

GOLD FIELDS - WEST AFRICA
STAKEHOLDER ENGAGEMENT LOG 2016

NO.	ISSUE	STAKEHOLDERS	LOCATION	FREQUENCY OF ENGAGEMENT	RESPONSE DURING 2016
1	Development Agreement	Government of Ghana	Accra	Regular direct/indirect engagement with Government	Development agreement secured/granted and ratified by Parliament.
2	State Gold Mining Company (SGMC) assets	Government of Ghana	Accra	As required	Settlement reached on the amount to be paid for the SGMC assets and the terms of payment.
3	Deepening media's understanding of mining operations	Media gatekeepers	Tarkwa/Damang	Annual	Media gained first hand knowledge and better understanding of mining operations, the opportunities, and the challenges. This reflected in subsequent media coverage and reportage.
4	Relationship Proximity Assessment	All stakeholder communities	Tarkwa/Damang	As required	Communities were given feedback on the Proximity Assessment study that was carried out, as well as the action plans that were developed to address the key issues.
5	Akobon Audit 2016	Community Leaders, EPA	Damang/Tarkwa	Annual	Review of community projects and programs, as well as environmental management systems and processes.
6	Compensation - Kottraverchy farmers' petition to the EPA	Farmers' representatives, EPA, Amalgamated Surveys (independent survey consultant)	Tarkwa	As required	Presentation of survey results to the EPA and discussion of the survey results with the EPA and the farmers' representatives.
7	Mine airstrip - construction of airstrip at Tarkwa	Municipal Security Council, Ghana Civil Aviation Authority (GCAA), Municipal Assembly, EPA	Accra/Tarkwa	As required	No major opposition to the construction of the airstrip.
8	Community employment - Youth in Organic Horticulture Production (YouHoP) program	GIZ, traditional authorities, community leaders (including youth leaders), Ministry of Food and Agriculture, District Assembly	Accra/Tarkwa	As required	Community Engagement and sensitization completed. Registration of beneficiaries completed. Formation and group dynamics training completed. The YouHoP Project was officially launched in November.

9	Permitting	EPA, Minerals Commission, National Tailings Dam Committee	Accra	As required	Permits were secured for raises for TSFs 1,2, and 3.
10	Community development - Mine Community Consultative Committee meetings	Local government, traditional authority, community leaders, media	Damang/Tarkwa	Quarterly	Discussion on planned employee redundancy and re-engagement. Community employment updates. Setting up of community employment committee. Review of completed projects. Discussion on new projects. Discussion on compensation and resettlement principles and procedures
11	Community employment - Community Employment Committee meetings	Community leaders, traditional authorities, Local government agency	Damang	Quarterly	Discussion on the recruitment procedures for the Damang holding plan. Updates on community employment.
12	Crop rate negotiation for 2016	Chief farmers, Directors of the Ministry of Food and Agriculture, Lands valuation officers.	Damang	Annual	Crop rates reviewed for the year 2016.
13	Scholarship awards - Scholarship beneficiary selection	Host community leadership, traditional authorities, community residents, Ministry of Education	Tarkwa/Damang	As required	Award of 2015/2016 scholarships and review of application for 2016/2017 scholarships.

TA Traditional Authorities
DMCCC Damang Mine Communities Consultative Committee
DMCFA Damang Mine Consultative Farmers Association
E&P Damang Mine contractor (Engineers and Planners)
BCM Damang Mine contractor
GIZ
WATSAN Water and Sanitation
CE Community Engagement

GOLD FIELDS - Australasia STAKEHOLDER ENGAGEMENT LOG 2016

NO.	ISSUE	STAKEHOLDERS	LOCATION	FREQUENCY OF ENGAGEMENT	RESPONSE DURING 2016
1	Mine Closure Planning	State Government	Perth	Regular direct/indirect engagement with Government	Mine closure plan for St Ives completed for use as a model at all sites for submission of plans in 2017 and 2018
2	Environmental Approvals	State Government, Local Government, Local Communities, Pastoralists	St Ives	As required	Engagement completed as part of environmental approvals process for new activities on Lake Lefroy and submission to the Environmental Protection Authority
3	Environmental Approvals	State Government, Local Government, Local Communities, Pastoralists	St Ives	As required	Engagement commenced as part of a longer term process to secure approvals for new activities at Lake Lefroy

