## STANDARD DISCLOSURES PART I: Profile Disclosures

### 1. Strategy and Analysis

<table>
<thead>
<tr>
<th>Profile Disclosure</th>
<th>Description</th>
<th>Cross-Reference</th>
<th>Reason for Omission</th>
<th>Further Explanation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1</td>
<td>Statement from the most senior decision-maker of the organization</td>
<td>Integrated Annual Review (IAR) pages (pgs) 18 - 31</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.2</td>
<td>Description of key impacts, risks, and opportunities.</td>
<td>IAR throughout, pgs 18 – 31</td>
<td></td>
<td>Online Regional overviews</td>
</tr>
</tbody>
</table>

### 2. Organizational Profile

<table>
<thead>
<tr>
<th>Profile Disclosure</th>
<th>Description</th>
<th>Cross-Reference</th>
<th>Reason for Omission</th>
<th>Further Explanation</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.1</td>
<td>Name of the organization.</td>
<td>IAR front page</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.2</td>
<td>Primary brands, products, and/or services.</td>
<td>IAR About this report</td>
<td></td>
<td>Inside front cover (IFC)</td>
</tr>
<tr>
<td>2.3</td>
<td>Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.</td>
<td>IAR IFC, pgs 6 - 12</td>
<td></td>
<td>Online Regional overviews throughout</td>
</tr>
<tr>
<td>2.4</td>
<td>Location of organization’s headquarters.</td>
<td>IAR pg 160</td>
<td></td>
<td>This GRI Content Index</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Gold Fields has its headquarters at:</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>150 Helen Road</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Sandown</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Sandton, 2196</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Johannesburg</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Gauteng</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Private Bag X30500</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Houghton, 2041</td>
<td></td>
<td>South Africa</td>
</tr>
<tr>
<td>2.5</td>
<td>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.</td>
<td>IAR IFC, pgs 10 – 12; 94 - 106 Online Regional overviews</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.6</td>
<td>Nature of ownership and legal form.</td>
<td>IAR IFC, pgs 36 - 38</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.7</td>
<td>Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).</td>
<td>This GRI Content Index</td>
<td>Not relevant</td>
<td>Gold Fields sells its gold directly to international bullion banks. The commodity nature of gold means that it is not possible to define markets beyond the international bullion market.</td>
</tr>
<tr>
<td>2.8 (G3.1)</td>
<td>Scale of the reporting organization.</td>
<td>IAR IFC, pgs 2 – 5 , 6 - 12 This GRI Content Index</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.9</td>
<td>Significant changes during the reporting period regarding size, structure, or ownership.</td>
<td>IAR IFC, pgs 10 -12, 14 -15, 18 -31, 33 – 35; 51, 94 – 95, 100 – 110; 118 -120</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.10</td>
<td>Awards received in the reporting period.</td>
<td>IAR pg 38</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### 3. Report Parameters

<table>
<thead>
<tr>
<th>Profile Disclosure</th>
<th>Description</th>
<th>Cross-Reference</th>
<th>Reason for Omission</th>
<th>Further Explanation</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.1</td>
<td>Reporting period (e.g., fiscal/calendar year) for information provided.</td>
<td>IAR IFC, throughout</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.2</td>
<td>Date of most recent previous report (if any).</td>
<td>Website</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.3</td>
<td>Reporting cycle (annual, biennial, etc.)</td>
<td>IAR IFC Website</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.4</td>
<td>Contact point for questions regarding the report or its contents.</td>
<td>pg 160 This GRI Content Index</td>
<td>Contact point for questions regarding the report or its contents: Sven Lunsche Corporate Affairs Manager <a href="mailto:Sven.lunsche@goldfields.co.za">Sven.lunsche@goldfields.co.za</a> Tel: +27 11 562 9700 Fax: +27 11 562 9838</td>
<td></td>
</tr>
<tr>
<td>3.5 (G3.1)</td>
<td>Process for defining report content.</td>
<td>This GRI Content Index IAR pgs 48-61</td>
<td>The content of the sustainability section of the Integrated Annual Review is determined by 1) the operational and financial</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
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<td>---</td>
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</tr>
<tr>
<td>3.6</td>
<td>Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.</td>
<td>IAR IFC</td>
<td>The Integrated Annual Review provides information on organisations in which Gold Fields wholly-owns, has a majority stake, or in which it has a significant strategic interest.</td>
<td></td>
</tr>
<tr>
<td>3.7</td>
<td>State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).</td>
<td>IAR IFC, throughout (in relation to Gold Fields/Sibanye Gold unbundling)</td>
<td>The Integrated Annual Review provides information on organisations in which Gold Fields wholly-owns, has a majority stake, or in which it has a significant strategic interest.</td>
<td></td>
</tr>
<tr>
<td>3.8</td>
<td>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.</td>
<td>This GRI Content Index</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.9</td>
<td>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.</td>
<td>IAR pgs 77 – 81, 84 – 92, 112 – 116; 118 – 119; 123 – 125; 127 - 136</td>
<td></td>
<td>Safety</td>
</tr>
<tr>
<td></td>
<td>In 2013, we updated our Group Safety Reporting Guideline based on the recommendations of a health and safety benchmarking review undertaken by the International Council on Mining and Metals (ICMM). This has resulted in our adoption of the Total Recordable Injury Frequency Rate (TRIFR) indicator. The TRIFR includes (with respect to both employees and contractors):</td>
<td>This GRI Content Index</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Total number of fatalities</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Lost time injuries</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Medically treated injuries</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Restricted work injuries</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>3.10</td>
<td>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).</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.11</td>
<td>Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.12</td>
<td>Table identifying the location of the Standard Disclosures in the report.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**IAR - throughout the IAR relating to pre-unbundling and restated 2012 figures for GFL continued operations**

**Sustainability**

The role of business and the market in contributing to sustainable development as “a holistic concept, a strategy that requires the integration of economic growth, social equity, and environmental...
### 4. Governance, Commitments, and Engagement

<table>
<thead>
<tr>
<th>Profile Disclosure</th>
<th>Description</th>
<th>Cross-Reference</th>
<th>Reason for Omission</th>
<th>Further Explanation</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.1 (G3.1)</td>
<td>Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.</td>
<td>IAR pgs 36, 39 - 46</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.2</td>
<td>Indicate whether the Chair of the highest governance body is also an executive officer.</td>
<td>IAR pg 39</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.3 (G3.1)</td>
<td>For organizations that have a unitary board structure, state the number of members and gender of the highest governance body that are independent and/or non-executive members.</td>
<td>IAR pgs 42 – 43</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.4</td>
<td>Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.5</td>
<td>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).</td>
<td>IAR pgs 44, 62 – 64, Annual Financial Report (AFR)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.6</td>
<td>Processes in place for the highest governance body to ensure conflicts of interest are avoided.</td>
<td>IAR pgs 36 – 46, (AFR)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: World Business Council for Sustainable Development

**Sustainable Development**

Sustainable development has been defined in many ways, but the most frequently quoted definition is from *Our Common Future*, also known as the Brundtland Report:

“Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.”

