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

Material Issues and Associated Disclosure on Management Approach: Social: Labour Practices and Human Rights

G4-HR6 (operations where risk of forced labour, and actions taken)

G4-HR2 (Total hours of employee training on policies/procedures concerning aspects of human rights)

G4-HR9 (operations that have been subject to human rights reviews or impact assessments)

G4-11 (percentage of total employees covered by collective bargaining agreements)

G4-MM6 (disputes relating to land use, customary rights of local communities and indigenous peoples)

G4-MM7 (use of grievance mechanisms to resolve disputes relating to the above)

Press Release: “Gold Fields top SA mining company in Sustainability Yearbook”

G4-LA8 (health and safety topics covered in formal agreements with trade unions)

G4-LA7 (workers with high incidence or high risk of diseases related to their occupation)

G4-LA6 (rates of injury, occupational diseases, lost days, absenteeism, work-related fatalities)

G4-LA5 (representation in formal joint management–worker health and safety committees)

HR12 (human rights grievances, addressed and resolved through formal grievance mechanisms)

HR6 (operations where risk of forced labour, and actions taken)

HR5 (operations where risk of child labour, and actions taken)

HR4 (operations where freedom of association and collective bargaining at risk, and actions taken)

Online GRI Content Index:

http://www.goldfields.co.za.au_standards.php

Online (Human Rights and Sustainable Development Policy Statements)

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

Material Issues and Associated Disclosure on Management Approach: Social: Labour Practices and Human Rights

G4-HR12 (human rights grievances, addressed and resolved through formal grievance mechanisms)

G4-MM6 (disputes relating to land use, customary rights of local communities and indigenous peoples)

G4-MM7 (use of grievance mechanisms to resolve disputes relating to the above)

Press Release: “Gold Fields top SA mining company in Sustainability Yearbook”

G4-LA8 (health and safety topics covered in formal agreements with trade unions)

G4-LA7 (workers with high incidence or high risk of diseases related to their occupation)

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Online GRI Content Index:

http://www.goldfields.co.za.au_standards.php

Online (Human Rights and Sustainable Development Policy Statements)

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

Material Issues and Associated Disclosure on Management Approach: Social: Labour Practices and Human Rights

G4-HR9 (operations subject to human rights reviews or impact assessments)

G4-11 (percentage of total employees covered by collective bargaining agreements)

G4-MM6 (disputes relating to land use, customary rights of local communities and indigenous peoples)

G4-MM7 (use of grievance mechanisms to resolve disputes relating to the above)

Press Release: “Gold Fields top SA mining company in Sustainability Yearbook”

G4-LA8 (health and safety topics covered in formal agreements with trade unions)

G4-LA7 (workers with high incidence or high risk of diseases related to their occupation)

G4-LA6 (rates of injury, occupational diseases, lost days, absenteeism, work-related fatalities)

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Online (Human Rights and Sustainable Development Policy Statements)

Principle 4: The elimination of all forms of forced and compulsory labour

Material Issues and Associated Disclosure on Management Approach: Social: Labour Practices and Human Rights

G4-HR6 (operations where risk of forced labour, and actions taken)

G4-HR2 (Total hours of employee training on policies/procedures concerning aspects of human rights)

G4-HR9 (operations that have been subject to human rights reviews or impact assessments)

G4-11 (percentage of total employees covered by collective bargaining agreements)

G4-MM6 (disputes relating to land use, customary rights of local communities and indigenous peoples)

G4-MM7 (use of grievance mechanisms to resolve disputes relating to the above)

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G4-LA8 (health and safety topics covered in formal agreements with trade unions)

G4-LA7 (workers with high incidence or high risk of diseases related to their occupation)

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Online GRI Content Index:

http://www.goldfields.co.za.au_standards.php

Online (Human Rights and Sustainable Development Policy Statements)

Principle 5: Make sure that they are not complicit in human rights abuses

Material Issues and Associated Disclosure on Management Approach: Social: Labour Practices and Human Rights

