



GOLD FIELDS

HUMAN RIGHTS POLICY STATEMENT

The Gold Fields Limited Group of Companies (“Gold Fields”) strives to ensure that every individual within the group respects the rights and freedoms enunciated below in respect of all identified stakeholders such as fellow employees, associates, business partners, host communities etc., and to secure their effective recognition and observance throughout the Group. Gold Fields seeks to protect the right to:

- human dignity;
- not be subject to any form of unfair discrimination or harassment;
- fair treatment (subject to considerations of affirming previously disadvantaged groups);
- freedom and security of person;
- not be subjected to slavery, servitude, and forced labour;
- freedom of conscience, religion, thought, belief, opinion and cultural heritage;
- freedom of expression (subject to considerations of confidentiality and the prohibition of hate speech and incitement to cause harm);
- peacefully assemble;
- freedom of association;
- make political choices and to exercise those rights outside of working hours;
- freedom of movement including the minimisation of involuntary resettlement (subject to fair compensation where the latter is unavoidable);
- fair labour practices;
- not be employed if you are a child;
- not be arbitrarily deprived of property or possessions;
- freely participate in the cultural life of your choice;
- lawful, reasonable and fair action; and
- not be subjected to arbitrary arrest or detention.

Gold Fields supports the United Nations Universal Declaration of Human Rights and the Voluntary Principles on Security and Human Rights.

Employees of Gold Fields will play a fundamental role in protecting the above mentioned rights by:

- integrating the protection of such rights into everyday practice;
- reacting proactively and adhering to the Group’s human rights policy;
- encouraging diversity in accordance with the Group Diversity Policy;
- training of and guidance for all relevant staff, including security staff and contract personnel;
- respecting the cultural heritage of communities surrounding our mining activities; and
- stipulating that suppliers and contractors conduct themselves in accordance with this Human Rights Policy.

Nick Holland

Chief Executive Officer

20 September 2018

Date

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