Principle 2 - Businesses should ensure they are not complicit in human rights abuses

Measurement of outcomes

Integrated Annual Report 2015

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

Measurement of outcomes

Integrated Annual Report 2015

Practical actions

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

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.

Please see http://goldfields.co.za/leadership_main.php

Practical actions

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.

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Practical actions

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Measurement of outcomes

Practical actions

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Practical actions

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

Measurement of outcomes

Integrated Annual Report 2015

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

Measurement of outcomes

Integrated Annual Report 2015

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

Practical actions

Integrated Annual Review 2015:
- 106 - 107 (Mining Charter Scorecard)
- 72 - 73 (HIV/AIDS and Tuberculosis)
- 110 (local employment)
- 108 (Indigenous people rights)
- 122 (Our workforce)

Online (Human Rights and Sustainable Development Policy Statements)
http://www.goldfields.co.za/au_standards.php

Online GRI Content Index:
- G4-10 - Our workforce
- G4-HR2 (Total hours of employee training on policies/procedures concerning aspects of human rights)
- G4-HR5 (operations where risk of child labour, and actions taken)
- G4-HR9 (operations subject to human rights reviews/impact assessments)

Measurement of outcomes

Integrated Annual Review 2015:
- 72 - 73 (occupational diseases in the SA region)
- 122 (group human resources performance)
- 106 - 107 (mining charter scorecard)
- 143 - 146 (assured data, employment equity)

Online GRI Content Index:
- G4-EC5 (ratios of standard entry level wage by gender compared to local minimum wage)
- G4-EC6 (proportion of senior management hired from the local community at significant locations of operation)
- G4-LA1 (employee hires and employee turnover by age group, gender, and region)
- G4-LA3 (return to work and retention rates after parental leave, by gender)
- G4-LA9 (hours of training per year per employee by gender and employee category)
- G4-G1 (percentage of employees receiving regular performance/development reviews, by gender)
- G4-HR3 (total number of incidents of discrimination and actions taken)
- G4-HR5 (operations where risk of child labour, and actions taken)
- G4-HR9 (operations subject to human rights reviews/impact assessments)

Press Release: “Gold Fields top 6 mining company in Sustainability Yearbook”
http://goldfields.co.za/med_releases.php

Principle 5: The effective abolition of child labour

Practical actions

Integrated Annual Review 2015:
- 106 - 107 (Mining Charter Scorecard)
- 72 - 73 (HIV/AIDS and Tuberculosis)
- 110 (local employment)
- 108 (Indigenous people rights)
- 122 (Our workforce)

Online (Human Rights and Sustainable Development Policy Statements)
http://www.goldfields.co.za/au_standards.php

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

Press Release: “Gold Fields top 6 mining company in Sustainability Yearbook”
http://goldfields.co.za/med_releases.php

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

Practical actions

Integrated Annual Review 2015:
- 106 - 107 (Mining Charter Scorecard)
- 72 - 73 (HIV/AIDS and Tuberculosis)
- 110 (local employment)
- 108 (Indigenous people rights)
- 122 (Our workforce)

Online (Human Rights and Sustainable Development Policy Statements)
http://www.goldfields.co.za/au_standards.php

Online GRI Content Index:
- G4-EC5 (ratios of standard entry level wage by gender compared to local minimum wage)
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- G4-HR5 (operations where risk of child labour, and actions taken)
- G4-HR9 (operations subject to human rights reviews/impact assessments)

Press Release: “Gold Fields top 6 mining company in Sustainability Yearbook”
http://goldfields.co.za/med_releases.php

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

Practical actions

Integrated Annual Review 2015:
- 23 - 24 (CEO: Water, Energy and Carbon)
- 35 (internal and external standards and principles
- 90 - 101 (energy and carbon management)
- 97 - 101 (water management)
- 102 - 103 (tailings and closure)
- 90 - 103 (promoting environmental stewardship)
- 100, 111, 119 (Social licence to operate : water issues in Peru)
- 117 - 119 (shared value projects)