G4-HR12 (human rights grievances, addressed and resolved through formal grievance mechanisms)

G4-MM6 (disputes relating to land use, customary rights of local communities and indigenous peoples)

G4-MM7 (use of grievance mechanisms to resolve disputes relating to the above)

Press Release: “Gold Fields top SA mining company in Sustainability Yearbook”

G4-LA8 (health and safety topics covered in formal agreements with trade unions)

G4-LA7 (workers with high incidence or high risk of diseases related to their occupation)

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Online GRI Content Index:

http://www.goldfields.co.za.au_standards.php

Online (Human Rights and Sustainable Development Policy Statements)
Principle 7: Businesses should support a precautionary approach to environmental challenges

Measurement of outcomes

Principle 6: The elimination of discrimination in respect of employment and occupation

Measurement of outcomes

Principle 5: The effective abolition of child labour

Measurement of outcomes

Principle 4: The prevention of human rights abuses in all business operations

Measurement of outcomes

Principle 3: The preservation of privacy, confidentiality and security of personal information

Measurement of outcomes

Principle 2: Businesses should ensure that their supply chains are socially responsible and sustainable

Measurement of outcomes

Principle 1: Businesses should respect the internationally proclaimed human rights

Measurement of outcomes

Principle 10: Our workforce

Measurement of outcomes

Principle 9: Our operations

Measurement of outcomes

Principle 8: Our products

Measurement of outcomes

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

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Principle 6: The elimination of discrimination in respect of employment and occupation

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Measurement of outcomes

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Measurement of outcomes

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Measurement of outcomes

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Measurement of outcomes

Principle 10: Our workforce

Measurement of outcomes

Principle 9: Our operations

Measurement of outcomes

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Measurement of outcomes

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Principle 1: Businesses should respect the internationally proclaimed human rights

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Measurement of outcomes

Integrated Annual Review 2014:
6 (sustainability statistics)
10 - 11 (2014 inputs/outputs)
63 (group energy consumption / energy intensity)
72 - Group Environmental performance
73 (Group water withdrawal)
75 (RIO Plant South Deep)
74 - 76 (Acid Mine Drainage)

Online case studies:

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

Integrated Annual Review 2014:
2 - 3 (Gold Fields DNA)
14 - 16 (Chair statement)
36 (internal and external standards and principles)
32 - 33  (Board of Directors Charter)
Annual Financial Statement 2014, pgs 2 - 4  (Audit Committee)
Online 2.4.3 (Board Commitees / (Social and Ethics Committee)
102 - 105 (government and social  relations)

Online GRI Content Index:
G4-SO3 (business units analysed for risks related to corruption)
G4-SO4
G4-SO5
G4-SO6
G4-SO8 (significant fines/non-monetary sanctions for non-compliance with laws and regulations)

Press Release: “Gold Fields top SA mining company in Sustainability Yearbook”
B. GOLD FIELDS: Communication on Progress 2014 Guidance Sheet (advanced application)

**Sustainable Development Framework**
Gold Fields' Human Rights Policy Statement forms a core part 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 Ethics Tip-offs Policy. The Code of Ethics is consistent with our Human Rights Policy Statement and provides assurance that the gold we produce has been extracted in a manner that does not cause, support or benefit unlawful armed conflict or contribute to serious human rights abuses.

**Human Rights**
This page discusses the most recent applications of the G4 Guidelines in the area of human rights in the context of the Group’s operations.