<table>
<thead>
<tr>
<th></th>
<th>Process for determining the composition, qualifications and expertise of the members of the highest governance body and its committees, including any consideration of and other indications of diversity.</th>
<th>IAR pgs 36 – 46, 119, 159</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>4.7 (G3.1)</td>
<td>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.</td>
<td>IAR pgs 6 - 9, 36, 39, 77 – 79, 81 - 84, 86 - 89, 90 - 92, 127 – 131 , 132 – 148 ,throughout</td>
<td></td>
</tr>
<tr>
<td>4.8</td>
<td>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.</td>
<td>IAR pgs 30 – 31, 39- 46, 57 - 61</td>
<td></td>
</tr>
<tr>
<td>4.9</td>
<td>Processes for evaluating the highest governance body’s own performance, particularly with respect to economic, environmental, and social performance.</td>
<td>IAR pgs 39 – 46,</td>
<td></td>
</tr>
<tr>
<td>4.10</td>
<td>Explanation of whether and how the precautionary approach or principle is addressed by the organization.</td>
<td>Gold Fields Group mine closure and water management guidelines both discuss our application of and define the precautionary approach to environmental management as follows:</td>
<td></td>
</tr>
<tr>
<td>4.11</td>
<td>IAR pgs 36 - 46, 57 – 61, 80 – 83; 84 – 92; 118 – 148, throughout</td>
<td>Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation. ‘Precaution’ involves the systematic application of risk assessment (hazard identification, hazard characterisation, appraisal of exposure and risk characterisation), risk management and risk communication. When there is reasonable suspicion of harm and decision-makers need to apply precaution, they have to consider the degree of uncertainty that appears from scientific evaluation. Deciding on the &quot;acceptable&quot; level of risk involves not only scientific-technological evaluation and economic cost-benefit analysis, but also stakeholder considerations such as acceptability to the public. From a public policy view, precaution is applied as long as scientific information is incomplete or inconclusive and the associated risk is still considered too high to be imposed on society. The level of risk considered typically relates to standards of environment, health and safety.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>This GRI Content Index Website</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.12</td>
<td>Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.</td>
<td>IAR pgs 36 - 46, 68, 80 – 92, 118 – 135; 141- 148</td>
<td></td>
</tr>
<tr>
<td>4.13</td>
<td>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.</td>
<td>IAR, pgs 37, 66 – 92; 125 – 131, 141, 145, 151</td>
<td></td>
</tr>
</tbody>
</table>
| 4.14 (G3.1) | List of stakeholder groups engaged by the organization. | IAR pgs 61, 88; 96 – 106, 118 - 148  
IAR Online Content (stakeholder tables) |
| 4.15 | Basis for identification and selection of stakeholders with whom to engage. | IAR pgs 57 - 61, 96 - 98, 118 - 125  
IAR Online Content (stakeholder tables) |
| 4.16 | Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group. | IAR pgs 57 – 61, 118 - 125  
IAR Online Content (stakeholder tables) |
| 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. | IAR pgs 57 - 61  
IAR Online Content (stakeholder tables) |

The key element of a precautionary approach, from a business perspective, is the idea of prevention rather than cure. In other words, it is more cost-effective to take early action to ensure that irreversible environmental damage does not occur than to remedy the situation in the future.
<table>
<thead>
<tr>
<th>G3 DMA</th>
<th>Description</th>
<th>Cross-Reference</th>
<th>Reason for Omission</th>
<th>Further Explanation</th>
</tr>
</thead>
<tbody>
<tr>
<td>DMA EC</td>
<td>Disclosure on Management Approach EC</td>
<td>IAR pgs 5 - 12, 14 - 17, 18 - 31, 48 - 56, 57 - 61, 96 - 99, 126 - 135, 141 - 148</td>
<td>This GRI Content Index Website</td>
<td>See below</td>
</tr>
<tr>
<td>DMA EN</td>
<td>Disclosure on Management Approach EN</td>
<td>IAR pgs 5 – 12, 18 – 31, 57 – 61, 84 - 92</td>
<td>This GRI Content Index Website</td>
<td>See below</td>
</tr>
<tr>
<td>DMA LA</td>
<td>Disclosure on Management Approach LA</td>
<td>IAR pgs 5 - 12, 18 - 31, 48 - 56, 57 – 61; 80 - 83, 84 – 92; 118 - 125</td>
<td>This GRI Content Index Website</td>
<td>See below</td>
</tr>
<tr>
<td>DMA HR</td>
<td>Disclosure on Management Approach HR</td>
<td>IAR pgs 5 - 12, 18 - 31, 48 - 56, 57 - 61, 80 – 83, 84 - 92, 96 - 99, 141 - 148</td>
<td>This GRI Content Index Website</td>
<td>See below</td>
</tr>
<tr>
<td>DMA PR</td>
<td>Disclosure on Management Approach PR</td>
<td>n/a</td>
<td>Not relevant</td>
<td>See below for relevant references to Product Responsibility</td>
</tr>
</tbody>
</table>
# STANDARD DISCLOSURES PART III: Performance Indicators

<table>
<thead>
<tr>
<th>Economic Performance Indicator</th>
<th>Description</th>
<th>Cross-Reference</th>
<th>Reason for Omission</th>
<th>Further Explanation</th>
</tr>
</thead>
<tbody>
<tr>
<td>EC1</td>
<td>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.</td>
<td>IAR pgs 14 - 36, 126 - 135</td>
<td></td>
<td>See Value Creation and Distribution at Chapter 6.2 of the IAR 2013</td>
</tr>
<tr>
<td>EC2</td>
<td>Financial implications and other risks and opportunities for the organization’s activities due to climate change.</td>
<td>IAR pgs 84 - 92</td>
<td></td>
<td>As described in detail in its yearly CDP submission, Gold Fields’ is aware of a broad range of risks and opportunities related to climate change. Physical climate change related impacts, such as increased average temperature and increased precipitation extremes require additional cooling and water pumping capacity and therefore increases operational costs. Apart from increased operational costs, Gold Fields’ is aware that climate change increases the risk of unforeseen extreme weather events. Climate change has caused several regulatory measures to be implemented, such as the carbon tax in Australia and South Africa (announced to be implemented by January 2016) which increases Gold Fields’ operational costs. On the upside, an international price on carbon has provided additional income for Gold Fields’ CDM projects, such as its auxiliary fan energy efficiency project.</td>
</tr>
<tr>
<td>EC3</td>
<td>Coverage of the organization’s defined benefit plan obligations.</td>
<td>This GRI Content Index</td>
<td></td>
<td>Although they vary between locations, typical benefits include vacation, maternity and paternity leave, sick leave, medical support, pensions and life insurance as well as free healthcare services. For example, in South Africa our employees rely on three main pension schemes:</td>
</tr>
<tr>
<td>Code</td>
<td>Description</td>
<td>IAR</td>
<td>Notes</td>
<td></td>
</tr>
<tr>
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<td>-----------------------------------------------------------------------------</td>
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<td></td>
</tr>
<tr>
<td>EC4</td>
<td>Significant financial assistance received from government.</td>
<td>IAR</td>
<td>Not applicable</td>
<td></td>
</tr>
<tr>
<td>EC5 (G3.1)</td>
<td>Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation</td>
<td>IAR pg 118</td>
<td>This GRI Content Index</td>
<td></td>
</tr>
<tr>
<td>EC6</td>
<td>Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.</td>
<td>IAR pgs 18 - 31, 48 - 56, 59, 98, 129, 135</td>
<td></td>
<td></td>
</tr>
<tr>
<td>EC7</td>
<td>Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.</td>
<td>IAR pgs 119, 122, 146 - 147</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

funds:
- The Mineworkers Provident Fund
- The Mine Employees Pension Fund
- The Sentinel Mining Industry Retirement Fund

Other typical benefits include educational assistance, skills development, free or subsidised accommodation and/or living out allowances.

