



STANDARD DISCLOSURES PART I: Profile Disclosures

1. Strategy and Analysis

Profile Disclosure	Description	Cross-Reference	Reason for Omission	Further Explanation
1.1	Statement from the most senior decision-maker of the organization	Annual Report - pg. 10 - 29 (Report from the Chief Executive Officer)		
1.2	Description of key impacts, risks, and opportunities.	Annual report – pg. 16 (Report from the Chief Executive Officer) and pg. 139 – 141 (Risk Management)		

2. Organizational Profile

Profile Disclosure	Description	Cross-Reference	Reason for Omission	Further Explanation
2.1	Name of the organization.	Front cover		
2.2	Primary brands, products, and/or services.	GRI Web Report pg. 9 – 10		
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	GRI Web Report pg. 9 – 10		
2.4	Location of organization's headquarters.	GRI Web Report pg. 9 – 10		
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Annual Report pg. 92 – 93 and GRI Web Report pg. 9 – 10		
2.6	Nature of ownership and legal form.	GRI Web Report pg. 9 – 10		
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	GRI Web Report pg. 9 – 10		
2.8	Scale of the reporting organization.	Annual Report pg. 92 – 93 and GRI Web Report pg. 9 – 10		
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	GRI Web Report pg. 9 – 10		
2.10	Awards received in the reporting period.	Annual Report pg. 94		

3. Report Parameters

Profile Disclosure	Description	Cross-Reference	Reason for Omission	Further Explanation
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	GRI Web Report pg. 11		
3.2	Date of most recent previous report (if any).	GRI Web Report pg. 11		
3.3	Reporting cycle (annual, biennial, etc.)	GRI Web Report pg. 11		
3.4	Contact point for questions regarding the report or its contents.	GRI Web Report pg. 11		
3.5	Process for defining report content.	GRI Web Report pg. 11		
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	GRI Web Report pg. 12		
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope). I	GRI Web Report pg. 12		
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	GRI Web Report pg. 12		
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	GRI Web Report pg. 12		
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	GRI Web Report pg. 12		
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	GRI Web Report pg. 12		
3.12	Table identifying the location of the Standard Disclosures in the report.	GRI Web Report pg. 12		
3.13	Policy and current practice with regard to seeking external assurance for the report.	GRI Web Report pg. 13		

4. Governance, Commitments, and Engagement

Profile Disclosure	Description	Cross-Reference	Reason for Omission	Further Explanation
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Annual Report pg. 30 - 31 and GRI Web Report pg. 14		
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	GRI Web Report pg. 14		
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Annual Report pg. 30 – 31 and GRI Web Report pg. 14		
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Annual Report pg. 127 and GRI Web Report pg. 14		
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	Annual Report pg. 127, 128 and 132 and GRI Web Report pg. 14 - 15		
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	GRI Web Report pg. 15 - 16		
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	GRI Web Report pg. 16		
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Annual Report pg. 1 (Our values); pg.10 - 29 (Report from Chief Executive Officer) and GRI Web Report pg. 16		
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	GRI Web Report pg. 16 - 17		
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	GRI Web Report pg. 19		
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	GRI Web Report pg. 19		
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	GRI Web Report pg. 19 - 20		
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	GRI Web Report pg. 20		
4.14	List of stakeholder groups engaged by the organization.	GRI Web Report pg. 21		
4.15	Basis for identification and selection of stakeholders with whom to engage.	GRI Web Report pg. 21		
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	GRI Web Report pg. 21 - 25		
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	GRI Web Report pg. 25		

STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)

G3 DMA	Description	Cross-Reference	Reason for Omission	Further Explanation
DMA EC	Disclosure on Management Approach EC	GRI Web Report pg. 26		
DMA EN	Disclosure on Management Approach EN	GRI Web Report pg. 26		
DMA LA	Disclosure on Management Approach LA	GRI Web Report pg. 27		
DMA HR	Disclosure on Management Approach HR	GRI Web Report pg. 28		
DMA SO	Disclosure on Management Approach SO	GRI Web Report pg. 28 - 29		
DMA PR	Disclosure on Management Approach PR	GRI Web Report pg. 29		

STANDARD DISCLOSURES PART III: Performance Indicators

Economic

Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Annual Report pg. 98 and GRI Web Report pg. 41		
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	GRI Web Report pg. 41 - 44		
EC3	Coverage of the organization's defined benefit plan obligations.	Annual report pg. 192 and GRI Web Report pg. 44		
EC4	Significant financial assistance received from government.	GRI Web Report pg. 44		
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	GRI Web Report pg. 45		
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	GRI Web Report pg. 45 – 47		
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	GRI Web Report pg. 46		

Environmental

Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
EN1	Materials used by weight or volume.	GRI Web Report pg. 30		
EN2	Percentage of materials used that are recycled input materials.	GRI Web Report pg. 30		
EN3	Direct energy consumption by primary energy source.	GRI Web Report pg. 31		
EN4	Indirect energy consumption by primary source.	GRI Web Report pg. 32		
EN8	Total water withdrawal by source.	GRI Web Report pg. 33		
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	GRI Web Report pg. 33		
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	GRI Web Report pg. 33		
EN16	Total direct and indirect greenhouse gas emissions by weight.	GRI Web Report pg. 34 -35		
EN17	Other relevant indirect greenhouse gas emissions by weight.	GRI Web Report pg. 35	Not material (Further explanation given in the body of the report)	
EN19	Emissions of ozone-depleting substances by weight.	GRI Web Report pg. 35	Not material (Further explanation given in the body of the report)	
EN20	NOx, SOx, and other significant air emissions by type and weight.	GRI Web Report pg. 36		
EN21	Total water discharge by quality and destination.	GRI Web Report pg. 37		
EN22	Total weight of waste by type and disposal method.	GRI Web Report pg. 38		
EN23	Total number and volume of significant spills.	GRI Web Report pg. 38		
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	GRI Web Report pg. 40		
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	GRI Web Report pg. 40	Not applicable (Further explanation given in the body of the report)	
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	GRI Web Report pg. 40		

Social: Labour Practices and Decent Work

Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
LA1	Total workforce by employment type, employment contract, and region.	GRI Web Report pg. 48	Not available (Further explanation given in the body of the report)	Workforce by type and contract not yet available
LA2	Total number and rate of employee turnover by age group, gender, and region.	GRI Web Report pg. 48		
LA4	Percentage of employees covered by collective bargaining agreements.	GRI Web Report pg. 49		
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	GRI Web Report pg. 49		
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	GRI Web Report pg. 49 - 50		
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	GRI Web Report pg. 50		
LA10	Average hours of training per year per employee by employee category.	GRI Web Report pg. 52	Not available (Further explanation given in the body of the report)	Hours are not reported as this is not a useful measurement of the depth and breadth of training and development within the organisation
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	GRI Web Report pg. 52		
LA14	Ratio of basic salary of men to women by employee category.	GRI Web Report pg. 52	Not applicable (Further explanation given in the body of the report)	Policy of non-discrimination based on gender

Social: Human Rights

Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	GRI Web Report pg. 53		
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	GRI Web Report pg. 53	Not available (Further explanation given in the body of the report)	System developed and will be reported on next year.
HR4	Total number of incidents of discrimination and actions taken.	GRI Web Report pg. 53		
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	GRI Web Report pg. 53		
HR6	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.	GRI Web Report pg. 54		
HR7	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures taken to contribute to the elimination of forced or compulsory labour.	GRI Web Report pg. 54		

Social: Society

Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	Annual Report pg. 123 and GRI Web Report pg. 55		
SO2	Percentage and total number of business units analyzed for risks related to corruption.	GRI Web Report pg. 56		
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	GRI Web Report pg. 56		
SO4	Actions taken in response to incidents of corruption.	GRI Web Report pg. 56		
SO5	Public policy positions and participation in public policy development and lobbying.	GRI Web Report pg. 56		
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	GRI Web Report pg. 57		

Social: Product Responsibility

Performance Indicator	Description	Cross-Reference	Reason for Omission	Further Explanation
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	GRI Web Report pg. 58	Not applicable (Further explanation given in the body of the report)	Gold is sold directly to the refineries for processing and on – selling as the final product. Gold is a benign product which has no significant health or safety impacts.
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	GRI Web Report pg. 58	Not applicable (Further explanation given in the body of the report)	Not significant to Gold Fields as gold is sold in an unwrought form. Packaging requirements are not necessary or minimal.
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	GRI Web Report pg. 58	Not applicable (Further explanation given in the body of the report)	Gold Fields is not involved in the marketing of its product
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	GRI Web Report pg. 58		

GRI Standard Disclosures

Part I: Profile Disclosures

STRATEGY AND ANALYSIS

1.1 – Statement from the most senior decision maker of the organisation

Pages 6 – 9 (Message from the Chair); Pages 10 - 29 (Report from the Chief Executive Officer)

1.2 – Description of key impacts, risk and opportunities

Pages 135 to 140 (Risk Management), Page 10 to 29 (Report from the Chief Executive Officer: Table 2)

ORGANISATIONAL PROFILE

Gold Fields is one of the world's largest unhedged producers of gold with nine operating mines in South Africa, Ghana, Australia and Peru spanning four regions (Southern Africa, West Africa, Australasia and South America). Currently each region is managed by an executive vice – president who oversees the region whilst an executive committee oversees the global company. Gold Fields' headquarters are situated in Sandton, Johannesburg.

As of 30 June 2010, Gold Fields' had 705,903,511 ordinary shares in issue with a market capitalisation of R73,272 million (30 June 2009: R65,908 million). Gold Fields is listed on the JSE Limited (primary listing), the New York Stock Exchange (NYSE), the NASDAQ Dubai Limited, the Euronext in Brussels (NYX) and the Swiss Exchange (SWX). The majority of ordinary shares are held by American, South African and UK based shareholders with a distribution of 48.23%, 26.52% and 13.46% respectively

Gold production for F2010 showed that 50 %, 15%, 24% and 10% of total output came from Southern Africa, Australasia, West Africa and South America respectively.

Gold Fields employs 57831 employees around the world, consisting of 46725 permanent employees and 13456 contractors. Gold Fields has clearly defined values which are Safety, Responsibility, Honesty, Respect, Innovation and Delivery. These values guide and dictate every day business in the company.

Gold Fields produced 3.5 million ounces of gold and revenue from gold sales of R31,565.3 million in F2010. Gold is sold directly to the Rand Refinery Limited, where it is further refined. Gold Fields sells gold only to accredited and approved local and international (UK and European) bullion banks.

The vast majority of Gold Fields revenue comes from gold, with a small amount of coming from copper, which is mined at the Peruvian operations, but is sold as gold equivalent ounces.

Gold Fields' international expansion strategy is driven by its five international gold mines and its extensive exploration programme. Exploration successes delivered in F2010 prove that growth through the drill-bit is a cost-effective way to achieve accretive growth. Gold Fields has expanded its exploration portfolio onto five continents with exploration being managed from two hubs based in Perth, Western Australia and Denver, Colorado. The Group also has offices in Santiago, Chile; Lima, Peru; Vancouver, Canada; Bamako, Mali; and Accra, Ghana. During F2010 Gold Fields spent a total of US\$152 million on exploration, which included US\$81 million on greenfields exploration and US\$71 million on near-mine, or brownfields, exploration. The budget for the 12 months to end-June 2011 has been set at US\$100.0 million for greenfields and US\$50 million for near-mine projects.

