



GOLD FIELDS

Gold Fields GRI
Content Index 2019

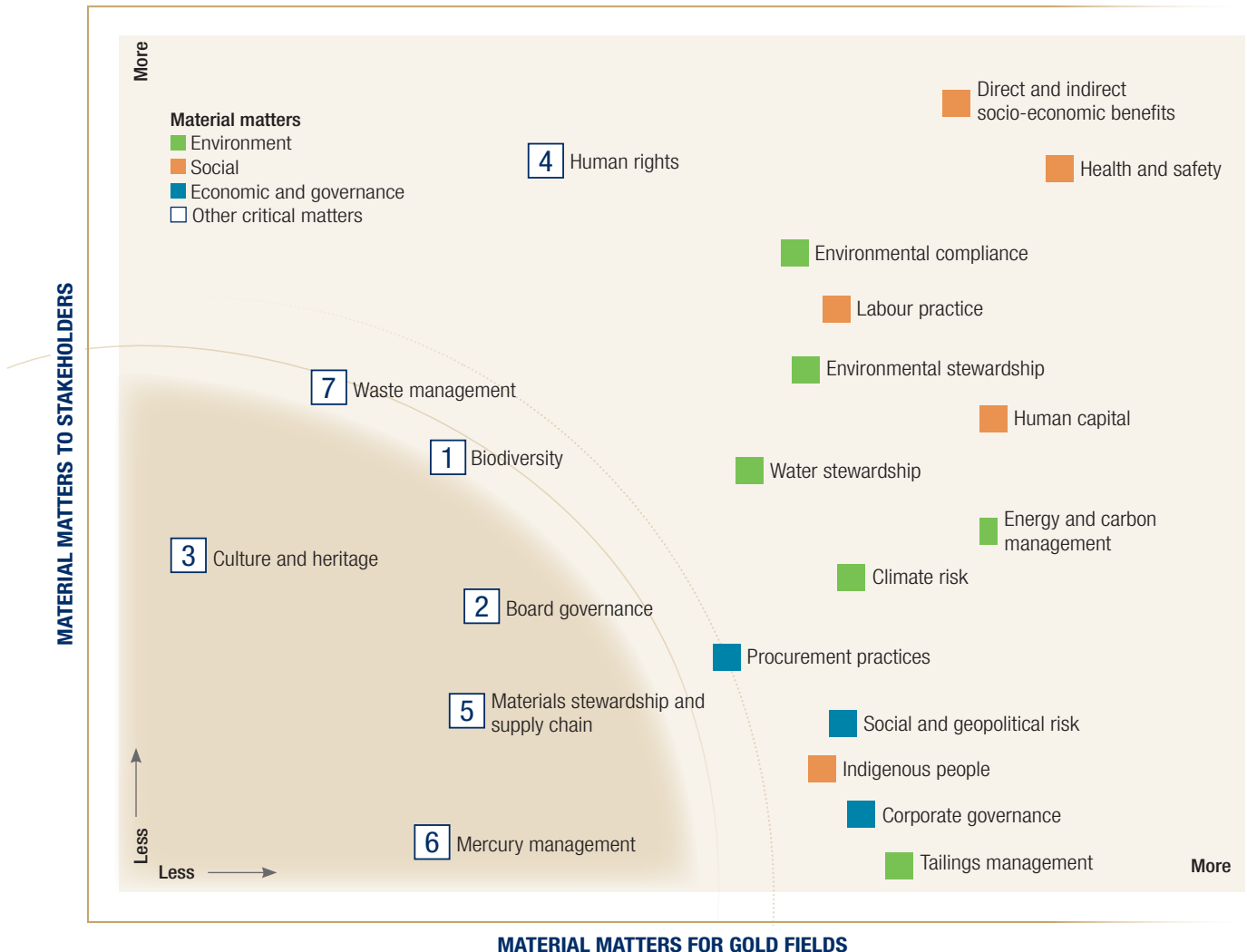
Delivering
value
for a
sustainable
future

GRI CONTENT INDEX FOR THE INTEGRATED ANNUAL REPORT 2019




Our materiality analysis identifies significant economic, environmental, social and governance factors that could substantively influence the decisions of shareholders and stakeholders regarding our ability to deliver our strategic objectives and value creation over the short, medium and long term. Gold Fields conducts a materiality analysis every year. This year we established a Materiality Assessment Steering Committee and focused our analysis on reconfirming the scope and boundaries of the analysis, recognising the changing footprint of our business. We also confirmed that our sustainability focused topics include economic, environmental, social and governance factors. Furthermore, we reconstructed our topics used for the materiality analysis from over 20 different internal and external sources of sustainability priorities relevant to our business. These included the ICMM 10 Principles and eight Position Statements, GRI Mining and Metals Sector Supplement, UN Global Compact 10 Principles, investor environment, social and governance (ESG) focus areas, Gold Fields strategic priorities, internal risk management outcomes, external stakeholder engagement outcomes, United Nations Global Compact UNGC ten principles etc.











From this pool of sustainability topics, we identified 54 potentially material topics, which we analysed further in order to prioritise and rank material topics. This resulted in 14 material topics and an additional six relevant topics for Gold Fields. A significant change and improvement in our 2019 analysis has been the prioritisation and ranking of material topics that are most important to Gold Fields, and those which are most important to our stakeholders. In identifying topics most important to our stakeholders, we utilised feedback from some of our routine engagements and materiality assessment interviews undertaken with stakeholders across our business in 2018. This was supplemented with additional interviews undertaken in 2019 and early 2020. As part of our materiality assessment and external stakeholder interviews, we have identified an opportunity to diversify our external stakeholder engagement and further strengthen our diversity in materiality assessment interviews. The graphic below represents the outcomes of the 2019 materiality assessment.




Material matters to Gold Fields and its stakeholders




SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
ORGANISATIONAL PROFILE						
	GRI 101: Foundation 2019	This report has been prepared in accordance with the GRI standards				
	General disclosures	In accordance with core				
		102-1 Name of the organisation	Inside front cover – About this report (IFC)			
		102-2 Activities, brands, products and services	IFC, pgs 01 – 02 Our business pgs 06 – 07			
		102-3 Location of headquarters	www.goldfields.co.za/operations.php			
		102-4 Location of operations	Our business pgs 03 – 05 www.goldfields.co.za/operations.php			
		102-5 Ownership and legal form	IFC			
		102-6 Markets served	Our business pgs 03 – 05 www.goldfields.co.za/operations.php			
		102-7 Scale of the reporting organisation	IFC About this report pg 02			
		102-8 Information on employees and other workers	Where Gold Fields operates pgs 04 – 05 Our employees pgs 59 – 61 Our communities pg 83 Gold Fields 2019 Sustainability Performance Tables – Employment https://www.goldfields.com/introduction.php	6		
		102-9 Supply chain	Governance pgs 21, 23 Our operating environment pg 29 Environmental stewardship pg 67 Governmental relations pg 77 Our communities pg 82 Human rights pgs 86 – 87 Gold Fields 2019 Sustainability Performance Tables – Supply Chain			Gold Fields also reports on key sustainability performance indicators KPIs.
		102-10 Significant changes to the organisation and its supply chain	IFC, Annual Financial Report (AFR)			
		102-11 Precautionary principle or approach	IFC, Environment pgs 67 – 74 https://www.goldfields.com/management-approaches.php	7	2	
		102-12 External Initiatives	Ensuring we do business ethically pg 23 Performance against material matters pgs 38 – 60		1, 2	
		102-13 Memberships of associations	IFC AFR Corporate Governance pg 03 Commitment to leading practice, pg 23 https://www.goldfields.com/the-gold-fields-dna.php		2	
STRATEGY						
		102-14 Statement from the most senior decision-maker of the organisation	Chair, CEO Report pgs 16 – 17, 26 – 34		2, 10	
		102-15 Key impacts, risks, and opportunities	Integrated Annual Report		2, 4	


