



GOLD FIELDS

GRI G4

2016 CONTENT INDEX

FOR THE YEAR ENDED 31 DECEMBER

■ Material ■ Not material

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016

A selection of key sustainability performance indicators was selected by Gold Fields, for external assurance by KPMG in 2016. These are presented in the Integrated Annual Report of Gold Fields Limited for the year ended 31 December 2016. Please refer to pages 123 to 124 for KPMG's Independent Assurance Report and pages 126 to 128 for the assured data. All references made in this Global Reporting Initiative (GRI) Content Index refer to the Integrated Annual Report 2016 (IAR), unless otherwise stated. Please note that in the interests of transparency, this report provides GRI G4 general and specific disclosures significantly beyond those required by a core level of application.

Our GRI G4 materiality process¹ was based on a series of assessments using a common quantitative scoring framework and receiving input from a range of internal and external stakeholders. The clustered aspects and how they rank in terms of materiality to Gold Fields are listed in the table below:

PRIORITISED MATERIAL ISSUES

CLUSTERED	SCORE
Health and safety	1.8
Water management	2.2
Managing environmental issues across the lifecycle	2.4
Compliance	2.7
Workforce	2.7
Social licence to operate	2.8
Community value distribution	3.1
Government relations	3.3
Total value distribution	3.4
Employee development	3.8
Human rights	3.9
Industrial relations	4.0
Energy and carbon management	4.1
General grievance mechanisms	4.4
Biodiversity	4.5
Supply chain management	4.7
Materials	4.8
Equal remuneration	4.9
Human rights due diligence on investments	5.1
Resettlement	5.8
Market regulation	5.9
Child/forced labour and freedom of association	6.1
Product impact	6.4

¹ Refer to page 41 of the Integrated Annual Report 2016.

■ Fully reported
 ■ Content provided/not applicable
 ■ Not reported

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
STRATEGY AND ANALYSIS					
G4-1	Statement from the most senior decision maker of the organisation.	Chair, CEO Message, Ch 2, pg 18 – 33		2, 10	
G4-2	Description of key impacts, risks, and opportunities.	Entire report		2, 4	
ORGANISATIONAL PROFILE					
G4-3	Name of the organisation.	Inside Front Cover (IFC)			
G4-4	Primary brands, products, and/or services.	Ch 1, IFC, About Gold Fields, pg 4			
G4-5	Location of organisation's headquarters.	Ch 1, pg 7			
G4-6	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Ch 1 pg 6 – 7			
G4-7	Nature of ownership and legal form.	IFC			
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Ch 1, pg 6 – 7			
G4-9	Scale of the reporting organisation.	Ch 1, IFC, About this Report (ATR), About Gold Fields, pg 4			
G4-10	Total workforce by employment type, employment contract, and region, broken down by gender.	This GRI Content Index, Ch 6, pg 110	6		Refer to Annexure: GRI 1 in this GRI Content Index.
G4-11	Percentage of total employees covered by collective bargaining agreements.	This GRI Content Index, Ch 6, pg 113	1, 3	3	By the end of 2016, none of our employees in Australia had opted to join unions. In contrast, 96% of our employees in Ghana, 92.45% of our employees in South Africa and 10% of our employees in Peru belong to unions. All employees belonging to unions are subject to collective bargaining agreements.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
ORGANISATIONAL PROFILE (continued)					
G4-12	Describe the organisation's supply chain.	Ch 5, pg 99 This GRI Content Index		9	<p>GOLD FIELDS VALUE CHAIN</p> <p>Suppliers Gold Fields relies on a national and international network of suppliers to provide input materials for its exploration, development, construction and production activities. More advanced and/or specialised equipment or input materials are sometimes sourced from countries other than those where our operations are located. Where practical, Gold Fields strives to source materials from local in-country suppliers – thus maximising the amount of value generated in the country of operation. Gold Fields' ability to source locally can be restricted by a lack of local commercial capabilities, and the Company is committed to helping local companies grow their ability to deliver high-quality, competitively priced products where possible. In 2016, three-year host community procurement and employment strategies and targets were developed for South Africa, Ghana and Peru.</p> <p>Typical input materials include, for example: heavy mining equipment (including drill rigs, trucks, loaders and other vehicles); mill and processing plant components; crushing media; fuel and lubricants; explosives; reagents; tyres and vehicle components; light vehicles; underground support, and food, clothing and safety equipment.</p> <p>Contracting companies Gold Fields makes use of contracting companies to support its activities. This is of particular value where:</p> <ul style="list-style-type: none"> » the companies in question are able (due to their relative specialisation, skills and experience, for example) to carry out tasks more efficiently and/or effectively than Gold Fields itself; or » their services are of a temporary nature (meaning the establishment of similar, permanent capabilities within Gold Fields is not viable or desirable from a commercial point of view). <p>In many cases, Gold Fields is able to make use of local and host community contractors, and actively supports their development in this respect through initiatives such as those described above.</p> <p>Typical services undertaken by contractor companies include: open-pit mining and mine development; construction and engineering; vehicle maintenance; logistics; on-site security provision; catering and accommodation management; and consultancy services.</p>

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
ORGANISATIONAL PROFILE (continued)					
					Customers Gold Fields produces doré bars (as well as copper/gold concentrate at Cerro Corona). The gold doré is sold to refineries, which then refine the gold for on-sale to a variety of customers, including the jewellery industry, technology and pharmaceutical companies, and bullion banks. Copper/gold concentrate produced at Cerro Corona is sold to international smelting companies.
G4-13	Significant changes during the reporting period regarding size, structure, or ownership or its supply chain.	ATR, pg 2 – 3 Annual Financial Report (AFR) pg 166 – 167			
COMMITMENTS TO EXTERNAL INITIATIVES					
G4-14	Report whether or how the precautionary approach or principle is addressed by the organisation.	ATR, pg 3 Ch 5, pg 93 AFR, pg 7	7	2, 4	The Gold Fields Group mine closure and water management guidelines both discuss our application of and define the precautionary approach to environmental management as follows: <ul style="list-style-type: none"> » Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation. “Precaution” involves the systematic application of risk assessment (hazard identification, hazard characterisation, appraisal of exposure and risk characterisation), risk management and risk communication. When there is reasonable suspicion of harm and decision makers need to apply precaution, they have to consider the degree of uncertainty that appears from scientific evaluation. Deciding on the “acceptable” level of risk involves scientific-technological evaluation and economic cost-benefit analysis, and also stakeholder considerations such as acceptability to the public. From a public policy view, precaution is applied as long as scientific information is incomplete or inconclusive and the associated risk is still considered too high to be imposed on society. The level of risk considered typically relates to standards of environment, health and safety. » The key element of a precautionary approach, from a business perspective, is the idea of prevention rather than cure. In other words, it is more cost-effective to take early action to ensure that irreversible environmental damage does not occur than to remedy the situation in the future.
G4-15	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.	Ch 2, pg 40 Ch 4, pg 82 Ch 5, pg 86, 87, 88, 91, 94, 95, 101 AFR, pg 7		1, 2, 10	

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
COMMITMENTS TO EXTERNAL INITIATIVES (continued)					
G4-16	Memberships in associations (such as industry associations) and/or national/international advocacy organisations in which the organisation: has positions in governance bodies; participates in projects or committees; provides substantive funding beyond routine membership dues; or views membership as strategic.	Ch 2, pg 33, 40 Ch 5, pg 85 – 107 ATR, pg 3 AFR, pg 7		2, 10	https://www.goldfields.co.za/au_gf_dna.php (International Standards and Principles) Gold Fields membership of the International Council on Mining and Metals (ICMM) plays a critical role in our relationships with key stakeholders such as governments, NGOs and host communities. Through the ICMM we support the EITI, and direct interaction with organisations such as the World Wild Life Fund and the International Union for Conservation of Nature (IUCN). Our work with the United Nations Global Compact (UNGC) is conducted directly as well as through the South African National Business Initiative (NBI). Gold Fields is a member of national and/or regional mining associations (such as the Chamber of Mines of South Africa) in each of the countries in which it operates.
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES					
G4-17	Operational structure of the organisation, including main divisions, operating companies, subsidiaries and joint ventures.	Ch 1, pg 6 – 7 ATR, pg 2 – 3 AFR, pg 166 – 167		10	https://www.goldfields.co.za/inv_rep_form.php
G4-18	Process of defining report content.	Ch 2, pg 24 – 25, 41 ATR, pg 2 – 3		10	The content of the Integrated Annual Report is determined by: 1) the operational and financial performance and requirements of our eight mines; 2) the legal, economic and regulatory environment of the jurisdictions in which we operate; 3) the material issues identified by stakeholders in our dialogue with them; 4) the priorities spelt out by the Board of Directors in their interaction on the annual report; 5) Gold Fields Group strategy; 6) review of the key Group risks on our Group risk register; and 7) review of key international surveys on the top risks and issues in the mining industry and specifically in gold mining. Refer to the G4 materiality process in Ch 2, page 41.
G4-19	List all the material aspects identified in the process for defining report content.	Ch 2, pg 41 This GRI Content Index		10	
G4-20	For each material aspect, report the aspect boundary within the organisation.	Ch 2, pg 41 This GRI Content Index		10	
G4-21	For each material aspect, report the aspect boundary outside the organisation.	Ch 2, pg 41 This GRI Content Index		10	
G4-22	Explanation of the effect of any restatements of information provided in earlier reports, and the reasons for such restatement (e.g. mergers/acquisitions, change of base years/periods, nature of business and measurement methods).	ATR, Ch 1, pg 3		10	
G4-23	Significant changes from the previous reporting periods in the scope, boundary, or measurement methods applied in the report.	ATR, pg 3 Ch 2, pg 41 – 45			

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
STAKEHOLDER ENGAGEMENT					
G4-24	List of stakeholder groups engaged by the organisation.	Ch 1, pg 11 Ch 2, pg 33, 41 Ch 3, pg 53 Ch 5, pg 98, 102 – 107		10	https://www.goldfields.co.za/sus_society.php ; https://www.goldfields.co.za/au_stakeholders.php
G4-25	Basis for identification and selection of stakeholders with whom to engage.	Ch 1, pg 10 – 13 Ch 2, pg 40 Ch 3, pg 53 Ch 5, pg 98, 86 – 107		10	https://www.goldfields.co.za/sus_society.php ;
G4-26	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Ch 1, pg 10 – 13 Ch 2, pg 40 Ch 3, pg 53 Ch 5, pg 98, 86 – 107		10	
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting.	Ch 1, pg 11 Ch 2, pg 33, 41 Ch 5, pg 98			
REPORTING PROFILE					
G4-28	Reporting period (e.g. fiscal/calendar year) for information provided.	ATR		10	
G4-29	Date of most recent previous report (if any).	ATR		10	
G4-30	Reporting cycle (annual, biennial, etc.).	ATR		10	
G4-31	Contact point for questions regarding the report or its contents.	Administration and Corporate Information, Inside Back Cover (IBC)		10	Contact point for questions regarding the report or its contents: Sven Lunsche, Corporate Affairs Manager, sven.lunsche@goldfields.com Tel: +27 11 562 9700 Fax: +27 11 562 9838
G4-32	Report the “in accordance” option the organisation has chosen. Report the GRI Content Index for the chosen option. Report the reference to the external assurance report, if the report has been externally assured. Table identifying the location of the General Standard Disclosures in the report.	Ch 7 pg 123 – 128, ATR, This GRI Content Index		10	

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
ASSURANCE					
G4-33	<p>a. Policy and current practice with regard to seeking external assurance for the report.</p> <p>b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided.</p> <p>c. Report the relationship between the organisation and the assurance providers.</p> <p>d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organisation's sustainability report.</p>	<p>ATR, Ch 7, pg 123 – 125</p> <p>AFR, Audit Committee Report pg 2 – 5</p>		10	<p>Gold Fields' approach to assurance is defined in the Group Combined Assurance Guideline which is based on the King III Code of Good Governance. Gold Fields obtains reasonable external assurance over its key sustainability performance indicators in accordance with the GRI reporting guidelines and our ICMM membership requirements. A selection of these indicators is also assured independently by internal audit (prior to the external audit) as part of the combined assurance approach.</p> <p>The scope of all external assurance engagements is contained in the IAR 2016 or associated online links.</p> <p>KPMG, our current assurance provider, is external and independent.</p> <p>Assurance of non-financial data is the responsibility of the Executive Vice-President and the Vice-President of Group Sustainable Development. The former reports to the CEO. In addition, two subcommittees of the Gold Fields Limited Board (Audit and Safety, Health and Sustainable Development) perform an oversight role for non-financial data assurance.</p>
GOVERNANCE					
G4-34	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.	Ch 2, pg 36 – 39 AFR – Corporate Governance (CG) pg 6 – 18	10	1, 2, 4	
G4-35	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	Ch 2, pg 36 – 40 AFR – CG pg 6 – 18	10	1, 2, 4	<p>https://www.goldfields.co.za/au_standards.php</p> <p>https://www.goldfields.co.za/au_leadership.php</p>
G4-36	Report whether the organisation has appointed executive-level position or positions with responsibility for economic, environmental and social topics, and whether postholders report directly to the highest governance body.	This GRI Content Index AFR, CG pg 6 – 18	10	1, 2, 4	The Executive Vice-President (EVP) for Group Sustainable Development, supported by the Vice-President (VP) for Sustainable Development (which covers socio-economic and environmental aspects) reports to the CEO. Both the EVP and VP Group Sustainable Development are members of the Safety, Health and Sustainable Development Committee (SH&SD), Audit Committee as well as the Social and Transformation Committee. These committees are subcommittees of the Gold Fields Limited Board. In addition, the EVP and VP are supported by a sustainable development corporate team, comprising experts in energy and carbon, water and general environmental management, mine closure and community relations.
G4-37	Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom, and any feedback processes to the highest governance body.	This GRI Content Index AFR, CG pg 6 – 18	10	1, 2, 4	All key stakeholder engagements and associated issues are reported to the Social and Transformation Committee and the Safety, Health and Sustainable Development Committee, both of which are subcommittees of the Gold Fields Limited Board. The various issues are obtained from the Group-wide community and other stakeholder engagement processes, including grievance mechanisms.
G4-38	Process for determining the composition, qualifications and expertise of the members of the highest governance body and its committees, including any consideration of and other indications of diversity.	AFR Directors' Report AFR, CG pg 6 – 18	10	1, 2, 4	

