

Delivering **enduring value** in partnership with our stakeholders

GOLD FIELDS GRI
CONTENT INDEX 2021



GOLD FIELDS

GRI CONTENT INDEX FOR THE INTEGRATED ANNUAL REPORT (GRI STANDARDS: CORE OPTION)

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 Accounting Standards Board (SASB), since amalgamated under the Value Reporting Foundation.

The scope of this index covers non-financial data for 2021 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, a 50/50 joint venture with Gold Road Resources, is included from May 2019.

Links to Material reports:

Integrated Annual Report (IAR) – <https://www.goldfields.com/pdf/investors/integrated-annual-reports/2021/iar-2021.pdf>

Annual Financial Report (AFR) – <https://www.goldfields.com/pdf/investors/integrated-annual-reports/2021/afs-2021.pdf>

Sustainability Performance Data (SPD) – <https://www.goldfields.com/sustainability-data.php>

Report to Stakeholders (RTS) – <https://www.goldfields.com/2021-annual-report-suite.php>



Climate Change Report (CCR) – <https://www.goldfields.com/pdf/investors/integrated-annual-reports/2021/gold-fields-tcf-report-2021.pdf>



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	IAR 2021 – pg 2				
		102-2 Activities, brands, products and services	IAR 2021: About this report pgs 03 – 05 Our business model pgs 08 – 09 Board Governance pgs 27 – 28			EM-MM–000.A	
		102-3 Location of headquarters	IAR 2021: Where Gold Fields operates pgs 06 – 07 Website: https://www.goldfields.com/mine-overview.php				
		102-4 Location of operations	IAR 2021: Where Gold Fields operates pgs 06 – 07 Website: https://www.goldfields.com/mine-overview.php				
		102-5 Ownership and legal form	AFR 2021 – pg 02				
		102-6 Markets served	IAR 2021: Where Gold Fields operates pgs 06 – 07 Website: https://www.goldfields.com/mine-overview.php				
		102-7 Scale of the reporting organisation	IAR 2021: Where Gold Fields operates pgs 06-07				
		102-8 Information on employees and other workers	IAR 2021: Where Gold Fields operates pgs 06 – 07 Fit for purpose workforce pgs 44 – 47 Value creation for our stakeholders pgs 74 – 83 Website: People and careers overview : https://www.goldfields.com/working-at-goldfields.php SPD – Workforce; SPD – Diversity and Equal Opportunity SPD – Training and Development SPD – Host Community Employment RTS: https://www.goldfields.com/2021-annual-report-suite.php	6		EM-MM–000.B	
		102-9 Supply chain	IAR 2021: Our communities pgs 74 – 83 Human rights pgs 90 – 91 Environmental stewardship pg 63 – 72 Website: Supply Chain overview https://www.goldfields.com/introduction-vision-and-overview.php SPD – Supply Chain				
		102-10 Significant changes to the organisation and its supply chain	AFR 2021 – pg 02 Website: Supply Chain overview https://www.goldfields.com/introduction-vision-and-overview.php				
		102-11 Precautionary principle or approach	IAR 2021: Environmental Stewardship pgs 63 – 72 Website: Management approaches https://www.goldfields.com/management-approaches.php	7	2		
		102-12 External Initiatives	IAR 2021: Indices, Reporting and Standards pg 04 Ensuring we do business ethically pg 28 AFR 2021: Corporate Governance pg 05		1, 2		
		102-13 Memberships of associations	IAR 2021: Indices, Reporting and Standards pg 04 Commitment to leading practice pg 28 AFR 2021: Corporate Governance pg 05 Website: https://www.goldfields.com/standards-and-principles.php		2		


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STRATEGY							
		102-14 Statement from the most senior decision-maker of the organisation	IAR 2021: Chair Report pgs 20 – 22 CEO Report pgs 29 – 35		2, 10		
		102-15 Key impacts, risks, and opportunities	IAR 2021: Risks and Opportunities pgs 10 – 17 Website: 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
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ETHICS AND INTEGRITY