4	Environmental Approvals	State Government, Local Government, Local Communities, Pastoralists	Agnew	As required	Engagement completed as part of environmental approvals process for inpit tailings disposal at Songvang
5	Environmental Approvals	State Government, Local Government, Local Communities, Pastoralists	Granny Smith	As required	Approvals secured for the construction of a Gas Fired Power Station
6	Heritage Surveys	Local Indigenous Communities	St Ives, Agnew	As required	Local Indigenous Stakeholders provided input into ongoing heritage surveys to identify areas of cultural significance
7	Cultural Awareness	Local Indigenous Community, Gold Fields Australia Employees	Agnew, Granny Smith	As required	Local Indigenous Community stakeholders provided cultural awareness training to our employees, inclusive of site visits.
8	Native Title Agreement at Gruyere	Local Indigenous Community	Cosmo Newberry	Quarterly	Relationship Committees held quarterly as part of the Native Title Agreement to develop the Gruyere Project and serves as a platform for ongoing engagement with the Traditional Owners with regard to project delivery and the pursuit of value chain opportunities
9	Contractor evaluation at Gruyere	Local Indigenous Community	Cosmo Newberry	As required	Meetings held to identify potential value chain opportunities with potential contractors for the Gruyere project construction. A number of opportunities have been identified for further investigation
10	Organisation Safety Culture	Gold Fields Australia Employees	Perth, St Ives, Agnew, Granny Smith, Darlot	Annually	Engagement with all personnel to track progress on the development of a strong safety culture. 90% of respondents believe that management is committed to safe production and that safety is the top priority. All sites have recorded an improvement in indicators of a safety concious culture
11	Access to water	Gold and Nickel Mining Companies	Granny Smith and Darlot	As required	Successful engagement with neighbouring mining companies to secure additional sources of water to the operations
12	Heritage preservation	Local Government	Agnew	As required	Review of heritage significance of historical buildings with a view towards donation to the local government for preservation
13	Scholarship Provision	Local Indigenous Community	Perth	Annual	2 new Scholars were awarded scholarships under the Gold Fields Australia Foundation
14	Remote Community Healthcare	Local Communities in the Goldfields	Perth	As required	Developed a funding partnership with the Harry Perkins institute for the development of portable eye health equipment that can be easily transported to remote communities, removing requirements for travel to Perth
15	Remote Community Healthcare	Local Communities in the Goldfields	Perth	As required	Developed a funding partnership with the Princess Margaret Hospital Foundation to develop a facial image database within indigenous communities that will assist with remote healthcare and the identification of a number of rare diseases