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
GOVERNANCE (continued)					
G4-39	Indicate whether the Chair of the highest governance body is also an Executive Officer.	Ch 2, pg 39 AFR, CG pg 6 – 18	10	1, 2, 4	
G4-40	Report the nomination and selection processes for the highest governance body and its committee, and the criteria used for nominating and selecting highest governance body members.	AFR, CG pg 6 – 18	10	1, 2, 4	
G4-41	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	AFR, CG, Memorandum of Incorporation	10	1, 2, 4	https://www.goldfields.co.za/code-of-conduct/index.php https://www.goldfields.co.za/au_standards.php
G4-42	Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organisation's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	AFR, CG pg 6 – 18	10	1, 2, 4	
G4-43	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	AFR, CG pg 6 – 18	10	1, 2, 4	
G4-44	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	AFR, CG pg 6 – 18			https://www.goldfields.co.za/au_gf_dna.php
G4-45	a. Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks and opportunities. b. Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social topics.	Ch 2, pg 18 – 33, 41 AFR, Audit Committee, CG	10	1, 2, 4	All critical issues and stakeholder engagement are reported by the management team as outlined in G4-37.
G4-46	Report the highest governance body's role in reviewing the effectiveness of the organisation's risk management processes for economic, environmental and social topics.	Ch 2, pg 42 – 25	10	1, 2, 4	The Audit Committee is briefed on a quarterly basis on the Group's and regions' top risks, and makes recommendations on mitigating strategies as well as the overall risk assessment used. Around 34% of the Group risks identified in 2016 were sustainable-development-related.
G4-47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	AFR Directors' Report, CG	10	1, 2, 4	
G4-48	Report the highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material aspects are covered.	AFR, CG			The Board via the Audit Committee approves this Integrated Annual Report, which is the primary report of Gold Fields and encapsulates the previous sustainability reports and annual reports.
G4-49	Report the process for communicating critical concerns to the highest governance body.	AFR, CG	10	1, 2, 4, 10	
G4-50	Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanisms used to address and resolve them.	AFR, CG Ch 2, pg 41	10	1, 2, 4, 10	Addressed at G4-37.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
GOVERNANCE (continued)					
G4-51	Report the remuneration policies for the highest governance body and senior executives. Report how the performance criteria in the remuneration policy relates to the highest governance body and senior executives' economic, environmental and social objectives.	Full Remuneration Report in AFR, Ch 6, pg 115 – 119		1, 2, 4, 10	
G4-52	Report the process for determining remuneration.	Full Remuneration Report in AFR, Ch 6, pg 115 – 119		1, 2, 4, 10	
G4-53	Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	This GRI Content Index	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 online and distributed to shareholders. https://www.goldfields.co.za/pdf/reports/2016/agm-2016.pdf
G4-54	Report the ratio of the annual total compensation for the organisation's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	This GRI Content Index Ch 6, pg 110, 115			See G4-LA13.
G4-55	Report the ratio of percentage increase in annual total compensation for the organisation's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	Not applicable	6		Not reported as not a requirement for G4-core.
ETHICS AND INTEGRITY					
G4-56	Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.	www.goldfields.com Ch 2, pg 40 AFR, CG			https://www.goldfields.co.za/code-of-conduct/index.php
G4-57	Report the internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organisational integrity, such as helplines or advice lines.	Ch 2, pg 40 Code of conduct www.goldfields.com AFR, CG			(Tip-off line) https://www.goldfields.co.za (Home page) Externally: International and local external legal counsel for sound boarding purposes. Internally: Tip-off line Interactive Group Code of Conduct (CoC) Portal Real-life application examples Gold Fields has developed a comprehensive set of internal policies, frameworks, standards and principles on how we do business including our vision and values, our Code of Conduct and the Board of Directors Charters. These are guided by a range of external business ethics and corporate governance standards, which are frequently reviewed by senior management and the Board.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core

Self-declared

General standard disclosure in accordance with core

Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
ETHICS AND INTEGRITY (continued)					
G4-58	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, and matters related to organisational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	Ch 2, pg 40 Ch 5, pg 96, 101, 103, 105, 107			<p>https://www.goldfields.co.za; https://www.goldfields.co.za/code-of-conduct/index.php</p> <p>Formalised disclosure procedures as per the CoC:</p> <ul style="list-style-type: none"> » Group Approvals Framework for approval of any disclosures required by the CoC; » Tip-off line; and » Annual and also, where necessary, ad hoc reviews by Internal Audit. <p>Concerns about unethical and/or unlawful behaviour by external stakeholders may be raised through our independent tip-off lines and through interaction between external stakeholders and our operational teams. These issues, as well as internally raised concerns, depending on their severity, are escalated through the management structures at our operations and if need be to regional and Group corporate offices and the Group Internal Audit function. All tip-offs are reported to the Audit Committee by Internal Audit. Formalised Tip-off Anonymous Investigation Procedure are published on the Group CoC Portal.</p>

■ Material ■ Not material

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self declared					
Specific standard disclosures: Disclosures on management approach (DMAs)					Impact boundary		
Aspects DMA	Cross reference	Further explanation and/or reason for omission	UNGC	ICMM	Internal operations	Internal exploration	External supply chain
HEALTH AND SAFETY							
Occupational health and safety	Ch 1, pg 26 Ch 4, pg 62 – 65 AFR, CG – Safety Committee	<p>Gold Fields has an approved health and safety policy that forms part of the sustainable development framework. All our operations are OHSAS 18001 certified, which requires training at different levels across the workforce, and which compels us to develop and implement plans with clear objectives and targets. All our operations are also audited against the OHSAS 18001 certification, which determines our adherence to agreed standards and targets and outlines corrective actions in the case of non-compliance. The SH&SD Committee, by reporting directly to the Board, is the highest responsible body looking after health and safety. Health and safety issues are captured within the Group and regional quarterly sustainable development reports that are submitted to the committee.</p> <p>At management level, the highest level of operational responsibility for health and safety issues lies with the regional Executive Vice-Presidents with the regional heads of Sustainable Development providing strategic support and playing an oversight and co-ordination role with regard to health and safety reporting (including the regions quarterly reports to the SH&SD Committee).</p> <p>All of Gold Fields' operations are required to implement health, safety and wellness strategies, together with associated action plans. These address:</p> <ul style="list-style-type: none"> » occupational safety; » occupational health; » employee wellness; and » community health and wellbeing. <p>In addition, these strategies and action plans define relevant management structures, resource allocations and reporting requirements.</p>	1	1	✓	✓	✓
Emergency preparedness MM	This GRI Content Index	<p>The nature of Gold Fields' activities – which can involve the management of potentially dangerous physical equipment, hazardous materials, explosives, large volumes of waste rock, tailings and sludges, deep-underground mining and geological stress – means significant time, resources and efforts are put into avoiding major health, safety, environmental and security incidents that could severely impact our:</p> <ul style="list-style-type: none"> » workforce; » host communities; » local environment; » physical assets; » business partners; » business continuity; and » reputation. 		1, 5	✓	✓	✓

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self declared					
Specific standard disclosures: Disclosures on management approach (DMAs)					Impact boundary		
Aspects DMA	Cross reference	Further explanation and/or reason for omission	UNGC	ICMM	Internal operations	Internal exploration	External supply chain
HEALTH AND SAFETY (continued)							
		<p>Nonetheless, the possibility of such incidents taking place cannot be excluded. As such, it is important for Gold Fields to ensure it makes all necessary preparations to manage and mitigate the impact of significant incidents, should they take place. This includes, for example:</p> <ul style="list-style-type: none"> » well-defined roles and responsibilities within the Company; » ongoing engagement with our stakeholders – including employees, contractors, host communities, local, regional and national governments, business partners and others; and » appropriate maintenance, training and resourcing of emergency response teams, including partnerships with government and other mine's emergency response teams. <p>The Gold Fields Crisis Management Programme aims to help the Company to respond quickly and positively in times of crisis. In particular, it aims to minimise the impact of an adverse event on:</p> <ul style="list-style-type: none"> » employees, contractors and communities; » environment; » assets; and » reputation. <p>Responsibilities are allocated according to the severity of the crisis as illustrated below:</p> <ul style="list-style-type: none"> » Crisis Management Support Team (CMST): led by the EVP Sustainable Development and responsible for addressing "red-level" crises (i.e. an incident that is assessed to have an international impact on more than one Gold Fields region or on the Company as a whole). » Regional Incident Response Team (RIIRT): led by the relevant regional EVP and responsible for addressing "orange-level" incidents (i.e. an incident that has a severe impact at the local and regional level). » Emergency Response Team (EMT): led by the mine VP Operations and responsible for "yellow-level" emergencies (i.e. an incident that has a severe impact at a local level). <p>The guidelines define all relevant roles and responsibilities, including: role; profile; pre-incident responsibilities; responsibilities during an incident; and post-incident responsibilities. They cover team leaders, team coordinators, finance, legal, human resources, sustainable development (including community relations), protection services, risk, ICT and the team administrator. The guidelines also define relevant crisis management facilities.</p> <p>In addition, to the Group-level crisis management guidelines, each region maintains its own regional-level crisis management guidelines tailored to suit local circumstances, which are reviewed regularly.</p> <p>Progress on the updating of the crisis management plans is required to be reported quarterly to the SH&SD Committee by each region.</p> <p>Drills and tests are carried out from time to time to test that the system is working.</p>					

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core			Self declared				
Specific standard disclosures: Disclosures on management approach (DMAs)					Impact boundary		
Aspects DMA	Cross reference	Further explanation and/or reason for omission	UNGC	ICMM	Internal operations	Internal exploration	External supply chain
WATER MANAGEMENT							
Water	Ch 5, pg 86 – 90		8, 9	1	✓	✓	x
Effluents and waste	Ch 5 pg 91 – 92		8, 9	1	✓	✓	x
MANAGING ENVIRONMENTAL IMPACTS ACROSS THE LIFECYCLE							
Overall	Ch 2, pg 28 – 30 Ch 5, pg 86 – 87				✓	✓	✓
Closure planning MM	Ch 5, pg 93	Closure planning needs to start at the earliest stages of mine development. This is due to the need to minimise the environmental and socio-economic impacts of operational activity at each site and to pre-plan the ongoing physical rehabilitation of each operation. The Gold Fields Group Mine Closure Management Guidelines require mine closure planning across the full lifecycle of mining (from exploration to post-closure). As such – and where possible – Gold Fields rehabilitates its sites on an ongoing basis as part of its regular environmental management activities. Each of Gold Fields' operations has closure plans in place, which are developed in accordance with the Group guidelines for mine closure management, which detail the requirements for mine closure plans and associated cost estimates.	8	1, 2, 6, 9, 10			
Compliance	Ch 2, pg 37 Ch 5, pg 86			1	✓	x	x
COMPLIANCE							
Compliance (general)	Compliance and Ethics Ch 2, pg 36 – 40 Ch 2, pg 18 – 19	Gold Fields has established a risk-based Group Compliance Framework to provide high levels of assurance for regulatory compliance. In terms of the framework, Gold Fields: » Identifies and consistently reviews all statutes in its operating jurisdictions and assesses the exposure to non-compliance and subsequent regulatory risks. » Ensures that the internal control environment is aligned to prioritised statutory requirements. » Conducts annual reviews by Internal Audit to assess that appropriateness and design/operating effectiveness of control measures implemented. A Group Compliance Index is annually calculated to report on the level of compliance in the Group, and per region.		1	✓	✓	✓