<table>
<thead>
<tr>
<th>Country</th>
<th>Gender</th>
<th>Internal minimum</th>
<th>External minimum</th>
<th>Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Philippines</td>
<td>Female</td>
<td>192 465</td>
<td>16 039</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Male</td>
<td>136 064</td>
<td>11 340</td>
<td></td>
</tr>
<tr>
<td>South Africa</td>
<td>Female</td>
<td>4 939</td>
<td>4 696</td>
<td>1.05</td>
</tr>
<tr>
<td></td>
<td>Male</td>
<td>4 788</td>
<td>4 696</td>
<td>1.02</td>
</tr>
<tr>
<td>Ghana</td>
<td>Female</td>
<td>885</td>
<td>141</td>
<td>6.27</td>
</tr>
<tr>
<td></td>
<td>Male</td>
<td>831</td>
<td>141</td>
<td>5.88</td>
</tr>
<tr>
<td>Peru</td>
<td>Female</td>
<td>2 900</td>
<td>750</td>
<td>3.87</td>
</tr>
<tr>
<td></td>
<td>Male</td>
<td>2 550</td>
<td>750</td>
<td>3.40</td>
</tr>
<tr>
<td>Australia</td>
<td>Female</td>
<td>48 982</td>
<td>38 500</td>
<td>1.34</td>
</tr>
<tr>
<td></td>
<td>Male</td>
<td>43 982</td>
<td>38 500</td>
<td>1.20</td>
</tr>
<tr>
<td>Average</td>
<td>Female</td>
<td>3.13</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Male</td>
<td>2.88</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Continued operations

Our Damang and Tarkwa mines in Ghana cross-check new vacancies against a constantly updated community skills and qualification database. Where appropriate, individuals on the database are then selected by each mine’s Employment Committee (chaired by local chiefs). Furthermore, both mines (and their contractors) actively recruit (in partnership with local chiefs and our Community Affairs...
<table>
<thead>
<tr>
<th>EC8</th>
<th>Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.</th>
<th>IAR pgs 126 - 135</th>
<th>IAR Online Content (case studies)</th>
</tr>
</thead>
<tbody>
<tr>
<td>EC9</td>
<td>Understanding and describing the significant indirect economic impacts, including the extent of impacts</td>
<td>IAR pgs 18 - 31, 48 - 49, 52 – 54, 94 - 110, 126 - 135</td>
<td>IAR Online Content (case studies)</td>
</tr>
<tr>
<td>Performance Indicator</td>
<td>Description</td>
<td>Cross-Reference</td>
<td>Reason for Omission</td>
</tr>
<tr>
<td>-----------------------</td>
<td>--------------------------------------------------</td>
<td>-----------------</td>
<td>---------------------</td>
</tr>
<tr>
<td>EN1</td>
<td>Materials used by weight or volume.</td>
<td>IAR pgs 84-92</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>This GRI Content Index</td>
<td></td>
</tr>
<tr>
<td>EN2</td>
<td>Percentage of materials used that are recycled input materials.</td>
<td>IAR pg 84</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>This GRI Content Index</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Materials used by weight or volume (tonne)</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cyanide</td>
<td>13 660.58</td>
</tr>
<tr>
<td>Blasting agents</td>
<td>38 079.58</td>
</tr>
<tr>
<td>HCl</td>
<td>4 662.89</td>
</tr>
<tr>
<td>Lime</td>
<td>46 356.84</td>
</tr>
<tr>
<td>Cement</td>
<td>70 121.65</td>
</tr>
<tr>
<td>Caustic soda</td>
<td>3 499.67</td>
</tr>
</tbody>
</table>

We are currently investigating whether we are able to determine or disclose percentages for the above materials in future reporting cycles.

However in 2013, we recycled a range of materials including the following:

- Metal: 8007 tonnes
- Plastic: 65 tonnes
- Timber as firewood: 79 tonnes
- Paper and cartons: 37 tonnes
- Other materials (e.g. backfill): 175 040 tonnes
<table>
<thead>
<tr>
<th></th>
<th>Description</th>
<th>Reference</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>EN3</td>
<td>Direct energy consumption by primary energy source.</td>
<td>IAR pgs 77, 78, 158</td>
<td></td>
</tr>
<tr>
<td>EN4</td>
<td>Indirect energy consumption by primary source.</td>
<td>IAR pgs 77, 78, 90</td>
<td></td>
</tr>
<tr>
<td>EN5</td>
<td>Energy saved due to conservation and efficiency improvements.</td>
<td>IAR pgs 77, 78</td>
<td>Total energy consumption in 2013 was 250.00 TJ lower than in 2012. This was due to a combination of production fluctuations, conservation efforts and efficiency improvements.</td>
</tr>
<tr>
<td>EN6</td>
<td>Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.</td>
<td>n/a</td>
<td>Indicator is not relevant to the product we produce – gold.</td>
</tr>
<tr>
<td>EN7</td>
<td>Initiatives to reduce indirect energy consumption and reductions achieved.</td>
<td>IAR pgs 77, 78, This GRI Content Index</td>
<td>In 2013, Group indirect energy consumption decreased by 2.3% to 10569 TJ (2012: 10818.11 TJ). This was due – in part – to energy saving initiatives implemented during the year.</td>
</tr>
</tbody>
</table>
| EN8 | Total water withdrawal by source.                                            | IAR pgs 84, 86, This GRI Content Index | Total water withdrawal in 2013 was 30 302 Ml. This came from the following sources:  
  - Surface water: 9, 097  
  - Ground water: 18 171  
  - Purchased water: 3, 033.66 |
| EN9 (G3.1) | Water sources significantly affected by withdrawal of water.               | IAR pgs 84 – 92  | Only partially relevant  
  No water sources are significantly affected by our water withdrawal. |
<table>
<thead>
<tr>
<th>EN10</th>
<th>IAR pgs 84 - 92</th>
<th>EN11</th>
<th>During 2013, water recycled and reused totalled 33 452 ML. This represents 110% of total water withdrawal (30 302 ML).</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>This GRI Content Index</td>
<td></td>
<td><strong>Ghana</strong></td>
</tr>
<tr>
<td></td>
<td>Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.</td>
<td></td>
<td>Our Damang and Tarkwa operations, located in the ‘Tarkwa Basin’ in south western Ghana are both located in areas of high biodiversity. The current operational footprint of Tarkwa is significantly larger than that of Damang, where activity is primarily focused on the Damang Pit.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>We implement a total ban on hunting on our land holdings at both mines and have strict controls to protect local water bodies. Because of this, our operations act as de facto sanctuaries for local wildlife and enjoy high levels of biodiversity compared to their surrounds. <strong>Australia</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Likewise, the shores of Lake Lefroy near St Ives in Australia represent an area of sensitive biodiversity. Internal and external permitting and monitoring systems are in place to assess the cumulative impacts of the operation’s lake-based mining and to minimise related ecological impacts.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>The St Ives operations are situated within mining tenements comprised of 277 mining titles (54,749 ha), three mineral titles (364 ha), 14 exploration licences (27,572 ha), 45 prospecting licences (7,190 ha) and 19 miscellaneous licences (14,634 ha) for a total area of approximately 104,509 ha.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Although not located on Gold Fields mining areas, a great diversity of rare flora species grow around our Cerro Corona Mine and Chucapaca Project. Gold Fields sponsored research into and publication of a book in 2013 entitled Flora of the Andes of Moquegua, ethnobotany of the higher Tambo and Ichuna Rivers. This book is a result of eight years of botanical and ecological studies of the Tambo River and Ichuna River geographic boundaries by Daniel Tubee. Over 400 hundred species of plants and ferns are reported. There is a large absence of published information regarding these plants and their ecosystems. We expect this illustrated book will lead to greater interest, conservation efforts and appreciation for the</td>
</tr>
</tbody>
</table>