Online GRI Content Index
- G4-EN31 (environmental expenditure)
- G4-EC2 (financial implications and other risks and opportunities for the organisation’s activities due to climate change)


Measurement of outcomes

Integrated Annual Review 2015:
- 106 - 107 (Mining Charter Scorecard)
- 72 - 73 (occupational diseases in the SA region)
- 122 (group human resources performance)
- 61 (social licence - performance)
- 106 - 107 (mining charter scorecard)

Online GRI Content Index:
- G4-10 - Our workforce
- G4-HR2 (Total hours of employee training on policies/procedures concerning aspects of human rights)
- G4-HR5 (operations where risk of child labour, and actions taken)
- G4-HR9 (operations subject to human rights reviews/impact assessments)

Material Issues and Associated Disclosures on Management Approach: Environment

Press Release: “Gold Fields in EIRI Sustainability Yearbook”
http://goldfields.co.za/med_releases.php

Integrated Annual Review 2015:
- 50 - 51 (CO2, Water, Energy and Carbon)
- 51 (social licence - performance)
- 51 (social licence - performance)
- 40 - 41 (energy and carbon management)
- 107 - 108 (water management)
- 102 - 103 (tailings and closure)
- 100 - 101 (occupational diseases in the SA region)
- 102 - 103 (water management)
- 100, 111, 119 (Social licence to operate : water issues in Peru)
- 117 - 119 (shared value projects)

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- G4-LA1 (employee hires and employee turnover by age group, gender, and region)
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- G4-LA9 (hours of training per year per employee by gender and employee category)
- G4-G1 (percentage of employees receiving regular performance/development reviews, by gender)
- G4-HR3 (total number of incidents of discrimination and actions taken)
- G4-HR5 (operations where risk of child labour, and actions taken)
- G4-HR9 (operations subject to human rights reviews/impact assessments)


Principle 8: The eradication of all forms of gender inequality

Practical actions

Integrated Annual Review 2015:
- 72 - 73 (occupational diseases in the SA region)
- 122 (group human resources performance)
- 90 - 101 (energy and carbon management)
- 102 - 103 (tailings and closure)
- 100 - 103 (promoting environmental stewardship)
- 100, 111, 119 (Social licence to operate : water issues in Peru)
- 117 - 119 (shared value projects)

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Material Issues and Associated Disclosures on Management Approach:  Environment

Press Release: “Gold Fields in EIRI Sustainability Yearbook”
http://goldfields.co.za/med_releases.php

Online GRI Content Index:
- G4-HR3 (total number of incidents of discrimination and actions taken)
- G4-HR5 (operations where risk of child labour, and actions taken)
- G4-HR9 (operations subject to human rights reviews/impact assessments)


Online GRI Content Index:
- G4-HR9 (operations subject to human rights reviews/impact assessments)


Measurement of outcomes
### Principle 9: Encourage the development and diffusion of environmentally friendly technologies

#### Measurement of outcomes

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>G4-EN21 (NOx, SOx, and other significant air emissions by type and weight)</td>
<td>worldwide production and consumption of materials leading to air emissions.</td>
</tr>
<tr>
<td>G4-EN22 (total water discharge by quality and destination)</td>
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</tr>
<tr>
<td>G4-EN24 (total number and volume of significant spills)</td>
<td>worldwide production and consumption of materials leading to spills.</td>
</tr>
<tr>
<td>G4-EN29 (fines and non-monetary sanctions for non-compliance with environmental laws)</td>
<td>worldwide production and consumption of materials leading to non-compliance and fines.</td>
</tr>
<tr>
<td>G4-EN30 (environmental impacts of transporting products, goods, materials and members of workforce)</td>
<td>worldwide production and consumption of materials leading to transportation impacts.</td>
</tr>
<tr>
<td>G4-EN31 (environmental expenditures)</td>
<td>worldwide production and consumption of materials leading to expenditures.</td>
</tr>
<tr>
<td>G4-MM2 (sites identified as requiring biodiversity management plans and sites with plans in place)</td>
<td>worldwide production and consumption of materials leading to biodiversity management.</td>
</tr>
<tr>
<td>G4-MM3 (sites identified as requiring biodiversity management plans and sites with plans in place)</td>
<td>worldwide production and consumption of materials leading to biodiversity management.</td>
</tr>
<tr>
<td>G4-MM4 (cost of implementation and sustainability)</td>
<td>worldwide production and consumption of materials leading to cost of sustainability.</td>
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</table>

