

STANDARDS, PRINCIPLES AND SYSTEMS
Material internal and external standards and principles

| Internal standards and principles | Listings requirements | Sustainability standards | Business ethics standards |
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| <p>Gold Fields has a comprehensive set of internal standards and principles in place that form the foundation of how we do business. These include:</p> <p>Our vision and values: Everything we do in pursuit of achieving our vision of becoming the global leader in sustainable gold mining is informed by our values. These are applied by our directors, as well as employees at every level of the Group. More information on our vision and values can be found on p03 of our Integrated Annual Report (IAR).</p> <p>Board of Directors' Charter: The Charter articulates the objectives and responsibilities of the Board. Likewise, each of the Board committees operates in accordance with written terms of reference that are regularly reviewed to align with the provisions of relevant statutory and regulatory requirements.</p> <p>Sustainable development framework: Gold Fields' sustainable development framework is based on good practice, as well as our operational requirements. The framework is governed by an overall sustainable development policy statement.</p> <p>The Group has developed a range of policy statements that direct business conduct, these are available online at www.goldfields.com/policies.php.</p> <p>Code of Conduct: Gold Fields' Code of Conduct commits and binds every employee, officer and director within the Company to conduct business in a way that is ethical and fair. Both the Board's Audit Committee and Social, Ethics and Transformation (SET) Committee are tasked with ensuring the consistent application of, and adherence to, the code. The code is available on our website at https://www.goldfields.com/code-of-conduct.</p> | <p>Our primary listing is on the JSE Limited (JSE), and we are therefore subject to the JSE Listings Requirements.</p> <p>Gold Fields has a secondary listing on the New York Stock Exchange (NYSE) and, as a foreign private issuer, is subject to the NYSE Listings Requirements, certain provisions of the United States (US) Securities and Exchange Commission (SEC), as well as the terms of the Sarbanes-Oxley Act (2002).</p> <p>Gold Fields delisted from the SIX Swiss Exchange in December 2019.</p> <p>The Board is committed to the principles and recommended practices of King IV and, to this end, ensured compliance during 2019.</p> <p>As per King IV, 48 non-binding rules, codes and standards have been adopted by the Audit Committee.</p> | <p>Our sustainable development framework is guided by the International Council on Mining & Metals' (ICMM) 10 principles on sustainable development, their supporting position statements and external assurance thereof.</p> <p>Despite not being a direct participant in the United Nations (UN) Global Compact, we are guided by and adhere to its 10 principles, and have accordingly incorporated its management model into our business activities.</p> <p>All of our eligible operations conform to the World Gold Council (WGC) Conflict-Free Gold Standard. A copy of our Conflict-Free Gold Report and Statement of Conformance, together with the limited assurance opinion, can be viewed online at www.goldfields.com/sustainability-reporting.php.</p> <p>Our reporting is guided by the International Integrated Reporting Council's (IIRC) Integrated Reporting Framework (IIRC <IR> Framework), as well as the Global Reporting Initiative (GRI) Standards. Our 2019 GRI submission can be viewed online at www.goldfields.com/sustainability-reporting.php.</p> <p>All our eligible operations are certified to the International Cyanide Management Code (ICMC), the ISO 14001 (2015) Environmental Management System (except Gruyere) and the OHSAS 18001 and ISO 45001 Occupational Health and Safety Management systems. All our mines are gradually transitioning from OHSAS 18001 to ISO 45001.</p> <p>Our Cerro Corona mine in Peru is certified to the ISO 50001 Energy Management Standard, with all the other mines to follow by 2023.</p> <p>Our mines and offices are certified to the ISO 27001 Information Security Management System.</p> | <p>Our Code of Conduct is aligned with national and international business ethics and anti-corruption standards, including the UN Convention against Corruption (2003) and the Organisation for Economic Co-operation and Development (OECD) Convention on Combating Bribery of Foreign Public Officials in International Business Transactions (1997).</p> <p>We support the principles and processes of the Extractive Industry Transparency Initiative (EITI), through our membership of the ICMM. Ghana and Peru are the EITI-compliant countries in which we operate.</p> <p>We comply with the following legislation and code:</p> <ul style="list-style-type: none"> • King IV and the Prevention and Combating of Corrupt Activities Act No 12 of 2004 • The US Sarbanes-Oxley Act (2002), Dodd-Frank Act (2010) and the Foreign Corrupt Practices Act (1977) • All other relevant regulations and legislations in the jurisdictions in which Gold Fields operates |