**Gold Fields GRI Report for the Integrated Annual Review 2013**
| EN12 | Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas. | This GRI Content Index | incredible diversity of plants in this area. Where feasible, we aim to have a net positive impact on biodiversity. During the reporting year, we did not identify any significant impacts on biodiversity resulting from our activities. |
| EN13 | Habitats protected or restored. | This GRI Content Index | During 2013, we rehabilitated a total of 38.41 ha, of which the Tarkwa and Damang mines in Ghana accounted for 18.07 ha and 20.34 ha respectively. |
| EN14 (G3.1) | Strategies, current actions, and future plans for managing impacts on biodiversity. | This GRI Content Index | All of our mines evaluate direct and indirect biodiversity risks under their EMSs and as part of mine lifecycle management. Where relevant, we work with local communities and environmental NGOs to develop biodiversity management plans – and to carry out joint monitoring of our biodiversity risks and impacts. Gold Fields also has a group biodiversity practice guide and a policy (both aligned to the ICMM 10 principles) that informs our global approach to biodiversity management. |
| EN15 | Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk. | This GRI Content Index | None of our lands are on biodiversity hotspots and we do not have any rare or protected species (including IUCN Red List species) on our properties. There are a number of Puya species growing around our Cerro Corona Mine and our Chucapaca Project. Puyas are a native plant to South America’s Andes Mountains and southern Central America. Many of the species are monocarpic, with the parent plant dying after one flower and seed production event. *Puya raimondii*, also known as *Queen of the Andes*, is the largest species of bromeliad, endemic to Bolivia and Peru and restricted to the high *Andes* at an elevation of 3200 – 4800 m. This species, which also grows near Gold Fields Chucapaca Project, is an IUCN red data species. |
| EN16 | Total direct and indirect greenhouse gas emissions by weight. | IAR pgs 84, 90 | |
| EN17 | Other relevant indirect greenhouse gas emissions by weight. | IAR pgs 84, 90, | |
| EN18 | Initiatives to reduce greenhouse gas emissions and reductions achieved. | IAR pgs 78 - 79 | This has not been identified as a relevant/material issue under our ISO 14001-compliant Environmental Management Systems. As a result, it is not included in our environmental data collection systems. |
| EN19 | Emissions of ozone-depleting substances by weight. | n/a | Not material |
| EN20 | NOx, SOx, and other significant air emissions by type and weight. | IAR pgs 84, 90 | This GRI Content Index |

**Figure GRI 2: Group NOx and SOx emissions**

![Graph showing NOx and SOx emissions](image)

**Quantity and quality**

In 2013, a total of 2526.56ML was discharged by the Group. Group average water quality is 83.72 (mS/m). Further detail by operation can be seen below:

- Damang: 58 mS/m
- Tarkwa: 54 mS/m
- Cerro Corona: 178 mS/m
- South Deep: 44 mS/m

Note: mS/m is a measure of conductivity. Conductivity is a measure of the amount of dissolved salts in discharged water. These are classified internationally as a non-toxic pollutant.

Note: The Australian operations do not report on the quality of water discharged, as water is not discharged directly into the environment.
| EN22 | Total weight of waste by type and disposal method. | IAR pg 92 | Water licences in South Africa  
South Deep was issued with a Water Use Licence in November 2011. A second, amended water use licence application was submitted to the Department of Water Affairs (DWA) in November 2013. DWA is busy with the review of the application and we await their response. This application is informed by the outcomes of internal workshops that were held to determine new activities and amendments to be included in the new application, and following site inspections by the DWA.  
Please also see response under EN29. |
| EN23 | Total number and volume of significant spills. | pgs 84 – 85 |  |
| EN24 | Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally. | This GRI Content Index | Gold Fields does not import, export or transport any waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII.  |
| EN25 | Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff. | This GRI Content Index, pg 85 | Our discharges are sampled and monitored regularly, in accordance with our permit/licence conditions. To date, we have not witnessed or found any definitive evidence that our discharges cause/have caused harm or that they have any material impact on the receiving environment - including relevant water bodies.  |
| EN26 | Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. | n/a | Gold is a benign product which has no significant environmental impacts.  |
| EN27 | Percentage of products sold and their packaging materials that are reclaimed by category. | n/a | Not relevant  
Not relevant to Gold Fields as gold is sold in an unwrought form. Packaging requirements are not necessary or are minimal.  |
| EN28 | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations. | This GRI Content Index | Gold Fields was not subject to any fines in 2013. |
| EN29 | Significant environmental impacts of transporting products and other goods and materials used for the organization’s operations, and transporting members of the workforce. | This GRI Content Index, pg 92 | A significant proportion of our Scope 1 emissions relate to the transport of ore and waste rock from our mines to our processing facilities and/or waste rock dumps. All but one of our eligible operations are fully certified under the International Cyanide Management Code (ICMC). Agnew is certified as substantially compliant as it marginally exceeded the threshold for cyanide concentrations on its tailings discharge. ICMC certification extends to our transport providers. There have been no material environmental impacts relating to the transportation of cyanide to or from our operations during 2013. Gold Fields does not import, export or transport any waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII. All waste disposal, transportation and recycling contractors are required to adhere to our environmental procedures, including the provision of safe disposal certificates. Key contractors are audited for ISO 14001 compliance and are required to have appropriate certification in terms of relevant national waste management legislation. |
| EN30 | Total environmental protection expenditures and investments by type. | IAR pg 84 | This GRI Content Index | In 2013, our environmental expenditure comprised the following elements:  
- Pollution prevention: US$ 5.1 million  
- Audits: US$ 88,000  
- Specialist studies and EIAs: US$2.2 million  
- Rehabilitation and closure related operational expenditure: US$2.3 million  
- Radiation: nil  
- Other operational expenditure: US$32 million  
Gold Fields total group gross mine liability estimate is US$355 million. |

Gold Fields GRI Report for the Integrated Annual Review 2013 | 19
The following methods of funding the closure estimates were used in each of the regions:

- Ghana – reclamation bonds underwritten by banks
- South Africa – contributions into environmental trust funds and guarantees
- Australia – unconditional bank-guaranteed performance bonds
- Peru – guarantees with annual deposits