16	Opening of the Gas Power Station	Local Media	Granny Smith	Once Off	Extensive media positive coverage regarding the ongoing investment into existing assets and the reduction of our carbon footprint
17	Societal acceptance	National and Western Australia	Perth	Quarterly	Continued to actively participate in the management of the Gold Industry Group that serves to promote the importance of Gold Mining in Western Australia
18	Carbon Trading	Clean Energy Regulator	Perth	Quarterly	Successfully secured a contract to trade carbon abatement credits from the Granny Smith Gas Fired Power Station
19	Free Prior and Informed Consent (FPIC) Certification Precondition (CP)	National Commission on Indigenous Peoples (NCIP), Local Indigenous Community	FSE	Regular	Continued with process of obtaining CP to complete FPIC process. Engaged local indigenous community regularly. Engaged with NCIP Regional Office quarterly.
20	Local Government Unit (LGU) endorsement	Provincial Board, Municipal Council, Barangay (<i>village</i>) Council	FSE	As required	Continued with process of securing LGU endorsement. Successfully presented project updates to newly-elected Provincial Board and to newly-elected Municipal Council. Reported community development accomplishments to Barangay Councils.
21	Land Access	National Government Agencies, Local Government Units (LGU), Local Community, Local Indigenous Community, Land Owners	FSE	As required	Continued to monitor the Comprehensive Land Use Plan of the municipality to ensure mineral lands are included and continued to update land access related database.
22	Government Reporting	Mines and Geo-sciences Bureau (MGB)	FSE	Quarterly, Annually	Submitted all regulatory reports (exploration, environment, community development) to the MGB, through the joint venture partner, in a timely manner.
23	Community Center	Local Community	FSE	Regular	Continued to maintain an information and community center as a library and hub for general and mining information, meetings and trainings.
24	Education Campaign	Government Department of Education (DepEd), Public School Teachers and Youth	FSE	Quarterly	In partnership with Department of Education trained 32 public school teachers in MS office applications. Cited by the Department for support to the alternative learning systems which target qualified high school drop outs.
25	Livelihood and Women Program	Local Women's Organizations	FSE	Regular	Continued to mentor 6 women's organizations engaged in hog-raising in organization management, financial literacy and entrepreneurship. Beneficiaries have realized additional income of PhP9,000 (~US\$200) each.
26	Access to water	Local Water Associations	FSE	Regular	Continue to mentor 14 water associations, organized and trained in 2012, that now provide potable water to 637 households (~10% of total HH in Mankayan) and 17 institutions.
27	Host Community Economy	Local Residents, Local Community Suppliers/Service Providers	FSE	Regular	72% of site-based employees are local residents. 57% of in-country procurement were sourced from the host province with 61% sourced from host community. Successfully tendered and awarded camp services contract to a local service provider

28	Positive Image - Responsible Mining	National and Local Media, Government, Chamber of Mines	FSE	As required	Continued membership with Chamber of Mines. Supported Chamber of Mines initiatives to support responsible mining and to promote a positive image of the mining industry.
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**GOLD FIELDS - SOUTH AFRICA
STAKEHOLDER ENGAGEMENT LOG 2016**

NO.	ISSUE	STAKEHOLDERS	LOCATION	FREQUENCY OF ENGAGEMENT	RESPONSE DURING 2016
1	Establishment of the community consultative forum (Roundtable)	Sibanye Gold, Local Municipality and Community Stakeholders Forum	Rand West City Local Municipality	As required	The draft Memorandum of Understanding for the Round Table between the Mines, Local Government and the Community has been completed and circulated for comments to the legal departments of the mines.
2	Relationship Proximity Assessment	All community stakeholders (piloted in Bekkersdal, Simunye and Thusanang Community)	Rand West City Local Municipality	Monthly	Proximity Assessment conducted in 3 communities.
3	5 year community relations strategy and plan	Community Leaders, Municipality, Farmers	Rand West City Local Municipality	Annual	community consultation meetings were conducted, where by community members give input for the community relations strategy.
4	Community Feedback Meetings	All community stakeholders	Rand West City Local Municipality	Monthly	Feedback meeting on issues raised by the community took place in all host communities. Presentation on SLP commitments, environmental awareness and grievance mechanism awareness also conducted in all communities. Issues raised at these meetings are recorded and actioned.
5	Community Protest	Greater Westonaria Concern Residence Association	Bekkersdal	As required	Memorandum of Demands(MOD) accepted by Gold Fields and Sibanye senior Management. Meetings were conducted to discuss the MOD.50% of the issues raised on MOD
6	Construction of Simunye Secondary School	Local Municipal, Gauteng Department of Education, School Governing Board, Learners, Simunye School Steering Committee, Sibanye Gold	Rand West City Local Municipality	As required	Community consultation meetings were conducted, where by community members raised concerns regarding the identified site donated by Sibanye Gold. An alternative location has been proposed.
7	Thusanang Community Risk	Thusanang Land Owners, Thusanang Community Forum	Thusanang Community	Quarterly	Boundary verification conducted, beacons were erected to demarcate the boundaries.
8	Community Grievance Mechanism	All community stakeholder	Rand West City Local Municipality	As required	During 2016, a second round of awareness campaigns has been presented and discussed in community meetings. In 2016 YTD a total of 12 grievances have been filed. Community grievance mechanism, readiness review of the grievance mechanism has been conducted by KPMG assurance Audit team specialist