		102-16 Values, principles, standards and norms of behaviour	IAR 2021: Board Governance pgs 27 – 28 Developing a fit for purpose workforce pgs 44 – 47 AFR 2021: Corporate Governance (CG) pgs 05, 14 – 17 Website: Ethics, Conduct and Integrity https://www.goldfields.com/code-of-conduct/index.php https://www.goldfields.com/management-approaches.php	1, 2, 6, 10	1, 2, 4	EM-MM–510a.1.	
		102-17 Mechanisms for advice and concerns about ethics	IAR 2021: Board Governance pgs 27 – 28 Developing a fit for purpose workforce pgs 44 – 47 Value creation for our stakeholders pgs 74 – 83 Human rights (grievance mechanism) pg 91 Website: https://www.goldfields.com/management-approaches.php – Government and Public Policy-related Interaction; Ethics and Code of Conduct https://www.goldfields.com/code-of-conduct/index.php	1, 2, 10	1, 2, 4	EM-MM–510a.1.	
		102-18 Governance structure	AFR 2021: Corporate Governance pgs 06 – 13 Website: https://www.goldfields.com/executive-directors.php	10	1, 2, 4		
		102-19 Delegating authority	AFR 2021: Corporate Governance pgs 06 – 13	10	1, 2, 4		
		102-20 Executive-level responsibility for economic, environmental and social topics	IAR 2021: Risks and Opportunities pg 10 – 17 Material matters pg 18 AFR 2021: Corporate Governance (CG) pgs 06 – 09 Website: CCR https://www.goldfields.com/pdf/investors/integrated-annual-reports/2021/gold-fields-tcf-report-2021.pdf – pgs 04 – 05 RTS – https://www.goldfields.com/2021-annual-report-suite.php – pgs 04 – 05 https://www.goldfields.com/management-approaches.php	10	1, 2, 4		
		102-21 Consulting stakeholders on economic, environmental and social topics.	IAR 2021: Board Governance pgs 27 – 28 Stakeholder value creation pgs 73 – 86	10	1, 2, 4		
		102-22 Composition of the highest governance body and its committees	IAR 2021: Our Board of Directors pgs 24 – 25 AFR 2021: Corporate Governance pgs 06 – 13 Directors' Report pgs 20 – 23	10	1, 2, 4		
		102-23 Chair of the highest governance body	IAR 2021: Our Board of Directors pgs 24 – 25 AFR 2021: Corporate Governance pgs 06 – 13	10	1, 2, 4		
		102-24 Nominating and selecting the highest governance body	AFR 2021: Corporate Governance pg 06 – 09 Website: Notice of AGM: https://www.goldfields.com/pdf/investors/integrated-annual-reports/2021/agm-2021.pdf	10	1, 2, 4		



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ETHICS AND INTEGRITY							
		102-25 Conflicts of interest	Website: https://www.goldfields.com/code-of-conduct/index.php Memorandum of Incorporation: https://www.goldfields.com/standards-and-principles.php	10	1, 2, 4		
		102-26 Role of highest governance body in setting purpose, values and strategy	IAR 2021: Chair Report pgs 20 – 22 Board Governance pgs 27 – 28 CEO Report pgs 29 – 30 AFR 2021: Corporate Governance pg 07	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	IAR 2021: Key Board deliberations pg 23 Board Governance pgs 27 – 28 AFR 2021: Corporate Governance pgs 06 – 13	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 2021: Corporate Governance pgs 06 – 13 Website: 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	IAR 2021: Our business model pgs 08 – 09 Risks and Opportunities pg 10 – 17 Material matters pg 18 Board Governance pgs 27 – 28 ESG Priorities and 2030 ESG Targets pg 33, 62 CCR https://www.goldfields.com/pdf/investors/integrated-annual-reports/2021/gold-fields-tcf-report-2021.pdf – pgs 04 – 07 RTS https://www.goldfields.com/2021-annual-report-suite.php – pg 04	1, 2, 7, 8, 9, 10	1, 2, 4, 6, 10		Addressed in 102-21
		102-30 Effectiveness of risk management	IAR 2021: Risks and Opportunities pg 10 – 17 Material matters pg 18 Assurance statements pgs 105 – 107 AFR 2021: Corporate Governance pgs 06 – 13	1, 2, 7, 8, 9, 10	1, 2, 4		

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ETHICS AND INTEGRITY							
		102-31 Review of economic, environmental and social topics	IAR 2021: Risks and Opportunities pg 10 – 17 Material matters pg 18 AFR 2021: Corporate Governance (CG) pgs 06 – 09 Website: CCR https://www.goldfields.com/pdf/investors/integrated-annual-reports/2021/gold-fields-tcf-report-2021.pdf – pgs 04 – 05 RTS https://www.goldfields.com/2021-annual-report-suite.php – pgs 04 – 05 https://www.goldfields.com/management-approaches.php	1, 2, 7, 8, 9, 10	1, 2, 4		
		102-32 Highest governance body's role in sustainability reporting	IAR 2021: Key Board deliberations pg 23 Board Governance pgs 27 – 28 AFR 2021: Corporate Governance pgs 06 – 13		1, 10		The Board via the Audit Committee approves this Integrated Annual Report, which is the primary report of Gold Fields.


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ETHICS AND INTEGRITY							
		102-33 Communicating critical concerns	IAR 2021: Our Board of Directors pgs 24– 25 Human Rights pgs 90-91 AFR 2021: Corporate Governance pgs 06 – 13	1, 10	1, 2, 4, 10		
		102-34 Nature and total number of critical concerns	IAR 2021: Our business model pgs 8 – 9 Risks and Opportunities pg 10 – 17 Material matters pg 18 Board Governance pgs 27 – 28 Governance and Leadership pgs 19 – 35 Human Rights pgs 90 – 91 AFR 2021: Corporate Governance pgs 06 – 13 RTS – https://www.goldfields.com/2021-annual-report-suite.php	10	1, 2, 4, 10		
		102-35 Remuneration policies	IAR 2021: Our workforce pgs 44 – 47 AFR 2021: Remuneration Report pgs 28 – 60	1, 2, 4, 10	1, 2		
		102-36 Process for determining remuneration	AFR 2021: Remuneration Report pgs 28 – 60	1, 10	1, 2, 4, 10		
		102-37 Stakeholders' involvement in remuneration	AFR 2021: Remuneration Report pgs 28 – 60	10	1, 2, 4, 10		
		102-38 Annual total compensation ratio	IAR 2021: Our workforce pgs 44 – 47 AFR 2021: Remuneration Report pgs 28 – 60	6			
		102-39 Percentage increase in annual total compensation ratio	AFR 2021: Remuneration Report pgs 28 – 60	6			