There were no material changes in the corporate structure or the capital structure of the company during financial 2010. Gold Fields divested its 19.9 percent shareholding in Sino Gold during the year.

Awards received during the reporting period are covered on Page 98 of the annual report (Overview of our key sustainability issues for financial 2010).

Production statistics	Production (kg)		Gold sales (R mil)		Total cash cost (R/kg)		Employees (excluding contractors)	
	2010	2009	2010	2009	2010	2009	2010	2009
Driefontein	22 076.00	25 814.00	5 838.40	6 542.79	168 568.00	129 837.00	16 031	15 501
Kloof	17 624.00	19 998.00	4 660.98	5 068.67	187 154.00	146 930.00	14 490	14 522
Beatrix	12 188.00	12 164.00	3 223.34	3 083.08	180 358.00	159 799.00	9 987	9 649
South Deep	8 236.00	5 434.00	2 178.16	1 377.30	197 669.00	207 803.00	2 787	2 273
Southern Africa	60 124.00	63 410.00	15 900.87	16 071.84	183 437.25	161 092.25	43 295	41 945
Tarkwa	22 415.00	19 048.00	5 928.05	4 827.89	130 636.00	150 814.00	2 154	1 805
Damang	6 541.00	6 233.00	1 729.89	1 579.81	160 890.00	191 179.00	428	407
West Africa	28 956.00	25 281.00	7 657.94	6 407.70	145 763.00	170 996.50	2 582	2 212
St Ives	13 097.00	13 322.00	3 463.74	3 376.58	173 085.00	172 707.00	326	263
Agnew	5 140.00	5 974.00	1 359.37	1 514.16	131 323.00	116 120.00	142	140
Australasia	18 237.00	19 296.00	4 823.10	4 890.74	152 204.00	144 413.50	468	403
Cerro Corona - South America	12 243.00	6 822.00	3 237.88	1 729.10	84 737.00	106 777.00	301	310
Group	119 560.00	114 809.00	31 619.79	29 099.37	141 535.31	145 819.81	46 646	44 870

REPORT PARAMETERS

Aspect: Report Profile

3.1 - Reporting period for information provided.

July 1st 2009 to June 30th 2010

3.2 – Date of most recent previous report

F2009 (July 1st 2008 to June 30th 2009)

3.3 – Reporting cycle

Annually

3.4 – Contact point for questions regarding the report or its contents

Philip Woodhouse
Head of Sustainable Development
philip.woodhouse@goldfields.co.za
082 414 4657
011 562 9713

Aspect: Report Scope and Boundary

3.5 – Process for defining report content

The content of the sustainability section of the annual report is determined 1) by the operational and financial performance and requirements of our nine mines; 2) the legal, economic and regulatory environment of the jurisdictions in which we operate; 3) the material issues identified by stakeholders in our dialogue with them; 4) the priorities spelt out by the Board of Directors in their interaction on the annual report.

Primarily we expect our shareholders and regulators to use the report, though it is also being scrutinised by NGOs and the media.

3.6 – Boundary of the report

Gold Fields Limited is the legal entity representing all the operations in the four countries in which we operate. This includes a number of Joint Venture operations in Ghana, Peru and South Africa.

3.7 – State any specific limitations on the scope or boundary of the report

There are no limitations, as in all our joint ventures we are the majority shareholder and can therefore equity account these financial results.

3.8 - Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations

Gold Fields La Cima S.A, our joint venture operation in Peru reports for the 12 months to end-December but its accounts are adjusted for Gold Fields Ltd reporting period to end-June.

3.9 – Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the indicators and other information in the report

Pages 94 – 145

3.10 – Explanation of the effect of any re – statements of information provided in earlier reports, and the reasons for such re – statement (e.g., mergers/ acquisitions, change of base years/ periods, nature of business, measurement methods)

There have been no major re-statements of information from previous years.

3.11 – Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report

No major reporting methods or the scope of reporting were changed.

Aspect: GRI content index

3.12 – Table identifying the location of the Standard Disclosures in the report

On the website at www.goldfields.co.za.

Aspect: Assurance

3.13 – Policy and current practice with regard to seeking external assurance for the report

We are self assessing our performance in terms of the GRI framework. We have asked PricewaterhouseCoopers, Gold Fields auditors, to provide a third party assessment. The scope and basis of the external assurance is provided in the assurance report.

GOVERNANCE, COMMITMENTS, AND ENGAGEMENT

Aspect: Governance

4.1 – Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight

The company has a unitary Board, which is the highest governing authority of the company. As such its role is crucial in ensuring that management serves the long-term interests of shareowners and other stakeholders. Within this context the Board seeks to create sustainable stakeholder value in a responsible and ethical manner, guided by sound principles of corporate citizenship.

4.2 – Indicate whether the Chair of the highest governance body is also an executive officer

The role of the Chair of the Board and the Chief Executive Officer (CEO) are separated and are currently filled by independent non-executive director Alan Wright and executive director Nick Holland respectively. The Board, in its entirety, will in future review the performance and independence of the Chair on an annual basis based on recommendations by the Nominating and Governance Committee.

4.3 – For organisations that have a unitary board structure, state the number of members of the highest governance body that are independent and/ or non – executive members

The Gold Fields Board comprises 14 directors, two of whom are executive and 12 non-executive directors. The role of non-executive directors, who are by definition independent of management, is to protect shareholders' interests, including those of minority shareholders. Furthermore their role is to ensure a balance of power on the Board so that no individual director or group of directors has unfettered decision making powers. The directors are profiled on page 30 and 31 (annual report).

4.4 – Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body

The Board is kept informed of all developments at the company, first and foremost, via the executive directors and the company secretary. But a number of other communication mechanisms are also available through which stakeholders can provide recommendation or direction to the Board. These include employee climate surveys, employee road-shows, company newsletters, the corporate intranet and e-mail communication, amongst many other.

Aspect: Remuneration

4.5 – Linkage between compensation for members of the highest governance body, senior managers, and executives, and the organisation's performance (including social and environmental performance)

Non-executive directors receive remuneration that is due to members of the Board as well as restricted share allocations with a three-year vesting period. Directors appointed to serve as members on Board subcommittees receive additional remuneration. The remuneration of directors is recommended by the Board after receiving outside advice, and approved by the shareholders of the company at a general meeting.

The Board has recommended to shareholders that the Gold Fields Limited 2005 Non-executive Share Plan Scheme, which governed the award of restricted shares to non-executive directors, be discontinued immediately. This is to achieve full compliance with the rules of the JSE Listings Requirements, which state that from 1 April 2010, any director who participates in a share incentive/option scheme will not be regarded as independent. The JSE has ruled that Section 3.84(f)(iii) of the Listings Requirements, as amended, will not be applied retrospectively. Effectively, the restricted shares awarded to the non-executive directors before the amended JSE Listings Requirement became effective 1 April 2010 will remain valid and the non-executive directors are considered independent until the restricted shares already awarded vest.

Remuneration committee

The Remuneration Committee comprises the following independent non-executive directors: Chris von Christierson (Chair), Don Ncube, Alan Wright and Gayle Wilson. The Committee, which has adopted its own formal terms of reference, has established the company's remuneration philosophy as well as the terms and conditions of employment of executive directors and other senior executives, including a short-term performance-linked bonus scheme and a long-term share incentive scheme. The remuneration policies are reviewed on a regular basis.

The terms and conditions of employment of the executive directors are contained in a written contract of employment. The notice periods of the Chief Executive Officer (CEO) and the Chief Financial Officer (CFO) have been reviewed and the CEO's notice period has been extended from six months to two years and the CFO's from six months to one year. The company has a maximum exposure of two-and-a-half years' remuneration in respect of the CEO and two years' remuneration for other members of the Executive Committee (Exco), including the CFO. These limits apply when their services are terminated as a result of a takeover or a merger.

Directors Report page 165 to 177 (annual report)

4.6 – Processes in place for the highest governance body to ensure conflicts of interest are avoided

Gold Fields adheres to the following key corporate governance principles:

Code of ethics

Directors and employees are bound to uphold the company's core values of honesty, transparency and integrity, which underpin the code of ethics. This code requires all directors and employees to maintain the ethical standards set by the company, namely that employees conduct themselves with integrity, in accordance with all applicable laws and in a manner which is beyond reproach. An appropriate protocol is in place to ensure that all employees are trained in this regard. The code of ethics also articulates the Group's policy with respect to conflicts of interest, confidentiality, fair dealing as well as the protection and proper use of company assets. This applies to all directors and employees of the company. The code of ethics is available on the company's website (www.goldfields.co.za) and is communicated to all current and new employees. The Board's Audit Committee is tasked with ensuring the consistent application of and adherence to the code of ethics. Gold Fields has contracted the services of Tip-Offs Anonymous, an independent hotline service provider, to facilitate the confidential reporting of code violations, fraud and other inappropriate behaviour.

Employees found guilty of ethical breaches are disciplined in accordance with the company's disciplinary code. Should the breach be criminal the company pursues prosecution of the employee concerned.

King III

The Board adopted the recommendations on good corporate governance as contained in the King III Report on Corporate Governance and the King Code of Governance Principles for South Africa. However, the company has assessed the compliance level in respect of King III and identified areas that require improvement. The Board is in the process of embedding the principles and recommendations of King III across the Group and will be in a position to report fully on the level of compliance in the next annual report which will be for the six months financial period ending 31 December 2010.

King II

The Board is of the opinion that for the period under review, the company has complied with the provisions of the South African Code of Corporate Practices and Conduct as recommended in the King II Report.

4.7 – Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organisations strategy on economic, environmental, and social topics

The Safety, Health and Sustainable Development Committee plays a pivotal role in assisting the Board in its oversight of the company's environmental, health and safety programmes. The directors on the SHSD Committee have, amongst them, considerable experience in the field of sustainable development. Through its oversight and monitoring role the SHSD Committee seeks to minimise health, safety and mining related incidents and accidents, while also ensuring that the company's operations are in compliance with all environmental regulations. This committee has adopted formal terms of reference and should meet at least twice a year.

4.8 – Internally developed statements of mission or values, codes of conduct and principles relevant to economic, environmental, and social performance and the status of their implementation

Page 1 (Our Values). These values have been rolled out throughout the company and are reiterated through various communication processes.

Page 10 to 29 (Report from Chief Executive Officer)

4.9 – Procedures of the highest governance body for overseeing the organisation's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct and principles

Risk management process

The EWRM process is divided in two key segments: operational and strategic risk management. Diagram 1 below illustrates how the segments are integrated. The integration was initiated in the year under review to ensure that operational and strategic risks and their mitigating strategies are aligned, while also supporting the

company's strategic and business objectives. Safety underpins our risk management process and the dictum of *if we cannot mine safely, we will not mine* forms the foundation of EWRM. The dictum finds practical implementation via the principles of *stop, think, fix, verify and continue*. Diagram 1 also shows the various types of operational risk assessments conducted at our mines and service divisions. The process is in line with risk management frameworks such as SIMRAC (Safety in Mining Research Advisory Committee) in South Africa and the AS/NZS 4360 risk management standard in Australia. The universal framework used at Gold Fields is the ISO 31000 international guideline on risk management. ISO 31000 guides the essential integration between operational and strategic risk management. A strategic risk management assessment starts at our mines and service divisions on a quarterly basis. The top risks are identified, analysed and actioned by affirming and strengthening existing mitigating actions and putting new ones in place, where appropriate. The Gold Fields' Executive Committee reviews the top risks biannually and develops mitigating strategies, which are presented at the Board's Audit Committee's risk meeting. The Audit Committee is a subcommittee of the Board of Directors and has been tasked with assisting the Board with its risk governance duties and responsibilities. Gold Fields' governance structure for risk management starts with line management and then filters up through the management structure. Ultimate responsibility rests with the Board and management, but the integral involvement of all line managers and the fact that management have taken ownership of the process helps to make risk management effective.