### Principle 10: Stimulate ethical behavior in all the firm's constituencies, including stakeholders and suppliers

#### Measurement of outcomes

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Measurement of outcomes

Integrated Annual Review 2015
46 - 49 (risk performance)
106 - 107 (mining charter scorecard)

Online GRI Content Index:
- G4-SO3 (business units analysed for risks related to corruption)
- G4-SO5
- G4-SO6

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

Practical actions
Integrated Annual Review 2015:
14 - 15 (Chair statement)
35 (internal and external standards and principles)
32 - 33 (Board of Directors Charter)
38 (Compliance and Ethics)

Annual Financial Statement 2015, pgs 2 - 5 (Audit Committee)
Online 2.3 (Board Committees) (Social and Ethics Committee)

Online GRI Content Index:
- G4-SO3 (business units analysed for risks related to corruption)
- G4-SO5
- G4-SO6

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

**Sustainable Development Framework**

Gold Fields' strategy is anchored in value creation and a focus on responsible mining and operating practices, with particular emphasis on community engagement, indigenous rights, resettlement and security and human rights. A Community Engagement Framework was published in 2014. The framework provides gold fields' approach to community engagement and details key principles and policies that guide the company in its interactions with communities. The framework is updated annually to ensure it remains relevant and effective. The framework includes a detailed approach to stakeholder engagement, including steps for identifying and engaging with stakeholders, managing expectations, and responding to feedback.

Gold Fields' Human Rights Policy Statement forms a core part of our Code of Ethics. The policy is designed to ensure that all employees understand their obligations under the policy and to provide a clear and consistent framework for managing human rights risks. The policy is supported by a Community Relations and Stakeholder Engagement Handbook that provides guidance on how to manage human rights risks in our operations.

All our contractors and suppliers, including security providers, are required to adhere to Gold Fields safety, environmental, labour and human rights standards. • Support and respect the protection of internationally proclaimed human rights. • Respect the freedom of association and the effective bargain. • Support and protect the right to a safe and healthy working environment.

Gold Fields is committed to the Responsible sourcing of gold through the implementation of the Gold refining and smelting guidelines (GRI G4-HR11) and the Gold Human Rights Standard (G4-HR12). The company ensures that its gold supply chain is free from human rights abuses and that all gold is sourced ethically and sustainably.

Gold Fields is committed to maintaining a zero-harm environment and to reducing its environmental impact. The company has set ambitious targets for reducing its greenhouse gas emissions, water use, and waste generation. It is also committed to improving its energy efficiency and reducing its water consumption. Gold Fields has implemented a number of initiatives to achieve these targets, including the installation of water-saving technologies, the use of renewable energy sources, and the implementation of energy efficiency measures.

Gold Fields' commitment to sustainability is reflected in its annual Integrated Report, which provides information on the company's sustainability performance and progress towards its sustainability goals. The report includes detailed information on the company's sustainability strategy, performance, and key performance indicators. Gold Fields has also committed to publishing its sustainability report on a regular basis, ensuring that stakeholders have access to the latest information on the company's sustainability performance.