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self declared					
Specific standard disclosures: Disclosures on management approach (DMAs)					Impact boundary		
Aspects DMA	Cross reference	Further explanation and/or reason for omission	UNGC	ICMM	Internal operations	Internal exploration	External supply chain
COMPLIANCE (continued)							
Anti-corruption	Code of Ethics; Ch 2, pg 40	<p>Anti-corruption forms an integral part of the Group's Code of Conduct (https://www.goldfields.co.za/code-of-conduct/index.php).</p> <p>Apart from coverage in the code, focused internal training on statutory requirements and enhanced awareness levels add to the Group's vigilance in preventing corruption and bribery. In addition, defined controls have been implemented in the supply chain management process to enhance the proactive screening process when engaging with suppliers and contractors.</p> <p>Solutions implemented:</p> <ul style="list-style-type: none"> » Group Anti-bribery and Corruption ("ABC") Framework; » implementation of a Group ABC Policy; and » implementation of a Group register to track, oversee and manage all external engagement with public officers and government officials. 	10	1	✓	✓	✓
WORKFORCE							
Diversity and equal opportunities	Ch 6, pg 110 – 111		6	1	✓	✓	✓
Employment	Ch 6, pg 110		3, 6	1	✓	✓	✓
Market presence	Ch 6, pg 110 – 114 Ch 1, pg 6 – 7	<p>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.</p>	6	1, 9	✓	✓	✓
Non-discrimination	Ch 5, pg 101	<p>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.</p>	1, 2, 6	1	✓	✓	x

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core			Self declared				
Specific standard disclosures: Disclosures on management approach (DMAs)					Impact boundary		
Aspects DMA	Cross reference	Further explanation and/or reason for omission	UNGC	ICMM	Internal operations	Internal exploration	External supply chain
SOCIAL LICENCE TO OPERATE							
Indigenous rights	Ch 1, pg 9 Ch 4, pg 71 – 72 Ch 5, pg 86, 98 – 101	<p>Mining activity can have a significant impact on host communities, land and social conditions. While it is important to manage these impacts responsibly in every case, it is also important to understand the specific interests, vulnerabilities and concerns of indigenous communities. Gold Fields is a member of the ICMM, which requires its members to conform to the ICMM's Position Statement on Indigenous Peoples.</p> <p>Our approach to societal issues is governed through our policies on ethics and governance, communities (which includes specific reference to indigenous peoples), human rights and stakeholder engagement.</p> <p>Our policies and guidelines (including the Community Relations and Stakeholder Engagement Handbook https://www.goldfields.co.za/sus_society.php are aligned with a range of international good practice standards and frameworks, including:</p> <p>1) the ICMM's 10 Principles (and related position statements, including indigenous peoples); 2) IFC Performance Standards; 3) Equator Principles; 4) AA 1000 stakeholder engagement standard, and 5) ISO 26000 social responsibility standard as well as 6) the United Nations Global Compact.</p>	1, 2	1, 3	✓	✓	x
Grievance mechanisms for impacts on society	Ch 2, pg 41 https://www.goldfields.co.za/sus_guide.php Ch 5, pg 98 – 107	<p>Like other extractive companies, Gold Fields' potential social impacts – including on both host communities and society more broadly – are considerable. These can include positive impacts (including, for example, employment, skills-transfer, socio-economic development and contributions to public revenues) as well as negative impacts (including, for example, those relating to land use, the livelihoods of local land users, inward migration, indigenous interests and community health and safety). In this context, it is important that Gold Fields maintains effective communication with relevant stakeholders to ensure awareness of such impacts, and is able to maximise its positive impacts and avoid, mitigate and/or manage its negative impacts. Furthermore, it is particularly important to understand specific grievances against the Company, so that it can responsibly respond to them and (where appropriate) address them, thus acting responsibly to stakeholders and strengthening its social licence to operate.</p> <p>Each mine is required to have operating grievance mechanisms in place. In addition, an international, independent external service provider (Deloitte) runs a 24-hour anonymous tip-off line which, although focused on ethics, can also be used throughout the Group to log grievances.</p> <p>Contact details for the Corporate Sustainable Development team are also available on Gold Fields' website as a further mechanism for stakeholders to register any grievances.</p> <p>The number of grievances recorded during 2016 at all our operations is contained in the IAR and under EN34 – at some operations these included impacts on society. Each operation was required to report to the SH&SD Committee and SE&T Committee during 2016 on reported and resolved grievances as well as top five host community issues as identified through ongoing stakeholder engagements.</p>	1, 2	1, 3	✓		

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self declared					
Specific standard disclosures: Disclosures on management approach (DMAs)					Impact boundary		
Aspects DMA	Cross reference	Further explanation and/or reason for omission	UNGC	ICMM	Internal operations	Internal exploration	External supply chain
SOCIAL LICENCE TO OPERATE (continued)							
ASM MM	This GRI Content Index	Two of our eight operations (Damang and Tarkwa) have ASM taking place adjacent to the mining lease. ASM has the potential to reduce the quality and quantity of the ore body and cause significant negative environmental and social impacts. Management of the risk and our approach to ASM, which is detailed in the Gold Fields Community Relations Handbook and Community Relations Guideline. https://www.goldfields.co.za/sus_society.php , includes patrolling of active mining areas, consultation with a range of stakeholders, promotion of alternative livelihoods, negotiated eviction and, as necessary, prosecution.		1, 5, 9	✓		
Environmental grievance mechanisms	Ch 2, pg 41 Ch 5, pg 98 – 107	Gold Fields maintains effective communication with relevant stakeholders to ensure it is aware of any potential risks and impacts and is able to maximise its positive impacts and minimise its negative impacts. Furthermore, it is particularly important to understand specific grievances against the Company so that it can responsibly respond to them and (where appropriate) address them, thus acting responsibly towards stakeholders and maintaining its long-term social licence to operate. Each mine is required to have operating grievance mechanisms in place. In addition, Deloitte runs a 24-hour anonymous tip-off line which, although focused on ethics, can also be used throughout the Group to log grievances. Contact details for the Corporate Sustainable Development team are also available on Gold Fields' website as a further mechanism for stakeholders to register any grievances. The number of environmental grievances recorded during 2016 at all our operations is contained in the IAR and under EN34 – at some operations these included impacts on environment. Each operation was required to report to the SH&SD Committee and SE&T Committee during 2016 on reported and resolved grievances as well as top five host community issues as identified through ongoing stakeholder engagements.		10	✓		
COMMUNITY VALUE DISTRIBUTION							
Local communities	Ch 1, pg 12 – 15 Ch 2, Vision of the Chair, pg 19, CEO Report, pg 20 Ch 5, pg 98 – 107	Host communities are the source of a large portion of our workforce and provide us with our social licence to operate. We contribute value to these communities through social and economic development investment, employment and procurement. Various initiatives were driven across our operations in 2016 to maximise host community value distribution.		1	✓	✓	✓
Indirect economic impacts	Ch 1, pg 12 – 13 Ch 5, pg 98 – 107			1	✓	✓	✓
GOVERNMENT RELATIONS							
Public policy	Ch 1, pg 9 Ch 2, pg 33, 41 Ch 5, pg 94 – 95	Gold Fields interacts with governments in the countries it operates, either through the respective chambers of mines or directly with government departments for business requirements in terms of regulations in the various jurisdictions.			✓	✓	x

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self declared					
Specific standard disclosures: Disclosures on management approach (DMAs)					Impact boundary		
Aspects DMA	Cross reference	Further explanation and/or reason for omission	UNGC	ICMM	Internal operations	Internal exploration	External supply chain
TOTAL VALUE DISTRIBUTION							
Economic performance	Ch 1, pg 12 – 13 Ch 2, pg 21 Ch 5, pg 86, 99			6, 10	✓	x	x
Procurement practices	Ch 1, pg 9, 12 – 15 Ch 2, pg 21 – 23, 29 Ch 5, pg 98 – 99			1	✓		
EMPLOYEE DEVELOPMENT							
Training and education	Ch 5, pg 98 – 100 Ch 6, pg 111 – 113			1	✓	x	x
HUMAN RIGHTS							
Human rights assessment	Ch 5, pg 101	<p>The United Nations 'Protect, Respect and Remedy' Framework and associated Guiding Principles on Business and Human Rights makes it incumbent on companies to carry out human rights due diligence on their own activities and on their business relationships (including suppliers and contractors). Human Rights Impact Assessment (HRIA) represents a key component of this broader due diligence process. It should include the assessment of both a company's actual and potential adverse human rights impacts as well as the direct engagement of actually and potentially affected individuals and groups.</p> <p>Gold Fields applies a formal human rights policy statement, both in dealing with its communities as well as its employees. The policy statement is aligned to the relevant ICMM Principles on Human Rights and the United Nations' Protect, Respect and Remedy Framework. Under the policy statement, Gold Fields commits to:</p> <ul style="list-style-type: none"> » Not interfering with or curtailing others' enjoyment of human rights. » Defending (where possible) employees and third-party individuals and groups (as defined in our community policy) against human rights abuses. » Taking positive action to facilitate the entrenchment and enjoyment of human rights. <p>Human rights among our communities</p> <p>Gold Fields carries out environmental and social impact assessments on all our operations and on all new projects to 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.</p> <p>The Company continuously looks for opportunities to integrate HRIA daily into all of its activities and operations.</p>	1, 2	1, 3	✓	✓	✓

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self declared					
Specific standard disclosures: Disclosures on management approach (DMAs)					Impact boundary		
Aspects DMA	Cross reference	Further explanation and/or reason for omission	UNGC	ICMM	Internal operations	Internal exploration	External supply chain
HUMAN RIGHTS (continued)							
		<p>Human rights among our workforce</p> <p>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 (while recognising the need to address the legacy of historical injustices in South Africa); 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.</p> <p>All grievances are handled by the Gold Fields Human Resources function, 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 certified 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.</p> <p>Gold Fields runs a human rights campaign on Human Rights Day to raise awareness of these issues.</p>					
Supplier human rights assessment	Ch 5, pg 101	<p>The United Nations 'Protect, Respect and Remedy' Framework and associated Guiding Principles on Business and Human Rights makes it incumbent on companies to carry out human rights due diligence on their own activities and on their business relationships (including suppliers and contractors). Human Rights Impact Assessment (HRIA) represents a key component of this broader due diligence process. It should include the assessment of both a company's actual and potential adverse human rights impacts as well as the direct engagement of actually and potentially affected individuals and groups.</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 contractors to carry out mining, development, construction and other forms of work on its operations. All contractors are included in Gold Fields' own health and safety management systems to ensure that contractors benefit from safe and healthy working conditions. All contractors, employees and 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>	1, 2	1, 3	✓	✗	✓

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

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Specific standard disclosures: Disclosures on management approach (DMAs)					Impact boundary		
Aspects DMA	Cross reference	Further explanation and/or reason for omission	UNGC	ICMM	Internal operations	Internal exploration	External supply chain
HUMAN RIGHTS (continued)							
	Ch 2, pg 40	Gold Fields does not currently carry out human rights due diligence on its suppliers. Nonetheless, the Group has developed an external party screening solution to establish risk profiles of external suppliers and contractors. Among other criteria, the tool screens new and existing contractors and suppliers for human rights and related violations and/or transgressions. From a contractual point of view, all our 3rd 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.					
Security practices	Ch 5, pg 101	Like any mining company with an international footprint, Gold Fields has a key responsibility to secure its people and assets. This is particularly the case in higher-risk operating environments, areas of relatively weak governance and areas affected by illegal artisanal and small-scale mining. Furthermore, as a producer of an inherently high-value and easily transferable product, there are obvious risks around the transfer of gold between our mining operations and the refineries where it is processed. Nonetheless, professional and effective security provision (particularly where this involves the actual or potential use of physical force) should not compromise the human rights of others. Primary security at our operations is provided through the Company's Protection Services department and private contracted service providers. All security personnel receive human rights training during induction based on local legal requirements as well as national and international human rights best practice. Gold Fields and G4S (security provider to South Africa and Ghana) are signatories to the UN Global Compact.					
INDUSTRIAL RELATIONS							
Labour/management relations	Ch 2, pg 30 – 31 Ch 6, pg 113		3, 6	1			
ENERGY AND CARBON MANAGEMENT							
Energy	Ch 4, pg 78 – 83				✓	✓	✓
Emissions	Ch 4, pg 78 – 83		8, 9	6, 10	✓	✓	✓
GENERAL GRIEVANCE MECHANISMS							
Human rights grievances	Ch 5, pg 98, 101 – 107	Human rights grievances are most commonly be communicated with our management through established communication and labour engagement mechanisms or through our grievance processes. All members of the workforce – employees and contractors – as well as our host communities across all jurisdictions have access to a grievance mechanism which entitles them to lodge a grievance about the Company and have this resolved and redressed as appropriate.	1, 2	1, 3	n/a	n/a	x