Diagram 1 Gold Fields' risk management process



4.10 – Processes for evaluating the highest governance body’s own performance particularly with respect to economic, environmental, and social performance

Board and Directors’ Evaluation

In line with recommendations by King III, the Board asked the Institute of Directors to conduct the annual evaluation of the Board, the independence of non-executive directors and the performance of the Board subcommittees. The Institute has finalised its report to be tabled at the November 2010 Board meetings. The Board views the status of its 12 non-executive directors as independent, as defined by the JSE Listings Requirements. Furthermore the Board believes that the non-executive directors’ independence, as defined and recommended by King III, has not been impaired by the receipts of the aforementioned restricted shares.

Safety, Health and Sustainable Development Committee (SHSD)

The SHSD plays a pivotal role in assisting the Board in its oversight of the company’s environmental, health and safety programmes. The directors on the SHSD Committee have, amongst them, considerable experience in the field of sustainable development. Through its oversight and monitoring role the SHSD Committee seeks to minimise health, safety and mining related incidents and accidents, while also ensuring that the company’s operations are in compliance with all environmental regulations. This committee has adopted formal terms of reference and should meet at least twice a year.

Aspect: Commitments to external initiatives

4.11 – Explanation of whether and how the precautionary approach or principle is addressed by the organisation

Internal control

The Board has established and maintains internal controls and procedures, which are reviewed on a regular basis. These controls and procedures are designed to manage, rather than eliminate, the risk of business failures, and provide reasonable assurance against these failures. Internal auditors monitor the internal control systems and report their findings and recommendations to the Audit Committee of the Board and senior management. Action is taken to address any deficiencies identified. During the year under review no material breakdown in the functioning of these controls, procedures and systems was reported to the Board.

The precautionary approach is enshrined in our ISO 14001 certified environmental management systems whereby the emphasis is on the identification of potential environmental aspects that could impact on the environment and applying the necessary actions to ensure the prevention of such impacts. With regard to exploration projects, the ISO 14001 approach applies as this certification extends to our exploration division. However, should we embark on feasibility level studies for such projects a comprehensive Environmental and Social Impact Assessment is applied where all environmental impacts are identified and mitigation actions designed.

4.12 – Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses

In our sustainable development framework we are guided by the sustainability framework of the International Council on Mining and Metals (ICMM), which includes adherence to its ten principles of sustainability and the commitment of member companies to transparent public reporting, comprehensive risk management, sound corporate governance and independent, external assurance. We also subscribe to the United Nations Global Compact and seek to align our operations and strategies with

its ten principles in the areas of human rights, labour, environment and anti-corruption. Finally our sustainability policy has been informed by the Global Reporting Initiative's (GRI) Sustainable Reporting Framework. The GRI has developed a framework which guides reporting on triple-bottom-line issues by companies that subscribe to it.

4.13 – Memberships in associations and/or national/international advocacy organizations in which the organisation; has positions in governance bodies; participates in projects or committees; provides substantive funding beyond routine membership dues; or views membership as strategic

Organisation	Issues addressed
United Nations Global Compact (UNGC)	Strategic policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption.
International Council on Mining and Metals (ICMM)	ICMM's CEO-led Council committed corporate members to implement and measure their performance against 10 principles. The principles are based upon the issues identified in the Mining, Minerals and Sustainable Development (MMSD) project - a two-year consultation process with stakeholders to identify the issues relating to sustainable development in the mining and minerals sector.
Global Reporting Initiative (GRI)	Defining and implementing global standards for non-financial reporting.
International Cyanide Management Code for the Manufacture, Transport and Use of Cyanide in the Production of Gold (the Cyanide Code)	Promoting the responsible management of cyanide, ensuring that human health is protected and reducing the potential for environmental impacts.
South African Government - Mining Charter	All the actions and commitments set out in the pursuit of a shared vision of a globally competitive mining industry that draws on the human and financial resources of all South Africa's people and offers real benefits to all South Africans. The goal of the empowerment charter is to create an industry that will proudly reflect the promise of a non-racial South Africa.
ISO 14001	The International Standard ISO 14001 sets out requirements for an Environmental Management System (EMS) which can be employed by an organization to measure and document their environmental impact. EMS's that meet the ISO 14001 requirements can be externally audited and certified by an accredited Certification Body
OHSAS 18001	International occupational health and safety management system specification.
AA 1000 Stakeholder Engagement Standard	Provides a principles-based, open-source framework for quality stakeholder engagement and supports the AA1000APS Principle of Inclusivity. It can be used as a "stand-alone" standard, or as a mechanism to achieve the stakeholder requirements of other standards, including GRI G3 and ISO 26000. The Standard has been designed to be multi-purpose, not just for sustainable development, and can be used by businesses, civil society, public bodies and multi-stakeholder networks and partnerships.
Carbon Disclosure Project	Is an organisation based in South Africa, which works with shareholders and corporations to disclose the greenhouse gas emissions of major corporations.
Chamber of Mines	The promotion and protection of mining interests; the promotion of public discussion on mining industry issues; the promotion of favourable legislative measures; and the exchange of information with other public and private mining bodies.
Minerals Council of Australia (MCA)	The MCA's strategic objective is to advocate public policy and operational practice for a world-class industry that is safe, profitable, innovative, environmentally and socially responsible, attuned to community needs and expectations.
World Gold Council	The World Gold Council's mission is to stimulate and sustain the demand for gold and to create enduring value for its stakeholders.

Aspect: Stakeholder engagement

4.14 – List of Stakeholder groups engaged by the organization

Gold Fields is guided in this approach by the internationally used AA 1000 Stakeholder Engagement Standard. Stakeholder groups differ from one region to the next, but are generally determined by the company's impact on local communities, which are represented by various layers of government, elected community leaders, informal community groups, NGOs, environmental focus groups, organised labour and local enterprises. The tone of engagement with these groups can have a significant impact on the company's ability to overcome community-related challenges. We thus spend considerable time and resources in building sound community relations.

4.15 – Basis for identification and selection of stakeholders with whom to engage

Local communities determine our social licence to operate and it is imperative that we take an active interest in their development and well-being. Such engagement begins at the exploration stage we invest around ten percent of our exploration budget on sustainability issues. Before we invest, though, communities are engaged to determine their economic, social and environmental requirements. This engagement continues through the construction and production phases of the mine and continues beyond its closure. It is a cradle-to-grave approach which is entrenched in our approach to sustainable development. Our stakeholders include a wide range of groupings: local, regional and national governments, regulators, NGOs, employees and contractors, formal and informal communities, industry associations, academics and institutions. We engage with them in formal and informal meetings and the key issues raised by them inform the content and substance of our sustainability programmes.

4.16 – Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group

We engage stakeholders in formal and informal meetings and the key issues raised by them inform the content and substance of our sustainability programmes.

Integral to the AA 1000 SES process is the establishment of regular formal engagement platforms with each stakeholder group. The agenda for participatory consultation is determined by the materiality of issues, both to the company as well as the stakeholder groups. We are also guided by country-specific legislation regarding community engagement and relations.

The table below provides a headline overview of these engagements.

Stakeholders	Region	Mine engagement	Executive Management engagement	Forum	Frequency	Key Issues
Central / Provincial Governments	All	-	yes	Direct and through industry body (Chamber of Mines)	As required	South Africa: <ul style="list-style-type: none"> • CSI: Education • Electricity • Water management Ghana <ul style="list-style-type: none"> • Royalty tax • Electricity Australia <ul style="list-style-type: none"> • Emission reduction scheme Peru <ul style="list-style-type: none"> • New projects
Mining departments	All	yes	yes	Direct and through industry body (Chamber of Mines)	At least once/twice a year	South Africa: <ul style="list-style-type: none"> • Mining charter/licenses • Mine safety • Electricity • Water management • Mine closure Ghana <ul style="list-style-type: none"> • Royalty tax • Electricity Australia <ul style="list-style-type: none"> • Mining tax • Emission reduction scheme Peru <ul style="list-style-type: none"> • New projects • Mining tax • Environmental issues • Local Economic Development

Stakeholders	Region	Mine engagement	Executive Management engagement	Forum	Frequency	Key Issues
Local government	All	yes	-	Bilateral meetings	Frequent, in some cases once a month	South Africa: <ul style="list-style-type: none"> • Local Economic Development • Integrated Development Plans • Social Investment • Water management • Environment Ghana <ul style="list-style-type: none"> • Local Economic Development • Integrated Development Plans • Social Investment • Environment Australia <ul style="list-style-type: none"> • Cultural Heritage Peru <ul style="list-style-type: none"> • Local Economic Development • Social Investment • Water management • Environment
Community organisations	All	yes	-	Bilateral meetings	Frequent, in some cases once a month	South Africa: <ul style="list-style-type: none"> • Local Economic Development • Social Investment • Water management Ghana <ul style="list-style-type: none"> • Local Economic Development • Social Investment • Environment • Cultural Heritage Australia <ul style="list-style-type: none"> • Cultural Heritage Peru <ul style="list-style-type: none"> • Local Economic Development • Social Investment • Water management • Environment

Stakeholders	Region	Mine engagement	Executive Management engagement	Forum	Frequency	Key Issues
NGOs	All	yes	yes	Bilateral meetings	As required	South Africa: <ul style="list-style-type: none"> • Social Investment • Water management • Environment Ghana <ul style="list-style-type: none"> • Social Investment • Environment Australia <ul style="list-style-type: none"> • Cultural Heritage • Environment Peru <ul style="list-style-type: none"> • Local Economic Development • Social Investment • Water management • Environment
Trade unions/ Employee organisations	South Africa, Ghana	yes	yes	Mine and department specific meetings; Senior management meeting with national union leadership	At mine level – daily, weekly and monthly; At senior level at least twice a year	South Africa: <ul style="list-style-type: none"> • Fair labour practices • Safety • Local Economic Development • Skills Development • Transformation • Share participation Ghana <ul style="list-style-type: none"> • Fair labour practices • Localisation • Skills Development • Share participation
Shareholders	All	yes	yes	Results presentation; Investor roadshows and interviews; AGM	Quarterly Once a year Once a year	<ul style="list-style-type: none"> • Return on investment • Financial/Operational issues • Reputational issues

Stakeholders	Region	Mine engagement	Executive Management engagement	Forum	Frequency	Key Issues
Academic institutions	South Africa, Ghana, Peru	yes	yes	Sponsorship of faculties and research; GR representation on councils	Regular; Council meetings twice a year	<ul style="list-style-type: none"> • Skills Development • Mining Research • Sponsorship
Industry associations	All	yes	yes	A number of industry and trade specific national and multinational organisations	Regular, depending on association	<ul style="list-style-type: none"> • Political issues • Mining Policy • Sustainability • Environmental issues • Socio Economic concerns

4.17 – Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting

Key topics and concerns raised by stakeholders and our response to them are the theme of the reports discussed in the Sustainability Report section of the Annual Report.

Standard Disclosures Part II: Disclosures on Management Approach (DMAs)

Disclosure on Management Approach Economic

Detailed disclosures as to our management approach on economic issues are contained in our financial 2010 annual report, with specific regard to the Chief Executive Officers section on pages 10 to 29.