**Execution of strategy**

Gold Fields' strategy is anchored in value creation and a focus on responsible mining and operating practices, with particular emphasis on community engagement, indigenous rights, resettlement and security and human rights. A Community Engagement Framework was published in 2014. The framework provides gold fields' approach to community engagement and details key principles and policies that guide the company in its interactions with communities. The framework is updated annually to ensure it remains relevant and effective.

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6.2 Employee Development - Talent Management, Performance Management, People Management, Industrial Relations

HUMAN RIGHTS, SOCIAL PERFORMANCE AND SUSTAINABLE DEVELOPMENT

5.6.1 Social licence to operate, Community Value Distribution, Shared value, Human Rights pg 108 – 119

The company has a good understanding of its operations’ impact on human rights and stakeholder interests, and in particular for any adverse impacts on human rights.

- Regular processes such as dialogue meetings with trade unions, which happen in our South African and Ghanaian operations
- Engagement with indigenous peoples
- Involvement of local communities in decision-making processes for operational changes
- Compliance with the World Gold Council’s Conflict-Free Gold Standard
- Independent assurance of human rights compliance

Gold Field’s adherence to the World Gold Council’s Conflict-Free Gold Standard is assured annually by an independent organisation. (http://goldfields.co.za/sus_reporting.php)

Contractor and Supplier Due Diligence

Contractors and suppliers are screened through the G4 Human Rights Assessment (G4-HR), which ensures human rights due diligence is undertaken on all contractors and suppliers. This systematic screening of contractors and suppliers adheres to human rights principles, such as respect for freedom of association and collective bargaining, non-discrimination, and child labor.

Human Rights Policy Statement

The Human Rights Policy Statement (HRPS) covers the company’s commitment to ensuring that all stakeholders are treated with respect and dignity. The HRPS includes principles and guidelines that allow for the execution of policies and procedures on human rights.

- The HRPS is widely available to all employees
- The Human Rights Policy is embedded in the company’s Code of Ethics
- The HRPS serves as a foundational document for all human rights policies and procedures

Human Rights in Context

The Human Rights Policy applies to all Gold Fields employees and is based on internationally recognized human rights principles and standards. The HRPS is integrated into the company’s policies and procedures, including the Code of Ethics.

- All employees are made aware of the HRPS
- The HRPS is reviewed and updated on a regular basis
- The HRPS is communicated to all stakeholders

The Human Rights Policy

The Human Rights Policy (HRP) is a statement of the company’s commitment to respecting and protecting human rights, as well as its role in promoting human rights. The HRP is based on the United Nations Declaration of Human Rights and the International Labour Standards.

- The Human Rights Policy is approved by the Board of Directors
- The HRP is reviewed annually
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- The Human Rights Policy is approved by the Board of Directors
- The HRP is reviewed annually
- The HRP is communicated to all employees
During 2015, Gold Fields implemented a due diligence application to establish the risk profiles of external suppliers. The application concentrates on the financial, environmental, sustainability and political risks.

Criterion 12: The COP and evaluation mechanisms for effective monitoring of environmental performance

Outcomes of integration of the environmental principles:
- Environmental incidents are recorded at each operation in accordance with a group guideline and then tracked till they are resolved and their impact is measured and understood. These incidents are reported monthly and all operations report to a central environmental affairs manager. Each incident is classified according to the level of impact and severity on a scale of 1-5. All environmental incidents, no matter what their level, are reported on a monthly basis.
- Although focused on ethics, our 24hr independently managed hotline is available for all complaints - including those related to the environment and safety. It is a requirement for all operations to have appropriate grievance mechanisms in place. In addition, at a group level a stewardship committee is responsible for the review and resolution of any environmental incidents.
- Environmental impact assessments and associated management plans are undertaken at all our operations and include activities related to new water management in a new or existing operation. We have a total of 25 new environmental impact assessments.
- A Group Environmental Health and Sustainable Development Committee and annually in the Integrated Annual Report. Reasonable assurance is provided by KPMG on the accuracy of the information provided in the 2015 Integrated Annual Report. Group performance on key environmental indicators is recorded in section 1.5 of the IAR 2015. The group reporting guidelines are provided annually in our Integrated Annual Report and the number of these incidents is externally assured by KPMG (IAR 2015 - Section 7.3).

