

A. GOLD FIELDS: Communication on Progress 2013 Guidance Sheet (active participation)

ACTIVE REQUIREMENTS	Integration into Integrated Annual Report 2013/GRI Table/Online content (page(s))
<p>A statement by the chief executive expressing continued support for the Global Compact and renewing the participant's ongoing commitment to the initiative and its principles.</p>	<p>Please see http://goldfields.com/leadership_main.php</p>
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	
<p>Practical actions</p>	<p>6 - 7 (strategy, society and community charter) 18-29 (CEO report: safety and health) 30, 31, 57 - 60 (heat map and mitigation measures) 56 (shared value implementation) 61 (stakeholder engagement - inc. online stakeholder engagement tables) - http://www.goldfields.co.za/reports/annual_report_2013/integrated/str-risk.php 80-83 (pursuing zero harm) 96 - 98 (integrated approach to growth) 130, 146 - 147 (transformation) 127 - 136 (shared value) 137-140 (local engagement) 130, 136, 139, 147 - 148, 150 (Social and Labour Plans) 129, 142, 148, 151 (Black Economic Empowerment) 141 (World Gold Council Conflict-Free Gold Standard) 141 - 145 (practising strong business ethics) 141 - 145 or Section 6.4 Online IAR (Human Rights security provision) http://www.goldfields.co.za/reports/annual_report_2013/index.php</p> <p>Online GRI Content Index: HR2-3, HR8, HR10, SO10, MM8, MM9 Disclosure on Management Approach Human Rights, Labour, Social</p> <p>Online case studies: Gold Mining contributions towards socio-economic development, Shared value pilot projects - http://www.goldfields.co.za/reports/annual_report_2013/integrated/sec-ethics.php#_php</p>
<p>Measurement of outcomes</p>	<p>38 (awards and external recognition) 60 (risk performance) 81 (group safety performance) 80 (breakdown of fatalities in the South Africa Region) 80 (LTIFR, FIFR and MTIFR performance) 118 (HR performance) 119, 130, 146 - 147 (transformation) 127 - 136 (shared value)</p> <p>Online GRI Content Index: HR4 (incidents of discrimination and actions taken) HR5 (operations where freedom of association and collective bargaining at risk, and actions taken) HR6 (operations where risk of child labour, and actions taken) HR7 (operations where risk of forced labour, and actions taken) HR9 (violations of indigenous rights) HR11 (human rights grievances, addressed and resolved through formal grievance mechanisms) LA6 (representation in formal joint management-worker health and safety committees) LA7 (rates of injury, occupational diseases, lost days, absenteeism, work-related fatalities) LA8 (serious disease education, training, counselling, prevention, and risk-control programs) SO9 (operations with significant potential or actual negative impacts on local communities) MM6 (disputes relating to land use, customary rights of local communities and indigenous peoples) MM7 (use of grievance mechanisms to resolve disputes relating to the above)</p> <p>Online case studies: Gold Fields recognised in DJSI -http://goldfields.com/sus_news.php?year=2013</p>
Principle 2: Make sure that they are not complicit in human rights abuses	
<p>Practical actions</p>	<p>Integrated Annual Report 2013: 141 (World Gold Council Conflict-Free Gold Standard) 141 (security and human rights) 146 - 147 (mining charter scorecard) Section 6.4 Online IAR (Human Rights Guidelines, Security Provision) http://www.goldfields.co.za/reports/annual_report_2013/index.php</p> <p>Online GRI Content Index: HR2 (percentage of suppliers, contractors and business partners screened for human rights and actions taken) HR8 (security personnel trained in human rights) HR10 (operations that have been subject to human rights reviews or impact assessments) Disclosure on Management Approach Human Rights Disclosure on Management Approach Labour Disclosure on Management Approach Social</p>
<p>Measurement of outcomes</p>	<p>Integrated Annual Report 2013: 38 (awards and external recognition) 118 (HR performance) 146 - 147 (mining charter scorecard) 158 - 159 (assured data)</p> <p>Online GRI Content Index: HR5 (operations where freedom of association and collective bargaining at risk, and actions taken) HR6 (operations where risk of child labour, and actions taken) HR7 (operations where risk of forced labour, and actions taken) HR9 (violations of indigenous rights) HR11 (human rights grievances, addressed and resolved through formal grievance mechanisms) SO9 (operations with significant potential or actual negative impacts on local communities) MM6 (disputes relating to land use, customary rights of local communities and indigenous peoples) MM7 (use of grievance mechanisms to resolve disputes relating to the above)</p> <p>Online case studies: Gold Fields recognised in DJSI - http://goldfields.com/sus_news.php?year=2013</p>
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	

Practical actions	<p>Integrated Annual Report 2013: 14 - 17 (Chair report) 27 - 29 (CEO report) 46 (Social and Ethics Committee) 61 (stakeholder engagement - inc. online stakeholder engagement tables) 118, 121-122, 132 (labour relations)</p> <p>Online GRI Content Index: HR2 (percentage of suppliers, contractors and business partners screened for human rights and actions taken) HR3 (general human rights training) HR8 (human rights training for security personnel) HR10 (operations subject to human rights reviews/impact assessments) Disclosure on Management Approach Labour Disclosure on Management Approach Human Rights</p> <p>Online case studies: Socio-economic drivers behind South Africa's 2012 mining strikes</p>
Measurement of outcomes	<p>Integrated Annual Report 2013: 121 (Union participation in workforce)</p> <p>Online GRI Content Index: LA4 (percentage of employees covered by collective bargaining agreements) HR5 (operations identified in which freedom of association/collective bargaining at risk and actions taken) HR11 (human rights grievances filed, addressed and resolved)</p> <p>Online case studies: Gold Fields recognised in DJSI - http://goldfields.com/sus_news.php?year=2013</p>
Principle 4: The elimination of all forms of forced and compulsory labour	
Practical actions	<p>Integrated Annual Report 2013: Online Section 6.4 (Human Rights)- http://www.goldfields.co.za/reports/annual_report_2013/index.php</p> <p>Online GRI Content Index: HR2 (percentage of suppliers, contractors and business partners screened for human rights and actions taken) HR3 (general human rights training) HR8 (human rights training for security personnel) HR10 (operations subject to human rights reviews/impact assessments) Disclosure on Management Approach Labour Disclosure on Management Approach Human Rights</p>
Measurement of outcomes	<p>Online GRI Content Index: HR7 (operations at risk of forced labour and actions taken) HR11 (human rights grievances filed, addressed and resolved)</p> <p>Online case studies: Gold Fields recognised in DJSI - http://goldfields.com/sus_news.php?year=2013</p>
Principle 5: The effective abolition of child labour	
Practical actions	<p>Integrated Annual Report 2013: Online Section 6.4 (Human Rights)- http://www.goldfields.co.za/reports/annual_report_2013/index.php</p> <p>Online GRI Content Index: HR2 (percentage of suppliers, contractors and business partners screened for human rights and actions taken) HR3 (general human rights training) HR10 (operations subject to human rights reviews/impact assessments) Disclosure on Management Approach Labour Disclosure on Management Approach Human Rights</p>
Measurement of outcomes	<p>Online GRI Content Index: HR6 (operations at risk of child labour and actions taken) HR11 (human rights grievances filed, addressed and resolved)</p> <p>Online case studies: Gold Fields recognised in DJSI- http://goldfields.com/sus_news.php?year=2013</p>
Principle 6: The elimination of discrimination in respect of employment and occupation	
Practical actions	<p>Integrated Annual Review 2013: 61 (stakeholder engagement - inc. online stakeholder engagement tables) - http://www.goldfields.co.za/reports/annual_report_2013/integrated/str-risk.php 146 - 148 (transformation) 125 (HIV/AIDS and Tuberculosis) 130 - 134, 139 (local employment) 140 (Indigenous people) Online Section 6.4 (Human Rights)- http://www.goldfields.co.za/reports/annual_report_2013/index.php</p> <p>Online GRI Content Index: HR2 (percentage of suppliers, contractors and business partners screened for human rights and actions taken) HR3 (general human rights training) HR10 (operations subject to human rights reviews/impact assessments) Disclosure on Management Approach Labour Disclosure on Management Approach Human Rights</p>
Measurement of outcomes	<p>Integrated Annual Review 2013: 118 (group human resources performance) 38 (awards and external recognition) 146 - 147 (mining charter scorecard) 159 (assured data, employment equity)</p> <p>Online GRI Content Index: EC5 (ratios of standard entry level wage by gender compared to local minimum wage) LA1 (workforce by employment type, contract, and region, broken down by gender) LA2 (employee hires and employee turnover by age group, gender, and region) LA10 (hours of training per year per employee by gender and employee category) LA12 (percentage of employees receiving regular performance/development reviews, by gender) LA13 (governance bodies/employees per category according to diversity indicators) LA14 (ratio of basic salary of men to women by employee category) LA15 (return to work and retention rates after parental leave, by gender) HR4 (total number of incidents of discrimination and actions taken) HR11 (human rights grievances filed, addressed and re+B17solved)</p> <p>Online case studies: Gold Fields recognised in DJSI http://goldfields.com/sus_news.php?year=2013</p>
Principle 7: Businesses should support a precautionary approach to environmental challenges	

<p>Practical actions</p>	<p>Integrated Annual Review 2013: 28 - 29 (CEO: shared value and communities) 56 (shared value implementation) 36 (internal standards and principles) 37 (external standards and principles) 61 (stakeholder engagement and online tables) - http://www.goldfields.co.za/reports/annual_report_2013/integrated/str-risk.php 84 - 92 (promoting environmental stewardship) 77 - 79 (energy and carbon management)+B24 96 -97 (integrated approach to growth) 137 - 138 (water issues in Peru/Ghana)</p> <p>Online GRI Content Index: EN14 (strategies, current actions, and future plans for managing impacts on biodiversity) EN30 (environmental expenditure) Disclosure on Management Approach Environment</p> <p>Online case studies: Driving best practice across the Group through the new water strategy - http://www.goldfields.co.za/reports/annual_report_2013/integrated/sec-ethics.php# +B29</p>