Disclosure on Management Approach Environment

The company's approach to environmental management is governed by an environmental policy, which forms part of the overall sustainable development policy framework as approved by the Board. Our environmental management systems are certified to the ISO 14001 standard. These certifications cover all our operations and our exploration division. As an inherent requirement of ISO 14001 certification, all employees receive appropriate training in environmental issues ranging from awareness training at induction centres to competency based training for employees whose daily activities could have an environmental impact. Another inherent requirement of the ISO 14001 certification is to maintain environmental management plans that contain targets and objectives relating to our environmental policies and associated actions plans to achieve them. These policies are subject to regular audits; non-compliance is addressed through a formalised and corrective action protocol.

Environmental responsibilities are integrated into the terms of reference of the Safety, Health and Sustainable Development (SHSD) Committee, which is a subcommittee of the Board of Directors. This committee meets on a quarterly basis and reviews all material aspects of the company's performance with regard to environmental management. Formal sustainable development reports, that include environmental issues, are submitted to the committee prior to the quarterly meetings. The Head of Sustainable Development represents the highest operational responsibility for environmental issues, with the Executive Committee members assuming responsibility for environmental issues that directly affect their area of responsibility.

For further information please refer to Pages 111 - 113 of the sustainable development section of our annual report and to Page 132 for the SHSD Committee.

Disclosure on Management Approach Labour

The company's approach to labour practices and human rights is covered by our human rights policy, which extends from rights for employees and external stakeholders to the mechanisms available for management to integrate these rights. The company has an approved Human Rights policy statement that supports the overall sustainable development policy. To achieve our strategic goals, issues of fair labour practices and human rights are integrated into our performance management system for all employees. The balanced scorecards that support the overall strategic direction of the company and contain specific objectives on human rights and labour practises are adjusted to employees' areas of responsibility. Meeting human rights targets is fully integrated into performance reviews and informs annual salary increases and bonus payments. The balanced scorecard system also supports the overall achievement of strategic objectives with regard to sustainable development.

All employees have an opportunity to challenge labour practices or human rights implementation through a number of mechanisms such as anonymous tip off lines, internal grievance mechanisms or the employee assistance programme. Training and awareness on labour practices at the company is available through the induction process. During financial 2010 a human rights training toolkit was developed and will be fully integrated into our induction centre training.

Senior operational responsibility for internal human rights issues and labour practices lie with the Senior Vice-President, Human Resources, while the most senior employee responsible for external human rights issues is the Head of Sustainable Development.

More detail on our performance regarding human rights and labour practices can be found on pages 101 to 105 of the sustainable development section of our annual report.

Health and Safety

Gold Fields has an approved health and safety policy that forms part of the sustainable development framework. All of our operations are OHSAS 18001 certified, which requires training at different levels across the workforce, and which compels us to develop and implement plans with clear objectives and targets. Audit protocols determine our adherence to agreed standards and targets and outline corrective actions in case of non-compliance. The SHDS Committee, by reporting directly to the Board, is the highest responsible body looking after health and safety. Health and safety issues are captured within the quarterly sustainable development report that is submitted to the committee. At management level the highest level of operational responsibility for Health and Safety issues lies with the relevant Regional Executive Vice-Presidents with the Head of Sustainable Development providing strategic support.

For more information regarding our Health and Safety performance for the year, please refer to pages 107 to 109 of the sustainable development section of our annual report.

Disclosure on Management Approach Human Rights

The company's approach to labour practices and human rights is covered by our human rights policy, which extends from rights for employees and external stakeholders to the mechanisms available for management to integrate these rights. The company has an approved Human Rights policy statement that supports the overall sustainable development policy. To achieve our strategic goals, issues of fair labour practices and human rights are integrated into our performance management system for all employees. The balanced scorecards that support the overall strategic direction of the company and contain specific objectives on human rights and labour practices, adjusted to employees' areas of responsibility. Meeting human rights targets are fully integrated into performance reviews and inform annual salary increases and bonus payments. The balanced scorecard system also supports the overall achievement of strategic objectives with regard to sustainable development.

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More detail on our performance regarding human rights and labour practices can be found on pages 101 to 105 of the sustainable development section of our annual report.

Disclosure on Management Approach Social

Our approach to societal issues is governed through our policies on ethics and governance, community and indigenous people, human rights and stakeholder engagement. All of these policies are written into the terms of reference for the Safety, Health and Sustainable Development Committee. Senior operational responsibility is divided between the Executive Vice President, Legal Counsel, for issues relating to governance and ethical practice, the Senior Vice President, Human Resources, for internal human rights, and the Head of Sustainable Development for external human rights, community issues and stakeholder engagement.

Training and awareness of societal and ethical issues is integrated into our induction process. As mentioned previously, a human rights toolkit has also been launched and is being rolled out to all the operations. In addition, the implementation of policies guiding our stakeholder relationships are integrated into our balanced scorecard system in accordance with overall policy objectives. They are tailored to specific positions within the company. Grievance mechanisms, anonymous tip off lines and employee assistance programmes have been developed for preventative, corrective and follow up action. More information can be found on pages 123 to 125 under the social

responsibility and stakeholder engagement section and pages 127 to 133 of our corporate governance section of the annual report. Our engagement policy requires us to engage with local communities and in all Regions formal structures are in place to facilitate this engagement.

Disclosure on Management Approach Product Responsibility

Our final product is gold. It is sold in unwrought form to refineries - final product responsibility therefore does not lie with Gold Fields. However, Gold Fields has adopted a materials stewardship and supply chain management policy as part of the overall sustainable development framework. This focuses on the management of materials within our mine sites and the provision of services and goods by suppliers. In terms of materials stewardship, all materials brought on site are subject to the provisions of our certified environmental and certified health and safety management systems. They ensure the safe use and disposal of materials with due regard to human and environmental health. We are also in the process of compelling our suppliers to adopt similar practices of sound sustainable development, such as cyanide transport requirements and the safe disposal of various waste products.

More information can be found on pages 119 - 12 under the supply chain management and material stewardship section of the annual report.

Standard Disclosures Part III: Performance Indicators

Environmental Indicators

Aspect: Materials

EN 1 (core) – Materials used by weight or volume

Primary materials used by Gold Fields are those which are involved in gold processing and require environmental management so as to avoid environmental incidents brought about by spillages. Cyanide is managed under the International Cyanide Management Code.

Process Materials (tonnes)	Cyanide		Timber		Blasting Agents		Hydrochloric acid		Lime		Cement		Caustic Soda	
	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009
Driefontein	1 438.20	1 185.95	49 601.91	34 549.05	2 415.12	3 126.65	997.67	1 054.12	3 475.98	3 717.90	331.21	190.95	837.35	451.75
Kloof	740.19	515.80	19 931.10	27 286.00	3 505.48	731.00	699.15	729.14	4 220.47	2 928.26	192.98	-	462.30	292.66
Beatrix	886.25	849.00	33 066.28	28 171.00	1 892.08	3 034.53	800.88	673.00	3 386.42	2 831.00	187.42	248.00	646.89	578.00
South Deep	451.24	528.31	112.47	254.00	55.10	86.03	149.43	92.96	3 054.79	3 744.00	151.00	230.78	353.17	294.16
South Africa	3 515.89	3 079.06	102 711.76	90 260.05	7 867.77	6 978.21	2 647.13	2 549.22	14 137.66	13 221.16	862.60	669.73	2 299.71	1 616.57
Tarkwa	13 796.70	10 398.20			36 152.80	31 416.40	1 653.00	1 385.10	9 263.15	6 837.40	58 689.10	46 078.90	1 923.70	1 201.40
Damang	2 354.66	2 036.64			1 827.31	2 969.80	226.48	270.94	3 507.55	2 644.85	-	-	452.25	392.95
West Africa	16 151.36	12 434.84	-	-	37 980.11	34 386.20	1 879.48	1 656.04	12 770.70	9 482.25	58 689.10	46 078.90	2 375.95	1 594.35
St Ives	2 816.75	3 028.00			4 592.03	7 390.00	272.43	355.00	11 025.50	15 860.00	15 230.19	7 925.00	309.87	352.00
Agnew	471.50	616.59			502.80	588.00	166.61	196.66	1 137.92	1 635.00	14 434.00	9 353.80	206.30	486.39
Australasia	3 288.25	3 644.59	-	-	5 094.83	7 978.00	439.05	551.66	12 163.42	17 495.00	29 664.19	17 278.80	516.16	838.39
Cerro Corona	168.42	-			4 160.83	-	-	-	34 264.67	-	-	-	-	-

EN 2 (core) – Percentage of materials used that are recyclable input materials

Due to the nature of the mining industry the significant materials are all process materials that cannot be recycled in anyway. Gold Fields has deemed this indicator irrelevant to its operations.

Aspect: Energy

EN 3 (core) - Direct energy consumption by primary source

Direct non – renewable energy sources

During 2010 Group diesel energy consumption increased from 4661.83 TJ to 4837.85 TJ. LPG energy consumption increased from 105.41 TJ to 113.77 and coal energy consumption increased from 324.38 TJ to 450.80 TJ. These increases in energy consumption were mainly due to Tarkwa, which is in the process of upgrading its Carbon in Leach plant to a gold extractor.

Direct non - renewable energy (TJ)	Diesel		Petrol		LPG		Coal	
	2010	2009	2010	2009	2010	2009	2010	2009
Driefontein	81.37	86.61	6.19	6.23	4.19	5.96	-	-
Kloof	68.52	87.63	4.12	4.94	2.83	2.34	-	-
Beatrix	44.11	49.64	4.76	4.81	1.75	-	450.80	324.38
South Deep	121.11	81.76	2.18	2.54	2.28	0.89	-	-
South Africa	315.12	305.64	17.27	18.51	11.05	9.19	450.80	324.38
Tarkwa	2 363.16	2 318.87	0.35	0.33	3.42	3.98	-	-
Damang	490.46	582.01	-	-	61.24	66.53	-	-
West Africa	2 853.61	2 900.88	0.35	0.33	64.66	70.51	-	-
St Ives	1 232.38	1 296.70	4.40	5.76	23.54	16.30	-	-
Agnew	150.95	158.61	-	0.01	10.17	9.41	-	-
Australasia	1 383.33	1 455.31	4.40	5.77	33.71	25.71	-	-
Cerro Corona	285.79	-	0.23	-	4.35	-	-	-
Group	4 837.85	4 661.83	22.26	24.61	113.77	105.41	450.80	324.38

EN 4 (core) – Indirect energy consumption by primary source

Indirect non – renewable energy sources

During 2010 electrical energy consumption increased from 20221.88 TJ to 18967.95 TJ, this was mostly due to deeper mining at the South African operations.

