



GOLD FIELDS

GOLD FIELDS LIMITED GRI Content Index 2022

Creating enduring value beyond mining



GRI Content Index for the Integrated Annual Report 2022

Statement of use

Gold Fields has reported in accordance with and with reference to the GRI Standards for the period 1 January 2022 to 31 December 2022

GRI 1 used

GRI 1: Foundation 2021

Applicable GRI Sector Standard(s)

Mining Sector Standard in Progress

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 2022 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/2022/iar-2022.pdf>

Annual Financial Report (AFR) – <https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/annual-financial-report-2022.pdf>

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




Report to Stakeholders (RTS) – <https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf>

Climate Change Report (CCR) – <https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/ccr-report-2022.pdf>



Management Approaches (MA's) – <https://www.goldfields.com/management-approaches.php>

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
GRI 2: General Disclosures 2021	2-1 Organisational details	IAR 2022: Where we operate pg 06 Website: https://www.goldfields.com/mine-overview.php					
	2-2 Entities included in the organisation's sustainability reporting	IAR 2022 Where we operate pg 06 Reporting Boundary, pg 96			10		
	2-3 Reporting period, frequency and contact point	IAR 2022: About this Report pg 04 Administration and corporate information pg 97			10		



GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
	2-4 Restatements of information	IAR 2022: Energy and Carbon Management 75 Reporting Boundary pg 97			10		
	2-5 External assurance	IAR 2022: Assurance statement pgs 91 – 94 AFR 2022: AFR, Auditors Report pgs 115 – 119, 254 – 255			10		
	2-6 Activities, value chain and other business relationships	IAR 2022: About this report pg 4 Where we operate pgs 06 – 07 Our business model pgs 08 – 09 Governance and Leadership pgs 19 – 28 Our communities pgs 3, 4, 8, 9, 13, 16, 25, 30, 37, 39, 40, 55 – 71 Human rights pgs 70 – 71 Environmental stewardship pgs 73 – 79 Website: CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/ccr-report-2022.pdf , pg 16 RTS – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf , pgs 04 – 05 https://www.goldfields.com/mine-overview.php Supply Chain overview https://www.goldfields.com/introduction-vision-and-overview.php SPD – Supply Chain				EM-MM– 000.A	 


GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
	2-7 Employees	<p>IAR 2022: Where we operate pgs 06 – 07 Our business model pg 8 Our workforce profile pg 40 Value creation for our stakeholders pgs 55 – 71</p> <p>Website: SPD – Workforce; SPD – Diversity and Equal Opportunity SPD – Training and Development SPD – Host Community Employment RTS – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf, pgs 04 – 05 People and careers overview: https://www.goldfields.com/working-at-goldfields.php</p>	Non-guaranteed hours for employees does not apply to Gold Field as our employment contracts only cover full time and part time employees.	6		EM-MM– 000.B	
	2-8 Workers who are not employees	<p>Our workforce profile pg 40 SPD – Workforce</p>	The work carried out by contractors varies widely and falls into a number of job categories. The largest number of our contractor workforce are with mining and construction contractors who carry out the actual mining and construction at our operations. Other contracting services are more ancillary and non-core such as security, cleaning services and transport logistics.	6		EM-MM– 000.B	
	2-9 Governance structure and composition	<p>IAR 2022: Our Board of Directors pgs 22 – 24</p> <p>AFR 2022: Corporate Governance pgs 06 – 21 Directors' Report pgs 21 – 25</p> <p>Website: https://www.goldfields.com/executive-directors.php</p>		10	1,2,4		

GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
	2-10 Nomination and selection of the highest governance body	AFR 2022: Corporate Governance pg 06 – 13 Website: Notice of AGM: https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/agm-2022.pdf		10	1,2,4		
	2-11 Chair of the highest governance body	IAR 2022: Our Board of Directors pgs 22 – 24 AFR 2022: Corporate Governance pgs 06 – 08		10	1,2,4		
	2-12 Role of the highest governance body in overseeing the management of impacts	IAR 2022: Our business model pgs 08 – 09 Risks and Opportunities pgs 11 – 17 Material matters pg 10 Chairperson’s Report pgs 20 – 21 Governance and Leadership pgs 19 – 28 CEO Report pgs 26 – 28 Gold Fields’ 2030 ESG Targets pgs 30, 54, 59 – 60, 62, 67 Value Creation for our Stakeholders pgs 55 – 71 Assurance statements pgs 91 – 94 AFR 2022: Corporate Governance pgs 05 – 21 CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/ccr-report-2022.pdf – pgs 04, 08 RTS – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf – pgs 01, 03		1,2,7,8,9,10	1,2,4,6,10		
	2-13 Delegation of responsibility for managing impacts	AFR 2022: Corporate Governance (CG) pgs 05 – 21 IAR 2022: Risks and Opportunities pgs 11 – 17 Material matters pg 10 Website: RTS – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf pgs 01, 03 https://www.goldfields.com/management-approaches.php CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/ccr-report-2022.pdf – pgs 04, 08		10	1,2,4		




GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
	2-14 Role of the highest governance body in sustainability reporting	<p>IAR 2022: About this Report pg 04 Key Board deliberations pg 25 Governance and Leadership pgs 19 – 28</p> <p>AFR 2022: Corporate Governance pgs 05 – 21</p> <p>Website: RTS – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf pgs 01, 03 https://www.goldfields.com/management-approaches.php CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/ccr-report-2022.pdf – pgs 04, 08</p>			1,10		
	2-15 Conflicts of interest	<p>AFR 2022: Corporate Governance – Ensuring we do business ethically, Legal and Compliance pg 16</p> <p>Website: https://www.goldfields.com/code-of-conduct/index.php Memorandum of Incorporation: https://www.goldfields.com/standards-and-principles.php</p>		10	1,2,4		
	2-16 Communication of critical concerns	<p>IAR 2022: Our Board of Directors pgs 22 – 24 Human Rights pgs 70 – 71 Our business model pgs 8 – 9 Risks and Opportunities pgs 11 – 14 Material matters pg 10 Key Board deliberations pg 25 Governance and Leadership pgs 19 – 28</p> <p>AFR 2022: Corporate Governance pgs 05 – 21 Note 35 Contingent Liabilities pgs 178 – 180</p> <p>Website: RTS – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf</p>		1,10	1,2,4,10		





GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
	2-17 Collective knowledge of the highest governance body	IAR 2022: Board of Directors pgs 22 – 23 Key Board deliberations pg 25 AFR 2022: Corporate Governance pgs 06 – 17		10	1,2,4		
	2-18 Evaluation of the performance of the highest governance body	AFR 2022: Corporate Governance pgs 05 – 21 Remuneration Report pgs 33 – 46 Website: https://www.goldfields.com/this-is-gold-fields.php https://www.goldfields.com/our-commitment.php		10	1,2,4		
	2-19 Remuneration policies	IAR 2022: Our workforce profile pg 40 AFR 2022: Remuneration Report pgs 33 – 46		1,2,4,10	1,2		
	2-20 Process to determine remuneration	AFR 2022: Remuneration Report pgs 29 – 66		1,10	1,2,4,10		
	2-21 Annual total compensation ratio	AR 2022: Our workforce profile pg 40 SD Tables – Remuneration		6			
	2-22 Statement on sustainable development strategy	IAR 2022: Chair Report pgs 20 – 22 CEO Report pgs 29 – 35 ESG Charter Building on our leading commitment to ESG pgs 53 – 55			2,10		




GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
	2-23 Policy commitments	<p>IAR 2022: Risks and Opportunities pgs 11 – 17 Our Board Committees pgs 22 – 24 Key Board Deliberations pg 25 CEO Report pg 30 Building a safe and respectful workplace pgs 34 – 38 Financial Performance pgs 47 – 51 Stakeholder Overview pgs 59, 62, 65, 70 – 71 Environmental Stewardship pgs 73 – 79</p> <p>AFR 2022: Corporate Governance (CG) pgs 5 – 21</p> <p>Website: Ethics, Conduct and Integrity https://www.goldfields.com/code-of-conduct/index.php https://www.goldfields.com/management-approaches.php</p>		1,2,6,7,10	1,2,4	EM-MM– 510a.1	 
	2-24 Embedding policy commitments	<p>IAR 2022: Risks and Opportunities pgs 11 – 17 Our Board Committees pgs 22 – 24 Key Board Deliberations pg 25 CEO Report pg 30 Building a safe and respectful workplace pg 34 – 38 Financial Performance pgs 47 – 51 Stakeholder Overview pgs 59, 62, 65, 70 – 71 Environmental Stewardship pgs 73 – 79</p> <p>AFR 2022: Corporate Governance (CG) pgs 5 – 21</p> <p>Website: Ethics, Conduct and Integrity https://www.goldfields.com/code-of-conduct/index.php</p>					



GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
	2-25 Processes to remediate negative impacts	<p>IAR 2022: Risks and Opportunities pgs 11 – 17 Material matters pg 10 Environmental Impact on communities pg 62 Tailings Management pgs 78 – 79</p> <p>Website: CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/ccr-report-2022.pdf – Risk and Vulnerability assessments pgs 20 – 23</p>					
	2-26 Mechanisms for seeking advice and raising concerns	<p>IAR 2022: Board of Directors pgs 22 – 24 Building a safe and respectful workplace pgs 34 – 38 Value creation for our stakeholders pgs 55 – 71 Human rights (grievance mechanism) pgs 70 – 71</p> <p>Website: https://www.goldfields.com/management-approaches.php – Engagement with Government and Regulators; Ethics and Code of Conduct https://www.goldfields.com/code-of-conduct/index.php Hotline: https://www.goldfields.com/Tip_Off_Line</p>		1.2.10	1,2,4	EM-MM– 510a.1	
	2-27 Compliance with laws and regulations	<p>IAR 2022: Environmental stewardship pgs 73 – 79 Human rights pgs 70 – 71 Risks and materiality pgs 10 – 17 Value creation for our host communities pgs 55 – 71</p> <p>Website: CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/ccr-report-2022.pdf pg 19 Transition Risks 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 https://www.goldfields.com/risk-materiality.php https://www.goldfields.com/management-approaches.php – Governance and Compliance</p> <p>Code of Conduct https://www.goldfields.com/code-of-conduct.php SPD – Environment</p>		1,2,6,7,10	1,2,4	EM-MM– 510a.1.	 





GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
	Closure MM10 – Number and % of operations with closure plans	SPD – Closure					
	2-28 Membership associations	<p>IAR 2022: About this Report, Indices, Reporting and Standards pg 04 Reporting Landscape pg 96</p> <p>AFR 2022: Corporate Governance pg 5 Commitment to leading practice pg 17</p> <p>Website: CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/ccr-report-2022.pdf pgs 9 – 11 https://www.goldfields.com/standards-and-principles.php</p>			2, 4		
	2-29 Approach to stakeholder engagement	<p>IAR 2022: Material Matters pg 10 Risks and opportunities pgs 11 – 17 Governance and Leadership pgs 22 – 28 Building a safe and respectful workplace pgs 34 – 39 People programmes for strategic delivery pgs 40 – 41 Financial performance pgs 47 – 52 Our ESG Charter and 2030 ESG Targets pgs 30, 54, 59, 60, 62 Value creation for our stakeholders pgs 55 – 65 Environmental stewardship pgs 73 – 79</p> <p>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/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf pgs 2, 4 – 5, 8 – 9</p>			10		 




GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
	2-30 Collective bargaining agreements	<p>IAR 2022: Our workforce profile pg 40 Organised labour pg 40 Human rights pgs 70 – 71</p> <p>Website: https://www.goldfields.com/management-approaches.php – Human Capital SPD – Workforce</p>	Given low levels of union membership with the exception of our South Deep Mine in South Africa overall salary increases and remuneration packages are not always determined by the collective bargaining agreements with staff associations or trade unions. They are rather structured according to individual needs and require some conditions such as maternity and paternity leave which are either guided by regulatory requirements or conditions that have been negotiated collectively.	1,3	3	EM-MM– 310a.1.	
Material topics							
GRI 3: Material Topics 2021	3-1 Process to determine material topics	<p>IAR 2022: About this report pg 04 Material matters pg 10 Risks and Opportunities pgs 11 – 17</p>	Disclosure is with reference to GRI Universal Standards				
	3-2 List of material topics	<p>IAR 2022: Material matters pg 10</p>	Disclosure is with reference to GRI Universal Standards				
Economic performance							
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>IAR 2022: Governance and Leadership pgs 19 – 28 Build a safe and respectful workplace pgs 34 – 38 Financial performance pgs 47 – 51 Environmental stewardship pgs 73 – 79 Value creation for our stakeholders pgs 55 – 71</p> <p>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/2023/sustainable-development-policy.pdf RTS – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf https://www.goldfields.com/code-of-conduct.php</p>		6,10	2,4,9		




GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG	
General disclosures								
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	IAR 2022: Governance and Leadership pgs 19 – 28 Build a safe and respectful workplace pgs 34 – 38 Financial performance pgs 47 – 51 Environmental stewardship pgs 73 – 79 Value creation for our stakeholders pgs 55 – 71 Website: https://www.goldfields.com/mine-overview.php https://www.goldfields.com/standards-and-principles.php RTS – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf	Ghana and Peru are Extractive Industries Transparency Initiative (EITI) compliant countries in which we operate.	6	10	9		
	201-2 Financial implications and other risks and opportunities due to climate change	IAR 2022: Gold Fields three pillars of our new strategy in the CEO Report pgs 26 – 28 Production and cost performance pgs 42 – 46 Capital allocation and debt management pgs 47 – 48 Environmental stewardship pgs 73 – 79 Energy and Carbon Management pgs 75 – 77 Value creation for our stakeholders pgs 55 – 71 Website: https://www.goldfields.com/sustainability-overview.php CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/ccr-report-2022.pdf pgs 17 – 23 RTS – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf		7, 8,9	1,6			
	201-3 Defined benefit plan obligations and other retirement plans	AFR 2022: Full Remuneration Report pgs 29 – 66			6,10			
	201-4 Financial assistance received from government	This GRI Content Index		Gold Fields did not receive any financial support from government in 2022	6,10			





GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
Market presence							
GRI 3: Material Topics 2021	3-3 Management of material topics	IAR 2022: Where we operate pg 06 Material matters pg 10 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 RTS – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf					
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	IAR 2022: Our workforce profile pg 40 SPD – Remuneration					
	202-2 Proportion of senior management hired from the local community	SPD – Host Community Employment		6	2,9		 
Indirect economic impacts							
GRI 3: Material Topics 2021	3-3 Management of material topics	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 – Direct and Indirect Economic Impacts https://www.goldfields.com/pdf/about-us/corporate-governance/policies/2022/stakeholder-relationship-and-engagement-policy.pdf https://www.goldfields.com/pdf/about-us/corporate-governance/policies/2022/community-policy-statement-corporate-office.pdf https://www.goldfields.com/pdf/about-us/corporate-governance/policies/2022/human-rights.pdf https://www.goldfields.com/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf RTS – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf		1	1,3,9,10		








GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	IAR 2022: SED Investments pg 62 Capital allocation and debt management pgs 47 – 48 SPD – Socio Economic Development		1	9		
	203-2 Significant indirect economic impacts	IAR 2022: Capital allocation and debt management pgs 47 – 48 Building on our leading commitment to ESG pgs 55 – 71 Value creation for our stakeholders pgs 55 – 71 Website: RTS – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf		1	1,3,9,10		
Procurement practices							
GRI 3: Material Topics 2021	3-3 Management of material topics	IAR 2022: Building on our leading commitment to ESG pgs 55 – 71 Value creation for our stakeholders pgs 55 – 71 Website: RTS – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf 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/2022/stakeholder-relationship-and-engagement-policy.pdf https://www.goldfields.com/pdf/about-us/corporate-governance/policies/community-policy.pdf https://www.goldfields.com/pdf/about-us/corporate-governance/policies/2022/human-rights.pdf https://www.goldfields.com/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf SPD – Host Community Procurement SPD – Host Community Value Creation SPD – Socio Economic Development Spend		1	1,3,9,10		



GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/ or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	<p>IAR 2022: Building on our leading commitment to ESG pgs 55 – 71 Value creation for our stakeholders pgs 55 – 71 Mining Charter Scorecard pgs 68 – 69</p> <p>Website: RTS – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf SPD – National Value Distribution SPD – Supply Chain SPD – Host Community Procurement SPD – Host Community Value Creation https://www.goldfields.com/introduction-vision-and-overview.php</p>		10	2,9		
Anti-corruption							
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>IAR 2022: Governance and Leadership pgs 20, 21 – 25 Government relations pgs 65 – 67</p> <p>AFR 2022: Pgs 05 – 07</p> <p>Website: https://www.goldfields.com/management-approaches.php – Ethics, Conduct and Integrity</p>			1	EMMM–510a.1 EMMM– 510a.2	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	<p>IAR 2022: Governance and Leadership pgs 20, 21 – 25 Government relations pgs 65 – 67</p> <p>AFR 2022: Pgs 05 – 07</p> <p>Website: https://www.goldfields.com/management-approaches.php – Ethics, Conduct and Integrity</p>			1		
	205-2 Communication and training about anti-corruption policies and procedures	<p>IAR 2022: Governance and Leadership pgs 20, 21 – 25 Government relations pgs 65 – 67</p> <p>AFR 2022: Pgs 05 – 07</p> <p>Website: https://www.goldfields.com/management-approaches.php – Ethics, Conduct and Integrity</p>			1		






GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
	205-3 Confirmed incidents of corruption and actions taken	Website: https://www.goldfields.com/management-approaches.php – Ethics, Conduct and Integrity			1,2		
Anti-competitive behaviour							
GRI 3: Material Topics 2021	3-3 Management of material topics	IAR 2022: Governance and Leadership pgs 20, 21 – 25 AFR 2022: Corporate Governance Standards and Principles pgs 05 – 07 SET Committee pg 09					
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	This GRI Content Index	During 2022, there were no legal actions against Gold Fields for anti-competitive behaviour, anti-trust, and monopoly practices.	10	1,9		
Tax							
GRI 3: Material Topics 2021	3-3 Management of material topics	AFR 2022: Pgs 10, 80 – 81 Website: https://www.goldfields.com/pdf/about-us/corporate-governance/policies/2022/gfl-updated-tax-policy.pdf					
GRI 207: Tax 2019	207-1 Approach to tax	AFR 2022: Pgs 10, 80 – 81 Website: https://www.goldfields.com/pdf/about-us/corporate-governance/policies/2022/gfl-updated-tax-policy.pdf					
	207-2 Tax governance, control, and risk management	AFR 2022: Pgs 10, 80 – 81 Website: https://www.goldfields.com/pdf/about-us/corporate-governance/policies/2022/gfl-updated-tax-policy.pdf					
	207-3 Stakeholder engagement and management of concerns related to tax	AFR 2022: Pgs 10, 80 – 81 Website: https://www.goldfields.com/pdf/about-us/corporate-governance/policies/2022/gfl-updated-tax-policy.pdf					





GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
	207-4 Country-by-country reporting	AFR 2022: Pgs 10, 80 – 81 Website: https://www.goldfields.com/pdf/about-us/corporate-governance/policies/2022/gfi-updated-tax-policy.pdf SPD – Government and Tax Transparency					
Materials							
GRI 3: Material Topics 2021	3-3 Management of material topics	Website: https://www.goldfields.com/sustainability-reporting.php https://www.goldfields.com/pdf/about-us/corporate-governance/policies/material-stewardship-and-supplychain-management-policy-new.pdf See 301-1 for cyanide management representing the most potentially hazardous substance SPD – Environment		1,2,4			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	IAR 2022: Tailings and waste pgs 78 – 79 Website: https://www.goldfields.com/management-approaches.php SPD – Environment CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/ccr-report-2022.pdf		7,8	1		
	301-2 Recycled input materials used	Website: https://www.goldfields.com/management-approaches.php SPD – Environment – refer to 306-2 https://www.goldfields.com/environment-tsf.php CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/ccr-report-2022.pdf	Based on the materials listed as our key inputs in 301-1, we do not believe these input materials can be recycled.				
	301-3 Reclaimed products and their packaging materials	https://www.goldfields.com/environment-tsf.php https://www.goldfields.com/environment-waste.php	Our primary product is gold, which is sold directly to refineries. Our material wastes are recognised as mineralised wastes as discussed above. We do reclaim or reuse some of this waste material (waste rock and tailings) but do not currently disclose quantities.				





GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
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/corporategovernance/policies/material-stewardship-and-supplychain-management-policy-new.pdf					
Energy							
GRI 3: Material Topics 2021	3-3 Management of material topics	IAR 2022: CEO Report pgs 26 – 28 Energy and Carbon Management pgs 75 – 77 Website: https://www.goldfields.com/management-approaches.php – Energy and Emissions CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/ccr-2022-report.pdf		7,8,9	1,2,4,6,7,8,9,10		
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	IAR 2022: Climate Change and Energy Management pgs 68 – 70 SPD – Energy and Regional Energy CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/ccr-2022-report.pdf	SASB: 14% renewable – see Climate Change Report – TCFD	7,8,9	6,9	EM-MM–130a.1	
	302-2 Energy consumption outside of the organization	IAR 2022: Energy and Carbon Management pgs 75 – 77 SPD – Energy and Regional Energy CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/ccr-2022-report.pdf		8,9	6,9	EM-MM–130a.1	
	302-3 Energy intensity	IAR 2022: Energy and Carbon Management pgs 75 – 77 SPD – Energy and Regional Energy CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/ccr-2022-report.pdf		8,9	6,9	EM-MM–130a.1	





GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
	302-4 Reduction of energy consumption	IAR 2022: Energy and Carbon Management pgs 75 – 77 SPD – Energy and Regional Energy CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/ccr-2022-report.pdf		8,9	6,9	EM-MM–130a.1	
	302-5 Reductions in energy requirements of products and services		Indicator is not relevant to the product we produce – gold.				
Water and effluents							
GRI 3: Material Topics 2022	3-3 Management of material topics	AIR 2022 Water management pg 74 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/2022/ccr-2022-report.pdf				EM-MM–140a.1 EM-MM–140a.2	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	IAR 2022: Water management pg 74 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/2022/ccr-2022-report.pdf		8,9	6,9		
	303-2 Management of water discharge-related impacts	IAR 2022: Grievance mechanisms pg 71 Website: https://www.goldfields.com/sustainability-overview.php CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/ccr-report-2022.pdf		8,9	6,9		





GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
	303-3 Water withdrawal	IAR 2022: Water management pg 74 SPD – Water CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/ccr-report-2022.pdf		8,9	6,9	EM-MM-140a.1	
	303-4 Water discharge	IAR 2022: Water management pg 74 SPD – Water CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/ccr-report-2022.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/2022/ccr-report-2022.pdf		8,9	6,9	EM-MM-140a.1	
Biodiversity							
GRI 3: Material Topics 2021	3-3 Management of material topics	IAR 2022: Conserving nature pg 73 Website: https://www.goldfields.com/environment.php				EM-MM-160a.1	
GRI 304: Biodiversity 2016	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 Significant impacts of activities, products and services on biodiversity	IAR 2022: Conserving nature pg 73 Website: https://www.goldfields.com/environment.php https://www.goldfields.com/management-approaches.php – Nature and Biodiversity		8	6,7		
	304-3 Habitats protected or restored	SPD – Land Management and Biodiversity		8	6,7	EM-MM-160a.3	





GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
MM1	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	SPD – Land Management and Biodiversity		8	6,7		
	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		
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		
Emissions							
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>IAR 2022: Energy and Carbon Management pgs 75 – 77 ESG Priorities and 2030 ESG Targets pgs 30, 54 CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/ccr-report-2022.pdf</p> <p>Website: https://www.goldfields.com/management-approaches.php – Energy and Emissions</p>		7, 8, 9		EM-MM– 110a.2	





GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	IAR 2022: Energy and Carbon Management pgs 75 – 77 Website: https://www.goldfields.com/management-approaches.php – Emissions CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/ccr-report-2022.pdf SPD – Emissions		7,8,9	6,10	EM-MM–110a.1 EM-MM–110a.2	
	305-2 Energy indirect (Scope 2) GHG emissions	IAR 2022: Energy and Carbon Management pgs 75 – 77 Website: https://www.goldfields.com/management-approaches.php – Emissions CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/ccr-report-2022.pdf SPD – Emissions		7,8,9	6,10		
	305-3 Other indirect (Scope 3) GHG emissions	IAR 2022: Energy and Carbon Management pgs 75 – 77 Website: https://www.goldfields.com/management-approaches.php – Emissions CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/ccr-report-2022.pdf SPD – Emissions		7,8,9	6,10		
	305-4 GHG emissions intensity	IAR 2022: Energy and Carbon Management pgs 75 – 77 Website: https://www.goldfields.com/management-approaches.php – Emissions CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/ccr-2022-report.pdf SPD – Emissions Gold Fields GRI Content Index 2022		7,8,9	6,10		






GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/ or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
	305-5 Reduction of GHG emissions	IAR 2022: Energy and Carbon Management pgs 75 – 77 Website: https://www.goldfields.com/management-approaches.php – Emissions CCR – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/ccr-2022-report.pdf SPD – Emissions		7,8,9	6,10	EM-MM– 110a.2	
	305-6 Emissions of ozone-depleting substances (ODS)	Not material	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.	7,8,9	6,10		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	SPD – Emissions		7,8,9	6,10	EM-MM–120a.1	
Waste							
GRI 3: Material Topics 2021	3-3 Management of material topics	IAR 2022: Tailings and waste pgs 78 – 79 ESG Priorities and 2030 ESG Targets pgs 30, 54 Website: https://www.goldfields.com/management-approaches.php https://www.goldfields.com/sustainability-overview.php SPD – Tailings and Waste	Gold Fields recognise mineralised waste as our most material or significant type of waste. This includes tailings material and waste rock dump material. We have a dedicated website disclosure on tailings management. This includes our commitment to, and progress against, implementation of the GISTM.			EM-MM– 150a.1	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Refer to GRI 303-4 in SPD – Water	Gold Fields recognise mineralised waste our most material or significant type of waste. This includes tailings material and waste rock dump material. We have a dedicated website disclosure on tailings management. Alignment with the GRI Universal Standards disclosure requirements is continuing.	8,9	8,9	EM-MM–140a.1 EM-MM–140a.2	





GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/ or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
	306-2 Management of significant waste-related impacts	IAR 2022: Tailings and waste pgs 78 – 79 Website: https://www.goldfields.com/management-approaches.php – Environment https://www.goldfields.com/environment-waste.php https://www.goldfields.com/sustainability-overview.php SPD – Tailings and Waste https://www.goldfields.com/tailings-inventory-and-disclosure.php	(EM-MM-150a.1, 150a.2 and 150a.3) https://www.goldfields.com Gold Fields recognise mineralised waste our most material or significant type of waste. This includes tailings material and waste rock dump material. We have a dedicated website disclosure on tailings management. This includes our commitment to, and progress against, implementation of the GISTM. Alignment with the GRI Universal Standards disclosure requirements in continuing.			EM-MM-150a.1 EM-MM-150a.2 EM-MM-150a.3	
	306-3 Waste generated	IAR 2022: Environmental stewardship pgs 73 – 79	Hazardous and Non-Hazardous waste addressed in Management Approaches (general Environmental Stewardship) and SP Data tables. Non-material – mineralised waste is material (and addressed elsewhere). Significant Spills addressed as part if Level 3 – 5 environment incident reporting and Level 2 disclosures related to two incidents for 2022/3.	8,9	6,8		
	306-4 Waste diverted from disposal	Website: https://www.goldfields.com/environment-waste.php https://www.goldfields.com/management-approaches.php	Hazardous and Non Hazardous waste addressed in Management Approaches (general Environmental Stewardship) and SP Data tables. Non material – mineralised waste is material (and addressed elsewhere).	8	6		
	306-5 Waste directed to disposal	This GRI Content Index	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 by any water discharges or runoff.	8,9	6,9		







GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
MM3	Total amounts of overburden rock, tailings and sludges and their associated risk	IAR 2022: Tailings and waste pgs 78 – 79 Website: SPD – Tailings and Waste				EM-MM-150a.1	
Supplier environmental assessment							
GRI 3: Material Topics 2021	3-3 Management of material topics	IAR 2022: Human rights pgs 70 – 71 Website: https://www.goldfields.com/supplier-resources.php Supplier Code of Conduct Supply chain risk management SUPPLIERS Gold Fields https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf					
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supply chain risk management SUPPLIERS Gold Fields		8	1,2,4		
	308-2 Negative environmental impacts in the supply chain and actions taken	Supply chain risk management SUPPLIERS Gold Fields		8	1,2,4,6		
Employment							
GRI 3: Material Topics 2021	3-3 Management of material topics	IAR 2022: Labour management and relations pgs 10, 16, 27, 40, 44, 61 – 62, 68 – 69 ESG Charter and 2030 ESG Targets pgs 30, 54 Value creation for stakeholders pgs 55 – 71 Our workforce profile pg 40 Host community employment pgs 56, 61 Website: https://www.goldfields.com/management-approaches.php RTS – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf pgs 2, 9					








GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	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	https://www.goldfields.com/working-at-goldfields.php		3,6	3		
	401-3 Parental leave	SPD – Workforce					
Labour/management relations							
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>IAR 2022: Our workforce profile pg 40</p> <p>Website: https://www.goldfields.com/management-approaches.php – Labour management and relations https://www.goldfields.com/sustainability-overview.php</p>					
GRI 402: Labour/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	SPD – Workforce	<p>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.</p>				






GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
MM4	Number of strikes and lockouts exceeding one week duration	SPD – Workforce		3	3	EM-MM–310a.2	
Occupational health and safety							
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>IAR 2022: ESG Priorities and 2030 ESG Targets pgs 30, 54 CEO report pgs 26 – 28 Build a safe and respectful workplace pgs 34 – 38 Health and Wellness pgs 36 – 38</p> <p>Website: https://www.goldfields.com/management-approaches.php https://www.goldfields.com/sustainability-overview.php</p>			1,5		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	<p>IAR 2022: Build a safe and respectful workplace pgs 34 – 38 Health and Wellness pgs 36 – 38</p> <p>Website: https://www.goldfields.com/management-approaches.php</p>			4,5		
	403-2 Hazard identification, risk assessment, and incident investigation	<p>IAR 2022: Build a safe and respectful workplace pgs 34 – 38 Health and Wellness pgs 36 – 38</p> <p>Website: https://www.goldfields.com/management-approaches.php</p>			4,5		
	403-3 Occupational health services	<p>IAR 2022: Build a safe and respectful workplace pgs 34 – 38 Health and Wellness pgs 36 – 38</p> <p>Website: https://www.goldfields.com/management-approaches.php</p>			4,5		
	403-4 Worker participation, consultation, and communication on occupational health and safety	<p>IAR 2022: Build a safe and respectful workplace pgs 34 – 38 Health and Wellness pgs 36 – 38</p> <p>Website: https://www.goldfields.com/management-approaches.php</p>			4,5		





GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
	403-5 Worker training on occupational health and safety	IAR 2022: Build a safe and respectful workplace pgs 34 – 38 Health and Wellness pgs 36 – 38 Website: https://www.goldfields.com/management-approaches.php	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.		5	EM-MM-320a.1	
	403-6 Promotion of worker health	IAR 2022: Build a safe and respectful workplace pgs 34 – 38 Health and Wellness pgs 36 – 38 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 2022: Build a safe and respectful workplace pgs 34 – 38 Health and Wellness pgs 36 – 38 Website: https://www.goldfields.com/management-approaches.php			5		
	403-8 Workers covered by an occupational health and safety management system	IAR 2022: Build a safe and respectful workplace pgs 34 – 38 Health and Wellness pgs 36 – 38 Website: https://www.goldfields.com/management-approaches.php					
	403-9 Work-related injuries	IAR 2022: Build a safe and respectful workplace pgs 34 – 38 Health and Wellness pgs 36 – 38 Website: SPD – Safety	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		5	EM-MM-320a.1	
	403-10 Work-related ill health	IAR 2022: Build a safe and respectful workplace pgs 34 – 38 Health and Wellness pgs 36 – 38 Website: SPD – Safety					
Emergency Preparedness MM		https://www.goldfields.com/sustainability-overview.php Covid-19 communication – www.goldfields.com					



GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
Training and education							
GRI 3: Material Topics 2021	3-3 Management of material topics	IAR 2022: Value creation for stakeholders pgs 55 – 71 Our workforce profile pgs 40 Host community employment pgs 56, 61 Website: https://www.goldfields.com/management-approaches.php Human Capital					
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	SPD – Training and Development		6	3,5		
	404-2 Programmes for upgrading employee skills and transition assistance programmes	IAR 2022: Our workforce profile pg 40 Mining Charter Scorecard pgs 88 – 89		6	3,5		
	404-3 Percentage of employees receiving regular performance and career development reviews	IAR 2022: Our workforce profile pg 40 Website: https://www.goldfields.com/working-at-goldfields.php SPD – Training and Development https://www.goldfields.com/training-and-development.php		6	3,5		
Diversity and equal opportunity							
GRI 3: Material Topics 2021	3-3 Management of material topics	IAR 2022: Key Board deliberations and decisions in 2022, pg 25 CEO Report, pgs 26 – 28 Our workforce profile pg 40 Website: https://www.goldfields.com/our-approach-to-diversityand-inclusion.php https://www.goldfields.com/management-approaches.php – Employment					


GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	IAR 2022: CEO Report pgs 27 – 28 Our workforce profile pg 40 Mining charter pgs 68 – 69 Human rights pgs 70 – 71 This GRI Content Index Website: https://www.goldfields.com/our-approach-to-diversityand-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 2022: Our workforce profile pg 40 SPD – Diversity and Equal Opportunity		6	3		
Non-discrimination							
GRI 3: Material Topics 2021	3-3 Management of material topics	IAR 2022: Our workforce profile pg 40 Human rights pgs 70 – 71 Website: https://www.goldfields.com/code-of-conduct.php https://www.goldfields.com/pdf/about-us/corporate-governance/policies/2022/human-rights.pdf https://www.goldfields.com/our-approach-to-diversityand-inclusion.php		1,2,6	1,3		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	IAR 2022: https://www.goldfields.com/management-approaches.php		1,2,6	1,3		
Freedom of association and collective bargaining							
GRI 3: Material Topics 2021	3-3 Management of material topics	IAR 2022: Pg 40 Website: https://www.goldfields.com/pdf/about-us/corporate-governance/policies/2022/human-rights.pdf					



GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	IAR 2022: Pg 40 Website: https://www.goldfields.com/pdf/about-us/corporate-governance/policies/2022/human-rights.pdf	<p>During 2022, 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.</p>	1,2,3	3		
Child labour							
GRI 3: Material Topics 2021	3-3 Management of material topics	Website: https://www.goldfields.com/code-of-conduct.php https://www.goldfields.com/pdf/about-us/corporate-governance/policies/2022/human-rights.pdf					
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	Website: https://www.goldfields.com/pdf/about-us/corporate-governance/policies/2022/human-rights.pdf Supplier Code of Conduct https://www.goldfields.com/pdf/suppliers/introduction/values-and-code-summary-for-suppliers-and-contractors.pdf https://www.goldfields.com/pdf/suppliers/australia/gfa-modern-slavery-statement-2021.pdf	<p>During 2022, 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 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.</p>	1,2	3		

GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
Forced or compulsory labour							
GRI 3: Material Topics 2021	3-3 Management of material topics	IAR 2022: Human rights pgs 70 – 71 Gold Fields Code of Conduct Website: https://www.goldfields.com/code-of-conduct.php https://www.goldfields.com/pdf/about-us/corporate-governance/policies/2022/human-rights.pdf					
GRI 409: Forced or Compulsory Labour 2016	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/2022/human-rights.pdf Supplier Code of Conduct https://www.goldfields.com/pdf/suppliers/introduction/values-and-code-summary-for-suppliers-and-contractors.pdf	During 2022, 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.	1,2	3		
Security practices							
GRI 3: Material Topics 2021	3-3 Management of material topics	IAR 2022: Human rights pgs 70 – 71 Website: https://www.goldfields.com/management-approaches.php – Security					
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	IAR 2022: Human rights pgs 70 – 71 Website: https://www.goldfields.com/management-approaches.php – Security	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.	1,2	1,3		

GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
Rights of indigenous peoples							
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>IAR 2022: Material Matters pg 10 Risks and Opportunities pgs 11 – 17 Governance and Leadership 19 – 28 CEO report pgs 26 – 28 Value creation for our stakeholders pgs 55 – 71 Working with Indigenous communities in Australia pgs 63 – 64 Cultural heritage protection pg 64 Human rights pgs 70 – 71 Salares Norte pgs 66 – 67</p> <p>Website: https://www.goldfields.com/management-approaches.php Indigenous People https://www.goldfields.com/pdf/about-us/corporategovernance/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/corporategovernance/policies/stakeholder-relationship-andengagement-policy-statement-august-2022.pdf https://www.goldfields.com/pdf/about-us/corporate-governance/policies/2022/human-rights.pdf https://www.goldfields.com/code-of-conduct.php RTS – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf</p>		1,2	1,3,9,10	EM-MM– 210a.2 EM-MM– 210a.3	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	<p>IAR 2022: Working with Indigenous communities in Australia pgs 63 – 64 Indigenous peoples cultural heritage protection pg 64 Community grievance mechanisms pg 71</p> <p>Website: SPD – Community Grievances https://www.goldfields.com/pdf/about-us/corporate-governance/policies/2022/human-rights.pdf RTS – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf</p>		1,2	3		




GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
Local communities							
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>IAR 2022: Material Matters pg 10 Risks and Opportunities pgs 11 – 17 Governance and Leadership 19 – 28 CEO report pgs 26 – 28 Value creation for our stakeholders pgs 55 – 71 Working with Indigenous communities in Australia pgs 63 – 64 Cultural heritage protection pg 64 Human rights pgs 70 – 71 Salares Norte pgs 66 – 67</p> <p>Website: https://www.goldfields.com/management-approaches.php – Indigenous People Indirect economic impacts https://www.goldfields.com/management-approaches.php Local communities and engagement https://www.goldfields.com/management-approaches.php Human rights https://www.goldfields.com/pdf/about-us/corporategovernance/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/2022/stakeholder-relationship-and-engagement-policy.pdf https://www.goldfields.com/pdf/about-us/corporate-governance/policies/2022/human-rights.pdf https://www.goldfields.com/code-of-conduct.php RTS – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf</p>					


GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/ or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	<p>IAR 2022: Governance and Leadership pgs 19 – 38 Environmental stewardship pgs 73 – 79 Value creation for stakeholders pgs 55 – 71 Cultural heritage protection pg 64 Human rights pgs 70 – 71</p> <p>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/2022/stakeholder-relationship-and-engagement-policy.pdf https://www.goldfields.com/pdf/about-us/corporategovernance/policies/community-policy.pdf https://www.goldfields.com/pdf/about-us/corporate-governance/policies/2022/human-rights.pdf https://www.goldfields.com/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf https://www.goldfields.com/pdf/about-us/corporategovernance/policies/material-stewardship-and-supplychain-management-policy-new.pdf https://www.goldfields.com/pdf/about-us/corporategovernance/policies/climate-change-policy-statementaugust-2021.pdf</p> <p>SPD – National value distribution SPD – Host community employment SPD – Host community procurement SPD – Host community value creation SPD – Socio economic development SPD – Community grievances</p>	<p>SASB: Refer to Report to Stakeholders 2022 Gold Fields Report to Stakeholders https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf No material non-technical delays</p>	1,2	2,3,4,9,10	EM-MM–210b.1 EM-MM–210b.2	




GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
	413-2 Operations with significant actual and potential negative impacts on local communities	<p>IAR 2022: Environmental stewardship pgs 73 – 79 Measuring our impacts and relationships pg 59 Potential environmental impacts pg 62 Cultural heritage protection pg 64 Human rights pgs 70 – 71</p> <p>Website: SPD – Environment SPD – Community grievances RTS – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf</p>		12	1, 2,3, 4,9,10		
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples	<p>IAR 2022: Host communities pg 59 Potential environmental impacts pg 62 Cultural heritage protection pg 64 Human rights pgs 70 – 71 Environmental stewardship pgs 73 – 39</p> <p>Website: SPD – Environment SPD – Community grievances RTS – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf</p>		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	<p>IAR 2022: Host communities pg 59 Potential environmental impacts pg 62 Cultural heritage protection pg 64 Human rights pgs 70 – 71 Community grievance mechanisms pg 71 Environmental stewardship pgs 73 – 79</p> <p>Website: https://www.goldfields.com/management-approaches.php Local communities and engagement, Direct and Indirect Economic impact, Indigenous peoples, Security, Human rights SPD – Environment SPD – Community grievances RTS – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf</p>		2,3,4,9,10			

GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
	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	<p>IAR 2022: Artisanal, small-scale and illegal mining in Ghana pg 62 Human rights pgs 70 – 71</p> <p>Website: RTS – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf 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</p>	1,2	1,3,5,9,10		
	Resettlement MM9		<p>IAR 2022: Human rights pgs 90 – 91</p> <p>Website: https://www.goldfields.com/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf RTS Ghana – https://www.goldfields.com/pdf/investors/integrated-annual-reports/2022/gold-fields-report-to-stakeholders-2022.pdf</p>	1,2	1,3,5,9,10		
Supplier social assessment							
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>IAR 2022: How we create enduring value for our stakeholders pgs 56 – 58 Host communities pgs 59 – 64 Human rights pgs 70 – 71</p> <p>Website: https://www.goldfields.com/management-approaches.php – Direct and Indirect Economic Impacts, Human Rights, Local Communities and engagement Supply chain risk management SUPPLIERS Gold Fields</p>					

GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	IAR 2022: Human rights pgs 70 – 71 Website: Supply chain risk management SUPPLIERS Gold Fields		9			
	414-2 Negative social impacts in the supply chain and actions taken	This GRI Content Index IAR 2022: Value creation for our stakeholders pgs 55 – 71 Government pgs 65 – 67 Human rights pgs 70 – 71 Website: Supplier Code of Conduct https://www.goldfields.com/values-and-code-of-conductsummary.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.				
Public policy							
GRI 3: Material Topics 2021	3-3 Management of material topics	IAR 2022: Government relations pgs 65 – 67 Website: https://www.goldfields.com/management-approaches.php – Engagement with Government and Regulators https://www.goldfields.com/sustainability-overview.php					
GRI 415: Public Policy 2016	415-1 Political contributions	IAR 2022: Government relations pgs 65 – 67 Website: SPD – Government and Tax Transparency		1,10	1,4		

GRI Content Index for the Integrated Annual Report 2022 continued

GRI Standards	Disclosure	Page number(s) and or URL(s)	Further explanation and/or reason for omission	UNGC	ICMM	SASB	SDG
General disclosures							
Customer health and safety							
GRI 416:	Customer Health and Safety 2016		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.				
Marketing and labeling							
GRI 417:	Marketing and Labeling 2016		Not relevant to Gold Fields as gold is sold in an unwrought form.				
Customer privacy							
GRI 418:	Customer Privacy 2016		Not relevant as Gold Fields sells its product directly to refineries in an unwrought form				

GRI Content Index for the Integrated Annual Report 2022 continued



GOLD FIELDS

GOLD FIELDS LIMITED
GRI Content Index 2022