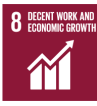

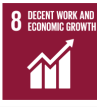
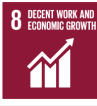
SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
ETHICS AND INTEGRITY						
		102-16 Values, principles, standards and norms of behaviour	Corporate Governance pgs 19 – 24 Our employees pgs 59 – 61 https://www.goldfields.com/code-of-conduct/index.php https://www.goldfields.com/management-approaches.php AFR Corporate Governance (CG) pgs 3, 14 – 16	1, 2, 6, 10	1, 2, 4	Refer to Management Approach – Ethics, Conduct and Integrity
		102-17 Mechanisms for advice and concerns about ethics	Corporate Governance pgs 19 – 24 Our employees pgs 59 – 61 Shared value creation in our communities pgs 80 – 87 Human rights pg 87 (Grievance Mechanism) AFR Corporate Governance pgs 2 – 17 https://www.goldfields.com/code-of-conduct/index.php https://www.goldfields.com/management-approaches.php	1, 2, 10	1, 2, 4	Refer to Management Approach – Government and Public Policy-related Interaction
		102-18 Governance structure	Corporate Governance pgs 19 – 24 AFR Corporate Governance (CG) pg 06	10	1, 2, 4	
		102-19 Delegating authority	Corporate Governance pgs 19 – 24 AFR Corporate Governance (CG) pg 04 https://www.goldfields.com/international.php https://www.goldfields.com/standards-and-principles.php https://www.goldfields.com/our-leadership.php	10	1, 2, 4	
		102-20 Executive-level responsibility for economic, environmental and social topics	This GRI Content Index Group risks and opportunities pgs 10 – 11 Our material issues pg 14 AFR Corporate Governance (CG) pgs 08 – 09	10	1, 2, 4	The Executive Vice-President (EVP) for Sustainable Development, supported by the Vice-President (VP) for Group Sustainable Development (which covers socio-economic and environmental aspects) reports to the CEO. Both the EVP and VP attend meetings of the Safety, Health and Sustainable Development Committee (SH&SD), Audit Committee, Risk Committee and the Social, Ethics and Transformation Committee of the Gold Fields Limited Board. In addition, a sustainable development corporate team, comprising experts in energy and carbon, water, environmental management, mine closure and community relations, supports the EVP and VP. Regional and operational teams manage these topics at the regional and mine site levels.
		102-21 Consulting stakeholders on economic, environmental and social topics.	Our business pgs 08 – 09, 14 This GRI Content Index AFR Corporate Governance pgs 08 – 09	10	1, 2, 4	All key stakeholder engagements and associated issues are reported as appropriate to the Social, Ethics and Transformation Committee, a committee of the Gold Fields Board.
		102-22 Composition of the highest governance body and its committees	AFR Directors' Report AFR Corporate Governance pgs 06	10	1, 2, 4	
		102-23 Chair of the highest governance body	Our Board of Directors pgs 20 – 22 AFR Corporate Governance pg 04	10	1, 2, 4	
		102-24 Nominating and selecting the highest governance body	AFR Corporate Governance pg 07	10	1, 2, 4	
		102-25 Conflicts of interest	https://www.goldfields.com/code-of-conduct/index.php	10	1, 2, 4	
		102-26 Role of highest governance body in setting purpose, values and strategy	AFR Corporate Governance pg 06	1, 7, 8	1, 2, 4	
		102-27 Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics	AFR Corporate Governance pgs 06 – 10	10	1, 2, 4	
		102-28 Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance	AFR Corporate Governance pgs 06 – 10 https://www.goldfields.com/the-gold-fields-dna.php	10	1, 2, 4	
		102-29 Identifying and managing economic, environmental and social topics	Our business pgs 06 – 09 Group risks and opportunities pgs 10 – 11 Our material issues pg 14 AFR, Audit Committee, CG	1, 2, 7, 8, 9, 10	1, 2, 4, 6, 10	Addressed in 102-21



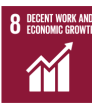

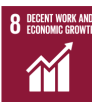



SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
		102-30 Effectiveness of risk management	Assurance statements pgs 89 – 91 AFR Corporate Governance pgs 06 – 10	1, 2, 7, 8, 9, 10	1, 2, 4	
		102-31 Review of economic, environmental and social topics	AFR Corporate Governance pgs 08 – 10	1, 2, 7, 8, 9, 10	1, 2, 4	
		102-32 Highest governance body's role in sustainability reporting	Governance – Chairperson Report pgs 16 – 17 AFR Corporate Governance pg 06		1, 10	The Board via the Audit Committee approves this Integrated Annual Report, which is the primary report of Gold Fields.
		102-33 Communicating critical concerns	IFC Our Board of Directors pgs 20 – 22 AFR Corporate Governance pgs 06 – 10	1, 10	1, 2, 4, 10	
		102-34 Nature and total number of critical concerns	AFR Corporate Governance pgs 06 – 10 Our business – Group and Regional Risk pgs 10 – 14	10	1, 2, 4, 10	Addressed in 102-21
		102-35 Remuneration policies	Full Remuneration Report in AFR, pgs 30 – 58 Our People pgs 59 – 61	1, 2, 4, 10	1, 2	
		102-36 Process for determining remuneration	Remuneration Report in AFR, pgs 30 – 42	10	1, 2, 4, 10	
		102-37 Stakeholders' involvement in remuneration	This GRI Content Index Remuneration Report in AFR, pg 58	10	1, 2, 4, 10	The remuneration policy is submitted on an annual basis to all shareholders to be voted upon at the Annual General Meeting. The results of the Annual General Meeting are published and distributed to shareholders. https://www.goldfields.com/media-releases.php
		102-38 Annual total compensation ratio	Gold Fields 2019 Sustainability Performance data – Diversity and Equal opportunities Our People pg 59	6		See 405-2
STAKEHOLDER ENGAGEMENT						
		102-39 Percentage increase in annual total compensation ratio	Remuneration Report in AFR, pgs 50 – 51	6		Not reported as it is not a requirement for GRI-Standards: Core option.
		102-40 List of stakeholder groups engaged by the organisation.	https://www.goldfields.com/societal-stakeholders.php https://www.goldfields.com/pdf/sustainability/policies/engagement-policy-2018.pdf Stakeholder engagement overview https://www.goldfields.com/stakeholder-engagement.php Our business pgs 06 – 09 Chair, CEO Reports pgs 16 – 17, 26 – 34 Financial performance pgs 52 – 54 Our employees pgs 59 – 61 Delivering value to our communities and governments pgs 76 – 87		10	
		102-41 Collective bargaining agreements	https://www.goldfields.com/management-approaches.php – Human Capital Management Approach Our employees pgs 59 – 60 Organised labour pg 61 Human rights pgs 86 – 87	1, 3	3	





SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
		102-42 Basis for identification and selection of stakeholders with whom to engage	https://www.goldfields.com/societal-stakeholders.php https://www.goldfields.com/pdf/sustainability/policies/engagement-policy-2018.pdf Our business pgs 06 – 09 Materiality topics and process pg 14 Chair, CEO Reports pgs 16 – 17, 26 – 34 Our employees pgs 59 – 61 Environmental stewardship pgs 67 – 74 Delivering value to our communities and governments pgs 76 – 87		10	
		102-43 Approach to stakeholder engagement	Stakeholder engagement overview https://www.goldfields.com/stakeholder-engagement.php Our business pgs 06 – 09 Materiality topics and process pg 14 Chair, CEO Reports pgs 16 – 17, 26 – 34 Our employees pgs 59 – 61 Environmental stewardship pgs 67 – 74 Delivering value to our communities and governments pgs 76 – 87		10	
		102-44 Key topics and concerns raised	Our business pgs 06 – 09 Materiality topics and process pg 14 Chair, CEO Reports pgs 16 – 17, 26 – 34 Our employees pgs 59 – 61 Environmental stewardship pgs 67 – 74 Delivering value to our communities and governments pgs 76 – 87		10	

