



GOLD FIELDS

2017

GRI CONTEXT INDEX
FOR THE INTEGRATED ANNUAL REPORT

GOLD FIELDS GRI CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2017

■ High Materiality rating
 ■ Medium Materiality rating
 ■ Low Materiality Rating
 ■ Not material to Gold Fields

A selection of key sustainability performance indicators was selected by Gold Fields, for external assurance by ERM in 2017. These are presented in the Integrated Annual Report of Gold Fields Limited for the year ended 31 December 2017. Please refer to pages 137 to 138 for ERM's Independent Assurance Report and pages 139 to 140 for the assured data. All references made in this Global Reporting Initiative ("GRI") content index refer to the Integrated Annual Report 2017 ("IAR"), unless otherwise stated. This report has been prepared in accordance with the GRI standards: core option.

Our GRI standards materiality process¹ was based on a series of assessments using a common quantitative scoring framework and receiving input from a range of internal and external stakeholders. At the same time we evaluated our top 18 Group risks and five regional risks for each region in terms of the Topic Specific Standards. The Stakeholder Materiality ranking counts for 2/3 of the evaluation and the Risk Materiality ranking for 1/3. The topic specific standards and how they rank in terms of materiality to Gold Fields are listed in the table below:

PRIORITISED MATERIAL ISSUES

Topic specific standards	Score
Economic performance	1.8
Socio-economic compliance and social licence to operate	2.5
Health and safety	2.7
Employment	2.8
Labour/management relations	2.8
Public policy	3.3
Indirect economic impacts	3.3
Water	3.4
Energy	3.5
Training and education	4.2
Environmental compliance and closure	4.7
Emissions	4.9
Market presence	5.2
Diversity and equal opportunity	5.3
Effluents and waste	5.3
Anti-corruption	5.4
Local communities and resettlement, ASM	5.8
Human rights assessment	6.1
Procurement practices	6.1
Non-discrimination	6.1
Security practices	6.2
Anti-competitive behaviour	6.3
Supplier social assessment	6.5
Biodiversity	6.6
Supplier environmental assessment	6.7
Rights of indigenous peoples	6.8
Materials	
Marketing and labelling	
Customer privacy	
Freedom of association and collective bargaining	
Child labour	
Forced or compulsory labour	
Customer health and safety	

¹Refer to Chapter 1, pages 8 and 9 of the Integrated Annual Report 2017.

Fully reported
 Content provided/not applicable
 Not reported

GRI standard	Disclosure
GRI 101: Foundation 2017	This report has been prepared in accordance with the GRI standards
General disclosures	In accordance with core

GRI standard	Disclosure	Page number(s)	UNGC	ICMM	URL(s)/Further explanation and/or reason for omission
ORGANISATIONAL PROFILE					
GRI 102: General Disclosures 2017	102-9 Name of the organisation	About Gold Fields, inside front cover ("IFC")			
	102-2 Activities, brands, products and services	About Gold Fields. Ch 1			
	102-3 Location of headquarters	Ch 1, pg 2			
	102-4 Location of operations	Ch 1, pg 2 – 3			
	102-5 Ownership and legal form	About Gold Fields, IFC			
	102-Markets served	Ch 1 pg 2			
	102-7 Scale of the reporting organisation	About this Report ("ATR") Ch 1 pg 2			
	102-8 Information on employees and other workers	Ch 3	6		Refer to Annexure: GRI 1 in this GRI Content Index
	102-9 Supply chain	Ch 6 pg 110 – 123			<p>GOLD FIELDS' SUPPLY CHAIN Suppliers</p> <p>Gold Fields relies on a national and international network of suppliers to provide input materials for its exploration, development, construction and production activities. More advanced and/or specialised equipment or input materials are sometimes sourced from countries other than those where our operations are located. Where practical, Gold Fields strives to source materials from local in-country suppliers – thus maximising the amount of value generated in the country of operation. Gold Fields' ability to source locally can be restricted by a lack of local commercial capabilities, and the company is committed to helping local companies grow their ability to deliver high quality, competitively priced products where possible. In 2016, three-year host community procurement and employment strategies and targets were developed for South Africa, Ghana and Peru, and by Australia in 2017.</p> <p>Typical input materials include, for example: heavy mining equipment (including drill rigs, trucks, loaders and other vehicles); mill and processing plant components; crushing media; fuels and lubricants; explosives; reagents; tyres and vehicle components; light vehicles; underground support, and food, clothing and safety equipment.</p> <p>Contracting companies</p> <p>Gold Fields makes use of contracting companies to support its activities. This is of particular value where:</p> <ul style="list-style-type: none"> the companies in question are able (due to their relative specialisation, skills and experience, for example) to carry out tasks more efficiently and/or effectively than Gold Fields itself; or their services are of a temporary nature (meaning the establishment of similar, permanent capabilities within Gold Fields is not viable or desirable from a commercial point of view). <p>Typical services undertaken by contractor companies include: open-pit mining and mine development; construction and engineering; vehicle maintenance; logistics; on-site security provision; catering and accommodation management; and consultancy services. In many cases, Gold Fields is able to make use of local and host community contractors, and actively supports their development in this respect.</p>

GRI standard	Disclosure	Page number(s)	UNGC	ICMM	URL(s)/Further explanation and/or reason for omission
ORGANISATIONAL PROFILE continued					
	102-10 Significant changes to the organisation and its supply chain	ATR, Annual Financial Report ("AFR")			
	102-11 Precautionary principle or approach	ATR, 3: Ch 6 pgs 96 – 98	1, 3	3	<p>The Gold Fields Group mine closure and water management guidelines both discuss our application of and define the precautionary approach to environmental management as follows:</p> <p>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 "acceptable" level of risk involves scientific-technological evaluation and economic cost-benefit analysis, and 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.</p> <p>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.</p>
	102-12 External Initiatives	Ch 6		9	
	102-13 Memberships of associations	Ch 6 ATR AFR – Corporate Governance ("CG")			<p>https://www.goldfields.com/au_gf_dna.php https://www.goldfields.com/footer_memberships.php (International Standards and Principles)</p> <p>Gold Fields membership of the International Council on Mining and Metals ("ICMM") plays a critical role in our relationships with key stakeholders such as governments, NGOs and host communities. Through the ICMM, we support the EITI, and direct interaction with organisations such as the World Wild life Fund and the International Union for Conservation of Nature ("IUCN"). Our interaction with the United Nations Global Compact ("UNGC") is conducted directly as well as through the South African chapter. Gold Fields is a member of national and/or regional mining associations (such as the Chamber of Mines of South Africa) in each of the countries in which it operates.</p>
STRATEGY					
	102-14 Statement from the most senior decision-maker of the organisation	Chair, CEO Message, Ch 2, pgs 16 – 41		2, 10	
	102-15 Key impacts, risks, and opportunities	Entire report		2, 4	
ETHICS and INTEGRITY					
	102-16 Values, principles, standards and norms of behaviour	Ch p6; AFR pg 129, CG	1, 2, 6, 10	1, 2, 4	<p>https://www.goldfields.com/code-of-conduct/index.php</p> <p>Scope Design Approval</p> <p>During 2016, the Group embarked on a process to review and update the Group Code of Ethics. Post a rigorous process of benchmarking, consultation, alignment, piloting, etc. the Group Code of Conduct ("CoC") was tabled and approved by the Group Exco and the Board. The new CoC was launched in 12/2016 in five languages. Each board member, Exco member and employee, has signed an acceptance declaration and commit to embed the intent, principles and requirements of the CoC in everyday business, but more importantly, in terms of how business is conducted and how we engage with all our stakeholders, internally and externally.</p> <p>In addition, a Group Policy Register has been developed. This register records all Group, regional and site specific policies and frameworks and ensures that they are aligned from a values and policy intent point of view. In essence the register enables Governance on how we conduct business and focus on business ethics. The register is maintained by defined policy owners and overseen by the Group Compliance Officer.</p>

GRI standard	Disclosure	Page number(s)	UNGC	ICMM	URL(s)/Further explanation and/or reason for omission
ETHICS and INTEGRITY continued					
	102-17 Mechanisms for advice and concerns about ethics	Ch 6, pgs 113 – 121 Online version Ch 6 pgs 124 – 129	10	1, 2	<p>Training Internally</p> <ul style="list-style-type: none"> All Board members and Exco members have received a personalised copy of the CoC, prior to the completion of their acceptance and commitment declarations. During 2017, all employees received training, either by means of written communication or structured classroom training sessions. In addition, high-risk exposure portfolios, i.e. finance, procurement, etc. have received more in-depth training. A Group-wide eLearning training programme was launched in 12/2017 with the intent to use this eLearning platform on an annual basis for refresher training. An Interpretational Decision Tree has been scoped and designed for the in-country legal teams to facilitate application, interpretation and professional guidance. <p>Externally</p> <p>The CoC is included in all the contractual agreements with contractors and suppliers and they have either received a copy of the CoC, a summative version or are enabled to access a user-friendly internet version.</p> <p>Accountability</p> <p>Executive Vice-President: Group Head of Legal and Compliance</p> <p>https://www.goldfields.com https://www.goldfields.com/code-of-conduct/index.php</p> <p>Re seeking advice about ethical and lawful behaviour, and organisational integrity</p> <ul style="list-style-type: none"> International and local external legal counsel are consulted for sound boarding and guidance purposes, where required. The Group follows international best practices, guidelines and conducts peer comparisons. The in-country legal teams takes responsibility and are the regional custodians of the CoC. They are thus the first port of call re advice. In the event of a significant matter, same is escalated to Executive Vice-President: Group Head of Legal and Compliance. Note that a defined escalation and approval framework forms part of the CoC. The Interpretational Decision Tree, referenced in 102-16, serves a guidance tool purpose for dealing with stakeholder enquiries. In addition, the ample real life business examples offer excellent guidance re stakeholders with questions. Meta data analysis is conducted on a quarterly basis to determine trends and enhance the interpretation and application value of the CoC during the furnishing of advice and guidance. Also, where necessary, ad hoc reviews are conducted by Internal Audit and the Group compliance office. <p>Re reporting concerns about unethical or unlawful behaviour, and organisational integrity</p> <p>The CoC enables stakeholders to use an array of reporting channels. The most frequently used are the tip-off line and escalation to management.</p> <p>Tip-off line</p> <ul style="list-style-type: none"> Internal and external stakeholders have access to this line, which is independently operated and managed by an external entity. The line is operated in English and Spanish for the operating activities in Peru and Chile. From a Group perspective, the engagement responsibility between the Group and the external entity reside with Internal Audit. Confidentiality is guaranteed and the investigation process of concerns raised are recorded and approved by the Audit Committee. In addition, stakeholders are constantly reminded via email, flyers and posters that any concern can be recorded anonymously. <p>Escalation</p> <p>Internal and external issues, depending on their severity, can also be escalated through the management structures, as defined in the CoC. In addition, concerns about unethical and/or unlawful behaviour by external stakeholders may be raised through interactions between them and our operational procurement and contract management teams.</p>

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GOVERNANCE					
	102-18 Governance structure	AFR – CG pgs 1 – 20	10	1, 2, 4	
	102-19 Delegating authority	AFR – CG pgs 1 – 20	10	1, 2, 4	https://www.goldfields.com/au_standards.php https://www.goldfields.com/au_leadership.php
	102-20 Executive-level responsibility for economic, environmental and social topics	This GRI Content Index AFR – CG 6	10	1, 2, 4	The Executive Vice-President (“EVP”) for Group Sustainable Development, supported by the Vice-President (“VP”) for Sustainable Development (which covers socio-economic and environmental aspects) reports to the CEO. Both the EVP and VP Group Sustainable Development are members of the Safety, Health and Sustainable Development Committee (“SH&SD”), Audit Committee as well as the Social, Ethics and Transformation Committee. These committees are subcommittees of the Gold Fields Limited Board. In addition, a sustainable development corporate team, comprising experts in energy and carbon, water and general environmental management, mine closure and community relations, supports the EVP and VP.
	102-21 Consulting stakeholders on economic, environmental and social topics	This GRI Content Index AFR – CG	10	1, 2, 4	All key stakeholder engagements and associated issues are reported to the Social, Ethics and Transformation Committee and the Safety, Health and Sustainable Development Committee, both of which are subcommittees of the Gold Fields Limited Board. The various issues are obtained from the Group-wide community and other stakeholder engagement processes, including grievance mechanisms.
	102-22 Composition of the highest governance body and its committees	AFR Directors’ Report AFR – CG	10	1, 2, 4	
	102-23 Chair of the highest governance body	Ch 6, pgs 124 – 127 AFR – CG	10	1, 2, 4	
	102-24 Nominating and selecting the highest governance body	AFR – CG	10	1, 2, 4	
	102-25 Conflicts of interest		10	1, 2, 4	https://www.goldfields.com/code-of-conduct/index.php
	102-26 Role of highest governance body in setting purpose, values and strategy	AFR – CG	10	1, 2, 4	
	102-27 Report the measures taken to develop and enhance the highest governance body’s collective knowledge of economic, environmental and social topics	AFR – CG	10	1, 2, 4	
	102-28 Processes for evaluating the highest governance body’s own performance, particularly with respect to economic, environmental, and social performance	AFR – CG	10	1, 2, 4	https://www.goldfields.com/au_gf_dna.php
	102-29 Identifying and managing economic, environmental and social topics	Ch 1 pg 9, AFR pgs 1 – 20, Audit Comm	10	1, 2, 4	Addressed at 102-21.
	102-30 Effectiveness of risk management	Ch 2, Ch 7 pg 36			
	102-31 Review of economic, environmental and social topics	AFR – CG	10	1, 2, 4	
	102-32 Highest governance body’s role in sustainability reporting	AFR – CG			The Board via the Audit Committee approves this Integrated Annual Report, which is the primary report of Gold Fields and encapsulates the previous Sustainability Reports and Annual Reports.
	102-33 Communicating critical concerns	AFR – CG	10	1, 2, 4, 10	
	102-34 Nature and total number of critical concerns	AFR – CG, Ch 6 pg 125	10	1, 2, 4, 10	Addressed at 102-21.
	102-35 Remuneration policies	Full Remuneration Report in AFR, pgs 100 – 134		1, 2, 4, 10	
	102-36 Process for determining remuneration	Full Remuneration Report in AFR, pgs 100 – 134		1, 2, 4, 10	