The percentage contribution to the group total for each of our regions is Australia 55%, South Africa 9%, West Africa 23% and America’s 12%
<table>
<thead>
<tr>
<th>Performance Indicator</th>
<th>Description</th>
<th>Cross-Reference</th>
<th>Reason for Omission</th>
<th>Further Explanation</th>
</tr>
</thead>
</table>
| LA1 (G3.1)            | Total workforce by employment type, employment contract, and region, broken down by gender. | IAR pgs 118 - 119  
This GRI Content Index | See in IAR and below in Annex Figure GRI 7. | The turnover rates for men and women in 2013 were 9.7% and 14.4% respectively. Our turnover rate by region was as follows:  
- Australasia: 28.2%  
- South Africa: 11.8%  
- South America: 9.1%  
- West Africa: 4.0%  
Our turnover by age group was as follows:  
- 18-29 year: 11.4%  
- 30-39 years: 9.7%  
- 40-49 years: 9.7%  
- 50-59 years: 11.4%  
- 60 plus: 54.4%  
The turnover rates are higher than previous years primarily due to the restructuring of the operations. In real terms we had a 5.8% voluntary turnover and 4.1% involuntary turnover due to retrenchments, dismissals and retirements. These are well below the industry norms. |
| LA2 (G3.1)            | Total number and rate of new employee hires and employee turnover by age group, gender, and region. | IAR pgs 118 - 120  
This GRI Content Index | | |
| LA3                   | Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation. | This GRI Content Index | | Full-time permanent employees are provided with pension, health care, additional leave and Group ‘life benefits’ which are not provided to part-time employees. Part-time employees are also not eligible for annual incentives, whilst full-time employees are. |
| LA4 | Percentage of employees covered by collective bargaining agreements. | IAR pg 121 This GRI Content Index | By the end of 2013, none of our employees in Australia had opted to join unions. In contrast, 95% of our employees in Ghana, 91% of our employees in South Africa and 13.6% of our employees in Peru belong to unions. All employees belonging to unions are subject to collective bargaining agreements. |
| LA5 | Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements. | This GRI Content Index | Management employees have a 30 day notice period and Senior Management have a 60 day notice period. For non-managerial employees, the statutory notice period applies. For example, in South Africa this is covered under the basic conditions of employment. Employees who have less than one year service are required to serve two weeks’ notice and employees with 12 months or longer service are required to serve 30 days’ notice. |
| LA6 | Percentage of total workforce represented in formal joint management–worker health and safety committees that help monitor and advise on occupational health and safety programs. | This GRI Content Index IAR pg 121 | A total of 95% of our employees in Ghana, 91% of our employees in South Africa and 13.6% of our employees in Peru are represented through their unions at various levels on joint health and safety committees – and on a range of statutory and voluntary engagement forums between supervisors, line managers and organised labour. Employees do not however have to be part of a union to participate in worker health and safety committees as this is available to all employees. In many regions worker health and safety issues are part of all meetings where employees have opportunities to raise issues and concerns |
| LA7 (G.3.1) | Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender. | IAR pgs 123 - 125 This GRI Content Index Not able to break down by gender | ![](image) Figure GRI 3: Cases of occupational illness in 2013\(^*\) vs 2012\(^*\) |
| LA8 | Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases. | IAR pg 124 - 125 This GRI Content Index | In addition in 2013 there was a strong focus in the Group on Substance Abuse. A zero tolerance approach has now been implemented across all regions and operations for anyone having found to be under the influence. This is an integrated strategy with:  
  - opportunities for employees to conduct self testing and if found to be under the influence can return home  
  - random compulsory testing where if employees are found to be under the influence they will be subject to disciplinary action  
  - assistance programmes for individuals who need help dealing with substance abuse. |
In Australia the Health and Wellbeing programmes include Men’s Health Checks (Prostate Cancer); RUOK mental illness awareness; GCC (Global Corporate Challenge); and Skin cancer checks to name a few. In Australia Snake Awareness training was conducted for Kambalda residents in conjunction with external contractor Brian Bush (on site to deliver annual program).

In Ghana the health and wellness program aims at identifying chronic medical conditions among the workforce to assist them in managing the conditions to prevent complications and reduce the rate of sickness absence on the mine. The areas covered under the program are:

1. Voluntary Counseling and Testing for HIV
2. Screening for High Blood Pressure (hypertension), High Blood Sugar (diabetes) and High Blood lipids (cholesterol)
3. Other activities carried out under the program include counseling on vocational, social, financial challenges faced by the employees.
4. Employees so identified with the listed medical conditions are referred to the mine hospital for confirmation and further management. Those put on treatment are monitored regularly to ensure compliance.

In Peru in the medical campaigns’ of 2013, 60% of the employees have participated, in the following:

- Eye check-ups
- Dental check-ups
- Anti-stress massage
- Active breaks (ergonomic exercises)
- Control of size and weight
- Psychological counseling - stress management
- Informative talks on insurance policies
- Talks Guidance on cancer issues (Gynecology and Prostate)

In Corporate Office an integrated Employee Assistance Programme is in place that allows employees and their direct family to get support on a range of mental, financial and legal areas.

| LA9 | Health and safety topics covered in formal agreements | IAR pgs 80 – 83, 123 - 126 | Engagement with unions on health and safety covers all issues relevant to Gold Fields employees and contractors – as set out in the Integrated Annual Review. |
| LA10 (G3.1) | with trade unions. | This GRI Content Index | Average training hours per employee (male and female): 97. Average training hours by gender are set out below:
- Males: 89
- Females: 8
Average training hours by employee category are set out below:
- Senior Management (EU-F): 5.5
- Middle Management (DU-EL): 37
- Junior Management (DL): 63
- Non-Management (A-C): 109 |

| LA11 | Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. | This GRI Content Index | Skills development in the community not only helps local people pursue viable livelihoods – whether at our mines or through alternative avenues – but also enhances our own ability to integrate local people into our workforce or those of our suppliers.

At Cerro Corona 20 community members participated in the Training Program for Heavy Equipment, excavators and dump trucks, which is performed with San Martin General Contractor and the Municipality of Hualgayocof. The training budget for community members was USD$ 32,500

Likewise, we run apprenticeship programmes at Damang and Tarkwa in Ghana. This includes our own internal apprenticeship programme, through which we train community members to become vehicle operators – significantly enhancing their employment prospects, either at our own mines or with our in-country peers. We also run an external apprenticeship programme, aimed at training local youths in locally marketable, non-mining related skills such as car mechanics and hairdressing. In 2013, a total of 104 people benefited from our apprenticeship programmes in Ghana.

Meanwhile, at South Deep we have supported small and medium local businesses by granting 11 bursaries, 29 study grants and 2 study loans for members of the community. We also have an extensive portable skills programme to train local community members and employees that may be retrenched on other portable skills that promote economic development in their communities. |
<p>| LA12 (G3.1) | Percentage of employees receiving regular performance and career development reviews, by gender. | This GRI Content Index | All management and senior management employees have individual performance scorecards which are reviewed on a regular basis. Individual development plans are agreed upon at the beginning of each financial year based on the performance targets of an employee. In Australia, Ghana and Peru, individual performance plans have been rolled-out to all levels of employees. In South Africa, the performance of non-managerial employees is measured on production targets and this is measured on a regular basis as production bonuses are paid on a monthly basis. Employees and teams are regularly briefed on individual and team performance. Training and development plans are linked to performance management practice throughout the Group. |
| LA13 (G3.1) | Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity. | This GRI Content Index | <img src="image" alt="" /> | Figure GRI 4: GRI Group female employees (%) |
| | IAR pgs 36 – 46, 118 - 120 | | <img src="image" alt="Figure GRI 4: GRI Group female employees (%)" /> |
| LA14 | Ratio of basic salary of men to women by employee category. | This GRI Content Index | <img src="image" alt="" /> | Figure GRI 5: Group basic salary ratio of men to women |
| | IAR pgs 118 | | <img src="image" alt="Figure GRI 5: Group basic salary ratio of men to women" /> |</p>
<table>
<thead>
<tr>
<th>Grades</th>
<th>Female</th>
<th>Male</th>
<th>Rand average</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>251 694</td>
<td>231 376</td>
<td>1.09</td>
</tr>
<tr>
<td>BL</td>
<td>491 817</td>
<td>437 104</td>
<td>1.13</td>
</tr>
<tr>
<td>BU</td>
<td>114 260</td>
<td>68 793</td>
<td>1.66</td>
</tr>
<tr>
<td>CL</td>
<td>370 730</td>
<td>289 768</td>
<td>1.28</td>
</tr>
<tr>
<td>CU</td>
<td>492 173</td>
<td>429 244</td>
<td>1.15</td>
</tr>
<tr>
<td>DL</td>
<td>689 202</td>
<td>494 527</td>
<td>1.39</td>
</tr>
<tr>
<td>DU</td>
<td>949 069</td>
<td>852 313</td>
<td>1.11</td>
</tr>
<tr>
<td>EL</td>
<td>1 214 464</td>
<td>1 331 986</td>
<td>0.91</td>
</tr>
<tr>
<td>EU</td>
<td>1 471 592</td>
<td>1 905 589</td>
<td>0.77</td>
</tr>
<tr>
<td>EUM</td>
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<td></td>
</tr>
<tr>
<td>FL</td>
<td>1 832 184</td>
<td>3 424 387</td>
<td>0.54</td>
</tr>
<tr>
<td>FLU</td>
<td>2 635 752</td>
<td>3 167 496</td>
<td>0.83</td>
</tr>
<tr>
<td>FU</td>
<td>3 784 840</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FUU</td>
<td>4 350 312</td>
<td></td>
<td></td>
</tr>
<tr>
<td>GL</td>
<td>6 342 690</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grand total</td>
<td>334 711</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CEO to employee average</td>
<td>18.95</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