REPORTING PRACTICE

		102-45 Entities included in the consolidated financial statements	About this report pg 02 Where Gold Fields operates pgs 04 – 05 Value delivery to our shareholders pgs 39 – 57		10	
		102-46 Defining report content and its Boundary	About this report pg 02 AFR pg 216 – 217		10	
		102-47 List of material topics	This GRI Content Index, pg 01 Materiality topics and process pg 14		10	
		102-48 Restatements of information	AFR pgs 211 – 212		10	
		102-49 Changes in reporting	IFC AFR, pgs 211 – 212		10	
		102-50 Reporting period	About this Report pg 02		10	
		102-51 Date of most recent previous report (if any)	About this Report pg 02		10	
		102-52 Reporting cycle (annual, biennial, etc.)	About this Report pg 02		10	
	102-53 Contact point for questions regarding the report or its contents	Administration and corporate information Inside back cover (IBC), pg 99 https://www.goldfields.com/integrated-annual-reports.php		10		
	102-54 Claims of reporting "in accordance" with GRI standards	About this Report pg 01 Assurance statement pgs 90 – 96		10		
	102-55 GRI Content Index	This GRI Content Index		10		
	102-56 External assurance	IFC Assurance statement pgs 90 – 96 AFR, Auditors Report pgs 127 – 123		10		












SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
TOPIC SPECIFIC STANDARDS						
All management approaches are available via http://www.goldfields.com/management-approaches.php						
ECONOMIC TOPICS						
	GRI 201: Economic performance	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	https://www.goldfields.com/management-approaches.php https://www.goldfields.com/sustainability.php Our business model pgs 06 – 07 Value creation to stakeholders pgs 08 – 09 Materiality topics pg 13 Responsible stewardship pgs 67 – 74 Delivering value to our communities and governments pgs 76 – 87 https://www.goldfields.com/code-of-conduct/index.php	6, 10	2, 4, 9	
		201-1 Direct economic value generated and distributed	https://www.goldfields.com/international.php https://www.goldfields.com/standards-and-principles.php Value creation to our stakeholders pgs 08 – 09 Operational performance pgs 47 – 50 Financial performance pgs 52 – 54 Our employees pgs 59 – 61 Government pgs 75 – 79 Shared value creation in our communities pgs 80 – 87	6, 10	9	Ghana and Peru are Extractive Industries Transparency Initiative (EITI) compliant countries in which we operate.
		201-2 Financial implications and other risks and opportunities for the organisation's activities due to climate change	https://www.goldfields.com/sustainability-reporting.php Financial performance pgs 52 – 54 Energy and Climate Change pgs 69 – 70 Climate Change Report 2019 – TCFD aligned https://www.goldfields.com/integrated-annual-reports.php	8, 9	1	Gold Fields describes the financial implications and other risks and opportunities for the organisation's activities due to climate change in its Task Force on Climate Related Financial Disclosures (TCFD) Report.
		201-3 Coverage of the organisation's defined benefit plan obligations	Remuneration Report, AFR pgs 28 – 58	6, 10		
		201-4 Significant assistance received from government	This GRI Content Index	6, 10		Gold Fields did not receive any financial support from government in 2019.
	GRI 202: Market presence	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries	This GRI Content Index https://www.goldfields.com/sustainability.php https://www.goldfields.com/operations.php Our business pgs 3 – 5 Gold Fields 2019 Sustainability Performance Tables – Diversity and Equal Opportunity Materiality topics pg 13			Gold Fields has adopted a regionalisation model. This requires the regions to operate autonomously, with corporate providing technical, governance and compliance oversight. The regions have developed fit-for-purpose structures to ensure the current and future skills profiles are sufficient in order to meet the business requirements. To this end, Gold Fields' attraction policy is to recruit nationals, with emphasis placed on attracting skills from the communities surrounding the mines. Market assessments are conducted on a regular basis to ascertain the level and pool of skills in country. Gold Fields partners with various academic institutions in the regions within which it operates to ensure there is a sufficient pipeline of skills to meet the current and future needs of the business. Gold Fields participates in national employee climate surveys to position itself as an employer of choice in the various countries. Training and development initiatives have also been implemented in local communities to enhance skill levels. Gold Fields participates in annual salary surveys in each jurisdiction to ensure that the remuneration strategy, which includes pay and employee benefits, remains competitive. Approximately 95% of Gold Fields employees are nationals.







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		202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Our employees pg 59 Gold Fields 2019 Sustainability Performance Tables – Diversity and Equal Opportunity			
		202-2 Proportion of senior management hired from the local community at significant locations of operation	Gold Fields 2019 Sustainability Performance Tables – Host Employment	6	2, 9	
	GRI 203: Indirect economic impacts	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; The management approach and its components; Evaluation of the management approach	https://www.goldfields.com/management-approaches.php https://www.goldfields.com/sustainability.php https://www.goldfields.com/pdf/sustainability/policies/sd-policy-statement-2017.pdf https://www.goldfields.com/pdf/sustainability/policies/engagement-policy-2018.pdf https://www.goldfields.com/pdf/sustainability/policies/community-policy.pdf https://www.goldfields.com/pdf/sustainability/policies/human-rights-policy-new.pdf https://www.goldfields.com/guidelines.php https://www.goldfields.com/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf	1	1, 3, 9, 10	Refer to management approach – direct and indirect economic impact
		203-1 Infrastructure investments and services supported	Gold Fields 2019 – Sustainability Performance Tables – National value distribution SED Investments – pg 84	1	9	
		203-2 Understanding and describing significant indirect economic impacts, including the extent of impacts	https://www.goldfields.com/pdf/investors/presentation/2018/imarc-breaking-the-resource-curse.pdf (Breaking the resource curse) SED Investments – Our business pgs 6 – 9 Value creation in our communities pgs 80 – 84	1	1, 3, 9, 10	
	GRI 204: Procurement practices	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries	https://www.goldfields.com/management-approaches.php https://www.goldfields.com/pdf/sustainability/policies/sd-policy-statement-2017.pdf https://www.goldfields.com/pdf/sustainability/policies/engagement-policy-2018.pdf https://www.goldfields.com/pdf/sustainability/policies/community-policy.pdf https://www.goldfields.com/pdf/sustainability/policies/human-rights-policy-new.pdf https://www.goldfields.com/guidelines.php https://www.goldfields.com/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf Value creation to our stakeholders pgs 08 – 09 Shared-value creation in our communities pgs 80 – 87 Gold Fields 2019 Sustainability Performance Tables – National value distribution, Supply chain, Host procurement	1	1, 3, 9, 10	Refer to Management approach – direct and indirect economic impact
		204-1 Proportion of spending on local suppliers	Value creation to our stakeholders pgs 08 – 09 Mining Charter pg 79 Shared-value creation in our communities pgs 80 – 84 Gold Fields 2019 Sustainability Performance Tables – National value distribution, Supply chain, Host procurement	10	2, 9	
	GRI 205: Anti-corruption	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; The management approach and its components; evaluation of the management approach explanation of the material topic and its boundaries	https://www.goldfields.com/sustainability.php https://www.goldfields.com/management-approaches.php Board governance pgs 21 – 22 Government relations pgs 76 – 77		1	Refer to Management approach – ethics, conduct and integrity


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		205-1 Operations assessed for risks related to corruption	Board governance pgs 21 – 22		1	Refer to Management approach – ethics, conduct and integrity Refer to Management approach – governance and compliance
		205-2 Communication and training about anti-corruption policies and procedures	Board governance pgs 21 – 22 CEO Report, pg 37 Mineral Resource and Mineral Reserve summary pg 46		1, 2	Refer to Management approach – ethics, conduct and integrity
		205-3 Confirmed incidents of corruption and actions taken	https://www.goldfields.com/sustainability.php https://www.goldfields.com/management-approaches.php			Refer to Management approach – ethics, conduct and integrity
	GRI 206: Anti-competitive behaviour	GRI 103: Management approach 208 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach explanation of the material topic and its boundaries	Board governance pgs 21 – 22 AFR Corporate Governance – Standards and Principles pg 03 AFR SET Committee pg 09			
		206-1 Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	This GRI Content Index	10	1, 9	During 2019, there were no legal actions against Gold Fields for anti-competitive behaviour, anti-trust, and monopoly practices.