Indirect non - renewable energy (TJ)	Electricity	
	2010	2009
Driefontein	6 067.11	6 006.59
Kloof	6 242.35	5 918.55
Beatrix	2 939.21	3 052.84
South Deep	1 996.65	1 840.87
South Africa	17 245.32	16 818.84
Tarkwa	1 157.38	900.96
Damang	416.19	378.74
West Africa	1 573.58	1 279.70
St Ives	667.88	680.03
Agnew	181.86	189.37
Australasia	849.74	869.41
Cerro Corona	553.24	-
Group	20 221.88	18 967.95

Aspect: Water

EN 8 (core) - Total water withdrawal by source (MI)

Total water withdrawal (MI)	Ground water		Water purchased		Surface water		Total water withdrawal	
	2010	2009	2010	2009	2010	2009	2010	2009
Driefontein	17 262.58	17 370.67	3 367.38	3 506.28	-	-	20 629.96	17 370.67
Kloof	4 712.47	-	4 723.43	4 372.77	-	-	9 435.90	-
Beatrix	8 763.75	11 937.00	4 209.59	4 633.00	-	-	12 973.34	11 937.00
South Deep	-	-	2 940.50	3 066.30	-	-	2 940.50	-
South Africa	30 738.80	29 307.67	15 240.90	15 578.35	-	-	45 979.70	29 307.67
Tarkwa	1 850.81	4 527.85	93.43	-	3 755.89	-	1 944.24	4 527.85
Damang	17.39	83.58	-	-	894.83	739.58	17.39	83.58
West Africa	1 868.20	4 611.43	93.43	-	4 650.72	739.58	1 961.63	4 611.43
St Ives	13 097.00	12 272.58	0.75	-	14.96	18 456.72	13 097.75	12 272.58
Agnew	1 393.29	672.57	-	-	-	-	1 393.29	672.57
Australasia	14 490.29	12 945.15	0.75	-	14.96	18 456.72	14 491.04	12 945.15
Cerro Corona	452.46	-	-	-	-	-	452.46	-
Group	47 549.75	46 864.25	15 335.08	15 578.35	4 665.68	19 196.30	62 884.83	46 864.25

Aspect: Biodiversity

EN 11 (core) – Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

No Gold Fields operations are adjacent to areas of high biodiversity, nor are there any within Gold Fields properties.

EN 12 (core) – Description of significant impacts of activities, products, and services on biodiversity value outside protected areas

No Gold Fields operations are adjacent to areas of high biodiversity, not are there any within Gold Fields properties.

Aspect: Emissions, Effluent and Waste

EN 16 (core) – Total direct and indirect greenhouse gas emissions by weight

Direct GHG Emissions (tons CO2e)	Diesel		Petrol		LPG		Coal		Total	
	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009
Driefontein	6 143.81	6 538.93	429.96	432.39	129.64	184.47	-	-	6 703.41	7 155.79
Kloof	5 173.54	6 616.46	286.17	342.59	87.73	72.44	-	-	5 547.44	7 031.49
Beatrix	3 330.49	3 747.93	330.74	333.69	54.32	-	42 561.95	30 626.61	46 277.50	34 708.23
South Deep	9 144.13	6 172.70	151.64	176.45	70.54	27.65	-	-	9 366.31	6 376.80
South Africa	23 791.97	23 076.02	1 198.51	1 285.12	342.23	284.56	42 561.95	30 626.61	67 894.66	55 272.31
Tarkwa	178 419.63	175 076.11	24.54	22.88	105.92	123.26	-	-	178 550.09	175 222.25
Damang	37 029.90	43 942.16	-	-	1 896.39	2 060.18	-	-	38 926.29	46 002.34
West Africa	215 449.53	219 018.27	24.54	22.88	2 002.31	2 183.44	-	-	217 476.38	221 224.59
St Ives	93 045.23	97 901.46	305.66	399.52	729.02	504.90	-	-	94 079.91	98 805.88
Agnew	11 397.18	11 975.49	-	-	315.01	291.42	-	-	11 712.19	12 266.91
Australasia	104 442.41	109 876.95	305.66	399.52	1 044.03	796.32	-	-	105 792.10	111 072.79
Cerro Corona	21 577.02	-	16.22	-	134.65	-	-	-	21 727.89	-
Group	365 260.93	351 971.24	1 544.93	1 707.52	3 523.22	3 264.32	42 561.95	30 626.61	412 891.03	387 569.69

During 2010 direct GHG emissions from 387569.69 tons CO2e to 412891.03 tons CO2e. This was due to greater diesel consumption at Tarkwa which is in the process of upgrading its Carbon in Leach (CIL) plant for a gold extractor.

Indirect GHG Emissions (tons CO2e)	Electricity	
	2010	2009
Driefontein	1 735 881.89	1 718 565.05
Kloof	1 786 020.50	1 693 375.11
Beatrix	840 946.77	873 457.65
South Deep	571 268.96	526 969.92
South Africa	4 934 118.12	4 812 367.73
Tarkwa	48 224.63	37 540.47
Damang	17 341.53	15 780.90
West Africa	65 566.16	53 321.37
St Ives	108 531.95	110 505.92
Agnew	29 552.43	30 773.54
Australasia	138 084.38	141 279.46
Cerro Corona	21 577.02	-
Group	5 159 345.68	5 006 968.56

During 2010 indirect GHG emissions increased from 5006968.56 tons CO2e to 5159345.68 tons CO2e. This was due to deeper mining at the South African operations.

EN 17 (core) – Other relevant indirect greenhouse gas emissions by weight

Gold Fields does not emit any material amounts of relevant indirect greenhouse gasses

EN 19 (core) – Emissions of ozone – depleting substances by weight

No material ozone emissions were documented.

EN 20 (core) – NOx, SOx and other significant air emissions by type and weight

Significant air emissions (tons)	NOx		SOx	
	2010	2009	2010	2009
Driefontein	103.29	118.99	3.85	4.10
Kloof	82.75	98.05	4.15	3.25
Beatrix	74.63	47.60	2.09	2.35
South Deep	156.37	94.09	5.74	3.87
South Africa	417.04	358.73	15.83	13.57
Tarkwa	2 278.27	2 239.35	111.92	109.83
Damang	838.90	958.35	23.23	27.51
West Africa	3 117.17	3 197.70	135.15	137.34
St Ives	1 319.85	1 337.58	58.37	61.41
Agnew	205.73	208.44	7.15	7.51
Australasia	1 525.58	1 546.02	65.52	68.92
Cerro Corona	299.32	-	13.54	-
Group	5 359.11	5 102.45	230.04	219.83

EN 21 (core) – Total water discharge by quality and destination

Water Discharge	F2010		
	Destination	Quality (mS/m)	Quantity (MI)
Driefontein	WFS	107.45	17 595.46
Kloof	Loopspruit	76.23	37 329.99
Beatrix*	Discharge to evaporation dam		
South Deep	Leeuspruit	38.92	7.00
SA Region		63.47	54 932.45
Tarkwa	Nduandua	117.48	4 141.12
Damang	Beni River	64.44	3 197.05
West Africa		90.96	7 338.17
St Ives*	Discharge to evaporation dam		
Agnew			
Australasia		0	0
Peru	Mesa de Plata Creek	46.14	4.79
Group		70.43	76 999.36

Water discharged to an evaporation dam at the Beatrix and St Ives operations. This has no direct impact on the surrounding environment or receiving waters.

EN 22 (core) – Total weight of waste by type and disposal method

Tailings and waste rock are deemed the only material waste at Gold Fields operations. Tailings are disposed at a tailings storage facility, whilst waste rock is disposed at a Waste rock storage facility. The year on year increases during F2010 were mainly due to ramping up of production at Cerro Corona.

Total waste (tons)	Tailings		Waste rock	
	2010	2009	2010	2009
Driefontein	6 138 241.00	3 474 718.67	385 876.32	264 568.00
Kloof	2 027 510.00	2 753 429.00	100 832.00	553 367.00
Beatrix	3 050 500.00	2 991 200.00	616 337.00	2 991 200.00
South Deep	1 518 746.00	1 398 005.00	146 385.00	-
South Africa	12 734 997.00	10 617 352.67	1 249 430.32	3 809 135.00
Tarkwa	12 254 051.00	5 006 738.00	105 121 126.20	56 119 156.60
Damang	4 114 054.00	4 083 312.09	7 426 477.00	15 057 504.50
West Africa	16 368 105.00	9 090 050.09	112 547 603.20	71 176 661.10
St Ives	10 272 852.37	4 821 330.00	24 473 463.80	9 075 024.00
Agnew	2 195 868.15	2 849 747.00	220 021.00	153 416.00
Australasia	12 468 720.52	7 671 077.00	24 693 484.80	9 228 440.00
Cerro Corona	4 391 859.63	-	3 801 049.72	-
Group	45 963 682.14	27 378 479.76	142 291 568.04	84 214 236.10

EN 23 (core) – Total number and volume of significant spills

Significant spills	Number	
	2010	2009
Level 2	223.00	181.00
Level 3	7.00	7.00

Description of Level 3 incidents and volume			
Operation	Date	Description	Volume (MI)
South African Operations			
South Deep	05 November 2009	Leaking process water pipe not being monitored.	10368
South Deep	04 August 2009	The return water dam, used in the Metallurgical Process, at South Shaft overflowed. Due to high rainfall.	1944
Kloof	19 January 2010	No 6 Return-water pond overflowed water into the environment. Due to high rainfall.	5
Kloof	08 January 2010	Return water dam overflowing to the Environment. Due to high rainfall.	0.07
Kloof	12 March 2010	Slimes dam No 6 return pond overflow. Due to high rainfall.	4
Driefontein	24 November 2009	Oil drums stored outside of containment area.	630 litres
South American Operations			
Cerro Corona	3 May 2010	As part of the weekly monitoring of the effluent of the sedimentation pond of Mesa de Plata creek. The reason was a high discharge of sludge from the pit to the creek due to high rain rates during two days.	TSS (Total Suspended Solids) reached 63 mg/l, which is over the Peruvian Maximum Discharge limit (50 mg/l).

Aspect: Products and Services

EN 26 (core) – Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation

Gold Fields primary product is gold. It is used by banks and investors as a store for financial value and in the manufacture of jewellery and electronics. It is infinitely recyclable and chemically inert. As such it has no direct impact on the environment. The production of gold however is prone to environmental impacts. Gold Fields operations are ISO 14001 certified and use these standards to mitigate and manage their impact on the environment.

EN 27 (core) – Percentage of products sold and their packaging materials that are reclaimed by category

Not applicable to Gold Fields as gold is sold directly to the refinery for processing and on – sold as the final product. Gold is also infinitely recyclable as an investment product.

EN 28 (core) – Monetary value of significant fines and total number of non – monetary sanctions for non – compliance with environmental laws and regulations

No fines reported in F2010

Economic Indicators

Aspect: Economic Performance

EC 1 (core) – Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments

Economic value added statement for year end 30 June 2010 (Rand millions)		
Economic value generated	2010	2009
Revenue	31 565.30	29 087.00
Total economic value generated	31 565.30	29 087.00
Economic value distributed		
Operating costs (Procurement spend)	5 124.00	4 806.50
Employee wages and benefits	7 309.80	6 175.60
Payments to providers of capital	492.70	872.80
Payments to governments	2 881.20	2 353.50
Community and social investment	100.02	87.11
Total economic value distributed	15 928.01	14 283.56
Economic value retained	15 637.29	14 803.44

EC 2 (core) – Financial implications and other risks and opportunities for the organisation’s activities due to climate change

Gold Fields understands that the world economy is being restructured from a carbon based economy to a low carbon economy. It furthermore understands that this fundamental shift in the world economy will impact on all aspects of business, ranging from the pricing of carbon into energy through to the sentiment of its various stakeholder groups.

Gold Fields has developed and implemented a comprehensive Carbon Management Strategy that incorporates the identification of risks and opportunities presented by climate change and the change in the world economy. This includes physical, regulatory, market, perception and other risks and opportunities.

The Carbon Management Strategy ensures that the company commits sufficient resources in its environmental and community engagement structures at an operational and corporate level so as to enable it to operate in a proactive and legally compliant manner. The Carbon Management Policy is linked to the Group Risk Policy, which guides the consistent and systematic assessment of risk and the procedures for risk reporting and risk mitigation measures across the group's global operations.