LA15 (G3.1) Return to work and retention rates after parental leave, by gender

This GRI Content Index

During 2013, the post-maternity female return to work rate was 100%. In addition, 100% of male employees who take paternity leave typically return to work.
<table>
<thead>
<tr>
<th>Performance Indicator</th>
<th>Description</th>
<th>Cross-Reference</th>
<th>Reason for Omission</th>
<th>Further Explanation</th>
</tr>
</thead>
<tbody>
<tr>
<td>HR1 (G3.1)</td>
<td>Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.</td>
<td>This GRI Content Index</td>
<td></td>
<td>We do not currently have investment agreements that include clauses incorporating human rights concerns, or that have undergone human rights screening.</td>
</tr>
</tbody>
</table>
| HR2 (G3.1)            | Percentage of significant suppliers, contractors and other business partners that have undergone screening on human rights and actions taken. | This GRI Content Index | | General supply chain  
Our integrated management approach extends to our supply chains. As a result, we ensure that our suppliers operate in a responsible and sustainable way that supports local economic development. (encourage suppliers, from a SA perspective, most of the vendors are locally based the challenge to increase local participation in the communities located next to the operation) By requiring our suppliers to accept and adopt our social, environmental and ethical standards, we are able to promote good business practice in our supply chain. (the on boarding process does enquire to these as per local legislation) This includes the requirement for all contractors to meet our health, safety and environmental management standards,(contractors operating on site have to comply to the mines operating policy) on including the OHSAS 18001 and ISO 14001 standards. The adherence of suppliers to our standards is monitored through:  
  - Pre-screening (we require vendors to submit various information but it is not a requirement for vendors to be ISO compliant, only in certain incidences is ISO a prerequisite)  
  - Regular compliance audits (by our own specialists or third-party experts) (We have used pro Optima and currently using internal Audit to a BBBEEE audit on a pareto basis / random selection in some circumstances) |
Where incidents of non-compliance are identified, we will develop joint corrective action plans, unless non-compliance is of a sufficiently serious nature to justify termination.

We screen and assess the risks relating to suppliers through an online Sustainable Sourcing Dashboard. This combines objective sector- and country-risk data (including human rights data), context-specific data (such as South Africa’s BBBEE requirements) (apart from random verification checking we contract B1SA to manage our certificate database) and our own standards (including our supplier terms and Code of Ethics). These are used to produce supplier ‘scorecards’ – and to map a wide range of risks through our value chain. In future, we intend to further enhance the system through the integration of supplier-self assessment data and audit data. ( We don’t produce supplier Scorecards in SA, apart from updating our Ariba Database)

In South Africa, we have a large number of suppliers (approximately 1040 active vendors). As a result, we take a risk-based approach by auditing those who represent the top 80% (by value) of our procurement spend. These selected vendors must submit a self-assessment check list with any tender and are then subject to subsequent auditing for issues ranging from their Broad Based Black Economic Empowerment (BBBEE) status to general compliance to legislation.

Protection services

At the time of writing, Gold Fields Protection Services (GFPS) remained responsible for the effective and responsible protection of all Gold Fields people and assets. All GFPS personnel receive human rights training during induction. This training is based on local legal requirements, the terms of the Mining Charter and human rights best practice. GFPS is a signatory of the International Code of Conduct for Private Security Providers, which commits all signatories to respect human rights and humanitarian law in their operations.
<table>
<thead>
<tr>
<th>HR3 (G3.1)</th>
<th>Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.</th>
<th>This GRI Content Index</th>
<th>Where relevant, GFPS personnel are supported by private security contractors. This includes, for example, the presence of G4S security personnel at our mines in Ghana. G4S is a signatory to the UN Global Compact, as well as the International Code of Conduct for Private Security Providers.</th>
</tr>
</thead>
<tbody>
<tr>
<td>HR4 (G3.1)</td>
<td>Total number of incidents of discrimination and actions taken.</td>
<td>This GRI Content Index</td>
<td>During 2013, 9,659 of our employees (95%) received training in this respect via the Code of Ethics, which includes human rights. The ethics portal was launched which has detailed information on the Gold Fields code of ethics, interactive tools and easy access to information on ethics and human rights. A link from each employees desktop was implemented and this has improved the access to information in this area. In total, these employees received 1,609 hours of formal human rights-specific training – the focus was on refresher training from previous years. (9659 x 10 mins / 60 = 1,609).</td>
</tr>
<tr>
<td>HR5 (G3.1)</td>
<td>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.</td>
<td>This GRI Content Index</td>
<td>There have been no formal cases of discrimination reported during 2013.</td>
</tr>
<tr>
<td>HR6 (G3.1)</td>
<td>Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.</td>
<td>This GRI Content Index</td>
<td>During 2013, there were no incidents where the rights to freedom of association and collective bargaining were at risk at any of our operations. None of our operations represent significant risks in this respect. In 2013 Wage negotiations in South Africa and West Africa were conducted which were collective bargaining forums and these processes were concluded successfully. In Australia the voting on the Employee Collective Agreement in 2013 in fact highlighted the degree to which Gold Fields recognises and supports our employee rights and freedom of association.</td>
</tr>
<tr>
<td>HR7 (G3.1)</td>
<td>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.</td>
<td>This GRI Content Index</td>
<td>During 2013, there were no incidents of child labour at any of our operations. None of our operations represent significant risks in this respect.</td>
</tr>
</tbody>
</table>

