



GOLD FIELDS

GOLD FIELDS LIMITED OCCUPATIONAL HEALTH AND SAFETY POLICY STATEMENT

Gold Fields strives for zero harm to our workforce. Our value is: “If we cannot mine safely, we will not mine”. We aim to eliminate the potential for accidents and injury at the workplace and strive to minimise hazards in the working environment.

To attain this vision, we at Gold Fields commit to:

- preventing fatal and serious injuries in our workforce;
- providing a workplace that is conducive to health and safety;
- continually improving occupational health and safety performance through the provision of appropriate systems, leadership, resources, training, support and personal protective equipment and the application of good practices, scientific knowledge and technology;
- creating a caring and trusting culture, with regular engagements at all levels of the organisation, where front-line leaders lead by example;
- active identification, assessment and control of occupational health and safety risks;
- complying with applicable legal requirements and other rules, codes and standards to which we subscribe;
- continually assessing our health and safety systems and developing internal health and safety standards and protocols where gaps are identified;
- ensuring that employees, contractors and other stakeholders have the relevant skills to perform work-related tasks in a safe manner and that they are aware of their individual occupational health and safety obligations and rights;
- applying an open, transparent and constructive approach in health and safety related interactions with stakeholders;
- benchmarking our health and safety performance, taking account of evolving stakeholder expectations to gauge our rate of progress; and
- making this policy and its revisions, objectives and targets available to employees, contractors and other stakeholders.

Everyone working at Gold Fields’ operations plays an active role in achieving these commitments by:

- exercising their right to a safe working environment by withdrawing from and reporting situations that are unhealthy or dangerous to them or their workmates;
- taking ownership of their roles in occupational health and safety management programmes; and
- complying with documented standards and procedures.