Gold Fields is in the process of further developing the Carbon Management Strategy through the development and implementation of the Carbon Management Communications Strategy, Carbon Management Policy and the Carbon Management Toolkit that will assist all managers in the organisation on how to deal with carbon and climate change related issues.

During F2010 Gold Fields became the first gold mining company to use Certified Trading Emissions (CER) to finance an environmentally beneficial product, namely methane extraction at its Beatrix mine in South Africa. The extracted methane vastly improves safety underground and will also eventually be utilised to generate around 5MW of electricity.

The Board, via the Audit Committee, is responsible for the overall system of risk management. The Audit Committee oversees measures to understand the changing environment within which the group operates and the identification and mitigation of new and existing risks on an ongoing basis. The Group Risk Manager ensures that the process of risk management takes place at a corporate level. All risks identified in Gold Fields' risk management process have control measures and mitigating strategies in place. Risk mitigatory actions appropriate to each risk are implemented and are measurable. These mitigatory actions are subject to continual assessment and review to ensure their effectiveness.

Gold Fields has four types of enterprise wide risk registers:

1. Individual Operations and Service Divisions
2. Summary of South African Operations and International operations
3. Certain specialised company-wide e.g. Technical, Climate Change
4. Corporate

Gold Fields strives to manage risk effectively in order to protect the company's assets, stakeholders, environment and reputation and to ensure achievement of its stated business objectives. The aim is to achieve a fuller understanding of the reward/risk balance and seeks to reduce the likelihood and consequences of adverse impacts to acceptable levels and to achieve continuous improvement in its management of risk, thereby enhancing the degree of certainty in achieving its objectives.

The new Internet web based Cura electronic risk management software solution was implemented across Gold Fields during the latter part of 2008 and was fully functional by early 2009. Risk registers from all the operations and service divisions have been analysed, and incorporated into the new program. An auditing function was added to the existing software in order to conduct ongoing internal assurances that mitigating strategies for risks are receiving the required attention. The audits are conducted by an internal controller on each operation. The Top 10 risks are identified from the risk management process and can be extracted directly from the new electronic software and presented for each operation and service division during the Executive Committee strategic management planning and review for F2010. The unpredictable consequence of global warming was included in the Gold Fields risk register during 2009.

Mitigating strategies have been initiated, and a comprehensive Carbon Management Strategy has been drawn up and is being implemented. The CEO states the following in the 'Statement of Responsibility by the Board of Directors' in the 2009 Annual Report: "The company and the Group operated in a well-established controlled environment, which is well documented and regularly reviewed. This incorporates risk management and internal control procedures, which are designed to provide reasonable, but not absolute, assurance that assets are safeguarded and the risks facing the business are being controlled". Once captured in a register, each risk is subjected to a process which:

- Defines the risk issue and its context
- Defines the business implications of the risk
- Defines the primary controls in place and estimates the effectiveness of these controls
- Specifies the responsible manager
- Specifies further actions risk/mitigation strategies
- Estimates the severity and probability of the risk occurring
- Evaluates the risk (Risk rating = Severity x Probability)

(Note: the financial impact of a risk is contained in the severity rating).

The process of compiling the risk registers is used to strengthen the role of risk management within broader operational management. The intention is to have a more informed, pro-active risk management system and mitigation that allows for remedial action to be taken, often before the risks materialise.

Carbon management and climate change is a regular feature in the company's internal publication "Golden Age".

EC 3 (core) - Coverage of organization's defined benefit plan obligations

Gold Fields provides benefits to its employees, generally including pension, medical and accommodation benefits. Employees are also entitled to a severance package if they are laid off. At Damang, medical benefits are provided by AMS, while the costs of such benefits are paid by Gold Fields under the terms of the contract between Gold Fields and AMS, the mining contractor, to its own employees. Gold Fields' own employees are generally provided with medical and retirement benefits. In Australia, benefits for contractors' employees are the responsibility of each contractor and Gold Fields' own employees are generally responsible for their own medical costs and other benefits, except that Gold Fields contributes to a third-party pension plan.

In South Africa, Gold Fields plans to attract and retain motivated high calibre employees through a mix of guaranteed and performance-based remuneration, as well as short-term and long-term incentives, and non-financial rewards relating to work experience. Gold Fields has also implemented changes to company pay structuring for management employees and officials in South Africa. This structuring is known as the Gross Remuneration Package structuring approach.

Furthermore, in order to maintain competitiveness in the South African labour market, regular industry market surveys are conducted, to benchmark remuneration practices and to keep abreast of industry movements regarding employee benefits and non-financial recognition programs. Gold Fields is also currently actively involved in an industry task team working with the Institute of Directors in formulating industry standards for remuneration practices based on labour market dynamics.

Gold Fields provides 50% of the contributions (premiums) under a medical plan, or the Gold Fields Plan, for certain former employees in South Africa. As of June 30, 2010, approximately 560 former employees were still covered under this plan.

As part of the acquisition of South Deep, Gold Fields assumed an additional post-retirement healthcare cost liability, or the South Deep Plan. Former employees of South Deep belong to a commercial medical scheme with employer liability for contribution per pensioner limited to R400 per month. The R400 monthly contribution is fixed and is payable until the arrangement terminates on December 31, 2011. At June 30, 2010, there were 199 former South Deep employees that were subject to this employer contribution.

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EC 4 – Significant financial assistance received from government

No significant financial assistance was received by the company or the operations from government in any of the jurisdictions in which the company operates.

Aspect: Market presence

EC 6 – Policy, practices, and proportion of spending on locally – based suppliers at significant locations of operation

While not legislated in all countries in which we operate, securing a “social licence to operate” is a common requirement and one that hinges partly on a company’s willingness to contribute to the local economy through sustainable procurement practices. It is Gold Fields’ policy to make use, where possible, of local suppliers in all regions. Our mines are often located in remote regions where infrastructure is poor and economic activity limited. In such instances, preferential procurement practices, benefiting indigenous or local suppliers and service providers, play an even greater role in helping to develop the local economy. Legislation in the South America Region (Peru) requires that companies give priority to local companies, provided they meet the necessary standards. Around 15 per cent of the region’s procurement spend goes to local suppliers in the immediate area surrounding our Cerro Corona Mine. These suppliers provide heavy equipment, general services and light transportation. The contracts they have landed with Gold Fields have allowed many of these companies to grow from small start-up enterprises to profitable and sustainable medium-sized operations.

The South Africa Region’s social and labour plan requirements emphasise local economic development, of which preferential procurement is an important component. It is Gold Fields’ policy to make use of local historically disadvantaged South African-owned (HDSA-owned) companies wherever possible. During the year we spent R3.05 billion with such suppliers, which accounts for 46.2 percent of the total procurement budget in the South Africa Region.

In the West Africa Region, the majority of contractors are located within a 40 km radius of the mines, while the Australasia Region has, since inception, consistently made use of local suppliers. While contracts with large organisations like Gold Fields can transform the business of local suppliers, many face multiple challenges in meeting the required contractual standards. Gold Fields is committed to providing assistance and an enabling environment that will allow local suppliers to overcome these challenges and become preferred vendors. Management in the South America Region meets with local suppliers on a bimonthly basis and offers ongoing training to bring these companies up to standard. Should an HDSA supplier not meet the required standards, the South Africa Region offers various interventions to support and develop the company concerned.

EC 7 (core) - Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation

Transformation and the creation of a diverse and demographically representative workforce is an important sustainability issue at Gold Fields. The company strongly supports legislation and guidelines that promote equal opportunity and demographic representation of its workforce reflecting the wider population. In South Africa employment equity is a national imperative enshrined in the Employment Equity Act and a key component of the Mining Charter that filters through to the social and labour plans of our mines. While not legislated, the employment of local people in Ghana and Peru is considered best practice and is a necessary ingredient for positive community relationships. Good progress has been made in Peru, where all employees are local, and in Australia, where 92% of the operation is managed by Australians. The Tarkwa Mine in Ghana is run by a Ghanaian national and Ghanaians are increasingly being elevated to senior management positions at all operations. Ghana has 97% of its workforce that is locally hired. Because skills are scarce and expatriate positions highly valued in Ghana, Gold Fields faces a retention challenge in this region. However, remuneration packages are highly competitive and continue to attract top talent. South Africa presents our biggest transformation challenge and while we have made good empowerment progress in middle management tiers, where 32 percent of employees are historically disadvantaged South Africans (HDSAs), much remains to be done before senior management levels are satisfactorily representative. Our drive to transform Gold Fields has been given added momentum with the updated Mining Charter,

which requires that 40 per cent of senior management positions are filled by HDSAs by 2014. At present we have 32 percent representatively at these levels. Our primary response to the transformation challenge has been to invest heavily in education and training and we are seeing some promising results from this investment. But it is a long-term process and most mining engineers, for example, will require years of hands-on experience before they can be elevated into more managerial positions. While we wait for this crop of leaders to emerge we will have to recruit senior black managers externally into key positions. In line with our transformation commitments, we have also targeted a higher representation of women at all levels in the company.

HDSA employees	
Total HDSA	2010
Total employees	57804
HDSA employees	36658
% HDSA	63.42%
Management	
E Band	24.00%
D Band	33.00%

EC 8 (core) – Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in – kind, or pro bono engagement

Gold Fields’ operations have a significant impact on the lives of people who reside in the communities around our mines; the company in turn requires the support of these communities to be able to operate effectively. They are an important source of labour and provide us with the access and social licence necessary to operate. The mines we operate often have a lifetime that spans generations and it is therefore vital that we invest in the upliftment and improvement of the people with whom we interact. Meaningful and transparent stakeholder engagement with these communities is a critical prerequisite for such investments and, therefore, to the sustainability of our mines. While gaining community buy-in is an important social responsibility, it is also a business imperative. Only by understanding the needs and concerns of these stakeholder groups can we build constructive and positive relationships that will support the long-term objectives of the business. Mining operations that do not enjoy a good reputation among communities are less likely to be given a mandate for future expansion and are more likely to experience disruptions to production from them. Where community relationships are weak, it is a reasonable expectation that the mine’s bottom line will suffer.

South Africa

Sustainable development initiatives in the South Africa Region are largely centred on the statutory Social and Labour Plans (SLPs) for each mine, which are approved by the Department of Mineral Resources. Gold Fields also takes cognisance of municipalities’ integrated development plans and issues raised by communities in developing our sustainability programmes. During the year under review, the Region invested about R14 million in community development projects, of which R11 million was spent in host communities and R3 million in rural labour sending areas. In line with the requirements of the SLPs, these projects are located in the areas around our mines, as well as in labour sending areas.

Many of our rural development projects are based in the Eastern Cape and KwaZulu-Natal provinces, home to around 31 per cent of Gold Fields' staff. These include livestock and agricultural development projects, which are co-ordinated by the TEBA Development Agency. They provide local emerging farmers, some of whom were formerly employed by Gold Fields, with training, mentorship, technical support and advice, access to funding and links to viable markets. For example, 45 former employees, who were medically boarded due to spinal injuries, are now farmers in our Abalimi Phambili crop and poultry farming project in the Eastern Cape and KwaZulu-Natal. The project benefits about 1,800 farmers in the area. The Department of Mineral Resources has also approved plans for new local economic development projects at South Deep including a flagship project that will help emerging farmers in the South Deep community gain access to much-needed seed capital. A total of R15 million will be invested over the next five years into the trust fund established for this purpose, which will be administered by representatives from the local farming community and Gold Fields. The company has recently made an important move away from handouts to projects that empower communities, build capacity and transfer skills for greater self-reliance. All community projects now include clearly defined handover periods and exit strategies. In the coming year we will focus on improving our understanding of community needs and collaborating with relevant stakeholders in devising long-term strategies to meet them effectively.