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

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Specific standard disclosures: Disclosures on management approach (DMAs)					Impact boundary		
Aspects DMA	Cross reference	Further explanation and/or reason for omission	UNGC	ICMM	Internal operations	Internal exploration	External supply chain
GENERAL GRIEVANCE MECHANISMS continued							
Labour practices grievance mechanism	Ch 5, pg 101 Ch 6, pg 113	Labour practices grievances are communicated to our management through established labour engagement mechanisms.			n/a	5	
BIODIVERSITY							
Ecosystem services and biodiversity	Ch 5, pg 87	Refer to G4-EN11 and G4-EN12. Our Biodiversity Conservation Practice Guide requires that all sites identify and evaluate all relevant aspects of biodiversity, including ecosystem services, to ensure that potential impacts are minimised and mitigated. Objectives and targets must be established and set out in a plan. The guide notes that offsets are a last resort, once efforts to minimise and mitigate impacts have been exhausted. We do not currently have any biodiversity offsets in place, though they are part of our biodiversity conservation toolkit, for use as necessary.	8	1	n/a	n/a	n/a
SUPPLY CHAIN MANAGEMENT							
Supplier assessment environmental	Ch 2, pg 40 Ch 5, pg 101	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 has implemented a 3rd party screening solution which screens all active 3rd parties recorded on internationally recognised and published screening databases, recorded transgressions as well as for adverse media exposure, against an array of pre-defined criteria, including but not limited to regulatory, labour practice, environmental, health & safety, management and operation issues. The screening outcome is used as input into an Internal Screening Risk Calculator which, amongst other defined governance and risk management criteria, calculates a risk rating and creates a profiled view of the 3rd party. This forms an integral part of the vendor risk management process per region with reference to engagement, contractual terms, appointments, as well as the continuation of existing relationships. From a contractual point of view, all our 3rd 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.					
Supplier assessment for labour practices	Ch 2, pg 40 Ch 5, pg 101 Ch 6, pg 113	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.		1	n/a	n/a	n/a

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

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Aspects DMA	Cross reference	Further explanation and/or reason for omission	UNGC	ICMM	Internal operations	Internal exploration	External supply chain
SUPPLY CHAIN MANAGEMENT continued							
		<p>Gold Fields has implemented a 3rd party screening solution which screens all active 3rd parties recorded on internationally recognised and published screening databases, recorded transgressions as well as for adverse media exposure, against an array of pre-defined criteria, including but not limited to regulatory, labour practice, environmental, health & safety, management and operation issues. The screening outcome is used as input into an Internal Screening Risk Calculator which, amongst other defined governance and risk management criteria, calculates a risk rating and creates a profiled view of the 3rd party. This forms an integral part of the vendor risk management process per region with reference to engagement, contractual terms, appointments, as well as the continuation of existing relationships.</p> <p>From a contractual point of view, all our 3rd 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>					
Supplier assessment for impacts on society	Ch 2, pg 40 Ch 5, pg 101	<p>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.</p> <p>Gold Fields has implemented a 3rd party screening solution which screens all active 3rd parties recorded on internationally recognised and published screening databases, recorded transgressions as well as for adverse media exposure, against an array of pre-defined criteria, including but not limited to regulatory, labour practice, environmental, health & safety, management and operation issues. The screening outcome is used as input into an Internal Screening Risk Calculator which, amongst other defined governance and risk management criteria, calculates a risk rating and creates a profiled view of the 3rd party. This forms an integral part of the vendor risk management process per region with reference to engagement, contractual terms, appointments, as well as the continuation of existing relationships.</p> <p>From a contractual point of view, all our 3rd 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>		1	n/a	n/a	n/a

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

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Aspects DMA	Cross reference	Further explanation and/or reason for omission	UNGC	ICMM	Internal operations	Internal exploration	External supply chain
MATERIALS							
Materials stewardship MM	Ch 5, pg 91 – 93 https://www.goldfields.co.za/sus_reporting.php Ch 5, pg 101	As part of its efforts to improve human rights performance within its broader value chain, protect the reputation of its core product and maximise the societal benefits of its activities, Gold Fields is committed to responsible materials stewardship. In this context, Gold Fields supports global efforts to tackle the use of newly mined gold to finance conflict. Nevertheless, there is only a minimal risk of externally derived conflict gold entering Gold Fields value chain. This is because: none of Gold Fields' mines are located in conflict-affected countries; all gold produced originates from Gold Fields' own operations; no gold is purchased from artisanal miners. Gold Fields has voluntarily adopted the Conflict-Free Gold Standard of the World Gold Council (WGC). This has led to the standard being applied at all relevant locations through full assurance audits. This is a requirement of the London Bullion Market Association (LBMA) accredited refineries, to which Gold Fields sells its gold. In addition, the Company reports in accordance with the WGC guidelines on value creation and distribution. Although Gold Fields withdrew its WGC membership in 2014, it continues to apply both the standard and guidelines.			n/a	n/a	n/a
Materials	Ch 5, pg 91 – 93 This GRI Content Index	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 G4-EN1.	8	1	n/a		
EQUAL REMUNERATION							
Equal remuneration for women and men	Ch 6, pg 110 – 111	<p>Gold Fields subscribes to certain guiding principles with regard to rewards. These guiding principles support the reward strategy, and guide all reward decisions and practices within Gold Fields. Gold Fields seeks to ensure that those in similar roles achieving similar levels of performance receive similar pay. The Gold Fields reward strategy and philosophy is guided by:</p> <ul style="list-style-type: none"> » the total rewards approach; » internal equity; » external competitiveness; » performance-based remuneration – fairness; » open and transparent communication; » non-discriminatory practices – so that no discrimination or differentiation is made on the basis of gender, age and race. These comparisons are reported annually in the Company, remuneration report; » affordability; » legislative compliance; » justifiable differentiation – Gold Fields does not discriminate on the basis of race, gender or age in terms of remuneration. Factors that influence remuneration at Gold Fields include: » job value – organisational structure, position of job within the organisation structure » market value; 	6	1	n/a	n/a	x

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Aspects DMA	Cross reference	Further explanation and/or reason for omission	UNGC	ICMM	Internal operations	Internal exploration	External supply chain
EQUAL REMUNERATION continued							
		<ul style="list-style-type: none"> » comparisons with specific markets; decision influenced by labour turnover and losses to competitors; availability of labour for specific needs; and Gold Fields' remuneration position; » individual value; <ul style="list-style-type: none"> – Performance/outputs – individual performance; high performance over a period of time should ensure high remuneration; – Specific occupation and skills – market shortages; and » Company performance. 					
HUMAN RIGHTS DUE DILIGENCE ON INVESTMENT							
Investment (human rights)	Ch 5, pg 101	<p>From a contractual point of view, all other 3rd party agreements contain a standard with the Gold Fields Human Rights Policy Statements. The Code of Conduct is also referenced in all of our supply agreements.</p> <p>With regards to M&A activity a comprehensive due diligence is maintained by the Corporate Development department and updated on an annual basis. This checklist makes specific reference to due diligence that needs to be conducted in relation to the protection of human rights.</p>	1, 2	1	n/a	n/a	n/a
RESETTLEMENT							
Resettlement MM	This GRI Content Index Ch 2, pg 41 Ch 5, pg 101, 105, 107	Resettlement is a material impact at two of our operations where mitigating actions have been implemented. Resettlement, where this cannot be avoided, is guided by Gold Fields Community Policy and practice guidance on resettlement which is aligned with the International Finance Corporation performance standard on land acquisition and involuntary resettlement.	1, 2	1	n/a	n/a	n/a
MARKET REGULATION							
Product service and labelling	n/a	Not relevant to Gold Fields as gold is sold in an unwrought form. Packaging requirements are not necessary or are minimal.			n/a	n/a	n/a
Marketing communication	n/a	Gold Fields is not involved in the marketing of its product.			n/a	n/a	n/a
Customer privacy	n/a	Gold Fields is not involved in the marketing of its product.			n/a	n/a	n/a
Anti-competitive behaviour	Ch 2, pg 40	<p>Gold Fields is not involved in the marketing of its product. See below for description of sale product.</p> <p>Referencing compliance in section 2.3, all applicable anti-competition statutory requirements are identified and consistently reviewed as part of the Group Compliance Framework.</p>	10	1, 9	n/a	n/a	n/a

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Specific standard disclosures: Disclosures on management approach (DMAs)					Impact boundary		
Aspects DMA	Cross reference	Further explanation and/or reason for omission	UNGC	ICMM	Internal operations	Internal exploration	External supply chain
CHILD/FORCED LABOUR AND FREEDOM OF ASSOCIATION							
Child labour	https://www.goldfields.co.za/pdf/policies/human_statement.pdf https://www.goldfields.co.za/code-of-conduct/human-rights-policy.php	<p>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 (while recognising the need to address the legacy of historical injustices in South Africa); 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. In addition, basic awareness on human rights issues is covered in our Foundational Programme that all employees across the Group attend.</p> <p>All grievances are handled by the Gold Fields Human Resources function, which uses a defined process to record, evaluate and address legitimate complaints. Where necessary legal representation will be used to assist in those processes. Employees can also raise concerns via independent counsellors as part of the Gold Fields Employee Assistance Programme.</p>	1, 2, 5	1, 3	n/a	n/a	n/a
Forced or compulsory labour	This GRI Content Index	<p>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 (while recognising the need to address the legacy of historical injustices in South Africa); 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. In addition, basic awareness on human rights issues is covered in our Foundational Programme that all employees across the Group attend.</p> <p>All grievances are handled by the Gold Fields Human Resources function, which uses a defined process to record, evaluate and address legitimate complaints. Where necessary legal representation will be used to assist in those processes. Employees can also raise concerns via independent counsellors as part of the Gold Fields Employee Assistance Programme.</p>	1, 2, 4	1, 3	n/a	n/a	n/a
Freedom of association and collective bargaining	This GRI Content Index	<p>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 (while recognising the need to address the legacy of historical injustices in South Africa); 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. In addition, basic awareness on human rights issues is covered in our Foundational Programme that all employees across the Group attend.</p> <p>All grievances are handled by the Gold Fields Human Resources function, which uses a defined process to record, evaluate and address legitimate complaints. Where necessary legal representation will be used to assist in those processes. Employees can also raise concerns via independent counsellors as part of the Gold Fields Employee Assistance Programme.</p>	1, 2, 3	1, 3	n/a	n/a	n/a

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core			Self declared				
Specific standard disclosures: Disclosures on management approach (DMAs)					Impact boundary		
Aspects DMA	Cross reference	Further explanation and/or reason for omission	UNGC	ICMM	Internal operations	Internal exploration	External supply chain
PRODUCT IMPACTS							
Compliance (product responsibility)	This GRI Content Index Ch 1, pg 12	Our final product is gold. It is sold in unwrought form to refineries – final product responsibility therefore does not lie with Gold Fields. However, Gold Fields has adopted a materials stewardship and supply chain management policy as part of our overall sustainable development framework. This focuses on the management of materials within our mine sites and the provision of services and good by suppliers. In terms of materials stewardship, all materials brought on site are subject to the provisions of our certified environmental and health and safety management systems. They ensure the safe use and disposal of materials with due regard to human and environmental health. We also require our suppliers to adopt similar practices of sound sustainable development, such as cyanide transport requirements.			n/a	n/a	
Products and services	n/a	Our final product is gold. It is sold in unwrought form to refineries – final product responsibility therefore does not lie with Gold Fields.			n/a	n/a	
Customer health and safety	n/a	Gold is sold directly to the refineries for processing and on-selling as the final product. Gold is a benign product which has no significant health or safety impacts.			n/a	n/a	
Transport	n/a	Not relevant to Gold Fields due to the fact that gold is sold as a commodity.			n/a	n/a	

■ Fully reported
 ■ Content provided/not applicable
 ■ Not reported

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
ECONOMIC					
Economic performance					
G4-EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Ch 1, pg 12 – 15 Ch 2, pg 21 – 23 Ch 3, pg 48 – 53 Ch 5, pg 86 ATR, pg 7	6, 7, 10	2, 4, 9, 6	Ghana and Peru are Extractive Industries Transparency Initiative (EITI) compliant countries in which we operate. Australia is on course to achieve compliance. https://www.goldfields.co.za/au_standards.php
G4-EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	Ch 4, pg 78 – 82 Ch 5, pg 93	6, 7, 10	6	Gold Fields describes the financial implications and other risks and opportunities for the organisation's activities due to climate change in its annual CDP submission. https://www.goldfields.co.za/sus_reporting.php
G4-EC3	Coverage of the organisation's defined benefit plan obligations.	This GRI Content Index	6, 10		Although they vary between locations, typical benefits include vacation, maternity and paternity leave, sick leave, medical support, pensions and life insurance as well as free healthcare services. For example, in South Africa our employees rely on three main pension funds: <ul style="list-style-type: none"> » the Mineworkers Provident Fund; » the Mine Employees Pension Fund; and » the Sentinel Mining Industry Retirement Fund. Other typical benefits include educational assistance, skills development, free or subsidised accommodation and/or living-out allowances.
G4-EC4	Significant assistance received from government.	This GRI Content Index	6, 10		Gold Fields did not receive any financial support from government in 2016.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core