STAKEHOLDER ENGAGEMENT



		102-40 List of stakeholder groups engaged by the organisation.	IAR 2021: Board Governance pgs 22 – 28 Governance and Leadership pgs 19 – 37 Developing a fit for purpose workforce pgs 44 – 47 Financial performance pgs 49 – 58 Environmental stewardship pg 63 – 72 Value creation for our stakeholders pgs 73 – 91 Website: https://www.goldfields.com/stakeholder-engagement.php https://www.goldfields.com/pdf/about-us/corporate-governance/policies/stakeholder-relationship-and-engagement-policy-statement-august-2021.pdf RTS – https://www.goldfields.com/2021-annual-report-suite.php		10		
		102-41 Collective bargaining agreements	IAR 2021: Our workforce pgs 44 – 47 Organised labour pg 47 Human rights pgs 90 – 91 Website: https://www.goldfields.com/management-approaches.php – Human Capital SPD – Workforce	1, 3	3	EM-MM–310a.1.	
		102-42 Basis for identification and selection of stakeholders with whom to engage	IAR 2021: Board Governance pgs 22 – 28 Governance and Leadership pgs 19 – 37 Developing a fit for purpose workforce pgs 44 – 47 Financial performance pgs 49 – 58 Environmental stewardship pg 63 – 72 Value creation for our stakeholders pgs 73 – 91 Website: https://www.goldfields.com/stakeholder-engagement.php https://www.goldfields.com/pdf/about-us/corporate-governance/policies/stakeholder-relationship-and-engagement-policy-statement-august-2021.pdf RTS – https://www.goldfields.com/2021-annual-report-suite.php		10		

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STAKEHOLDER ENGAGEMENT							
		102-43 Approach to stakeholder engagement	IAR 2021: Board Governance pgs 22 – 28 Governance and Leadership pgs 19 – 37 Developing a fit for purpose workforce pgs 44 – 47 Financial performance pgs 49 – 58 Environmental stewardship pg 63 – 72 Value creation for our stakeholders pgs 73 – 91 ESG Priorities and 2030 ESG Targets pg 33, 62 Website: https://www.goldfields.com/stakeholder-engagement.php https://www.goldfields.com/pdf/about-us/corporate-governance/policies/stakeholder-relationship-and-engagement-policy-statement-august-2021.pdf RTS – https://www.goldfields.com/2021-annual-report-suite.php SPD - Stakeholder Engagement		10		
		102-44 Key topics and concerns raised	IAR 2021: Board Governance pgs 22 – 28 Governance and Leadership pgs 19 – 37 Developing a fit for purpose workforce pgs 44 – 47 Financial performance pgs 49 – 58 Environmental stewardship pg 63 – 72 Value creation for our stakeholders pgs 73 – 91 Website: https://www.goldfields.com/stakeholder-engagement.php https://www.goldfields.com/pdf/about-us/corporate-governance/policies/stakeholder-relationship-and-engagement-policy-statement-august-2021.pdf RTS – https://www.goldfields.com/2021-annual-report-suite.php		10		

REPORTING PRACTICE

		102-45 Entities included in the consolidated financial statements	IAR 2021: Where Gold Fields operates pgs 06 – 07 MD&A: pg 61 Major listed investment pgs 221-222		10		
		102-46 Defining report content and its Boundary	IAR 2021: About this report pg 03		10		
		102-47 List of material topics	This GRI Content Index pg 01 IAR 2021: Material matters pg 18		10		
		102-48 Restatements of information	IAR 2021: Environmental stewardship pg 64 Climate change and energy management pg 68 AFR 2021: pgs 133 – 155		10		
		102-49 Changes in reporting	AFR 2021: Pgs 140 – 143		10		
		102-50 Reporting period	IAR 2021: About this Report pg 03		10		
		102-51 Date of most recent previous report (if any)	IAR 2021: About this Report pg 03		10		
		102-52 Reporting cycle (annual, biennial, etc.)	IAR 2021: About this Report pg 03		10		
		102-53 Contact point for questions regarding the report or its contents	IAR 2021: Administration and corporate information pg 111		10		
		102-54 Claims of reporting “in accordance” with GRI standards	IAR 2021: About this Report pg 03 Assurance statement pgs 105 – 107		10		
		102-55 GRI Content Index	This GRI Content Index		10		
		102-56 External assurance	IAR 2021: Assurance statement pgs 105 – 107 AFR 2021: AFR, Auditors Report pgs 136 – 139, 243 – 244		10		