GRI standard	Disclosure	Page number(s)	UNGC	ICMM	URL(s)/Further explanation and/or reason for omission
GOVERNANCE continued					
	102-37 Stakeholder's involvement in remuneration	GRI Content	10	1, 2, 4, 10	The remuneration policy is submitted on an annual basis to all shareholders to be voted upon at the Annual General Meeting. The results of the Annual General Meeting are published online and distributed to shareholders. https://www.goldfields.com/med_releases.php
	102-38 Annual total compensation ratio	This GRI Content Index Ch 3, pg 56	6		See 405-2
	102-39 Percentage increase in annual total compensation ratio		6		Not reported as not a requirement for G4-core.
STAKEHOLDER ENGAGEMENT					
	102-40 List of stakeholder groups engaged by the organisation	Ch 1 pgs 12 – 13 Ch 2, pgs 16 – 18 Ch 3, pgs 56 – 68 Ch 4 pgs 76 – 77 Ch 6, pgs 105 – 113		10	https://www.goldfields.com/sus_society.php https://www.goldfields.com/au_stakeholders.php
	102-41 Collective bargaining agreements	Ch 3, pg 60	1, 3	3	By the end of 2017, none of our employees in Australia had opted to join unions. In contrast, 85% of our employees in Ghana, 93% of our employees in South Africa and 19% of our employees in Peru belong to unions. All employees belonging to unions are subject to collective bargaining agreements.
	102-42 Basis for identification and selection of stakeholders with whom to engage	Ch 1 pgs 8 – 13 Ch 6, pg 105		10	https://www.goldfields.com/sus_society.php
	102-43 Approach to stakeholder engagement	Ch 1 pgs 8 – 13 Ch 6, pg 105		10	
	102-44 Key topics and concerns raised	Ch 1, pgs 8 – 13 Ch 2, pgs 16 – 39 Ch 6, pg 105		10	https://www.goldfields.com/societal-stakeholders.php
REPORTING PRACTICE					
	102-45 Entities included in the consolidated financial statements	Ch 1 pg 1, ATR AFR, pg 1			https://www.goldfields.com/societal-stakeholders.php
	102-46 Defining report content and its boundary	Ch 1, pg 1, ATR			The content of the Integrated Annual Report ("IAR") is determined by 1) the operational and financial performance and requirements of our eight 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; 5) Gold Fields Group strategy; 6) review of the key Group risks on our Group risk register; 7) review of key international surveys on the top risks and issues in the mining industry and specifically in gold mining. Refer to the GRI Standards materiality process in Ch 1 of the IAR.
	102-47 List of material topics	This GRI Content Index, CH 1, pg 8		10	
	102-48 Restatements of information	ATR, Ch 1		10	
	102-49 Changes in reporting	ATR, pg 4 Ch 1, pg 8			
	102-50 Reporting period	ATR		10	
	102-51 Date of most recent previous report (if any)	ATR		10	
	102-52 Reporting cycle (annual, biennial, etc.)	ATR		10	
	102-53 Contact point for questions regarding the report or its contents	IAR, AFR Inside Back Cover (IBC)		10	Contact point for questions regarding the report or its contents: Sven Lunsche, Corporate Affairs Manager, sven.lunsche@goldfields.com Tel: +27 11 562 9700 Fax: +27 11 562 9838

GRI standard	Disclosure	Page number(s)	UNGC	ICMM	URL(s)/Further explanation and/or reason for omission
REPORTING PRACTICE continued					
	102-54 Claims of reporting "in accordance" with GRI standards	Ch 1, pg 1 ATR		10	
	102-55 GRI Content Index	This GRI Content Index			
	102-56 External assurance	ATR, Ch 7, pgs 136 – 139, AFR, Audit com pgs 2 – 5			<p>Gold Fields' approach to assurance is defined in the Group Combined Assurance Guideline, which is based on the King III Code of Good Governance.</p> <p>Gold Fields obtains reasonable external assurance over its key sustainability performance indicators in accordance with the GRI reporting guidelines and our ICMM membership requirements. A selection of these indicators is also assured independently by internal audit (prior to the external audit) as part of the combined assurance approach.</p> <p>The scope of all external assurance engagements is contained in the IAR 2017 or associated online links.</p> <p>ERM, our current assurance provider, is external and independent.</p> <p>Assurance of non-financial data is the responsibility of the Executive Vice-President and the Vice-President of Group Sustainable Development. The former reports to the CEO. In addition, two subcommittees of the Gold Fields Limited Board (Audit and Safety, Health and Sustainable Development) perform an oversight role for non-financial data assurance.</p>

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MATERIAL TOPICS

GRI standard	Disclosure	Page number(s)	UNGC	ICMM	URL(s)/Further explanation and/or reason for omission
GRI 201: Economic performance					
GRI 103: Management approach 2017	103-1 – 103-3 ¹	Ch 1, pg 8 Ch 6,	6, 10		https://www.goldfields.com/sustainability.php https://www.goldfields.com/code-of-conduct/index.php Gold Fields' sustainable economic performance is critical to the value creation of the Company. Its financial and operational performance largely determines the profitability of the Company, which is essential for its future growth and longevity. The four pillars of the Gold Fields strategy are critical in achieving our economic performance: <ul style="list-style-type: none"> • Safe production delivery • Capital discipline • Portfolio management • Licence and reputation These are outlined in detail in the Strategy section of the IAR. (The IAR provides an overview of all aspects of Gold Fields' economic performance). The highest level of responsibility for economic performance lies with the Board of Directors, which approves the strategic direction for the Company's economic performance. The strategy is developed by the corporate office with implementation by the regional offices and the various operations. The economic performance of the Company is presented on a quarterly basis to shareholders and other stakeholders at quarterly results presentations. The Board – presenting shareholders – evaluates the economic performance of management.
	201-1 Direct economic value generated and distributed	Ch 1, pgs 12 – 13 Ch 2, pgs 20 – 31 Ch 4, pgs 70 – 75	6, 7, 10	2, 4, 9, 6	Ghana and Peru are Extractive Industries Transparency Initiative ("EITI") compliant countries in which we operate. Australia is on course to achieve compliance. https://www.goldfields.co.za/au_standards.php
	201-2 Financial implications and other risks and opportunities for the organisation's activities due to climate change	Ch 4, pgs 96 – 98	6, 7, 10	6	https://www.goldfields.co.za/sus_reporting.php Gold Fields describes the financial implications and other risks and opportunities for the organisation's activities due to climate change in its annual CDP submission. https://www.goldfields.com/sus_reporting.php
	201-3 Coverage of the organisation's defined benefit plan obligations	This GRI Content Index	6, 10		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 funds: <ul style="list-style-type: none"> • 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.
	201-4 Significant assistance received from government	This GRI Content Index	6, 10		Gold Fields did not receive any financial support from government in 2017.

For each topic specific standard, the disclosure for the management approach comprises:

¹ Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach

GRI standard	Disclosure	Page number(s)	UNGC	ICMM	URL(s)/Further explanation and/or reason for omission
GRI 419: Socio-economic compliance					
GRI 103: Management approach 2017	103-1 – 103-3'	Ch 6, pgs 94 – 95			<p>https://www.goldfields.com/sustainability.php</p> <p>Socio-economic compliance The imposition of penalties, sanctions and/or fines, due to non-compliance to laws and regulations, as well as to international declarations, conventions, and/or treaties, can substantially impact on Gold Fields' reputation and the behaviour of investors. In addition, the nature and extent of fines can also have a negative financial impact and remediation of actions required by regulators can have an effect on operational efficiency and progress.</p> <p>Approach details Gold Fields has established a risk-based Group Compliance Framework to provide high levels of assurance for regulatory compliance. This framework forms an integral part of the Group Governance and Compliance Framework. In terms of the Compliance Framework, Gold Fields:</p> <ul style="list-style-type: none"> • Scan the regulatory environment to identify current and upcoming regulatory changes. This is to ensure recorded control environments are frequently reviewed re changes in order to confirm control design effectiveness. • Identifies and consistently reviews all statutes in its operating jurisdictions and assesses the exposure to non-compliance and subsequent regulatory risks. • Ensures that the internal control environment is aligned to prioritised statutory requirements. • Conducts annual reviews by Internal Audit to assess that appropriateness and design/operating effectiveness of control measures are implemented. • A Group Compliance Index is annually calculated to report on the level of compliance in the Group and per region. <p>Approach purpose Proactive response to regulatory change. Ensuring controls are aligned to statutory requirements. Maintenance of the control environment. Assessment of risk exposure and a risk-based approach to mitigate the exposure.</p> <p>Approach components The responsibility for compliance oversight resides with the Board and the accountability with the regional executive teams. Execution and oversight are enabled via an interactive Group Compliance Portal which systemically records, analyses and reports on the level of compliance in the Group, in line with the adopted risk-based approach.</p> <p>Mechanisms The annual Group compliance Plan is project managed by the in-country legal teams per operating jurisdiction. Progress is monthly reported to the regional EVP and quarterly to the audit committee. The referenced Group Compliance Portal have systemic solution to guide, track and manage the process of the plan proactively. Meta data analysis is conducted per phase of the plan to determine trends, gaps and enhance the interpretation and application value of the guidance offer to the business. The analysis outcome is also reported to the Audit Committee on a quarterly basis. Structured internal audit reviews.</p> <p>Results During 2017, 864 laws and regulations have been identified and assessed as applicable. A total of 93 laws and regulations have been assured for control to regulatory requirement alignment. Five internal audit reviews have been conducted to assess control design and operating effectiveness.</p>
	419-1 Non-compliance with laws and regulations in the social and economic area	This GRI Content Index	1, 10	4	<p>Administrative and judicial sanctions</p> <ul style="list-style-type: none"> • No sanctions have been imposed as a result of non-compliance with any international declaration, convention, and/or treaty nor have cases been brought against the Group through the use of international dispute mechanisms or national dispute mechanisms supervised by government authorities. • Re failure to comply with laws and/or regulations, during 2017, Group-wide, nine regulator findings have been reported and 11 fines, totalling US\$93,200. <p>In addition, contractors and suppliers are also screened on a monthly basis to determine and assess the supply chain's exposure to regulatory and government actions. Following the automated and monthly screen run on 01/03/18, 37 (0.44 % of all screened contractors and suppliers) adverse media exposure alerts, involving regulator/government action taken, have been confirmed and recorded. These alerts related to regulatory issues, per defined sub-categories.</p>

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GRI 403: Occupational health and safety					
GRI 103: Management approach 2017	103-1 – 103-3'	Ch 3, pgs 50 – 52; 53 – 55			<p>https://www.goldfields.com/sustainability.php</p> <p>Gold Fields has an approved health and safety policy that forms part of the sustainable development framework. All 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. All our operations are also audited against the OHSAS 18001 certification, which determines our adherence to agreed standards and targets and outlines corrective actions in the 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 Group and regional quarterly sustainable development reports that are submitted to the committee.</p> <p>At management level, the highest level of operational responsibility for health and safety issues lies with the Regional Executive Vice-Presidents, with the Regional Heads of Sustainable Development providing strategic support and playing an oversight and co-ordination role with regard to health and safety reporting (including the regions quarterly reports to the SH&SD Committee).</p> <p>All of Gold Fields' operations are required to implement health, safety and wellness strategies, together with associated action plans. These address:</p> <ul style="list-style-type: none"> • Occupational safety • Occupational health • Employee wellness • Community health and wellbeing <p>In addition, these strategies and action plans define relevant management structures, resource allocations and reporting requirements.</p>
	403-1 Workers representation in formal joint management – worker health and safety committees	This GRI Context Index Ch 3, pg 60	5	4,5	<p>A total of 85% of our employees in Ghana, 93% of our employees in South Africa and 19% of our employees in Peru are represented through their unions at various levels. A range of statutory and voluntary engagement forums between employees, supervisors, line managers and organised labour make up health and safety committees. 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 all regions, worker health and safety issues are part of all meetings where employees have opportunities to raise safety or health issues in line with our safety value. Health and safety issues are reported and tracked at Board level in the Social and Ethics Board notes and in the Sustainable Development reports quarterly, along with all key initiatives and indicators. Key safety indicators also form part of the Group and regional scorecards and are part of our performance metrics for all management employees.</p>

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GRI 403: Occupational health and safety continued																																																																																																																																																																																			
	403-2 Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities, by region and by gender	Ch 3, pgs 51 and 53	1	4, 5	Cases of occupational illness: <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">Australia</th> <th style="text-align: center;">Ghana</th> <th style="text-align: center;">Peru</th> <th style="text-align: center;">South Africa</th> <th style="text-align: center;">Total</th> </tr> </thead> <tbody> <tr> <td colspan="6">Chronic obstructive airways diseases (COAD)</td> </tr> <tr> <td>2012</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> <td style="text-align: center;">3</td> <td style="text-align: center;">3</td> </tr> <tr> <td>2013</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> <td style="text-align: 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	403-3 Workers with high incidence or high risk of diseases related to their occupation	Ch 3, pgs 53 – 55	1	4, 5																																																																																																																																																																															
	403-4 Health and safety topics covered in formal agreements with trade unions	Ch 3, pg 60	3	4, 5	Engagement with unions on health and safety covers all issues relevant to Gold Fields employees and contractors, as set out in the Integrated Annual Report.																																																																																																																																																																														
Emergency preparedness MM		This GRI Content Index			Responsibilities are allocated according to the severity of the crisis as illustrated below: <ul style="list-style-type: none"> • Crisis Management Support Team ("CMST"): Led by the EVP Sustainable Development and responsible for addressing "red-level" crises (i.e. an incident that is assessed to have an international impact on more than one Gold Fields region or on the Company as a whole). • Regional Incident Response Team ("RIRT"): Led by the relevant Regional EVP and responsible for addressing "orange-level" incidents (i.e. an incident that has a severe impact at the local and regional level). • Emergency Response Team ("ERT"): Led by the mine VP Operations and responsible for "yellow-level" emergencies (i.e. an incident that has a severe impact at a local level). <p>The guidelines define all relevant roles and responsibilities, including: role; profile; pre-incident responsibilities; responsibilities during an incident; and post-incident responsibilities. They cover Team Leaders, Team Co-ordinators, Finance, Legal, Human Resources, Sustainable Development (including Community Relations), Protection Services, Risk, ICT and the Team Administrator. The guidelines also define relevant crisis management facilities.</p> <p>In addition to the Group-level Crisis Management Guidelines, each region maintains its own regional-level Crisis Management Guidelines tailored to suit local circumstances, which are reviewed regularly.</p> <p>Progress on the updating of the Crisis Management Plans is required to be reported quarterly to the SH&SD Committee by each region.</p> <p>Drills and tests are carried out from time to time to test that the system is working.</p>																																																																																																																																																																														