Self-declared

General standard disclosure in accordance with core

Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission																																																																																												
Market presence																																																																																																	
G4-EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	This GRI Content Index	6		<p>Regional breakdown of minimum internal wage compared to minimum external wage, by gender:</p> <table border="1"> <thead> <tr> <th></th> <th>Gender</th> <th>Internal minimum</th> <th>External minimum</th> <th>Ratio</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Philippines</td> <td>Female</td> <td>59,990</td> <td>24,310</td> <td>2.47</td> </tr> <tr> <td>Male</td> <td>47,878</td> <td>24,310</td> <td>1.97</td> </tr> <tr> <td rowspan="2">South Africa</td> <td>Female</td> <td>83,508</td> <td>64,706</td> <td>1.29</td> </tr> <tr> <td>Male</td> <td>83,508</td> <td>64,706</td> <td>1.29</td> </tr> <tr> <td rowspan="2">Ghana</td> <td>Female</td> <td>112,235</td> <td>68,129</td> <td>1.65</td> </tr> <tr> <td>Male</td> <td>112,235</td> <td>68,129</td> <td>1.65</td> </tr> <tr> <td rowspan="2">Peru</td> <td>Female</td> <td>164,150</td> <td>114,247</td> <td>1.44</td> </tr> <tr> <td>Male</td> <td>136,010</td> <td>114,247</td> <td>1.19</td> </tr> <tr> <td rowspan="2">Australia</td> <td>Female</td> <td>319,783</td> <td>445,579</td> <td>0.72</td> </tr> <tr> <td>Male</td> <td>527,000</td> <td>445,579</td> <td>1.18</td> </tr> <tr> <td colspan="4">Average</td> <td>1.48</td> </tr> <tr> <td colspan="4">Average</td> <td>Female</td> <td>1.03</td> </tr> <tr> <td colspan="4"></td> <td>Male</td> <td>1.26</td> </tr> </tbody> </table> <p>All our countries of operations have legal minimum wages in place.</p> <p>Minimum of base salary</p> <table border="1"> <tbody> <tr> <td>South Africa</td> <td>ZAR</td> <td>8,000</td> <td>4,902</td> <td>1.63</td> </tr> <tr> <td>Ghana</td> <td>Cedi</td> <td>721</td> <td>397</td> <td>1.82</td> </tr> <tr> <td>Peru</td> <td>PEN</td> <td>2,900</td> <td>850</td> <td>3.41</td> </tr> <tr> <td>Australia</td> <td>AUD</td> <td>43,200</td> <td>42,275</td> <td>1.02</td> </tr> <tr> <td colspan="4">Minimum wage ratio</td> <td>1.97</td> </tr> </tbody> </table>		Gender	Internal minimum	External minimum	Ratio	Philippines	Female	59,990	24,310	2.47	Male	47,878	24,310	1.97	South Africa	Female	83,508	64,706	1.29	Male	83,508	64,706	1.29	Ghana	Female	112,235	68,129	1.65	Male	112,235	68,129	1.65	Peru	Female	164,150	114,247	1.44	Male	136,010	114,247	1.19	Australia	Female	319,783	445,579	0.72	Male	527,000	445,579	1.18	Average				1.48	Average				Female	1.03					Male	1.26	South Africa	ZAR	8,000	4,902	1.63	Ghana	Cedi	721	397	1.82	Peru	PEN	2,900	850	3.41	Australia	AUD	43,200	42,275	1.02	Minimum wage ratio				1.97
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GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
Market presence (continued)					
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation.	Ch 5, pg 96 – 97 Ch 6, pg 110	6	2,9	
Indirect economic impacts					
G4-EC7	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Ch 1, pg 13 Ch 5, pg 98, 102 – 107		9	
G4-EC8	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Ch 5, pg 98 – 100, 102 – 107		9	
Procurement practices					
G4-EC9	Policy, practices, and proportion of spending on locally based suppliers at significant locations of operation.	Ch 1, pg 12 – 13 Ch 2, pg 29 Ch 5, pg 99, 102		2, 9, 10	The Group Community Policy states that “Gold Fields is committed to prioritising local procurement and employment and measuring our contribution to local economic development”. https://www.goldfields.co.za/sus_policies.php » Gold Fields measures operational-level local (in country) and host community procurement. » Through Gold Fields’ social and labour plan in South Africa we are committed to numerous local economic development projects that develop local suppliers. » Gold Fields’ shared value projects in Ghana, South Africa and Peru are focused on developing host community suppliers and enterprise development. » In South Africa, Gold Fields spent US\$148 million (85% of total procurement spend) (2015: US\$132 million) (84% of total procurement spend) on black economic empowerment entities.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core Self-declared

General standard disclosure in accordance with core

Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
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ENVIRONMENTAL

Materials

G4-EN1	Materials used by weight or volume.	Ch 5, pg 91, 92	7, 8	6	<p>Material used by weight or volume ('000 tonnes)</p> <p>Group input materials (‘000 tonnes)</p> <table border="1"> <caption>Group input materials ('000 tonnes)</caption> <thead> <tr> <th>Material</th> <th>2014</th> <th>2015</th> <th>2016</th> </tr> </thead> <tbody> <tr> <td>Blasting agents</td> <td>35.14</td> <td>43.00</td> <td>47.52</td> </tr> <tr> <td>HCl</td> <td>4.15</td> <td>3.00</td> <td>4.73</td> </tr> <tr> <td>Lime</td> <td>49.56</td> <td>49.00</td> <td>55.16</td> </tr> <tr> <td>Cement</td> <td>40.86</td> <td>38.00</td> <td>43.18</td> </tr> <tr> <td>Caustic soda</td> <td>3.23</td> <td>4.00</td> <td>4.45</td> </tr> <tr> <td>Cyanide</td> <td>10.66</td> <td>8.00</td> <td>7.06</td> </tr> </tbody> </table>	Material	2014	2015	2016	Blasting agents	35.14	43.00	47.52	HCl	4.15	3.00	4.73	Lime	49.56	49.00	55.16	Cement	40.86	38.00	43.18	Caustic soda	3.23	4.00	4.45	Cyanide	10.66	8.00	7.06								
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G4-EN2	Percentage of materials used that are recycled input materials.	This GRI Content Index			<p>Based on the materials listed as our key inputs in EN1, we do not believe these input materials are likely to be able to be recycled. The materials are not renewable. However, in 2016, we recycled a range of materials including the following:</p> <table border="1"> <thead> <tr> <th>Recycled (tonnes)</th> <th>2016</th> <th>2015</th> <th>2014</th> </tr> </thead> <tbody> <tr> <td>Metal</td> <td>14,305.10</td> <td>11,363.46</td> <td>11,129.77</td> </tr> <tr> <td>Plastic</td> <td>178.43</td> <td>91.28</td> <td>63.00</td> </tr> <tr> <td>Timber as firewood</td> <td>59.82</td> <td>5,765.32</td> <td>56.60</td> </tr> <tr> <td>Paper and cartons</td> <td>87.87</td> <td>76.61</td> <td>66.21</td> </tr> <tr> <td>General landfill</td> <td>11,561.95</td> <td>11,166.00</td> <td>13,346.00</td> </tr> <tr> <td>Brine to lake</td> <td>8,531.07</td> <td>17,061.00</td> <td>6,127.00</td> </tr> <tr> <td>Other materials</td> <td>1,731.00</td> <td>1,902.00</td> <td>1,518.00</td> </tr> <tr> <td></td> <td>36,455.24</td> <td>47,425.67</td> <td>32,306.58</td> </tr> </tbody> </table>	Recycled (tonnes)	2016	2015	2014	Metal	14,305.10	11,363.46	11,129.77	Plastic	178.43	91.28	63.00	Timber as firewood	59.82	5,765.32	56.60	Paper and cartons	87.87	76.61	66.21	General landfill	11,561.95	11,166.00	13,346.00	Brine to lake	8,531.07	17,061.00	6,127.00	Other materials	1,731.00	1,902.00	1,518.00		36,455.24	47,425.67	32,306.58
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GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
Energy					
G4-EN3	Direct and Indirect energy consumption by primary energy source within the organisation	Ch 4, pg 78 – 83 Online: www.goldfields.co.za/leadership_main.php -Environmental	7,8,9	6,9	Gold Fields does not sell electricity, heating, cooling or steam. As per the guidance under G4-EN3, organisations are expected to select a consistent boundary for energy consumption. When possible, the boundary should be consistent with the boundary used in Indicators G4-EN15 and G4-EN16. The standard used to select the boundary for reporting under G4-EN15 and G4-EN16 is ISO 14064 – Part 1. The boundary selected to report on G4-EN3 is in line with this boundary. The methodology used to calculate the direct and indirect energy consumption by primary energy source is by multiplying the measured amounts consumed with default energy content factors. Energy consumption is obtained by meter readings and cross checked with invoices. If no meter is installed, the data is obtained from invoices only. The energy content of fuels consumed on-site was calculated using conversion factors from Defra 2016 Version 1. Our Granny Smith operation purchases gas for the on-site gas-fired power station that is owned and operated by an independent power producer (IPP), Granny Smith also pays for electricity delivery. Our Damang and Tarkwa operations have in-site gas-fired power stations, owned and operated over the fence by an IPP.
G4-EN4	Energy consumption outside the organisation.	This GRI Content Index Ch 4, pg 78 – 83	8,9	6,9	Energy consumed outside of the organisation, in joules or multiples, is 5,943 (2015: 5,660TJ; 2014: 5,852TJ) As per the guidance under G4-EN3, organisations are expected to select a consistent boundary for energy consumption. When possible, the boundary should be consistent with the boundary used in Indicators G4-EN15 and G4-EN16. The standard used to select the boundary for reporting under G4-EN15 and G4-EN16 is ISO 14064 – Part 1. The boundary selected to report on G4-EN3 is in line with this boundary. Only energy consumption outside of the organisation which was expected to be material (based on emissions associated with this energy use) was calculated. The material categories where found to be “purchased goods and services” and “fuel and energy-related activities”. These two scope 3 categories made up 95% of the total scope 3 emissions. To calculate this energy consumption outside of the organisation, assumptions were made with respect to the type of fuels used to produce, transport and distribute goods, services and fuels.
					Where available, the energy data used to calculate the relevant emission factors to produce goods and services were used. The energy content associated with the production of fuels was calculated using emission factors from Defra 2016 Version 1 and converting these to energy factors using the United Kingdom Grid Emission Factor of 0.41205tCO/MWh.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
Energy (continued)					
G4-EN5	Energy intensity.	Ch 4, pg 78 – 83	8, 9	6, 9	The organisation-specific metric is ounce of gold, as our saleable product, this metric is externally assured. Fuels and electricity have been included in the energy intensity ratio. Energy consumed within the organisation has been included in the ratio. Our Granny Smith operation purchases gas for the on-site gas-fired power station that is owned and operated by an independent power producer (IPP), Granny Smith also pays for electricity delivery. Our Damang and Tarkwa operations have in-site gas-fired power stations, owned and operated by an IPP. The energy losses from the onsite power generators are accounted for by applying an energy efficiency factor.
G4-EN6	Reduction of energy consumption.	Ch 4, pg 80 – 83	8, 9	6, 9	The reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives is 321,053GJ (2015: 777,914GJ; 2014: 477,599GJ). The types of energy included in the reductions were fuel and electricity. The basis for calculating reductions in energy consumption was directly related to energy efficiency initiatives implemented. As the energy efficiency of gold mining is influenced by many factors, such as hauling distances, mine plan adjustments, mining depth, ore quality and stripping ratios, energy reductions should be linked back to actual initiatives implemented. The Greenhouse Gas Protocol and WRI Mitigation Goal Standard, an accounting and reporting standard for national and subnational greenhouse gas reduction goals, were the standards followed to calculate the impact of energy reduction projects.
G4-EN7	Reductions in energy requirements of products and services.	n/a	8, 9	6, 9	Indicator is not relevant to the product we produce – gold.
Water					
G4-EN8	Total water withdrawal by source.	Ch 5, pg 87 – 90	7, 8, 9	6, 9	Total water withdrawal in 2016 was 30,321Mℓ (2015: 35,247Mℓ). This came from the following sources: » surface water: 9,026Mℓ (2015: 9,282); » ground water: 18,594Mℓ (2015: 23,881); and » purchased water: 2,702Mℓ (2015: 2,082). Gold Fields reports in accordance with our Group Reporting Guideline, which is based on the GRI Framework and in line with the ICMM guidelines.
G4-EN9	Water sources significantly affected by withdrawal of water.	Ch 5, pg 87 – 90	8	6	No water sources are significantly affected by our water withdrawal.
G4-EN10	Percentage and total volume of water recycled and reused.	Ch 5, pg 87 – 90	8, 9	6, 9	During 2016, water recycled and reused totalled 44,274Mℓ (2015: 43,120Mℓ). This represents 146% of total water withdrawal (30,321Mℓ). Gold Fields reports in accordance with our Group reporting guideline, which is based on the GRI Framework and in line with the ICMM guidelines.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
Biodiversity					
G4-EN11	Location and size of land-owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	This GRI Content Index Ch 5, pg 87	8	2, 6, 7	<p>Ghana Our Damang and Tarkwa operations, are located in the Tarkwa Basin in southwestern Ghana in areas of high biodiversity. The current operational footprint of Tarkwa is significantly larger than that of Damang, where activity is primarily focused on the Damang Pit.</p> <p>We implement a total ban on hunting on our land holdings at both mines and have strict controls to protect local water bodies. Because of this, our operations act as <i>de facto</i> sanctuaries for local wildlife and enjoy high levels of biodiversity compared to their surrounds.</p> <p>Australia The St Ives operations, South of Kambalda in Western Australia, extend over a large salt-lake system known as Lake Lefroy. In recent years, the riparian zones of such salt lake systems have become increasingly recognised as areas of sensitive biodiversity. On Lake Lefroy, it is reported that over 3,500ha of riparian habitat is present. The current mining disturbance of this riparian zone by St Ives and other mining companies in the area is limited to 89ha or 2.5% of the total available habitat.</p> <p>Given the sensitive nature of the biodiversity in the riparian zone, St Ives has undertaken numerous ecological studies in the area and continues with various monitoring programmes on biodiversity. The ecological studies undertaken to date conclude that, outside of the physical disturbance of a small portion of the riparian zone, mining and related activities have shown no discernible impact on the biodiversity.</p> <p>Peru There are no protected areas near Cerro Corona. Nonetheless, there are some areas with two sensitive flora species (Puya fastuosa and Nicotiana thyrsoflora) adjacent to Cerro Corona. These species are sensitive since their growth is restricted to some parts of the northern Andes of Peru and a few other South American countries. These species are not listed in the IUCN Red List or in the national list of endangered flora species. In order to minimise any potential impact to these species, Gold Fields La Cima has been working since 2011 on a management programme for the conservation of these species. So far, the results of this programme have been favourable.</p>
G4-EN12	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 Ch 4, pg 72	8	7	<p>During the reporting year, we did not identify any significant impacts on biodiversity resulting from our activities.</p> <p>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 2016.</p>