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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 to 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	IAR 2021: Board Governance pgs 22 – 28 Governance and Leadership pgs 19 – 37 Developing a fit for purpose workforce pgs 44 – 47 Financial performance pgs 49 – 58 Environmental stewardship pg 63 – 72 Value creation for our stakeholders pgs 73 – 91 Website: https://www.goldfields.com/management-approaches.php – Direct and Indirect Economic Impacts 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-2021.pdf RTS – https://www.goldfields.com/2021-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	IAR 2021: Board Governance pgs 22 – 28 Governance and Leadership pgs 19 – 37 Developing a fit for purpose workforce pgs 44 – 47 Financial performance pgs 49 – 58 Environmental stewardship pg 63 – 72 Value creation for our stakeholders pgs 73 – 91 Website: https://www.goldfields.com/mine-overview.php https://www.goldfields.com/standards-and-principles.php RTS – https://www.goldfields.com/2021-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	IAR 2021: Gold Fields three pillars of our new strategy in the CEO Report pg 29 – 35 Production and cost performance pg 49 – 53 Capital allocation and sound balance sheet management pg 54 – 58 Environmental stewardship pg 63 – 72 Climate Change and Energy Management pgs 68 – 70 Value creation for our stakeholders pgs 73 – 91 Website: https://www.goldfields.com/sustainability-overview.php CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2021/gold-fields-tcf-report-2021.pdf RTS – https://www.goldfields.com/2021-annual-report-suite.php	7, 8, 9	1, 6		
		201-3 Coverage of the organisation's defined benefit plan obligations	AFR 2021: Full Remuneration Report pgs 28 – 58	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 2021.
	GRI 202: Market presence	GRI 103: Management approach 103-1 to 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	IAR 2021: Where Gold Fields operates pgs 06 – 07 Material matters pg 18 SPD – Diversity and Equal Opportunity Website: https://www.goldfields.com/management-approaches.php – Employment https://www.goldfields.com/sustainability-overview.php https://www.goldfields.com/operations.php				


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		202-1 Ratios of standard entry level wage by gender compared to local minimum wage	IAR 2021: Our employees pgs 44 – 47 SPD – Diversity and Equal Opportunity				
		202-2 Proportion of senior management hired from the local community at significant locations of operation	SPD – Host Community Employment	6	2, 9		






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ECONOMIC TOPICS







	GRI 203: Indirect economic impacts	GRI 103: Management approach 103-1 to 103-3 Explanation of the material topic and its boundaries; The management approach and its components; Evaluation of the management approach	Website: 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 Economic Impacts https://www.goldfields.com/pdf/about-us/corporate-governance/policies/stakeholder-relationship-and-engagement-policy-statement-august-2021.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	IAR 2021: SED Investments pg 80 Capital allocation and sound balance sheet pgs 54 – 58 SPD – Socio Economic Development	1	9		
		203-2 Understanding and describing significant indirect economic impacts, including the extent of impacts	IAR 2021: Capital allocation and sound balance sheet pgs 54 – 58 Building on our leading commitment to ESG pgs 60 – 91 Value creation for our stakeholders pgs 73 – 91 SED Investments pg 80 Website: RTS – https://www.goldfields.com/2021-annual-report-suite.php https://www.goldfields.com/pdf/investors/presentation/2018/imarc-breaking-the-resource-curse.pdf	1	1, 3, 9, 10		
	GRI 204: Procurement practices	GRI 103: Management approach 103-1 to 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	IAR 2021: Value creation for our stakeholders pgs 74 – 83 Website: RTS: https://www.goldfields.com/2021-annual-report-suite.php 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-2021.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 SPD – Host Community Procurement	1	1, 3, 9, 10		

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ECONOMIC TOPICS							
		204-1 Proportion of spending on local suppliers	IAR 2021: Mining Charter pgs 88 – 89 Value creation for our stakeholders pgs 74 – 83 Website: RTS – https://www.goldfields.com/2021-annual-report-suite.php SPD – National Value Distribution SPD – Supply Chain SPD – Host Procurement SPD – Host Community Value Creation	10	2, 9		
	GRI 205: Anti-corruption	GRI 103: Management approach 103-1 to 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	IAR 2021: Board Governance pgs 27 – 28 Government relations pg 84 – 89 Website: https://www.goldfields.com/management-approaches.php – Ethics, Conduct and Integrity		1	EM-MM–510a.1 EM-MM–510a.2	
		205-1 Operations assessed for risks related to corruption	IAR 2021: Board Governance pgs 27 – 28 Website: https://www.goldfields.com/management-approaches.php – Ethics, Conduct and Integrity; Governance and Compliance SPD – Code of Conduct		1		
		205-2 Communication and training about anti-corruption policies and procedures	IAR 2021: Board Governance pgs 27 – 28 Website: https://www.goldfields.com/management-approaches.php – Ethics, Conduct and Integrity		1, 2		




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ECONOMIC TOPICS							
		205-3 Confirmed incidents of corruption and actions taken	Website: https://www.goldfields.com/management-approaches.php – Ethics, Conduct and Integrity				
	GRI 206: Anti-competitive behaviour	GRI 103: Management approach 103-1 to 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	IAR 2021: Board Governance pgs 27 –28 AFR 2021: Corporate Governance Standards and Principles pg 03 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 2021, there were no legal actions against Gold Fields for anti-competitive behaviour, anti-trust, and monopoly practices.