GRI standard	Disclosure	Page number(s)	UNGC	ICMM	URL(s)/Further explanation and/or reason for omission
GRI 401: Employment					
GRI 103: Management approach 2017	103-1 – 103-3'	Ch 3 pgs 56 – 60 Ch 6, pgs 111 – 112			<p>https://www.goldfields.com/sustainability.php</p> <p>This includes Gold Fields' approach to employment or job creation, including our approach to hiring, recruitment, retention and related practices, and our working conditions. Gold Fields' abides by the principles of the International Labour Organisation.</p> <p>Approach details Our approach to employment considers, but is not limited to:</p> <ul style="list-style-type: none"> • New employee hires and employee turnover. • Benefits provided to full-time employees. • Parental leave. <p>At Gold Fields we track the age, gender, nationality, diversity, localisation, Employment Equity Status (in South Africa) of our employees and new hires as part of our strategy to track our ability to attract a diverse range of qualified employees. This ensures, that we not only have the best talent but also helps to ensure that we implement inclusive recruitment practices based on age and gender and implement talent strategies to make the best use of available talent in the regions in which we operate. Our turnover rates are key indicators of employee satisfaction amongst employees and also changes in market conditions and is therefore a key indicator in the management of our human capital.</p> <p>The benefits that we as Gold Fields provide to employees are governed by the local legislation in the countries in which we operate but as an organisation we include: health care, life insurance, disability cover, maternity leave, options for parental leave from annual leave or parental leave benefits, retirement provision and other benefits that employees may opt to select from.</p> <p>Approach purpose Gold Fields' will ensure that we abide by the all the local legislation in the countries in which we operate but will also ensure that our employment practices are based on the principles of the International Labour Organisation ("ILO"). We seek to ensure that we offer fair employment practices, use advanced metrics to ensure that we have inclusive recruitment practices and constantly strive to create an environment where women can have a great career in mining. We do this through allowing women to take maternity leave and return to work in the same or comparable position and ensuring that our practices in no way affect their employment security, remuneration and career path.</p> <p>Approach components The responsibility for employment resides with the Human Resource teams and Executive teams in the regions with accountability for senior appointments resting with the EVP People and Organisational Effectiveness. Execution and oversight are enabled via a recruitment system which systemically records, analyses and reports on the number of positions advertised, recruited and placed and is being embedded in each region.</p> <p>Mechanisms</p> <ul style="list-style-type: none"> • Group recruitment policy outlines the recruitment policy for Gold Fields, and this is supported by regional recruitment policies where local legislation has specific requirements . • Employment is approved as per the Gold Fields approvals framework, with employment decisions requiring a formal process of approval. • Recruitment statistics and turnover data is collated and reported. • Benefits are reviewed periodically in line with local requirements and international best practice. • Maternity leave in all regions and paternity leave (where provided in line with local legislation) is tracked and recorded along with other leave types. • All employment policies and procedures are subject to internal and external audit requirements. • Gold Fields endeavours to engage with our contractor workforce in relation to matters relating to safety and health. We also seek to work with our largest contractor mining partners, where we can, specifically to engage on working practices. <p>Results</p> <ul style="list-style-type: none"> • During 2017, turnover was low in Gold Fields (6%) – with voluntary turnover being 3% (this excludes retirement, disciplinaries, retrenchments). • Gold Fields' employees have the full range of benefits in line with legislative requirements in the regions that we operate in. • Parental leave is applied as per local legislation but if this is not a leave entitlement employees can opt to take annual leave for parental leave purposes. • Australia region needed to develop a compelling value proposition to attract and retain skilled staff for the project's construction in an increasingly competitive market. The benefits offered, while well within industry benchmarks, enabled us to attract the rights skills for the timeous completion of the project.

GRI standard	Disclosure	Page number(s)	UNGC	ICMM	URL(s)/Further explanation and/or reason for omission
GRI 401: Employment continued					
	401-1 Total number and rate of new employee hires and employee turnover by age group, gender, and region	This GRI Content Index Ch 3, pg 56	3, 6	3	Refer to Annexure GRI 2.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations	This GRI Content Index	3	3, 6	In Australia full-time and part time permanent employees are provided with annual increase, redundancy, pension, health care allowance, Group "life benefits", salary continuance and quarterly production bonuses/benefits with part-timers receiving a pro rata entitlement. Casual and fixed term employees are not entitled to an annual increase or redundancy benefit. Casual employees are also not eligible for the health allowance. In other regions full-time permanent employees are provided with pension, healthcare, additional leave and Group "life benefits", which are not provided to part-time employees. Part-time employees are also not eligible for annual incentives, while full-time employees are.
	401-3 Return to work and retention rates after parental leave, by gender	This GRI Content Index			Based on the most recent data from 2017, our female return to work rate was between 86% – 100% (for Australia) depending on the region. In addition, typically 100% of male employees who take paternity leave return to work.
GRI 402: Labour/management relations					
GRI 103: Management approach 2017	103-1 – 103-3 ¹	Ch 3, pgs 56 – 60			<p>https://www.goldfields.com/sustainability.php</p> <p>This covers Gold Fields consultative practices with employees and their representatives, including our approach to communicating significant operational changes. Gold Fields' approach to consultation is aligned to international norms and standards. In our environment with a large workforce we have 85% of our employees in Ghana, 93% in South Africa, 19% in Peru as members of a union (the % in Australia in smaller and harder to determine). Collective bargaining therefore plays an important role in our consultation practices. Typically Gold Fields will consult employees on working conditions and terms of employment and to manage relationships between ourselves and our workforce.</p> <p>Approach details Gold Fields recognises the right of employees to have the freedom to choose to join a union of their choice. We have policies in place to recognise and engage with organised labour once a certain threshold is achieved in membership. Interactions with organised labour is through a series formal decision making forums depending on the decision required as well as informal discussions. We consider organised labour as a key stakeholder in our business and it forms part of key decisions around the safety and health of our employees. Consultation practices are in place to ensure that we take the views of employees into account when making specific decisions, particularly when there are plans for substantial operational changes. Meaningful consultation by Gold Fields includes the timely provision of all information needed to make an informed decision by employees or their representatives. This includes extensive dialogue and discussion between management and representatives or employees on the proposed changes. In the case of any potential restructuring Gold Fields makes every effort to explain to the affected parties the impact of the changes, and given them an opportunity to jointly find alternative solutions to avoid or mitigate any potential negative impacts as much as possible. This engagement is done in order to try and ensure good industrial relations and a positive work climate.</p> <p>Approach purpose Fair and transparent process of engagement to ensure the needs of organised labour are addressed and considered. Ensure the facilitation of the resolution of key business issues jointly between management and organised labour where required. Recognition of shop stewards or representatives of organised labour on our operations. Facilitating a structured engagement approach to ensure that all issues raised are dealt with in a timely and professional manner.</p> <p>Mechanisms Formal engagement forms some of which are mandated by legislation. Formal processes by which to lodge grievances and issues with management and the organisation. Formal processes and procedures for negotiating wages.</p> <p>Results Stable industrial relations' climate in all regions over the 2017 period. The Australian Employee Collective agreement's engagements have been concluded with both the workforce and unions on a new agreement, though this still has to be ratified by the government's Fair Work department. The agreement, which will apply for the next four years, will see improved benefits and conditions of employment (Annual Report reference). Management at South Deep has engaged extensively with organised labour, which represents 93% of our employees, most of them by the National Union of Mineworkers. Constructive engagement has helped to improve the relationship between the two parties, and during 2017 management resolved a significant portion of the key outstanding issues with the unions. There is also understanding among the union representatives of the challenges facing the mine and the need to change to an operating model that is more aligned to bulk mechanised mining (Annual Report reference).</p>

GRI standard	Disclosure	Page number(s)	UNGC	ICMM	URL(s)/Further explanation and/or reason for omission
GRI 402: Labour/management relations continued					
GRI 103: Management approach 2017	402-1 Minimum notice period(s) regarding operational changes	This GRI Content Index	3, 6	3	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' service or longer are required to serve 30 days' notice. In Ghana, national permanent employees have a 30-day notice period and expatriates have a 90-day notice period.
MM4	Number of strikes and lockouts exceeding one week duration	This GRI Content Index	3	3, 6	There were no significant strikes or lockouts in 2017, exceeding one week in duration.
GRI 415: Public Policy					
GRI 103: Management approach 2017	103-1 – 103-3 ¹				<p>https://www.goldfields.com/sustainability.php</p> <p>Approach details The Group CoC specifically prohibits any form of political contribution, unless approved by the Board. Apart from the prohibition, the CoC also recognises that the Group needs to engage. Governments are one of the key defined stakeholder groupings with which Gold Fields frequently interacts.</p> <p>These interactions are either indirect, through the respective Chambers of Mines or direct, with departments in government in the various operating jurisdictions or during on-site regulator reviews/inspections. The focus is inter alia to partake in policy development or material regulatory change, engage on licensing and/or reporting requirements and proactive partnership development between the Group and government.</p> <p>As such, the CoC requires that all interactions are recorded via an external interaction and commitment register. The construct of the register enables the regional legal team to assess and analyse information to give effect to the states approach purpose. Apart from the CoC requirements re interactions, business rules have also been drafted.</p> <p>Approach purpose Creating a systemic view of all interactions across the Group's operating jurisdiction in order to proactively manage any actual, potential or perceived ABC risk, reputation risk and the risk of association. Ensuring only mandated employees engage and interact with government entities and/or public officials. Facilitating a structure engagement approach when dealing with issues effecting the industry.</p> <p>Mechanisms Meta data analysis is conducted on a quarterly basis to determine trends and enhance the interpretation and application value of the CoC requirements. The analysis outcome is also reported to the Audit Committee on a quarterly basis. CoC eLearning to assess the employees understanding of the CoC re interaction with government. Structured internal audit reviews</p> <p>Results During 2017, 485 interactions with government entities and/or public officials were recorded. None of the declared interactions were related to or focused on any political and/or in-kind contributions made. The 2017 internal audit review recorded no findings re the declaration of interactions and any contribution made without approval. Note that the CoC eLearning assessment is in progress.</p>
	415-1 Total value of financial and in-kind contributions to political parties, politicians, and related institutions, by country	Ch 6, pg 105	1, 10	4	<p>During 2017 no financial and/or in-kind contributions have been made to political parties, politicians, and related institutions in any of the Group's operating jurisdictions.</p> <p>Membership fees in respect of Key Trade associations were made as follows: Ghana Chamber of Mines – US\$688,714 Chamber of Mines of South Africa – US\$275,668 Peruvian National Mining, Petroleum and Energy Society – US\$107,149 Chamber of Commerce Cajamarca – US\$5,815 Peruvian Chamber of Commerce – US\$11,020 Chamber of Minerals and Energy of Western Australia – US\$ 405,572 Australia Gold Industry Group – US\$ 29,250</p>

GRI standard	Disclosure	Page number(s)	UNGC	ICMM	URL(s)/Further explanation and/or reason for omission
GRI 203: Indirect economic impacts					
GRI 103: Management approach 2017	103-1 – 103-3 ¹				https://www.goldfields.com/sustainability.php https://www.goldfields.com/pdf/sustainability/policies/sd-policy-statement-2017.pdf https://www.goldfields.com/pdf/sustainability/policies/engagement-policy.pdf https://www.goldfields.com/pdf/sustainability/policies/community-policy.pdf https://www.goldfields.com/pdf/sustainability/policies/human-rights-policy.pdf https://www.goldfields.com/guidelines.php https://www.goldfields.com/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf
	203-1 Infrastructure investments and services supported	Ch 1, Ch 6	1		IAR Chapter 1 Value Creation and Distribution; Chapter 5 Managing our portfolio: Quality portfolio of growth projects – Gruyere, Salares Norte, Far Southeast; Chapter 6 SED spending and shared value creation.
	203-2 Understanding and describing significant indirect economic impacts, including the extent of impacts	Ch 1 pgs 7, 8 – 11, Ch 5, Ch 6			IAR Chapter 1 Value Creation and Distribution: Operating Context; Risks and Materiality; Chapter 6 Stakeholder Relations: Community value creation; Community Relations in Australia, Community Relations in South Africa, Community Relations in Peru, Community Relations in Ghana.
GRI 303: Water					
GRI 103: Management approach 2017	103-1 – 103-3 ¹	Ch 6, pg 99			https://www.goldfields.com/sustainability.php During 2017, we spent a total of US\$29m on water management and projects (2016:US\$16m).
	303-1 Total water withdrawal by source	Ch 6, pg 99	7, 8, 9	6, 9	Total water withdrawal in 2017 was 32,985Mℓ (2016: 30,321 Mℓ; 2015: 35,247 Mℓ). This came from the following sources: <ul style="list-style-type: none"> • Surface water: 10,687Mℓ(2016: 9,026; 2015: 9,282) • Ground water: 20,674Mℓ(2016: 18,594; 2015: 23,881) • Purchased water: 1,625Mℓ(2016: 2,702; (2015: 2,082) Gold Fields reports in accordance with our Group Reporting Guideline, which is based on the GRI Framework and in line with the ICMM guidelines.
	303-2 Water sources significantly affected by withdrawal of water.	Ch 6	8	6	No water sources are significantly affected by our water withdrawal.
	303-3 Percentage and total volume of water recycled and reused	Ch 6, pg 99	8, 9	6, 9	During 2017, water recycled and reused totalled 43, 289Mℓ (2016: 44,274Mℓ; 2015: 43,120Mℓ.) This means that 59% of our water was recycled or reused in 2017. In 2017 we adjusted our definition of % recycled and reused water in line with the ICMM guidelines where we use total water used in tasks as our denominator.