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared																																	
General standard disclosure in accordance with core																																			
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission																														
Biodiversity (continued)																																			
G4-EN13	Habitats protected or restored.	This GRI Content Index Ch 5, pg 87	8	6, 7	During 2016, we rehabilitated a further 35.02 hectares (ha), of which Agnew accounted for 4.47ha, Granny Smith for 17.64ha and Tarkwa for 12.91ha.																														
G4-MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	This GRI Content Index	8	6, 7	<table border="1"> <thead> <tr> <th></th> <th>2016 (ha)</th> <th>2015 (ha)</th> </tr> </thead> <tbody> <tr> <td>Opening balance</td> <td>7,967.5¹</td> <td>7,853.38</td> </tr> <tr> <td>plus total disturbed Granny Smith</td> <td>0.02</td> <td>1,230.54</td> </tr> <tr> <td>plus total disturbed Agnew</td> <td>6.06</td> <td>9.97</td> </tr> <tr> <td>plus total disturbed Agnew</td> <td></td> <td></td> </tr> <tr> <td>less total rehabilitated Darlot</td> <td></td> <td>318</td> </tr> <tr> <td>less total rehabilitated Tarkwa</td> <td>12.91</td> <td>16.62</td> </tr> <tr> <td>less total rehabilitated Agnew</td> <td>4.47</td> <td></td> </tr> <tr> <td>less total rehabilitated Granny Smith</td> <td>17.64</td> <td></td> </tr> <tr> <td>Closing balance: Total disturbed</td> <td>7,938.56</td> <td>8,759.27</td> </tr> </tbody> </table> <p>¹Restated closing balance from 2015</p>		2016 (ha)	2015 (ha)	Opening balance	7,967.5 ¹	7,853.38	plus total disturbed Granny Smith	0.02	1,230.54	plus total disturbed Agnew	6.06	9.97	plus total disturbed Agnew			less total rehabilitated Darlot		318	less total rehabilitated Tarkwa	12.91	16.62	less total rehabilitated Agnew	4.47		less total rehabilitated Granny Smith	17.64		Closing balance: Total disturbed	7,938.56	8,759.27
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G4-EN14	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	This GRI Content Index	8	6, 7	<p>None of our lands are located on biodiversity hotspots. IUCN red data flora and fauna species have been identified at or surrounding some of our operations:</p> <ul style="list-style-type: none"> » The hooded vulture is found on the Tarkwa concession and is listed as critically endangered on the IUCN Red List of Threatened Species. » Four species of flora from the IUCN list and three species of flora from the Peruvian list of endangered species have been identified at Cerro Corona. Eleven species of fauna from the IUCN list and five species from the Peruvian list have been identified. The majority of these species of flora and fauna are under the IUCN category of "least concern" (LC). Puya raimondii, also known as Queen of the Andes, is the largest species of bromeliad, endemic to Bolivia and Peru and restricted to the high Andes at an elevation of 3,200 – 4,800m. This species, which grows near Cerro Corona, is listed as endangered on the IUCN Red List. One species is classified as "critically endangered" (CR) – a small frog, Pristimantis simonsii. The Peruvian list has a stricter classification, with three fauna species (Pristimantis simonsii, Pristimantis pinguis, Taphrolesia griseiventris) and two flora species (Solanum jalcae, Ephedra rupestris) classified as critically endangered. 																														

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
Biodiversity (continued)					
					Cerro Corona has a biodiversity management plan in place to minimise any potential impact on endangered/sensitive flora and fauna species. The main activities of this plan include: <ul style="list-style-type: none"> » biodiversity monitoring (dry and rainy season); » inspection of areas of mine developments by a specialist prior to the beginning of the construction activities in order to identify if sensitive species of flora and fauna were in the areas; » relocation of sensittarynive species of flora and fauna to other areas with similar habitats to avoid any potential impact on the species; » monitoring of the conservation status of relocated species; and » dust and noise control at the operation.
G4-MM2	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.	This GRI Content Index	8	2, 6, 7	Our four Australian mines manage biodiversity as part of their EMS and land disturbance processes and standards, while the other four have management plans in place.
Emissions					
G4-EN15	Total direct greenhouse gas emissions by weight.	Ch 4, pg 78 – 83 CDP	7, 8, 9	6, 10	<p>Direct (scope 1) GHG emissions in metric tons of CO₂ equivalent are 544,291 (2015: 529,588; 2014: 464,194).</p> <p>Gold Fields' direct GHG emissions are primarily from fuel purchased by us and used at our operations.</p> <p>Gases included in the calculation are CO₂, CH₄ and N₂O. Biogenic CO₂ emissions are not applicable to Gold Fields.</p> <p>Gold Fields' carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals"). The quantification methodology is a calculation based on GHG activity data multiplied by GHG emission or removal factors.</p> <p>The majority of the emission factors used are obtained from DEFRA 2016 (version 1), the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2016 and Ecometrica. The GWP rates are obtained from the IPCC Fourth Assessment Guidelines.</p> <p>Gold Fields' carbon footprint is calculated based on the operational control consolidation approach.</p>

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
Emissions (continued)					
G4-EN16	Total indirect greenhouse gas emissions by weight.	Ch 4, pg 78 – 83 CDP	7, 8, 9	6, 10	<p>Indirect (scope 2) GHG emissions in metric tons of CO₂ are 969,787 (2015: 793,026; 2014: 794,174).</p> <p>The gas included in the calculation is CO₂.</p> <p>Scope 2 emissions are derived solely from electricity purchased from power suppliers.</p> <p>Gold Fields' carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals"). The quantification methodology is a calculation based on GHG activity data multiplied by GHG emission or removal factors.</p> <p>Emission factors are obtained from DEFRA 2016 (version 1), the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2016 and Ecometrica. The GWP rates are obtained from the IPCC Fourth Assessment Guidelines.</p> <p>Gold Fields' carbon footprint is calculated based on the operational control consolidation approach.</p>
G4-EN17	Other relevant indirect greenhouse gas emissions by weight.	Ch 4, pg 70, 80, 82 CDP	7, 8, 9	6, 10	<p>Indirect (scope 3) GHG emissions in metric tons of CO₂ equivalent are 449,682 (2015: 430,549; 2014: 435,676).</p> <p>Gases included in the calculation are CO₂, NO_x, emanating from product transportation and staff commuting, and methane (CH₄) from waste generated at operations. Biogenic CO₂ emissions in metric tons of CO₂-equivalent are not applicable.</p> <p>Gold Fields' collected data and calculated emissions for all categories as per the GHG Protocol Value Chain Standard. The following are scope 3 categories examined:</p> <ol style="list-style-type: none"> 1. Purchased goods and services 2. Capital goods 3. Fuel- and-energy-related activities (not included in scope 1 or 2) 4. Upstream transportation and distribution 5. Waste generated in operations 6. Business travel 7. Employee commuting 8. Upstream leased assets 9. Downstream transportation and distribution 10. Processing of sold products

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
Emissions (continued)					
					<p>11. Use of sold products</p> <p>12. End-of-life treatment of sold products</p> <p>13. Downstream leased assets</p> <p>14. Franchises</p> <p>15. Investments.</p> <p>Gold Fields assesses all categories of scope 3, however categories 8, 22, 13, 14 and 15 are not applicable and do not contribute to the reported total scope 3.</p> <p>Gold Fields' carbon footprint is calculated in accordance with the ISO 14064 Part 1 Standard ("Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals"). The quantification methodology is a calculation based on GHG activity data multiplied by GHG emission or removal factors.</p> <p>Emission factors were obtained from DEFRA 2016 (version 1), the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2015 and Ecometrica. The GWP rates are obtained from the IPCC Fourth Assessment Guidelines.</p>
G4-EN18	Greenhouse gas (GHG) emissions intensity.	Ch 4, pg 80 – 83 CDP	7,8,9	6,10	<p>The GHG emissions intensity ratio is 0.69 tonnes CO₂e/oz.</p> <p>The ratio denominator is ounces of gold produced.</p> <p>The types of GHG emissions included are direct (scope 1) and energy indirect (scope 2). Gases included in the calculation are CO₂, CH₄ and N₂O.</p>
G4-EN19	Reduction of greenhouse gas (GHG) emissions.	Ch 4, pg 78 – 80 CDP	7,8,9	6,10	<p>The amount of GHG emissions reductions achieved as a direct result of initiatives to reduce emissions, in metric tons of CO₂ equivalent is 56 005tCO₂e (2015: 108,552tCO₂e; 2014: 54,703tCO₂e.)</p> <p>Gases included in the calculation are CO₂, CH₄ and N₂O.</p> <p>The basis for calculating reductions in emissions was directly related to energy efficiency projects implemented. Energy savings initiatives impact are captured for 36 months, after which they become baseline. As the energy efficiency of gold mining is influenced by many factors, such as hauling distances, mining depth, ore quality and stripping ratios, emission reductions should be linked back to actual projects implemented.</p> <p>Emission reduction initiatives were calculated in accordance with:</p> <ul style="list-style-type: none"> » Greenhouse Gas Protocol and WRI Mitigation Goal Standard: an accounting and reporting standard for national and subnational greenhouse gas reduction goals. » ISO 14064 Part 1. » Greenhouse Gas Protocol A Corporate Accounting and Reporting Standard (Revised Edition). <p>Emission reductions occurred in scope 1 and scope 2.</p>

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared															
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Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission												
Emissions (continued)																	
G4-EN20	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.												
G4-EN21	NO _x , SO _x , and other significant air emissions by type and weight.	This GRI Content Index Ch 5, pg 87	7, 8, 9	6, 10	<p>Group NO_x and SO_x emissions (Tonnes)</p> <table border="1"> <caption>Group NO_x and SO_x emissions (Tonnes)</caption> <thead> <tr> <th>Year</th> <th>SO_x</th> <th>NO_x</th> </tr> </thead> <tbody> <tr> <td>2016</td> <td>2,777</td> <td>18,673</td> </tr> <tr> <td>2015</td> <td>2,723</td> <td>18,350</td> </tr> <tr> <td>2014</td> <td>2,359</td> <td>17,725</td> </tr> </tbody> </table> <p>■ SO_x ■ NO_x</p> <p>NO_x and SO_x emissions include emissions from onsite major mobile sources.</p>	Year	SO _x	NO _x	2016	2,777	18,673	2015	2,723	18,350	2014	2,359	17,725
Year	SO _x	NO _x															
2016	2,777	18,673															
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Effluents and waste																	
G4-EN22	Total water discharge by quality and destination.	Ch 5 pg 87 – 90	8, 9	6, 8	<p>Quantity and quality</p> <p>In 2016, a total of 15,101Mℓ (2015: 18,491Mℓ) was discharged by the Group. Group average water quality is 132.69mS/m (2015: 94mS/m). Further detail by operation can be seen below:</p> <ul style="list-style-type: none"> » Tarkwa: 68mS/m (all discharged water is treated via reverse osmosis plants to the required standard). » Cerro Corona: 122mS/m (water is discharged into surrounding rivers and creeks after being treated to the required standard). » South Deep: 42mS/m (the mine has only one authorised point from which to discharge treated sewage effluent into the Leeuspruit River). » Granny Smith: 220mS/m (this operation is in a high-saline environment). » St Ives: 211mS/m (this operation is in a high-saline environment). <p>Our Ghana and South Deep operations have reverse osmosis plants.</p> <p>Note: mS/m is a measure of conductivity. Conductivity is a measure of the amount of dissolved salts in discharged water. These are classified internationally as a non-toxic pollutant.</p>												

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared																																																			
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Effluents and waste (continued)																																																					
G4-EN23	Total weight of waste by type and disposal method.	Ch 5, pg 91 – 92, see G4-EN2			Refer to G4-EN2																																																
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					Gold Fields's waste is sorted and scanned to ensure no hazardous waste is disposed of in general waste facilities.																																																
G4-EN24	Total number and volume of significant spills.	Ch 5, pg 86	8,9	6,8	Significant spills are managed per environmental incident management programme and are reported as part of the environmental incidents metrics.																																																
G4-MM3	Total amounts of overburden, rock, tailings and sludges and their associated risk.	Ch 5, pg 91 – 92		7	Tailings to dams calculated – 39.1 million tonnes (2015: 37.4 million tonnes). Waste rock to dump – 148 million tonnes (2015: 130 million tonnes).																																																
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III and VIII, and percentage of transported waste shipped internationally.	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.																																																
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff.	This GRI Content Index	8	6,7	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.																																																