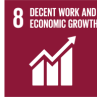

ENVIRONMENTAL TOPICS

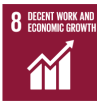











	GRI 301: Materials	GRI 103: Management approach 208 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries				Gold mining requires large volumes of blasting agents, hydrochloric acid (acid wash of pregnant carbon), lime (to adjust pH levels), cyanide (to extract gold from ores), cement (for paste backfill and construction), ammonia (for refrigeration at South Deep mine) and caustic soda to raise pH in the process circuit on an ongoing basis. Of these, cyanide represents the most potentially hazardous substance. See 301-1.
		301-1 Materials used by weight or volume.	Tailings and waste pgs 72 – 73 Gold Fields 2019 Sustainability Performance Tables – Environmental	7, 8	1	
		301-2 Recycled input materials used	This GRI Content Index Tailings and waste pgs 72 – 73			Based on the materials listed as our key inputs in 301-1, we do not believe these input materials are likely to be able to be recycled. The materials are not renewable. However, in 2018, we recycled a range of materials – refer to 306-2.
		301-3 Percentage of products sold and their packaging materials that are reclaimed by category	This GRI Content Index			Not relevant to Gold Fields as gold is sold in unwrought form. Packaging requirements are not necessary or are minimal.
	Material stewardship – MM11	Programmes and progress relating to materials stewardship	https://www.goldfields.com/sustainability-performance.php https://www.goldfields.com/pdf/sustainability/policies/material-stewardship-and-supply-chain-management-policy-new.pdf			
	GRI 302: Energy	GRI 103: Management approach 208 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	https://www.goldfields.com/sustainability.php https://www.goldfields.com/management-approaches.php CEO Report pgs 29, 32 Energy management and climate change pgs 69 – 70 Climate Change Report 2019 – TCFD aligned https://www.goldfields.com/integrated-annual-reports.php	7, 8, 9	1, 2, 4, 6, 7, 8, 9, 10	










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		302-1 Energy consumption within the organisation	Energy management and climate change pgs 69 – 70 Gold Fields 2019 Sustainability Performance Tables – Energy Climate Change Report 2019 – TCFD aligned https://www.goldfields.com/integrated-annual-reports.php	7, 8, 9	6, 9	
		302-2 Energy consumption outside the organisation	Energy management and climate change pgs 69 – 70 Gold Fields 2019 Sustainability Performance Tables – Energy Climate Change Report 2019 – TCFD aligned https://www.goldfields.com/integrated-annual-reports.php	8, 9	6, 9	
		302-3 Energy intensity	Gold Fields 2019 Sustainability Performance Tables – Energy Climate Change Report 2019 – TCFD aligned https://www.goldfields.com/integrated-annual-reports.php	8, 9	6, 9	
		302-4 Reduction of energy consumption	Energy management and climate change pgs 69 – 70 Gold Fields 2019 Sustainability Performance Tables – Energy Climate Change Report 2019 – TCFD aligned https://www.goldfields.com/integrated-annual-reports.php	8, 9	6, 9	
		302-5 Reductions in energy requirements of products and services.		8, 9	6, 9	Indicator is not relevant to the product we produce – gold.
	GRI 303: Water and Effluents	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	https://www.goldfields.com/management-approaches.php https://www.goldfields.com/sustainability.php https://www.goldfields.com/pdf/sustainability/policies/water-stewardship-policy-statement.pdf https://www.goldfields.com/sustainability-reporting.php https://www.goldfields.com/pdf/sustainability/sustainability-reporting/carbon-submissions/cdp-water-disclosure/cdp-water-disclosure-2019.pdf Water management pg 71			
		303-1 Interactions with water as a shared resource	https://www.goldfields.com/sustainability.php Water management pg 71 Climate Change Report 2019 – TCFD aligned https://www.goldfields.com/integrated-annual-reports.php	8, 9	6, 9	
		303-2 Management of water discharge-related impacts	https://www.goldfields.com/sustainability.php Grievance mechanisms pg 87	8, 9	8, 9	
		303-3 Total water withdrawal by source	Gold Fields 2019 Sustainability Performance Tables – Water Water management pg 71 Climate Change Report 2019 – TCFD aligned https://www.goldfields.com/integrated-annual-reports.php	8, 9	8, 9	
		303-4 Water discharge	Water management pg 71 Climate Change Report 2019 – TCFD aligned https://www.goldfields.com/integrated-annual-reports.php Gold Fields 2019 Sustainability Performance Tables – Water	8, 9	6, 9	
		303-5 Water consumption	Water management pg 71 Climate Change Report 2019 – TCFD aligned https://www.goldfields.com/integrated-annual-reports.php Gold Fields 2019 Sustainability Performance Tables – Water	8, 9	6, 9	




SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
	GRI 304: Biodiversity 	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries	https://www.goldfields.com/environment.php Conserving biodiversity, pg 68			
		304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Gold Fields 2019 Sustainability Performance Tables – Land Management-Biodiversity	8	2, 6, 7	
		304-2 Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	This GRI Content Index Conserving biodiversity pg 68	8	6, 7	During the reporting year, we did not identify any significant impacts (measured) on biodiversity resulting from our operations' activities. In some instances, this is attributable to application of the mitigation hierarchy and other environmental management mitigation and management efforts. MM: Include impacts identified as a consequence of any resettlement and closure activities reported under Indicators MM9 and MM10 respectively – not applicable to Gold Fields during 2019.
		304-3 Habitats protected or restored	Gold Fields 2019 Sustainability Performance Tables – Land Management-Biodiversity	8	6, 7	
		304-4 Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	Gold Fields 2019 Sustainability Performance Tables – Land Management-Biodiversity	8	6, 7	
	MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Gold Fields 2019 Sustainability Performance Tables – Land Management-Biodiversity	8	6, 7	
	MM12	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place	Gold Fields 2019 Sustainability Performance Tables – Land Management-Biodiversity	8	2, 6, 7	
	GRI 305: Emissions 	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries	https://www.goldfields.com/sustainability.php https://www.goldfields.com/management-approaches.php Energy management and climate change pgs 69 – 70 Climate Change Report 2019 – TCFD aligned https://www.goldfields.com/integrated-annual-reports.php			
		305-1 Direct (Scope 1) greenhouse gas (GHG) emissions	Energy management and climate change pgs 69 – 70 Climate Change Report 2019 – TCFD aligned https://www.goldfields.com/integrated-annual-reports.php Gold Fields 2019 Sustainability Performance Tables – Emissions	7, 8, 9	6, 10	
		305-2 Indirect greenhouse gas (GHG) emissions	Energy management and climate change pgs 69 – 70 Climate Change Report 2019 – TCFD aligned https://www.goldfields.com/integrated-annual-reports.php Gold Fields 2019 Sustainability Performance Tables – Emissions	7, 8, 9	6, 10	
		305-3 Other indirect (Scope 3) GHG emissions	Energy management and climate change pgs 69 – 70 Climate Change Report 2019 – TCFD aligned https://www.goldfields.com/integrated-annual-reports.php Gold Fields 2019 Sustainability Performance Tables – Emissions	7, 8, 9	6, 10	





SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
		305-4 Greenhouse gas (GHG) emissions intensity	Energy management and climate change pgs 69 – 70 Climate Change Report 2019 – TCFD aligned https://www.goldfields.com/integrated-annual-reports.php Gold Fields 2019 Sustainability Performance Tables – Emissions	7, 8, 9	6, 10	
		305-5 Reduction of GHG emissions	Energy management and climate change pgs 69 – 70 Climate Change Report 2019 – TCFD aligned https://www.goldfields.com/integrated-annual-reports.php Gold Fields 2019 Sustainability Performance Tables – Emissions	7, 8, 9	6, 10	
		305-6 Emissions of ozone-depleting substances by weight	Not material	7, 8, 9	6, 10	This has not been identified as a relevant/material issue for Gold Fields. As a result, it is not included in our environmental data collection systems.
		305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Gold Fields 2019 Sustainability Performance Tables – Emissions	7, 8, 9	6, 10	
	GRI 306: Waste	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries	https://www.goldfields.com/management-approaches.php https://www.goldfields.com/sustainability.php Tailings and waste, pgs 72 – 73 Gold Fields 2019 Sustainability Performance Tables – Environment			
		306-1 Water discharge by quality and destination	Refer to GRI 303-4 in Gold Fields 2019 Sustainability Performance Tables – Water	8, 9	8, 9	
		306-2 Waste by type and disposal methods	Tailings and waste pgs 72 – 73 Gold Fields 2019 Sustainability Performance Tables – Environment			
		306-3 Significant spills	Environmental stewardship, pgs 67 – 68	8, 9	6, 8	
		306-4 Transport of hazardous waste	This GRI Content Index	8	6	Gold Fields does not import, export or transport any waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII.
		306-5 Water bodies affected by water discharges and/or runoff	This GRI Content Index	8, 9	6, 9	Our discharges are sampled and monitored regularly, in accordance with our permit/licence conditions. We are not aware of any water bodies and related habitats that are protected or have a high biodiversity value that are significantly affected by any water discharges or runoff.
	MM3	Total amounts of overburden rock, tailings and sludges and their associated risk	Tailings and waste, pgs 72 – 73 Gold Fields 2019 Sustainability Performance Tables – Environment			
	GRI 307: Environmental compliance	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	https://www.goldfields.com/sustainability.php https://www.goldfields.com/management-approaches.php Environmental stewardship, pgs 67 – 68			
		307-1 Non-compliance with environmental laws and regulations	Gold Fields 2019 Sustainability Performance Tables – Environment	8	1, 6	


SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
	Closure MM10	Number and percentage of operations and closure plans	Gold Fields 2019 Sustainability Performance Tables – Closure Costs Mine closure, pg 74			
	GRI 308: Supplier environmental assessment	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries	Human rights, pgs 86 – 87 https://www.goldfields.com/supplier-code-of-conduct.php			Gold Fields strives to develop and maintain strong relationships with companies in its supply chain built on ethics, integrity and professionalism. The Group deploys an external third-party screening solution to screen new and existing suppliers and contractors for an array of pre-defined risk categories, including environmental and related violations and/or transgressions. Risk profiles for active external suppliers and contractors with post screening alerts are then established, risk mitigated and maintained. From a contractual point of view, all our third-party agreements contain a standard provision which requires compliance with applicable environmental statutes.
		308-1 Percentage of new suppliers that were screened using environmental criteria	This GRI Content Index	8	1, 2, 4	100%. All existing and new third parties have been screened on a monthly basis and with specific reference to the requirements of GRI 308, the criteria included environmental transgressions, etc.
		308-2 Significant actual and potential negative environmental impacts in the supply chain and actions taken	This GRI Content Index	8	1, 2, 4, 6	Following the monthly screening outcome of third parties, the regional procurement teams apply their risk management process, which is informed by the outcome of the screening risk calculator, when engaging with third parties during maintenance, planned engagement and contractual reviews.
SOCIAL TOPICS						
	GRI 401: Employment	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries	https://www.goldfields.com/sustainability.php https://www.goldfields.com/management-approaches.php Value creation to our stakeholders pgs 08 – 09 Our employees pgs 59 – 61 Host community employment pgs 81 – 83			Refer to management approaches – labour practice, direct and indirect economic impact
		401-1 Total number and rate of new employee hires and employee turnover by age group, gender and region.	Gold Fields 2019 Sustainability Performance Tables – Turnover AFR Governance Report pg 34	3, 6	3	
		401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations		3, 6	3	
		401-3 Return to work and retention rates after parental leave, by gender	Gold Fields 2019 Sustainability Performance Tables – Workforce			
	GRI 402: Labour/management relations	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	https://www.goldfields.com/management-approaches.php https://www.goldfields.com/sustainability.php Our employees pgs 59 – 61 CEO Report pg 34			

SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
		402-1 Minimum notice period(s) regarding operational changes	Gold Fields 2019 Sustainability Performance Tables – Workforce	3, 6	3	Management employees have a 30-day notice period and senior management have a 60-day notice period. For non-managerial employees, the statutory notice period applies. For example, in South Africa this is covered under the basic conditions of employment. Employees who have less than one-year' service are required to serve two weeks' notice and employees with 12 months' or longer service are required to serve 30 days' notice. In Ghana, national permanent employees have a 30-day notice period and expatriates have a 90-day notice period.
	MM4	Number of strikes and lockouts exceeding one week duration	Gold Fields 2019 Sustainability Performance Tables – Workforce	3	3	
	GRI 403: Occupational health and safety	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	https://www.goldfields.com/management-approaches.php https://www.goldfields.com/sustainability.php CEO Report, pgs 30 – 31 Safety and health, pgs 62 – 65		1, 5	
		403-1 Occupational health and safety management system	https://www.goldfields.com/management-approaches.php Safety and health pgs 62 – 65		4, 5	
		403-2 Hazard identification, risk assessment, and incident investigation	https://www.goldfields.com/management-approaches.php Safety and health pgs 62 – 65		4, 5	
		403-3 Occupational health services	https://www.goldfields.com/management-approaches.php Safety and health pgs 62 – 65		4, 5	
		403-4 Worker participation, consultation, and communication on occupational health and safety	Safety and health pgs 62 – 65		4, 5	
		403-5 Worker training on occupational health and safety	https://www.goldfields.com/management-approaches.php Safety and health pgs 62 – 65		5	
		403-6 Promotion of worker health	https://www.goldfields.com/management-approaches.php Safety and health pgs 62 – 65			
		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	https://www.goldfields.com/management-approaches.php Safety and health pgs 62 – 65		5	
		403-8 Workers covered by an occupational health and safety management system	https://www.goldfields.com/management-approaches.php Safety and health pgs 62 – 65			
		403-9 Work-related injuries	Gold Fields 2019 Sustainability Performance data – Safety Safety and health pgs 62 – 65		5	
		403-10 Work-related ill health	Gold Fields 2019 Sustainability Performance data – Health Safety and health pgs 62 – 65			