**Sustainable Development**
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The text is fragmented and contains multiple excerpts from different sections of a document. Here are some extracted and formatted sections:

**Criterion 5: The COP describes**

- 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
- Internal awareness-raising and training on the labour principles for management and employees
- Allocation of responsibilities and accountability within the organization
- Structural engagement with a global union, possibly via a Global Framework Agreement
- Inclusion of reference to the principles contained in the relevant international labour standards in contracts with suppliers and in company policies
- Reference to principles of relevant international labour standards (ILO Conventions) and other normative international instruments

**Criterion 4: The COP describes**

- Grievance mechanisms that are legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of leadership review of monitoring and improvement results
- System to monitor the effectiveness of human rights policies and implementation with quantitative and qualitative metrics, including in the supply chain (BRE3 + ARE3)
- 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)
- Allocation of responsibilities and accountability for addressing human rights impacts

6.2 Government relations/Black Economic Empowerment

6.1 Gold Fields as an employer of choice

6.3.1 Social licence to operate

Indicators in GRI Content Index:

G4-HR1, G4-HR2, G4-MM4; G4-MM5

G4-LA1, G4-LA2, G4-LA3; Labour Relations G4-LA4, G4-MM4; Occupational Health and Diversity and Equal Opportunity G4-LA12; Equal Remuneration for Men and Womena G4-LA13; Employment G4-LA1, G4- LA2, G4-LA3; Labour Relations G4-LA4, G4-MM4; Occupational Health

5.4.2 FPIC at Far Southeast Project

5.2 An integrated approach to growth

4.2 Pursuing Zero Harm

3.2.4 Materiality process

2.4.2 Internal and external standards and principles, risk management, management systems, codes of conduct and ethics provision.

2.4.3 Social and Ethics Committee - online

1.3 Our business model

1.1 Gold Fields DNA - Our strategy “Securing our Future”

Human Rights and Sustainable Development policy statements -
http://www.goldfields.com/sus_news_article.php?articleID=1868

Disclosures on Management Approach: Human Rights
http://www.goldfields.com/docs/new_article.php?articleID=1802

Human Rights and Sustainable Development policy statements -

(http://www.goldfields.com/au_standards.php)

(http://www.goldfields.com/au_standards.php)

http://www.goldfields.com/au_ethics.php

Our Code of Ethics is hosted on an internal, online portal with external links and references to relevant international... etc. Gold Fields encourages the usage of the ethics portal by employees and updates site frequently.

(http://www.goldfields.com/au_standards.php)
Criterion 8: The COP describes

- Internal awareness-raising and training on environmental stewardship for management and employees
- Reflection on the relevance of environmental stewardship for the company
- Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, targets, and timelines.

Policies, Guidelines and environmental stewardship: In addition to a group sustainable development policy, there is a group environmental management policy that covers water, air, noise and the management of energy and carbon. The policies as well as the guidelines are aligned to the ICMM and the UNGC 10 Principles. Additional to the policies and guidelines to the G4-12, G4-MM1, G4-MM2.

6.3 Social licence to operate (Water related shared value project and water provision to communities)

5.2.2 Earning and Maintaining a social licence to operate (Water is key to our Salares Norte project)

3.2 Risk and materiality (shows key environmental risks for the group and the process for selecting the risks)

1.1 Gold Fields DNA (Responsible environmental management)

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Criterion 16: The COP describes effective monitoring and evaluation integrate the anti-corruption robust commitments, strategies or

Actions taken to encourage business partners to implement anti-corruption commitments

Outcomes of operations regarding anti-corruption projects

GRI Content Index G4-56; G4-58

GRI Content Index - page 54 - UNGC commitments

Disclosures on Management Approach: Economic, Environmental, Social

6.3.2 Community value distribution

5.2.2 Earning and maintaining our social license to operate

3.2 Risk and Materiality

Commitments to HIV, Malaria, TB and education principles of the UN

Council on Mining and Metals ('ICMM') and the 10 Principles of the United Nations Global Compact into the business (See section 2.4.3 of the IAR 2014).

Carbon are aligned to the UNGC 10 Principles. 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

The Group is also in the process of implementing a Group-wide 3rd party due diligence screening solution. This will be operational by the end of Q2 2015. This will assist in identifying potential exposure to corruption and other risk areas.