*Gold Fields GRI Report for the Integrated Annual Review 2013*
<p>| HR8 (G3.1) | Percentage of security personnel trained in the organization’s policies or procedures concerning aspects of human rights that are relevant to operations. | This GRI Content Index | All Gold Fields Protection Services (GFPS) personnel receive human rights training during induction. This training is based on local legal requirements, the terms of the Mining Charter and human rights best practice. GFPS is a signatory of the International Code of Conduct for Private Security Providers, which commits all signatories to respect human rights and humanitarian law in their operations. |
| HR9 (G3.1) | Total number of incidents of violations involving rights of indigenous people and actions taken. | This GRI Content Index | During 2013, there were no recorded incidents of violations involving rights of indigenous people at any of our operations. |
| HR10 (G3.1) | Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments. | This GRI Content Index | Human rights are subject to ongoing review at all of our operations via our established management systems, whether in terms of safety, health, diversity, discrimination, child labour, forced labour, collective bargaining, freedom of association or otherwise. |
| HR11 (G3.1) | Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms | This GRI Content Index | There were no such formal grievances recorded in 2013. Should any human rights violations be identified they would be reported to the Gold Fields Board. |</p>
<table>
<thead>
<tr>
<th>Performance Indicator</th>
<th>Description</th>
<th>Cross-Reference</th>
<th>Reason for Omission</th>
<th>Further Explanation</th>
</tr>
</thead>
<tbody>
<tr>
<td>SO1 (G3.1)</td>
<td>Percentage of operations with implemented local community engagement, impact assessments and development programmes.</td>
<td>IAR pgs 126 - 136, This GRI Content Index</td>
<td></td>
<td>All of our operations have ongoing local community engagement and development programmes – and have implemented related impact assessments as required. In 2013 the focus was on driving shared value in the communities in which we operate. To this end detailed projects and engagement has taken place in Peru, South Africa and Ghana with projects being identified in each region for delivery in 2014.</td>
</tr>
<tr>
<td>SO2</td>
<td>Percentage and total number of business units analysed for risks related to corruption.</td>
<td>This GRI Content Index</td>
<td></td>
<td>All of our operations and business units are monitored for corruption risks by Gold Fields Protection Services (GFPS), as well as our normal internal audit systems. In addition, we maintain an independent whistleblowing hotline managed by Deloitte, to facilitate the confidential reporting of Code violations, fraud and other inappropriate behaviour. <strong>CERTIFICATION OF TIP-OFFS ANONYMOUS</strong> EthicsSA has certified Deloitte Tip-offs Anonymous, as meeting the External Whistle-blowing Hotline Service Provider Standard EO1.1.1. The EO1.1.1 is a best-practice set of guidelines or norms for the professional and ethical conduct of external whistle-blowing hotline service providers, operating their own centres or facilities. The EO1.1.1 is grounded in, and informed by, the principles of integrity, efficiency, independence, protection and availability. Deloitte Tip-offs Anonymous was audited and evaluated against their compliance to these professional service standards and principles and was found to be fully compliant. Certification is valid from 15 November 2013 to 15 November 2014, where after we would re-assess compliance to the industry.</td>
</tr>
<tr>
<td>SO3</td>
<td>Percentage of employees trained in organization's anti-corruption policies and procedures.</td>
<td>IAR pg 141</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SO4</td>
<td>Actions taken in response to incidents of corruption.</td>
<td>IAR pg 141</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SO5</td>
<td>Public policy positions and participation in public policy development and lobbying.</td>
<td>IAR pg 141</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SO6</td>
<td>Total value of financial and in-kind contributions to political parties, politicians and related institutions by country</td>
<td>IAR pg 141</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SO7</td>
<td>Total number of legal actions for anticompetitive behaviour, anti-trust, and monopoly practices and their outcomes.</td>
<td>This GRI Content Index</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SO8</td>
<td>Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.</td>
<td>This GRI Content Index</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SO9 [G3.1]</td>
<td>Operations with significant potential or actual negative impacts on local communities.</td>
<td>IAR pgs 77 – 79, 84 – 92, 104 - 110</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SO10 [G3.1]</td>
<td>Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.</td>
<td>IAR pgs 77 – 79, pgs 84 – 92, pgs 126 – 148)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Members are advised to only utilise the services of certified external whistle-blowing hotline service providers to ensure professional service delivery supported by ethical principles.

During 2013, there were no legal actions against Gold Fields for anticompetitive behaviour, antitrust, and monopoly practices.
<table>
<thead>
<tr>
<th>Performance Indicator</th>
<th>Description</th>
<th>Cross-Reference</th>
<th>Reason for Omission</th>
<th>Further Explanation</th>
</tr>
</thead>
<tbody>
<tr>
<td>PR1</td>
<td>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.</td>
<td>n/a</td>
<td>Not relevant</td>
<td>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.</td>
</tr>
<tr>
<td>PR2</td>
<td>Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during life cycle, by type of outcomes.</td>
<td>n/a</td>
<td>Not relevant</td>
<td>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.</td>
</tr>
<tr>
<td>PR3</td>
<td>Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.</td>
<td>n/a</td>
<td>Not relevant</td>
<td>Not relevant to Gold Fields as gold is sold in an unwrought form. Packaging requirements are not necessary or are minimal.</td>
</tr>
<tr>
<td>PR4</td>
<td>Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.</td>
<td>n/a</td>
<td>Not relevant</td>
<td>Not relevant to Gold Fields as gold is sold in an unwrought form. Packaging requirements are not necessary or are minimal.</td>
</tr>
<tr>
<td>PR5 (G3.1)</td>
<td>Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.</td>
<td>n/a</td>
<td>Not relevant</td>
<td>Not relevant to Gold Fields due to the fact that gold is sold as a commodity.</td>
</tr>
<tr>
<td>PR6 (G3.1)</td>
<td>Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.</td>
<td>n/a</td>
<td>Not relevant</td>
<td>Gold Fields is not involved in the marketing of its product.</td>
</tr>
<tr>
<td>PR7</td>
<td>Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.</td>
<td>n/a</td>
<td>Not relevant</td>
<td>Gold Fields is not involved in the marketing of its product.</td>
</tr>
<tr>
<td>PR8</td>
<td>Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.</td>
<td>n/a</td>
<td>Not relevant</td>
<td>Gold Fields is not involved in the marketing of its product.</td>
</tr>
</tbody>
</table>
Disclosures on Management Approach (DMAs)

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. All of our operations, with the exception of our newly acquired Granny Smith mine in Australia (which is scheduled to start the certification process in 2014), are certified to the ISO 14001 standard and the International Cyanide Management Code. The Darlot mine was certified to ISO14001 in October 2013 and the accreditation process for Granny Smith is proceeding in 2014. Lawlers will be audited in future under Agnew’s certification. 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. All of Gold Fields eligible operations are also certified to the International cyanide management code. Various Guidelines (including biodiversity, water, energy and carbon and mine closure) are in place to provide strategic guidance to our regions on environmental management.

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. A member of the group executive as well as the vice-president of group sustainable development are responsible for providing strategic support and direction on environmental management at a group level.

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 practices 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. We are fully integrating our human rights training toolkit 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.

Health and Safety
Gold Fields has an approved health and safety policy that forms part of the sustainable development framework. Following the acquisition of Granny Smith, we audited its existing safety management systems against the OSHAS 18001 health and safety management standard. This found 83% compliance, with a safety plan now in place to take it to full compliance in 2014. Lawlers will be audited in future under Agnew’s certification. Darlot will also be certified in future. All our other 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 SH&SD 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.

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.

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. 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.

**Disclosure on Management Approach Social**

Our approach to societal issues is governed through our policies on ethics and governance, communities (including 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. Gold Fields also developed a Community Relations and Stakeholder Engagement Guideline. Our Community Relations Handbook, which is currently a working draft and being finalised, aims to ensure that we apply a coherent, best practice approach towards our local communities – irrespective of where we operate. It is based on: 1) The tailoring of Group-level guidance to suit local circumstances, 2) The application of international good practice, as developed and advocated by the International Finance Corporation, the World Bank, the International Council on Mining and Metals and the wider mining industry; and 3) The generation of sustainable and shared value.

Our policies and guidelines are aligned with a range of international best practice standards and frameworks, including: 1) The ICMM’s 10 Principles and Community Development Toolkit; 2) The IFC Performance Standards; 3) The Equator Principles; 4) The AA 1000 stakeholder engagement standard and 5) The ISO 26000 social responsibility standard.

