Criterion 3: The COP describes the rights

Statement of policy publicly available and communicated internally and externally to all personnel, business partners and other relevant business activities (BRE 1)

Statement of policy stipulating human rights expectations of personnel, business partners and other parties directly linked to operations, products or services (BRE 2)

Integrated or stand-alone statement of policy expressing commitment to respect and support human rights approved at Board level (BRE 3)

Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including other established or emerging best practices

Communicate policies and expectations to suppliers and other relevant business partners (BRE 4)

strategic, operational and risk management goals, timelines, metrics, and responsible staff

... ensuring no function conflicts with company's sustainability commitments and the company is efficiently and responsibly managed and information-releasing.

... ensuring no function conflicts with company's sustainability commitments and the company is efficiently and responsibly managed and information-releasing.

... ensuring no function conflicts with company's sustainability commitments and the company is efficiently and responsibly managed and information-releasing.

... ensuring no function conflicts with company's sustainability commitments and the company is efficiently and responsibly managed and information-releasing.

... ensuring no function conflicts with company's sustainability commitments and the company is efficiently and responsibly managed and information-releasing.

... ensuring no function conflicts with company's sustainability commitments and the company is efficiently and responsibly managed and information-releasing.

... ensuring no function conflicts with company's sustainability commitments and the company is efficiently and responsibly managed and information-releasing.

... ensuring no function conflicts with company's sustainability commitments and the company is efficiently and responsibly managed and information-releasing.

... ensuring no function conflicts with company's sustainability commitments and the company is efficiently and responsibly managed and information-releasing.
**Human Rights Integration**

**Effective Management Systems**

- Allocation of responsibilities and accountability within the organization.
- Dialogue mechanism with trade unions to regularly discuss and review company progress in addressing labour standards.
- Operational-level grievance mechanisms for those potentially impacted by the company’s activities (BRE 4 + ARE 4).
- Internal awareness-raising and training on human rights for management and employees.

**Other established or emerging best practices**

- Disclosure on Management Approach: Labour Practices and Decent Work
  - Assured data
  - Assessment for Labour Practices G4-LA14 - G4-LA15; Labour Practices Grievance Mechanisms G4-LA16; G4-HR1, G4-HR2, G4-HR12, and Education G4-LA9, G4-LA10, G4-LA11; Diversity and Equal Opportunity G4-LA12; Equal Remuneration for Men and Women G4-LA13; Supplier Employment G4-LA1, G4-LA2, G4-LA3; Labour Relations G4-LA4, G4-MM4; Occupational Health and Safety G4-LA5, G4-LA6, G4-LA7, G4-LA8; Training Employment Equity
  - 110 - 111 Employment Equity
- Stakeholder input on human rights management

**Gold Fields' Code of Conduct**

- Ensures that the internal control environment is aligned to prioritised statutory requirements.
- Discussion on compliance with Gold Fields’ Social, Ethics and Transformation Committee.
- Disclosure on Management Approach: Human Rights
  - G4-HR11; Human Rights Grievance Mechanism G4-HR12;

**Indicators in GRI Content Index:**

- Human Rights
  - 10 - 13 Value Creation and Distribution
- Social, Ethics and Transformation Committee.

**Gold Fields on a Page**

- Social licence to operate
- Investment G4-HR1, G4-HR2; Non-Discrimination G4-HR3; Freedom of Association and collective bargaining G4-HR4; Child Labour G4-HR5; Force and Safety, Health and Wellness G4-LA5, G4-LA6, G4-LA7, G4-LA8; Third Party Focus:
  - “Ensures that the internal control environment is aligned to prioritised statutory requirements.”

**Third Party Focus:**

- Security providers
- Suppliers and Contractors
- Human rights due diligence

**Our Code of Conduct is hosted on the Group Intranet. Gold Fields encourages the usage of the Code of Conduct portal by employees to ensure awareness and understanding of the company’s values and policies.”

**Our Code of Conduct includes a global hotline which also flags any human rights violations. Any reported violation or potential violations of human rights are escalated to the Social, Ethics and Transformation Committee.**

**Compliance Program**

- "We strive to do the right thing in the right way, and ensure that all our employees are held accountable for their actions."

**Exhibit:**

"Our Code of Conduct includes a global hotline which also flags any human rights violations. Any reported violation or potential violations of human rights are escalated to the Social, Ethics and Transformation Committee."

**Gold Fields’ 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)"
Environmental Stewardship

- any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including:
  - Other established or emerging best practices
  - Process to deal with incidents
  - Allocation of responsibilities and accountability within the organisation
  - Goals, timelines, metrics, and responsible staff

Criterion 7: The COP describes effective management systems

- clear and comprehensive management systems in place to ensure commitment to sustainable development, including environmental, social, and economic principles
- Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including:
  - System to track and measure performance based on standardized performance metrics

Criterion 8: The COP describes effective monitoring and evaluation systems

- clear and comprehensive management systems in place to ensure commitment to sustainable development, including environmental, social, and economic principles
- Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including:
  - System to track and measure performance based on standardized performance metrics

Gold Fields has a commitment to using 20% renewable energy on all new projects over the life of these projects. Various other environmental goals and targets have been set in this area, including a 5% decrease in energy and water consumption per tonne of gold produced, and a 2% reduction in carbon intensity. The company also has a target to achieve a 20% reduction in greenhouse gas emissions by 2025 compared to 2015.

Lifecycle assessments for our products are not relevant as gold is an inert metal and is not a waste product and has inherent value.

Gold Fields obtains reasonable independent assurance over all its environmental key performance indicators (See section 7 of the IAR 2016). Various other environmental goals and targets have been set in this area, including a 5% decrease in energy and water consumption per tonne of gold produced, and a 2% reduction in carbon intensity. The company also has a target to achieve a 20% reduction in greenhouse gas emissions by 2025 compared to 2015.
Criterion 13: The COP describes partnership projects. The COP describes partnership projects with public or private organizations (UN entities, government, NGOs, or other established or emerging best practices). Pursue social investments and philanthropic contributions that tie in with the core competencies or operating context of the company. Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including training for all employees (B5 + D8). Support by the organization’s leadership for anti-corruption (B4). 18 - 19 Vision of the Chairperson Gold Fields is a proactive supporter of the Extractive Industries Transparency Initiative (EITI) and also voluntarily participates in Transparency International’s anti-corruption initiative, Anti-Corruption G4-SO3, G4-SO4, G4-SO5; Public Policy G4-SO6. All of the 10 Principles are embedded in Gold Fields approach to business (Human Rights, Labour Standards, Environment, Water, Mine Closure, Community Relations and Energy and Carbon) are aligned to the UNGC 10 Principles. Annual feedback is performed annually.