Gold Fields is a 10% shareholder of the European Institute for Business Ethics Transparency Initiative (ETI) and also actively works with the World Gold Council's Conflict Free Gold Standard, an example of which is to provide assurance that the gold product you buy has been subjected to a rigorous due diligence process to ensure that the gold product is ethical and sustainable.

GRI Content Index G4-56; G4-58

External assurance of anti-corruption programmes (D15)

Use of independent external assurance of anti-corruption programmes (D15)

Outcomes of operations regarding anti-corruption projects

GRI Content Index G4-56; G4-58

GRI Content Index - page 54 - UNGC commitments

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GRI Content Index G4-56; G4-58

External assurance of anti-corruption programmes (D15)

Use of independent external assurance of anti-corruption programmes (D15)

Outcomes of operations regarding anti-corruption projects

GRI Content Index G4-56; G4-58

GRI Content Index - page 54 - UNGC commitments

Disclosures on Management Approach: Economic, Environmental, Social

6.3.2 Community value distribution

5.2.2 Earning and maintaining our social license to operate

3.2 Risk and Materiality

Commitments to HIV, Malaria, TB and education principles of the UN

Council on Mining and Metals ('ICMM') and the 10 Principles of the United Nations Global Compact into the business (See section 2.4.3 of the IAR 2014).

Carbon are aligned to the UNGC 10 Principles. 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

The Group is also in the process of implementing a Group-wide 3rd party due diligence screening solution. This will be operational by the end of Q2 2015. This will assist in identifying potential exposure to corruption and other risk areas.


Gold Fields is a 10% shareholder of the European Institute for Business Ethics Transparency Initiative (ETI) and also actively works with the World Gold Council's Conflict Free Gold Standard, an example of which is to provide assurance that the gold product you buy has been subjected to a rigorous due diligence process to ensure that the gold product is ethical and sustainable.

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**Criterion 18: The COP describes sustainability.**

> Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, metrics, and KPIs.

**Criterion 17: The COP describes CEO commitment and leadership.**

> Make sustainability criteria and UN Global Compact principles part of goals and incentive schemes for CEO and executive management.

**Criterion 16: The COP describes a shared value implementation.**

> Join industry peers, UN entities and/or other stakeholders in initiatives contributing to solving common challenges and dilemmas.

**Criterion 15: The COP describes sustainability-related activities.**

> Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, metrics, and KPIs.

**Criterion 14: The COP describes an external stakeholder engagement.**

> Commit company leaders to participate in key summits, conferences, and other important public policy interactions in relation to the Group’s performance.

**Criterion 13: The COP describes an enterprise risk management.**

> Keep sustainability criteria and UN Global Compact principles part of goals and incentive schemes for the Board of Directors, Directors Report, remuneration report.

**Criterion 12: The COP describes an internal control.**

> Keep sustainability criteria and UN Global Compact principles part of goals and incentive schemes for the Group’s performance management.

**Criterion 11: The COP describes an internal control.**

> Keep sustainability criteria and UN Global Compact principles part of goals and incentive schemes for the Group’s performance management.

**Criterion 10: The COP describes an internal control.**

> Keep sustainability criteria and UN Global Compact principles part of goals and incentive schemes for the Group’s performance management.

**Criterion 9: The COP describes an internal control.**

> Keep sustainability criteria and UN Global Compact principles part of goals and incentive schemes for the Group’s performance management.

**Criterion 8: The COP describes an internal control.**

> Keep sustainability criteria and UN Global Compact principles part of goals and incentive schemes for the Group’s performance management.

**Criterion 7: The COP describes an internal control.**

> Keep sustainability criteria and UN Global Compact principles part of goals and incentive schemes for the Group’s performance management.

**Criterion 6: The COP describes an internal control.**

> Keep sustainability criteria and UN Global Compact principles part of goals and incentive schemes for the Group’s performance management.

**Criterion 5: The COP describes an internal control.**

> Keep sustainability criteria and UN Global Compact principles part of goals and incentive schemes for the Group’s performance management.