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
Products and services					
G4-EN27	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	This GRI Content Index			Gold is a benign product which has no significant environmental impacts.
G4-EN28	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 an unwrought form. Packaging requirements are not necessary or are minimal.
Compliance					
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	This GRI Content Index	8	6	Gold Fields did not receive any significant fines during 2016.
Transport					
G4-EN30	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	This GRI Content Index	8		<p>A significant proportion of our scope 1 emissions relates to the transport of ore and waste rock from our mines to our processing facilities and/or waste rock dumps.</p> <p>All of our eligible operations are fully certified (at the time of printing St Ives mine had been recommended for certification and confirmation from the ICMI was awaited) under the International Cyanide Management Code (ICMC). ICMC certification extends to our transport providers. There were no material environmental impacts relating to the transportation of cyanide to or from our operations during 2016, although it remains a potential risk.</p> <p>All waste disposal, transportation and recycling contractors are required to adhere to our environmental procedures, including the provision of safe disposal certificates.</p>

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared																																	
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Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission																														
Overall																																			
G4-EN31	Total environmental protection expenditures and investments by type.	This GRI Context Index Ch 5, pg 86, 88			<p>Pollution prevention: US\$4 million (2015:US\$5 million) Audits: US\$54,003 (2015: US\$444,895) Specialist studies and EIAs: US\$1,226 562 (2015: US\$850,694) Rehabilitation and closure related operational expenditure: US\$2.3 million (2015: US\$4.3 million) Rehab fund contributions – US\$2 million (2015: US\$3 million) Radiation: Nil Other operational expenditure: US\$1 million (2015: US\$21 million) The funding methods used by each region to make provision for the mine closure cost estimates are:</p> <ul style="list-style-type: none"> » Ghana – reclamation bonds underwritten by banks and restricted cash » South Africa – contributions to environmental trust funds and guarantees » Australia – mine rehabilitation fund levy » Peru – bank guarantees. <p>The percentage contribution to the total gross closure liability per region as well as the percentage secured through the above listed mechanisms for 2015 are:</p> <table border="1"> <thead> <tr> <th>Region</th> <th>% of Group</th> <th>Total (US\$)</th> <th>Amount secured (\$)</th> <th>% Secured</th> </tr> </thead> <tbody> <tr> <td>Australia</td> <td>48</td> <td>181,820,554</td> <td>186,007,171</td> <td>0*</td> </tr> <tr> <td>South Africa</td> <td>10</td> <td>37,071,145</td> <td>28,959,039</td> <td>100</td> </tr> <tr> <td>West Africa</td> <td>27</td> <td>105,271,633</td> <td>91,519,303</td> <td>77</td> </tr> <tr> <td>Americas</td> <td>15</td> <td>56,593,886</td> <td>46,663,873</td> <td>56</td> </tr> <tr> <td>Totals</td> <td>100</td> <td>380,759,094</td> <td>353,149,387</td> <td>40</td> </tr> </tbody> </table> <p><i>*Due to legislative changes in Western Australia becoming effective in July 2014, there is no longer a legal obligation to have unconditional performance bonds in place for mine closure liabilities, which historically covered between 20 – 40% of the actual closure liability. Companies are now required to pay a levy to the state based on the total mine closure liability. This levy is 1% of the total liability per mine, paid annually. This levy goes into a state-administered fund known as the Mine Rehabilitation Fund and is similar to the US Superfund where monies and interest from the fund will be used to rehabilitate legacy sites or sites that have prematurely closed or been abandoned.</i></p>	Region	% of Group	Total (US\$)	Amount secured (\$)	% Secured	Australia	48	181,820,554	186,007,171	0*	South Africa	10	37,071,145	28,959,039	100	West Africa	27	105,271,633	91,519,303	77	Americas	15	56,593,886	46,663,873	56	Totals	100	380,759,094	353,149,387	40
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GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
Supplier environmental assessment					
EN32	Percentage of new suppliers that were screened using environmental criteria	This GRI Content Index		9	100%. Referencing the implemented screening application, since 1 July 2015, apart from screening the existing contractors and suppliers, all new vendors uploaded to the application have been screened.
EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	This GRI Content Index			Referencing the implemented screening application, as at 01/03/17, 18 (0.23% of all screened contractors and suppliers) adverse media exposure alerts have been recorded involving regulator/government action taken.
Environmental grievance mechanisms					
EN34	Number of grievances about environmental impacts filed, addressed and resolved through formal grievance mechanisms.	This GRI Content Index Ch 5, pg 100, 102, 104	8	6, 10	The number of grievances that were lodged by external stakeholders through Gold Fields operations during 2016 are as follows: <ul style="list-style-type: none"> » South Deep mine – 12 grievances registered (eight social and four human rights), of which 11 were resolved and one is pending. » Cerro Corona mine –16 grievances registered (10 environmental, six social), of which 11 were resolved and five are pending. » Tarkwa mine – 35 grievances registered (21 environmental, 10 social and four human rights), of which 35 were resolved and 0 are pending. » Damang mine – 29 grievances registered (five environmental, 24 social), of which 25 were resolved and four are pending. » Australia had no grievances. Gold Fields continued to work closely with local communities to address concerns related to environmental and social management.
SOCIAL: LABOUR PRACTICES AND DECENT WORK					
Employment					
G4-LA1	Total number and rate of new employee hires and employee turnover by age group, gender and region.	This GRI Content Index Ch 6, pg 110	3, 6	3	Refer to Annexure GRI 2 in this GRI Content Index.
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	This GRI Content Index Ch 6, pg 115 – 116 AFR, pg 83 – 94	3	3, 6	Full-time permanent employees are provided with pension, healthcare, additional leave and Group “life benefits”, which are not provided to part-time employees. Part-time employees are also not eligible for annual incentives, while full-time employees are.
G4-LA3	Return to work and retention rates after parental leave, by gender.	This GRI Content Index			During 2016, the post-maternity female return to work rate was 100%. In addition, 100% of male employees who take paternity leave typically return to work.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
SOCIAL: LABOUR PRACTICES AND DECENT WORK (continued)					
Labour/management relations					
G4-LA4	Minimum notice period(s) regarding significant operational changes, including whether this is specified in collective agreements.	This GRI Content Index	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 service longer 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.
G4-MM4	Number of strikes and lockouts exceeding one-week's duration by country.	This GRI Content Index	3	3, 6	There were no significant strikes or lockouts in 2016 exceeding one week in duration.
Occupational health and safety					
G4-LA5	Percentage of total workforce represented in formal joint management – worker health and safety committees that help monitor and advise on occupational health and safety programmes.	Ch 6, pg 113	5	4, 5	A total of 96% of our employees in Ghana, 92,45% of our employees in South Africa and 10% of our employees in Peru are represented through their unions at various levels on joint health and safety committees – and on a range of statutory and voluntary engagement forums between supervisors, line managers and organised labour. Employees do not, however, have to be part of a union to participate in worker health and safety committees as this is available to all employees. In all regions worker health and safety issues are part of all meetings where employees have opportunities to raise issues and concerns. In 2016, integrated health, safety and environmental strategies were presented for each region at the Group SHEQ Committee detailing all the programmes and initiatives that are in place.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

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G4-LA6	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities, by region and by gender.	Ch 4, pg 62 – 65	1	4, 5	<p>Cases of occupational illness</p> <table border="1"> <thead> <tr> <th>COAD</th> <th>Australia</th> <th>Ghana</th> <th>Peru</th> <th>South Africa</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>2013</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>2014</td> <td>0</td> <td>0</td> <td>0</td> <td>4</td> <td>4</td> </tr> <tr> <td>2015</td> <td>0</td> <td>0</td> <td>0</td> <td>1</td> <td>1</td> </tr> <tr> <td>2016</td> <td>0</td> <td>0</td> <td>0</td> <td>4</td> <td>4</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>NIHL</th> <th>Australia</th> <th>Ghana</th> <th>Peru</th> <th>South Africa</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>2013</td> <td>0</td> <td>4</td> <td>0</td> <td>4</td> <td>8</td> </tr> <tr> <td>2014</td> <td>0</td> <td>5</td> <td>0</td> <td>8</td> <td>13</td> </tr> <tr> <td>2015</td> <td>0</td> <td>2</td> <td>0</td> <td>4</td> <td>6</td> </tr> <tr> <td>2016</td> <td>2</td> <td>2</td> <td>0</td> <td>5</td> <td>9</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Silicosis</th> <th>Australia</th> <th>Ghana</th> <th>Peru</th> <th>South Africa</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>2013</td> <td>0</td> <td>0</td> <td>1</td> <td>11</td> <td>12</td> </tr> <tr> <td>2014</td> <td>0</td> <td>1</td> <td>0</td> <td>14</td> <td>15</td> </tr> <tr> <td>2015</td> <td>0</td> <td>0</td> <td>0</td> <td>9</td> <td>9</td> </tr> <tr> <td>2016</td> <td>0</td> <td>0</td> <td>0</td> <td>7</td> <td>7</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>CRTB</th> <th>Australia</th> <th>Ghana</th> <th>Peru</th> <th>South Africa</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>2013</td> <td>0</td> <td>0</td> <td>0</td> <td>42</td> <td>42</td> </tr> <tr> <td>2014</td> <td>0</td> <td>1</td> <td>0</td> <td>48</td> <td>49</td> </tr> <tr> <td>2015</td> <td>0</td> <td>0</td> <td>0</td> <td>36</td> <td>36</td> </tr> <tr> <td>2016</td> <td>0</td> <td>2</td> <td>0</td> <td>33</td> <td>35</td> </tr> </tbody> </table> <p>All CRTB cases were male. The absenteeism rate (based on "absent without permission") was 0,0001% for Ghana, 0,86% for South Africa, 0,018% for Peru and 0,1% for Australia.</p>	COAD	Australia	Ghana	Peru	South Africa	Total	2013	0	0	0	0	0	2014	0	0	0	4	4	2015	0	0	0	1	1	2016	0	0	0	4	4	NIHL	Australia	Ghana	Peru	South Africa	Total	2013	0	4	0	4	8	2014	0	5	0	8	13	2015	0	2	0	4	6	2016	2	2	0	5	9	Silicosis	Australia	Ghana	Peru	South Africa	Total	2013	0	0	1	11	12	2014	0	1	0	14	15	2015	0	0	0	9	9	2016	0	0	0	7	7	CRTB	Australia	Ghana	Peru	South Africa	Total	2013	0	0	0	42	42	2014	0	1	0	48	49	2015	0	0	0	36	36	2016	0	2	0	33	35
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G4-LA7	Workers with high incidence or high risk of diseases related to their occupation.	Ch 4, pg 64 – 65	1	4, 5																																																																																																																									
G4-LA8	Health and safety topics covered in formal agreements with trade unions.	Ch 4, pg 64 – 65	3	4, 5	Engagement with unions on health and safety covers all issues relevant to Gold Fields employees and contractors, as set out in the Integrated Annual Report.																																																																																																																								

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

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G4-LA9	Average hours of training per year, per employee, by gender and by employee category.	Ch 6, pg 110, 113	6	3, 5	<table border="1"> <thead> <tr> <th></th> <th>2016</th> <th>2015</th> </tr> </thead> <tbody> <tr> <td>Average training hours per employee (male and female):</td> <td>273</td> <td>240</td> </tr> <tr> <td>Average training hours by gender are set out below:</td> <td></td> <td></td> </tr> <tr> <td>» Males:</td> <td>272</td> <td>241</td> </tr> <tr> <td>» Females:</td> <td>280</td> <td>236</td> </tr> <tr> <td>Total training hours by employee category are set out below:</td> <td></td> <td></td> </tr> <tr> <td>» Senior management (EU-F):</td> <td></td> <td>1,118</td> </tr> <tr> <td>» Middle management (DU-EL):</td> <td>2,164</td> <td>15,130</td> </tr> <tr> <td>» Junior management (DL):</td> <td>27,978</td> <td>34,172</td> </tr> <tr> <td>Non-management (A-C):</td> <td>36,170</td> <td>1,105,783</td> </tr> <tr> <td>NG</td> <td>1,120,083</td> <td>1,020,075</td> </tr> </tbody> </table>		2016	2015	Average training hours per employee (male and female):	273	240	Average training hours by gender are set out below:			» Males:	272	241	» Females:	280	236	Total training hours by employee category are set out below:			» Senior management (EU-F):		1,118	» Middle management (DU-EL):	2,164	15,130	» Junior management (DL):	27,978	34,172	Non-management (A-C):	36,170	1,105,783	NG	1,120,083	1,020,075
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G4-LA10	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Ch 6 pg 113	6	3, 5	<p>At South Deep, portable skills training is offered to the local communities which includes skills like bricklaying, animal husbandry, carpentry, etc. This assists in developing additional skills for future employment. Any employees who take voluntary separation packages, or are retrenched, have access to portable skills training or an allowance for external training to assist in learning and improving their employability. In addition, South Deep has a programme in place on the recognition of prior learning to allow employees who have on-the-job experience to obtain formal qualifications which are recognised anywhere in South Africa. Gold Fields offers employee assistance programmes in each region and these programmes are run with outsourced providers that assist employees to manage a range of psychological, legal, nutritional, financial and other related concerns that provide lifelong learning. Typically, the regions run awareness campaigns on various topical issues throughout the year (outside of the normal training curriculum) that keep them abreast of key topics or issues. All Gold Fields regions, in association with their various fund providers, provide a full spectrum of retirement planning and advice to employees to assist them with managing their retirement processes. The majority of the training provided can be described as lifelong learning under our four broad categories. These are:</p> <ol style="list-style-type: none"> 1. Technical training – training of fitters, electricians, boilermakers, equipment operators (through technical institutions and onsite) etc.; these are skills not only required by Gold Fields. 2. Management training – training to plan, lead and get results through people. This is achieved through supervisory, management and various leadership programmes. 3. Professional training – we also support employees to acquire the applicable professional certificate in their area of work, e.g. ACCA/CA for finance employees, applicable Mine's Department certificate of competence, etc. 4. General/other – we specifically take employees who are being retrenched through basic financial investment management training to enable them to manage monies paid to them as severance compensation. 																																	