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<p>Measurement of outcomes</p>	<p>Integrated Annual Review 2013: 3 (Group sustainability statistics) 8 - 9 (business model (inputs/outputs)) 60 (risk appetite and tolerance) 38 (awards and external recognition) 77 (Group energy consumption) 84 (group environmental performance) Section 4.3 online (Akoben ratings for Tarkwa and Damang) - http://www.goldfields.co.za/reports/annual_report_2013/index.php 86 (group water withdrawal/group water withdrawal per ounce produced) 90 (group CO2-e emissions – Carbon Intensity) 92 (group input materials/group mining waste)</p> <p>Online GRI Content Index: EN2 (percentage of materials used that are recycled input materials) EN5 (energy saved due to conservation and efficiency improvements) EN7 (initiatives to reduce indirect energy consumption and reductions achieved) EN8 (total water withdrawal by source) EN10 (percentage and total volume of water recycled and reused) EN13 (habitats protected or restored) EN20 (NOx, SOx, and other significant air emissions by type and weight) EN21 (total water discharge by quality and destination) EN23 (total number and volume of significant spills) EN28 (fines and non-monetary sanctions for non-compliance with environmental laws) EN29 (environmental impacts of transporting products, goods, materials and members of workforce) MM1 (amount of land disturbed or rehabilitated) MM2 (sites identified as requiring biodiversity management plans and sites with plans in place)</p>
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Principle 8: Undertake initiatives to promote greater environmental responsibility

<p>Practical actions</p>	<p>Integrated Annual Review 2013: 36 (internal standards and principles) 37 (internal standards and principles) 61 (stakeholder engagement - inc. online stakeholder engagement tables) - http://www.goldfields.co.za/reports/annual_report_2013/integrated/str-risk.php 77 - 79 (energy and carbon management) 86 - 89 (water management) 90 - 91 (carbon emissions and climate change) 96 - 97 (an integrated approach to growth)</p> <p>Online GRI Content Table: EN14 (strategies, current actions, and future plans for managing impacts on biodiversity) EN30 (environmental expenditure) Disclosure on Management Approach Environment</p> <p>Online Case Studies: State-of-the-art tailings dam at South Deep - http://www.goldfields.co.za/reports/annual_report_2013/integrated/sec-ethics.php# +B29</p>
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<p>Measurement of outcomes</p>	<p>Integrated Annual Review 2013: 3 (Group sustainability statistics) 8 - 9 (business model (inputs/outputs)) 60 (risk appetite and tolerance) 38 (awards and external recognition) 77 (Group energy consumption) 84 (group environmental performance) Section 4.3 online (Akoben ratings for Tarkwa and Damang) - http://www.goldfields.co.za/reports/annual_report_2013/index.php 86 (group water withdrawal/group water withdrawal per ounce produced) 90 (group CO2-e emissions – Carbon Intensity) 92 (group input materials/group mining waste)</p> <p>Online GRI Content Index: EN2 (percentage of materials used that are recycled input materials) EN5 (energy saved due to conservation and efficiency improvements) EN7 (initiatives to reduce indirect energy consumption and reductions achieved) EN8 (total water withdrawal by source) EN10 (percentage and total volume of water recycled and reused) EN13 (habitats protected or restored) EN20 (NOx, SOx, and other significant air emissions by type and weight) EN21 (total water discharge by quality and destination) EN23 (total number and volume of significant spills) EN28 (fines and non-monetary sanctions for non-compliance with environmental laws) EN29 (environmental impacts of transporting products, goods, materials and members of workforce) MM1 (amount of land disturbed or rehabilitated) MM2 (sites identified as requiring biodiversity management plans and sites with plans in place)</p>
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Principle 9: Encourage the development and diffusion of environmentally friendly technologies

<p>Practical actions</p>	<p>Integrated Annual Review 2013: 77 - 79 (energy and carbon management) 86 - 89 (water management) 88 (Tarkwa Heap Leach closure) 88 (Liquid Gold strategy) 90 (carbon emissions and climate change) Section 4.3 online (CDM Project at South Deep) http://www.goldfields.co.za/reports/annual_report_2013/index.php</p> <p>Online case studies: Water Reuse Research Foundation grant, State-of-the-art tailings dam at South Deep - http://www.goldfields.co.za/reports/annual_report_2013/integrated/sec-ethics.php# +B29</p>
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<p>Measurement of outcomes</p>	<p>Integrated Annual Review 2013: 8 - 9 (2013 inputs/outputs) 77 (group energy consumption) 90 (Group CO2-e emissions – carbon intensity)</p> <p>Online GRI Content Index: EN5 (energy saved due to conservation and efficiency) EN7 (initiatives to reduce indirect energy consumption and reductions achieved) EN18 (initiatives to reduce greenhouse gas emissions and reductions achieved)</p> <p>Online case studies: Gold Fields recognised in DJSI - http://goldfields.com/sus_news.php?year=2013</p>
<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery</p>	
<p>Practical actions</p>	<p>Integrated Annual Review 2013: 6 (Gold Fields DNA) 14 - 17 (Chair statement) 36 (internal standards and principles) 37, 39 (external standards and principles , Board of Directors Charter) 44 (Audit Committee) 46 (Social and Ethics Committee) 141 (practising strong business ethics) 145 (government relations) Section 6.4 online (security and human rights) - http://www.goldfields.co.za/reports/annual_report_2013/index.php</p> <p>Online GRI Content Index: SO1 (business units analysed for risks related to corruption)</p>
<p>Measurement of outcomes</p>	<p>Integrated Annual Review 2013: 38 (awards and external recognition) 58 - 79 (short-term risk performance) 60 (long-term risk performance) 146 - 147 (mining charter scorecard)</p> <p>Online GRI Content Index: SO1 (business units analysed for risks related to corruption) SO8 (significant fines/non-monetary sanctions for non-compliance with laws and regulations)</p> <p>Online case studies: Gold Fields recognised in DJSI - http://goldfields.com/sus_news.php?year=2013</p>

B. GOLD FIELDS: Communication on Progress 2013 Guidance Sheet (advanced application)

ADVANCED REQUIREMENT: Integration into Integrated Annual Report 2013/GRI Table/Online content

		Location	Supplementary text
<p>Criterion 1: The COP describes mainstreaming into corporate functions and business units</p>	<p>> Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff</p> <p>> Place responsibility for execution of sustainability strategy in relevant corporate functions (procurement, government affairs, human resources, legal, etc) ensuring no function conflicts with company's sustainability commitments and objectives</p> <p>> Align strategies, goals and incentive structures of all business units and subsidiaries with corporate sustainability strategy</p> <p>> Assign responsibility for corporate sustainability implementation to an individual or group within each business unit and subsidiary</p> <p>> Design corporate sustainability strategy to leverage synergies between and among issue areas and to deal adequately with trade-offs</p> <p>> Ensure that different corporate functions coordinate closely to maximize performance and avoid unintended negative impacts</p> <p>> Other established or emerging best practices</p>	<p>1.1 Gold Fields DNA 1.2 Business model 2.2.5 Value distribution and resource nationalism 2.4.2 Internal standards and principles 2.4.3 External standards and principles 2.4.5 Board of Directors/Board of Directors' Charter 2.4.6 Board committees/Safety, Health and Sustainable Development Committee 2.4.6 Board committees/Social and Ethics Committee 3.2 Risk and materiality 3.2.2 Stakeholder engagement 3.2.3 Integrated reporting process 3.3 Summary of Remuneration Report/Performance Scorecard 4.1.3 Energy management/Energy and Carbon management strategy 4.2.1 New safety profile 4.3.1 Managing our environmental impacts 4.3.2 Water management 4.3.3 Carbon emissions and climate change 5.2 An integrated approach to growth/ Applying strong operational standards/ Earning and maintaining our social licence to operate 6.1.2 2013 restructuring 6.2 Creating and distributing value 7.4 Assured Data</p>	<p>Sustainable Development function The Group Sustainable Development (SD) function works closely with all key disciplines at Gold Fields corporate office (including HR, Finance, Technical Services, Corporate Affairs, Legal etc.) to ensure the integration of SD at a corporate level and throughout the group. This ensures SD is fully integrated into key business decisions and submissions (e.g. the Integrated Annual Report, Form 20-F submissions etc). For each region and operation, key SD responsibilities and accountabilities have also been assigned across relevant departments at a region- and operation-level. Gold Fields places particular emphasis on the ongoing development of its sustainable development systems and structures. This includes the establishment of a unified Sustainable Development Framework based on best practice, as well as our operational requirements. The framework, which is governed by an overall Sustainable Development Policy, is made up of the following pillars, each of which is underpinned by a formal group policy: Energy and carbon management; Communities; Environment; Ethics and corporate governance; Human rights; Material stewardship and supply chain management; Occupational health and safety; Risk management; Stakeholder engagement (See http://www.goldfields.co.za/sus_policies.php).</p> <p>SD strategy In addition, our Group SD strategy ensures integration between and among all issue areas by (1) comprehensively assessing key sustainability issues through internal and external stakeholder engagement (2) work-shopping and mapping these issues to identify relevant management synergies (3) using this information to formulate strategy with respect to this particular issue. The group SD Strategy is integrated and aligned with Gold Fields Strategy and is an integral part of making Gold Fields sustainable. The SD strategy is updated annually to ensure alignment with global and sector specific risks and issues and is presented individually to key leadership across all disciplines (including board members). The SD strategy is adopted and implemented throughout the group, with key aspects (i.e. environmental, shared value, energy and carbon etc) being embedded into the balanced scorecards of group executives, regional executives, regional SD Heads and then cascaded to line management as appropriate. The strategy is also key to identifying synergies between and among issue areas and to deal adequately with trade-offs.</p> <p>SD leadership meetings SD leadership meetings are held quarterly and involve the corporate SD leadership and regional SD Heads. A variety of other key disciplines attend these meetings as appropriate, however the integration of SD into the business occurs on a daily basis through the identification of opportunities for cooperation and synergies between the various disciplines throughout the group.</p> <p>Other established or emerging best practice As a member of the ICMM and a supporter of the UNGC, we aligned our recently updated guidelines for water, energy and carbon, communities and stakeholder engagement and mine closure with the ICMM and UNGC 10 principles. Part of our strategic focus for 2014 is on our communities and other key stakeholders. In addition to the Guideline we have also developed a draft Community Relations Handbook.</p>