West Africa

During the year under review, Gold Fields' West African operations invested US\$2 million in community development projects at its two Ghanaian mines. These include education projects to build schools and provide scholarships for local children, 300 of whom have already benefited from secondary and tertiary education assistance over the past five years. The company's infrastructural development initiatives have also improved road access to remote areas and delivered electricity and potable water to many adjacent communities. Gold Fields has also invested heavily in alternative livelihood projects that provide a sustainable income for unemployed members of the community. These include oil palm and fish farms which employed 110 people during the reporting period.

South America

The remote location of Gold Fields' Cerro Corona Mine means that local communities rely heavily on the company for health, education, skills development and training programmes, as well as basic infrastructure, such as roads and telecommunications. During the year under review we invested US\$3.5 million in such projects, in line with commitments agreed upon when the company established the operation.

Community and social investment spend (Rmil)	2010	2009
South Africa	14.15	10.13
West Africa	57.85	26.97
Australasia	1.18	1.20
South America	26.84	48.81
Group	100.02	87.11

Social: Labour Practices and Decent Work Indicators

Aspect: Employment

LA 1 (core) – Total workforce by employment, employment contract and region

Gold Fields' is a major employer in continents around the world. The vast majority of the employees can be found in South Africa, Ghana, Australia and Peru. Gold Fields employed 57831 people at the end of 30 June 2010. Currently Gold Fields cannot report workforce by employment type and contract as the systems have not yet been put in place. Implementation of reporting systems in this regard will be on the agenda for the new financial year.

Employee numbers			
Region	Total 2010	Employees	Contractors
South Africa	49740	43462	6278
West Africa	5961	2514	3447
Australasia	1138	454	684
South America	992	295	697
Group	57831	46725	11106

LA 2 (core) – Total number and rate of employee turnover by age group, gender, and region

Turnover rates by gender and age have been provided.

Turnover rates by region (%)	Total	Gender		Age		
		M	F	20 - 40	41 - 60	>61
South Africa	12.50	1.00	11.50	5.30	6.80	0.40
West Africa	1.00	1.00	1.00	1.00	1.00	-
Australasia	26.00	19.00	8.00	3.00	3.00	1.00
Peru	2.00	3.00	2.00	2.00	3.00	-
Group	10.38	6.00	5.63	2.83	3.45	0.35

Aspect: Labour/ Management relations

LA 4 (core) – Percentage of employees covered by collective bargaining agreements

South Africa and Ghana have strongly unionised environments with 80 percent of South African employees and 93 percent of Ghanaian employees belonging to unions. Operations in both countries have formal structures in place to engage with trade union representatives, many of whom are full-time labour organisers at our mines. Headline issues during the year included functional work capacity testing, raised by the National Union of Mineworkers (NUM) in South Africa and wage issues raised by the Ghana Mineworkers' Union. Employees at the Australian and Peruvian operations have opted to join organised labour movements.

LA 5 (core) – Minimum notice period's regarding significant operational changes, including whether it is specified in collective bargaining agreements

Generally, conditions of service, including minimum notice periods of a general average of 30 days and negotiation practices with employees and employee representatives are guided by country legislation, collective bargaining agreements and individual contracts of employment, and vary from region to region.

LA 7 (core) – Rates of injury, occupational diseases, lost days, and absenteeism, and number of work – related fatalities by region

Safety

Gold Fields is continuing to make progress in reducing fatalities at our mines. But, despite a drop in fatalities from 22 to 18 during the year under review – all of them at our South African mines, we are well short of where we had hoped to be. Our policy dictates that “if we cannot mine safely, we will not mine”, and every fatality strengthens our resolve to mine with zero harm. This philosophy has been entrenched in the behaviour and attitudes of our people at both an operational and a corporate level. It has also spawned a number of initiatives to improve safety, such as the safe production management programme at our South African mines. Apart from the slight improvement of reducing the number of deaths, other key safety statistics show that the Fatal Injury Frequency Rate, the Serious Injury Frequency Rate and the Lost Day Injury Frequency Rate improved by 22%, 13% and 6% respectively in the South African operations. The improvement in the international operations is as follows, our Lost-Time Injury Frequency Rate increasing slightly from 4.35 in F2009 to 4.4 per million hours worked in F2010 and the Serious Injury Frequency Rate dropping from 2.82 to 2.24 per million hours worked.

Rates (per million man- hours)	Fatal Injury Frequency Rate		Lost Time Injury Frequency Rate		Serious Injury Frequency Rate ⁽¹⁾	
	2010	2009	2010	2009	2010	2009
South Africa	0.14	0.16	4.91	5.38	2.76	3.22
West Africa	-	-	0.35	0.31	-	-
Australasia	-	-	3.05	0.94	-	-
South America	-	-	0.16	0.25	-	-
Group	0.11	0.09	4.07	4.35	2.23	2.52

(1) – Serious Injury frequency rate only relevant to South African operations.

Health

Occupational diseases remain an ongoing challenge, with silicosis, tuberculosis (TB) and noise-induced hearing losses (NIHL) being the most pressing, particularly at the South African operations. Overall TB rates dropped from 22.2 to 18.6 per 1,000 employees between F2009 and F2010 and silicosis from 5 to 2.7 per 1,000 employees. NIHL cases also decreased from 1.5 in F2009 to 0.9 per 1,000 employees in F2010. Project 4M, implemented to help the company meet the Mine Health and Safety Council's 2013 milestones for silicosis and NIHL, and is now well underway. Following baseline studies, we have begun making a range of engineering changes to reduce exposure to these risks at source.

Rates (per 1000 employees)	2010	2009
NIHL	0.95	1.54
Silicosis	2.72	5.03
COAD	0.84	0.90
CR - TB	18.86	17.40
Tuberculosis (TB)		
Total TB	20.18	22.23
Compensable* (Cardiorespiratory)	17.19	18.68
Non-compensable (all other types)	2.99	3.55

LA 8 (core) – Education, training, counselling, prevention, and risk – control programs in place to assist workforce members, their families, or community members regarding serious diseases

Gold Fields' major focus with regards to serious disease is HIV/AIDS. On December 12, 2001, Gold Fields entered into an agreement with the principal labour unions representing its employees, under which Gold Fields and the unions agreed to implement various initiatives aimed at reducing the spread of HIV/AIDS among Gold Fields' workforce and providing for the treatment and care of employees who are HIV positive or suffering from AIDS. In April 2003, the Gold Fields HIV/AIDS program was recognized as one of the nine best programs in the world by the Global Business Coalition Against AIDS.

Gold Fields believes that its South African workforce has a similar level of HIV prevalence to that present in groups of males of the same mix of age groups in South Africa generally. Accordingly, Gold Fields has developed and implemented a significant HIV/AIDS program with the goals of reducing the rate of HIV infection among its workforce and minimizing the potential financial impact of AIDS on its operations. This program involves a multi-faceted approach, including the following components:

- HIV/AIDS awareness campaigns;
- peer education and training, involving more than 800 peer educators;
- voluntary counselling and testing;
- condom promotion and distribution, with a stated goal of three condoms per employee per week;
- treatment of sexually transmitted diseases, including treatment of infected sex workers and “periodic presumptive therapy” which involves giving a broad spectrum of antibiotics to uninfected sex workers at high risk of contracting sexually transmitted diseases;
- care and support for workers with HIV/AIDS. This includes wellness management, ill health retirement for workers with AIDS (with workers encouraged to return home to their families) and home-based care for such workers following retirement. In January 2004, Gold Fields announced that it had extended the program to include the delivery of Highly Active Antiretroviral Therapy, or HAART, as a treatment option for employees living with AIDS; and
- collaboration with international initiatives such as the Global Health Initiative, World Economic Forum, World Health Organization and USAID.

Currently, management estimates that approximately 26% of Gold Fields’ workforce in South Africa is infected with HIV. Gold Fields has partly managed this risk through an extensive anti-retroviral therapy and tuberculosis prophylaxis program. Gold Fields hopes to continue to limit the impact of HIV/AIDS on its operating costs through its HIV/AIDS program. See “Risk Factors—HIV/AIDS poses risks to Gold Fields in terms of lost productivity and increased costs.”

HIV/AIDS prevalence is not significant in Gold Fields’ Ghanaian, Australian or Peruvian workforces. Gold Fields has also introduced its HIV/AIDS program in Ghana.

HAART (number of employees)	2010	2009
Started on HAART to date	993	898
Still on HAART to date	794	723
Dropouts - termination and non adherence	199	479

Aspect: Training and education

LA 10 (core) – Average hours of training per year per employee by employee category

Data related to the average hours of training per employee is not collated across the group as this is not deemed a meaningful measure given the number of people involved, the significant differences in skills sets and the diversity of operations.

Aspect: Diversity and equal opportunity

LA 13 (core) – Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity

The following table gives a breakdown of total employees, male, female, HDSA total and HDSA in management per category.

Composition of total workforce (%)	Total	Male	Female	HDSA Total	HDSA Management
A band (Labourers)	67.13	95.23	4.77	63.42	
B band (Semi - skilled)	9.97	99.29	0.71		
C band (Officials)	10.38	99.26	0.74		
D band and above (Senior and top management)	2.11	99.85	0.15		32.00

Age group was not considered in this report as Gold Fields does not have the systems in place to record this information. Due to Gold Fields low turnover rates, age group is regarded as immaterial to the business.

Minority group membership is not applicable at our international operations however it is of utmost importance at the South African operations where the employment of Historically Disadvantaged South Africans (HDSAs) is outlined and legislated in the Employment Equity Act.

LA 14 (core) – Ratio of basic salary of men to women by employee category

This indicator is deemed not applicable by Gold Fields as there is no discrimination between the basic salaries of males and females, as enshrined in our human rights policy.

Social: Human Rights Indicators

Aspect: Investment and procurement practices

HR 1 (core) – Percentage and total number of significant investment agreements that include human rights or that have undergone human rights screening

Gold Fields did not undertake in any material investment agreements in F2010. Gold Fields is in the process of implementing a new human rights toolkit that will be rolled out to all operations. Any significant investment made in the future as a policy will then undergo human rights screening.

HR 2 (core) – Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken

As a signatory to the United Nations Global Compact and as part of its commitment to the principles of the International Council on Mining and Metals (ICMM), Gold Fields upholds the highest standards for the protection of human rights. Human rights are also a pillar of our sustainable development framework and are enshrined in our code of ethics and human rights policy. During the year the company developed a human rights toolkit to entrench human rights practices across all its operations. The toolkit currently targets employees but future plans include its roll-out to suppliers and contractors to raise awareness about the risk of human rights abuses. While suppliers are not currently screened specifically for human rights compliance, the general selection audit for new suppliers includes a human rights component and they are required to meet the human rights standards and commitments of the company. Any incidence of human rights abuses among suppliers can lead to the immediate termination of the contract. However, Gold Fields Code of Ethics does give attention to any internal grievances that may occur with regard to human rights.

