

2020 Conflict-Free Gold Assessment Report

Gold Fields Limited ('Gold Fields') is committed to being the global leader in sustainable gold mining. We acknowledge that part of operating responsibly and maintaining the trust of our stakeholders requires us to demonstrate that the gold and gold-bearing materials we produce have been done so in a manner that does not cause, support or benefit unlawful armed conflict, or contribute to serious human rights abuses or breaches of international humanitarian law. Gold Fields has successfully adopted and implemented the World Gold Council Conflict-Free Gold Standard ('the Standard') to further demonstrate our commitment to responsible mining.

This Conflict-Free Gold Report summarises Gold Fields' conformance to the requirements of the Standard for the year ended 31 December 2020.

1. Responsibility for Conformance

Responsibility for the implementation of the Standard is held by the Vice-President, Group Sustainable Development, who reports to the Executive Vice-President, Group Sustainable Development. Both these positions are responsible for reporting on Gold Fields' conformance with the Standard to the relevant sub-committees of the Gold Fields Board.

2. Reporting Boundary

The reporting boundary of this Conflict-Free Gold Report includes all mining and processing operations over which Gold Fields has direct control, as listed below. This is consistent with the reporting boundaries that Gold Fields publicly discloses in the 2020 Gold Fields Integrated Annual Report.

The following mines are included in Gold Fields' Conflict-Free Gold Report for the period 1 January 2020 to 31 December 2020:

- Agnew (Western Australia, Australia)
- Granny Smith (Western Australia, Australia)
- Gruyere (Western Australia, Australia)
- St. Ives (Western Australia, Australia)
- Damang (Western Region, Ghana)
- Tarkwa (Western Region, Ghana)
- Cerro Corona (Cajamarca region, Peru)
- South Deep (Gauteng, South Africa)



safety



integrity



respect



responsibility



innovation



delivery



GOLD FIELDS

This report does not include exploration sites and projects under development, as they are not yet producing gold e.g. Salares Norte Project in Chile for which construction has commenced. This report excludes Asanko Gold Mine. Gold Fields acquired 45% of Asanko in 2018, in a Joint Venture partnership. Gold Fields are not the operators of Asanko.

Cerro Corona

It is worth noting that Gold Fields' Cerro Corona Mine (Peru, South America) produces a copper concentrate. Whilst the copper concentrated does contain gold material, it falls outside of the criterion in relation to the 'Nature of Gold Production', as defined in Part C of the Standard.

The gold-bearing material leaving the mine-site cannot be easily processed into gold – a refinery is needed for further processing and to extract the gold from the gold-copper concentrate. According to our knowledge there is no such refinery in Peru.

Appropriate risk management systems and security controls are in place to ensure that the gold-copper concentrate that leaves the mine's area of control (Cerro Corona) arrives at the receiving location (warehouse in Salaverry, Trujillo and subsequently onto a ship) intact.

3. Standard's Requirements

The Standard is comprised of assessment Parts A–E:

- Part A – Conflict Assessment;
- Part B – Company Assessment;
- Part C – Commodity Assessment;
- Part D – Externally Sourced Gold Assessment; and
- Part E – Management Statement of Conformance.

Part A of the Standard requires companies to assess whether the mining and onward transport of gold takes place in breach of international sanctions and to undertake a risk assessment based upon the recognition of conflict. Gold Fields mine and transport gold for the operations listed in section 2 above, noting that we do not produce or process gold at our Cerro Corona operation.

Regarding the latter, operations located in an area ranked as 5 (war) or 4 (limited war) within the last two years (2019 and 2020) by the Heidelberg Conflict have been classified as 'conflict-affected or high-risk' and must complete all remaining assessments in Parts B–E of the Standard. For operations not considered as being in a 'conflict-affected or high-risk' area and where the company does not transport gold while in the custody of the producer, as defined by the Standard, the remaining assessments are Parts D and E.

4. Gold Fields' Evaluation

Following our Part A – Conflict Assessment, Gold Fields concluded that we did not breach any international sanctions and we have no mines considered to be in 'conflict-affected or high-risk' areas,

as determined by an assessment of the 2019 and 2020 Conflict Barometers produced by the Heidelberg Institute for International Conflict Research. No countries, in the last two (2) years, in which we operate have been classified as 'war' (5) or 'limited war' (4) which meet the criteria for 'conflict-affected or high-risk'. Peru and South African were classified, in 2019 and again 2020, as 'violent crisis' (3), with Australia classified as 'non-conflict' for the last two years. Ghana was classified as 'non-conflict' in 2019 and in 2020 this was escalated to 'violent crisis' (3).

It was also evident from our review that none of the countries where Gold Fields has operations are subject to economic, financial or arms sanctions. In this regard, the websites of the following supra-national bodies were reviewed to determine if any of the countries mentioned in Schedule A of this report were the subject of international sanctions:

- The United Nations Security Council – Consolidated list generated on 04 May 2021:
 - <https://www.un.org/securitycouncil/content/un-sc-consolidated-list>;
 - <https://www.un.org/securitycouncil/sanctions/information>;
- The European Union – Consolidated Financial Sanctions List updated on 30 April 2021:
 - <file:///C:/Users/z7520900/Downloads/20210430-FULL.pdf>
 - <https://webgate.ec.europa.eu/fsd/fsf#!/files>; and
- Council on Foreign Relations Global Conflict Tracker map:
 - <https://www.cfr.org/global-conflict-tracker/?category=usConflictStatus&vm=list> (updated on 03 May 2021).

Based on the results of our Part A assessment, Part B and C are not applicable for implementation or assessment.

Gold Fields did not source external gold in 2020, therefore Part D is not applicable as Gold Fields did not source or process gold that was not mined by Gold Fields operations.

Conformance to Part E of the Standard is summarised as follows:

We implemented an appropriate Management Statement of Conformance documentation as required in Part E. A copy of our Group Management Statement of Conformance can be found at <https://www.goldfields.com/sustainability-reporting.php>

5. Public Disclosure

The Standard includes several areas where evidence of public disclosure is required. The following information can be viewed on our website:

Public commitment(s) to human rights:

- <https://www.goldfields.com/human-rights.php> - this includes a link the Gold Fields Policy Statement on Human Rights; and

- 2020 Integrated Annual Report: <https://www.goldfields.com/pdf/investors/integrated-annual-reports/2020/iar-2020.pdf> pg's 35, 90 and 91

Disclosure of payments to governments and government entities:

- 2020 Integrated Annual Report: <https://www.goldfields.com/pdf/investors/integrated-annual-reports/2020/iar-2020.pdf> pg 22

Local stakeholders can raise concerns through a variety of forums, including those described on pg's 87-89 of Gold Fields' Integrated Annual Report, as well as via Gold Fields' website <https://www.goldfields.com/index.php>. If users of this Report wish to provide any feedback to Gold Fields with respect to the Conflict-Free Gold Report, they can contact Corporate Sustainable Development on Sustainable.Development@goldfields.com.

6. Conclusion

In conclusion, Gold Fields was in alignment and conformance with the criteria set out in the Conflict-Free Gold Standard for the reporting year ending 31 December 2020.

7. Assurance

Gold Fields have utilised the services of our Internal Audit services to assure the alignment with the Standard over the last three years, and again in 2021 for the 2020 assessment (i.e. 2017 –2020) and prior to that utilised the services on our external financial and non-financial independent assurance providers (KPMG) (2013 – 2016).

These assessments can be viewed at (<https://www.goldfields.com/sustainability-reporting.php>).