<p>Criterion 2: The COP describes value chain implementation</p>	<p>> Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff</p> <p>> Analyze each segment of the value chain carefully, both upstream and downstream, when mapping risks, opportunities and impacts</p> <p>> Communicate policies and expectations to suppliers and other relevant business partners</p> <p>> Implement monitoring and assurance mechanisms (e.g. audits/screenings) for compliance within the company's sphere of influence</p> <p>> Undertake awareness-raising, training and other types of capacity building with suppliers and other business partners</p> <p>> Other established or emerging best practices</p>	<p>2.4 Corporate Governance 2.4.2 Internal standards and principles 4.1.3 Energy Management 6.2.1 Total value distribution: Payments to business/ Payments to employees and contractors 6.2.2 Community value distribution: Community-based enterprise development 6.4.1 Compliance: World Gold Council Conflict-Free Gold Standard 6.4.2 Government relations: SA Mining Charter - Procurement and Enterprise Development GRI Table/HR2</p>	<p>Policies At a group level a material stewardship and supply chain management policy is in place that is expected to be adopted in all regions.</p> <p>Enterprise Risk Management process Under our Enterprise Risk Management process, all risk registers for our regions, operations and service divisions are updated by their respective management teams on quarterly basis (including relevant mitigating actions). All relevant risks - if considered to be sufficiently material - are covered by this process, provided they are considered to be of sufficient materiality. Group risks are discussed with senior management and members of the Executive Committee. These risks are - together with the top risks from the South African, West African, Australasian and Americas regions - consolidated into the Group Risk Register.</p> <p>Supply Chain Security Supply Chain Security is a major risk issue on all our regional risk registers, signifying the growing importance of value-chain management. Due to the potential future increase in global demand and extended lead times, during the next commodity cycle upturn, there is a potential for disruptions in our supply chain. The process of putting new strategies in place to secure critical supplies (e.g. forecast models for strategic supplies, a tyre management system and a Collaborative Sourcing and Supply Management system) is being addressed at each region.</p> <p>Security of Energy Supply Energy accounts for around 18% of our operations costs, with security of supply being identified as a key risk. Various initiatives have been undertaken in each of our regions to ensure security of critical energy supplies (See Section 4.1.3 IAR 2013)</p> <p>Local Supply Chain Development It is our policy to use local suppliers (i.e. those located in our host countries), where possible. This not only helps strengthen our own local supply chains at a strategic and operational level, but also directly contributes to our broader social licence to operate. In certain cases, local supply pools may not have the capability to fulfil our needs in the short-term. Because of this, we actively work with our existing and potential local suppliers to enhance their ability to service our needs in the long-term. This includes support and guidance with respect to business processes, management approaches and operational standards. Increasingly we are seeking to procure from businesses in our host communities to achieve Shared Value creation and economic stability in even closer proximity to our operations</p> <p>Other established or emerging best practice We screen and assess the risks relating to suppliers through an innovative online Sustainable Sourcing Dashboard This combines objective sector- and country-risk data (including human rights data), context-specific data (such as South Africa's BBBEE requirements) and our own standards (including our supplier terms and Code of Ethics). These are used to produce supplier 'scorecards' - and to map a wide range of risks through our value chain. For further details see: <i>GRI Table HR2</i>.</p>
<p>Criterion 3: The COP describes robust commitments, strategies or policies in the area of human rights</p>	<p>> Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff</p> <p>> Commitment to comply with all applicable laws and respect internationally recognized human rights, wherever the company operates (e.g., the Universal Declaration of Human Rights, Guiding Principles on Human Rights) (BRE1 + ARE1)</p> <p>> Integrated or stand-alone statement of policy expressing commitment to respect and support human rights approved at the most senior level of the company (BRE 1 + BRE5 + ARE 1 + ARE 5)</p> <p>> Statement of policy stipulating human rights expectations of personnel, business partners and other parties directly linked to operations, products or services (BRE 1)</p> <p>> Statement of policy publicly available and communicated internally and externally to all personnel, business partners and other relevant parties (BRE 1 + BRE 5 + ARE 1 + ARE 5)</p> <p>> Other established or emerging best practices</p>	<p>2.4.2 Internal standards and principles 2.4.3 External standards and principles 2.4.6 Social and Ethics Committee 3.2.1 ERM process - Long-term risk performance 4.2 Pursuing Zero Harm 6.1.1 Gold Fields as an employer of choice 6.1.4 An integrated approach to growth 6.3.2 Indigenous people and FPIC 6.4.1 Compliance: World Gold Council Conflict-Free Gold Standard 6.3.2 Government relations: BEE in South Africa 6.3.2 (online only) Human rights / Security provision 6.4.1 Compliance Human Rights policy statement - http://www.goldfields.com/au_standards.php</p>	<p>Compliance programme A Group-wide compliance project is being rolled-out. This project will furnish a framework for the regions and operations to facilitate and adhere to local and international legislation, including inter alia relevant human rights regulations and/or declarations.</p> <p>Human Rights Policy In 2013, we updated the Gold Fields Group Human Rights Policy Statement to ensure closer alignment with relevant standards contained in the Ten Principles of the United Nations Global Compact and the 10 principles of the International Council on Mining and Metals (ICMM). A new Management Guideline ('Guideline') has also been drafted to assist with the effective implementation of the updated Human Rights Policy Statement - as well as Gold Fields' updated Community Policy. The Guideline includes specific emphasis on community engagement, indigenous peoples, marginalised groups and minorities, resettlement and the Voluntary Principles on Security and Human Rights. The new Human Rights Policy Statement was ratified in the fourth quarter of 2013 - whilst the Guideline is due for ratification in the second quarter of 2014.</p> <p>Code of Ethics Gold Fields' Human Rights Policy Statement forms one of the components of our Code of Ethics (http://www.goldfields.com_ethics.php). Breaches of the Code of Ethics - inclusive of Human Rights breaches - can be reported through our existing Tip-offs mechanism, details of which can be found in the Code of Ethics booklet on the website.</p> <p>Other established or emerging best practice Gold Fields has voluntarily adopted the World Gold Council's Conflict-Free Gold Standard as best practice across all of its eligible operations, to support the global application of the initiative by the wider industry and to protect the reputation of gold. This is despite none of our operations being located in conflict-affected or high risk countries. The Cerro Corona Mine in Peru is not required to conform to the standard as it produces a low-grade gold concentrate, which is excluded from the commodity definition in the Standard. Gold Fields can confirm that it is one of the first gold-mining companies to be formally certified under the Standard. Our formal Conflict-Free Gold Report, along with our self-declaration of compliance and the accompanying assurance report, can be found on our website.</p>