GRI standard	Disclosure	Page number(s)	UNGC	ICMM	URL(s)/Further explanation and/or reason for omission
GRI 302: Energy					
GRI 103: Management approach 2017	103-1 – 103-3'	Ch 3 Infographic			https://www.goldfields.com/sustainability.php
	302-1 Energy consumption within the organisation	Ch 3, pg 61	7, 8, 9	6, 9	<p>Gold Fields does not sell electricity, heating, cooling or steam.</p> <p>As per the guidance under 302-1, organisations are expected to select a consistent boundary for energy consumption. When possible, the boundary should be consistent with the boundary used in Indicators 305-1 and 305-2. The standard used to select the boundary for reporting under 305-1 and 305-2 is ISO 14064 – Part 1. The boundary selected to report on 302-1 is in line with this boundary. The methodology used to calculate the direct and indirect energy consumption by primary energy source is by multiplying the measured amounts consumed with default energy content factors. Energy consumption is obtained by meter readings and cross-checked with invoices. If no meter is installed, the data is obtained from invoices only.</p> <p>The energy content of fuels consumed on site was calculated using conversion factors from Defra 2017 Version 1.</p> <p>Our Granny Smith operation purchases gas for the on-site gas-fired power station that is owned and operated by an independent power producer ("IPP"), Granny Smith also pays for electricity delivery. Our Damang and Tarkwa operations have on-site gas-fired power stations, owned and operated over the fence by an IPP.</p>
	302-2 Energy consumption outside the organisation	This GRI Content Index Ch 3, pgs 61 – 65	8, 9	6, 9	<p>Energy consumed outside of the organisation, in joules or multiples, is 7,998TJ (2016: 5,943TJ; 2015: 5,660TJ; 2014: 5,852TJ)</p> <p>As per the guidance under 302-1, organisations are expected to select a consistent boundary for energy consumption. When possible, the boundary should be consistent with the boundary used in Indicators 305-1 and 305-2. The standard used to select the boundary for reporting under G4-EN15 and G4-EN16 is ISO 14064 – Part 1. The boundary selected to report on 302-1 is in line with this boundary.</p> <p>Only energy consumption outside of the organisation which was expected to be material (based on emissions associated with this energy use) was calculated. The material categories were found to be "purchased goods and services" and "fuel and energy-related activities". These two Scope 3 categories made up 95% of the total Scope 3 emissions. To calculate this energy consumption outside of the organisation, assumptions were made with respect to the type of fuels used to produce, transport and distribute goods, services and fuels.</p> <p>Where available, the energy data used to calculate the relevant emission factors to produce goods and services were used. The energy content associated with the production of fuels was calculated using emission factors from Defra 2017 Version 1 and converting these to energy factors using the United Kingdom Grid Emission Factor of 0.351 tCO₂/MWh.</p>
302-3 Energy Intensity	Ch 3, pgs 62 – 65	8, 9	6, 9	<p>The organisation-specific metric is ounce of gold, as our saleable product, this metric is externally assured.</p> <p>Fuels and electricity have been included in the energy intensity ratio.</p> <p>Energy consumed within the organisation has been included in the ratio.</p> <p>Our Granny Smith operation purchases gas for the on-site gas-fired power station that is owned and operated by an IPP, Granny Smith also pays for electricity delivery. Our Damang and Tarkwa operations have on-site gas-fired power stations, owned and operated by an IPP.</p> <p>The energy losses from the on-site power generators are accounted for by applying an energy efficiency factor.</p>	

GRI standard	Disclosure	Page number(s)	UNGC	ICMM	URL(s)/Further explanation and/or reason for omission																																															
GRI 302: Energy continued																																																				
	302-4 Reduction of energy consumption	Ch 3, pg 62	8, 9	6, 9	<p>The reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives is 176,401 GJ (2016: 321 053GJ; 2015: 777,914GJ; 2014: 477,599GJ)</p> <p>The types of energy included in the reductions were fuel and electricity.</p> <p>The basis for calculating reductions in energy consumption was directly related to energy efficiency initiatives implemented. As the energy efficiency of gold mining is influenced by many factors, such as hauling distances, mine plan adjustments, mining depth, ore quality and stripping ratios, energy reductions should be linked back to actual initiatives implemented.</p> <p>The Greenhouse Gas Protocol and WRI Mitigation Goal Standard, an accounting and reporting standard for national and subnational greenhouse gas reduction goals, were the standards followed to calculate the impact of energy reduction projects.</p>																																															
	302-5 Reductions in energy requirements of products and services		8, 9	6, 9	Indicator is not relevant to the product we produce – gold.																																															
GRI 404: Training and education																																																				
GRI 103: Management approach 2017	103-1 – 103-3'	Ch 3, pgs 57 – 60; Ch 6, pgs 111 – 112			https://www.goldfields.com/sustainability.php																																															
	404-1 Average hours of training per year, per employee, by gender and by employee category	Ch 3, pg 56	6	3, 5	<table border="1"> <thead> <tr> <th></th> <th>2017</th> <th>2016</th> <th>2015</th> </tr> </thead> <tbody> <tr> <td>Average training hours per employee (male and female):</td> <td>223</td> <td>273</td> <td>240</td> </tr> <tr> <td>Average training hours by gender are set out below:</td> <td></td> <td></td> <td></td> </tr> <tr> <td>• Males:</td> <td>212</td> <td>272</td> <td>241</td> </tr> <tr> <td>• Females:</td> <td>279</td> <td>280</td> <td>236</td> </tr> <tr> <td>Total training hours by employee category are set out below:</td> <td></td> <td></td> <td></td> </tr> <tr> <td>• Senior Management (EU – F):</td> <td>2,335</td> <td>2,164</td> <td>1,118</td> </tr> <tr> <td>• Middle Management (DU – EL):</td> <td>19,575</td> <td>27,978</td> <td>15,130</td> </tr> <tr> <td>• Junior Management (DL):</td> <td>30,305</td> <td>36,170</td> <td>34,172</td> </tr> <tr> <td>Non-Management (A – C):</td> <td>866,060</td> <td>1,120,083</td> <td>1,105,783</td> </tr> <tr> <td>Non-graded (NG)</td> <td>572,659</td> <td>856,589</td> <td>1,020,075</td> </tr> <tr> <td></td> <td>1,490,933.73</td> <td>2,042,983.62</td> <td>2,176,277</td> </tr> </tbody> </table>		2017	2016	2015	Average training hours per employee (male and female):	223	273	240	Average training hours by gender are set out below:				• Males:	212	272	241	• Females:	279	280	236	Total training hours by employee category are set out below:				• Senior Management (EU – F):	2,335	2,164	1,118	• Middle Management (DU – EL):	19,575	27,978	15,130	• Junior Management (DL):	30,305	36,170	34,172	Non-Management (A – C):	866,060	1,120,083	1,105,783	Non-graded (NG)	572,659	856,589	1,020,075		1,490,933.73	2,042,983.62
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GRI 404: Training and education continued					
	404-2 Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Ch 3, pgs 58 – 60	6	3, 5	<p>South Deep invested R184m (US\$15m) in training and programmes run at the mine's training centre, Social and Labour Plan skills development commitments and technical training costs. There was a particular focus on mechanised training and supervisory development aimed at improving safety and productivity. Throughput numbers for the key mechanised mining skills programmes during 2017 were:</p> <ul style="list-style-type: none"> • TM3 operator upskilling programme: 338. • Artisan/foreman upskilling programme: 185. • Mining supervisory upskilling programme: 118. <p>South Deep's virtual reality ("VR") training project was also completed during the year. In 2018, employees will receive VR training on barring, strata control and safety.</p> <p>Ghana ran 448 competency-based, technical training sessions for employees, while 367 sessions were run for management employees focusing on supervisory and leadership skills development. Over 22 sessions were run for professional employees to allow them to complete statutory and other certificates of competence. Investment in training and development in the region totalled US\$2.5m for the year.</p> <p>In Australia, US\$2.3m was spent on training, divided between leadership training (US\$0.6m) and technical training (US\$1.7m). The region continued to run preparatory leader and supervisor development programmes, and introduced a new change leadership programme. The programme includes mine simulation that encourages participants to identify opportunities for business improvement.</p> <p>At Cerro Corona, 26 leaders completed training programmes for supervisors, which were among a number of interventions aimed at leadership and managerial development. Technical skills training and competency assessments continued during the year, and the operation awarded employees 146 scholarships to pursue short courses, technical degrees and specialist qualifications aligned to their core role.</p> <p>Innovation and technology will be critical in improving safety, volumes and costs at our mines – we recognise the need to modernise, integrate and optimise existing systems and processes as we align ourselves with automation and new digital trends in the industry. Building a pipeline of innovation and technology skills, and a business culture to support the transition, is an area of growing importance in the company. We formed the Young Persons Group, comprising high-performing young employees from multiple disciplines across our operations, to provide input into our innovation and technology strategy. In the year ahead, we will embark on a culture change programme to support an innovative and technology-ready culture.</p>
	404-3 Percentage of employees receiving regular performance and career development reviews, by gender	This GRI Content Index	6	3, 5	<p>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 practices throughout the Group.</p>
GRI 307: Environmental compliance					
GRI 103: Management approach 2017	103-1 – 103-3'	Ch 6, pg 95			<p>https://www.goldfields.com/sustainability.php</p> <p>In 2017 Gold Fields spent approximately US\$6 million in respect of environmental protection expenditure and investments, which includes pollution prevention, audits, specialist studies and EIAs as well as rehabilitation and closure related operational expenditure.</p>
	307-1 Non-compliance with environmental laws and regulations	This GRI Content Index	8	6	<p>Gold Fields did not receive any significant fines during 2017.</p>
Closure MM10	Number and percentage of operations and closure plans	Ch 6, pg 104		8	<p>Our seven operations (100%) have mine closure plans in line with legal requirements. Closure plans are updated in line with regulatory requirements and Gold Fields guidance.</p> <p>Gruyere Gold Mine, which is in construction, has a conceptual closure plan developed as part of the mine permitting and approvals process.</p>

GRI standard	Disclosure	Page number(s)	UNGC	ICMM	URL(s)/Further explanation and/or reason for omission
GRI 305: Emissions					
GRI 103: Management approach 2017	103-1 – 103-3'	Ch 3, pg 64 CDP Ch 6, pgs 96 – 98			https://www.goldfields.com/sustainability.php
	305-1 Direct (Scope 1) greenhouse gas (GHG) emissions	Ch 6, pgs 96 – 97 CDP Ch 3, pg 64	7, 8, 9	6, 10	<p>Direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent are 590,901 (2016: 544,291; 2015: 529,588; 2014: 464,194).</p> <p>Gold Fields' direct GHG emissions are primarily from fuel purchased by us and used at our operations.</p> <p>Gases included in the calculation are CO₂, CH₄ and N₂O. Biogenic CO₂ emissions are not applicable to Gold Fields.</p> <p>Gold Fields' carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard (Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals). The quantification methodology is a calculation based on GHG activity data multiplied by GHG emission or removal factors.</p> <p>The majority of the emission factors used are obtained from DEFRA 2017 (version 1), the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2016 and Ecometrica. The GWP rates are obtained from the IPCC Fourth Assessment Guidelines.</p> <p>Gold Fields' carbon footprint is calculated based on the operational control consolidation approach.</p>
	305-2 Indirect greenhouse gas (GHG) emissions	Ch 3, pg 64 Ch 6, pgs 96 – 97 CDP	7, 8, 9	6, 10	<p>Indirect (Scope 2) GHG emissions in metric tons of CO₂ are 882,839 (2016: 969,787; 2015: 793,026; 2014: 794,174).</p> <p>The gas included in the calculation is CO₂.</p> <p>Scope 2 emissions are derived solely from electricity purchased from power suppliers.</p> <p>Gold Fields' carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard (Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals). The quantification methodology is a calculation based on GHG activity data multiplied by GHG emission or removal factors.</p> <p>Emission factors are obtained from DEFRA 2017 (version 1), the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2016 and Ecometrica. The GWP rates are obtained from the IPCC Fourth Assessment Guidelines.</p> <p>Gold Fields' carbon footprint is calculated based on the operational control consolidation approach.</p>
305-3 Other indirect (Scope 3) GHG emissions	Ch 3, pg 64 Ch 6, pgs 96 – 97 CDP	7, 8, 9	6, 10	<p>Indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent are 485,288 (2016: 449,682; 2015: 430,549; 2014: 435,676).</p> <p>Gases included in the calculation are CO₂, NO_x, emanating from product transportation and staff commuting, and methane (CH₄) from waste generated at operations. Biogenic CO₂ emissions in metric tons of CO₂-equivalent are not applicable.</p> <p>Gold Fields' collected data and calculated emissions for all categories as per the GHG Protocol Value Chain Standard. The following are Scope 3 categories examined:</p> <ol style="list-style-type: none"> 1. Purchased goods and services 2. Capital goods 3. Fuel-and-energy-related activities (not included in Scope 1 or 2) 4. Upstream transportation and distribution 5. Waste generated in operations 6. Business travel 7. Employee commuting 8. Upstream leased assets 9. Downstream transportation and distribution 10. Processing of sold products 11. Use of sold products 12. End-of-life treatment of sold products 13. Downstream leased assets 14. Franchises 15. Investments 	

