



GOLD FIELDS

Gold Fields, ICMM and Mining with Principles:

As a member of the International Council on Mining & Metals (ICMM) Gold Fields commits to operate in line with ICMM's ten principles and eight supporting position statements and apply transparent and accountable reporting practices.

The 10 Principles are recognised as a best-practice approach towards managing mining operations in a sustainable manner.

The 10 Principles are integrated into our business practices and are communicated both internally to Gold Fields' workforce and externally through our integrated sustainability reporting and communications initiatives. An assessment of Gold Fields' compliance with the 10 Principles is provided as Annexure 1. We are proud to report that we continued to be 100% compliant to the Principles in 2020.

The ICMM has developed, and enhanced, **eight Position Statements** over the last 15 years, which are intended to further improve members' business and sustainability performance and safeguard our reputation. It is mandatory for ICMM members to implement each position statement within a specified timeframe. The Position Statements are:

- **Mining and Protected Areas** addresses areas of biodiversity importance and conservation, whilst recognising the need for properly designated and managed systems of protected areas and integrated approaches to land use planning.
- **Mercury Risk Management** recognises the importance of responsible management of mercury. Gold Fields does not use or produce mercury in its mining processes.
- **Transparency of Mineral Revenues** is integral to contributing to the sustainable development of our host communities and countries, as enhanced transparency supports good governance, combats corruption and ensures that mining supports sustainable growth and reduces poverty.

ICMM 10 Principles:



Principle 1: Apply ethical business practices and sound systems of corporate governance and transparency to support sustainable development

Principle 2: Integrate sustainable development in corporate strategy and decision-making processes



Principle 3: Respect human rights and the interests, cultures, customs and values of employees and communities affected by our activities

Principle 4: Implement effective risk-management strategies and systems based on sound science and which account for stakeholder perceptions of risks



Principle 5: Pursue continual improvement in health and safety performance with the ultimate goal of zero harm

Principle 6: Pursue continual improvement in environmental performance issues, such as water stewardship, energy use and climate change



Principle 7: Contribute to the conservation of biodiversity and integrated approaches to land-use planning

Principle 8: Facilitate and support the knowledge-base and systems for responsible design, use, re-use, recycling and disposal of products containing metals and minerals



Principle 9: Pursue continual improvement in social performance and contribute to the social, economic and institutional development of host countries and communities

Principle 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





- **Mining Partnerships for Development** can help unlock the benefits of mining through host country and host community social and economic development (locally and nationally).
- **Climate Change** supports a global solution to manage a low carbon emissions economy and ensure the efficient use of natural resources.
- **Indigenous Peoples & Mining** respects the rights, interests and special connections and perspectives to natural resources of Indigenous Peoples, whilst ensuring meaningful and appropriate engagement and decision making processes, including consent from Indigenous Peoples, where required.
- **Tailings Governance** is integral for the management and operation of tailings storage facilities to minimise the risk of catastrophic failure.
- **Water Stewardship** ensures the use of water in socially equitable, environmentally sustainable and economically beneficial means, including collaboration and engagement with stakeholders.

Gold Fields' commitment to global leadership in sustainable mining is demonstrated through our compliance with the Position Statements. Our compliance assessment is provided as Annexure 2 to this paper.

As an ICMM member, Gold Fields is required to obtain annual independent third-party **assurance** of our compliance with the 10 Principles and eight position statements. In practice, this assures:

- the ongoing review and integrity of the process for identifying company-specific sustainable development risks and opportunities;
- the existence and implementation of systems and approaches for managing sustainable development risks and opportunities; and
- the integrity of our reported performance across all material sustainable development risks and opportunities.

The assurance assessment is available publically on our website and in our Integrated Annual Report.

The ICMM published new Performance Expectations in 2018, applicable to all members. They are a comprehensive set of performance standards that are aligned to ICMM's 10 Sustainable Development Principles and eight Position Statements and are linked to internationally recognised standards. Guidance for members and their auditors was published in 2020 and Gold Fields has initiated compliance self-assessments at our operations, starting with Ghana in 2019, and continuing into 2020 and 2021. We aim to demonstrate independent external validation of our compliance with the Performance Expectations by 2023, in line with the ICMM's timeline.