<p>Criterion 4: The COP describes effective management systems to integrate the human rights principles</p>	<ul style="list-style-type: none"> > Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff > Process to ensure that internationally recognized human rights are respected > On-going due diligence process that includes an assessment of actual and potential human rights impacts (BRE 2 + BRE 3 + ARE 2 + ARE 3) > Internal awareness-raising and training on human rights for management and employees > Operational-level grievance mechanisms for those potentially impacted by the company's activities (BRE 4 + ARE 4) > Allocation of responsibilities and accountability for addressing human rights impacts > Internal decision-making, budget and oversight for effective responses to human rights impacts > Processes to provide for or cooperate in the remediation of adverse human rights impacts that the company has caused or contributed to (BRE 3+ BRE 4 + ARE3 + ARE 4) > Process and programs in place to support human rights through: core business; strategic philanthropic/social investment; public policy engagement/advocacy; partnerships and/or other forms of collective action (BRE 6 + ARE 6) > Other established or emerging best practices 	<p>2.4.2 Internal standards and principles 2.4.3 External standards and principles 2.4.6 Social and Ethics Committee 6.1.1 Gold Fields as an employer of choice 6.1.4 An integrated approach to growth 6.3.2 Indigenous people and FPIC 6.4.1 Compliance: World Gold Council Conflict-Free Gold Standard 6.3.2 Government relations: BEE in South Africa 6.3.2 (online only) Human rights / Security provision 6.4.1 Compliance Human Rights policy statement - http://www.goldfields.com/au_standards.php GRI Table/HR1-HR11</p>	<p>Code of Ethics Our Code of Ethics is hosted on an internal, online portal with external links and references to relevant international codes and best practice, etc.c.Gold Fields monitors the usage of the ethics portal by employees and updates site content frequently. The code of ethics training is included in the Foundational programme that all Gold Fields employees attend as well as the relevant leadership programmes for management and supervisors across the Group. The Code of Ethics is also on our website at http://www.goldfields.com/au_ethics.php</p> <p>Ethics hotline A dedicated function at the corporate office works with an independent service provider to monitor, report on (to the Audit Committee) and address any human rights issues that are reported via our 24hr, 7 days a week hotline. Community relations officers are also trained to record and escalate any grievances stakeholders might have.</p> <p>Security providers All of our security contractors and public security agencies we work with commit to the terms of our Code of Ethics, which incorporates our Human Rights Policy.</p> <p>Human rights due diligence Every year at Gold Fields we conduct an analysis with our HR and legal departments to determine if we had any reported cases of human rights abuses. This is done in order to review the effectiveness of our reporting and tracking processes as well as to mitigate any potential risks.</p>
<p>Criterion 5: The COP describes effective monitoring and evaluation mechanisms of human rights integration</p>	<ul style="list-style-type: none"> > Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff > System to monitor the effectiveness of human rights policies and implementation with quantitative and qualitative metrics, including in the supply chain (BRE3 + ARE3) > Monitoring drawn from internal and external feedback, including affected stakeholders > Leadership review of monitoring and improvement results > Process to deal with incidents the company has caused or contributed to for internal and external stakeholders (BRE 4 + ARE 4) > Grievance mechanisms that are legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of continuous learning, and based on engagement and dialogue (BRE4 + ARE4) > Outcomes of integration of the human rights principles > Other established or emerging best practices 	<p>Introduction - Gold Fields in numbers 1.1 Gold Fields DNA - Our strategy 'Securing our future' 1.2.2 Global footprint 2.4.2 Internal standards and principles 2.4.3 External standards and principles 2.4.6 Social and Ethics Committee 3.2.1 ERM process - Long-term risk performance 6.3.2 Indigenous people and FPIC 6.4.1 Compliance: World Gold Council Conflict-Free Gold Standard 6.3.2 (online only) Human rights / Security provision 6.4.1 Compliance Dow Jones Sustainability Index achievement: http://www.goldfields.com/sus_news_article.php?articleID=1868 Human Rights policy statement - http://www.goldfields.com/au_standards.php Sustainability performance - http://www.goldfields.com/sus_performance.php GRI Table/HR1-HR11</p>	<p>Stakeholder input on human rights management Stakeholder input on broader human rights issues is obtained from a variety of sources, including operation-level complaints registers for local communities to document in writing or verbally any complaints they might have. In addition, comments, complaints and feedback on human rights issues can be submitted via the SD-section of our website (http://www.goldfields.co.za/sustainability/contact_us.php) as well as through our 24/7, independently-managed ethics hotline. All issues raised via the hotline - details to be found at: http://www.goldfields.com/au_ethics.php# - are reported to and monitored by the Audit Committee on a quarterly basis. Our CEO Nick Holland sits on the Audit Committee.</p>
<p>Criterion 6: The COP describes robust commitments, strategies or policies in the area of labour</p>	<ul style="list-style-type: none"> > Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff > Reference to principles of relevant international labour standards (ILO Conventions) and other normative international instruments in company policies > Reflection on the relevance of the labour principles for the company > Written company policy to obey national labour law, respect principles of the relevant international labour standards in company operations worldwide, and engage in dialogue with representative organization of the workers (international, sectoral, national). > Inclusion of reference to the principles contained in the relevant international labour standards in contracts with suppliers and other relevant business partners > Specific commitments and Human Resources policies, in line with national development priorities or decent work priorities in the country of operation > Participation and leadership in wider efforts by employers' organizations (international and national levels) to jointly address challenges related to labour standards in the countries of operation, possibly in a tripartite approach (business – trade union – government). > Structural engagement with a global union, possibly via a Global Framework Agreement > Other established or emerging best practices 	<p>1.2 Stakeholder Charters - Employee Charter 2.1 Vision of the Chair 2.4 Board Committees - Social and Ethics Committee 3.2.2 (online only) - Table 3.7 Stakeholder engagement and stakeholder issues: Employees 4.2 Pursuing zero harm 6.1 Group human resource performance 6.1.1 Post unbundling labour profile 6.1.3 Industrial relations 6.1.4 Employee development 6.1.5 Health and wellbeing 6.2.1 Payments to employees and contractors 6.2.2 Community value distribution - Direct and indirect employment; Skills development; Education investment 6.4.2 Government relations/Black Economic Empowerment</p>	<p>Human Rights Policy Statement Our Human Rights Policy Statement addresses the ILO core labour standards (i.e. with respect to discrimination, freedom of association, forced labour and child labour) - and commits us to lawful and fair action. Such lawful action includes our regulated engagement with unions in Ghana and South Africa. For further information see: http://www.goldfields.com/au_standards.php.</p> <p>Gold Fields' commitment to labour rights forms part of the Human Rights Policy Statement, which is a component of our Code of Ethics (http://www.goldfields.com_ethics.php). All of our suppliers must also commit to the terms of our Code of Ethics.</p> <p>Other established or emerging best practices During the illegal strike that affected our Ghanaian operations in Ghana we engaged with the trade union and other staff organisations in addressing the underlying issues that led to the illegal action. Most of these issues were addressed - including a restructuring of our senior management team for the West Africa region - and we are involved in continued dialogue with these stakeholders to implement the recommendations arising out of the assessment of the reasons for the strike. The improved relationship with the trade unions helped us in introducing and implementing the retrenchments forced on our mines in Ghana by the deteriorating economic conditions, including low gold prices and input cost increases. For further details see <i>Industrial action in Ghana</i> in the online version of the Integrated Review under: http://www.goldfields.co.za/reports/annual_report_2013/integrated/sec-employer.php</p> <p>Labour relations - In 2103 Gold Fields launched the Employee engagement charter. This charter defines how we as a company, engage with employees and organised labour. Gold Fields plays a very active role in ensuring high levels of engagement with employees and organised labour to ensure effective and productive relationships. Gold Fields does not have a global union but manages union relationships at a Regional level. Each Region has a fit for purpose employee and labour relations strategy designed to address specific regional needs and requirements aligned to local legislation. Our South African and West African operations are highly unionised and in our Peruvian operations union relationships are managed with our largest contractor. In Australia there is limited union activity but relationships are managed through an Employee Collective Agreement process as required by the local legislation.</p>

<p>Criterion 7: The COP describes effective management systems to integrate the labour principles</p>	<ul style="list-style-type: none"> > Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff > Risk and impact assessments in the area of labour > Dialogue mechanism with trade unions to regularly discuss and review company progress in addressing labour standards > Allocation of responsibilities and accountability within the organization > Internal awareness-raising and training on the labour principles for management and employees > Active engagement with suppliers to address labour-related challenges > Grievance mechanisms, communication channels and other procedures (e.g., whistleblower mechanisms) available for workers to report concerns, make suggestions or seek advice, designed and operated in line with the representative organization of workers > Other established or emerging best practices 	<p>1.2 Stakeholder Charters - Employee Charter 2.4 Board Committees - Social and Ethics Committee 3.2.2 (online only) - Table 3.7 Stakeholder engagement and stakeholder issues: Employee 6.1 Group human resource performance 6.1.3 Industrial relations 6.4.2 Government relations/Black Economic Empowerment 7.4 Assured data GRI Table/HR1, HR2, HR3, HR11, LA2, LA3, LA4, LA5, LA8, LA9, LA10, LA11, LA12, LA13, LA14, LA15</p>	<p>Enterprise Risk Management process Under our Enterprise Risk Management process, all risk registers for our regions, operations and service divisions are updated by their respective management teams on quarterly basis (including relevant mitigating actions). All relevant risks - if considered to be sufficiently material - are covered by this process, provided they are considered to be of sufficient materiality. Group risks are discussed with senior management and members of the Executive Committee. These risks are - together with the top risks from the South African, West African, Australasian and South American regions - consolidated into the Group Risk Register. Illegal strikes and the integrity of labour relations framework in South Africa and Ghana are regularly part of the top-10 Group risks registered in the ERM.