

GFA CONTROLLED DOCUMENT

Gold Fields Australia Collection Statement

GFA-ADM-ID008 ver 3.0



GOLD FIELDS

Gold Fields Australia Collection Statement

1. This Collection Statement is provided by Gold Fields Australia (including each of Gold Fields Australia Pty Ltd, Gold Fields Australasia Pty Ltd, St Ives Gold Mining Company Pty Ltd, Agnew Gold Mining Company Pty Ltd, GSM Mining Company Pty Ltd, Gruyere Mining Company Pty Ltd and Gruyere Management Pty Ltd) (“we”, “our”, “us”).
2. If you have any questions regarding this Collection Statement, you may contact our Privacy Officer at GFAU.PrivacyOfficer@goldfields.com. Further, our full Privacy Policy is available here: [GFA-ADM-PY012 Gold Fields Privacy Policy](#). Please refer to pages 9 and 10 of our Privacy Policy for definitions of terms used in this Collection Statement.

Notification of collection

3. This Collection Statement acts as a notification to you of our collection of your personal information and of the information contained in this Collection Statement.

Purposes of collection

4. We may collect your personal information for one or more of our functions and activities in the course of operating our business as a gold producer. In support of our core business, we also carry out related functions and activities which are listed at paragraph 1 of our Privacy Policy.
5. Please be aware that, as part of carrying out our functions and activities as a gold producer, we may collect some sensitive information. For further details of the types of sensitive information we may collect, please see paragraph 6 of our Privacy Policy.
6. If we are collecting tax file number (**TFN**) information and you are an employee or prospective employee, we are authorised by taxation law to collect this information for the purposes of withholding pay as you go tax.

Consequences if you do not provide your personal information

7. If you do not provide us with all or some of your personal information, we may not be able to assist you in meeting your objectives regarding your interactions with us. For example, if you do not provide us with your relevant personal information regarding our standard pre-employment checks, we will not be able to offer you a position with us.
8. If you are an employee and you do not provide us with your TFN after our request, this may result in increased possibility of administrative errors and having extra tax withheld from our payments to you. We will be required to withhold the top rate of tax from all payments made to you if you do not provide your TFN and do not claim an exemption from quoting your TFN. We will be unable to provide your TFN to the superannuation fund to which we pay contributions on your behalf and, unless you have provided your TFN to your superannuation fund separately, there is a risk that additional tax will be imposed on such superannuation contributions. Failure to disclose your TFN can also increase the difficulty of tracing different superannuation accounts in your name.

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Disclosure of personal information to third parties

9. From time to time, we may need to disclose your personal information to third parties. For example, we may disclose your personal information to:
- a. third party providers of our core business systems (for example SuccessFactors);
 - b. consultants engaged to assist the business; and
 - c. external advisors, such as external lawyers.

Please see paragraph 21 of our Privacy Policy for a list of the types of third parties to which we may disclose your personal information.

Access to and correction of personal information

10. Paragraphs 36 to 47 of our Privacy Policy contain information about how you may access your personal information that is held by us and how you may seek correction of such information.

Complaints

11. Paragraphs 48 to 50 of our Privacy Policy contain information about how you may complain about a breach of the Australian Privacy Principles and how we will deal with such a complaint.

Overseas disclosure

12. Gold Fields Australia is part of the global Gold Fields group, with further offices and/or operations/projects located in South Africa, Ghana, Peru, Chile, the Netherlands, the Isle of Man, the United States of America, Canada and the Philippines. We may share some personal information with different international offices within the Gold Fields group.
13. In addition, we may engage with external third parties located outside of Australia for the purposes referred to in paragraph 9 above, and disclosure of your personal information on a confidential basis may form part of that engagement.
14. For more information on our overseas disclosure of personal information, please refer to paragraphs 16, 17 and 51 to 55 of our Privacy Policy.