10	Community Relations Information Sharing Meeting	Synergy Global, Federation for Sustainable Environment, Seriti Institute, South Deep Community and Education Trust.	Rand West City Local Municipality	As required	Share community information and challenges
11	Local Procurement	Local Small, Medium Enterprises	Rand West City Local Municipality	As required	Plan to increase local procurement and employment is in place. Appointed consultant interviewed over 290 local Small, Medium and Micro Enterprises (SMME) and discussions are on-going with established suppliers and contractors regarding job creation and possible partnerships with local SMMEs
12	Unemployment in communities Gold Fields and Sibanye (Gold Alliance)	Sibanye Gold, Community Members, Servigraph, Afrigrow, Community Enterpricess	Rand West City Local Municipality	As required	100 jobs from out-grower 1 & 2 GAAP% The 20ha conventional vegetable farming model is at planning phase. Planning to create more than 100 employment opportunity.
13	Environmental issues	Farmers, Local Municipality and community members	Rand West City Local Municipality	As required	Borehole testing for the neighboring farmers. 150 trees donated to the Westonaria Borwa community on Arbor day 2016.
14	Education and skills development	All communities	Rand West City Local Municipality	As required	Career Expo, ABET awareness in Venterspost,
15	SLP and Community Projects	All communities	Rand West City Local Municipality	Monthly	Thusanang clinic implemented and officially handed over to the department of health

**GOLD FIELDS - CERRO CORONA
STAKEHOLDER ENGAGEMENT 2016**

NO.	ISSUE	STAKEHOLDERS	FREQUENCY OF ENGAGEMENT	RESPONSE DURING 2016
1	Remove any restriction to raise tailings above the Las Tomas spring level.	Manuel Vasquez Association (MVA).	As required .	Address MVA concerns regarding the expansion of the TSF. Replacement of 12 km of the Manuel Vasquez Association water pipeline system.

2	The current Hualgayoc perception is that Cerro Corona blastings are damaging their houses.	Hualgayoc City.	As required.	Assessment of houses in Hualgayoc to determine which are in high risk of collapse. Reconstruction of 4 houses in high risk of collapse (9 houses in total since 2015).
3	Commencement of the brownfield exploration.	Tahona Baja hamlet. Tranca de Pujupe community.	As required.	An initial exploration agreement with Tahona Baja hamlet has been signed in June 2016. Community assemblies with Tranca de Pujupe to discuss a livestock related project. This meetings were used to collect their concerns and expectations on development projects.

4	External relationship assessment.	People from our influence area.	Bi-annually.	<p>The relationship assessment led by Ipsos Public Affairs, a highly reputed social and corporate research company, was performed.</p> <p>45% of the interviewed direct influence area people have a good perception of Gold Fields. 33% have a negative perception.</p>
5	Promotion of local employment.	People from Hualgayoc City and hamlets around Cerro Corona.	Monthly.	<p>We have an office at Hualgayoc City where any person can be registered and apply for job opportunities at the mine.</p>
6	Low opportunities for our local suppliers.	Local suppliers from Hualgayoc City and hamlets around Cerro Corona.	Quarterly.	<p>70% of the local entrepreneurs are being trained to improve their companies. Quarterly meetings take place to revise their development.</p>

7	El Tingo community needs to check the fulfillment of the development agreement signed with us.	El Tingo community.	Quarterly.	Sponsoring and participation in the local Agricultural Fair. More opportunities for the El Tingo entrepreneurs. Improvement on the livestock development programme of the area.
8	Distrust within our influence area about our mining practices.	People from our influence area.	Monthly.	Guided visits to Cerro Corona. These visits helped to improve perceptions about mining as visitors have come into contact first hand with the mine operation, including GFLC's water management procedures and other environmental practices.
9	Need of good quality radio programmes.	Influence area people.	Weekly.	Radio knowledge contest and entertainment programme: "Learn to Win". New radio micro-programmes with interesting info for the community, like: "Do you know what?".
10	Low ratio of university studies among Hualgayoc students.	Best high school students from Hualgayoc city.	As required.	Awarding of 6 new university scholarships for the best high school students of Hualgayoc.