Aspect: Non - Discrimination

HR 4 (core) – Total number of incidents of discrimination and actions taken

No significant cases of discrimination were reported during F2010. Gold Fields has implemented a strict Code of Ethics that is rolled out to all operations and all employees. This policy protects all employees against all forms of prejudice. Operations in South Africa and Australia also promote the rights of indigenous peoples and HDSAs through strict and stringent policies. Gold Fields has a Human Rights Policy and an internal grievance procedure.

Aspect: Freedom of association and collective bargaining

HR 5 (core) – Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights

None of Gold Fields' operations are at risk of violation of the right to exercise freedom of association and collective bargaining. No infringements of these rights were brought against the company or within the company. Our Human Rights Policy inherently supports freedom of association and collective bargaining rights.

Aspect: Child labour

HR 6 (core) – Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour

None of Gold Fields' operations are at risk of incidents of child labour. No infringements of these rights were brought against the company or within the company. This is an inherent commitment within our Human Rights Policy

HR 7 (core) – Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour

None of Gold Fields' operations are at risk of incidents of forced or compulsory labour. No infringements of these rights were brought against the company or within the company. This is an inherent commitment within our Human Rights Policy

Social: Society Indicators

Aspect: Community

SO 1 (core) – Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting

Gold Fields' operations have a significant impact on the lives of people who reside in the communities around our mines; the company in turn requires the support of these communities to be able to operate effectively. They are an important source of labour and provide us with the access and social licence necessary to operate. The mines we operate often have a lifetime that spans generations and it is therefore vital that we invest in the upliftment and improvement of the people with whom we interact. Meaningful and transparent stakeholder engagement with these communities is a critical prerequisite for such investments and, therefore, to the sustainability of our mines. While gaining community buy-in is an important social responsibility, it is also a business imperative. Only by understanding the needs and concerns of these stakeholder groups can we build constructive and positive relationships that will support the long-term objectives of the business. Mining operations that do not enjoy a good reputation among communities are less likely to be given a mandate for future expansion and are more likely to experience disruptions to production from them. Where community relationships are weak, it is a reasonable expectation that the mine's bottom line will suffer.

Gold Fields is guided in this approach by the internationally used AA 1000 Stakeholder Engagement Standard. Stakeholder groups differ from one region to the next, but are generally determined by the company's impact on local communities, which are represented by various layers of government, elected community leaders, informal community groups, NGOs, environmental focus groups, organised labour and local enterprises. The tone of engagement with these groups can have a significant impact on the company's ability to overcome community related challenges. We thus spend considerable time and resources in building sound community relations. Gold Fields begins the engagement process at the exploration stage, talking to community stakeholder groups to understand their needs and obtain their input on future plans for the prospective development of a new mining operation. In exploration projects, such as Komana in Mali we dedicate between 5 – 10 per cent of our budget to sustainability issues, a large portion of which is spent on building community relations. Another example is Chucapaca, the advanced exploration stage project in Peru, where we invested a great deal of time during the year under review building relationships with the Santa Cruz do Oyo-Oyo, Corire and Santiago de Chucapaca communities. These communities are now broadly supportive of our exploration work in their area, but have concerns about the potential impact of any future mine on the quality and availability of water – a scarce resource in the area. We have finalised a five-year agreement that underlines our commitment to the sustainable management of water resources and the extent of our investment in community health, education and employment projects. Initiatives such as Social and Labour Plans (SLPs); Community Endeavour Team; Sustainable Community Empowerment and Economic Development (SEED) and Foundations in Peru transpire in South Africa, Australasia, West Africa and South America respectively.

Aspect: Corruption

SO 2 (core) – Percentage and total number of business units analyzed for risks related to corruption

Gold Fields has a well-developed enterprise-wide risk management (EWRM) process, which addresses corruption. The overriding purpose of EWRM is to assist the company in achieving its business and strategic objectives, namely to “Sweat Our Assets, Secure Our Future and Grow Gold Fields”. EWRM also backs the company’s efforts to achieve the highest levels of corporate governance and full compliance with the requirements of the recently launched King III Code. Our EWRM processes are applicable to all our business units.

SO 3 (core) – Percentage of employees trained in organizations anti – corruption policies and procedures

Anti – corruption policies and procedures form an integral part of the Code of Ethics which is applicable to all employees, who are required to commit in writing to the Code each year. The Code of Ethics is rolled out to all employees at all the operations as part of the induction training.

SO 4 (core) - Actions taken in response to incidents of corruption

No material transgressions of our ethics policy were reported during F2010.

SO 5 (core) - Public policy positions and participation in public policy development and lobbying

Gold Fields is committed to membership, or in support of several external initiatives, that are engaged with government, which deal with key issues that are of utmost importance to the company and its stakeholders.

The table below summarises external initiatives whose policies have been adopted by the company.

Organization	Issues addressed
United Nations Global Compact (UNGC)	Strategic policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption.
International Council on Mining and Metals (ICMM)	ICMM's CEO-led Council committed corporate members to implement and measure their performance against 10 principles. The principles are based upon the issues identified in the Mining, Minerals and Sustainable Development (MMSD) project - a two-year consultation process with stakeholders to identify the issues relating to sustainable development in the mining and minerals sector.
Global Reporting Initiative (GRI)	Defining and implementing global standards for non-financial reporting.
International Cyanide Management Code for the Manufacture, Transport and Use of Cyanide in the Production of Gold (the Cyanide Code)	Promoting the responsible management of cyanide, ensuring that human health is protected and reducing the potential for environmental impacts.
Chamber of Mines	The promotion and protection of mining interests; the promotion of public discussion on mining industry issues; the promotion of favourable legislative measures; and the exchange of information with other public and private mining bodies within and outside of South Africa.
Minerals Council of Australia (MCA)	The MCA's strategic objective is to advocate public policy and operational practice for a world-class industry that is safe, profitable, innovative, environmentally and socially responsible, attuned to community needs and expectations.
World Gold Council	The World Gold Council's mission is to stimulate and sustain the demand for gold and to create enduring value for its stakeholders.

Aspect: Anti – competitive behaviour

SO 8 (core) - Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations

No significant fines or non-monetary sanctions for non-compliance with legal requirements have been levelled against the company.

Social: Product Responsibility Indicators

Aspect: Customer Health and Safety

PR 1 (core) - Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures

This is not a material performance indicator for Gold Fields as gold is sold directly to the refineries for processing and on – selling as the final product. Gold is a benign product which has no significant health or safety impacts.

Aspect: Product and Service labelling

PR 3 (core) - Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements

Not significant to Gold Fields as gold is sold in an unwrought form. Packaging requirements are not necessary or minimal.

Aspect: Marketing communications

PR 6 (core) - Programmes for adherence to laws, standards and voluntary codes concerning marketing communications, including advertising, promotion, sponsorship, by types of outcomes

A set price is obtained and no marketing would influence the price of gold. No significant impact in this area as Gold Fields has no extensive marketing programmes for the selling of gold.

Aspect: Compliance

PR 9 (core) - Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services

No incidences of non-compliance with laws or regulations concerning the provision and use of products and services have been identified.

ICMM Commitments

As members of the ICMM, Gold Fields Limited has aligned to the ten principles developed by the ICMM. These principles being:

1. Implement and maintain ethical business practices and sound systems of corporate governance
2. Integrate sustainable development considerations within the corporate decision-making process
3. Uphold fundamental human rights and respect cultures, customs and values in dealings with employees and others who are affected by our activities
4. Implement risk management strategies based on valid data and sound science
5. Seek continual improvement of our health and safety performance
6. Seek continual improvement of our environmental performance
7. Contribute to conservation of biodiversity and integrated approaches to land use planning
8. Facilitate and encourage responsible product design, use, re-use, recycling and disposal of our products
9. Contribute to the social, economic and institutional development of the communities in which we operate
10. Implement effective and transparent engagement, communication and independently verified reporting arrangements with our stakeholders.

In support of the principles above, we have also agreed to and implemented a number of position statements. Mandatory commitments inside the position statements include:

Revenue Transparency:

1. Commitment to “include a clear endorsement of EITI on their website and/or in their sustainable development reports in support of the process, and submit a completed international level self assessment form to the EITI Secretariat, for posting on the EITI website.”
2. Commitment to “engage constructively in countries that are committed to implementing EITI, consistent with the multi-stakeholder process adopted in each country.”

3. Commitment to “provide information on all material payments to the body assigned responsibility for reconciling details of payments provided by companies and revenue data provided by government according to the agreed national template, once implementation is sufficiently advanced in candidate countries. Material payments by companies are expected to have been independently audited, applying international standard accounting practices.”
4. Commitment to “support the public disclosure (i.e. publication) of relevant data in line with the implementation approach adopted in-country, with the oversight of the committee empowered to oversee the implementation and management of the EITI program (often referred to as the ‘multi-stakeholder group’ in EITI publications).”
5. Commitment to “engage constructively in appropriate forums to improve the transparency of mineral revenues – including their management, distribution or spending – or of contractual provisions on a level-playing field basis, either individually or collectively through the ICMM Secretariat.”

Mining and Indigenous Peoples:

1. Commitment to “acknowledging and respecting the social, economic, environmental and cultural interests of Indigenous Peoples and their rights as articulated and defined within provincial, national and international laws”.
2. Commitment to “clearly identifying and fully understanding the interests and perspectives of Indigenous Peoples regarding a project and its potential impacts”.
3. Commitment to “engaging and consulting with Indigenous Peoples in a fair, timely and culturally appropriate way throughout the project cycle”.
4. Commitment to “building cross-cultural understanding: for company personnel to understand Indigenous Peoples’ culture, values and aspirations, and for Indigenous Peoples to understand a company’s principles, objectives, operations and practices”.
5. Commitment to “encouraging governments where appropriate to participate in alleviating and resolving any problems or issues faced by Indigenous Peoples near mining operations”.
6. Commitment to “designing projects to avoid potentially significant adverse impacts of mining and related activities and where this is not practicable, minimizing, managing and/or compensating fairly for impacts”.
7. Commitment to “seeking agreement with Indigenous Peoples and other affected communities on programs to generate net benefits (social, economic, environmental and cultural), that is benefits and opportunities that outweigh negative impacts from mining activities”.
8. Commitment to “supporting appropriate frameworks for facilitation, mediation and dispute resolution”.
9. Commitment to “seek broad community support for new projects or activities”, recognizing that “a decision may sometimes be made not to proceed with developments or exploration, even if this is legally permitted”.

Climate Change:

1. Commitment to “continue to meet or exceed government requirements” in relation to climate change, “contributing positively” wherever member companies operate.
2. Commitment to “monitor and report Greenhouse Gas (GHG) emissions consistent with international standards, in line with (member companies’) commitment to report in accordance with the Global Reporting Initiative framework”.
3. Commitment to “reduce GHG emissions as measured in absolute terms or per unit of production or through improved energy efficiency”.

Mineral Resource and Economic Development:

1. Commitment to collectively “support research to learn how countries and projects have successfully contributed to economic development and poverty reduction at national and community levels”, under the auspices of the Resource Endowment initiative.
2. Commitment to collectively “develop (in partnership with organizations such as the World Bank Group, the UN and national governments) practical solutions to the dilemmas faced by mineral-rich countries and communities. This research will identify the policy actions, operational practices and partnership arrangements that deliver results on the ground”, under the auspices of the Resource Endowment initiative.

Mining and Protected Areas:

1. Commitment to “undertake not to explore or mine in World Heritage properties”.
2. Commitment to take all possible steps to “ensure that existing operations in World Heritage as well as existing and future operations adjacent to World Heritage properties are not incompatible with the outstanding universal value for which these properties are listed and do not put the integrity of these properties at risk”.