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GRI 305: Emissions continued																				
					<p>Gold Fields assesses all categories of Scope 3. However, categories 8, 22, 13, 14 and 15 are not applicable and do not contribute to the reported total Scope 3.</p> <p>Gold Fields' carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard (Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals). The quantification methodology is a calculation based on GHG activity data multiplied by GHG emission or removal factors.</p> <p>Emission factors were obtained from DEFRA 2017 (version 1), the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2015 and Ecometrica. The GWP rates are obtained from the IPCC Fourth Assessment Guidelines.</p>															
	305-4 Greenhouse gas (GHG) emissions intensity	Ch 3, pgs 61 – 65 CDP	7, 8, 9	6, 10	<p>The GHG emissions intensity ratio is 0.66 tonnes CO₂ e/oz.</p> <p>The ratio denominator is ounces of gold produced.</p> <p>The types of GHG emissions included are Direct (Scope 1) and Energy Indirect (Scope 2). Gases included in the calculation are CO₂, CH₄ and N₂O.</p>															
	305-5 Reduction of GHG emissions	Ch 3, pgs 61 – 65 CDP	7, 8, 9	6, 10	<p>The amount of GHG emission reductions achieved as a direct result of initiatives to reduce emissions, in metric tons of CO₂ equivalent is 115 930 tCO₂e (2016: 56 005 tCO₂e; 2015: 108 552 tCO₂e; 2014: 54 703 tCO₂e.)</p> <p>Gases included in the calculation are CO₂; CH₄ and N₂O.</p> <p>The basis for calculating reductions in emissions was directly related to energy efficiency projects implemented. Energy savings initiatives impact are captured for 36 months, after which they become baseline. As the energy efficiency of gold mining is influenced by many factors, such as hauling distances, mining depth, ore quality and stripping ratios, emission reductions should be linked back to actual projects implemented.</p> <p>Emission reduction initiatives were calculated in accordance with:</p> <ul style="list-style-type: none"> Greenhouse Gas Protocol and WRI Mitigation Goal Standard: an accounting and reporting standard for national and subnational greenhouse gas reduction goals ISO 14064 Part 1 Greenhouse Gas Protocol A Corporate Accounting and Reporting Standard (Revised Edition). <p>Emission reductions occurred in Scope 1 and Scope 2.</p>															
	305-6 Emissions of ozone-depleting substances by weight	Not material	7, 8, 9	6, 10	This has not been identified as a relevant/material issue for Gold Fields. As a result, it is not included in our environmental data collection systems.															
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	This GRI Content Index	7, 8, 9	6, 10	<p>NOx and SOx emissions include emissions from on-site major mobile sources.</p> <p>Group NOx and SOx emissions</p> <table border="1"> <caption>Group NOx and SOx emissions (tonnes)</caption> <thead> <tr> <th>Year</th> <th>NOx</th> <th>SOx</th> </tr> </thead> <tbody> <tr> <td>2014</td> <td>17,725</td> <td>2,359</td> </tr> <tr> <td>2015</td> <td>18,350</td> <td>2,723</td> </tr> <tr> <td>2016</td> <td>18,673</td> <td>2,777</td> </tr> <tr> <td>2017</td> <td>19,853</td> <td>3,014</td> </tr> </tbody> </table>	Year	NOx	SOx	2014	17,725	2,359	2015	18,350	2,723	2016	18,673	2,777	2017	19,853	3,014
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GRI standard	Disclosure	Page number(s)	UNGC	ICMM	URL(s)/Further explanation and/or reason for omission																			
GRI 202: Market presence																								
GRI 103: Management approach 2017	103-1 – 103-3 ¹				https://www.goldfields.com/sustainability.php Gold Fields has adopted a regionalisation model. This requires the regions to operate autonomously, with corporate providing technical, governance and compliance oversight. The regions have developed fit-for-purpose structures to ensure the current and future skills profiles are sufficient in order to meet the business requirements. To this end, Gold Fields' attraction policy is to recruit nationals, with emphasis placed on attracting skills from the communities surrounding the mines. Market assessments are conducted on a regular basis to ascertain the level and pool of skills in country. Gold Fields partners with various academic institutions in the regions within which it operates to ensure there is a sufficient pipeline of skills to meet the current and future needs of the business. Gold Fields participates in national employee climate surveys to position itself as an employer of choice in the various countries. Training and development initiatives have also been implemented in local communities to enhance skill levels. Gold Fields participates in annual salary surveys in each jurisdiction to ensure that the remuneration strategy, which includes pay and employee benefits, remains competitive. Approximately 95% of Gold Fields employees are nationals.																			
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Ch 3, pg 56																						
	202-2 Proportion of senior management hired from the local community at significant locations of operation.	Ch 3, pg 56 Ch 6, pgs 108 – 109	6	2, 9																				
GRI 405: Diversity and equal opportunity																								
GRI 103: Management approach 2017	103-1 – 103-3 ¹	Ch 2, pg 18 Ch 3, pgs 56 – 60 Ch 6, pgs 107 – 109			https://www.goldfields.com/sustainability.php																			
	405-1 Diversity of governance bodies and employees				Refer to 102-8 Group female employees <table border="1"> <caption>Group female employees (%)</caption> <thead> <tr> <th>Year</th> <th>Miners artisans officials</th> <th>Middle management (D-upper to E-lower)</th> <th>Senior management (EU<)</th> </tr> </thead> <tbody> <tr> <td>2014</td> <td>13.8</td> <td>15.1</td> <td>12.5</td> </tr> <tr> <td>2015</td> <td>14.8</td> <td>17.1</td> <td>10.9</td> </tr> <tr> <td>2016</td> <td>15.3</td> <td>17.3</td> <td>13.5</td> </tr> <tr> <td>2017</td> <td>15.6</td> <td>16.3</td> <td>8.9</td> </tr> </tbody> </table> <p>Minority group membership is not applicable at our international operations. Historically Disadvantage South Africans ("HDSA") in South Africa are outlined and legislated in the Employment Equity Act.</p>	Year	Miners artisans officials	Middle management (D-upper to E-lower)	Senior management (EU<)	2014	13.8	15.1	12.5	2015	14.8	17.1	10.9	2016	15.3	17.3	13.5	2017	15.6	16.3
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GRI 405: Diversity and equal opportunity continued																																																																						
	405-2 Ratio of basic salary and remuneration of women to men	Ch 3, pg 56			Employee average 45,444 CEO to employee average 18.17																																																																	
GRI 306: Effluents and waste																																																																						
GRI 103: Management approach 2017	103-1 – 103-3 ¹	Ch 6, pg 103			https://www.goldfields.com/sustainability.php During 2017, we spent a total of US\$29m on water management and projects (2016:US\$16m). Costs incurred in management of wastes and remediation of spills are included in the environmental management costs covered in Chapter 6.																																																																	
	306-1 Water discharge by quality and destination	Ch 6, pg 99	8, 9	6, 8	Quantity and quality In 2017, a total of 8,712 Mℓ (2016: 15,101 Mℓ; 2015:18,491Mℓ) was discharged by the Group. Group average water quality is 124.12 (2016: 132.69 mS/m; 2015: 94 mS/m). Further detail by operation can be seen below: <ul style="list-style-type: none"> • Tarkwa: 67 mS/m (all discharged water is treated via reverse osmosis plants to the required standard) • Cerro Corona: 189 mS/m (water is discharged into surrounding rivers and creeks after being treated to the required standard) • South Deep: 41 mS/m (the mine has only one authorised point from which to discharge treated sewage effluent into the Leeuspruit River) • Granny Smith: 200 mS/m (this operation is in a high-saline environment) 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.																																																																	
	306-2 Waste by type and disposal methods	Ch 6			Refer to 301-2 <table border="1"> <thead> <tr> <th>Tonnes '000</th> <th>2017</th> <th>2016</th> <th>2015</th> <th>2014</th> </tr> </thead> <tbody> <tr> <td>Tailings to dams</td> <td>41,274</td> <td>39,145</td> <td>37,387</td> <td>38,361</td> </tr> <tr> <td>Waste rock to dump</td> <td>170,814</td> <td>147,891</td> <td>129,951</td> <td>100,161</td> </tr> <tr> <td></td> <td>212,088</td> <td>187,035</td> <td>167,337</td> <td>138,521</td> </tr> <tr> <td colspan="5">Recycled/Reused</td> </tr> <tr> <td>Metal recycled – weighed</td> <td>13.3</td> <td>14.3</td> <td>11.4</td> <td>11.1</td> </tr> <tr> <td>Plastic recycled – weighed</td> <td>0.10</td> <td>0.18</td> <td>0.09</td> <td>0.06</td> </tr> <tr> <td>Timber as firewood – weighed</td> <td>0.00</td> <td>0.06</td> <td>5.76</td> <td>0.06</td> </tr> <tr> <td>Paper and carton recycled – weighed</td> <td>0.09</td> <td>0.08</td> <td>0.07</td> <td>0.06</td> </tr> <tr> <td>Hydrocarbons (oil, grease)</td> <td>1.15</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Other recycled – weighed (e.g. batteries, fluors, chemicals)</td> <td>1.37</td> <td>1.73</td> <td>1.90</td> <td>1.52</td> </tr> <tr> <td colspan="5">Non-hazardous waste – on- or offsite disposal</td> </tr> <tr> <td>General landfill – weighed</td> <td>11.01</td> <td>11.56</td> <td>11.16</td> <td>13.34</td> </tr> </tbody> </table> See our website for further reporting on hazardous waste – https://www.goldfields.com/sustainability.php Gold Fields' waste is sorted and scanned to ensure no hazardous waste is disposed of in general waste facilities.	Tonnes '000	2017	2016	2015	2014	Tailings to dams	41,274	39,145	37,387	38,361	Waste rock to dump	170,814	147,891	129,951	100,161		212,088	187,035	167,337	138,521	Recycled/Reused					Metal recycled – weighed	13.3	14.3	11.4	11.1	Plastic recycled – weighed	0.10	0.18	0.09	0.06	Timber as firewood – weighed	0.00	0.06	5.76	0.06	Paper and carton recycled – weighed	0.09	0.08	0.07	0.06	Hydrocarbons (oil, grease)	1.15				Other recycled – weighed (e.g. batteries, fluors, chemicals)	1.37	1.73	1.90	1.52	Non-hazardous waste – on- or offsite disposal					General landfill – weighed	11.01	11.56	11.16	13.34
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Non-hazardous waste – on- or offsite disposal																																																																						
General landfill – weighed	11.01	11.56	11.16	13.34																																																																		
306-3 Significant spills	Ch 6, pg 95	8, 9	6, 8	Significant spills are managed per environmental incident management programme and are reported as part of the environmental incidents metrics.																																																																		
306-4 Transport of hazardous waste	This GRI Content Index	8	6	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.																																																																		
306-5 Water bodies affected by water discharges and/or runoff	This GRI Content Index	8	6, 7	Our discharges are sampled and monitored regularly, in accordance with our permit/licence conditions. We are not aware of any water bodies and related habitats that are protected or have a high biodiversity value that are significantly affected by any water discharges or runoff.																																																																		
MM3	Total amounts of overburden, rock, tailings and sludges and their associated risk	Ch 6, pg 103																																																																				

GRI standard	Disclosure	Page number(s)	UNGC	ICMM	URL(s)/Further explanation and/or reason for omission
GRI 205: Anti-corruption					
GRI 103: Management approach 2017	103-1 – 103-3'				<p>The materiality of the topic pivots on the direct and indirect effects of corruption on GF reputation can be devastating, not to mention the financial implication in terms of penalties, sanctions and/or fines. As corporate citizens, the Group has an obligation to assist an array of shareholders. Corruption can manifest in various forms, and a robust, end-to-end process is therefore required to mitigate this actual, potential or perceived risk for the Group. In addition to reputation risk, being exposed or associated with corrupt activities have defined downstream effects on the value-chain, as well as for the communities in the jurisdictions in which the Group operates.</p> <p>From a management perspective, the Group has deployed robust controls to manage the potential risk of corruption and the subsequent impacts.</p> <ul style="list-style-type: none"> • A Group Anti-Bribery and Corruption ("ABC") Framework • Detailed coverage of ABC in the Code of Conduct (https://www.goldfields.co.za/code-of-conduct/index.php) • The implementation of a Group-wide ABC Policy • Oversight residing with the Board with execution by management • Focused internal training on statutory requirements, re anti-corruption and bribery, and the inclusion of these statutes as part of the Group Compliance Framework • Implementation of a Group External Interaction and Commitments Register to track, oversee and manage all external engagement with government entities and their officials • Defined controls have been implemented in the supply chain management process, whereby active vendors are monthly screened for regulatory transgressions involving corruption • Enhanced awareness levels add to the Group's vigilance in preventing corruption and bribery
	205-1 Operations assessed for risks related to corruption	This GRI Content Index	10	1	<p>Gold Fields has a zero-tolerance approach to any activities that undermine the legitimate business environment, including bribery and corruption.</p> <p>The Code of Conduct binds all Company directors, employees, contractors and suppliers. The Code clearly articulates Gold Fields policy with respect to – among other things – the absolute prohibition of facilitation payments and political contributions. In addition, the Code of Conduct has stringent requirements re the</p> <ul style="list-style-type: none"> • declaration of any potential, actual or perceived conflict of interest, as well as disclosure for the remediation of any risk; and • nature and extent of allowable donations and sponsorships, under the ambit of gift, hospitality and entertainment requirements. <p>Implementation of the Code is supported by: well-defined responsibilities and accountabilities; stringent internal reporting processes; and an anonymous whistleblowing hotline managed by an independent third party (Deloitte) to facilitate the confidential reporting of Code violations, fraud and other inappropriate behaviour.</p> <p>All of our operations and business units are monitored for corruption. Internal audit is also involved if necessary.</p> <p>Risk assessments are carried out by our security service providers, as well as our normal internal audit systems.</p> <p>Certification of Tip-off Anonymous Ethics SA has certified Deloitte Tip-off Anonymous as meeting the External Whistleblowing 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 whistleblowing 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's Tip-off Anonymous was audited and evaluated against its compliance with these professional service standards and principles and was found to be fully compliant. Certification is valid from 22 November 2017 to 21 November 2018, whereafter we would reassess compliance with the industry standard.</p> <p>In terms of the Group Compliance Framework, the application of anti-corruptive legislation is identified and assessed for each region, and the statutory obligations in terms of these statutes are supplemented with in-country rules, codes and standards relating to anti-corruption. In addition, a FCPA Regulatory Control Framework is active and operational and denotes the recorded controls for ensuring compliance. The Framework is frequently reviewed by Internal Audit re the design and operating effectiveness of controls.</p>

GRI standard	Disclosure	Page number(s)	UNGC	ICMM	URL(s)/Further explanation and/or reason for omission
GRI 205: Anti-corruption continued					
	205-2 Communication and training about anti-corruption policies and procedures	This GRI Content Index	10	1, 2	<p>Anti-corruption training, under the ambit and within the FCPAs outline, has been initiated at senior levels of management, defined portfolios (i.e. finance, procurement, community relations, etc). FCPA training has been done for all D band job levels and above, the Board and the Executive Committee. During 2017, an eLearning programme was developed and rolled out throughout the organisation. Part of the programme was a defined focus on corruption and bribery. Completion will continue in 2018, as each employee is required to conduct a self-assessment post completion.</p> <p>Although the requirements of the Code of Conduct and the ABC Policy are made applicable to contractors and suppliers, given the nature, extent and location, formal training sessions are not conducted. They are however furnished with a copy of the Code of Conduct, and via the normal contractual management cycle, contract managers ensure awareness of the Code of Conduct.</p> <p>Gold Fields is involved in presentations on anti-corruption legislation with mining industry bodies, e.g. The Ghana Chamber of Mines, together with invited guests from government.</p>
	205-3 Confirmed incidents of corruption and actions taken	This GRI Content Index			<p>Gold Fields currently has specific procedures in place to deal with such incidents. Any employee found to involved in corruption is managed through the Gold Fields disciplinary policies in the regions and if found guilty disciplinary action is taken which could result in dismissal. There were no such incidents recorded in 2017.</p> <p>Referencing the screening of contractor and suppliers, as at 01/03/2018, five (0.06% of all screened vendors), were exposed to adverse media re regulator/government actions taken pertaining to corruption or related transgressions. Risk exposure, if any, for the Group is managed via an internal Screening Risk Calculator, tabled for discussion at the regional Tender Review Committees.</p>
GRI 413: Local communities					
GRI 103: Management approach 2017	103-1 – 103-3 ¹				<p>https://www.goldfields.com/pdf/sustainability/policies/sd-policy-statement-2017.pdf https://www.goldfields.com/pdf/sustainability/policies/engagement-policy.pdf https://www.goldfields.com/pdf/sustainability/policies/community-policy.pdf https://www.goldfields.com/pdf/sustainability/policies/human-rights-policy.pdf https://www.goldfields.com/guidelines.php https://www.goldfields.com/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf</p> <p>We recognise the importance of solid community relations to our social licence to operate. We are committed to avoiding, where possible, or minimising and managing, the negative impacts of our operations on host communities and other stakeholders in the countries where our mines operate, while also maximising the positive benefits. Through active stakeholder engagement and our shared value development approach, our focus goes beyond spending to extend to the positive social and economic impacts that its social investments can deliver.</p> <p>Gold Fields' approach to creating positive community value creation and community relations comprises the following:</p> <ul style="list-style-type: none"> • an informed understanding of our operating contexts, stakeholder priorities and associated risks obtained through baseline studies, impact and risk assessments and stakeholder engagement • active management of socio-economic impacts and risks of our operations through implementation of management strategies and plans • building relationships with our stakeholders through open, transparent and constructive engagements • meaningful social investment to address the needs of our host communities in the areas of infrastructure development, economic diversification, education and training, health and wellbeing, and environment and conservation • formalised partnerships with governments, NGOs and other stakeholders • creating shared value through host community procurement and host community employment • monitoring and measuring our performance against our commitments