</p> <p>Training and awareness raising Our Human Rights Policy (contained in our Code of Ethics) addresses the ILO core labour standards (i.e. with respect to discrimination, freedom of association, forced labour and child labour). All of our employees - including our management - receives training on our Code of Ethics during induction and on an annual basis. Training on human rights, ethics and stakeholder engagement is integral to the Gold Fields foundational programme that all employees attend across the Group. Management employees that attend leadership programmes have more detailed content and training on specific stakeholder engagement processes.</p> <p>Other established or emerging best practices - Engagement with unions In South Africa each of our mines take part in regulated weekly meetings on safety, recruitment, training and other working conditions. On a monthly level, our senior management meets with the branch and regional leadership of all representative trade unions. Every two years statutory negotiations on wage and working conditions are held between the gold mining companies – represented by the Chamber of Mines – and the representative trade unions (i.e. the National Union of Mineworkers; UASA and Solidarity) to negotiate and implement a two year agreement that is binding on the industry and employees. In Ghana, we regularly engage with the Ghana Mineworkers Union on working conditions such as salaries and other remuneration benefits. This happens at national level as well as at mine level.</p>
<p>Criterion 8: The COP describes effective monitoring and evaluation mechanisms of labour principles integration</p>	<ul style="list-style-type: none"> > Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff > System to track and measure performance based on standardized performance metrics > Dialogues with the representative organization of workers to regularly review progress made and jointly identify priorities for the future > Audits or other steps to monitor and improve the working conditions of companies in the supply chain, in line with principles of international labour standards > Process to positively engage with the suppliers to address the challenges (i.e., partnership approach instead of corrective approach) through schemes to improve workplace practices > Outcomes of integration of the labour principles > Other established or emerging best practices 	<p>1.2 Stakeholder Charters - Employee Charter 3.2.2 (online only) - Table 3.7 Stakeholder engagement and stakeholder issues: Employee 6.1 Group human resource performance 6.1.2 Historically Disadvantaged South Africans within the South Africa workforce 6.1.3 Industrial relations 6.1.5 Health performance in South Africa 6.4.2 Government relations/Black Economic Empowerment - Mining Charter scorecard 7.4 Assured data GRI Table LA1 - LA15, HR2, HR3, HR4, HR8, HR9, HR10, HR11, MM4, MM5</p>	<p>Joint working group on labour issues in South Africa South African gold mining companies, trade unions and government have established a working group to examine labour issues within the industry. This group had input in the 2013 round of labour negotiations and some of its recommendations were included in the two year settlement agreement reached between representative trade unions and the Chamber of Mines. Implementation on other issues is expected to begin in 2014</p> <p>Other established or emerging best practices Our transformation efforts in South Africa are based on the Black Economic Empowerment criteria contained in the Mining Charter. Our strategy for achieving these is based the promotion of the education, training and development of Historically Disadvantaged South African employees - as part of a long-term 'empowerment pipeline' through which such individuals will pass over time. Likewise, in Ghana and Peru we proactively employ, develop and retain 'national' employees to ensure that as far as is reasonably possible, our workforce reflects the societies in which they are based and to meet relevant national regulatory requirements. For further details see: 6.4.2 Transformation .</p> <p>In 2013 Gold Fields introduced a Group Scorecard. This is the criteria by which performance in Gold Fields is measured at a Group level. Employee engagement is one of the measures included in this scorecard and is used to track progress quarterly and annually. This process is cascaded into Regional and individual Balanced Scorecard metrics to ensure the key objectives are tracked, assessed and reported on in relation to key labour policies and initiatives.</p>
<p>Criterion 9: The COP describes robust commitments, strategies or policies in the area of environmental stewardship</p>	<ul style="list-style-type: none"> > Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff > Reference to relevant international conventions and other international instruments (e.g. Rio Declaration on Environment and Development) > Reflection on the relevance of environmental stewardship for the company > Written company policy on environmental stewardship > Inclusion of minimum environmental standards in contracts with suppliers and other relevant business partners > Specific commitments and goals for specified years > Other established or emerging best practices 	<p>1.1 Gold Fields DNA 2.2 CEO report 2.4 Corporate governance 2.4.3 External standards and principles 3.2 Risk and materiality 4.2 Pursuing zero harm 4.3 Promoting environmental stewardship 5.2.1 Applying strong operational standards 5.4 Update on existing growth projects 5.5 Exploration portfolio 6.3 Social licence to operate 6.4 Practising strong business ethics 7.3 Third party: Independent assurance Overall environmental policies on water; energy & carbon management; mine closure; and biodiversity: http://www.goldfields.com/sus_environment.php GRI Table EN1 - EN30</p>	<p>Policies, Guidelines and environmental stewardship In addition to a group sustainable development policy there is also a group environmental policy as well as group guidelines for water, mine closure and the management of energy and carbon. The policies as well as the guidelines are all aligned to both the ICMM and the UNGC 10 Principles. The alignment of our policies and guidelines to the ICMM 10 principles was externally assured by KPMG in 2013 (See the following sources for more information: (Section 7.3 of the IAR 2013: Third party: Independent assurance; http://www.goldfields.co.za/sus_policies.php). A strong commitment to environmental stewardship is made in the CEO statement of our 2013 IAR (See section 2.2) and throughout our Integrated Annual Report (See relevant references in column C)</p> <p>Goals and Targets Gold fields obtains reasonable independent assurance over all its environmental key performance indicators.(See section 7.3 of the IAR 2013) and has set various environmental targets (Environmental incidents and energy and carbon) and goals (See Section 4.3 Promoting environmental stewardship & Section 3.2 Risk and materiality). Various other environmental goals are explained throughout the IAR such as obtaining ISO 14001 certification for our newly acquired Granny Smith Mine etc (See Section 4.3.1 Managing our impacts across the lifecycle)</p> <p>Other established or emerging best practices In 2013, we carried out review exercises at South Deep in South Africa, Cerro Corona in Peru and our Far Southeast growth project in the Philippines. This was with the aim of identifying opportunities to build on our existing community development projects by applying the Shared Value concept. In light of this, one of the key shared value initiatives we have identified relates to the pursuit of innovative, advanced water management on a multilateral basis at Cerro Corona. This is aimed at mitigating our water-related closure costs and our ongoing operational water-related expenses and working collaboratively to remediate legacy mining issues (not related to Gold Fields operations) that are affecting community water sources.(See Section 6.2 Creating and distributing value). Gold Fields formed part of a group that submitted a proposal and won a grant from the Water Reuse Research Foundation (based in Virginia in the United States of America), together with MWH Consultants and 25 other international companies including Coca-Cola, Newmont, Rosia Montana Gold, Boeing, Chevron, General Electric, Conoco Phillips and General Motors. The project is now well underway and is focused on opportunities and practices related to direct reuse/recycling of facility water. The objectives of the study are to: 1) Understand current industrial direct reuse/recycling practices; 2) Assess the opportunities for future expansion of direct reuse/ recycling practices; 3) Explore potential roadblocks or impediments that could restrict or slow the growth of direct reuse/recycling practices; 4) Summarise gaps in the knowledge, tools, and technologies needed to support direct reuse/recycling practices; and 5) Identify the benefits of additional drivers that could be achieved through economic incentive programs, regulatory guidance, technological process breakthroughs and planning tools.</p>

