an independent third party to facilitate the confidential reporting of Code violations, fraud and other inappropriate behaviour. In terms of the Group Compliance Framework, the application of anti-corruptive legislation is identified and assessed for each region, and the statutory obligations in terms of these statutes are supplemented with in-country rules, codes and standards relating to anti-corruption. In addition, a FCPA Regulatory Control Framework is active and in operation and denotes the recorded controls for ensuring compliance. The Framework is frequently review by Internal Audit re the design and operating effectiveness of controls.</p> <p>Certification of Tip-offs Anonymous</p> <p>The Ethics Institute has certified Deloitte Tip-offs Anonymous as meeting the External Whistleblowing Hotline Service Provider Standard EO1.1.1. The EO1.1.1 is a best-practice set of guidelines or norms for the professional and ethical conduct of external whistleblowing hotline service providers operating their own centres or facilities. The EO1.1.1 is grounded in, and informed by, the principles of integrity, efficiency, independence, protection and availability. Deloitte Tip-offs Anonymous was audited and evaluated against its compliance with these professional service standards and principles and was found to be fully compliant. Certification is valid from 26 November 2018 to 25 November 2019, whereafter we would reassess compliance with the industry standard.</p>

GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
GRI 206: Anti-competitive behaviour	205-2 Communication and training about anti-corruption policies and procedures	This GRI Report Ch 2 pg 28, 37	10	1, 2	<p>Anti-corruption training, under the ambit and within the FCPA's outline, has been initiated at senior levels of management, defined portfolios (i.e. finance, procurement, community relations, etc). FCPA training has been done for all D band job levels and above as well as for Board and the Executive Committee. As part of the Code of Conduct eLearning programme there is a defined focus on corruption and bribery.</p> <p>Although the requirements of the Code of Conduct and the ABC Policy are made applicable to contractors and suppliers, given the nature, extent and location, formal training sessions are not conducted. They are, however, furnished with a copy of the Code of Conduct, are required to sign the Group's Suppliers' Code of Conduct Certification and via the normal contractual management cycle, contract managers ensure awareness of the Code of Conduct.</p> <p>Gold Fields is involved in presentations on anti-corruption legislation with mining industry bodies, e.g. The Ghana Chamber of Mines, together with invited guests from government.</p>
	205-3 Confirmed incidents of corruption and actions taken	This GRI Report			<p>Gold Fields currently has specific procedures in place to deal with such incidents. Any employee found to be involved in corruption is managed through the Gold Fields disciplinary policies in the regions and if found guilty, disciplinary action is taken which could result in dismissal. There were no such incidents recorded in 2018.</p> <p>Referencing the screening of suppliers and contractors, as at 20/03/2019, 60 (3.83% of total alerts) adverse media exposure alerts (represented by 16 active entities (0.25% of total screened entities)), involving regulator/government action taken, have been confirmed and recorded relating corruption, fraud and related issues.</p>
	GRI 103: Management approach 208 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation; of the management approach explanation of the material topic and its boundaries	Ch 2 pg 28, 37			
	206-1 Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	This GRI Report	10	1, 9	During 2018, there were no legal actions against Gold Fields for anti-competitive behaviour, anti-trust, and monopoly practices.
HUMAN RIGHTS					
GRI 412: Human rights assessment	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries	Ch 6 pgs 122 – 124			<p>Human rights among our workforce</p> <p>Gold Fields upholds the highest standards of human rights within its workforce, including: freedom from child labour; freedom from forced or compulsory labour; freedom from discrimination (subject to considerations of affirming previously disadvantaged groups); and freedom of association and collective bargaining. All induction training (including that provided by the Gold Fields Internal Protection Services team) includes key human rights elements, and the Company's internal grievance mechanisms help ensure employees and contractors can raise human rights concerns.</p> <p>All grievances are handled by the Gold Fields Human Resources function, in consultation with legal teams for human rights concerns, which uses a defined process to record, evaluate and address legitimate complaints. Employees can also raise concerns via independent counsellors as part of the Gold Fields Employee Assistance Programme. All our operations are assured against the World Gold Council's Conflict-Free Gold Standard, which ensures that none of our gold is used to finance armed conflict, serious abuses of human rights or breaches of international law.</p> <p>Gold Fields runs a human rights campaign on Human Rights Day to raise awareness of these issues.</p>

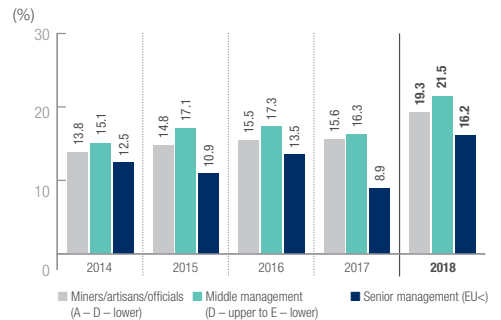
GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
	412-1 Operations that have been subject to human rights reviews or impact assessments	This GRI Report Ch 6 pgs 122 – 124	1, 2	3	<p>Environmental and Social Impact Assessments, which assess the impacts and potential impacts of our operations and potential projects on local communities and other stakeholders, have been undertaken by all operations. The assessments include human rights aspects but are not formally HRIAs. Risk assessments are undertaken on an ongoing basis and grievance mechanisms are in place at the operations to record, address and respond to social, environmental and human rights grievances.</p> <p>In 2018 we conducted an assessment of our Human Rights salient issues in the Group and have developed action plans to address and mitigate any perceived risks.</p> <p>We do not currently have a formal HRIA process or framework in place, though the Company continuously looks for opportunities to integrate HRIA into all of its activities and operations. Gold Fields practice is guided by our publicly available Human Rights Policy Statement, which was revised and updated in 2018.</p> <p>In addition, human rights awareness is included in our foundational programme, which all employees at Gold Fields attend.</p>
	412-2 Employee training on human rights policies or procedures	This GRI Report Ch 6 pg 123	1, 2, 3, 4, 5	1, 3	<p>100%. All new employees are required to sign the Code of Conduct and receive Human Rights awareness communication on Human Rights day and high level awareness training in induction. Code of Conduct eLearning is mandatory for all employees</p> <p>In 2017 a Code of Conduct eLearning-module was launched for all employees and continued into 2018.</p>
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	This GRI Report Ch 6 pg 124	1, 2, 3, 4, 5, 6	3	<p>During 2018, we acquired a 45% stake in Asanko Gold Mine in Ghana. As with any M&A activity, a thorough due diligence process was followed, which include representations and warranties to cover a number of issues, including human rights' abuses.</p> <p>Our environmental and social impact assessments assess issues that are pertinent to the Company's impacts on the rights of others. The operations' grievance mechanisms record, address and respond to social, environmental and human rights' grievances. We do not currently have a formal HRIA process or framework in place. The Company continuously looks for opportunities to integrate HRIA into all of its activities and operations.</p> <p>Gold Fields' business relies on multiple, large-scale suppliers and contractors to carry out mining, development, construction and other forms of work at its operations. All suppliers and contractors are included in Gold Fields' own health and safety management systems to ensure that contractors benefit from safe and healthy working conditions. All stakeholders wishing to report human rights violations are able to make use of Gold Fields' confidential, third-party whistleblowing hotline. Where such complaints are made, Gold Fields pursues the matter vigorously.</p> <p>The Group has developed an external third-party screening solution to screen new and existing suppliers and contractors for an array of pre-defined risk categories, including human rights and related violations and/or transgressions. Risk profiles for active external suppliers and contractors with post-screen alerts are then established and risk mitigated.</p> <p>From a contractual point of view, all our third-party agreements contain a standard provision, which requires compliance with the Gold Fields' Supplier Code of Conduct that translates the requirements of the Gold Fields' Code of Conduct into terms appropriate to our suppliers.</p>

GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
GRI 408: Child labour	<p>GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries</p> <p>408-1 Operations and suppliers at significant risk for incidents of child labour</p>	<p>This GRI Report https://www.goldfields.co.za/pdf/policies/human_statement.pdf</p>	1, 2	3	N/A
	<p>GRI 409: Forced or compulsory labour</p> <p>GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation; of the management approach explanation of the material topic and its boundaries</p> <p>409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour</p>	<p>Ch 6 og 123</p> <p>This GRI Report https://www.goldfields.co.za/pdf/policies/human_statement.pdf https://www.goldfields.co.za/code-of-conduct/human-rights-policy.php</p>	1, 2	3	N/A
PROCUREMENT PRACTICES AND SUPPLY CHAIN					
GRI 204: Procurement practices	<p>GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries</p>	<p>http://www.goldfields.com/management-approaches.php https://www.goldfields.com/pdf/sustainability/policies/sd-policy-statement-2017.pdf https://www.goldfields.co.za/pdf/sustainability/policies/engagement-policy.pdf https://www.goldfields.co.za/pdf/sustainability/policies/community-policy.pdf https://www.goldfields.co.za/pdf/sustainability/policies/human-rights-policy.pdf https://www.goldfields.co.za/guidelines.php https://www.goldfields.co.za/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf Ch 1 Ch 6 – 7 Ch 6 pgs 112, 124</p>	1	1, 3, 9, 10	<p>The Group community policy states that “Gold Fields is committed to prioritising local procurement and employment and measuring our contribution to local economic development”. Gold Fields continues to focus on maximising in-country and host community economic impact wherever it operates. In order to obtain this, we increase the proportion of sustainable host community procurement and employment to drive shared value. Group guidance on host community procurement spend and job creation, which are our most critical shared value projects, was developed and implemented in all our regions in 2018.</p> <ul style="list-style-type: none"> • Gold Fields measures local (in country) and host community procurement • Through Gold Fields’ social and labour plan in South Africa we are committed to numerous local economic development projects that develop local suppliers
	<p>204-1 Proportion of spending on local suppliers</p>	<p>This GRI Report Ch 6 pgs 108 – 109, 113</p>			2, 9, 10

GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
GRI 414: Supplier social assessment	<p>GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries</p>	This GRI Report Ch 6 pg 124			<p>Gold Fields adopted a stakeholder relationship and engagement policy statement in 2017, replacing the previous engagement policy statement. The new policy statement formalises our commitment to engaging all our stakeholders and taking a relationship approach. Increasingly, the reputational and operational risks of companies are tied to external parties that form part of a company's value chain, and Gold Fields strives to develop and maintain strong relationships with these parties built on ethics, integrity and professionalism. Gold Fields strives to develop and maintain strong relationships with companies in its supply chain built on ethics, integrity and professionalism.</p> <p>The Group has developed an external third-party screening solution to screen new and existing suppliers and contractors for an array of pre-defined risk categories, including human rights and related violations and/or transgressions of a socio-economic nature and extent. Risk profiles for active external suppliers and contractors with post screen alerts are then established and risk mitigated.</p> <p>From a contractual point of view, all our third-party agreements contain a standard provision which requires compliance with the Gold Fields human rights policy statement. The Gold Fields Code of Conduct is also referenced in the agreements.</p> <p>In terms of the referenced ethics, integrity and professionalism pivots, Gold Fields has completed a bow-tie exercise focusing on the assessment of actual or potential human rights transgressions by suppliers and contractors. As part of the assessment the causes for transgression, existing and required management controls, the consequences of a human rights transgression on entities and people and necessitated mitigation and damage control actions, following a transgression, have been identified, reviewed and assessed across all the Gold Fields regions. With specific reference to existing and new management controls, all the regions are actively in process to review the adequacy status of existing controls and the scope and design of required new controls, based on specific in-country requirements.</p>
	<p>414-1 Percentage of new suppliers screened using social criteria</p>	This GRI Report Ch 6 pg 124	9		<p>– 100%</p> <p>– All existing and new suppliers and contractors have been screened on a monthly basis and with specific reference to the requirements of GRI 414, the criteria included workers' rights, disputes, human rights transgression, etc.</p>
	<p>414-2 Significant actual and potential negative impacts on society in the supply chain, and actions taken</p>	This GRI Report Ch 6 pgs 108 – 109, 113, 124 Stakeholder Relations: Community value creation; community relations in Australia; community relations in South Africa; community relations in Peru; community relations in Ghana			<p>A metric has yet to be defined to assess impact on society in the supply chain. The regional procurement teams apply their risk management process, which is informed by the outcome of the screening risk calculator, when engaging with suppliers during maintenance, planned engagement and contractual review.</p> <p>Referencing the screening of suppliers and contractors, as at 20/03/2019, 43 (2.7% of alerts) adverse media exposure alerts (represented by 17 active entities (0.22% of total screened entities)), involving regulator/government action taken, have been confirmed and recorded relating discrimination and workers' rights issues in the workplace. No human rights transgressions were recorded.</p>
GRI 308: Supplier environmental assessment	<p>GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries</p>	This GRI Report Ch 6 pg 124			<p>Gold Fields strives to develop and maintain strong relationships with companies in its supply chain built on ethics, integrity and professionalism.</p> <p>The Group has developed an external third-party screening solution to screen new and existing suppliers and contractors for an array of pre-defined risk categories, including human rights and related violations and/or transgressions of a socio-economic nature and extent. Risk profiles for active external suppliers and contractors with post screen alerts are then established and risk mitigated.</p> <p>From a contractual point of view, all our third-party agreements contain a standard provision which requires compliance with applicable environmental statutes.</p>
	<p>308-1 Percentage of new suppliers that were screened using environmental criteria</p>	This GRI Report	9		<p>– 100%</p> <p>– All existing and new suppliers and contractors have been screened on a monthly basis and with specific reference to the requirements of GRI 308, the criteria included environmental transgressions', etc.</p>
	<p>308-2 Significant actual and potential negative environmental impacts in the supply chain and actions taken</p>	This GRI Report			<p>Referencing the screening of suppliers and contractors, as at 20/03/2019, 5 (0.32% of total alerts) adverse media exposure alerts (represented by 3 active entities (0.04% of total screened entities)), involving regulator/government action taken, have been confirmed and recorded relating environmental issues.</p>

GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
LABOUR PRACTICES					
GRI 402: Labour/management relations	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	https://www.goldfields.com/sustainability.php Ch 4 pgs 76 – 78 Ch 2 pg 37	1, 2	3	
	402-1 Minimum notice period(s) regarding operational changes	This GRI Report	3, 6	3	Management employees have a 30-day notice period and senior management have a 60-day notice period. For non-managerial employees, the statutory notice period applies. For example, in South Africa this is covered under the basic conditions of employment. Employees who have less than one-year' service are required to serve two weeks' notice and employees with 12 months' or longer service are required to serve 30 days' notice. In Ghana, national permanent employees have a 30-day notice period and expatriates have a 90-day notice period.
MM4	Number of strikes and lockouts exceeding one week duration	This GRI Report	3	3,6	There were no significant strikes or lockouts in 2018, exceeding one week in duration.
GRI 405: Diversity and equal opportunity	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries	https://www.goldfields.com/sustainability.php Ch 4 pgs 76 – 78			
	405-1 Diversity of governance bodies and employees	This GRI Report Ch 4 pgs 76 – 77 Ch 6 pgs 108 – 109 AFR pg 5			Refer to 102-8.
	405-2 Ratio of basic salary and remuneration of women to men	This GRI Report Ch 4 pg 76			Men earn 1,25 more than women on average. This ratio is affected also by years of service, qualifications etc. Employee average US\$54,018 CEO to employee average 15.14

Group female employees



Minority group membership is not applicable at our international operations. Historically disadvantage South Africans (HDSA) in South Africa is outlined and legislated in the Employment Equity Act.

GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission																																																						
GRI 202: Market presence	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries	This GRI Report https://www.goldfields.com/sustainability.php Ch 1 pgs 2 – 3			Gold Fields has adopted a regionalisation model. This requires the regions to operate autonomously, with corporate providing technical, governance and compliance oversight. The regions have developed fit-for-purpose structures to ensure the current and future skills profiles are sufficient in order to meet the business requirements. To this end, Gold Fields' attraction policy is to recruit nationals, with emphasis placed on attracting skills from the communities surrounding the mines. Market assessments are conducted on a regular basis to ascertain the level and pool of skills in country. Gold Fields partners with various academic institutions in the regions within which it operates to ensure there is a sufficient pipeline of skills to meet the current and future needs of the business. Gold Fields participates in national employee climate surveys to position itself as an employer of choice in the various countries. Training and development initiatives have also been implemented in local communities to enhance skill levels. Gold Fields participates in annual salary surveys in each jurisdiction to ensure that the remuneration strategy, which includes pay and employee benefits, remains competitive. Approximately 95% of Gold Fields employees are nationals.																																																						
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	This GRI Report Ch 4 pg 76			<table border="1"> <thead> <tr> <th colspan="3">Internal and External Minimum Salary</th> <th>Internal Gold Fields Actual Min (1)</th> <th>External Country Legislated Min (2)</th> <th>Minimum wage ratio (1) ÷ (2)</th> </tr> </thead> <tbody> <tr> <td>South Africa</td> <td>ZAR</td> <td>US\$</td> <td>7,299.75</td> <td>2,757.82</td> <td>2.65</td> </tr> <tr> <td>Peru</td> <td>PEN</td> <td>US\$</td> <td>14,967.00</td> <td>3,351.36</td> <td>4.47</td> </tr> <tr> <td>Chile</td> <td>CLP</td> <td>US\$</td> <td>10,709.83</td> <td>4,926.52</td> <td>2.17</td> </tr> <tr> <td>Australia</td> <td>AUD</td> <td>US\$</td> <td>56,171.98</td> <td>24,987.77</td> <td>2.25</td> </tr> <tr> <td>Philippines</td> <td>PhP</td> <td>US\$</td> <td>3,641.84</td> <td>2,748.88</td> <td>1.32</td> </tr> <tr> <td></td> <td></td> <td></td> <td>18,558.08</td> <td>7,754.47</td> <td>2.39</td> </tr> <tr> <td>Ghana</td> <td>\$</td> <td>US\$</td> <td>40,875.75</td> <td>707.43</td> <td>57.78</td> </tr> <tr> <td></td> <td></td> <td></td> <td>22,277.69</td> <td>6,579.97</td> <td>3.39</td> </tr> </tbody> </table> <p>excl Ghana incl Ghana *Ghana - no lower level employees on the Ghana payroll only management level employees Local country currency converted to US\$ using official rates of exchange Country legislated minimum wages sourced from publicly available information</p>	Internal and External Minimum Salary			Internal Gold Fields Actual Min (1)	External Country Legislated Min (2)	Minimum wage ratio (1) ÷ (2)	South Africa	ZAR	US\$	7,299.75	2,757.82	2.65	Peru	PEN	US\$	14,967.00	3,351.36	4.47	Chile	CLP	US\$	10,709.83	4,926.52	2.17	Australia	AUD	US\$	56,171.98	24,987.77	2.25	Philippines	PhP	US\$	3,641.84	2,748.88	1.32				18,558.08	7,754.47	2.39	Ghana	\$	US\$	40,875.75	707.43	57.78				22,277.69	6,579.97	3.39
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202-2 Proportion of senior management hired from the local community at significant locations of operation	Ch 4 pg 76, 78	6	2, 9																																																								
GRI 406: Non discrimination	GRI 103: Management approach 2018 103-1 – 103-3	This GRI Report Ch 4 pgs 76 – 88 Ch 6 pgs 122 – 124			Gold Fields' human resources policies are based on non-discriminatory practices i.e. Gold Fields strives to maintain a workforce that is reflective of its host societies and embraces diversity within the workplace. Gold Fields leaders are trained through the foundation programme and Gold Fields' leader programmes to uphold the Gold Fields values and to ensure that all employees uphold the Gold Fields values. The Company subscribes to equal opportunity and fair work practices in each of the jurisdictions within which we operate.																																																						
	406-1 Total number of incidents of discrimination and corrective actions taken.	This GRI Report Ch 6 pg 123	1, 2, 6	3	In Peru and corporate office no cases of discrimination were noted. In Australia two cases of discrimination were lodged in 2018 and are working their way through the courts. In South Deep eight cases of discrimination were registered with three cases being withdrawn from the complainants and five cases involving disciplinary action.																																																						
GRI 407: Freedom of association and collective bargaining	103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries	Ch 6 pgs 122 – 123			N/A																																																						
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	This GRI Report https://www.goldfields.co.za/pdf/policies/human_statement.pdf	1, 2, 3	3	During 2018, there were no incidents where the rights to freedom of association and collective bargaining were at risk at any of our operations. None of our operations represents significant risks in this respect. In Australia, the voting on the Employee Collective Agreement in 2017 in fact highlighted the degree to which Gold Fields recognises and supports our employees' rights and freedom of association. Our major suppliers are checked on appointment for adherence to labour legislation.																																																						

GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
BIODIVERSITY					
GRI 304: Biodiversity	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries	Ch 6 pg 96 This GRI Report			Refer to (304-1 and 304-2) Through our membership of the ICMM, Gold Fields is committed to contribute to the conservation of biodiversity and integrated approaches to land-use planning. We have also adopted the ICMM mining and protected areas position statement, the details of which are summarised at the end of this document. We work with local partners with local knowledge and networks as appropriate. Our Biodiversity Conservation Practice Guide is the tool whereby we implement our commitments. It requires that all sites identify and evaluate all relevant aspects of biodiversity, including ecosystem services, to ensure that potential impacts are minimised and mitigated. Objectives and targets must be established and set out in a plan. The guide notes that offsets are a last resort, once efforts to minimise and mitigate impacts have been exhausted. We do not currently have any biodiversity offsets in place, though they are part of our biodiversity conservation toolkit, for use as necessary.
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	This GRI Report	8	2, 6, 7	Ghana Our Damang and Tarkwa operations are located in the Tarkwa Basin in south-western Ghana in areas of high biodiversity. The current operational footprint of Tarkwa is significantly larger than that of Damang, where activity is primarily focused on the Damang Pit. We implement a total ban on hunting on our land holdings at both mines and have strict controls to protect local water bodies. Because of this, our operations act as de facto sanctuaries for local wildlife and enjoy high levels of biodiversity compared to their surrounds. Australia The St Ives operations, South of Kambalda in Western Australia, extend over a large salt-lake system known as Lake Lefroy. In recent years, the riparian zones of such salt lake systems have become increasingly recognised as areas of sensitive biodiversity. On Lake Lefroy, it is reported that over 3,500 hectares ("ha") of riparian habitat is present. The current mining disturbance of this riparian zone by St Ives and other mining companies in the area is limited to 90ha or 2.5% of the total available habitat. Given the sensitive nature of the biodiversity in the riparian zone, St Ives has undertaken numerous ecological studies in the area and continues with various monitoring programmes on biodiversity. The ecological studies undertaken to date conclude that, outside of the physical disturbance of a small portion of the riparian zone, mining and related activities have shown no discernible impact on the biodiversity. Peru There are no protected areas near Cerro Corona. Nonetheless, there are some areas with two sensitive flora species (<i>Puya fastuosa</i> and <i>Nicotiana thyrsiflora</i>) adjacent to Cerro Corona. These species are sensitive since their growth is restricted to some parts of the northern Andes of Peru and a few other South American countries. These species are not listed in the IUCN Red list or in the national list of endangered flora species. In order to minimise any potential impact to these species, Gold Fields La Cima has been working since 2011 on a management programme for the conservation of these species. So far, the results of this programme have been favourable.
	304-2 Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	This GRI Report Ch 6 pg 96	8	7	During the reporting year, we did not identify any significant impacts on biodiversity resulting from our operations' activities. MM: Include impacts identified as a consequence of any resettlement and closure activities reported under Indicators MM9 and MM10 respectively – not applicable to Gold Fields during 2018.
	304-3 Habitats protected or restored	This GRI Report	8	6,7	During 2018, we rehabilitated a further 21.74ha at Tarkwa, 20.83ha at Granny Smith and 108.56ha at Damang.

GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission																																																												
	304-4 Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	This GRI Report	8	6, 7	<p>None of our operations are located on biodiversity hotspots. IUCN red data flora and fauna species have been identified at or surrounding some of our operations:</p> <ul style="list-style-type: none"> • The Hooded Vulture is found on the Tarkwa concession and is listed as critically endangered on the IUCN Red List of Threatened Species. • Four species of flora from the IUCN list and three species of flora from the Peruvian list of endangered species have been identified at Cerro Corona. Eleven species of fauna from the IUCN list and five species from the Peruvian list have been identified. The majority of these species of flora and fauna are under the IUCN category of "least concern" ("LC"). <i>Puya raimondii</i>, also known as Queen of the Andes, is the largest species of bromeliad, endemic to Bolivia and Peru and restricted to the high Andes at an elevation of 3,200m to 4,800m. This species, which grows near Cerro Corona, is listed as endangered on the IUCN Red List. One species is classified as "critically endangered" ("CR") – a small frog, <i>Pristimantis simonsii</i>. The Peruvian list has a stricter classification, with three fauna species (<i>Pristimantis simonsii</i>, <i>Pristimantis pinguis</i>, <i>Taphrolesbia griseiventris</i>) and two flora species (<i>Solanum jalcae</i>, <i>Ephedra rupestris</i>) classified as critically endangered. <p>Cerro Corona has a biodiversity management plan in place to minimise any potential impact on endangered/sensitive flora and fauna species. The main activities of this plan include:</p> <ul style="list-style-type: none"> • Biodiversity monitoring (dry and rainy season) • Inspection of areas of mine developments by a specialist prior to the beginning of the construction activities in order to identify if sensitive species of flora and fauna were in the areas • Relocation of sensitarynive species of flora and fauna to other areas with similar habitats to avoid any potential impact on the species • Monitoring of the conservation status of relocated species • Dust and noise control at the operation 																																																												
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	This GRI Report	8	6, 7	<table border="1"> <thead> <tr> <th></th> <th>2018</th> <th>2017</th> <th>2016</th> <th>2015</th> </tr> </thead> <tbody> <tr> <td>Opening balance</td> <td>8,091.66</td> <td>7,938.56</td> <td>7,967.5</td> <td>7,853.38</td> </tr> <tr> <td>Plus total Disturbed Granny Smith</td> <td></td> <td>132.84</td> <td>0.02</td> <td>1,230.54</td> </tr> <tr> <td>Plus total Disturbed Agnew</td> <td>24.26</td> <td>9.2</td> <td>6.06</td> <td>9.97</td> </tr> <tr> <td>Plus total Disturbed Tarkwa</td> <td></td> <td>18.37</td> <td></td> <td></td> </tr> <tr> <td>Less total rehabilitated Darlot</td> <td></td> <td></td> <td></td> <td>318</td> </tr> <tr> <td>Less total rehabilitated Tarkwa</td> <td>21.74</td> <td>7.31</td> <td>12.91</td> <td>16.62</td> </tr> <tr> <td>Less total rehabilitated Agnew</td> <td></td> <td></td> <td>4.47</td> <td></td> </tr> <tr> <td>Less total rehabilitated Granny Smith</td> <td>20.83</td> <td></td> <td>17.64</td> <td></td> </tr> <tr> <td>Less total rehabilitated Damang</td> <td>108.56</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Closing balance :</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Total disturbed</td> <td>7,964.79</td> <td>8,091.66</td> <td>7,938.56</td> <td>8,759.27</td> </tr> </tbody> </table> <p>Restated closing balance from 2015</p>		2018	2017	2016	2015	Opening balance	8,091.66	7,938.56	7,967.5	7,853.38	Plus total Disturbed Granny Smith		132.84	0.02	1,230.54	Plus total Disturbed Agnew	24.26	9.2	6.06	9.97	Plus total Disturbed Tarkwa		18.37			Less total rehabilitated Darlot				318	Less total rehabilitated Tarkwa	21.74	7.31	12.91	16.62	Less total rehabilitated Agnew			4.47		Less total rehabilitated Granny Smith	20.83		17.64		Less total rehabilitated Damang	108.56				Closing balance :					Total disturbed	7,964.79	8,091.66	7,938.56	8,759.27
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MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place	This GRI Report	8	2, 6, 7	Our four Australian mines manage biodiversity as part of their EMS and land disturbance processes and standards, while the other four mines have management plans in place.																																																												

