



GOLD FIELDS

Gold Fields GRI
Content Index 2020

Delivering Enduring
value
in partnership with
our stakeholders

GRI CONTENT INDEX FOR THE INTEGRATED ANNUAL REPORT

This index also cross references to the International Council on Mining and Metals (ICMM) Principles, UN Global Compact Principles, UN Sustainable Development Goals (SDGs) and the Sustainability Standards Board (SASB) Version 2018-10.

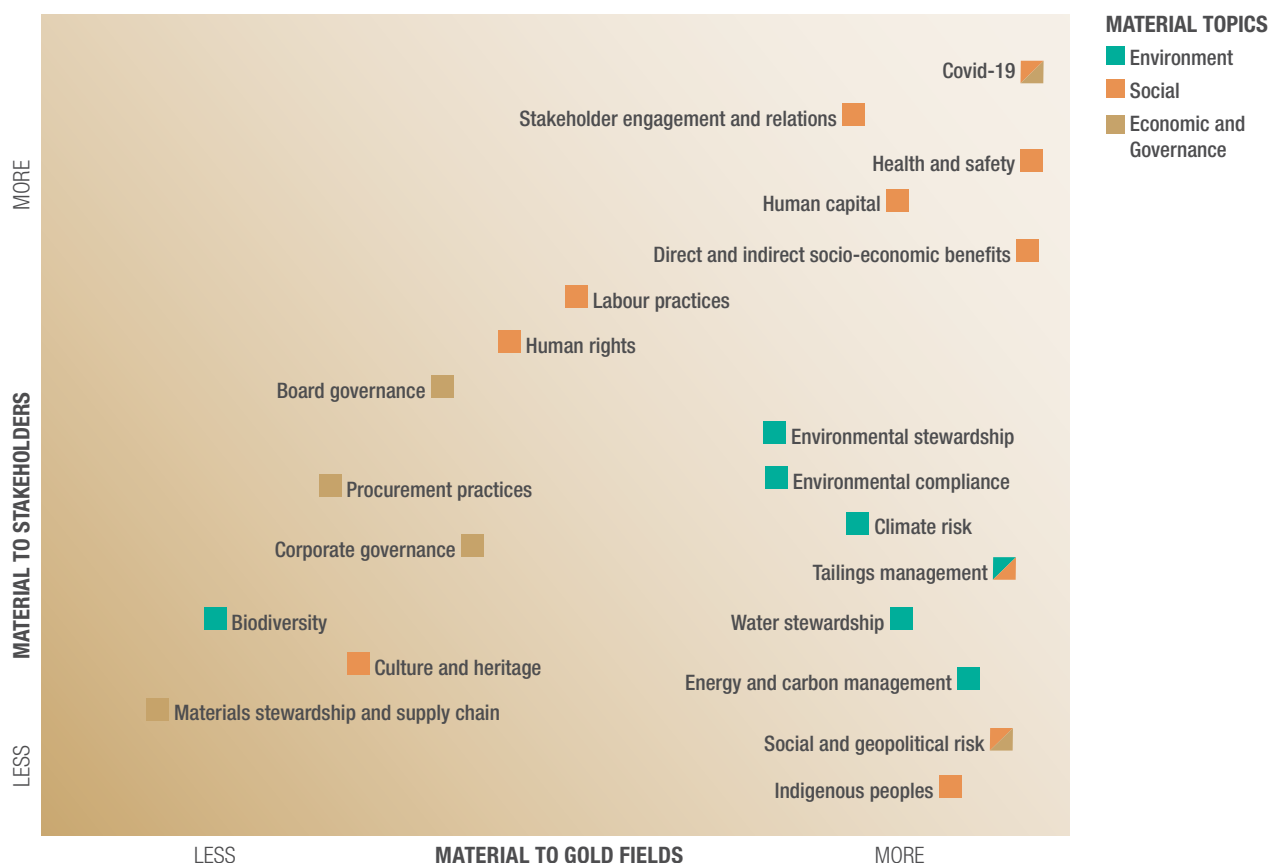
The scope of this Index covers non-financial data for 2020 for our eight operating mines and excludes our non-managed Asanko Gold Mine JV and the Salares Norte project. Where relevant, data from Darlot (which was sold in 2017) is included for the period January to October 2017 and Gruyere is included from May 2019.







Materiality assessment







Our materiality analysis identifies the significant economic, environmental, social and governance factors that could substantively influence the decisions our capital providers and other stakeholders make about Gold Fields' ability to deliver on its strategic objectives and create value over the short, medium and long term. This analysis contributes to the development of the Group's business plans and strategies. Gold Fields conducts an annual materiality analysis, which is informed by our strategic and risk management processes, among others. Our 2020 materiality analysis builds on our 2019 build-up of material topics or matters. In the 2019 exercise we focused on revising and updating our scope and boundaries in line with our changing business footprint, confirmed our economic, environmental, social and governance-focused material matters, and prioritised and ranked those topics that are most important to Gold Fields and our stakeholders. During our 2020 analysis, we revisited our 2019 material topics to confirm their continued relevance to Gold Fields. The impact of Covid-19 – to both Gold Fields and our stakeholders – was a new material topic introduced to this year's analysis, and has been rated as the most material matter during the year. We separated stakeholder engagement and relations from direct and indirect socio-economic benefits in 2020, mostly due to the significance of this topic to our stakeholders. The ranking of other material matters did not change in 2020, and there were no significant inclusions or exclusions from the overall matters identified previously.











We identified opportunities to diversify our stakeholder engagements and widen the number of interviewees from different stakeholder groups. We were not able to have as many face-to-face stakeholder interactions as originally planned, but through electronic interviews and engagements, as appropriate, we could conduct and supplement our engagements while navigating Covid-19-related restrictions. This enabled us to receive input from material stakeholders across the Group, including employees, host communities, governments, industry associations, media, third parties and traditional authorities. In line with our revised 2019 presentation of the material matters, we categorised our material matters as economic, environmental, social and governance. The 2020 materiality analysis is concluded with an internal validation process to confirm strategic alignment with our business. The map below graphically represents the outcomes of the 2020 materiality assessment:

Material matters to Gold Fields and its stakeholders

















SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	SASB	Further explanation and/or reason for omission
ORGANISATIONAL PROFILE							
	GRI 101: Foundation 2019	This report has been prepared in accordance with the GRI standards					
	General disclosures	In accordance with core					
		102-1 Name of the organisation	Inside front cover – About this report (IFC) https://www.goldfields.com/pdf/investors/integrated-annual-reports/2020/iar-2020.pdf				
		102-2 Activities, brands, products and services	IFC pgs 01 – 03 Our business model pgs 36 – 37 How we govern our business pgs 34 – 45			EM-MM-000.A	
		102-3 Location of headquarters	www.goldfields.co.za/operations.php				
		102-4 Location of operations	Where Gold Fields operates pgs 04 – 05 www.goldfields.co.za/operations.php				
		102-5 Ownership and legal form	IFC				
		102-6 Markets served	Where Gold Fields operates pgs 04 – 05 www.goldfields.co.za/operations.php				
		102-7 Scale of the reporting organisation	IFC About this report pg 01				
		102-8 Information on employees and other workers	This is Gold Fields THIS IS GOLD FIELDS Gold Fields People and careers overview People and careers Gold Fields Where Gold Fields operates pgs 04 – 05 Developing a fit for purpose workforce pgs 18, 56 – 59 Value creation for stakeholders pgs 22, 38 – 40, 81 – 95 Gold Fields 2020 Sustainability Performance Tables – Workforce, Diversity, Training and Development, Host community Gold Fields Report to Stakeholders https://www.goldfields.com/2020-annual-report-suite.php	6		EM-MM-000.B	
		102-9 Supply chain	Supply Chain overview https://www.goldfields.com/introduction-vision-and-overview.php How we govern our business pgs 33 – 35 CEO Report pgs 10 – 15 Environmental stewardship pg 23, 96 – 104 Government pg 92 Our communities pgs 82 – 85 Human rights pgs 90 – 91 Gold Fields 2020 Sustainability Performance Tables – Supply Chain				
		102-10 Significant changes to the organisation and its supply chain	IFC, Annual Financial Report (AFR) https://www.goldfields.com/pdf/investors/integrated-annual-reports/2020/afs-2020.pdf Supply Chain overview https://www.goldfields.com/introduction-vision-and-overview.php				
		102-11 Precautionary principle or approach	IFC, Environment pgs 23, 96 – 104 https://www.goldfields.com/management-approaches.php	7	2		
		102-12 External Initiatives	AFR Corporate Governance pg 03 Ensuring we do business ethically pg 35 Performance against material matters pgs 50 – 104		1, 2		
		102-13 Memberships of associations	AFR Corporate Governance pg 03 Commitment to leading practice pg 35 https://www.goldfields.com/standards-and-principles.php		2		
STRATEGY							
		102-14 Statement from the most senior decision-maker of the organisation	Chair, CEO Report pgs 08 – 09, 10 – 16		2, 10		
		102-15 Key impacts, risks, and opportunities	Integrated Annual Report https://www.goldfields.com/pdf/investors/integrated-annual-reports/2020/iar-2020.pdf IAR pgs 41 – 47 https://www.goldfields.com/risk-materiality.php		2, 4		










SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	SASB	Further explanation and/or reason for omission
		102-16 Values, principles, standards and norms of behaviour	AFR pg 03 https://www.goldfields.com/management-approaches.php Ethics, Conduct and Integrity How we govern our business pgs 33 – 35 Developing a fit for purpose workforce pgs 18, 56 – 59 https://www.goldfields.com/code-of-conduct/index.php	1, 2, 6, 10	1, 2, 4	EM-MM-510a.1.	
			AFR Corporate Governance (CG) pgs 03, 14 – 17				
		102-17 Mechanisms for advice and concerns about ethics	https://www.goldfields.com/management-approaches.php Government and Public Policy-related Interaction How we govern our business pgs 33 – 35 Developing a fit for purpose workforce pgs 18, 56 – 59 Value creation for stakeholders pgs 22, 38 – 40, 81 – 95	1, 2, 10	1, 2, 4	EM-MM-510a.1.	
			Human rights pg 91 (Grievance Mechanism)				
			AFR Corporate Governance pgs 02 – 17				
			https://www.goldfields.com/code-of-conduct/index.php				
			https://www.goldfields.com/management-approaches.php				
		102-18 Governance structure	AFR Corporate Governance pgs 04 – 10	10	1, 2, 4		
		102-19 Delegating authority	AFR Corporate Governance pgs 04 – 10	10	1, 2, 4		
			Standards and principles THIS IS GOLD FIELDS Gold Fields				
			https://www.goldfields.com/executive-directors.php				
		102-20 Executive-level responsibility for economic, environmental and social topics	https://www.goldfields.com/management-approaches.php Material matters pg 41 Risks and Opportunities pg 42 AFR Corporate Governance (CG) pgs 06 – 09 Climate Change Report pgs 04 – 05 Report to Stakeholders pgs 04 – 05 https://www.goldfields.com/2020-annual-report-suite.php	10	1, 2, 4		
		102-21 Consulting stakeholders on economic, environmental and social topics.	How we operate pgs 34 – 45	10	1, 2, 4		
		102-22 Composition of the highest governance body and its committees	Our Board of Directors pgs 30 – 32 AFR Directors' Report AFR Corporate Governance pgs 07	10	1, 2, 4		
102-23 Chair of the highest governance body	Our Board of Directors pgs 30 – 32 AFR Corporate Governance pgs 04, 11 – 13	10	1, 2, 4				
		102-24 Nominating and selecting the highest governance body	AFR Corporate Governance pg 07	10	1, 2, 4		
		102-25 Conflicts of interest	https://www.goldfields.com/code-of-conduct/index.php	10	1, 2, 4		
		102-26 Role of highest governance body in setting purpose, values and strategy	AFR Corporate Governance pg 07 How we govern our business pgs 33 – 35	1, 7, 8	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 Corporate Governance pgs 07 – 10 How we govern our business pgs 33 – 35	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 Corporate Governance pgs 07 – 10 https://www.goldfields.com/this-is-gold-fields.php https://www.goldfields.com/our-commitment.php	10	1, 2, 4		
		102-29 Identifying and managing economic, environmental and social topics	Our business model pgs 36 – 37 How we operate pgs 34 – 45 Material matters pg 41 Risks and opportunities pg 42 How we govern our business pgs 33 – 35 Climate Change Report pgs 04 – 05 Report to Stakeholders pgs 04 – 05 https://www.goldfields.com/2020-annual-report-suite.php	1, 2, 7, 8, 9, 10	1, 2, 4, 6, 10		Addressed in 102-21
		102-30 Effectiveness of risk management	Assurance statements pgs 106 – 109 AFR Corporate Governance pgs 07 – 10 Material matters pg 41 Risks and opportunities pg 42	1, 2, 7, 8, 9, 10	1, 2, 4		















SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	SASB	Further explanation and/or reason for omission
ETHICS AND INTEGRITY							
		102-31 Review of economic, environmental and social topics	AFR Corporate Governance pgs 07 – 10 Climate Change Report pgs 04 – 05 Report to Stakeholders pgs 04 – 05 https://www.goldfields.com/2020-annual-report-suite.php	1, 2, 7, 8, 9, 10	1, 2, 4		
		102-32 Highest governance body's role in sustainability reporting	Governance – Chairperson Report pgs 30 – 32 AFR Corporate Governance pg 07 Climate Change Report pgs 04 – 05 Report to Stakeholders pgs 04 – 05 https://www.goldfields.com/2020-annual-report-suite.php		1, 10		The Board via the Audit Committee approves this Integrated Annual Report, which is the primary report of Gold Fields.
		102-33 Communicating critical concerns	IFC Our Board of Directors pgs 30 – 32 AFR Corporate Governance pgs 07 – 10	1, 10	1, 2, 4, 10		
		102-34 Nature and total number of critical concerns	AFR Corporate Governance pgs 07 – 10 Our business model pgs 36 – 37 How we operate pgs 34 – 45 Our leadership and strategy pgs 08 – 09, 10 – 16, 17 – 23 Material matters pg 41 Risks and opportunities pg 42 https://www.goldfields.com/pdf/investors/integrated-annual-reports/2020/afs-2020.pdf	10	1, 2, 4, 10		Addressed in 102-21
		102-35 Remuneration policies	Full Remuneration Report in AFR pgs 28 – 54 Our workforce pgs 18, 57 – 58	1, 2, 4, 10	1, 2		
		102-36 Process for determining remuneration	Remuneration Report in AFR pgs 28 – 54 https://www.goldfields.com/pdf/investors/integrated-annual-reports/2020/afs-2020.pdf	1, 10	1, 2, 4, 10		
		102-37 Stakeholders' involvement in remuneration	https://www.goldfields.com/pdf/investors/integrated-annual-reports/2020/iar-2020.pdf Full Remuneration Report in AFR pgs 28 – 54	10	1, 2, 4, 10		
		102-38 Annual total compensation ratio	Gold Fields 2020 Sustainability Performance data – Diversity and Equal opportunities Our workforce pgs 18, 57	6			See 405-2
STAKEHOLDER ENGAGEMENT							
		102-39 Percentage increase in annual total compensation ratio		6			Not reported as it is not a requirement for GRI-Standards: Core option.
		102-40 List of stakeholder groups engaged by the organisation.	https://www.goldfields.com/stakeholder-engagement.php https://www.goldfields.com/pdf/about-us/corporate-governance/policies/stakeholder-relationship-and-engagement-policy-statement-august-2020.pdf How we operate pgs 34 – 45 Our leadership and strategy pgs 8 – 9, 10 – 16, 17 – 23 Financial performance pgs 74 – 80 Developing a fit for purpose workforce pgs 18, 56 – 59 Value creation for stakeholders pgs 22, 38 – 40, 81 – 95 Environmental stewardship pgs 23, 96 – 104 Gold Fields Report to Stakeholders https://www.goldfields.com/2020-annual-report-suite.php		10		
		102-41 Collective bargaining agreements	https://www.goldfields.com/management-approaches.php Human Capital Management Our workforce pgs 56 – 59 Organised labour pg 59 Human rights pgs 90 – 91 Gold Fields 2020 Sustainability Performance Tables – Workforce	1, 3	3	EM-MM-310a.1.	
		102-42 Basis for identification and selection of stakeholder groups with whom to engage	https://www.goldfields.com/stakeholder-engagement.php https://www.goldfields.com/pdf/about-us/corporate-governance/policies/stakeholder-relationship-and-engagement-policy-statement-august-2020.pdf How we operate pgs 34 – 45 Our leadership and strategy pgs 08 – 09, 10 – 16, 17 – 23 Financial performance pgs 74 – 80 Developing a fit for purpose workforce pgs 18, 56 – 59 Value creation for stakeholders pgs 22, 38 – 40, 81 – 95 Environmental stewardship pgs 23, 96 – 104 Gold Fields Report to Stakeholders https://www.goldfields.com/2020-annual-report-suite.php		10		











SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	SASB	Further explanation and/or reason for omission
STAKEHOLDER ENGAGEMENT							
		102-43 Approach to stakeholder engagement	https://www.goldfields.com/stakeholder-engagement.php https://www.goldfields.com/pdf/about-us/corporate-governance/policies/stakeholder-relationship-and-engagement-policy-statement-august-2020.pdf How we operate pgs 34 – 45 Our leadership and strategy pgs 08 – 09, 10 – 16, 17 – 23 Financial performance pgs 74 – 80 Developing a fit for purpose workforce pgs 18, 56 – 59 Value creation for stakeholders pgs 22, 38 – 40, 81 – 95 Environmental stewardship pgs 23, 96 – 104 Gold Fields Report to Stakeholders https://www.goldfields.com/2020-annual-report-suite.php		10		
		102-44 Key topics and concerns raised	https://www.goldfields.com/stakeholder-engagement.php https://www.goldfields.com/pdf/about-us/corporate-governance/policies/stakeholder-relationship-and-engagement-policy-statement-august-2020.pdf How we operate pgs 34 – 45 Our leadership and strategy pgs 08 – 09, 10 – 16, 17 – 23 Financial performance pgs 74 – 80 Developing a fit for purpose workforce pgs 18, 56 – 59 Value creation for stakeholders pgs 22, 38 – 40, 81 – 95 Environmental stewardship pgs 23, 96 – 104 Gold Fields Report to Stakeholders https://www.goldfields.com/2020-annual-report-suite.php		10		
REPORTING PRACTICE							
		102-45 Entities included in the consolidated financial statements	About this report pg 01 Where Gold Fields operates pgs 04 – 05 Creating a Global, Sustainable Portfolio pgs 60 – 67 AFR pgs 215 – 216		10		
		102-46 Defining report content and its Boundary	About this report pg 01		10		
		102-47 List of material topics	This GRI Content Index pg 01 Material matters pg 41		10		
		102-48 Restatements of information	AFR pgs 211 – 212		10		
		102-49 Changes in reporting	IFC AFR pgs 133 – 155		10		
		102-50 Reporting period	About this Report pg 01		10		
		102-51 Date of most recent previous report (if any)	About this Report pg 01		10		
		102-52 Reporting cycle (annual, biennial, etc.)	About this Report pg 01		10		
		102-53 Contact point for questions regarding the report or its contents	Administration and corporate information Inside back cover (IBC) pg 112 https://www.goldfields.com/2020-annual-report-suite.php		10		
		102-54 Claims of reporting "in accordance" with GRI standards	About this Report pg 01 Assurance statement pgs 106 – 109		10		
		102-55 GRI Content Index	This GRI Content Index		10		
		102-56 External assurance	IFC Assurance statement pg 111 AFR, Auditors Report pgs 106 – 109		10		
















SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	SASB	Further explanation and/or reason for omission
TOPIC SPECIFIC STANDARDS							
All management approaches are available via http://www.goldfields.com/management-approaches.php							
ECONOMIC TOPICS							
	GRI 201: Economic performance	GRI 103: Management approach 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/management-approaches.php Economic Performance https://www.goldfields.com/investor-overview.php https://www.goldfields.com/sustainability-overview.php https://www.goldfields.com/this-is-gold-fields.php https://www.goldfields.com/stakeholder-engagement.php https://www.goldfields.com/pdf/about-us/corporate-governance/policies/sustainable-development-policy-may-2020.pdf How we operate pgs 34 – 45 Our leadership and strategy pgs 08 – 09, 10 – 16, 17 – 23 ESG Charter pg 14 Financial performance pgs 74 – 80 Developing a fit for purpose workforce pgs 18, 56 – 59 Value creation for stakeholders pgs 22, 38 – 40, 81 – 95 Environmental stewardship pgs 23, 96 – 104 Gold Fields Report to Stakeholders https://www.goldfields.com/2020-annual-report-suite.php https://www.goldfields.com/code-of-conduct.php	6, 10	2, 4, 9		
		201-1 Direct economic value generated and distributed	https://www.goldfields.com/mine-overview.php https://www.goldfields.com/standards-and-principles.php How we operate pgs 34 – 45 Our leadership and strategy pgs 08 – 09, 10 – 16, 17 – 23 ESG Charter pg 14 Financial performance pgs 74 – 80 Developing a fit for purpose workforce pgs 18, 56 – 59 Value creation for stakeholders pgs 22, 38 – 40, 81 – 95 Environmental stewardship pgs 23, 96 – 104 Gold Fields Report to Stakeholders https://www.goldfields.com/2020-annual-report-suite.php	6, 10	9		Ghana and Peru are Extractive Industries Transparency Initiative (EITI) compliant countries in which we operate.
		201-2 Financial implications and other risks and opportunities for the organisation's activities due to climate change	https://www.goldfields.com/sustainability-overview.php Gold Fields Strategic ESG priorities in the CEO Report pg 14 Profitable production and sustainable cash pg 68 Capital allocation and sound balance sheet management pg 74 Value creation for stakeholders pgs 22, 38 – 40, 81 – 95 Energy and Climate Change pgs 100 – 102 Environmental stewardship pg 23 pgs 96 – 104 Climate Change Report 2020 – TCFD aligned https://www.goldfields.com/2020-annual-report-suite.php	7, 8, 9	1, 6		
		201-3 Coverage of the organisation's defined benefit plan obligations	Remuneration Report, AFR pgs 26 – 54	6, 10			
		201-4 Significant assistance received from government	This GRI Content Index	6, 10			Gold Fields did not receive any financial support from government in 2020.
	GRI 202: Market presence	GRI 103: Management approach 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/management-approaches.php Employees https://www.goldfields.com/sustainability-overview.php https://www.goldfields.com/operations.php Gold Fields 2020 Sustainability Performance Tables – Diversity and Equal Opportunity Where Gold Fields operates pgs 04 – 05 Material matters pg 41				
		202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Our employees pgs 56 – 59 Gold Fields 2020 Sustainability Performance data – Diversity and Equal opportunities				
		202-2 Proportion of senior management hired from the local community at significant locations of operation	Gold Fields 2020 Sustainability Performance data – Host Community Employment	6	2, 9		















SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	SASB	Further explanation and/or reason for omission
ECONOMIC TOPICS							
	GRI 203: Indirect economic impacts	GRI 103: Management approach 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-overview.php https://www.goldfields.com/policies.php https://www.goldfields.com/standards-and-principles.php https://www.goldfields.com/management-approaches.php https://www.goldfields.com/management-approaches.php Direct and Indirect Management https://www.goldfields.com/pdf/about-us/corporate-governance/policies/stakeholder-relationship-and-engagement-policy-statement-august-2020.pdf https://www.goldfields.com/pdf/about-us/corporate-governance/policies/community-policy.pdf https://www.goldfields.com/pdf/about-us/corporate-governance/policies/human-rights-policy-new.pdf https://www.goldfields.com/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf	1	1, 3, 9, 10		
		203-1 Infrastructure investments and services supported	Gold Fields 2020 Sustainability Performance data – National Value distribution SED Investments pg 86 Capital allocation and sound balance sheet pgs 74 – 80	1	9		
		203-2 Understanding and describing significant indirect economic impacts, including the extent of impacts	https://www.goldfields.com/pdf/investors/presentation/2018/imarc-breaking-the-resource-curse.pdf ESG Charter pg 14 Capital allocation and sound balance sheet pgs 74 – 80 Value creation for stakeholders pgs 22, 38 – 40, 81 – 95 SED Investments pg 86 Gold Fields Report to Stakeholders https://www.goldfields.com/2020-annual-report-suite.php	1	1, 3, 9, 10		
	GRI 204: Procurement practices	GRI 103: Management approach 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-overview.php https://www.goldfields.com/policies.php https://www.goldfields.com/standards-and-principles.php https://www.goldfields.com/management-approaches.php Direct and Indirect Economic Impacts https://www.goldfields.com/pdf/about-us/corporate-governance/policies/stakeholder-relationship-and-engagement-policy-statement-august-2020.pdf https://www.goldfields.com/pdf/about-us/corporate-governance/policies/community-policy.pdf https://www.goldfields.com/pdf/about-us/corporate-governance/policies/human-rights-policy-new.pdf https://www.goldfields.com/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf Value creation for stakeholders pgs 22, 38 – 40, 81 – 95 Gold Fields Report to Stakeholders https://www.goldfields.com/2020-annual-report-suite.php Gold Fields 2020 Sustainability Performance data – Host Community Procurement	1	1, 3, 9, 10		
		204-1 Proportion of spending on local suppliers	ESG Charter pg 14 Mining Charter pgs 94 – 95 Value creation for stakeholders pgs 22, 38 – 40, 81 – 95 Gold Fields Report to Stakeholders https://www.goldfields.com/2020-annual-report-suite.php Gold Fields 2020 Sustainability Performance data – National value distribution, Supply chain, Host procurement	10	2, 9		
	GRI 205: Anti-corruption	GRI 103: Management approach 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/management-approaches.php Ethics, Conduct and Integrity How we govern our business pgs 33 – 35 Government relations pg 92		1	EM-MM-510a.1 EM-MM-510a.2	
		205-1 Operations assessed for risks related to corruption	https://www.goldfields.com/management-approaches.php Ethics, Conduct and Integrity; Governance and Compliance How we govern our business pgs 33 – 35		1		
		205-2 Communication and training about anti-corruption policies and procedures	https://www.goldfields.com/management-approaches.php Ethics, Conduct and Integrity How we govern our business pgs 33 – 35		1, 2		













SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	SASB	Further explanation and/or reason for omission
ECONOMIC TOPICS							
		205-3 Confirmed incidents of corruption and actions taken	https://www.goldfields.com/management-approaches.php Ethics, Conduct and Integrity				
	GRI 206: Anti-competitive behaviour	GRI 103: Management approach 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	How we govern our business pgs 33 – 35 AFR Corporate Governance Standards and Principles pg 03 AFR SET Committee pg 07				
		206-1 Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	This GRI Content Index	10	1, 9		During 2020, there were no legal actions against Gold Fields for anti-competitive behaviour, anti-trust, and monopoly practices.
ENVIRONMENTAL TOPICS							
	GRI 301: Materials	GRI 103: Management approach 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation; explanation of the material topic and its boundaries	https://www.goldfields.com/management-approaches.php ICMM SD Principles https://www.goldfields.com/sustainability-reporting.php See 301-1 for cyanide management representing the most potentially hazardous substance		1, 2, 4		
		301-1 Materials used by weight or volume	https://www.goldfields.com/management-approaches.php Tailings and waste pgs 97 – 98, 102 – 104 Gold Fields 2020 Sustainability Performance Tables – Environmental	7, 8	1		
		301-2 Recycled input materials used	https://www.goldfields.com/management-approaches.php Tailings and waste pgs 97 – 98 and 102 – 104 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. Gold Fields 2020 Sustainability Performance Tables – Environmental – refer to 306-2				
		301-3 Percentage of products sold and their packaging materials that are reclaimed by category	Not relevant to Gold Fields as gold is sold in unwrought form. Packaging requirements are not necessary or are minimal.				
	Material stewardship – MM11	Programmes and progress relating to materials stewardship	https://www.goldfields.com/sustainability-reporting.php https://www.goldfields.com/sustainability-performance.php https://www.goldfields.com/pdf/about-us/corporate-governance/policies/material-stewardship-and-supply-chain-management-policy-new.pdf				
	GRI 302: Energy	GRI 103: Management approach 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/management-approaches.php – Energy and Emissions CEO Report pgs 10 – 16 Energy management and climate change pgs 100 – 102 Climate Change Report 2020 – TCFD aligned https://www.goldfields.com/2020-annual-report-suite.php	7, 8, 9	1, 2, 4, 6, 7, 8, 9, 10		
		302-1 Energy consumption within the organisation	Energy management and climate change pgs 100 – 102 Gold Fields 2020 Sustainability Performance Tables – Energy and Regional Energy Climate Change Report 2020 – TCFD aligned https://www.goldfields.com/2020-annual-report-suite.php	7, 8, 9	6, 9	EM-MM-130a.1	SASB: 3% renewable – see Climate Change Report – TCFD
		302-2 Energy consumption outside the organisation	Energy management and climate change pgs 100 – 102 Gold Fields 2020 Sustainability Performance Tables – Energy and Regional Energy Climate Change Report 2020 – TCFD aligned https://www.goldfields.com/2020-annual-report-suite.php	8, 9	6, 9	EM-MM-130a.1	
		302-3 Energy intensity	Gold Fields 2020 Sustainability Performance Tables – Energy and Regional Energy Climate Change Report 2020 – TCFD aligned https://www.goldfields.com/2020-annual-report-suite.php	8, 9	6, 9	EM-MM-130a.1	




SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	SASB	Further explanation and/or reason for omission
		302-4 Reduction of energy consumption	Energy management and climate change pgs 100 – 102 Gold Fields 2020 Sustainability Performance Tables – Energy and Regional Energy Climate Change Report 2020 – TCFD aligned https://www.goldfields.com/2020-annual-report-suite.php	8, 9	6, 9	EM-MM-130a.1	
		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 303: Water and Effluents	GRI 103: Management approach 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/management-approaches.php https://www.goldfields.com/sustainability-overview.php https://www.goldfields.com/policies.php https://www.goldfields.com/water-stewardship.php Climate Change Report 2020 – TCFD aligned https://www.goldfields.com/2020-annual-report-suite.php Water management pg 99			EM-MM-140a.1 EM-MM-140a.2	
		303-1 Interactions with water as a shared resource	https://www.goldfields.com/sustainability-overview.php https://www.goldfields.com/water-stewardship.php Climate Change Report 2020 – TCFD aligned https://www.goldfields.com/2020-annual-report-suite.php Water management pg 99	8, 9	6, 9		
		303-2 Management of water discharge-related impacts	https://www.goldfields.com/sustainability-overview.php Grievance mechanisms pg 91	8, 9	8, 9		
		303-3 Total water withdrawal by source	Gold Fields 2020 Sustainability Performance Tables – Water Climate Change Report 2020 – TCFD aligned https://www.goldfields.com/2020-annual-report-suite.php Water management pg 99	8, 9	8, 9	EM-MM-140a.1	
		303-4 Water discharge	Water management pg 99 Gold Fields 2020 Sustainability Performance Tables – Water Climate Change Report 2020 – TCFD aligned https://www.goldfields.com/2020-annual-report-suite.php	8, 9	6, 9	EM-MM-140a.1	
		303-5 Water consumption	Gold Fields 2020 Sustainability Performance Tables – Water Climate Change Report 2020 – TCFD aligned https://www.goldfields.com/2020-annual-report-suite.php	8, 9	6, 9	EM-MM-140a.1	
	GRI 304: Biodiversity	GRI 103: Management approach 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/environment.php Conserving biodiversity pg 98			EM-MM-160a.1	
		304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Gold Fields 2020 Sustainability Performance Tables – Land Management and Biodiversity	8	2, 6, 7	EM-MM-160a.3	
		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	https://www.goldfields.com/environment.php Conserving biodiversity pg 98 https://www.goldfields.com/management-approaches.php Biodiversity	8	6, 7		
		304-3 Habitats protected or restored	Gold Fields 2020 Sustainability Performance Tables – Land Management and Biodiversity	8	6, 7	EM-MM-160a.3	
		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	Gold Fields 2020 Sustainability Performance Tables – Land Management and Biodiversity	8	6, 7		
	MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Gold Fields 2020 Sustainability Performance Tables – Land Management and Biodiversity	8	6, 7		




SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	SASB	Further explanation and/or reason for omission
ENVIRONMENTAL TOPICS							
	MM12	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	Gold Fields 2020 Sustainability Performance Tables – Land Management and Biodiversity	8	2, 6, 7		
	GRI 305: Emissions	GRI 103: Management approach 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/management-approaches.php Energy and Emissions Energy management and climate change pgs 100 – 102 Climate Change Report 2020 – TCFD aligned https://www.goldfields.com/2020-annual-report-suite.php	7, 8, 9		EM-MM-110a.2	
		305-1 Direct (Scope 1) greenhouse gas (GHG) emissions	Energy management and climate change pgs 100 – 102 Gold Fields 2020 Sustainability Performance Tables – Emissions Climate Change Report 2020 – TCFD aligned https://www.goldfields.com/2020-annual-report-suite.php	7, 8, 9	6, 10	EM-MM-110a.1 EM-MM-110a.2	
		305-2 Indirect greenhouse gas (GHG) emissions	Energy management and climate change pgs 100 – 102 Climate Change Report 2020 – TCFD aligned https://www.goldfields.com/2020-annual-report-suite.php Gold Fields 2020 Sustainability Performance Tables – Emissions	7, 8, 9	6, 10		
		305-3 Other indirect (Scope 3) GHG emissions	Energy management and climate change pgs 100 – 102 Climate Change Report 2020 – TCFD aligned https://www.goldfields.com/2020-annual-report-suite.php Gold Fields 2020 Sustainability Performance Tables – Emissions	7, 8, 9	6, 10		
		305-4 Greenhouse gas (GHG) emissions intensity	Energy management and climate change pgs 100 – 102 Climate Change Report 2020 – TCFD aligned https://www.goldfields.com/2020-annual-report-suite.php Gold Fields 2020 Sustainability Performance Tables – Emissions	7, 8, 9	6, 10		
		305-5 Reduction of GHG emissions	Energy management and climate change pgs 100 – 102 Climate Change Report 2020 – TCFD aligned https://www.goldfields.com/2020-annual-report-suite.php Gold Fields 2020 Sustainability Performance Tables – Emissions	7, 8, 9	6, 10	EM-MM-110a.2	
		305-6 Emissions of ozone-depleting substances by weight	Not material	7, 8, 9	6, 10		Chlorofluorocarbons (CFCs) and hydrochlorofluorocarbons (HCFCs) have not been identified as a relevant/material for Gold Fields. As a result, they are not included in our environmental data collection systems.
		305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Gold Fields 2020 Sustainability Performance Tables – Emissions	7, 8, 9	6, 10	EM-MM-120a.1	
	GRI 306: Waste	GRI 103: Management approach 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/management-approaches.php https://www.goldfields.com/sustainability-overview.php Tailings and waste pgs 102 – 104 Gold Fields 2020 Sustainability Performance Tables – Environment			EM-MM-150a.1	
		306-1 Water discharge by quality and destination	Refer to GRI 303-4 in Gold Fields 2020 Sustainability Performance Tables – Water	8, 9	8, 9	EM-MM-140a.1 EM-MM-140a.2	






SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	SASB	Further explanation and/or reason for omission
ENVIRONMENTAL TOPICS							
		306-2 Waste by type and disposal methods	https://www.goldfields.com/environment-waste.php Tailings and waste pgs 72 – 73 Gold Fields 2020 Sustainability Performance Tables – Environment (EM-MM-150a.3) Gold Fields Tailings Stewardship is described on our website: https://www.goldfields.com/environment-tsfc.php (EM-MM-150a.3) https://www.goldfields.com/tailings-inventory-and-disclosure.php			EM-MM-150a.1 EM-MM-150a.2 EM-MM-150a.3	
		306-3 Significant spills	Environmental stewardship pgs 96 – 98	8, 9	6, 8		
		306-4 Transport of hazardous waste	https://www.goldfields.com/environment-waste.php https://www.goldfields.com/management-approaches.php	8	6		
		306-5 Water bodies affected by water discharges and/or runoff	This GRI Content Index	8, 9	6, 9		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.
	MM3	Total amounts of overburden rock, tailings and sludges and their associated risk	Tailings and waste pgs 97, 102 – 104 Gold Fields 2020 Sustainability Performance Tables – Environment				
	GRI 307: Environmental compliance 	GRI 103: Management approach 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/pdf/about-us/corporate-governance/policies/group-environmental-policy-statement.pdf https://www.goldfields.com/sustainability-overview.php https://www.goldfields.com/management-approaches.php Environmental stewardship pg 98				
		307-1 Non-compliance with environmental laws and regulations	Gold Fields 2020 Sustainability Performance Tables – Environment	8	1, 6	SASB EM-MM-140a.2	
	Closure MM10	Number and percentage of operations and closure plans	Gold Fields 2020 Sustainability Performance Tables – Closure Costs Mine closure pg 98				
	GRI 308: Supplier environmental assessment	GRI 103: Management approach 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	Human rights pgs 90 – 93 https://www.goldfields.com/supplier-resources.php Supplier Code of Conduct Supply chain risk management SUPPLIERS Gold Fields				
		308-1 Percentage of new suppliers that were screened using environmental criteria	Supply chain risk management SUPPLIERS Gold Fields	8	1, 2, 4		
		308-2 Significant actual and potential negative environmental impacts in the supply chain and actions taken	Supply chain risk management SUPPLIERS Gold Fields	8	1, 2, 4, 6		
SOCIAL TOPICS							
	GRI 401: Employment 	GRI 103: Management approach 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/management-approaches.php Labour practice, Direct and Indirect Economic Impact Value creation for stakeholders pgs 22, 38 – 40, 81 – 95 Our employees pgs 56 – 59 Host community employment pg 85				
		401-1 Total number and rate of new employee hires and employee turnover by age group, gender and region.	Gold Fields 2020 Sustainability Performance Tables – Turnover	3, 6	3		









SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	SASB	Further explanation and/or reason for omission
		401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations	https://www.goldfields.com/working-at-goldfields.php	3, 6	3		
		401-3 Return to work and retention rates after parental leave, by gender	Gold Fields 2020 Sustainability Performance Tables – Workforce				
	GRI 402: Labour/management relations 	GRI 103: Management approach 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/management-approaches.php https://www.goldfields.com/sustainability-overview.php Our employees pgs 56 – 59 CEO Report pg 13				
		402-1 Minimum notice period(s) regarding operational changes	Gold Fields 2020 Sustainability Performance Tables – Workforce	3, 6	3		Management employees have a 30-day notice period and senior management have a 60-day notice period, with executives required to give six months' notice and the CEO two years' notice 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	Gold Fields 2020 Sustainability Performance Tables – Workforce	3	3	EM-MM-310a.2	
	GRI 403: Occupational health and safety 	GRI 103: Management approach 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/management-approaches.php https://www.goldfields.com/sustainability-overview.php ESG Charter pg 14 CEO report pg 13 Safety and Wellbeing of our People pgs 50 – 55		1, 5		
		403-1 Occupational health and safety management system	https://www.goldfields.com/management-approaches.php Safety and Wellbeing of our People pgs 50 – 55		4, 5		
		403-2 Hazard identification, risk assessment, and incident investigation	https://www.goldfields.com/management-approaches.php Safety and Wellbeing of our People pgs 50 – 55		4, 5		
		403-3 Occupational health services	https://www.goldfields.com/management-approaches.php Safety and Wellbeing of our People pgs 50 – 55		4, 5		
		403-4 Worker participation, consultation, and communication on occupational health and safety	Safety and Wellbeing of our People pgs 50 – 55		4, 5		
		403-5 Worker training on occupational health and safety	https://www.goldfields.com/management-approaches.php Safety and Wellbeing of our People pgs 50 – 55		5	EM-MM-320a.1	We do not collect data on average hours of health, safety, and emergency response training because we have not assessed this as a material issue. Our reporting clearly sets out our management approach to workforce health and safety.
		403-6 Promotion of worker health	https://www.goldfields.com/management-approaches.php Safety and Wellbeing of our People pgs 50 – 55				
		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	https://www.goldfields.com/management-approaches.php Safety and Wellbeing of our People pgs 50 – 55		5		
		403-8 Workers covered by an occupational health and safety management system	https://www.goldfields.com/management-approaches.php Safety and Wellbeing of our People pgs 50 – 55				




SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	SASB	Further explanation and/or reason for omission
		403-9 Work-related injuries	Gold Fields 2020 Sustainability Performance Tables – Safety Safety and Wellbeing of our People pgs 50 – 55		5	EM-MM-320a.1	We use the ICMM-defined Total Recordable Injury Frequency Rate (TRIFR), which is very similar to the MSHA all-incidence rate. Note that all our safety rates are expressed per 1,000,000 hours worked.
		403-10 Work-related ill health	Gold Fields 2020 Sustainability Performance Tables – Health Safety and Wellbeing of our People pgs 50 – 55				
	Emergency preparedness MM		https://www.goldfields.com/sustainability-overview.php Covid-19 communication – www.goldfields.com				
	GRI 404: Training and Education	GRI 103: Management approach 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/management-approaches.php Human Capital Management Value creation for stakeholders pgs 22, 38 – 40, 81 – 95 Our employees pgs 56 – 59 Host community employment pg 85				
		404-1 Average hours of training per year, per employee, by gender and by employee category.	Gold Fields 2020 Sustainability Performance Tables – Training and Development	6	3, 5		
		404-2 Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Our employees pgs 56 – 59	6	3, 5		
		404-3 Percentage of employees receiving regular performance and career development reviews, by gender.	Gold Fields 2020 Sustainability Performance Tables – Training and Development https://www.goldfields.com/training-and-development.php Our employees pgs 56 – 59 https://www.goldfields.com/working-at-goldfields.php	6	3, 5		
	GRI 405: Diversity and equal opportunity	GRI 103: Management approach 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/management-approaches.php Chairperson Report pg 09 CEO Report pg 13 Our employees pgs 56 – 59 https://www.goldfields.com/our-approach-to-diversity-and-inclusion.php				
		405-1 Diversity of governance bodies and employees	Chairperson Report pg 09 CEO Report pg 13 Our employees pgs 56 – 59 Mining charter pgs 94 – 95 Human rights pgs 90 – 93 This GRI Content Index https://www.goldfields.com/our-approach-to-diversity-and-inclusion.php				Refer to 102-8. Minority group membership is not applicable at our international operations. Historically disadvantaged South Africans (HDSA) in South Africa are outlined and legislated in the Employment Equity Act.
		405-2 Ratio of basic salary and remuneration of women to men	Gold Fields 2020 Sustainability Performance Tables – Diversity and Equal Opportunity Our employees pgs 56 – 59	6	3		
	GRI 406: Non-discrimination	GRI 103: Management approach 103-1 – 103-3	https://www.goldfields.com/our-approach-to-diversity-and-inclusion.php Our employees pgs 56 – 59 Human rights pgs 90 – 93 https://www.goldfields.com/code-of-conduct.php Human Rights Policy Statement https://www.goldfields.com/pdf/about-us/corporate-governance/policies/human-rights-policy-new.pdf	1, 2, 6	1, 3		
		406-1 Total number of incidents of discrimination and corrective actions taken.	Gold Fields 2020 Sustainability Performance Tables – Workforce Grievances	1, 2, 6	1, 3		
	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	https://www.goldfields.com/code-of-conduct.php Human Rights Policy Statement https://www.goldfields.com/pdf/about-us/corporate-governance/policies/human-rights-policy-new.pdf				

SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	SASB	Further explanation and/or reason for omission
SOCIAL TOPICS							
		407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights Policy Statement https://www.goldfields.com/pdf/about-us/corporate-governance/policies/human-rights-policy-new.pdf	1, 2, 3	3		During 2020, 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 Gold Fields recognises and supports Our employees' rights and freedom of association through the various wage negotiation and work practices engagement processes. Our major suppliers are checked on appointment for adherence to labour legislation.
	GRI 408: Child labour	GRI 103: Management approach 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/code-of-conduct.php Human Rights Policy Statement https://www.goldfields.com/pdf/about-us/corporate-governance/policies/human-rights-policy-new.pdf				N/A
		408-1 Operations and suppliers at significant risk for incidents of child labour	https://www.goldfields.com/pdf/about-us/corporate-governance/policies/human-rights-policy-new.pdf Supplier Code of Conduct https://www.goldfields.com/pdf/suppliers/introduction/values-and-code-summary-for-suppliers-and-contractors.pdf	1, 2	3		During 2020, there were no incidents of child labour at any of our operations. None of our operations represents significant risks in this respect. Our HR system has built-in controls so that under-age children cannot be engaged on the payroll system. Only approved learnerships of children 16 years or older are permitted with the required consent in regions like Australia which has advanced programmes. Our major suppliers are checked, on appointment, for adherence to labour legislation, including the use of child labour.
	GRI 409: Forced or compulsory labour	GRI 103: Management approach 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	Human rights pgs 90 – 93 Gold Fields Code of Conduct https://www.goldfields.com/code-of-conduct.php Human Rights Policy Statement https://www.goldfields.com/pdf/about-us/corporate-governance/policies/human-rights-policy-new.pdf				
		409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	https://www.goldfields.com/pdf/about-us/corporate-governance/policies/human-rights-policy-new.pdf Supplier Code of Conduct https://www.goldfields.com/pdf/suppliers/introduction/values-and-code-summary-for-suppliers-and-contractors.pdf	1, 2	3		During 2020, there were no incidents of forced labour at any of our operations. None of our operations represents significant risks in this respect. Our major suppliers are checked, on appointment, for adherence to labour legislation, including the use of forced labour.
	GRI 410: Security practices	GRI 103: Management approach 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	Human rights pgs 90 – 93 https://www.goldfields.com/management-approaches.php Security				
		410-1 Security personnel trained in human rights policies or procedures	Human rights pgs 90 – 93 https://www.goldfields.com/management-approaches.php Security	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.

SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	SASB	Further explanation and/or reason for omission
SOCIAL TOPICS							
	GRI 411: Rights of indigenous people	GRI 103: Management approach 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/management-approaches.php Indigenous People https://www.goldfields.com/pdf/about-us/corporate-governance/policies/community-policy.pdf https://www.goldfields.com/this-is-gold-fields.php https://www.goldfields.com/stakeholder-engagement.php https://www.goldfields.com/pdf/about-us/corporate-governance/policies/stakeholder-relationship-and-engagement-policy-statement-august-2020.pdf https://www.goldfields.com/pdf/about-us/corporate-governance/policies/human-rights-policy-new.pdf https://www.goldfields.com/code-of-conduct.php How we operate pgs 34 – 45 Our leadership and strategy pgs 08 – 09, 10 – 16, 17 – 23 ESG Charter pg 14 Financial performance pgs 74 – 80 Developing a fit for purpose workforce pgs 18, 56 – 59 Value creation for stakeholders pgs 22, 38 – 40, 81 – 95 Environmental stewardship pgs 23, 96 – 104 Creating a global, sustainable portfolio, Salares Norte progressing to plan pg 62 Working with Indigenous communities in Australia pg 87 Indigenous peoples cultural heritage protection pg 88 Human rights pgs 90 – 93 Gold Fields Report to Stakeholders https://www.goldfields.com/2020-annual-report-suite.php	1, 2	1, 3, 9, 10	EM-MM-210a.2 EM-MM-210a.3	
		411-1 Total number of incidents of violations involving rights of indigenous people, and actions taken.	Gold Fields 2020 Sustainability Performance Tables – Indigenous People https://www.goldfields.com/pdf/about-us/corporate-governance/policies/human-rights-policy-new.pdf Creating a global, sustainable portfolio, Salares Norte progressing to plan pg 62 Working with Indigenous communities in Australia pg 87 Indigenous peoples cultural heritage protection pg 88 Human rights pgs 90 – 93 Gold Fields Report to Stakeholders https://www.goldfields.com/2020-annual-report-suite.php	1, 2	3		
	GRI 412: Human rights assessment	GRI 103: Management approach 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/about-us/corporate-governance/policies/human-rights-policy-new.pdf Grievance mechanisms pgs 88 – 89 Human rights pgs 90 – 93 Gold Fields 2020 Sustainability Performance Tables – Community Grievances and Workforce Grievances Conflict Gold https://www.goldfields.com/sustainability-reporting.php			EM-MM-210a.1 EM-MM-210a.3	Human rights among our workforce 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. All grievances are handled by the Gold Fields Legal function, in consultation with HR 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. Gold Fields runs a human rights campaign on Human Rights Day to raise awareness of these issues and launched a comprehensive human rights training programmes which will run over a 1 year period. SASB: EM-MM-210a.1: 0% of proved and 0% of probable in or near areas of conflict. Refer to Conflict Free Gold Report and Management Statement of Performance for Gold Fields.

SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	SASB	Further explanation and/or reason for omission
		412-1 Operations that have been subject to human rights reviews or impact assessments	This GRI Content Index https://www.goldfields.com/pdf/about-us/corporate-governance/policies/human-rights-policy-new.pdf Human rights pgs 90 – 93 https://www.goldfields.com/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf	1, 2	3	EM-MM-210a.3	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.
		412-2 Employee training on human rights policies or procedures	https://www.goldfields.com/pdf/about-us/corporate-governance/policies/human-rights-policy-new.pdf Human rights pgs 90 – 93	1, 2, 3, 4, 5	1, 3		100%. All new employees are required to sign the Code of Conduct and high-level awareness training in induction. Code of Conduct eLearning is mandatory for all employees. The Code of Conduct eLearning-module continues to be run for all employees to educate them on ethical practices.
		412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	This GRI Content Index https://www.goldfields.com/pdf/about-us/corporate-governance/policies/human-rights-policy-new.pdf Human rights pgs 90 – 93 https://www.goldfields.com/introduction-vision-and-overview.php https://www.goldfields.com/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf Supply chain risk management SUPPLIERS Gold Fields	1, 2, 3, 4, 5, 6	3		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 included representations and warranties to cover a number of issues, including human rights' abuses. 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.
	GRI 413: Local communities	GRI 103: Management approach 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-overview.php https://www.goldfields.com/policies.php https://www.goldfields.com/standards-and-principles.php https://www.goldfields.com/management-approaches.php Sustainable Development, Direct and Indirect Economic impact, Indigenous peoples https://www.goldfields.com/pdf/about-us/corporate-governance/policies/stakeholder-relationship-and-engagement-policy-statement-august-2020.pdf https://www.goldfields.com/pdf/about-us/corporate-governance/policies/community-policy.pdf https://www.goldfields.com/pdf/about-us/corporate-governance/policies/human-rights-policy-new.pdf https://www.goldfields.com/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf https://www.goldfields.com/pdf/about-us/corporate-governance/policies/material-stewardship-and-supply-chain-management-policy-new.pdf https://www.goldfields.com/pdf/about-us/corporate-governance/policies/climate-change-policy-statement-august-2020.pdf Our leadership and strategy pgs 17 – 23 Value creation for stakeholders pgs 22, 38 – 40, 81 – 95 Environmental stewardship pgs 23, 96 – 104 Gold Fields 2020 Sustainability Performance Tables – National value distribution, Host community employment, Host community procurement, Community grievances	1, 2	2, 3, 4, 9, 10	EM-MM-210b.1 EM-MM-210b.2	SASB: Refer to Report to Stakeholders 2020 Gold Fields Report to Stakeholders https://www.goldfields.com/2020-annual-report-suite.php No non-technical delays
		413-2 Operations with significant potential or actual negative impacts on local communities	Measuring our impacts and relationships pgs 87 – 88 Potential environmental impacts pgs 88 – 89 Human rights pgs 90 – 93 Environmental stewardship pgs 96 – 103 Gold Fields 2020 Sustainability Performance Tables – Community grievances, Environment Gold Fields Report to Stakeholders Ghana https://www.goldfields.com/2020-annual-report-suite.php	1, 2	1, 2, 3, 4, 9, 10		

SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	SASB	Further explanation and/or reason for omission
SOCIAL TOPICS							
	MM6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples	Measuring our impacts and relationships pgs 87 – 88 Potential environmental impacts pgs 88 – 89 Human rights pgs 90 – 93 Environmental stewardship pgs 96 – 103 Gold Fields 2020 Sustainability Performance Tables – Community grievances, Environment Gold Fields Report to Stakeholders Ghana https://www.goldfields.com/2020-annual-report-suite.php		2, 3, 4, 9, 10		
	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	https://www.goldfields.com/management-approaches.php Sustainable Development, Direct and Indirect Economic Impact, Indigenous peoples Measuring our impacts and relationships pgs 87 – 88 Potential environmental impacts pgs 88 – 89 Human rights pgs 90 – 93 Gold Fields 2020 Sustainability Performance Tables – Community grievances, Environment Gold Fields Report to Stakeholders https://www.goldfields.com/2020-annual-report-suite.php		2, 3, 4, 9, 10		
	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	Human rights pgs 90 – 93 Gold Fields Report to Stakeholders https://www.goldfields.com/2020-annual-report-suite.php Refer to Gold Fields Community Relations and Stakeholder Engagement Handbook and our Community Relations and Stakeholder Engagement Guidelines, which detail our approach to ASM. https://www.goldfields.com/guidelines.php https://www.goldfields.com/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf See Managing artisanal and small scale mining in Ghana in: Shared value creation in our communities Gold Fields Report Suite 2019 https://www.goldfields.com/reports/annual-report-2019/index.php	1, 2	1, 3, 5, 9, 10		
	Resettlement MM9		Human rights pgs 90 – 93 https://www.goldfields.com/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf Gold Fields Report to Stakeholders Ghana https://www.goldfields.com/2020-annual-report-suite.php	1, 2	1, 3, 5, 9, 10		
	GRI 414: Supplier social assessment	GRI 103: Management approach 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/management-approaches.php Host community procurement and jobs in the mine value chain pgs 22, 38 – 40, 82 – 85 Human rights pgs 90 – 93 Supply chain risk management SUPPLIERS Gold Fields				
		414-1 Percentage of new suppliers screened using social criteria	Human rights pgs 90 – 91 Supply chain risk management SUPPLIERS Gold Fields	9			
		414-2 Significant actual and potential negative impacts on society in the supply chain and actions taken	This GRI Content Index Government relations pgs 92 – 95 Shared value creation in our communities pgs 22, 38 – 40, 82 – 85 Human rights pgs 90 – 93 Supplier Code of Conduct https://www.goldfields.com/values-and-code-of-conduct-summary.php				A metric has yet to be defined to assess impact on society in the supply chain. Following the monthly screening outcome of third parties, the in-country procurement teams apply their risk management process, which is informed by the outcome of the internal screening risk calculator, when engaging with suppliers during maintenance, planned engagement and contractual reviews.
	GRI 415: Public policy	GRI 103: Management approach 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/management-approaches.php Government and Public policy-related interaction https://www.goldfields.com/sustainability-overview.php Government relations pgs 92 – 95				

SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	SASB	Further explanation and/or reason for omission
SOCIAL TOPICS							
		415-1 Total value of financial and in-kind contributions to political parties, politicians, and related institutions, by country	Government relations pg 92 Covid-19-related donations to government pg 87 Gold Fields 2020 Sustainability Performance Tables – Political Influence	1, 10	1, 4		
	GRI 416: Customer health and safety	GRI 103: Management approach 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					N/A
		416-1 Assessment of the health and safety impacts of product and service categories	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.
		416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	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.
	GRI 417: Marketing and labelling	GRI 103: Management approach 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					N/A
		417-1 Requirements for product and service information and labelling	N/A				Not relevant to Gold Fields as gold is sold in an unwrought form.
		417-2 Incidents of non-compliance concerning product and service information and labelling	N/A				Not relevant to Gold Fields as gold is sold in an unwrought form.
		417-3 Incidents of non-compliance concerning marketing communications	N/A				Not relevant to Gold Fields due to the fact that gold is sold as a commodity.
	GRI 418: Customer privacy	GRI 103: Management approach 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					N/A
		418-1 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	N/A				None as Gold Fields sells its product directly to refineries in an unwrought form.
	GRI 419: Socio-economic compliance	GRI 103: Management approach 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-overview.php https://www.goldfields.com/risk-materiality.php Risks and materiality pgs 41 – 45 Shared value creation in our communities pgs 22, 38 – 40, 82 – 85		1		
		419-1 Non-compliance with laws and regulations in the social and economic area	https://www.goldfields.com/management-approaches.php Governance and Compliance Human rights pgs 90 – 93 Code of Conduct https://www.goldfields.com/code-of-conduct.php	1, 10	1		