<p>Criterion 10: The COP describes effective management systems to integrate the environmental principles</p>	<ul style="list-style-type: none"> > Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff > Environmental risk and impact assessments > Assessments of lifecycle impact of products, ensuring environmentally sound management policies > Allocation of responsibilities and accountability within the organisation > Internal awareness-raising and training on environmental stewardship for management and employees > Grievance mechanisms, communication channels and other procedures (e.g. whistleblower mechanisms) for reporting concerns or seeking advice regarding environmental impacts > Other established or emerging best practices 	<p>1.1 Gold Fields DNA 2.2 CEO report 2.4 Corporate governance 2.4.3 External standards and principles 3.2 Risk and materiality 4.2 Pursuing zero harm 4.3 Promoting environmental stewardship 5.2.1 Applying strong operational standards 5.4 Update on existing growth projects 5.5 Exploration portfolio 6.3 Social licence to operate 6.4 Practising strong business ethics 7.3 Third party: Independent assurance GRI Table/ EN3 - EN10, EN14, EN16 - EN20, EN25 - EN26, EN29 - EN30, MM2</p>	<p>Lifecycle assessment Lifecycle assessment is not relevant for gold - as it is an inert metal.</p> <p>Responsibility and accountability for Environmental Management See IAR 2013, Section 2.4 which shows that material environmental issues are reported from the operations to the Board, via the Safety, Health and Sustainable Development Committee (a sub-committee of the Board). At a group level the Vice-President: Group Sustainable Development is responsible for environmental management, with regional SD heads responsible in each region. Environmental Managers and associated teams (for monitoring and sampling, permitting etc) are based on the operations in each region and report into the General Managers and/or SD Heads.</p> <p>Environmental impact and risk assessments Environmental impact assessments and associated management plans are undertaken at all of our operations and cover existing activities that may have an environmental impact as well as any new activities. Assessment of environmental risks is undertaken as part of the EIA process as well as our enterprise wide risk management process. See Section 3.2 of the 2013 IAR: Risk and materiality and http://www.goldfields.com/sus_social.php and 6.3 Social licence to operate (IAR 2013)</p> <p>Environmental training and awareness-raising At an operational level, environmental training and awareness-raising takes place through our ISO 14001-certified environmental management systems. In addition, our leadership training programmes and induction also cover environmental aspects, where relevant.</p> <p>A hotline and Sustainable Development website Our 24hr hotline is available for all complaints - including those relating to the environment. In addition, we have operation-level grievance mechanisms - including community complaint registers and the submission of written complaints to the local SD or environmental manager. Relevant complaints - including environmental complaints - are subject to review and are appropriately addressed. In addition, environmental complaints can be submitted via the Gold Fields SD website (See http://www.goldfields.co.za/contacts_main.php)</p> <p>Other established or emerging best practices ISO 14001 environmental management system standard: Seven of our eight operations are certified, with the new Granny Smith mine to start the certification process in 2014. International Cyanide Management Code: All eligible operations are compliant. (See Section 2.4.3 of the IAR 2013: External standards and principles).</p>
<p>Criterion 11: The COP describes effective monitoring and evaluation mechanisms for environmental stewardship</p>	<ul style="list-style-type: none"> > Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff > System to track and measure performance based on standardized performance metrics > Leadership review of monitoring and improvement results > Process to deal with incidents > Audits or other steps to monitor and improve the environmental performance of companies in the supply chain > Outcomes of integration of the environmental principles > Other established or emerging best practices 	<p>2.4 Corporate governance 4.1.3 Energy management - Energy consumption (Figure 4.11) 4.2 Pursuing zero harm 4.3 Promoting environmental stewardship - Group environmental performance (Figure 4.14); Group water performance (Figures 4.15 and 4.16); Carbon emission performance (Figures 4.17 and 4.18); Tailings and waste management (Figure 4.19) 7.3 Third party: Independent assurance - Submission of Sustainability Reports (including environmental performance) - http://www.goldfields.com/sus_reporting.php Overall sustainability/environmental performance - http://www.goldfields.com/sus_performance.php GRI Table EN1 - EN 30, HR2, MM1, MM2</p>	<p>Environmental incident reporting Environmental incidents are recorded at each of Gold Fields operations in accordance with a group guideline document. The incidents are rated on a scale of 1-5 in terms of severity. All environmental incidents, no matter what their level, are reported on a monthly basis into the corporate central data capture system (which collates stores and tracks all key environmental performance indicators). The details are then reported on a quarterly basis to the Safety, Health and Sustainable Development Committee (a sub-committee of the board). All level 3 and above environmental incidents are reported annually in our Integrated Annual Report and the numbers are externally assured by KPMG (IAR 2013 - Section 4.3.1). In addition, Gold Fields has a group wide crisis management system to handle any significant (i.e. level 4-5) environmental incidents should they occur.</p> <p>Environmental performance monitoring and tracking The majority of environmental performance monitoring (i.e. review of water, soils and air quality monitoring data etc. and tracking against targets) is undertaken by each operation. The targets and performance metrics are designed centrally (by the corporate office) in consultation with each operation and then linked into the Balanced Scorecards of those at the highest levels of management down to those at site-level. The CEO - together with the Board - attend quarterly Safety Health and Sustainable Development meetings, in which all environmental incidents as well as other key performance indicators are reported and analysed - with corrective management actions also identified and/or reviewed. Our overall environmental performance assessment can be found in the 2013 IAR, Section 4.3.1 - Figure 4.14</p> <p>All environmental key performance indicators are tracked and reported monthly by all our operations into a centralised system. The KPI's are based on those recommended by the GRI and what are deemed material to Gold Fields business. All environmental KPI's are reported quarterly to the Safety, Health and Sustainable Development Committee and annually in the Integrated annual report. Reasonable assurance is provided annually by KPMG on our KPI's (See section 7.3 of the IAR 2013). Comprehensive details are available on our website of all our environmental indicators in our GRI reporting table http://www.goldfields.com/pdf/gri_reports/gri_report_2013.pdf. KPMG provides annual assurance on our GRI A+ application level disclosure (See section 7.3 of the IAR 2013)</p> <p>Other established or emerging best practices Under our fully integrated Energy and Carbon Management Strategy each of our regions are updating their energy and carbon management baselines and targets, which will be independently reviewed. Integration of energy and carbon targets into managers and senior leaderships balanced scorecards is ongoing. Gold Fields internal audit also performs annual audits of environmental KPI's and other key aspects of environmental management including water. The results of the audits are reported to the Audit Committee (a sub-committee of the Gold Fields Board)</p>
<p>Criterion 12: The COP describes robust commitments, strategies or policies in the area of anti-corruption</p>	<ul style="list-style-type: none"> > Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff > Publicly stated formal policy of zero-tolerance of corruption (D1) > Commitment to be in compliance with all relevant anti-corruption laws, including the implementation of procedures to know the law and monitor changes(B2) > Statement of support for international and regional legal frameworks, such as the UN Convention against Corruption (D2) > Detailed policies for high-risk areas of corruption (D4) > Policy on anti-corruption regarding business partners (D5) > Other established or emerging best practices 	<p>2.4.1 Corporate Governance Overview 2.4.2 Internal Standards and Principles 2.4.2 External Standards and Principles 2.4.5 Board of Directors and Board of Directors Charter 2.4.6 Board committees 6.2 Creating and distributing value - Payments to government 6.4 Practising strong business ethics - Gold Fields Standards and Principles (http://www.goldfields.com/au_standards.php) - Code of Ethics (http://www.goldfields.com/au_ethics.php)</p>	<p>A Management Guideline on bribery, corruption, fraud and money laundering is being developed to act as guidance for the regions in terms of addressing risk exposure, both internally as well as externally. Once the Management Guideline has been ratified, it will be rolled-out Group-wide for adoption and implementation.</p>
<p>Criterion 13: The COP describes effective management systems to integrate the anti-corruption principle</p>	<ul style="list-style-type: none"> > Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff > Support by the organization's leadership for anti-corruption (B4) > Carrying out risk assessment of potential areas of corruption (D3) > Human Resources procedures supporting the anti-corruption commitment or policy, including communication to and training for all employees (B5 + D8) > Internal checks and balances to ensure consistency with the anti-corruption commitment (B6) > Actions taken to encourage business partners to implement anti-corruption commitments (D6) > Management responsibility and accountability for implementation of the anti-corruption commitment or policy (D7) > Communications (whistleblowing) channels and follow-up mechanisms for reporting concerns or seeking advice (D9) > Internal accounting and auditing procedures related to anticorruption (D10) > Other established or emerging best practices 	<p>2.4.1 Corporate Governance Overview 2.4.5 Board of Directors and Board of Directors Charter 2.4.6 Board committees 6.4 Practising strong business ethics - Code of Ethics (http://www.goldfields.com/au_ethics.php) GRI Table HR2, SO2</p>	<p>Other established or emerging best practices A Group-wide compliance project is being rolled-out. This project will furnish a framework for the regions and operations to facilitate and adhere to local and international legislation, including inter alia relevant anti-corruption regulations and/or declarations.</p> <p>Our financials are audited annually which includes an audit of possible irregular payments.</p>