GRI standard	Disclosure	Page number(s)	UNGC	ICMM	URL(s)/Further explanation and/or reason for omission
GRI 413: Local communities continued					
	413-1 Percentage of operations with implemented local community engagement, impact assessments and development programmes	Ch 1, Ch 6	1		<p>IAR Chapter 1 Value Creation and Distribution; Chapter 5 Managing our portfolio: Quality portfolio of growth projects – Gruyere, Salares Norte, Far Southeast; Chapter 6 Stakeholder Relations: Community value creation; Community Relations in Australia, Community Relations in South Africa, Community Relations in Peru, Community Relations in Ghana.</p> <p>In keeping with Gold Fields guidance, all of our operations have ongoing host community engagement, grievance mechanisms, risk assessment and socio-economic development and shared value programmes, and have implemented environmental and social impact assessments and management plans as required. These include the use of:</p> <ol style="list-style-type: none"> social impact assessments based on participatory processes; Chapter 5 Managing our portfolio: Quality portfolio of growth projects – Salares Norte environmental impact assessments and ongoing monitoring; EIAs are carried out for all new major projects and monitoring is carried out in line with EIA commitments/requirements. Refer to the environmental management section, Ch 6, pg 95. public disclosure of results of environmental and social impact assessments as required by local legislation; Chapter 5 Managing our portfolio: Quality portfolio of growth projects – Salares Norte local community development programmes based on local communities' needs; Chapter 6 Stakeholder Relations: Community value creation; stakeholder engagement plans based on stakeholder mapping; https://www.goldfields.co.za/pdf/sustainability/policies/engagement-policy.pdf broad-based local community consultation committees and processes that include vulnerable groups; https://www.goldfields.co.za/pdf/sustainability/policies/engagement-policy.pdf works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; occupational health and safety committees are established to foster the protection of workers and community members as prescribed by legislation formal local community grievance processes; Chapter 6 Stakeholder Relations: Community value creation <p>In 2016 and 2017, the focus was on strengthening our social licence to operate by improving community relations and creating and sustaining shared value in the host communities in which we operate. All operations are implementing community relations, stakeholder engagement strategies, and three-year implementation plans. Peru, South Africa and Ghana are implementing three-year host community procurement and employment plans. Peru, Ghana and South Africa undertook research to assess their relationships among host communities. Plans to address gaps are being implemented.</p>
	413-2 Operations with significant potential or actual negative impacts on local communities	This GRI Content Index	1	2, 3, 4, 9	<p>None of our operations has significant negative impacts on local communities besides Tarkwa and Damang, where resettlement has occurred (as reported under G4-MM9). All potential negative impacts are avoided and, where avoidance is not possible, impacts are managed at acceptable levels.</p> <p>Refer to IAR Chapter 6, Community Relations in Peru, Community Relations in Ghana regarding the management of risks and impacts risks.</p>
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples	Ch 6, pg 115		2, 3, 4, 9, 10	One grievance was lodged in 2017. See Chapter 6 in IAR – Community Relations in Australia.
MM7	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	Ch 6, pg 115 and 119		2, 3, 4, 9, 10	See Chapter 6 in IAR – Community Relations in Australia and Ghana.
Artisanal and small scale mining MM8	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	This GRI Content Index		1, 5, 9	<p>Two of our eight operations (Damang and Tarkwa) have previously had ASM taking place on or adjacent to them. ASM has the potential to reduce the quality and quantity of the ore body and cause significant negative environmental impacts. Management of the risk includes patrolling of active mining areas, consultation with a range of stakeholders, negotiated eviction and, as necessary, prosecution. In 2017 due to the Ghanaian government stand against illegal mining, there is very little ASM presence on our concessions. That notwithstanding, both mines continue to monitor and patrol the concession to prevent possible encroachment by illegal miners.</p> <p>The Gold Fields Community Relations and Stakeholder Engagement Handbook and our Community Relations and Stakeholder Engagement Guideline detail our approach to ASM as well as illegal ASM and provide guidance to management on how to manage and mitigate ASM-related risks.</p> <p>Refer to IAR Chapter 6, Community Relations in Ghana: Context.</p>

GRI standard	Disclosure	Page number(s)	UNGC	ICMM	URL(s)/Further explanation and/or reason for omission
GRI 413: Local communities continued					
Resettlement MM9		This GRI Content Index Ch 6, pgs 118 – 119	1, 2	3, 5, 9, 10	<p>A total of 91 households were resettled at Damang in 2017 and 81 of the affected farmers who were earmarked for resettlement opted for cash compensation and the remaining 10 for replacement structures. The resettlement process ensured that their livelihoods were not significantly impacted.</p> <p>Impacts resulting from resettlement were predicted through the resettlement planning process in consultation with the affected migrant farmers; these included loss of structures and land and possible loss of livelihoods. Monitoring and evaluation of the resettled farmers will ensure effective integration of the farmers into the receiving community. Farmers can lodge complaints/grievances for resolution as per the mine's grievance procedure. Refer to IAR Chapter 6, Community Relations in Ghana regarding the management of risks and impacts.</p>
GRI 412: Human rights assessment					
GRI 103: Management approach 2017	103-1 – 103-3 ¹	Ch 6, pg 113			<p>Human rights at Gold Fields</p> <p>Gold Fields upholds the highest standards of human rights within its workforce, including: freedom from child labour; freedom from forced or compulsory labour; freedom from discrimination (while recognising the need to address the legacy of historical injustices in South Africa); and freedom of association and collective bargaining. All induction training (including that provided by the Gold Fields Internal Protection Services team) includes key human rights elements, and the Company's internal grievance mechanisms help ensure employees and contractors can raise human rights concerns.</p> <p>All grievances are handled by the Gold Fields Human Resources function, which uses a defined process to record, evaluate and address legitimate complaints. Employees can also raise concerns via independent counsellors as part of the Gold Fields employee assistance programme. All our operations are certified against the World Gold Council's Conflict-Free Gold Standard, which ensures that none of our gold is used to finance armed conflict, serious abuses of human rights or breaches of international law.</p> <p>Gold Fields also runs various awareness campaigns including International Human Rights Days in the various jurisdictions.</p>
	412-1 Operations that have been subject to human rights reviews or impact assessments	This GRI Content Index	1, 2	3	<p>Environmental and Social Impact Assessments, which assess the impacts and potential impacts of our operations and potential projects on local communities and other stakeholders, have been undertaken by all operations. The assessments include human rights aspects but are not formally HRIAs. Risk assessments are undertaken on an ongoing basis and grievance mechanisms are in place at the operations to record, address and respond to social, environmental and human rights grievances.</p> <p>We do not currently have a formal HRIA process or framework in place. The Company continuously looks for opportunities to integrate HRIA into all of its activities and operations. Gold Fields practice is guided by our publicly available Human Rights Policy Statement, which is being revised and updated in 2018.</p> <p>In addition, human rights awareness is included in our foundational programme which all employees at Gold Fields attend. The Gold Fields foundational programme is a custom built leadership programme designed to teach and reach every Gold Fields employee. It touches on Gold Fields' long history showcasing where we have come from, describes what our DNA is and most importantly what our vision for the future is. It covers our values and how each employee is impacted by our strategy and who our stakeholders are, given the global context of modern mining. Employees get the opportunity to explore how Gold Fields' aspires to follow the gold sustainably within the framework of ethics, compliance and free cash flow, to achieve our vision to be the global leader in sustainable gold mining.</p>
	412-2 Employee training on human rights policies or procedures	This GRI Content Index	1, 2, 3, 4, 5, 6	1, 3	<p>100% . All new employees are required to sign the Code of Conduct and receive Human Rights awareness communication. Human rights and the Code of Conduct are incorporated in the Gold Fields foundational programme, which all Gold Fields employees attend. The Group Code of Conduct Portal was set up and is available to all employees, with tools, tips, examples and guidelines. In 2017 Code of Conduct training was launched for all employees and would continue into 2018.</p>

GRI standard	Disclosure	Page number(s)	UNGC	ICMM	URL(s)/Further explanation and/or reason for omission
GRI 412: Human rights assessment continued					
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	This GRI Content Index	1, 2, 3, 4, 5, 6	3	<p>In 2017 no merges and acquisitions (M&A) activity took place other than disposal of non-core assets. However, in the event that Gold Fields does any M&A activity, a full, thorough due diligence process is followed and the target will be extensively reviewed including Human Rights checks and balances. The agreements also include representations and warranties to cover a number of issues, including information (where applicable).</p> <p>From a commercial procurement perspective, all our third-party agreements contain a standard provision, which requires compliance with the Gold Fields Human Rights Policy Statement. The Gold Fields Code of Conduct is also referenced in the agreements.</p> <p>Our environmental and social impact assessments assess issues that are pertinent to the Company's impacts on the rights of others. The operations' grievance mechanisms record, address and respond to social, environmental and human rights grievances. We do not currently have a formal HRIA process or framework in place. The Company continuously looks for opportunities to integrate HRIA into all of its activities and operations.</p> <p>Gold Fields' business relies on multiple, large-scale contractors to carry out mining, development, construction and other forms of work on its operations. All contractors are included in Gold Fields' own health and safety management systems to ensure that contractors benefit from safe and healthy working conditions. All contractors, employees and stakeholders wishing to report human rights violations are able to make use of Gold Fields' confidential, third-party whistleblowing hotline. Where such complaints are made, Gold Fields pursues the matter vigorously and includes the Chair of the Audit Committee of the Gold Fields Board who follows a stringent process.</p> <p>Although Gold Fields does not currently carry out human rights due diligence on its suppliers, the Group has developed an external party screening solution to establish risk profiles of external suppliers and contractors. Among other criteria, the tool screens new and existing contractors and suppliers for human rights and related violations and/or transgressions.</p>
GRI 204: Procurement practices					
GRI 103: Management approach 2017	103-1 – 103-3'				<p>The Group Community Policy states that "Gold Fields is committed to prioritising local procurement and employment and measuring our contribution to local economic development".</p> <p>https://www.goldfields.com/sus_policies.php</p> <ul style="list-style-type: none"> • Gold Fields measures operational-level local (in country) and host community procurement. • Through Gold Fields' social and labour plan in South Africa we are committed to numerous local economic development projects that develop local suppliers. • Gold Fields' shared value projects in Ghana, South Africa and Peru are focused on developing host community suppliers and enterprise development.
	204-1 Proportion of spending on local suppliers	Ch 1, pgs 12 – 13 Ch 6, pgs 111 – 112		2, 9, 10	In South Africa, Gold Fields spent US\$158m (84% of total procurement spend) 2016: US\$148m (85% of total procurement spend); 2015: US\$132m (84% of total procurement spend) on black economic empowerment entities.
GRI 406: Non-discrimination					
GRI 103: Management approach 2017	103-1 – 103-3				<p>Gold Fields' human resources policies are based on non-discriminatory practices i.e. Gold Fields strives to maintain a workforce that is reflective of its host societies and embraces diversity within the workplace. Gold Fields leaders are trained through the foundation programme and Gold Fields leader programmes to uphold the Gold Fields values and to ensure that all employees uphold the Gold Fields values. The Company subscribes to equal opportunity and fair work practices in each of the jurisdictions within which we operate.</p>
	406-1 Total number of incidents of discrimination, and corrective actions taken	This GRI Content Index	1, 2, 6	3	<p>No cases of discrimination were reported from the international operations.</p> <p>From South Deep 21 cases that mainly related to abusive language were lodged.</p> <p>Out of the 21 cases, 10 were dismissed as unfounded or the person found not guilty, five were withdrawn by the complainant and in six cases Gold Fields took disciplinary action.</p>

GRI standard	Disclosure	Page number(s)	UNGC	ICMM	URL(s)/Further explanation and/or reason for omission
GRI 410: Security practices					
GRI 103: Management approach 2017	103-1 – 103-3				<p>Gold Fields recognises its responsibility to secure its people and assets. This requires particular attention in higher-risk operating environments, areas of relatively weak governance and areas affected by illegal mining. Furthermore, as a producer of an inherently high-value and easily transportable product, there are obvious risks around the transfer of gold between our mining operations and the refineries where it is processed. Nonetheless, professional and effective security provision (particularly where this involves the actual or potential use of physical force) should not compromise the human rights of others.</p> <p>Primary security at our operations is provided through the Company's protection services department and private contracted service providers. All security personnel receive human rights training during induction based on local legal requirements as well as national and international human rights best practice. An assessment was carried out in 2017 of gaps between Gold Fields' current practices and the requirements of the voluntary principles on security and human rights. No material risks were identified, however work will be carried out during 2018 to close the identified gaps.</p>
	410-1 Security personnel trained in human rights policies or procedures	This GRI Content Index Ch 6, pg 113	1, 2	1, 3	Primary security at our operations is provided through the Company's protection services department and private contracted service providers. All security personnel (100%) receive human rights training during induction, based on local legal requirements as well as national and international human rights best practice.
GRI 206: Anti-competitive behaviour					
GRI 103: Management approach 2017	103-1 – 103-3'				
	206-1 Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	This GRI Content Index	10	1, 9	During 2017, there were no legal actions against Gold Fields for anti-competitive behaviour, anti-trust, and monopoly practices.
GRI 414: Supplier social assessment					
GRI 103: Management approach 2017	103-1 – 103-3'	Ch 6, pg 113 and 129			<p>Gold Fields adopted a Stakeholder Relationship and Engagement Policy Statement in 2017, replacing the previous Engagement Policy Statement. The new policy statement formalises our commitment to engaging all our stakeholders and taking a relationship approach. Increasingly, the reputational and operational risks of companies are tied to external parties that form part of a company's value chain, and Gold Fields strives to develop and maintain strong relationships with these parties built on ethics, integrity and professionalism. Gold Fields strives to develop and maintain strong relationships with companies in its supply chain built on ethics, integrity and professionalism.</p> <p>Gold Fields has implemented a third-party screening solution which screens all active third-parties recorded on internationally recognised and published screening databases, recorded transgressions as well as for adverse media exposure, against an array of pre-defined criteria, including but not limited to regulatory, labour practice, environmental, health and safety, management and operational issues. The screening outcome is used as input into an internal screening risk calculator which, amongst other defined governance and risk management criteria, calculates a risk rating and creates a profiled view of the third-party. This forms an integral part of the vendor risk management process per region with reference to engagement, contractual terms, appointments, as well as the continuation of existing relationships.</p> <p>From a contractual point of view, all our third-party agreements contain a standard provision which requires compliance with the Gold Fields Human Rights Policy Statement. The Gold Fields Code of Conduct is also referenced in the agreements.</p>
	414-1 Percentage of new suppliers screened using social criteria	This GRI Content Index	9		<p>100%.</p> <p>All existing and all new contractors and suppliers are screened on a monthly basis against an array of risk criterion and adverse media exposure. Re the requirements of GRI 414, the criteria include workers' rights, disputes, human rights transgression, etc.</p> <p>The regional procurement teams apply their risk management process, which is informed by the outcome of the screening risk calculator, when engaging with suppliers during maintenance, planned engagement and contractual review.</p>