**Criterion 4: The COP describes an internal control.**

> Keep sustainability criteria and UN Global Compact principles part of goals and incentive schemes for the Group’s performance management.

**Criterion 3: The COP describes an internal control.**

> Keep sustainability criteria and UN Global Compact principles part of goals and incentive schemes for the Group’s performance management.

**Criterion 2: The COP describes an internal control.**

> Keep sustainability criteria and UN Global Compact principles part of goals and incentive schemes for the Group’s performance management.
Criterion 21: The COP describes stakeholder engagement

- 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

1.1 Our DNA - Commitments to Stakeholders

1.4 Our business model - unlocking the value of gold

2.1 Vision of the Chairperson

2.2 CEO Report - Strategic journey, Collaborative Value Creation, Group Performance Scorecard; Securing our future

2.4.2 Internal and external standards and principles

2.5 Summarised remuneration report

3.1.2 Shareholder and investor expectations

3.1.3 Social license to operate

3.1.4 Political drivers

3.2 Risk and materiality

3.2.2 Stakeholder engagement

3.2.4 Materiality process

3.2.5 Stakeholder engagement (online)

5.2.2 Earning and maintaining a social licence to operate

5.2.3 Supporting project divestment

6.2.2 Total value distribution

6.2.1 Public Policy

6.3.1 Social license to operate

6.3.2 Community value distribution

6.3.3 Shared Value - Creating economic and community value

https://www.goldfields.co.za/sus_social.php

GRI Content Index:

General Standard Disclosures on Stakeholder Engagement: G4-24 to G4-27
Disclosures on Management Approach: Social license to operate and General Governance Mechanisms

Global Reporting Initiative (GRI) G4 Stakeholder Engagement Process

The process involves intensive interaction with internal and external stakeholders to determine the material issues pertinent to Gold Fields. The process was overseen by an external consultant, Maplecroft. The G4 materiality process involved detailed engagement to determine the ranking of Gold Fields’ material sustainability issues. Senior executives of the Company, including its regional operations, and representatives of external stakeholders – including industry, government and environmental organisations – were invited to the G4 process and asked to evaluate all G4 aspects in terms of importance to Gold Fields and its stakeholders. The outcome is depicted in Section 3.2.4 – Figure 3.3 of the 2014 IAR.

KPMG and Maplecroft were engaged to perform the materiality assessment on behalf of Gold Fields in 2014. A draft Materiality Map was produced and Gold Fields presented it to its stakeholders for review. The stakeholders were invited to comment on the draft Map within a period of three weeks. The stakeholders’ comments were considered and incorporated into the final Materiality Map. The Map was subsequently published in the 2014 IAR.

To cover the year ending 31 December 2014, the process covered the entire value chain of Gold Fields. The process was overseen by an external consultant, Maplecroft. The G4 materiality process involved detailed engagement to determine the ranking of Gold Fields’ material sustainability issues. Senior executives of the Company, including its regional operations, and representatives of external stakeholders – including industry, government and environmental organisations – were invited to the G4 process and asked to evaluate all G4 aspects in terms of importance to Gold Fields and its stakeholders. The outcome is depicted in Section 3.2.4 – Figure 3.3 of the 2014 IAR.

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.

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 local 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.

Other established or emerging best practices

In 2014 Gold Fields, in partnership with NGO, Federation for a Sustainable Environment and KPMG, piloted a study to measure the strength, quality and challenges of its relationships with host communities at South Deep Mine. For more details see 6.3.1 Social license to operate. In 2015 similar studies will be undertaken at host communities in Peru, Ghana and remainder of South Deep communities.

We develop shared value projects (community investment) in consultation with our stakeholders. Stakeholder engagement is key to identifying Gold Fields’ material social issues. Engagement is undertaken directly and indirectly as well as operational and strategic. The outcomes of this engagement are integrated into Gold Fields’ internal reporting processes.