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MATERIALS																																															
GRI 301: Materials	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries				Gold mining requires large volumes of blasting agents, hydrochloric acid (acid wash of pregnant carbon), lime (to adjust pH levels), cyanide (to extract gold from ores), cement (for paste backfill and construction), ammonia (for refrigeration at South Deep mine) and caustic soda to raise pH in the process circuit) on an ongoing basis. Of these, cyanide represents the most potentially hazardous substance. See 301-1.																																										
	301-1 Materials used by weight or volume.	Ch 6 pgs 103 – 104	7, 8	6	Material used by weight or volume ('1,000 tonnes)																																										
					<p>Group input materials</p> <p>('000 tonnes)</p> <table border="1"> <caption>Group input materials ('000 tonnes)</caption> <thead> <tr> <th>Material</th> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Blasting agents</td> <td>35.1</td> <td>43.0</td> <td>47.5</td> <td>49.5</td> <td>60.8</td> </tr> <tr> <td>HCl</td> <td>4.1</td> <td>3.0</td> <td>4.7</td> <td>1.7</td> <td>1.3</td> </tr> <tr> <td>Lime</td> <td>49.6</td> <td>49.0</td> <td>35.2</td> <td>67.9</td> <td>88.4</td> </tr> <tr> <td>Cement</td> <td>40.9</td> <td>38.0</td> <td>43.2</td> <td>32.1</td> <td>38.2</td> </tr> <tr> <td>Caustic soda</td> <td>3.2</td> <td>4.0</td> <td>4.2</td> <td>4.6</td> <td>4.6</td> </tr> <tr> <td>Cyanide</td> <td>10.7</td> <td>8.0</td> <td>7.1</td> <td>7.6</td> <td>7.5</td> </tr> </tbody> </table>	Material	2014	2015	2016	2017	2018	Blasting agents	35.1	43.0	47.5	49.5	60.8	HCl	4.1	3.0	4.7	1.7	1.3	Lime	49.6	49.0	35.2	67.9	88.4	Cement	40.9	38.0	43.2	32.1	38.2	Caustic soda	3.2	4.0	4.2	4.6	4.6	Cyanide	10.7	8.0	7.1	7.6	7.5
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301-2 Recycled input materials used	This GRI Report			Based on the materials listed as our key inputs in 301-1, we do not believe these input materials are likely to be able to be recycled. The materials are not renewable. However, in 2018, we recycled a range of materials – refer to 306-2.																																											
301-3 Percentage of products sold and their packaging materials that are reclaimed by category	This GRI Report			Not relevant to Gold Fields as gold is sold in an unwrought form. Packaging requirements are not necessary or are minimal.																																											
Material stewardship – MM11	Programmes and progress relating to materials stewardship	Ch 6 pgs 122 – 124 http://www.goldfields.com/sustainability-reporting.php			As part of its efforts to improve human rights performance within its broader value chain, protect the reputation of its core product and maximise the societal benefit of its activities, Gold Fields is committed to responsible materials stewardship. In this context, Gold Fields supports global efforts for the assessment and provision of assurance that gold has been extracted in a manner that does not cause, support or benefit unlawful armed conflict or contribute to serious human rights abuses or breaches of international humanitarian law. There is only a minimal risk of externally derived conflict gold entering the Gold Fields value chain because none of Gold Fields mines are located in conflict-affected countries; all gold produced originates from Gold Fields' own operations and no gold is purchased from artisanal miners. Gold Fields has voluntarily adopted the Conflict-Free Gold Standard of the World Gold Council (WGC) and applied the standard at all relevant locations through full assurance audits. This is a requirement of London Bullion Market Association (LBMA) accredited refineries, to which Gold Fields sells its gold. In addition, the Company reports in accordance with the WGC guidelines on value creation and distribution. Although Gold Fields withdrew its WGC membership in Q2 2014, it continues to apply both the standard and guidelines. http://www.goldfields.com/sustainability-reporting.php																																										

GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
COMMUNITY RESETTLEMENT/ASM					
GRI 413: Local Communities	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries	https://www.goldfields.com/pdf/sustainability/policies/sd-policy-statement-2017.pdf https://www.goldfields.co.za/pdf/sustainability/policies/engagement-policy.pdf https://www.goldfields.co.za/pdf/sustainability/policies/community-policy.pdf https://www.goldfields.co.za/pdf/sustainability/policies/human-rights-policy.pdf https://www.goldfields.co.za/guidelines.php https://www.goldfields.co.za/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf Ch 1 pgs 6 – 7 Ch 6 pgs 111 – 113	1	1, 3, 9, 10	
	413-1 Percentage of operations with implemented local community engagement, impact assessments, and development programmes	Ch 1 pgs 6 – 7 Ch 3 pg 47 Ch 6 pgs 111 – 112 Ch 6 114 to 121	1, 2	1, 3, 9, 10	IAR Chapter 1 Value Creation and Distribution. Chapter 3 Portfolio management; Chapter 6 Stakeholder Relations. In keeping with Gold Fields guidance, all of our operations have ongoing host community engagement, grievance mechanisms, risk assessment and socio-economic development and shared value programmes, and have implemented environmental and social impact assessments and management plans as required. These include the use of: i. social impact assessments based on participatory processes; Chapter 3 Portfolio management, Chapter 6 Stakeholder relations; ii. environmental impact assessments and ongoing monitoring; EIAs are carried out for all new major projects and monitoring is carried out in line with EIA commitments/requirements. Chapter 6, Licence and Reputation; iii. public disclosure of results of environmental and social impact assessments as required by local legislation; Chapter 3 Portfolio management; iv. local community development programmes based on local communities' needs; Chapter 6 Stakeholder Relations: Creating value for our communities; v. stakeholder engagement plans based on stakeholder mapping; https://www.goldfields.co.za/pdf/sustainability/policies/engagement-policy.pdf ; https://www.goldfields.co.za/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf vi. broad based local community consultation committees and processes that include vulnerable groups; https://www.goldfields.co.za/pdf/sustainability/policies/engagement-policy.pdf ; https://www.goldfields.co.za/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf ; vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; occupational health and safety committees are established to foster the protection of workers and community members as prescribed by legislation; and viii. formal local community grievance processes; Chapter 6 Stakeholder Relations. Since 2016 the focus was on strengthening our social licence to operate by improving community relations and creating and sustaining shared value in the host communities in which we operate. All operations are implementing community relations, stakeholder engagement strategies, and implementation plans. All regions are implementing host community procurement and employment plans in line with Group guidance published in 2018.

GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
	<p>413-2 Operations with significant potential or actual negative impacts on local communities</p>	<p>This GRI Report Ch 3 pg 47 Ch 6 pg 95 Ch 6 pg 111 – 124</p>	<p>1,2</p>	<p>1, 2, 3, 4, 9, 10</p>	<p>All potential negative impacts are avoided and, where avoidance is not possible, plans are in place to manage impacts to acceptable levels.</p> <p>Refer to IAR Chapter 6, Environmental Stewardship; Community Relations in Australia, Peru, Ghana, South Africa regarding the management of risks and impacts risks.</p> <p>During the commissioning of the Far East Tailings Storage Facilities ("FETSF") at Damang Mine, a process solution seeped through a small section of previous material within the facility wall, and flowed into a nearby river. The incident was immediately addressed at the operational level, and a community that lives downstream from the river was immediately and actively engaged. The boreholes that serve the community were monitored and were found not to have been contaminated. It was, however, agreed through the community engagement that the mine will provide some support to the community through a three-year livelihood support programme. This included the construction of a bridge over the river, the supply of inputs to cocoa farmers in the community, and the construction of a community shed. The supply of inputs began during the year, and will continue for another couple of years. The construction of the bridge was almost complete as at the end of 2018 and expected to be open to traffic in January 2019. The selection of a contractor for the construction of the community shed would be done in 2019 for work to commence. Also during the year (2018), the mine assisted over 300 community members to register onto the country's National Health Insurance Scheme ("NHIS").</p> <p>At Tarkwa Mine, the Commission on Human Rights and Administrative Justice ("CHRAJ") made recommendations following a petition brought to it (a couple of years ago) by a group of residents of the Brahabobom community who reside near the mine's Atuabo-Mantraim pits. The petition referred to blasting exceedances by the mine and asked for resettlement. CHRAJ's recommendations included the partial resettlement of the community, and also asked the mine to commit to:</p> <ul style="list-style-type: none"> - undertake measures that would reduce the impact of blasting; - operate within the provisions in the Minerals and Mining Regulation (L.I. 2177); and - adopt best blasting practices. <p>Even before CHRAJ's recommendations, the mine had implemented several mitigation measures to reduce blasting impacts. Additional ones were also introduced in 2018 to address the community concerns, nullify the need for resettlement, and to ensure legal compliance. The mine's position on the resettlement and the mitigation measures implemented were officially communicated to CHRAJ during the fourth quarter of 2018.</p> <p>On 16 December, over a period of three hours, approximately 180m³ of water containing tailings from the Cerro Corona TSF flowed through an authorized diversion pipe into a creek leading to the Tingo river. A nearby fish farm on the bank of the river was affected. The incident did not compromise the dam's integrity or physical stability. The Regulator, local authorities and communities were notified and activated immediately on news of the leakage and environmental parameters returned to normal within 24 hours. Rehabilitation of the affected area started immediately and was completed within 20 days – community members were used in the clean-up operation. Compensation of US\$36,000 was paid to a nearby trout farmer. No fines nor sanctions have as yet been formalized</p>
<p>MM6</p>	<p>Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples</p>	<p>Ch 6 pgs 4, 115, 118</p>		<p>2, 3, 4, 9, 10</p>	<p>One grievance in Australia was carried over from 2017. At Tarkwa Mine, the Commission on Human Rights and Administrative Justice (CHRAJ) made recommendations following a petition brought to it (a couple of years ago) by a group of residents of the Brahabobom community who reside near the mine's Atuabo-Mantraim pits. The petition referred to blasting exceedances by the mine and asked for resettlement. CHRAJ's recommendations included the partial resettlement of the community, and also asked the mine to commit to:</p> <ul style="list-style-type: none"> - undertake measures that would reduce the impact of blasting; - operate within the provisions in the Minerals and Mining Regulation (L.I. 2177); and - adopt best blasting practices. <p>Even before CHRAJ's recommendations, the mine had implemented several mitigation measures to reduce blasting impacts. Additional ones were also introduced in 2018 to address the community concerns, nullify the need for resettlement, and to ensure legal compliance. The mine's position on the resettlement and the mitigation measures implemented were officially communicated to CHRAJ during the fourth quarter of 2018</p>

■ Fully reported ■ Content provided/Not applicable ■ Not reported

GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and indigenous peoples, and the outcomes	Ch 6 pgs 115, 118		2, 3, 4, 9, 10	See Chapter 6 in IAR – Community Relations in Australia and Ghana.
Artisanal and small scale mining MM8	Number (and percentage) of Company operating sites on which artisanal and small-scale mining (“ASM”) takes place, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	This GRI Report Ch 6 pg 118	1, 2	1, 3, 5, 9, 10	Two (29%) of our seven operations (Damang and Tarkwa) have previously had ASM taking place on or adjacent to them. This excludes our JV with Asanko. ASM has the potential to reduce the quality and quantity of the ore body and cause significant negative environmental impacts. Management of the risk includes patrolling of active mining areas, consultation with a range of stakeholders, negotiated eviction and, as necessary, prosecution. In 2018 due to the Ghanaian government stand against illegal mining, there is very little ASM presence on our concessions. That notwithstanding, both mines continue to monitor and patrol the concession, to prevent possible encroachment by illegal miners. The Gold Fields Community Relations and Stakeholder Engagement Handbook and our Community Relations and Stakeholder Engagement Guidelines detail our approach to ASM as well as illegal ASM and provide guidance to management on how to manage and mitigate ASM-related risks. Refer to IAR Chapter 6, Community Relations in Ghana
Resettlement MM9		This GRI Report Ch 6 pgs 118, 122	1, 2	1, 3, 5, 9, 10	Ninety-one households were resettled at Damang mine in 2017. Eighty-one of the affected farmers who were earmarked for resettlement opted for cash compensation and the remaining 10 for replacement structures. The resettlement process ensured that their livelihoods were not significantly impacted. In 2018, Damang mine continued to monitor the 10 farmers who were resettled in 2017. Minor defects on two out of the 10 resettlement houses were reported by the farmers and fixed by the mine. The farmers were settled in an existing community, with whom they had existing social ties. This helped the resettled farmers integrate quickly and seamlessly. Impacts resulting from resettlement were predicted through the resettlement planning process in consultation with the affected migrant farmers; these included loss of structures and land and possible loss of livelihoods. Monitoring and evaluation of the resettled farmers will ensure effective integration of the farmers into the receiving community. Farmers can lodge complaints/ grievances for resolution as per the mine’s grievance procedure.
SECURITY PRACTICES					
GRI 410: Security practices	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries	This GRI Report Ch 6 pg 124			Gold Fields recognises its responsibility to secure its people and assets. This requires particular attention in higher-risk operating environments, areas of relatively weak governance and areas affected by illegal mining. Furthermore, as a producer of an inherently high-value and easily transportable product, there are obvious risks around the transfer of gold between our mining operations and the refineries where it is processed. Nonetheless, professional and effective security provision (particularly where this involves the actual or potential use of physical force) should not compromise the human rights of others. Primary security at our operations is provided through the Company’s protection services department and private contracted service providers. All security personnel receive human rights training during induction based on local legal requirements as well as national and international human rights best practice. An assessment was carried out in 2017 of gaps between Gold Fields’ current practices and the requirements of the Voluntary Principles on Security and Human Rights. No material risks were identified, however, the identified gaps were closed out during 2018.
	410-1 Security personnel trained in human rights policies or procedures	This GRI Report Ch 6 pg 124	1, 2	1, 3	Primary security at our operations is provided through the Company’s protection services department and private contracted service providers. All security personnel (100%) receive human rights training during induction, based on local legal requirements as well as national and international human rights best practice.

GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
GRI 418 : Customer privacy	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries 418-1 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	N/A			N/A None as Gold Fields sells its product directly to refineries in an unwrought form.
	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries 417-1 Requirements for product and service information and labelling 417-2 Incidents of non-compliance concerning product and service information and labelling 417-3 Incidents of non-compliance concerning marketing communications	N/A			N/A Not relevant to Gold Fields as gold is sold in an unwrought form. Not relevant to Gold Fields as gold is sold in an unwrought form. Not relevant to Gold Fields due to the fact that gold is sold as a commodity.
GRI 417: Marketing and labelling	GRI 103: Management approach 2017 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries 416-1 Assessment of the health and safety impacts of product and service categories 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	N/A			N/A Not relevant – gold is sold directly to refineries for processing and on-selling as the final product. Gold is a benign product which has no significant health or safety impacts. Not relevant – gold is sold directly to refineries for processing and on-selling as the final product. Gold is a benign product which has no significant health or safety impacts.
GRI 416: Customer health and safety					

Commitments

As members of the ICMM, Gold Fields Limited has policies, codes of conduct and guidelines which are aligned to its 10 Sustainable Development (SD) Principles. We are also committed to meeting the requirements of the applicable mandatory Position Statements, developed by the ICMM¹. The 10 SD Principles are:

1. Apply ethical business practices and sound systems of corporate governance and transparency to support sustainable development.
2. Integrate sustainable development in corporate strategy and decision-making processes.
3. Respect human rights and the interests, cultures, customs and values of employees and communities affected by our activities.
4. Implement effective risk-management strategies and systems based on sound science and which account for stakeholder perceptions of risks.
5. Pursue continual improvement in health and safety performance with the ultimate goal of zero harm.
6. Pursue continual improvement in environmental performance issues, such as water stewardship, energy use and climate change.
7. Contribute to the conservation of biodiversity and integrated approaches to land-use planning.
8. Facilitate and support the knowledge base and systems for responsible design, use, re-use, recycling and disposal of products containing metals and minerals.
9. Pursue continual improvement in social performance and contribute to the social, economic and institutional development of host countries and communities.
10. Proactively engage key stakeholders on sustainable development challenges and opportunities in an open and transparent manner. Effectively report and independently verify progress and performance.

¹Gold Fields Sustainable Development Framework is based on, and aligned with, the ten SD Principles and mandatory requirements in the Position Statements of the ICMM, as well as those of the UN Global Compact and other internationally recognised standards. See Ch 2 of Integrated Annual Report 2018.

In support of the principles above, we have also committed to the following applicable Position Statements. Mandatory commitments in the Position Statements include:

Transparency of Mineral Revenues

1. Commitment to "include a clear endorsement of EITI on their website and/or in their sustainable development reports in support of the process, and submit a completed international level self-assessment form to the EITI Secretariat, for posting on the EITI website".
2. Commitment to "engage constructively in countries that are committed to implementing EITI, consistent with the multi-stakeholder process adopted in each country".
3. Commitment to "provide information on all material payments to the body assigned responsibility for reconciling details of payments provided by companies and revenue data provided by government according to the agreed national template, once implementation is sufficiently advanced in candidate countries. Material payments by companies are expected to have been independently audited, applying international standard accounting practices".
4. Commitment to "support the public disclosure (i.e. publication) of relevant data in line with the implementation approach adopted in-country, with the oversight of the committee empowered to oversee the implementation and management of the EITI programme (often referred to as the 'multi-stakeholder group' in EITI publications)".
5. Commitment to "engage constructively in appropriate forums to improve the transparency of mineral revenues – including their management, distribution or spending – or of contractual provisions on a level-playing field basis, either individually or collectively through ICMM".

Mining and indigenous peoples

Gold Fields is committed, subject to compliance with relevant legislation, to:

1. respect the rights, interests, special connections to lands and waters, and perspectives of indigenous peoples, where mining projects are to be located on lands traditionally owned by or under customary use of indigenous peoples);
2. adopt and apply engagement and consultation processes that ensure the meaningful participation of indigenous communities in decision-making, through a process that is consistent with their traditional decision-making processes and is based on good faith negotiation; and
3. working to obtain the consent of indigenous peoples where required by this position statement.

Climate change

1. Commitment to reduce greenhouse gas emissions, measure progress and report results.
2. Commitment to promote technical innovation and creativity in low greenhouse gas emission technologies while enhancing energy and resource efficiency.
3. Commitment to ensure efficient use of renewable and non-renewable natural resources.
4. Commitment to contribute to the sustainable development of local communities and societies in adapting to the impacts of climate change.
5. Commitment to contribute to developing and implementing a global solution to managing climate change that recognises the need for a measured transition to a low emissions global economy reconciled with the imperative for energy security, global economic growth, and improved living standards and poverty alleviation.

Mining: partnerships for development

1. Commitment to collectively "support research to learn how countries and projects have successfully contributed to economic development and poverty reduction at national and community levels".
2. Commitment to collectively "develop (in partnership with organisations such as the World Bank Group, the UN and national governments, NGOs, etc.) practical solutions to the dilemmas faced by mineral-rich countries and communities. This research will identify the policy actions, operational practices and partnership arrangements that deliver results on the ground".

Mining and protected areas

1. Commitment to "respect legally designated protected areas".
2. Commitment to "undertake not to explore or mine in World Heritage properties".
3. Commitment to take all possible steps to "ensure that existing operations in World Heritage as well as existing and future operations adjacent to World Heritage properties are not incompatible with the outstanding universal value for which these properties are listed and do not put the integrity of these properties at risk".

Mercury risk management

1. Not open any mines designated to produce mercury as the primary product.
2. Apply materials stewardship to promote the responsible management of the mercury produced from ICMM members' operations, including that which naturally occurs in our products.
3. Identify and quantify point source mercury air emissions from our operations and minimise them through the application of cost effective best available technology, using a risk based approach.
4. Report significant point source mercury air emissions from our operations consistent with our commitment to report in accordance with the GRI framework.
5. Participate in government-led partnerships to transfer low- to no-mercury technologies into the ASM sector in locations where ICMM member companies have operations in close proximity to ASM activity such that livelihoods are enhanced through increased productivity and reduced impacts to human health.

