

Values & Code of Conduct Summary

for Suppliers and Contractors

At Gold Fields, we are committed to conducting our business in a fair and ethical manner in order to promote a corporate culture that is socially and environmentally responsible. This is achieved by living the core Values of the Gold Fields Group, upholding our Code of Conduct, and working with suppliers and contractors who share and uphold these Values and standards. A summary of these principles is set out below. Suppliers and contractors are advised to refer to our website for further details on our [Vision and Values](#), as well as our [Code of Conduct](#).

Our Values



Safety: If we cannot mine safely, we will not mine

We care deeply about the safety of our people. We are vigilant about identifying unsafe behaviours and are not afraid to speak up – to Stop, Fix, Verify and Continue – because we know we have the full support of the company when we do so. We are absolutely disciplined about developing, implementing and adhering to safety systems and rules, and we hold ourselves and each other accountable for this. We work towards zero harm on a daily basis – in our jobs, our homes and our communities. We never compromise on safety.



Integrity: We act with honesty, fairness and transparency

We hold ourselves to the highest ethical standards. We tell the truth, stand up for what we know is right and protect the people who have the courage to do this. We report facts and figures accurately, keep confidential information private and refuse to cover up or turn a blind eye to what we know is unethical. We use the Code of Conduct to guide us but when we are unsure of what to do, we ask. We act with the best interests of our company at heart.



Respect: We treat all stakeholders with trust, dignity and respect

How we behave is guided by the knowledge that every human being is valuable and deserves respect. This is why we treat people as we would want to be treated. While we know that it is sometimes necessary to have difficult conversations, we do so in a way that ensures that the dignity of the other person always remains intact. We allow others to voice their views, even when they are different to or in conflict to our own. We embrace, value and respect diversity and difference. We do not tolerate rude, abusive or undermining behaviour and we stand up for each other.



Responsibility: We responsibly manage our impact on the environment and host communities

We hold ourselves accountable for our actions and the impact we have on the environment and host communities – even if this does not relate to our core job. Wherever possible we use water and energy efficiently. We vigilantly monitor those areas of our business that may impact the environment and quickly report any incidents. We treat people in host communities with respect and make an attempt to understand their needs and concerns.



Delivery: We strive for excellence and do what we say we will do

We strive to produce work that is excellent. We pay attention to detail and take pride in what we do. We work hard to deliver on time and within budget – wherever possible we strive to exceed expectations and do more with less. We understand that the delivery of one person impacts the delivery of the entire team. We take individual responsibility for our own work but we accept that no single project is more important than working together to achieve company goals.



Innovation: We encourage innovation and an entrepreneurial spirit

Our definition of innovation goes beyond technology – it encompasses any idea or change that can drive the business forward. We do not allow ourselves to be constrained by limiting beliefs and we think beyond what other people accept as 'possible'. We are open to change and support new ways of working, even when the ideas may not be our own. We are optimistic about what the future can deliver.



Code of Conduct

Working with Third Parties	Human Rights
We recognise that when we contract third parties, they become an extension of our business. We therefore expect suppliers to uphold and comply with our Values and Code of Conduct, and all applicable laws, rules and regulations.	Suppliers are expected to respect human rights, to be committed to respecting the rights, dignity and freedom of all, to support the United Nations Universal Declaration of Human Rights and to be committed to maintaining a workplace free from all discrimination and harassment.
Gifts and Hospitality	Conflicts of Interest
Suppliers must not give or accept any gifts or hospitality that might compromise or be seen to compromise the professionalism or impartiality of Gold Fields’ personnel. No cash payments, discounts or vouchers may be provided to any Gold Fields personnel under any circumstances.	Suppliers must declare any situation or relationship that raises an actual, potential or perceived conflict of interest in relation to dealings with Gold Fields, and must avoid personal or business relationships which may compromise the performance of their duties.
Confidential Information	Political Activity and Government Interaction
Suppliers are required to treat all information to which they become privy by virtue of their relationship with Gold Fields, confidential. This includes, without limitation, information pertaining to Gold Fields which is not in the public domain. This includes making statements or posting material/pictures concerning Gold Fields on social media with Gold Fields’ prior written consent.	Any political activity engaged in by suppliers must clearly indicate that it does not represent Gold Fields in any way, irrespective of the relationship with Gold Fields or its operations. Suppliers must not attend meetings with Government officials (including regulators or Government departments) on Gold Fields related business, without the presence of Gold Fields personnel, who must record the details of the interaction.
Preventing and Eliminating Bribery & Corruption	Accurate and Complete Record Keeping
Suppliers must comply with all laws and regulations that prohibit bribery and corruption. Suppliers are not permitted to solicit, offer or promise a bribe, kick-back or any other improper payment or benefit, including facilitation payments, whether acting on its own behalf or on behalf of Gold Fields.	Suppliers must record all information relating to its dealings with Gold Fields honestly, accurately and completely. Any payment error must be reported immediately. We have zero tolerance toward fraud. Misrepresenting facts can never be justified or excused.
Insider Trading	Speaking Up
Trading in shares or securities based on material non-public information, or supplying that information to others, is illegal. Any dealings by a supplier in the shares or securities of Gold Fields must comply with all applicable laws and stock exchange requirements.	Suppliers can report violations of Gold Fields’ Code of Conduct or any other concerns to goldfields@tip-offs.com OR the confidential hotline: South Africa: 0800 203 711 Ghana: 0800 10987 Peru: 0800 54 760 Australia: 1800 623 245 USA: 1 888 611 1848 Chile: 800 914 279 This service is administered by a third party provider and anonymity is guaranteed.

Certification:

_____, (the “Company”), certifies and confirms that:

1. It has reviewed and understood the Gold Fields Code of Conduct (the “Code”);
2. It currently complies and shall continue to comply with the applicable principles of the Code;
3. If the Company, its subsidiaries or their representatives fail to comply with the applicable principles of the Code or commit any unethical behaviour, Gold Fields Party may, without prejudice to its rights, be entitled to terminate the agreement with the Company.

Duly signed on this _____ day of _____ 20____

_____ Duly authorised thereto