Other established or emerging best practices:
- Compliance Programme: We have established a program to ensure that our operations have effective and robust environmental management and reporting systems in place. The program includes a series of audits and self-assessments that are conducted at regular intervals. The results of these audits are used to identify areas for improvement and to ensure that our operations meet all relevant environmental standards.
- Contractor and Supplier Due Diligence: We conduct a due diligence application to establish the risk profiles of external suppliers. The application focuses on the financial, environmental, sustainability and political risks.
- Lifecycle assessments for our product is not relevant as gold is an inert metal and is not a waste product and has inherent value.

In addition to a group sustainable development policy there is also a group environmental policy as well as group management systems that are aligned to the ICMM principles. The policies as well as the guidelines are all aligned to both the ICMM principles and GRI guidelines.

Overall environmental policies on water; energy & carbon management; mine closure; and biodiversity:
- Environmental incidents are recorded at each operation in accordance with a group guideline and then tracked till they are resolved and their impact is measured and understood. These incidents are reported monthly and all operations report to a central environmental affairs manager. Each incident is classified according to the level of impact and severity on a scale of 1-5. All environmental incidents, no matter what their level, are reported on a monthly basis.
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- Lifecycle assessments for our product is not relevant as gold is an inert metal and is not a waste product and has inherent value.
During 2015, Gold Fields implemented a due diligence application to establish the risk profiles of external suppliers in order to manage the financial, environmental, social and governance (ESG) risks associated with its operations. This initiative is crucial for ensuring the sustainability and ethical sourcing of materials, as well as for maintaining a positive reputation in the market.

The application focuses on the financial, environmental, social and governance (ESG) risks associated with external suppliers. It involves a comprehensive process of evaluating suppliers against established criteria to ensure they meet the company's ethical standards and sustainability practices.

**Criterion 13: The COP**
- Publicly advocate the importance of action in relation to one or more UN goals/issues
- Guidelines and timelines, metrics, and responsible staff
- Other established or emerging best practices
- Align core business strategy with one or more relevant UN goals/issues
- Guidelines and timelines, metrics, and responsible staff
- Other established or emerging best practices
- Use of independent external assurance of anti-corruption programmes (D15)
- Leadership review of monitoring and improvement results (D12)
- Other relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including:
  - Communications (whistleblowing) channels and follow-up mechanisms for reporting concerns or seeking advice
  - Management responsibility and accountability for implementation of these anti-corruption commitments or policies (D7)
  - Actions taken to encourage business partners to implement anti-corruption commitments (D6)
  - Use of independent external assurance of anti-corruption programmes (D15)
  - Leadership review of monitoring and improvement results (D12)
  - Other relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including:

Gold Fields is committed to addressing the anti-corruption challenges faced by its industry peers. The company has established a risk-based Group compliance programme to provide the highest levels of assurance for regulatory compliance. In terms of the programme, Gold Fields:

   - Identifies and consistently reviews all statutes in its operating jurisdictions and assesses the exposure to non-compliance and regulatory risk
   - Implements a programme to provide the highest levels of assurance for regulatory compliance
   - Other relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including:

2. Other established or emerging best practices
   - Actions taken to encourage business partners to implement anti-corruption commitments (D6)
   - Use of independent external assurance of anti-corruption programmes (D15)
   - Leadership review of monitoring and improvement results (D12)
   - Other relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including:

Gold Fields is dedicated to ensuring that its operations align with the principles set forth by the United Nations, particularly in relation to the entire gold value chain (from exploration to the refinery) and participation actively in ICMM forums.