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ENVIRONMENTAL TOPICS							
	GRI 301: Materials	GRI 103: Management approach 103-1 to 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	Website: https://www.goldfields.com/sustainability-reporting.php https://www.goldfields.com/pdf/about-us/corporate-governance/policies/material-stewardship-and-supply-chain-management-policy-new.pdf See 301-1 for cyanide management representing the most potentially hazardous substance SPD – Environment		1, 2, 4		
		301-1 Materials used by weight or volume	IAR 2021: Tailings and waste pgs 71 – 72 Website: https://www.goldfields.com/management-approaches.php SPD – Environment	7, 8	1		
		301-2 Recycled input materials used	IAR 2021: Tailings and waste pgs 71 – 72 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. Website: https://www.goldfields.com/management-approaches.php SPD – Environment – 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	Website: 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 to 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	IAR 2021: CEO Report pgs 29 – 35 Climate Change and Energy Management pgs 68 – 70 Website: https://www.goldfields.com/management-approaches.php – Energy and Emissions CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2021/gold-fields-tcdf-report-2021.pdf	7, 8, 9	1, 2, 4, 6, 7, 8, 9, 10		
		302-1 Energy consumption within the organisation	IAR 2021: Climate Change and Energy Management pgs 68 – 70 SPD – Regional Energy SPD – Energy CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2021/gold-fields-tcdf-report-2021.pdf	7, 8, 9	6, 9	EM-MM–130a.1	SASB: 4% renewable – see Climate Change Report – TCFD
		302-2 Energy consumption outside the organisation	IAR 2021: Climate Change and Energy Management pgs 68 – 70 SPD – Regional Energy SPD – Energy CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2021/gold-fields-tcdf-report-2021.pdf	8, 9	6, 9	EM-MM–130a.1	
		302-3 Energy intensity	IAR 2021: Climate Change and Energy Management pgs 68 – 70 SPD – Regional Energy SPD – Energy CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2021/gold-fields-tcdf-report-2021.pdf	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
ENVIRONMENTAL TOPICS							
		302-4 Reduction of energy consumption	IAR 2021: Climate Change and Energy Management pgs 68 – 70 SPD – Regional Energy SPD – Energy CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2021/gold-fields-tcf-report-2021.pdf	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 to 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	IAR 2021: Water management pg 66 – 67 ESG Priorities and 2030 ESG Targets pgs 33, 62 Website: 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 CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2021/gold-fields-tcf-report-2021.pdf			EM-MM–140a.1 EM-MM–140a.2	
		303-1 Interactions with water as a shared resource	IAR 2021: Water management pg 66 – 67 Website: https://www.goldfields.com/sustainability-overview.php https://www.goldfields.com/water-stewardship.php CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2021/gold-fields-tcf-report-2021.pdf	8, 9	6, 9		
		303-2 Management of water discharge-related impacts	IAR 2021: Grievance mechanisms pg 91 Website: https://www.goldfields.com/sustainability-overview.php	8, 9	8, 9		
		303-3 Total water withdrawal by source	IAR 2021: Water management pg 66 – 67 SPD – Water	8, 9	8, 9	EM-MM–140a.1	
		303-4 Water discharge	IAR 2021: Water management pg 66 – 67 SPD – Water CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2021/gold-fields-tcf-report-2021.pdf	8, 9	6, 9	EM-MM–140a.1	
		303-5 Water consumption	SPD – Water CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2021/gold-fields-tcf-report-2021.pdf	8, 9	6, 9	EM-MM–140a.1	

SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	SASB	Further explanation and/or reason for omission
ENVIRONMENTAL TOPICS							
	GRI 304: Biodiversity	GRI 103: Management approach 103-1 to 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	IAR 2021: Conserving biodiversity pg 65 Website: https://www.goldfields.com/environment.php			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	SPD – 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	IAR 2021: Conserving biodiversity pg 65 Website: https://www.goldfields.com/environment.php https://www.goldfields.com/management-approaches.php – Biodiversity	8	6, 7		
		304-3 Habitats protected or restored	SPD – 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	SPD – 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	SPD – 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	SPD – Land Management and Biodiversity	8	2, 6, 7		
	GRI 305: Emissions	GRI 103: Management approach 103-1 to 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	IAR 2021: Climate Change and Energy Management pgs 68 – 70 ESG Priorities and 2030 ESG Targets pg 33, 62 CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2021/gold-fields-tcfd-report-2021.pdf Website: https://www.goldfields.com/management-approaches.php – Energy and Emissions	7, 8, 9		EM-MM–110a.2	
		305-1 Direct (Scope 1) greenhouse gas (GHG) emissions	IAR 2021: Climate Change and Energy Management pgs 68 – 70 Website: https://www.goldfields.com/management-approaches.php – Emissions CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2021/gold-fields-tcfd-report-2021.pdf SPD – Emissions	7, 8, 9	6, 10	EM-MM–110a.1 EM-MM–110a.2	
		305-2 Indirect greenhouse gas (GHG) emissions	IAR 2021: Climate Change and Energy Management pgs 68 – 70 Website: https://www.goldfields.com/management-approaches.php – Emissions CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2021/gold-fields-tcfd-report-2021.pdf SPD – Emissions	7, 8, 9	6, 10		
		305-3 Other indirect (Scope 3) GHG emissions	IAR 2021: Climate Change and Energy Management pgs 68 – 70 Website: https://www.goldfields.com/management-approaches.php – Emissions CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2021/gold-fields-tcfd-report-2021.pdf SPD – Emissions	7, 8, 9	6, 10		
		305-4 Greenhouse gas (GHG) emissions intensity	IAR 2021: Climate Change and Energy Management pgs 68 – 70 Website: https://www.goldfields.com/management-approaches.php – Emissions CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2021/gold-fields-tcfd-report-2021.pdf SPD – Emissions	7, 8, 9	6, 10		
		305-5 Reduction of GHG emissions	IAR 2021: Climate Change and Energy Management pgs 68 – 70 Website: https://www.goldfields.com/management-approaches.php – Emissions CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2021/gold-fields-tcfd-report-2021.pdf SPD – 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.







SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	SASB	Further explanation and/or reason for omission
ENVIRONMENTAL TOPICS							
		305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	SPD – Emissions	7, 8, 9	6, 10	EM-MM–120a.1	
	GRI 306: Waste	GRI 103: Management approach 103-1 to 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	IAR 2021: Tailings and waste pgs 71 – 72 ESG Priorities and 2030 ESG Targets pg 33, 62 Website: https://www.goldfields.com/management-approaches.php https://www.goldfields.com/sustainability-overview.php SPD – Tailings and Waste			EM-MM–150a.1	
		306-1 Water discharge by quality and destination	Refer to GRI 303-4 in SPD – 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	IAR 2021: Tailings and waste pgs 71 – 72 Website: https://www.goldfields.com/management-approaches.php https://www.goldfields.com/environment-waste.php https://www.goldfields.com/sustainability-overview.php SPD – Tailings and Waste (EM-MM-150a.1, 150a.2 and 150a.3) Gold Fields Tailings Stewardship is described on our website: https://www.goldfields.com/environment-tsf.php (EM-MM-150a.1, 150a.2 and 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	IAR 2021: Environmental stewardship pgs 63 – 72	8, 9	6, 8		
		306-4 Transport of hazardous waste	Website: 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	IAR 2021: Tailings and waste pgs 71 – 72 Website: SPD – Tailings and Waste			EM-MM-150a.1	
	GRI 307: Environmental compliance	GRI 103: Management approach 103-1 to 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	IAR 2021: Environmental stewardship pg 63 – 72 Website: 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				
		307-1 Non-compliance with environmental laws and regulations	SPD – Environment	8	1, 6	SASB EM-MM–140a.2	
	Closure MM10	Number and percentage of operations and closure plans	IAR 2021: Mine closure pg 70 SPD – Closure Costs				
	GRI 308: Supplier environmental assessment	GRI 103: Management approach 103-1 to 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	IAR 2021: Human rights pgs 90 – 91 Website: https://www.goldfields.com/supplier-resources.php Supplier Code of Conduct Supply chain risk management SUPPLIERS Gold Fields Gold Fields Report to Stakeholders				





SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	SASB	Further explanation and/or reason for omission
ENVIRONMENTAL TOPICS							
		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 to 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	IAR 2021: Labour management and relations ESG Priorities and 2030 ESG Targets pg 33, 62 Value creation for stakeholders pgs 73 – 91 Our employees pgs 44 – 47 Host community employment pg 44, 75, 79 – 80 Website: https://www.goldfields.com/management-approaches.php				
		401-1 Total number and rate of new employee hires and employee turnover by age group, gender and region.	SPD – Hiring and Turnover	3, 6	3		
		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	SPD – Workforce				
	GRI 402: Labour/management relations	GRI 103: Management approach 103-1 to 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	IAR 2021: Our employees pgs 44 – 47 Website: https://www.goldfields.com/management-approaches.php – Labour management and relations https://www.goldfields.com/sustainability-overview.php				
		402-1 Minimum notice period(s) regarding operational changes	SPD – 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.

SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	SASB	Further explanation and/or reason for omission
SOCIAL TOPICS							
	MM4	Number of strikes and lockouts exceeding one week duration	SPD – Workforce	3	3	EM-MM–310a.2	
	GRI 403: Occupational health and safety	GRI 103: Management approach 103-1 to 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	IAR 2021: ESG Priorities and 2030 ESG Targets pgs 33, 62 CEO report pgs 29 – 30 Safety pgs 40 – 41 Health and Wellness pgs 42 – 43 Website: https://www.goldfields.com/management-approaches.php https://www.goldfields.com/sustainability-overview.php		1, 5		
		403-1 Occupational health and safety management system	IAR 2021: Safety pgs 40 – 41 Health and Wellness pgs 42 – 43 Website: https://www.goldfields.com/management-approaches.php		4, 5		
		403-2 Hazard identification, risk assessment, and incident investigation	IAR 2021: Safety pgs 40 – 41 Health and Wellness pgs 42 – 43 Website: https://www.goldfields.com/management-approaches.php		4, 5		
		403-3 Occupational health services	IAR 2021: Safety pgs 40 – 41 Health and Wellness pgs 42 – 43 Website: https://www.goldfields.com/management-approaches.php		4, 5		
		403-4 Worker participation, consultation, and communication on occupational health and safety	IAR 2021: Safety pgs 40 – 41 Health and Wellness pgs 42 – 43		4, 5		
		403-5 Worker training on occupational health and safety	IAR 2021: Safety pgs 40 – 41 Health and Wellness pgs 42 – 43 Website: https://www.goldfields.com/management-approaches.php		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	IAR 2021: Safety pgs 40 – 41 Health and Wellness pgs 42 – 43 Website: https://www.goldfields.com/management-approaches.php				
		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	IAR 2021: Safety pgs 40 – 41 Health and Wellness pgs 42 – 43 Website: https://www.goldfields.com/management-approaches.php		5		
		403-8 Workers covered by an occupational health and safety management system	IAR 2021: Safety pgs 40 – 41 Health and Wellness pgs 42 – 43 Website: https://www.goldfields.com/management-approaches.php				

SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	SASB	Further explanation and/or reason for omission
SOCIAL TOPICS							
		403-9 Work-related injuries	IAR 2021: Safety pgs 40 – 41 Health and Wellness pgs 42 – 43 SPD – Safety		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	IAR 2021: Safety pgs 40 – 41 Health and Wellness pgs 42 – 43 SPD – Safety				
	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 to 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	IAR 2021: Value creation for stakeholders pgs 73 – 91 Our employees pgs 44 – 47 Host community employment pg 44, 75, 79 – 80 Website: https://www.goldfields.com/management-approaches.php Human Capital				
		404-1 Average hours of training per year, per employee, by gender and by employee category.	SPD – 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	IAR 2021: Our employees pgs 44 – 47 Mining Charter Scorecard pgs 88 – 89	6	3, 5		
		404-3 Percentage of employees receiving regular performance and career development reviews, by gender.	IAR 2021: Our employees pgs 44 – 47 Website: https://www.goldfields.com/working-at-goldfields.php SPD – Training and Development https://www.goldfields.com/training-and-development.php	6	3, 5		
	GRI 405: Diversity and equal opportunity	GRI 103: Management approach 103-1 to 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	IAR 2021: Key Board deliberations and decisions in 2021, pg 23 CEO Report, pg 31, 33 Our employees pgs 44 – 47 Website: https://www.goldfields.com/our-approach-to-diversity-and-inclusion.php https://www.goldfields.com/management-approaches.php – Employment				
		405-1 Diversity of governance bodies and employees	IAR 2021: CEO Report pg 33 Our employees pgs 44 – 47 Mining charter pgs 88 – 89 Human rights pgs 90 – 91 This GRI Content Index Website: 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	IAR 2021: Our employees pgs 44 – 47 SPD – Diversity and Equal Opportunity	6	3		



SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	SASB	Further explanation and/or reason for omission
SOCIAL TOPICS							
	GRI 406: Non-discrimination	GRI 103: Management approach 103-1 to 103-3	IAR 2021: Our employees pgs 44 – 47 Human rights pgs 90 –91 Website: https://www.goldfields.com/code-of-conduct.php https://www.goldfields.com/pdf/about-us/corporate-governance/policies/human-rights-policy-new.pdf https://www.goldfields.com/our-approach-to-diversity-and-inclusion.php	1, 2, 6	1, 3		
		406-1 Total number of incidents of discrimination and corrective actions taken.	IAR 2021: Sexual harassment pgs 46 – 47	1, 2, 6	1, 3		Not reported
	GRI 407: Freedom of association and collective bargaining	GRI 103: Management approach 103-1 to 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	Website: https://www.goldfields.com/pdf/about-us/corporate-governance/policies/human-rights-policy-new.pdf				
		407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Website: https://www.goldfields.com/pdf/about-us/corporate-governance/policies/human-rights-policy-new.pdf	1, 2, 3	3		During 2021, 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 to 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	Website: https://www.goldfields.com/code-of-conduct.php 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	Website: 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 2021, 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.

SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	SASB	Further explanation and/or reason for omission
SOCIAL TOPICS							
	GRI 409: Forced or compulsory labour	GRI 103: Management approach 103-1 to 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	IAR 2021: Human rights pgs 90 – 91 Gold Fields Code of Conduct Website: https://www.goldfields.com/code-of-conduct.php 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	Website: 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 2021, 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 to 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	IAR 2021: Human rights pgs 90 – 91 Website: https://www.goldfields.com/management-approaches.php – Security				
		410-1 Security personnel trained in human rights policies or procedures	IAR 2021: Human rights pgs 90 – 91 Website: 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 to 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	IAR 2021: Governance and Leadership 19 – 37 Financial performance pgs 49 – 58 Organised labour pg 47 Environmental stewardship pgs 63 – 72 Value creation for stakeholders pg 74 – 91 Working with Indigenous communities in Australia pgs 82 – 83 Indigenous peoples cultural heritage protection pg 83 Human rights pgs 90 – 91 Website: 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-2021.pdf https://www.goldfields.com/pdf/about-us/corporate-governance/policies/human-rights-policy-new.pdf https://www.goldfields.com/code-of-conduct.php RTS https://www.goldfields.com/2021-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.	IAR 2021: Working with Indigenous communities in Australia pg 82 – 83 Indigenous peoples cultural heritage protection pg 83 Human rights pgs 90 – 91 Community grievance mechanisms pg 91 Website: SPD – Community Grievances https://www.goldfields.com/pdf/about-us/corporate-governance/policies/human-rights-policy-new.pdf RTS – https://www.goldfields.com/2021-annual-report-suite.php	1, 2	3		
	GRI 412: Human rights assessment	GRI 103: Management approach 103-1 to 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	IAR 2021: Sexual harassment pgs 46 – 47 Human rights pgs 90 – 91 Community grievance mechanisms pg 91 Website: https://www.goldfields.com/pdf/about-us/corporate-governance/policies/human-rights-policy-new.pdf Conflict Gold https://www.goldfields.com/sustainability-reporting.php SPD – Community grievances			EM-MM-210a.1 EM-MM-210a.3	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.
		412-1 Operations that have been subject to human rights reviews or impact assessments	IAR 2021: Sexual harassment pgs 46 – 47 Human rights pgs 90 – 91 This GRI Content Index Website: 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, 2	3	EM-MM-210a.3	

SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	SASB	Further explanation and/or reason for omission
SOCIAL TOPICS							
		412-2 Employee training on human rights policies or procedures	IAR 2021: Human rights pgs 90 – 91 Website: https://www.goldfields.com/pdf/about-us/corporate-governance/policies/human-rights-policy-new.pdf	1, 2, 3, 4, 5	1, 3		
		412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	IAR 2021: Human rights pgs 90 – 91 This GRI Content Index Website: https://www.goldfields.com/pdf/about-us/corporate-governance/policies/human-rights-policy-new.pdf 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		
	GRI 413: Local communities	GRI 103: Management approach 103-1 to 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	IAR 2021: Governance and Leadership pgs 19 – 37 Environmental stewardship pgs 63 – 72 Value creation for stakeholders pgs 73 – 91 Cultural heritage protection pg 83 Human rights pgs 90 – 91 Website: 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-2021.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-2021.pdf SPD – National value distribution , SPD – Host community employment , SPD – Host community procurement SPD – Host community value creation SPD – Socio economic development SPD – Community grievances	1, 2	2, 3, 4, 9, 10	EM-MM– 210b.1 EM-MM– 210b.2	SASB: Refer to Report to Stakeholders 2021 Gold Fields Report to Stakeholders https://www.goldfields.com/2021-annual-report-suite.php No non-technical delays
		413-2 Operations with significant potential or actual negative impacts on local communities	IAR 2021: Environmental stewardship pgs 63 – 72 Measuring our impacts and relationships pg 81 Potential environmental impacts pg 81 Cultural heritage protection pg 83 Human rights pgs 90 – 91 Website: SPD – Environment SPD – Community grievances RTS https://www.goldfields.com/2021-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	IAR 2021: Environmental stewardship pgs 63 – 72 Measuring our impacts and relationships pg 81 Potential environmental impacts pg 81 Cultural heritage protection pg 83 Human rights pgs 90 – 91 Website: SPD – Environment SPD – Community grievances RTS https://www.goldfields.com/2021-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	IAR 2021: Measuring our impacts and relationships pg 80 Potential environmental impacts pg 81 Cultural heritage protection pg 83 Human rights pgs 90 – 91 Community grievance mechanisms pg 91 Website: https://www.goldfields.com/management-approaches.php Community engagement, Direct and Indirect Economic impact, Indigenous peoples, Security SPD – Environment SPD – Community grievances RTS https://www.goldfields.com/2021-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	IAR 2021: Artisanal, Small-scale and illegal mining in Ghana pg 81 Human rights pgs 90 – 91 Website: RTS https://www.goldfields.com/2021-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	1, 2	1, 3, 5, 9, 10		
	Resettlement MM9		IAR 2021: Human rights pgs 90 – 91 Website: https://www.goldfields.com/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf RTS Ghana – https://www.goldfields.com/2021-annual-report-suite.php	1, 2	1, 3, 5, 9, 10		
	GRI 414: Supplier social assessment	GRI 103: Management approach 103-1 to 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	IAR 2021: Host community value creation pgs 74, 77 – 80 Human rights pgs 90 – 91 Website: https://www.goldfields.com/management-approaches.php – Direct and Indirect Economic Impacts Supply chain risk management SUPPLIERS Gold Fields				
		414-1 Percentage of new suppliers screened using social criteria	IAR 2021: Human rights pgs 90 – 91 Website: Supply chain risk management SUPPLIERS Gold Fields	9			

SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	SASB	Further explanation and/or reason for omission
SOCIAL TOPICS							
		414-2 Significant actual and potential negative impacts on society in the supply chain and actions taken	This GRI Content Index IAR 2021: Government relations pgs 84 – 89 Value creation for our host communities pgs 74 – 83 Human rights pgs 90 – 91 Website: 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 to 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	IAR 2021: Government relations pgs 84 – 89 Website: https://www.goldfields.com/management-approaches.php – Government and Public policy-related interaction https://www.goldfields.com/sustainability-overview.php				

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	IAR 2021: Government relations pg 84 – 89 Website: SPD – Policy Influence	1, 10	1, 4		
	GRI 416: Customer health and safety	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	Not relevant to Gold Fields as gold is sold in an unwrought form.					
	GRI 418: Customer privacy	Not relevant as Gold Fields sells its product directly to refineries in an unwrought form.					
	GRI 419: Socio-economic compliance	GRI 103: Management approach 103-1 to 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	IAR 2021: Risks and materiality pgs 10 – 17 Value creation for our host communities pgs 74 – 83 Website: https://www.goldfields.com/sustainability-overview.php https://www.goldfields.com/risk-materiality.php		1		
		419-1 Non-compliance with laws and regulations in the social and economic area	IAR 2021: Human rights pgs 90 – 91 Website: https://www.goldfields.com/management-approaches.php – Governance and Compliance Code of Conduct https://www.goldfields.com/code-of-conduct.php	1, 10	1		