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	Emergency preparedness MM		https://www.goldfields.com/sustainability.php Covid-19 communication – www.goldfields.com			
	GRI 404: Training and Education	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	https://www.goldfields.com/sustainability.php https://www.goldfields.com/management-approaches.php Our employees pgs 59 – 61 Shared value creation in our communities pgs 80 – 85 CEO Report pg 34			Refer to Human capital management approach
		404-1 Average hours of training per year, per employee, by gender and by employee category.	Gold Fields 2019 Sustainability Performance Tables – Training and Development	6	3, 5	
		404-2 Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Our employees pgs 59 – 61	6	3, 5	
		404-3 Percentage of employees receiving regular performance and career development reviews, by gender.	Gold Fields 2019 Sustainability Performance Tables – Training and Development Our employees pgs 59 – 61	6	3, 5	All employees in Peru, corporate office and Australia have individual performance reviews and scorecards and in South Deep management and senior management employees have individual performance scorecards which are reviewed on a regular basis. Individual development plans are agreed upon at the beginning of each financial year based on the performance targets of an employee. In South Africa, the performance of non-managerial employees is measured on production targets and this is measured on a regular basis as production bonuses are paid on a monthly basis. Employees and teams are regularly briefed on individual and team performance. Training and development plans are linked to performance management practices throughout the Group.
	GRI 405: Diversity and equal opportunity	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries	https://www.goldfields.com/management-approaches.php Chairperson Report pgs 16 – 17 CEO Report pg 34 Our employees pgs 59 – 61 AFR Governance Report pg 34			
		405-1 Diversity of governance bodies and employees	Chairperson Report pgs 16 – 17 CEO Report pg 34 Our employees pgs 59 – 61 Mining charter pgs 78 – 79 Human rights pgs 86 – 87 This GRI Content Index			Refer to 102-8. Minority group membership is not applicable at our international operations. Historically disadvantaged South Africans (HDSA) in South Africa are outlined and legislated in the Employment Equity Act.
		405-2 Ratio of basic salary and remuneration of women to men	Gold Fields 2019 Sustainability Performance Tables – Diversity and equal opportunity Our employees pgs 59 – 61	6	3	
	GRI 406: Non-discrimination	GRI 103: Management approach 2018 103-1 – 103-3	Our employees pgs 59 – 61 Human rights pgs 86 – 87 This GRI Content Index Gold Fields Code of Conduct https://www.goldfields.com/code-of-conduct.php Human Rights Policy Statement https://www.goldfields.com/pdf/sustainability/policies/human-rights-policy-new.pdf	1, 2, 6	1, 3	Gold Fields' human resources policies are based on non-discriminatory practices i.e. Gold Fields strives to maintain a workforce that is reflective of its host societies and embraces diversity within the workplace. Gold Fields leaders are trained through the foundation programme and Gold Fields' leader programmes to uphold the Gold Fields values and to ensure that all employees uphold the Gold Fields values. The Company subscribes to equal opportunity and fair work practices in each of the jurisdictions within which we operate.
		406-1 Total number of incidents of discrimination and corrective actions taken.	Gold Fields 2019 Sustainability Performance Tables – Diversity and equal opportunity	1, 2, 6	1, 3	




SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
	GRI 407: Freedom of association and collective bargaining	103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries	Gold Fields Code of Conduct https://www.goldfields.com/code-of-conduct.php Human Rights Policy Statement https://www.goldfields.com/pdf/sustainability/policies/human-rights-policy-new.pdf			
		407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	https://www.goldfields.co.za/pdf/policies/human_statement.pdf	1, 2, 3	3	During 2019, there were no incidents where the rights to freedom of association and collective bargaining were at risk at any of our operations. None of our operations represents significant risks in this respect. In Australia, the voting on the Employee Collective Agreement in 2017 in fact highlighted the degree to which Gold Fields recognises and supports Our employees' rights and freedom of association. Our major suppliers are checked on appointment for adherence to labour legislation.
	GRI 408: Child labour	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries	Gold Fields Code of Conduct https://www.goldfields.com/code-of-conduct.php Human Rights Policy Statement https://www.goldfields.com/pdf/sustainability/policies/human-rights-policy-new.pdf			N/A
		408-1 Operations and suppliers at significant risk for incidents of child labour	https://www.goldfields.co.za/pdf/policies/human_statement.pdf Supplier Code of Conduct https://www.goldfields.com/supplier-code-of-conduct.php	1, 2	3	During 2019, there were no incidents of child labour at any of our operations. None of our operations represents significant risks in this respect. Our HR system has built-in controls so that under-age children cannot be engaged on the payroll system. Only approved learnerships of children 16 years or older are permitted with the required consent in regions like Australia which has advanced programmes. Our major suppliers are checked, on appointment, for adherence to labour legislation, including the use of child labour.
	GRI 409: Forced or compulsory labour	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach explanation of the material topic and its boundaries	Human rights pgs 86 – 87 Gold Fields Code of Conduct https://www.goldfields.com/code-of-conduct.php Human Rights Policy Statement https://www.goldfields.com/pdf/sustainability/policies/human-rights-policy-new.pdf			
		409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	https://www.goldfields.co.za/pdf/policies/human_statement.pdf https://www.goldfields.co.za/code-of-conduct/human-rights-policy.php Supplier Code of Conduct https://www.goldfields.com/supplier-code-of-conduct.php	1, 2	3	During 2019, there were no incidents of forced labour at any of our operations. None of our operations represents significant risks in this respect. Our major suppliers are checked, on appointment, for adherence to labour legislation, including the use of forced labour.
	GRI 410: Security practices	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries	Human rights pgs 86 – 87 https://www.goldfields.com/management-approaches.php			
		410-1 Security personnel trained in human rights policies or procedures	Human rights pgs 86 – 87 https://www.goldfields.com/management-approaches.php	1, 2	1, 3	Primary security at our operations is provided through the Company's protection services department and private contracted service providers. All security personnel (100%) receive human rights training during induction, based on local legal requirements as well as national and international human rights best practice.



SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
	GRI 411: Rights of indigenous people	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries	https://www.goldfields.com/management-approaches.php https://www.goldfields.com/pdf/sustainability/policies/sd-policy-statement-2017.pdf https://www.goldfields.com/pdf/sustainability/policies/engagement-policy-2018.pdf https://www.goldfields.com/pdf/sustainability/policies/community-policy.pdf https://www.goldfields.com/pdf/sustainability/policies/human-rights-policy-new.pdf https://www.goldfields.com/guidelines.php https://www.goldfields.com/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf Asset portfolio management pgs 41 – 42 Indigenous communities in Australia pg 84 Human rights pgs 86 – 87 Regional SD Reports 2019 https://www.goldfields.com/integrated-annual-reports.php	1, 2	1, 3, 9, 10	Refer to Management approach – indigenous peoples
		411-1 Total number of incidents of violations involving rights of indigenous people, and actions taken.	This GRI Content Index Asset portfolio management pg 42 Human rights, pgs 86 – 87	1, 2	3	During 2019, there were no recorded incidents of violations involving rights of indigenous people at any of our operations and projects.
	GRI 412: Human rights assessment 	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries	Human rights, pgs 86 – 87 Gold Fields 2019 Sustainability Performance Tables – Community grievances			Human rights among our workforce Gold Fields upholds the highest standards of human rights within its workforce, including: freedom from child labour; freedom from forced or compulsory labour; freedom from discrimination (subject to considerations of affirming previously disadvantaged groups); and freedom of association and collective bargaining. All induction training (including that provided by the Gold Fields Internal Protection Services team) includes key human rights elements, and the Company's internal grievance mechanisms help ensure employees and contractors can raise human rights concerns. All grievances are handled by the Gold Fields Human Resources function, in consultation with legal teams for human rights concerns, which uses a defined process to record, evaluate and address legitimate complaints. Employees can also raise concerns via independent counsellors as part of the Gold Fields Employee Assistance Programme. All our operations are assured against the World Gold Council's Conflict-Free Gold Standard, which ensures that none of our gold is used to finance armed conflict, serious abuses of human rights or breaches of international law. Gold Fields runs a human rights campaign on Human Rights Day to raise awareness of these issues.
		412-1 Operations that have been subject to human rights reviews or impact assessments	This GRI Content Index Human rights, pgs 86 – 87	1, 2	3	Environmental and Social Impact Assessments, which assess the impacts and potential impacts of our operations and potential projects on local communities and other stakeholders, have been undertaken by all operations. The assessments include human rights aspects but are not formally HRIAs. Risk assessments are undertaken on an ongoing basis and grievance mechanisms are in place at the operations to record, address and respond to social, environmental and human rights grievances.
		412-2 Employee training on human rights policies or procedures	Human rights, pgs 86 – 87	1, 2, 3, 4, 5	1, 3	100%. All new employees are required to sign the Code of Conduct and high level awareness training in induction. Code of Conduct eLearning is mandatory for all employees. In 2017 a Code of Conduct eLearning-module was launched for all employees and continued into 2018/19. The Code of Conduct eLearning-module continues to be run for all employees to educate them on ethical practices.



SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
		412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	This GRI Content Index Human rights, pgs 86 – 87 https://www.goldfields.com/supplier-code-of-conduct.php	1, 2, 3, 4, 5, 6	3	<p>During 2018, we acquired a 45% stake in Asanko Gold Mine in Ghana. As with any M&A activity, a thorough due diligence process was followed, which included representations and warranties to cover a number of issues, including human rights' abuses.</p> <p>Our environmental and social impact assessments assess issues that are pertinent to the Company's impacts on the rights of others. The operations' grievance mechanisms record, address and respond to social, environmental and human rights' grievances. We do not currently have a formal HRIA process or framework in place. The Company continuously looks for opportunities to integrate HRIA into all of its activities and operations.</p> <p>Gold Fields' business relies on multiple, large-scale suppliers and contractors to carry out mining, development, construction and other forms of work at its operations. All suppliers and contractors are included in Gold Fields own health and safety management systems to ensure that contractors benefit from safe and healthy working conditions. All stakeholders wishing to report human rights violations are able to make use of Gold Fields confidential, third-party whistleblowing hotline. Where such complaints are made, Gold Fields pursues the matter vigorously.</p> <p>The Group deploys an external third-party screening solution to screen new and existing suppliers and contractors for an array of pre-defined risk categories, including human rights and related violations and/or transgressions. Risk profiles for active external suppliers and contractors with post-screen alerts are then established, risk mitigated and maintained.</p> <p>From a contractual point of view, all our third-party agreements contain a standard provision, which requires compliance with the Gold Fields' Supplier Code of Conduct that translates the requirements of the Gold Fields' Code of Conduct into terms appropriate to our suppliers.</p>
	GRI 413: Local communities	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries	https://www.goldfields.com/management-approaches.php https://www.goldfields.com/pdf/sustainability/policies/sd-policy/statement-2017.pdf https://www.goldfields.com/pdf/sustainability/policies/engagement-policy-2018.pdf https://www.goldfields.com/pdf/sustainability/policies/community-policy.pdf https://www.goldfields.com/pdf/sustainability/policies/human-rights-policy-new.pdf https://www.goldfields.com/guidelines.php https://www.goldfields.com/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf Value creation to our stakeholders, pgs 08 – 09 Shared value creation in our communities pgs 80 – 84 Regional SD Reports 2019 https://www.goldfields.com/integrated-annual-reports.php Gold Fields 2019 Sustainability Performance Tables – National value distribution, Host employment, Host procurement, Community grievances	1, 2	2, 3, 4, 9, 10	Refer to Management approaches – sustainable development, direct and indirect economic impact, indigenous peoples

SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
		413-1 Percentage of operations with implemented local community engagement, impact assessments, and development programmes	<p>Our business, pgs 03 – 05</p> <p>Value creation to our stakeholders pgs 08 – 09</p> <p>Chair, CEO Reports pgs 16 – 17, 26 – 34</p> <p>Asset Portfolio Management pg 40</p> <p>Performance against material matters pgs 59 – 87</p> <p>Shared value creation in our communities, pgs 80 – 84</p> <p>https://www.goldfields.co.za/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf</p> <p>https://www.goldfields.com/management-approaches.php</p> <p>Regional SD Reports 2019 https://www.goldfields.com/integrated-annual-reports.php</p>	1, 2	2, 3, 4, 9, 10	<p>100%</p> <p>In keeping with Gold Fields guidance, all of our operations have ongoing host community engagement, grievance mechanisms, risk assessment and socio-economic development and shared value programmes, and have implemented environmental and social impact assessments and management plans as required. These include the use of:</p> <ol style="list-style-type: none"> social impact assessments based on participatory processes; environmental impact assessments and ongoing monitoring; ESIA's are carried out for all new major projects and monitoring is carried out in line with ESIA commitments/ requirements; public disclosure of results of environmental and social impact assessments as required by local legislation; local community development programmes based on local communities' needs; stakeholder engagement plans based on stakeholder mapping; https://www.goldfields.co.za/pdf/sustainability/policies/engagement-policy.pdf; https://www.goldfields.co.za/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf; broad-based local community consultation committees and processes that include vulnerable groups; https://www.goldfields.co.za/pdf/sustainability/policies/engagement-policy.pdf; https://www.goldfields.co.za/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf; works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; occupational health and safety committees are established to foster the protection of workers and community members as prescribed by legislation; formal local community grievance processes; <p>Since 2016 the focus was on strengthening our social licence to operate by improving community relations and creating and sustaining shared value in the host communities in which we operate. All operations are implementing community relations and stakeholder engagement strategies and implementation plans. All regions are implementing host community procurement and employment plans with targets in line with Group guidance published in 2019.</p>
		413-2 Operations with significant potential or actual negative impacts on local communities	<p>This GRI Content Index</p> <p>Responsible stewardship of the environment pgs 67 – 74</p> <p>Measuring our impacts and relationships pgs 81 – 84</p> <p>Human rights pgs 86 – 87</p> <p>Gold Fields 2019 Sustainability Performance Tables – Community grievances, Environment</p> <p>Regional SD Reports 2019 https://www.goldfields.com/integrated-annual-reports.php</p>	1, 2	1, 2, 3, 4, 9, 10	<p>In 2018, a process solution seeped through a section of the wall of the Far East Tailing Storage Facility (FETSF) at the Damang mine. The incident was immediately addressed at the operational level. Management together with community leaders of the adjoining community subsequently agreed to a three-year livelihood enhancement programme for the community. The programme included the construction of a bridge over the stream that was impacted by the seepage material, supply of agricultural inputs for cocoa farmers in the community for three years, registration of community members under the national health insurance scheme, construction of a three-unit classroom block and a community centre. Enrolment of community members on the insurance scheme and construction of the bridge had been executed, while agricultural inputs were supplied to the farmers in 2018 and 2019. The construction of the school block and the community centre have been planned for 2020.</p>

SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
	MM6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples	Responsible stewardship of the environment pgs 67 – 74 Measuring our impacts and relationships pgs 81 – 84 Human rights pgs 86 – 87 Gold Fields 2019 Sustainability Performance Tables – Community grievances, Environment Regional SD Reports 2019 https://www.goldfields.com/integrated-annual-reports.php		2, 3, 4, 9, 10	None reported in 2019. In 2018, at Tarkwa Mine, the Commission on Human Rights and Administrative Justice (CHRAJ) made recommendations following a petition brought to it (a couple of years ago) by a group of residents of the Brahabobom community who reside near the mine's Atuabo-Mantraim pits. The petition referred to blasting exceedances by the mine and asked for resettlement. CHRAJ's recommendations included the partial resettlement of the community and also asked the mine to commit to: – undertake measures that would reduce the impact of blasting; – operate within the provisions in the Minerals and Mining Regulation (L.I. 2177); and – adopt best blasting practices. Even before CHRAJ's recommendations, the mine had implemented several mitigation measures to reduce blasting impacts. Additional ones were also introduced to address the community concerns, nullify the need for resettlement, and to ensure legal compliance. The mine's position on the resettlement and the mitigation measures implemented were officially communicated to CHRAJ. In 2019, the Tarkwa mine continued the implementation of the recommendations by the Commission on Human Rights and Administrative Justice (CHRAJ) to mitigate the impacts of the mine's blasting activities on the Brahabobom community. CHRAJ constituted a 15-member joint committee on August 2019 to undertake independent monitoring of the mine's blasting activities. A total of 40 blast events were monitored by the joint committee from August 2019 to December 2019, and all the results were compliant with the Ghana Minerals Commission's standards for ground vibration and air over-pressure. The joint committee will continue its work into 2020 and submit a report to inform the final determination of the matter.
	MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and indigenous peoples, and the outcomes	https://www.goldfields.com/management-approaches.php Gold Fields 2019 Sustainability Performance Tables – Community grievances, Environment Grievance raised by communities pg 84 Human rights pgs 86 – 87 Regional SD Reports 2019 https://www.goldfields.com/integrated-annual-reports.php		2, 3, 4, 9, 10	
	Artisanal and small scale mining MM8	Number (and percentage) of Company operating sites on which artisanal and small-scale mining (ASM) takes place, or adjacent to the site; the associated risks and the actions taken to manage and mitigate these risks	This GRI Content Index Shared value creation in our communities pg 84 Regional SD Reports 2019 https://www.goldfields.com/integrated-annual-reports.php https://www.goldfields.com/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf	1, 2	1, 3, 5, 9, 10	Two of our nine operations (Damang and Tarkwa) have previously had ASM operating on their concessions. This excludes our JV with Asanko. ASM has the potential to reduce the quality and quantity of the ore body and cause significant negative health, safety and environmental and social impacts. A management strategy is in place which includes patrolling of active mining areas, consultation with a range of stakeholders, negotiated eviction and prosecution, as necessary. In 2019, due to success of our management strategy and the Ghanaian government's stand against illegal mining, there was very little ASM presence on our concessions. That notwithstanding, we reviewed and updated our management strategy during 2019 with increased emphasis on proactive engagement, community job creation and protection services underpinned by the Voluntary Principles on Security and Human Rights. Refer to Gold Fields Community Relations and Stakeholder Engagement Handbook and our Community Relations and Stakeholder Engagement Guidelines, which detail our approach to ASM.

SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
	Resettlement MM9		This GRI Content Index Asset portfolio management, pg 41 Human rights, pgs 86 – 87 Regional SD Reports 2019 https://www.goldfields.com/integrated-annual-reports.php https://www.goldfields.com/pdf/sustainability/guidelines/community-relations-and-stakeholder-engagement/community-relations.pdf	1, 2	1, 3, 5, 9, 10	<p>Ninety-one households were resettled at Damang mine in 2017. Eighty-one of the affected farmers who were earmarked for resettlement opted for cash compensation and the remaining 10 for replacement structures. The resettlement process ensured that their livelihoods were not significantly impacted.</p> <p>Impacts resulting from resettlement were predicted through the resettlement planning process in consultation with the affected migrant farmers; these included loss of structures and land and possible loss of livelihoods. Monitoring and evaluation of the resettled farmers will ensure effective integration of the farmers into the receiving community. Farmers can lodge complaints/grievances for resolution as per the mine's grievance procedure.</p> <p>In 2019, the Damang mine continued its monitoring of the 10 farmers resettled in 2017. The monitoring was to ensure that the farmers were properly integrated into the receiving community. The review of the integration process confirmed that the farmers had adapted fully to their new social environment.</p>
	GRI 414: Supplier social assessment	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries	This GRI Content Index https://www.goldfields.com/management-approaches.php Host community procurement and jobs in the mine value chain, pgs 82 – 83 Human rights, pgs 86 – 87			<p>Gold Fields adopted a stakeholder relationship and engagement policy statement in 2017, replacing the previous engagement policy statement. The new policy statement formalises our commitment to engaging all our stakeholders and taking a relationship approach. Increasingly, the reputational and operational risks of companies are tied to external parties that form part of a company's value chain, and Gold Fields strives to develop and maintain strong relationships with these parties built on ethics, integrity and professionalism. Gold Fields strives to develop and maintain strong relationships with companies in its supply chain built on ethics, integrity and professionalism.</p>
						<p>The Group deploys an external third-party screening solution to screen new and existing suppliers and contractors for an array of pre-defined risk categories, including workers' issues, workers' rights, human rights and related violations and/or transgressions of a socio-economic nature and extent. Risk profiles for active external suppliers and contractors with post-screen alerts are then established, risk mitigated and maintained.</p>
						<p>From a contractual point of view, all our third-party agreements contain a standard provision which requires compliance with the Gold Fields human rights policy statement. The Gold Fields Code of Conduct is also referenced in the agreements.</p> <p>In terms of the referenced ethics, integrity and professionalism pivots, Gold Fields has completed a bow-tie exercise focusing on the assessment of actual or potential human rights transgressions by suppliers and contractors. As part of the assessment, the causes for transgression, existing and required management controls, the consequences of a human rights transgression on entities and people and necessitated mitigation and damage control actions following a transgression, have been identified, reviewed and assessed across all the Gold Fields regions. With specific reference to existing and new management controls, all the regions are actively in process to review the adequacy status of existing controls and the scope and design of required new controls, based on specific in-country requirements.</p>
		414-1 Percentage of new suppliers screened using social criteria	This GRI Content Index Human rights, pgs 86 – 87	9		<p>100%</p> <p>All existing and new third parties have been screened on a monthly basis and with specific reference to the requirements of GRI 414, the criteria included workers' rights, disputes, human rights transgression, etc.</p>

SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
		414-2 Significant actual and potential negative impacts on society in the supply chain and actions taken	This GRI Content Index Government relations; shared value creation in our communities; human rights, pgs 76 – 87 Supplier Code of Conduct https://www.goldfields.com/supplier-code-of-conduct.php			A metric has yet to be defined to assess impact on society in the supply chain. Following the monthly screening outcome of third parties, the regional procurement teams apply their risk management process, which is informed by the outcome of the screening risk calculator, when engaging with suppliers during maintenance, planned engagement and contractual reviews.
	GRI 415: Public policy	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	https://www.goldfields.com/management-approaches.php https://www.goldfields.com/sustainability.php Government relations, pgs 76 – 77			Refer to Management approach – government and public policy-related interaction
		415-1 Total value of financial and in-kind contributions to political parties, politicians, and related institutions, by country	Government relations, pg 76	1, 10	1, 4	
	GRI 416: Customer health and safety	GRI 103: Management approach 2017 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries				N/A
		416-1 Assessment of the health and safety impacts of product and service categories	N/A			Not relevant – gold is sold directly to refineries for processing and on-selling as the final product. Gold is a benign product which has no significant health or safety impacts.
		416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	N/A			Not relevant – gold is sold directly to refineries for processing and on-selling as the final product. Gold is a benign product which has no significant health or safety impacts.
	GRI 417: Marketing and labelling	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries				N/A
		417-1 Requirements for product and service information and labelling	N/A			Not relevant to Gold Fields as gold is sold in an unwrought form.
		417-2 Incidents of non-compliance concerning product and service information and labelling	N/A			Not relevant to Gold Fields as gold is sold in an unwrought form.
		417-3 Incidents of non-compliance concerning marketing communications	N/A			Not relevant to Gold Fields due to the fact that gold is sold as a commodity.
	GRI 418: Customer privacy	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach; explanation of the material topic and its boundaries				N/A
		418-1 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	N/A			None as Gold Fields sells its product directly to refineries in an unwrought form.

SDGs	GRI Standard	Disclosure	Page number(s) and/or URL(s)	UNGC	ICMM	Further explanation and/or reason for omission
	GRI 419: Socio-economic compliance	GRI 103: Management approach 2018 103-1 – 103-3 Explanation of the material topic and its boundaries; the management approach and its components; evaluation of the management approach	https://www.goldfields.com/sustainability.php Risks and materiality, pg 10 CEO Report, pg 29 Shared value creation in our communities, pgs 80 – 84		1	
		419-1 Non-compliance with laws and regulations in the social and economic area	https://www.goldfields.com/management-approaches.php Human rights, pgs 86 – 87 Code of Conduct https://www.goldfields.com/code-of-conduct.php	1, 10	1	Refer to Management approach – Governance and compliance