GRI standard	Disclosure	Page number(s)	UNGC	ICMM	URL(s)/Further explanation and/or reason for omission
GRI 414: Supplier social assessment continued					
	414-2 Significant actual and potential negative impacts on society in the supply chain, and actions taken.	This GRI Content Index Ch 6			<p>A metric has yet to be defined to assess impact on society in the supply chain. The regional procurement teams apply their risk management process, which is informed by the outcome of the screening risk calculator, when engaging with suppliers during maintenance, planned engagement and contractual review.</p> <p>Following the automated and monthly screen run on 01/03/18, 16 (0.19 % of all screened contractors and suppliers) adverse media exposure alerts, involving regulator/government action taken, have been confirmed and recorded relating discrimination and workers' rights issues in the workplace.</p> <p>Stakeholder Relations: Community value creation; Community Relations in Australia, Community Relations in South Africa, Community Relations in Peru, Community Relations in Ghana.</p>
GRI 304: Biodiversity					
GRI 103: Management approach 2017	103-1 – 103-3'	Ch 6, pg 95 This GRI Context Index			<p>Refer to (304-1 and 304-2) Through our membership of the ICMM, Gold Fields is committed to contribute to the conservation of biodiversity and integrated approaches to land-use planning. We have also adopted the ICMM Mining and protected areas position statement, the details of which are summarised at the end of this document. We work with local partners with local knowledge and networks as appropriate.</p> <p>Our biodiversity conservation practice guide is the tool whereby we implement our commitments. It requires that all sites identify and evaluate all relevant aspects of biodiversity, including ecosystem services, to ensure that potential impacts are minimised and mitigated. Objectives and targets must be established and set out in a plan. The guide notes that offsets are a last resort, once efforts to minimise and mitigate impacts have been exhausted. We do not currently have any biodiversity offsets in place, though they are part of our biodiversity conservation toolkit, for use as necessary.</p>
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		8	2, 6, 7	<p>Ghana Our Damang and Tarkwa operations are located in the Tarkwa Basin in south-western Ghana 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.</p> <p>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.</p> <p>Australia The St Ives operations, South of Kambalda in Western Australia, extend over a large salt lake system known as Lake Lefroy. In recent years, the riparian zones of such salt lake systems have become increasingly recognised as areas of sensitive biodiversity. On Lake Lefroy, it is reported that over 3,500 hectares ("ha") of riparian habitat is present. The current mining disturbance of this riparian zone by St Ives and other mining companies in the area is limited to 89ha or 2.5% of the total available habitat.</p> <p>Given the sensitive nature of the biodiversity in the riparian zone, St Ives has undertaken numerous ecological studies in the area and continues with various monitoring programmes on biodiversity. The ecological studies undertaken to date conclude that, outside of the physical disturbance of a small portion of the riparian zone, mining and related activities have shown no discernible impact on the biodiversity.</p> <p>Peru There are no protected areas near Cerro Corona. Nonetheless, there are some areas with two sensitive flora species (<i>Puya fastuosa</i> and <i>Nicotiana thyrsoflora</i>) adjacent to Cerro Corona. These species are sensitive since their growth is restricted to some parts of the northern Andes of Peru and a few other South American countries. These species are not listed in the IUCN red list or in the national list of endangered flora species. In order to minimise any potential impact to these species, Gold Fields La Cima has been working since 2011 on a management programme for the conservation of these species. So far, the results of this programme have been favourable.</p>
	304-2 Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Ch 6, pg 95	8	7	<p>During the reporting year, we did not identify any significant impacts on biodiversity resulting from our activities. MM: Include impacts identified as a consequence of any resettlement and closure activities reported under Indicators MM9 and MM10 respectively – not applicable to Gold Fields during 2017.</p>
	304-3 Habitats protected or restored	This GRI Content Index	8	6,7	<p>During 2017, we rehabilitated a further 7.31ha at Tarkwa. Significant rehabilitation of previously disturbed areas was also carried out at St Ives and Agnew.</p>

GRI standard	Disclosure	Page number(s)	UNGC	ICMM	URL(s)/Further explanation and/or reason for omission																																								
GRI 304: Biodiversity continued																																													
	304-4 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	8	6, 7	<p>None of our lands are located on biodiversity hotspots. IUCN red data flora and fauna species have been identified at or surrounding some of our operations:</p> <ul style="list-style-type: none"> The Hooded Vulture is found on the Tarkwa concession and is listed as critically endangered ("CR") on the IUCN red list of threatened species. Four species of flora from the IUCN list and three species of flora from the Peruvian list of endangered species have been identified at Cerro Corona. Eleven species of fauna from the IUCN list and five species from the Peruvian list have been identified. The majority of these species of flora and fauna are under the IUCN category of "least concern" ("LC"). <i>Puya raimondii</i>, 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 3,200 – 4,800m. This species, which grows near Cerro Corona, is listed as endangered on the IUCN red list. One species is classified as CR – a small frog, <i>Pristimantis simonsii</i>. The Peruvian list has a stricter classification, with three fauna species (<i>Pristimantis simonsii</i>, <i>Pristimantis pinguis</i>, <i>Taphrolesia griseiventris</i>) and two flora species (<i>Solanum jalcae</i>, <i>Ephedra rupestris</i>) classified as CR. <p>Cerro Corona has a biodiversity management plan in place to minimise any potential impact on endangered/sensitive flora and fauna species. The main activities of this plan include:</p> <ul style="list-style-type: none"> Biodiversity monitoring (dry and rainy season). Inspection of areas of mine developments by a specialist prior to the beginning of the construction activities in order to identify if sensitive species of flora and fauna were in the areas. Relocation of sensitive species of flora and fauna to other areas with similar habitats to avoid any potential impact on the species. Monitoring of the conservation status of relocated species. Dust and noise control at the operation. 																																								
G4-MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	This GRI Content Index	8	6, 7	<table border="1"> <thead> <tr> <th></th> <th>2017(ha)</th> <th>2016 (ha)</th> <th>2015 (ha)</th> </tr> </thead> <tbody> <tr> <td>Opening balance</td> <td>7,938.56</td> <td>7,967.5¹</td> <td>7,853.38</td> </tr> <tr> <td>Plus Total Disturbed Granny Smith</td> <td>132.84</td> <td>0.02</td> <td>1,230.54</td> </tr> <tr> <td>Plus Total Disturbed Agnew</td> <td>9.2</td> <td>6.06</td> <td>9.97</td> </tr> <tr> <td>Plus Total Disturbed Tarkwa</td> <td>18.37</td> <td></td> <td></td> </tr> <tr> <td>Less Total rehabilitated Darlot</td> <td></td> <td></td> <td>318</td> </tr> <tr> <td>Less Total rehabilitated Tarkwa</td> <td>7.31</td> <td>12.91</td> <td>16.62</td> </tr> <tr> <td>Less Total rehabilitated Agnew</td> <td></td> <td>4.47</td> <td></td> </tr> <tr> <td>Less Total rehabilitated Granny Smith</td> <td></td> <td>17.64</td> <td></td> </tr> <tr> <td>Closing balance: Total Disturbed</td> <td>8,091.66</td> <td>7,938.56</td> <td>8,759.27</td> </tr> </tbody> </table> <p>¹Restated closing balance from 2015</p>		2017(ha)	2016 (ha)	2015 (ha)	Opening balance	7,938.56	7,967.5 ¹	7,853.38	Plus Total Disturbed Granny Smith	132.84	0.02	1,230.54	Plus Total Disturbed Agnew	9.2	6.06	9.97	Plus Total Disturbed Tarkwa	18.37			Less Total rehabilitated Darlot			318	Less Total rehabilitated Tarkwa	7.31	12.91	16.62	Less Total rehabilitated Agnew		4.47		Less Total rehabilitated Granny Smith		17.64		Closing balance: Total Disturbed	8,091.66	7,938.56	8,759.27
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G4-MM2	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	This GRI Content Index	8	2, 6, 7	Our three Australian mines and one project manage biodiversity as part of their EMS and land disturbance processes and standards, while the other four mines have management plans in place.																																								
GRI 308: Supplier environmental assessment																																													
GRI 103: Management approach 2017	103-1 – 103-3 ¹	Ch 6, pg 129			<p>Gold Fields strives to develop and maintain strong relationships with companies in its supply chain built on ethics, integrity and professionalism.</p> <p>Gold Fields has implemented a third-party screening solution which screens all active third-parties recorded on internationally recognised and published screening databases, recorded transgressions as well as for adverse media exposure, against an array of pre-defined criteria, including but not limited to regulatory, labour practice, environmental, health and safety, management and operation issues. The screening outcome is used as input into an internal screening risk calculator which, amongst other defined governance and risk management criteria, calculates a risk rating and creates a profiled view of the third-party. This forms an integral part of the vendor risk management process per region with reference to engagement, contractual terms, appointments, as well as the continuation of existing relationships.</p> <p>From a contractual point of view, all our third-party agreements contain a standard provision which requires compliance with the Gold Fields Human Rights Policy Statement. The Gold Fields Code of Conduct is also referenced in the agreements.</p>																																								

GRI standard	Disclosure	Page number(s)	UNGC	ICMM	URL(s)/Further explanation and/or reason for omission																																			
GRI 308: Supplier environmental assessment continued																																								
	308-1 Percentage of new suppliers that were screened using environmental criteria	This GRI Content Index		9	<ul style="list-style-type: none"> 100%. All existing and all new contractors and suppliers are screened on a monthly basis against an array of risk criterion and adverse media exposure. Re the requirements of GRI 414, the criteria include workers' rights, disputes, human rights transgression, etc. <p>The regional procurement teams apply their risk management process, which is informed by the outcome of the screening risk calculator, when engaging with suppliers during maintenance, planned engagement and contractual review.</p>																																			
	308-2 Significant actual and potential negative environmental impacts in the supply chain and actions taken	This GRI Content Index			Following the automated and monthly screen run on 01/03/18, 9 (0.11 % of all screened contractors and suppliers) adverse media exposure alerts, involving regulator/government action taken, have been confirmed and recorded.																																			
GRI 411: Rights of indigenous people																																								
GRI 103: Management approach 2017	103-1 – 103-3'	Ch6, pg 113			<p>Mining activity can have a significant impact on host communities, land and social conditions. While it is important to manage these impacts responsibly in every case, it is also important to understand the specific interests, vulnerabilities and concerns of indigenous communities. Gold Fields is a member of the ICMM, which requires its members to conform to the ICMM's Position Statement on Indigenous Peoples.</p> <p>Our approach to societal issues is governed through our policies on ethics and governance, communities (which includes specific reference to indigenous peoples), human rights and stakeholder engagement.</p> <p>Our policies and guidelines (including the Community Relations and Stakeholder Engagement Handbook https://www.goldfields.co.za/sus_society.php are aligned with a range of international good practice standards and frameworks, including: 1) the ICMM's 10 Principles (and related position statements, including indigenous peoples); 2) IFC performance standards; 3) Equator principles; 4) AA 1000 stakeholder engagement standard and 5) ISO 26000 social responsibility standard as well as 6) the United Nations Global Compact.</p>																																			
	411-1 Total number of incidents of violations involving rights of indigenous people, and actions taken	This GRI Content Index Ch 6, pgs 113 – 121	1, 2	3	<p>During 2017, there were no recorded incidents of violations involving rights of indigenous people at any of our operations. During 2017, one community grievance was submitted, which pertained to the Native Title at the Gruyere project.</p> <p>Refer to IAR Chapter 6 Stakeholder Relations: Community value creation; Community Relations in Australia.</p>																																			
MM5	Total number of operations taking place in or adjacent to indigenous people's territories, and number and percentage of operations or sites where there are formal agreements with indigenous people's communities.	Ch 5, pg 84 – 86 Ch 6, pg 115	1, 2	3	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. Three of our projects, Far Southeast in the Philippines, Gruyere in Australia and Salares Norte in Chile are on or adjacent to land linked to indigenous peoples. The Kankana-ey indigenous community at Far Southeast, Yilke and Sullivan Edwards groups at Gruyere and Diego de Almagro, Chilligua and Geoxcultual communities at Salares Norte. Various formal agreements with these communities are negotiated on an ongoing basis.																																			
GRI 301: Materials																																								
GRI 103: Management approach 2017	103-1 – 103-3'				Gold mining requires large volumes of blasting agents, hydrochloric acid (acid wash of pregnant carbon), lime (to adjust pH levels), cyanide (to extract gold from ores), cement (for paste backfill and construction), ammonia (for refrigeration at South Deep mine) and caustic soda to raise pH in the process circuit) on an ongoing basis. Of these, cyanide represents the most potentially hazardous substance. See 301-1.																																			
	301-1 Materials used by weight or volume	Ch 6, pg 103	7, 8	6	<p>Material used by weight or volume ('000 tonnes)</p> <p>Group input materials</p> <table border="1"> <caption>Group input materials ('000 tonnes)</caption> <thead> <tr> <th>Material</th> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td>Blasting agents</td> <td>35.1</td> <td>43.0</td> <td>47.5</td> <td>49.5</td> </tr> <tr> <td>HCl</td> <td>4.1</td> <td>3.0</td> <td>4.7</td> <td>1.7</td> </tr> <tr> <td>Lime</td> <td>49.6</td> <td>49.0</td> <td>55.2</td> <td>67.9</td> </tr> <tr> <td>Cement</td> <td>40.9</td> <td>38.0</td> <td>43.2</td> <td>32.1</td> </tr> <tr> <td>Caustic soda</td> <td>3.2</td> <td>4.0</td> <td>4.5</td> <td>5.2</td> </tr> <tr> <td>Cyanide</td> <td>10.7</td> <td>8.0</td> <td>7.1</td> <td>8.6</td> </tr> </tbody> </table>	Material	2014	2015	2016	2017	Blasting agents	35.1	43.0	47.5	49.5	HCl	4.1	3.0	4.7	1.7	Lime	49.6	49.0	55.2	67.9	Cement	40.9	38.0	43.2	32.1	Caustic soda	3.2	4.0	4.5	5.2	Cyanide	10.7	8.0	7.1	8.6
Material	2014	2015	2016	2017																																				
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Cyanide	10.7	8.0	7.1	8.6																																				
	301-2 Recycled input materials used	This GRI Content Index			<p>Based on the materials listed as our key inputs in 301-1, we do not believe these input materials are likely to be able to be recycled. The materials are not renewable.</p> <p>However, in 2017, we recycled a range of materials – refer to 306-2</p>																																			
	301-3 Percentage of products sold and their packaging materials that are reclaimed by category	This GRI Content Index			Not relevant to Gold Fields as gold is sold in an unwrought form. Packaging requirements are not necessary or are minimal.																																			