<p>Criterion 14: The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption</p>	<p>> Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff > Leadership review of monitoring and improvement results (D12) > Process to deal with incidents (D13) > Public legal cases regarding corruption (D14) > Use of independent external assurance of anti-corruption programmes (D15) > Outcomes of integration of the anti-corruption principle > Other established or emerging best practices</p>	<p>2.4.2 Internal Standards and Principles 2.4.2 External Standards and Principles 2.4.5 Board of Directors and Board of Directors Charter 6.2 Creating and distributing value - Payments to government 6.4 Practising strong business ethics - Gold Fields Standards and Principles (http://www.goldfields.com/au_standards.php) - Code of Ethics (http://www.goldfields.com/au_ethics.php) GRI Table SO7-8</p>	<p>Monitoring Our anti-corruption performance is monitored on a quarterly basis by our Audit Committee - as well as our Social and Ethics Committee. For further information see: <i>2.4.6 Board committee</i> .</p> <p>Extractive Industry Transparency Initiative (EITI) Both Ghana and Peru adhere to the Extractive Industries Transparency Initiative (EITI), ensuring full transparency around natural resource revenues received by their respective governments. As a result, the public revenues our mines in these countries generate have a real impact on wider socio-economic development – particularly when they are targeted at development enablers such as public health, education and infrastructure. Gold Fields supports the principles and processes of the EITI through its membership of the International Council on Mining and Metals (ICMM). In Ghana and Peru (both EITI-compliant) extractive companies are obliged to disclose details of their payments to government. Likewise these governments are required to publish the funds they receive from such companies.</p> <p>Public legal cases Gold Fields is currently subject to an investigation by the US Securities Exchange Commission and the South African Directorate for Priority Crime Investigations regarding its 2010 Black Economic Empowerment deal relating to its South Deep mine in South Africa. For further information see <i>6.4.1 Compliance</i></p>
<p>Criterion 15: The COP describes core business contributions to UN goals and issues</p>	<p>> Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff > Align core business strategy with one or more relevant UN goals/issues > Develop relevant products and services or design business models that contribute to UN goals/issues > Adopt and modify operating procedures to maximize contribution to UN goals/issues > Other established or emerging best practices</p>	<p>About this report 2.4 Corporate governance 4.3.1 Managing our impacts across the lifecycle 4.3.3 Carbon emissions and climate change 6.2 Creating and distributing value 6.3.2 Indigenous people and FPIC 6.4.1 Compliance - World Gold Council Conflict-Free Gold Standard</p>	<p>Contribution to UN goals/issues Our top 5 Sustainable Development (SD) priorities (which are integrated into the business through our SD Strategy) align with the key environmental principles of the UNGC. The SD business priorities include improved water management, energy and carbon management as well as mine closure planning.</p> <p>All the 10 Principles are embedded in Gold Fields business strategy (Human Rights, Labour Standards, Environment and Anti-Corruption). Gold Fields newly developed guidelines for Water, Mine Closure, Community Relations and Energy and Carbon are aligned to the UNGC 10 Principles (See <i>4.3.1 Managing our impacts across the lifecycle</i>). The quarterly SH&SD Committee (a board sub-committee) reports are structured in accordance with the UNGC 10 Principles (to cover all the 10 principles) and annual feedback is provided to the Social and Ethics Committee (a board sub-committee) on Gold Fields progress with embedding the 10 Principles on Sustainable Development of the International Council on Mining and Metals (ICMM) and the 10 Principles of the United Nations Global Compact into the business (See <i>Section 2.4 Corporate governance</i>).</p> <p>Our 2013 Integrated Annual Review forms part of our Communication on Progress to the United Nations Global Compact. A summary of our compliance with the 10 Principles of the United Nations Global Compact – as well as our alignment with related standards including the Millennium Development Goals (MDGs) and the ICMM 10 Principles and its mandatory requirements of the position statements is presented online http://www.goldfields.com/pdf/gri_reports/gri_report_2013.pdf ; IAR introduction (About this Report)</p> <p>Other established or emerging best practices Our auxiliary fan energy efficiency project at South Deep is registered with the United Nations Framework on Climate Change as a clean development mechanism (CDM) project. (See <i>4.3.3 Carbon emissions and climate change</i>)</p>
<p>Criterion 16: The COP describes strategic social investments and philanthropy</p>	<p>> Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff > Pursue social investments and philanthropic contributions that tie in with the core competencies or operating context of the company as an integrated part of its sustainability strategy > Coordinate efforts with other organizations and initiatives to amplify—and not negate or unnecessarily duplicate—the efforts of other contributors > Take responsibility for the intentional and unintentional effects of funding and have due regard for local customs, traditions, religions, and priorities of pertinent individuals and groups > Other established or emerging best practices</p>	<p>1.1 Gold Fields DNA and Stakeholder Charters 2.1 Vision of the Chair 2.2 CEO report 2.4.6 Board Committees - Social and Ethics Committee 3.1.3 Resource Nationalism 3.2.1 Short-term and long-term risk performance and mitigating strategies 5.2.2 Earning and maintaining our social license to operate 6.2 Creating and distributing value - Socio-economic development spend 6.2.2 Community value distribution 6.3.1 Indigenous people and FPIC 6.4 Practising strong business ethics - BEE in South Africa</p>	<p>Community Handbook We have recently completed, rolled-out and delivered training on a Community Handbook as our company guideline on how to engage with and invest in communities we operate in. This also guides Gold Fields employees on local customs, traditions, and priorities of local groups. Each region has committed community and social investment plans which are being tracked against commitments. For more details see: http://www.goldfields.com/sus_societal.php</p> <p>Other established or emerging best practices We are increasingly applying the Shared Value approach to promoting community development. This is based on the application of business strategies that not only deliver commercial and/or operational benefits to the Company, but also deliver benefits to our host communities at the same time. Our approach is focused on three key areas: Preferential community employment; Preferential community procurement; and, Water security. Three pilot projects are currently running at our Cerro Corona mine in Peru and our South Deep mine in South Africa For further information see: <i>3.1.4 Building community trust by creating Shared Value and 6.2 Creating and Distributing Value</i></p>
<p>Criterion 17: The COP describes advocacy and public policy engagement</p>	<p>> Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff > Publicly advocate the importance of action in relation to one or more UN goals/issues > Commit company leaders to participate in key summits, conferences, and other important public policy interactions in relation to one or more UN goals/issues > Other established or emerging best practices</p>	<p>3.1.3 Resource Nationalism</p>	<p>Resource Nationalism During 2013, Gold Fields CEO Nick Holland- in a series of presentations in seven countries entitled 'Resource Nationalism: How to Grow, Not Shrink, the Pie' - Gold Fields CEO Nick Holland stressed the need to grow the mining economy so that a larger 'mining economic pie' can be distributed, instead of imposing additional fiscal and regulatory burdens on an ever-shrinking 'mining earnings pie'. He said that most developing countries with a mineral resource endowment were faced with a legacy of inequality and enduring poverty to which the mining industry had contributed. He proposed that to address these challenges, and to set such countries on a more sustainable path of growth, industry, government and communities need to work together in partnership to maximise the socio-economic benefits that could be derived from mineral extraction, without shrinking the 'mining pie'. Mr Holland also chaired the World Gold Council's Responsible Gold Mining and Value Distribution sub-committee, which released a number of reports to provide greater transparency about the real cost of mining, while at the same time conveying more effectively the wider socio-economic benefits the gold mining industry already achieves (See details in Criterion 18 and 19 below)</p>
<p>Criterion 18: The COP describes partnerships and collective action</p>	<p>> Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff > Develop and implement partnership projects with public or private organizations (UN entities, government, NGOs, or other groups) on core business, social investments and/or advocacy > Join industry peers, UN entities and/or other stakeholders in initiatives contributing to solving common challenges and dilemmas at the global and/or local levels with an emphasis on initiatives extending the company's positive impact on its value chain > Other established or emerging best practices</p>	<p>2.1 Vision of the Chair 2.2 CEO report 2.3 CFO report - New cost reporting metrics 2.4.3 External Standards and Principles 3.1.2 Issue - Gold price: Strategic Response 3.1.3 Issue - Resource Nationalism: Strategic Response External standards and principles 6.1.3 Industrial relations in South Africa 6.2.2 Community value distribution 6.3.2 Indigenous people and FPIC 6.4.2 Government relations - BEE in South Africa</p>	<p>International Council on Mining and Metals (ICMM) Through its membership of the ICMM and the World Gold Council, Gold Fields works with its industry peers on addressing key issues such as responsible mining and stewardship in relation to the entire gold value chain (from the ground to the refinery) and participates actively in the ICMM forums for Biodiversity, Environment and Climate Change, Reporting and Assurance, as well as the GRI G4 Working group, Water Working Group and National Policies and Competitiveness Working Group.