**Disclosure on Management Approach Product Responsibility**

Our final product is gold. It is sold in unwrought form to refiners - 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 good 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 also require our suppliers to adopt similar practices of sound sustainable development, such as cyanide transport requirements.
<table>
<thead>
<tr>
<th>Mining and metals</th>
<th>Performance Indicator</th>
<th>Description</th>
<th>Cross-Reference</th>
<th>Reason for Omission</th>
<th>Further Explanation</th>
</tr>
</thead>
<tbody>
<tr>
<td>MM1</td>
<td>Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.</td>
<td></td>
<td>This GRI Content Index</td>
<td></td>
<td>In 2013, we disturbed an additional 206 ha. Over the same period, we rehabilitated 38 ha - focusing on our Tarkwa and Damang mines in Ghana. At the end of 2013, our total amount of disturbed land was 6, 143 ha.</td>
</tr>
<tr>
<td>MM2</td>
<td>The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place.</td>
<td></td>
<td>This GRI Content Index</td>
<td></td>
<td>All of our mines evaluate direct and indirect biodiversity risks under their EMSs and/or environmental management plans as part of mine lifecycle management. Where relevant, we work with local communities and environmental NGOs to develop biodiversity management plans – and to carry out joint monitoring of our biodiversity risks and impacts.</td>
</tr>
<tr>
<td>MM3</td>
<td>Total amounts of overburden, rock, tailings, and sludges and their associated risks.</td>
<td></td>
<td>IAR pg 92</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MM4</td>
<td>Number of strikes and lock-outs exceeding one week’s duration, by country.</td>
<td></td>
<td>IAR Pg 121, 122 Online content (case studies) Online Regional overviews</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MM5</td>
<td>Total number of operations taking place in or adjacent to Indigenous Peoples’ territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples’ communities.</td>
<td></td>
<td>This GRI Content Index</td>
<td></td>
<td>Only our Agnew and St Ives operations take place on or adjacent to indigenous land. Both mines have formal agreements in place with local indigenous groups. In addition, the Far Southeast growth project is located on territory linked to the Kankana-ey indigenous community in the Philippines. In Canada, our exploration team works closely with relevant indigenous communities in their traditional territories.</td>
</tr>
<tr>
<td>MM6</td>
<td>Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.</td>
<td>This GRI Content Index pg 140</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MM7</td>
<td>The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes.</td>
<td>This GRI Content Index</td>
<td>There were no such disputes recorded in 2013.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MM8</td>
<td>Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.</td>
<td>IAR pgs 98 – 106, 137 Online content (case studies) This GRI Content Index</td>
<td>Two of our eight operations (Damang and Tarkwa) have ASM taking place on or adjacent to them. Illegal ASM is also a risk at our South Deep Mine and is becoming a growing issue of concern at many operating and closed mines in South Africa. Gold Fields Community Relations Handbook details our approach to ASM as well as illegal ASM and provides guidance to management on how to manage and mitigate ASM related risks.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MM9</td>
<td>Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.</td>
<td>This GRI Content Index pg 137</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MM10</td>
<td>Number and percentage of operations with closure plans.</td>
<td>IAR pgs 84 – 92 This GRI Content Index</td>
<td>Closure plans are in place at all of our mines, with the majority already being implemented – for example through concurrent rehabilitation.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MM11</td>
<td>Programs and progress relating to materials stewardship.</td>
<td>IAR pgs 84 – 92</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## REPORTING GUIDANCE ON HIV/AIDS: Performance Indicators

<table>
<thead>
<tr>
<th>HIV/AIDS</th>
<th>Performance Indicator</th>
<th>Description</th>
<th>Cross-Reference</th>
<th>Reason for Omission</th>
<th>Further Explanation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Indicator 1</td>
<td>Describe the organisation’s HIV/AIDS policy</td>
<td>IAR pgs 123 - 125</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Indicator 2</td>
<td>Describe the overall strategy for managing the HIV/AIDS risk</td>
<td>IAR pgs 123 – 125</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Indicator 3</td>
<td>Describe preparedness and contingency planning in anticipation of expected impacts</td>
<td>IAR pgs 123 - 125</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Indicator 4</td>
<td>Describe how your organisation monitors its progress and reports in terms of Indicators</td>
<td>IAR pgs 123 - 125</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Indicator 5</td>
<td>Describe how the organisation involves stakeholders in the formulation of policy, strategy and implementation</td>
<td>IAR pgs 123 - 125</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Indicator 6</td>
<td>Indicate current and projected future HIV/AIDS prevalence and incidence rates among relevant populations (workforce, service providers, communities, target consumers, direct suppliers)</td>
<td>IAR pgs 123 - 125</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Indicator 7</td>
<td>Report current HIV/AIDS-associated costs and losses to the organisation</td>
<td>This GRI Content Index</td>
<td></td>
<td>During 2013, the costs associated with HIV/AIDS and TB (i.e. including treatment, absenteeism, etc.) were as follows:</td>
</tr>
</tbody>
</table>
|          | Indicator 8           | Indicate total assumed future HIV/AIDS- | This GRI Content Index |                     | • Individuals infected with HIV/AIDS only: US$24,000  
<p>|          |                       |                         |                 |                     | • Individuals infected with TB only: US$155,000 |</p>
<table>
<thead>
<tr>
<th>Indicator</th>
<th>Description</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>9</td>
<td>Describe the workplace and workplace-related HIV/Aids programmes and interventions and the extent to which they maintain a workplace environment respectful of human and legal rights</td>
<td>IAR Pgs 123 - 125</td>
</tr>
<tr>
<td>10</td>
<td>Indicate total allocated budget dedicated to HIV/Aids programmes per annum</td>
<td>This GRI Content Index</td>
</tr>
<tr>
<td></td>
<td>During 2013, all expenditure on treatment costs for HIV/AIDS and TB were fully budgeted for.</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Detail the organisation’s Voluntary Counselling and Testing (VCT) programme</td>
<td>IAR pgs 123 - 125</td>
</tr>
<tr>
<td>12</td>
<td>Describe other support and counselling programmes and measures</td>
<td>IAR pgs 123 - 125</td>
</tr>
<tr>
<td>13</td>
<td>Describe the organisation’s HIV/Aids education and training programmes</td>
<td>IAR pgs 123 – 125</td>
</tr>
<tr>
<td>14</td>
<td>Describe the organisation’s condom and femidom distribution programme</td>
<td>IAR pgs 123 - 125</td>
</tr>
<tr>
<td>15</td>
<td>Describe the organisation’s general health care and wellness provision for employees (and/or ex-employees) and their families with specific mention of STD-treatment for those Aids sick</td>
<td>IAR pgs 123 - 125</td>
</tr>
<tr>
<td>16</td>
<td>Describe additional benefits and support for employees sick, dying or deceased from Aids-related conditions</td>
<td>IAR pgs 123 - 125</td>
</tr>
</tbody>
</table>
ICMM Commitments

As members of the ICMM, Gold Fields Limited has policies, codes of conduct and Guidelines which are aligned to the ten sustainable development (SD) principles and any applicable mandatory requirements set out in the Position Statements, 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 the following applicable 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.”

¹ Gold Fields Sustainable Development Framework is based on, and aligned with, the ten SD principles and mandatory requirements in the Position Statements of the ICMM, as well as those of the UN Global Compact and other internationally recognised standards
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”.

Gold Fields Community and Indigenous Peoples Policy Statement has been renamed the ‘Community Policy Statement’ to avoid creating the perception that Indigenous Peoples are separate from our Communities. The updates made to the content of the Policy also reflect the recent changes to the ICMM’s Position Statement on Indigenous Peoples, which includes:

- The adoption of a commitment to work to obtain the consent of Indigenous Peoples for new projects (and changes to existing projects) that are located on lands traditionally owned by or under customary use of Indigenous Peoples and are likely to have significant adverse impacts on Indigenous Peoples; and
• Supporting commitments to address engagement with Indigenous Peoples, understanding their rights and interests, building cross-cultural understanding, agreeing appropriate processes for consultation and engagement, and participation in decision making.

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”.
4. Commitment to “support research of low greenhouse gas emission technologies that are appropriate to the industry”

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”.

Note: The Position Statement on Mercury Risk Management is not applicable to Gold Fields as we do not produce mercury or use it in any part of our gold mining or processing activities.
## Annex

**Figure GRI 7: Total workforce by employment type and region, broken down by gender**

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1. Cannot give breakdown for workforce as contractors are not graded. Breakdown is based on employees.
2. Excludes Granny Smith and Darlot mines.