GRI standard	Disclosure	Page number(s)	UNGC	ICMM	URL(s)/Further explanation and/or reason for omission
GRI 301: Materials continued					
Material Stewardship MM11	Programmes and progress relating to materials stewardship	Ch 6, pg 113			As part of its efforts to improve human rights performance within its broader value chain, protect the reputation of its core product and maximise the societal benefit of its activities, Gold Fields is committed to responsible materials stewardship. In this context, Gold Fields supports global efforts for the assessment and provision of assurance that gold has been extracted in a manner that does not cause, support or benefit unlawful armed conflict or contribute to serious human rights abuses or breaches of international humanitarian law. There is only a minimal risk of externally derived conflict gold entering the Gold Fields value chain because none of Gold Fields mines are located in conflict-affected countries; all gold produced originates from Gold Fields' own operations and no gold is purchased from artisanal miners. Gold Fields has voluntarily adopted the Conflict-Free Gold Standard of the World Gold Council ("WGC") and applied the standard at all relevant locations through full assurance audits. This is a requirement of London Bullion Market Association ("LBMA") accredited refineries, to which Gold Fields sells its gold. In addition, the Company reports in accordance with the WGC guidelines on value creation and distribution. Although Gold Fields withdrew its WGC membership in Q2 2014, it continues to apply both the standard and guidelines. www.goldfields.co.za/sus_reporting.php
GRI 617: Marketing and labelling					
GRI 103: Management approach 2017	103-1 – 103-3 ¹				n/a
	417-1 Requirements for product and service information and labelling	n/a			Not relevant to Gold Fields as gold is sold in an unwrought form.
	417-2 Incidents of non-compliance concerning product and service information and labelling	n/a			Not relevant to Gold Fields as gold is sold in an unwrought form.
	417-3 Incidents of non-compliance concerning marketing communications	n/a			Not relevant to Gold Fields due to the fact that gold is sold as a commodity.
GRI 418: Customer privacy					
GRI 103: Management approach 2017	103-1 – 103-3 ¹	Ch 6, pg 113			n/a
	418-1 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	n/a			None as Gold Fields sells its product directly to refineries in an unwrought form.
GRI 407: Freedom of association and collective bargaining					
	1103-1 – 103-3 ¹	Ch 6, pg 113			
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	This GRI Content Index	1, 2, 3	3	https://www.goldfields.com/pdf/policies/human_statement.pdf During 2017, 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 represents significant risks in this respect. In Australia, the voting on the Employee Collective Agreement in 2014 in fact highlighted the degree to which Gold Fields recognises and supports our employees' rights and freedom of association. Our major suppliers are checked on appointment for adherence to labour legislation.

GRI standard	Disclosure	Page number(s)	UNGC	ICMM	URL(s)/Further explanation and/or reason for omission
GRI 408: Child labour					
	103-1 – 103-3 ¹				n/a
	408-1 Operations and suppliers at significant risk for incidents of child labour	This GRI Content Index	1, 2	3	https://www.goldfields.com/pdf/policies/human_statement.pdf During 2017, there were no incidents of child labour at any of our operations. None of our operations represents significant risks in this respect. Our HR system in South Africa has built-in controls so that under-age children cannot be engaged on the payroll system. Our major suppliers are checked, on appointment, for adherence to labour legislation, including the use of child labour.
GRI 409: Forced or compulsory labour					
	103-1 – 103-3 ¹				
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	This GRI Content Index	1, 2	3	https://www.goldfields.com/pdf/policies/human_statement.pdf https://www.goldfields.com/code-of-conduct/human-rights-policy.php During 2017, there were no incidents of forced labour at any of our operations. None of our operations represents significant risks in this respect. Our major suppliers are checked, on appointment, for adherence to labour legislation, including the use of forced labour.
GRI 416: Customer health and safety					
	103-1 – 103-3 ¹				n/a
	416-1 Assessment of the health and safety impacts of product and service categories	n/a			Not relevant – gold is sold directly to refineries for processing and on selling as the final product. Gold is a benign product which has no significant health or safety impacts.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	n/a			Not relevant – gold is sold directly to refineries for processing and on selling as the final product. Gold is a benign product which has no significant health or safety impacts.

Commitments

As members of the ICMM, Gold Fields Limited has policies, codes of conduct and guidelines which are aligned to its 10 Sustainable Development (SD) Principles. We are also committed to meeting the requirements of the applicable mandatory Position Statements, developed by the ICMM¹. The 10 SD Principles are:

1. Apply ethical business practices and sound systems of corporate governance and transparency to support sustainable development.
2. Integrate sustainable development in corporate strategy and decision-making processes.
3. Respect human rights and the interests, cultures, customs and values of employees and communities affected by our activities.
4. Implement effective risk-management strategies and systems based on sound science and which account for stakeholder perceptions of risks.
5. Pursue continual improvement in health and safety performance with the ultimate goal of zero harm.
6. Pursue continual improvement in environmental performance issues, such as water stewardship, energy use and climate change.
7. Contribute to the conservation of biodiversity and integrated approaches to land-use planning.
8. Facilitate and support the knowledge base and systems for responsible design, use, re-use, recycling and disposal of products containing metals and minerals.
9. Pursue continual improvement in social performance and contribute to the social, economic and institutional development of host countries and communities.
10. Proactively engage key stakeholders on sustainable development challenges and opportunities in an open and transparent manner. Effectively report and independently verify progress and performance.

¹ Gold Fields' Sustainable Development Framework is based on, and aligned with, the 10 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. See Ch 2 of Integrated Annual Report 2017.

In support of the principles above, we have also committed to the following applicable position statements. Mandatory commitments inside the position statements include:

Transparency of Mineral Revenues

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 programme (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 ICMM”.

Mining and indigenous peoples

Gold Fields is committed, subject to compliance with relevant legislation, to:

1. respect the rights, interests, special connections to lands and waters, and perspectives of indigenous peoples, where mining projects are to be located on lands traditionally owned by or under customary use of indigenous peoples);
2. adopt and apply engagement and consultation processes that ensure the meaningful participation of indigenous communities in decision-making, through a process that is consistent with their traditional decision-making processes and is based on good faith negotiation; and
3. working to obtain the consent of indigenous peoples where required by this position statement.

Climate change

1. Commitment to reduce greenhouse gas emissions, measure progress and report results.
2. Commitment to promote technical innovation and creativity in low greenhouse gas emission technologies while enhancing energy and resource efficiency.
3. Commitment to ensure efficient use of renewable and non-renewable natural resources.
4. Commitment to contribute to the sustainable development of local communities and societies in adapting to the impacts of climate change.
5. Commitment to contribute to developing and implementing a global solution to managing climate change that recognises the need for a measured transition to a low emissions global economy reconciled with the imperative for energy security, global economic growth, and improved living standards and poverty alleviation.

Mining: partnerships for 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”.
2. Commitment to collectively “develop (in partnership with organisations such as the World Bank Group, the UN and national governments, NGOs, etc.) 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”.

Mining and protected areas

1. Commitment to “respect legally designated protected areas”.
2. Commitment to “undertake not to explore or mine in World Heritage properties”.
3. 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”.

Mercury risk management

1. Not open any mines designated to produce mercury as the primary product.
2. Apply materials stewardship to promote the responsible management of the mercury produced from ICMM members’ operations, including that which naturally occurs in our products
3. Identify and quantify point source mercury air emissions from our operations and minimise them through the application of cost-effective best available technology, using a risk-based approach.
4. Report significant point source mercury air emissions from our operations consistent with our commitment to report in accordance with the GRI framework.
5. Participate in government-led partnerships to transfer low- to no-mercury technologies into the ASM sector in locations where ICMM member companies have operations in close proximity to ASM activity such that livelihoods are enhanced through increased productivity and reduced impacts to human health.

ICMM adopted position statements on water stewardship and tailings governance in late 2016/early 2017. Members are required to be aligned to both by the end of 2018. Gold Fields is actively working towards this and expects to describe our alignment in our 2018 IAR.

United Nations Global Compact

Gold Fields let its membership of the UN Global Compact lapse in 2018. However, we will continue to apply the principles under our previous UNGC commitments, while much of the reporting under the annual CoP is reflected in our IAR and GRI submissions. Furthermore, Gold Fields has “indirect” membership of the UNGC through our membership of the ICMM. This means that we will have access to a summary of work and key developments within the Global Compact with an analysis of their relevance to the sector (provided by ICMM).

The 10 principles

The UN Global Compact’s 10 principles in the areas of human rights, labour, the environment and anti-corruption enjoy universal consensus and are derived from:

The Universal Declaration of Human Rights

The International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work.

The Rio Declaration on Environment and Development.

The United Nations Convention against Corruption.

The UN Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labour standards, the environment and anti-corruption:

Human rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Group Compliance Framework

During 2014 the Group implemented the Group Compliance Framework (“the Framework”). Implementation was facilitated through project baseline. The Framework enables the Group to identify the regulatory landscape(s) it operates within in order to proactively respond to the array of statutory requirements via four distinct phases:

- Phase I: Identify and assess the risk exposure of all statutes applicable per jurisdiction in which Gold Fields operates.
- Phase II: Map all existing and/or required controls to the statutory requirements imposed by prioritised (material) statutes identified per jurisdiction in order to define gaps and/or shortcomings from a control mitigation point of view.
- Phase III: Review the design and operating effectiveness of the controls per the prioritised statutes.
- Phase IV: Define an annual compliance baseline for Gold Fields.

The Framework is a key component contributing to the implementation of the 10 principles through the mapping of statutory controls that cover aspects of the principles in each of the countries in which Gold Fields operates.

Following the successful implementation of the Framework, an annual compliance plan is drafted to maintain and enhance the Framework.

Annexure GRI 1**Total employees¹ by employment type and region, broken down by gender**

Region	Australia	Ghana	Peru	S Deep	GFGS	Total
Number of employees	1,449	2,910	365	4,012	120	8,856
A						1,074
Female	11	0	0	289		300
Male	10	0	0	764	0	774
BL						3,082
Female	118	34	5	239	9	405
Male	533	1,267	79	793	5	2,677
CL						2,790
Female	64	49	30	178	8	329
Male	395	964	98	1,002	2	2,461
CU						1,244
Female	30	53	16	139	4	242
Male	130	341	79	450	2	1,002
DL						313
Female	17	6	4	15	9	51
Male	62	84	29	80	7	262
DU						177
Female	9	2	3	9	6	29
Male	30	71	9	32	6	148
EL						87
Female	0	3	0	0	11	14
Male	20	26	7	12	8	73
EU						65
Female	2	0	1	2	5	10
Male	17	9	4	8	17	55
F						11
Female	0	0	0	0	2	2
Male	1	1	1	0	6	9
G						1
Male					1	1
NG						1
					12	12
	1,449	2,910	365	4,012	120	8,856

¹ For Gold Fields total employees are workers that are on the payroll (permanent and temporary). We cannot give breakdown for other workers off the payroll (contractors) as contractors are not graded.

Region	Permanent employees	Fixed term (temporary) employees	Total employees	Contractors (other workers)	Workforce
Total	8,238	618	8,856	9,738	18,594
Gold Fields Group Services	108	12	120		120
South Deep	3,795	217	4,012	2,420	6,432
Ghana					
Damang	351	45	396	2,485	2,881
Tarkwa	2,240	274	2,514	2,276	4,790
Cerro Corona	349	16	365	1,669	2,034
Australia					
St Ives	458	19	477	316	793
Agnew	304	12	316	320	636
Granny Smith	487	13	500	251	751
Perth	146	10	156	1	157

% female employees						
Region	Ghana	Aust	Peru	S Deep	GFGS	Total
EU and ABOVE						77
Female	0	2	1	2	7	12
Male	10	18	5	8	24	65
%						15.6
DU and EL						264
Female	5	9	3	9	17	43
Male	97	50	16	44	14	221
%						16.3
Mining (A – DL)						8,503
Female	142	240	55	860	30	1,327
Male	2,656	1,130	285	3,089	16	7,176
%						15.6
Board						0
Female						
Male						
%						
Not classified					12	12
Total	2,910	1,449	365	4,012	120	8,856

Annexure GRI 2

All turnover

Turnover	Total number left	Employee number end 2016	% turnover
West Africa	79	2,973	3
South Deep	296	3,947	7
Australia	268	1,542	17
Americas	49	386	13
Gold Fields Group Services	12	116	10
	704	8,964	8 ¹

¹ Figures reported in the integrated annual report are for permanent employees only. This number includes temporary employees.

Voluntary turnover

Turnover	Total number left	Employee number end 2016	% turnover
West Africa	7	2,973	0
South Deep	64	3,947	2
Australia	166	1,542	11
Americas	16	386	4
Gold Fields Group Services	5	116	4
	258	8,964	3

Total staff turnover by gender, age and region

	2017	2016	2015
By gender³			
Men	516	940	549
Women	171	125	131
By region			
Australasia	268	240	296
South Africa ²	308	138	222
South America	49	45	39
West Africa	79	78	149
By age³			
18 – 29 years	213	210	206
30 – 39 years	221	382	195
40 – 49 years	135	305	150
50 – 59 years	92	144	122
60 plus	24	25	33

² Includes GFSGS.

³ Breakdown by gender and age totals differ due to employees not been categorised in a specific gender or age category.



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