Tailings governance

1. Commitment to accountability, responsibility and competency.
2. Commitment to planning and resourcing.
3. Commitment to risk management.
4. Commitment to change management.
5. Commitment to emergency preparedness and response.
6. Commitment to review and assurance.

Water stewardship

1. Apply strong and transparent corporate water governance.
2. Manage water at operations effectively.
3. Collaborate to achieve responsible and sustainable water use.

United Nations Global Compact

Gold Fields let its membership of the UN Global Compact lapse in 2018. However, we continue to apply the principles under our previous UNGC commitments, while much of the reporting under the annual CoP is reflected in our IAR and GRI submissions. Furthermore, Gold Fields has "indirect" membership of the UNGC through our membership of the ICMM. This means that we have access to a summary of work and key developments within the Global Compact with an analysis of their relevance to the sector (provided by ICMM).

The 10 principles

The UN Global Compact's 10 principles in the areas of human rights, labour, the environment and anti-corruption enjoy universal consensus and are derived from:

The Universal Declaration of Human Rights

The International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.
The Rio Declaration on Environment and Development.
The United Nations Convention against Corruption.

The UN Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labour standards, the environment and anti-corruption:

Human rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
Principle 2: make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
Principle 4: the elimination of all forms of forced and compulsory labour;
Principle 5: the effective abolition of child labour; and
Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;
Principle 8: undertake initiatives to promote greater environmental responsibility; and
Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Group Compliance Framework

During 2014 the Group implemented the Group Compliance Framework ("the Framework"). Implementation was facilitated through project baseline. The Framework enables the Group to identify the regulatory landscape(s) it operates within in order to proactively respond to the array of statutory requirements via four distinct phases:

- Phase I: Identify and assess the risk exposure of all statutes applicable per jurisdiction in which Gold Fields operates.
- Phase II: Map all existing and/or required controls to the statutory requirements imposed by prioritised (material) statutes identified per jurisdiction in order to define gaps and/or shortcomings from a control mitigation point of view.
- Phase III: Review the design and operating effectiveness of the controls per the prioritised statutes.
- Phase IV: Define an annual compliance baseline for Gold Fields.

The Framework is a key component contributing to the implementation of the 10 principles through the mapping of statutory controls that cover aspects of the principles in each of the countries in which Gold Fields operates.

Following the successful implementation of the Framework, an annual compliance plan is drafted to maintain and enhance the Framework.

Annexure GRI 1

Total employees¹ by employment type and region, broken down by gender

Region	Australia	Ghana	Peru	S Deep	GFGS	TOTAL
Number of employees	1,577	1,009	369	2,319	92	5,601
A						685
Female	9			182		191
Male	13			481		494
BL						1,697
Female	153	23	5	153	6	340
Male	525	379	77	371	5	1,357
CL						1,683
Female	82	27	35	120	8	272
Male	437	231	93	648	2	1,411
CU						748
Female	35	39	14	45	3	136
Male	130	205	77	200		612
DL						280
Female	15	4	7	8	9	43
Male	79	66	33	50	9	237
DU						136
Female	16		3	10	5	34
Male	33	22	12	31	4	102
EL						69
Female	0	1		1	8	10
Male	26	6	7	13	7	59
EU						53
Female	2		1	1	4	8
Male	19	5	4	5	12	45
F						14
Female	0				3	3
Male	3	1	1		6	11
G						1
Male					1	1
NG					235	235

¹For Gold Fields, total employees are workers that are on the payroll (permanent and temporary). We cannot give breakdown for other workers off the payroll (contractors) as contractors are not graded.

Region	Permanent employees	Fixed term (temporary employees)	Total employees	Contractors (other workers)	Workforce
Gold Fields	5,182	419	5,601	12,010	17,611
South Africa	2,416	156	2,572	2,171	4,743
Corporate Office	97	3	100		100
South Deep	2,319	153	2,472	2,171	4,643
West Africa	929	150	1,079	6,291	7,370
Damang	344	60	404	2,540	2,944
Tarkwa	585	90	675	3,751	4,426
South America	368	5	373	1,949	2,322
Australia	1,469	108	1,577	1,599	3,176
St Ives	466	37	503	348	851
Agnew	318	15	333	324	657
Gruyere	24	31	55	752	807
Granny Smith	509	18	527	174	701
Perth	152	7	159	1	160

% females of permanent employees

Region	Australia	Ghana	Peru	South Deep	GFGS	Total
EU and ABOVE						68
Female	2	0	1	1	7	11
Male	22	6	5	5	19	57
%						16
DU and EL						205
Female	16	1	3	11	13	44
Male	59	28	19	44	11	161
%						21
Mining (A – DL)						5,093
Female	294	93	61	508	26	982
Male	1,184	881	280	1,750	16	4,111
%						19
Board						9
Female						2
Male						7
%						22
Not classified					235	235
TOTAL	1,577	1,009	369	2,319	327	1,039
Total female representation including Board						19

Permanent employee females	1,039
Contractor females	1,007
TOTAL FEMALES	2,046
% of Workforce	12%

Annexure GRI 2

All turnover

Turnover	Total number left	Employee number end 2017	% turnover
West Africa	1,580	2,910	54
South Deep	1,273	4,012	32
Australia	243	1,449	17
Americas	25	365	7
GFGS	6	120	5
	3,127	8,856	35

Voluntary turnover

Turnover	Total number left	Employee number end 2017	% turnover
West Africa	11	2,970	0
South Deep	64	4,012	2
Australia	240	1,449	17
Americas	18	365	5
GFGS	4	120	3
	337	8,856	4

Total by grade (all turnover)

	WA	SD	Australia	Americas	GFGS	Total turnover	Total employees 2016	% turnover
G						0	1	0
F						0	13	0
E	4	10	2	1	3	20	152	13
D	33	10	17	6		66	490	13
C	830	444	90	16	1	1,381	4,034	34
B	734	458	125	2	2	1,321	3,082	43
A		332	1			333	1,074	31
NG		19	8			27	10	270
Total	1,601	1,273	243	25	6	3,148	8,856	

Total staff turnover by gender, age and region

By gender	2018	2017	2016	2015	2014
Men	2,775.00	516.00	940.00	549.00	
Women	363.00	171.00	125.00	131.00	
By region					
Australasia	243.00	268.00	240.00	296.00	378.00
South Africa	1,273.00	308.00	1,279.00	222.00	813.00
South America	25.00	49.00	25.00	39.00	51.00
West Africa	1,601.00	79.00	1,580.00	149.00	679.00
Corporate	6.00				
By age					
18 – 29 years	239.00	213.00	210.00	206.00	
30 – 39 years	1,175.00	221.00	382.00	195.00	
40 – 49 years	1,028.00	135.00	305.00	150.00	
50 – 59 years	651.00	92.00	144.00	122.00	
60 plus	44.00	24.00	25.00	33.00	