</p> <p>Conflict-free gold Gold Fields has voluntarily implemented the World Gold Council Conflict-Free Gold Standard as best practice across all of its eligible operations - its implementation was independently assured. This is to support the global application of the initiative by the wider industry and protect the reputation of gold. This is despite none of our operations being located in conflict-affected countries and all of our gold originates from our own mines. The Cerro Corona Mine in Peru is not required to conform to the standard as it produces a low-grade gold concentrate, which is excluded from the commodity definition in the Standard. For further details see: http://www.goldfields.com/sus_reporting.php</p> <p>World Gold Council 'Responsible Gold Mining and Value Distribution' initiative Gold Fields CEO Nick Holland chaired the World Gold Council's Responsible Gold Mining and Value Distribution sub-committee, which released a number of reports to provide greater transparency about the real cost of mining, while at the same time conveying more effectively the wider socio-economic benefits the gold mining industry already achieves (See details in Criterion 19 below). The World Gold Council comprises 22 of the leading gold producers around the world, which work together to promote gold and common sustainability issues confronting the industry.</p> <p>World Gold Council's new cost metrics In 2013, the members of the World Gold Council agreed on two new metrics to improve the transparency and comparability of members' cost reporting. This is with the aim of helping investors, governments, local communities and other stakeholders to better understand the 'true cost' of producing and selling an ounce of gold and thus the economics of mining. The first of these measures is All-in Sustaining Cost (AISC), which is an extension of existing cash-cost metrics and incorporates costs related to sustaining production. The second, All-in Cost (AIC), includes additional costs which reflect the varying costs of producing gold over the lifecycle of a mine. Gold Fields implemented the metrics from the June 2013 quarter onwards and will report these costs exclusively from the March 2014 quarter onwards.</p>

<p>Criterion 19: The COP describes CEO commitment and leadership</p>	<ul style="list-style-type: none"> > Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff > CEO publicly delivers explicit statements and demonstrates personal leadership on sustainability and commitment to the UN Global Compact > CEO promotes initiatives to enhance sustainability of the company's sector and leads development of industry standards > CEO leads executive management team in development of corporate sustainability strategy, defining goals and overseeing implementation > Make sustainability criteria and UN Global Compact principles part of goals and incentive schemes for CEO and executive management team > Other established or emerging best practices 	<p>2.2.1 CEO Report - The transformation of Gold Fields 2.2.4 Strategic overview for 2014 2.2.4 The transformation of Gold Fields' risk exposure 2.3 CFO report - New cost reporting metrics 3.1.3 Resource Nationalism - Strategic response 3.1.4 Building community trust by creating Shared Value - Strategic response 3.3 Summarised remuneration report</p>	<p>Dow Jones Sustainability Index and CEO KPIS A commitment to Human Rights principles forms a key part of Gold Fields performance in Gold Fields performance in the Dow Jones Sustainability Index (DJSI). Strong performance in the DJSI forms part of the KPI's of the CEO, as well as senior managers in the Executive Committee.</p> <p>CEO chairmanship of the World Gold Council 'Responsible Gold Mining and Value Distribution' initiative Gold Fields CEO Nick Holland chairs the World Gold Council's Responsible Gold Mining and Value Distribution sub-committee, which released a number of reports to provide greater transparency about the real cost of mining, while at the same time conveying more effectively the wider socio-economic benefits the gold mining industry already achieves. The reports are: -- Economic impact: A WGC report, 'The Direct Economic Impact of Gold', found that in 2012 gold mining contributed around US\$78 billion in economic value added and 530,000 direct and indirect jobs in the 15 leading gold-producer countries. Moreover, mining tends to generate large numbers of indirect jobs and to enjoy significant economic multiplier effects - Value distribution: A seminal 2013 report by the WGC, 'Responsible Gold Mining and Value Distribution', shows that in 2012 the total expenditure by the 15 leading gold producers (including Gold Fields) totalled almost US\$56 billion, most of which found its way back into the pockets of stakeholders. Almost US\$8.5 billion went to government in the form of taxes and royalties, more than US\$35.2 billion to business in the form or procurement of goods and services, and US\$8.3 billion was spent on wages and salaries. Only US\$3.4 billion went to the providers of capital in the form of dividends and interest payments</p> <p>World Gold Council's new cost metrics In 2013, the members of the World Gold Council agreed on two new metrics to improve the transparency and comparability of members' cost reporting. This initiative was started by the Gold Fields CEO in early 2012 with the aim of helping investors, governments, local communities and other stakeholders to better understand the 'true cost' of producing and selling an ounce of gold and thus the economics of mining. (See Criterion 18 above)</p>
<p>Criterion 20: The COP describes Board adoption and oversight</p>	<ul style="list-style-type: none"> > Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff > Board of Directors (or equivalent) assumes responsibility and oversight for long-term corporate sustainability strategy and performance > Board establishes, where permissible, a committee or assigns an individual board member with responsibility for corporate sustainability. > Board (or committee), where permissible, approves formal reporting on corporate sustainability (Communication on Progress) > Other established or emerging best practices 	<p>2.1 Vision of the Chair 2.4.5 Board of Directors 2.4.6 Board committees/Audit Committee 2.4.6 Board committees/Safety, Health and Sustainable Development Committee 2.4.6 Board committees/Social and Ethics Committee Audit Committee/Audit Committee statement: http://www.goldfields.co.za/reports/annual_report_2013/aftr/aftr-aud-rep.php</p>	<p>Social and Ethics Committee The Board's Social and Ethics Committee is responsible for ensuring (amongst other things): (1) Gold Fields adequately embeds the ICMM's 10 Principles on Sustainable Development and the 10 Principles of the UN Global Compact (2) Gold Fields upholds the goals of the Organisation of the Economic Cooperation and Development (OECD) recommendations regarding corruption (3) Gold Fields complies with South Africa's Employment Equity Act and other Black Economic Empowerment regulation (4) Gold Fields practices labour policies that comply with the International Labour Organisation (ILO) protocols on decent work and working conditions. The Social and Ethics Committee also has oversight over the South African Transformation Committee.</p>
<p>Criterion 21: The COP describes stakeholder engagement</p>	<ul style="list-style-type: none"> > Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff > Publicly recognize responsibility for the company's impacts on internal and external stakeholders > Define sustainability strategies, goals and policies in consultation with key stakeholders > Consult stakeholders in dealing with implementation dilemmas and challenges and invite them to take active part in reviewing performance > Establish channels to engage with employees and other stakeholders to hear their ideas and address their concerns, and protect 'whistle-blowers' > Other established or emerging best practices 	<p>1.1 Gold Fields DNA 1.2 Stakeholder Charters 2.1 Vision of the Chair 2.2 CEO Report 2.2.4 Strategic overview for 2013 3.1.4 Building community trust by creating Shared Value 3.3.2 Stakeholder engagement PLUS Full online stakeholder engagement table (Figure 3.6 and 3.7 in http://www.goldfields.co.za/reports/annual_report_2013/integrated/str-risk.php) 6.2 Creating and distributing value 6.3 Social license to operate 6.4 Practising strong business ethics</p>	<p>Launch of Stakeholder Charters In 2013 Gold Fields launched three new Stakeholder Charters: An Employee Charter; Investor Charter and a Society And Community Charter. The evolution of the Gold Fields 'DNA' is reflected in these charters. They establish a clear set of commitments to our employees, investors, host governments and communities – as well as clear benchmarks for our own performance. More details can be found in Figure 1.2 at http://www.goldfields.co.za/reports/annual_report_2013/integrated/our-dna.php</p> <p>Stakeholder consultation on challenges and dilemmas All of our regional community development projects are developed in consultation with relevant local stakeholders. In addition we have a number of multi-stakeholder forums (for example, in Peru, Ghana and South Africa) which meet on a regular basis to discuss any related issues - including challenges and/or dilemmas - and help guide us as we seek to improve our performance and maximise our development impact. One example of such a forum includes our Social and Labour Plan (SLP) meetings, during which we meet with unions, community representatives and government officials to track our progress in implementing our defined SLPs.</p> <p>In 2013 our Australian operations concluded the Employee Collective Agreement process with employees whereby employees vote on the working conditions and agreement with Gold Fields. This process was highly successful.</p> <p>Other established or emerging best practices We publish extensive stakeholder engagement tables identifying: issues; relevant stakeholders; location; frequency of engagement; response during 2013; and relevant sections in the online version of the Integrated Annual Review 2013. For more details see Figure 3.6 and 3.7 in http://www.goldfields.co.za/reports/annual_report_2013/integrated/str-risk.php</p> <p>We are increasingly applying the Shared Value approach to promoting community development. This is based on the application of business strategies that not only deliver commercial and/or operational benefits to the Company, but also deliver benefits to our host communities at the same time. Our approach is focused on three key areas: Preferential community employment; Preferential community procurement; and, Water security. Three pilot projects are currently running at our Cerro Corona mine in Peru and our South Deep mine in South Africa For further information see: 3.1.4 Building community trust by creating Shared Value and 6.2 Creating and Distributing Value</p>