For further information see: 5.2 Social licence to operate - Shared value projects.
Gold Fields, together with five other SA mining companies - Anglo American South Africa, AngloGold Ashanti, Harmony Gold, Lonmin and Rainbow Minerals – formed an industry working group to address issues relating to compensation and medical care for workers who have been injured or killed on demanding operations. The group comprises representatives of the mining companies and the National Union of Mineworkers (NUM). The working group's purpose is to ensure that the mining industry and the NUM are working collaboratively in the mining community to address the mining industry's problems effectively.

**Criterion 20: The COP and leadership**

1.6 Total value distribution - stakeholder value distribution

Publicly recognize responsibility for the company's impacts on internal and external stakeholders

Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including:

- CEO publicly delivers explicit statements and demonstrates personal leadership on sustainability and commitment

**Online : Board Charter and Committee Charters** - [www.goldfields.co.za/au_standards](http://www.goldfields.co.za/au_standards)


**Launch of Stakeholder Charters**

Representatives of external stakeholders – including industry, government and environmental organisations – were briefed about Gold Fields' material sustainability issues. Senior executives at the Company, including its regional operations, and the Board's Social and Ethics Committee, were involved in the process. The outcome of the process is described on pp43-45 of the Annual Review 2016.

This process involves intensive interaction with internal and external stakeholders to determine the material issues that are important to Gold Fields and its stakeholders. The process followed and the outcome are described on pp43-45 of the Annual Review 2016. These objectives translate into the Group's Social License to Operate and People objectives for the year. Each region in the Gold Fields Group has its own region-specific Social License to Operate Plan which set out above are adequately reflected and addressed by Gold Fields through its various management processes including:

**Guideline and the Gold Fields Community Relations and Stakeholder Engagement Handbook.**

**International Council on Mining and Metals (ICMM)** - [www.icmm.com](http://www.icmm.com)

Gold Fields is a member of the ICMM. The ICMM, comprising 85 mining and metals companies from around the world, is a leader in responsible mining and sustainable development.

**Other established or emerging best practices**

- *Heart of Gold campaign in Western Australia (WA)* - [www.goldfields.com](http://www.goldfields.com)

Gold Fields has voluntarily implemented the World Gold Council Conflict-Free Gold Standard as best practice across all of its mines. This Standard was independently assured in 2014 (See [https://www.goldfields.co.za/sus_reporting.php](http://https://www.goldfields.co.za/sus_reporting.php)). The Cerro Corona Mine in Peru has signed up to the Conflict-Free Gold Standard as part of the Company's Shared Value Strategy of being a gold mining company that creates positive change and shared value in the communities near its mines.

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FSG, global leader in Shared Value has been working with Gold Fields to implement its Material Value Chain Partnership initiative, focusing on the areas of mining and community health. The partners are currently working on four initiatives: the Occupational Lung Disease Initiative - [www.goldfields.co.za](http://www.goldfields.co.za), Westonaria Development Roundtable - [www.goldfields.co.za](http://www.goldfields.co.za), AfriGrow Development, are contracted as service providers and are supported by a number of other NGOs. Phase 1 of the program is expected to be completed in Q3 2016. It serves as a platform to represent the South African gold industry and will provide transparent and independent communication. It aims to be the primary, credible source of information relating to gold and issues surrounding the industry. Furthermore, it aims to provide a means for all industry stakeholders to present their views and to engage with society in a responsible manner.

**Launch of Stakeholder Charters**

Representatives of external stakeholders – including industry, government and environmental organisations – were briefed about Gold Fields' material sustainability issues. Senior executives at the Company, including its regional operations, and the Board's Social and Ethics Committee, were involved in the process. The outcome of the process is described on pp43-45 of the Annual Review 2016. These objectives translate into the Group's Social License to Operate and People objectives for the year. Each region in the Gold Fields Group has its own region-specific Social License to Operate Plan which set out above are adequately reflected and addressed by Gold Fields through its various management processes including:

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