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

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Training and education					
G4-LA10					<p>In 2016 the focus was on Mechanised Skills HRD Strategy at South Deep. The implementation is divided into two key phases: Phase 1: Seeks to close the immediate identified skills gaps in the category of the operators, artisans and supervision levels. Progress has been made in the implementation of phase one where skills gap assessments have been performed and training of operators, artisans and supervisors to address the skills gaps is implemented. The Operators Upskilling Programme is set to uplift the skills of the current operators for the current fleet of machines in the operation. Assessments of the operator skills is assessed by the independent outside company with accreditation MQA (Mining Qualifications Authority) and remedial upskilling work conducted.</p> <p>Artisans and Engineering Supervisory Upskilling Programme seeks to enhance the skills of the TM3 artisans and their supervisors. Skills assessments are conducted and programme developed to close the identified gaps. The offering of the programme is delivered by external parties including the OEM's (original equipment manufacturers). This programme commenced in January 2016 and is still underway. Great progress is being witnessed in and two thirds of the identified employees have completed the programme.</p> <p>Supervisory Upskilling Programme (Back to Basics) in the mechanised mining field commenced in February 2016 and is ongoing. Good progress is being made in this regard. This programme "Back to Basics" Supervisory Upskilling Programme covers strata control, the mining cycle, mining services (MRM) and Trans4Mine.</p> <p>Phase 2: The main objective of this phase is to develop a world class skills development training facility by working with various industry, tertiary institutions, equipment suppliers and other external institutions and adopting leading practices. This work is still underway and once completed South Deep will be an MQA Accredited Training Provider, in a position to conduct in house training in the mechanised field for our employees and address the current skills gap both in the industry and on the mine. This phase is scheduled to commence in 2017.</p> <p>Operator Upskilling Programme:</p> <ul style="list-style-type: none"> » Total of 592 (100%) operators have been assessed and completed On-The-Job Coaching by an external service provider at South Deep. » On first licences 385 operators assessed successfully out of total of 385. » On second licences 207 operators assessed successfully out of total of 207. » All operators were found competent according to Mining Qualifications Authority (MQA) requirements and mine standards. <p>Artisan and Engineering Supervisory Upskilling Programme:</p> <ul style="list-style-type: none"> » Group 1 consisting of 47 candidates (five foreman and 42 artisans) out of a total of 135 have successfully completed the 19 week Artisan and Foreman Upskilling Training Programme. » Group 2 consisting of seven foreman and 40 artisans completed their programme on the 4 November 2016. » Group 3 consisting of 45 candidates commenced on 14 November 2016 and is expected to complete in April 2017. <p>Mining Supervisory Upskilling Programme ("Back to Basics")</p> <ul style="list-style-type: none"> » Total of 58 mining supervisors have successfully completed "Back to Basics" Supervisory Program out of planned target population of 154 » Overall learning is very high. We are witnessing astonishing average of 54% difference between pre and post-tests results.

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G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender.	This GRI Content Index	6	3, 5	All 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 Australia, Ghana and Peru, individual performance plans have been rolled out to all levels of employees. 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.																
Diversity and equal opportunity																					
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	This GRI Content Index Ch 6, pg 110 Ch 5, 96 – 97	6		<p>Group female employees</p> <p>(%)</p> <table border="1"> <caption>Group female employees (%)</caption> <thead> <tr> <th>Year</th> <th>Miners artisans officials</th> <th>Middle management (D-upper to E-lower)</th> <th>Senior management (EU<)</th> </tr> </thead> <tbody> <tr> <td>2014</td> <td>13.8</td> <td>15.1</td> <td>12.5</td> </tr> <tr> <td>2015</td> <td>14.8</td> <td>17.1</td> <td>10.9</td> </tr> <tr> <td>2016</td> <td>15.5</td> <td>17.3</td> <td>13.5</td> </tr> </tbody> </table> <p>■ Miners artisans officials ■ Middle management (D-upper to E-lower) ■ Senior management (EU<)</p> <p>Refer to G4-10. Minority group membership is not applicable at our International operations. Historically Disadvantage South Africans (HDSA) in South Africa is outlined and legislated in the Employment Equity Act.</p>	Year	Miners artisans officials	Middle management (D-upper to E-lower)	Senior management (EU<)	2014	13.8	15.1	12.5	2015	14.8	17.1	10.9	2016	15.5	17.3	13.5
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G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	This GRI Content Index Ch 6, pg 110	1, 6																																																						
			6	3	<p>Group basic salary ratio of men to women (1:x)</p> <table border="1"> <caption>Group basic salary ratio of men to women (1:x)</caption> <thead> <tr> <th>Year</th> <th>Ratio</th> </tr> </thead> <tbody> <tr> <td>2014</td> <td>1.10</td> </tr> <tr> <td>2015</td> <td>1.09</td> </tr> <tr> <td>2016</td> <td>1.31</td> </tr> </tbody> </table> <p>Regional basic salary ratio of men to women, by category</p> <table border="1"> <thead> <tr> <th></th> <th>Female</th> <th>Male</th> <th>Grand total</th> </tr> </thead> <tbody> <tr> <td>A</td> <td>112,437</td> <td>97,876</td> <td>1.15</td> </tr> <tr> <td>B</td> <td>427,315</td> <td>407,641</td> <td>1.05</td> </tr> <tr> <td>C</td> <td>544,209</td> <td>501,230</td> <td>1.09</td> </tr> <tr> <td>D</td> <td>1,148,267</td> <td>1,081,103</td> <td>1.06</td> </tr> <tr> <td>E</td> <td>1,837,326</td> <td>2,528,055</td> <td>0.73</td> </tr> <tr> <td>FL</td> <td>4,030,667</td> <td>5,981,994</td> <td>0.67</td> </tr> <tr> <td>G</td> <td>–</td> <td>10,252,100</td> <td>–</td> </tr> <tr> <td>Grand total</td> <td>28,950,220</td> <td></td> <td>1.31</td> </tr> <tr> <td>Employee average</td> <td>506,993</td> <td></td> <td></td> </tr> <tr> <td>CEO to employee average</td> <td>20.22</td> <td></td> <td></td> </tr> </tbody> </table>	Year	Ratio	2014	1.10	2015	1.09	2016	1.31		Female	Male	Grand total	A	112,437	97,876	1.15	B	427,315	407,641	1.05	C	544,209	501,230	1.09	D	1,148,267	1,081,103	1.06	E	1,837,326	2,528,055	0.73	FL	4,030,667	5,981,994	0.67	G	–	10,252,100	–	Grand total	28,950,220		1.31	Employee average	506,993			CEO to employee average	20.22		
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Supplier assessment for labour practices					
G4-LA14	Percentage of new suppliers that were screened using labour practices criteria.	This GRI Content Index Ch 2, pg 40 Ch 5, pg 101	6		100%. Referencing the implemented screening application, since 1 July 2015, apart from screening the existing contractors and supplies, all new vendors uploaded to the application have been screened.
G4-LA15	Significant actual and potential negative impacts for labour practices in the supply chain and actions taken.	This GRI Content Index Ch 2, pg 40 Ch 5, pg 101			Referencing the implemented screening application, as at 01/03/17, 34 (0.43%) adverse media exposure alerts, involving regulator/ government action taken, have been recorded.
Labour practices grievance mechanisms					
G4-LA16	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms.	This GRI Content Index	6	3, 10	<p>Ethics hotlines are set up for each region and managed externally by Deloitte. Any issues logged are addressed by the Gold Fields internal audit team and presented directly to the Gold Fields ethics committee at Board level and investigated accordingly.</p> <p>In South Deep, the union lodged a grievance with the Department of Labour regarding the Employment Equity Plan that runs for five years from 2016. Their unhappiness was based on the five-year plan against their wish for a three-year plan. The regulations allows for a maximum of five-year plan and therefore, the Department of Labour did not react to the grievance as the plan is within the law.</p> <p>A total of 44 grievances were received in 2016 at South Deep. 16 of these went through the formal grievance procedure and two out of these were withdrawn by the complainants while another two were unresolved and escalated to the CCMA.</p> <p>In Ghana one formal grievance was filed in the region. The grievance was resolved through the grievance procedure.</p>
SOCIAL: HUMAN RIGHTS					
Investment and procurement practices					
G4-HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	This GRI Content Index	1, 2, 3, 4, 5, 6	3	<p>In 2016 no M&A activity took place other than disposal of non-core assets. However, in the event that Gold Fields does any M&A activity, a full, thorough due diligence process is followed, which includes representations and warranties to cover a number of issues, including human rights abuses.</p> <p>From a contractual point of view, all our 3rd 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>
G4-HR2	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	This GRI Content Index	1, 2, 3, 4, 5, 6	1, 3	100% All new employees are required to sign the Code of Conduct and receive human rights awareness communication. Human rights and the Code of Conduct are incorporated in the Gold Fields Foundational Programme, which all Gold Fields employees attend. The Group Code of Conduct Portal was set up and is available to all employees, with tools, tips, examples and guidelines.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

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Non-discrimination					
G4-HR3	Total number of incidents of discrimination, and corrective actions taken.	This GRI Content Index	1, 2, 6	3	During 2016 at South Deep, one case of discrimination was lodged. Following investigation and disciplinary process, the perpetrator was dismissed from South Deep.
Freedom of association and collective bargaining					
G4-HR4	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	This GRI Content Index https://www.goldfields.co.za/pdf/policies/human_statement.pdf	1, 2, 3	3	During 2016, 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 represent significant risks in this respect. In Australia, the voting on the Employee Collective Agreement in 2014 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.
Child labour					
G4-HR5	Operations and significant suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour.	This GRI Content Index https://www.goldfields.co.za/pdf/policies/human_statement.pdf	1, 2	3	During 2016, there were no incidents of child labour at any of our operations. None of our operations represent significant risks in this respect. Our HR system in South Africa has built-in controls so that under-age children cannot be engaged on the payroll system. Our major suppliers are checked, on appointment, for adherence to labour legislation, including the use of child labour.
Forced and compulsory labour					
G4-HR6	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures taken to contribute to the elimination of all forms of forced or compulsory labour.	This GRI Content Index https://www.goldfields.co.za/pdf/policies/human_statement.pdf https://www.goldfields.co.za/code-of-conduct/human-rights-policy.php	1, 2	3	During 2016, there were no incidents of forced labour at any of our operations. None of our operations represent significant risks in this respect. Our major suppliers are checked, on appointment, for adherence to labour legislation, including the use of forced labour.
Security practices					
G4-HR7	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.	This GRI Content Index Ch 5, pg 101	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. Gold Fields and G4S security provider to South Africa and Ghana are also signatories to the UN Global Compact.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
Indigenous rights					
G4-MM5	Total number of operations taking place in or adjacent to indigenous people's territories, and number and percentage of operations or sites where there are formal agreements with indigenous people's communities.	Ch 4, pg 71 – 72 This GRI Content Index Ch 5, pg 100	1, 2	3	Only our Agnew and St Ives operations take place on or adjacent to indigenous land. Both mines have formal agreements in place with local indigenous groups. Three of our projects, Far Southeast in the Philippines, Gruyere in Australia and Salares Norte in Chile are on or adjacent to land linked to indigenous peoples. The Kankana-ey indigenous community at Far Southeast, Yilke and Sullivan Edwards groups at Gruyere and Diego de Almagro, Chillgua and Geoxcultual communities at Salares Norte. Various formal agreements with these communities are negotiated on an ongoing basis.
G4-HR8	Total number of incidents of violations involving rights of indigenous people, and actions taken.	This GRI Content Index Ch 5, pg 100 AFR, pg 25	1, 2	3	During 2016, there were no recorded incidents of violations involving rights of indigenous people at any of our operations.
Assessment					
G4-HR9	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	This GRI Content Index	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. 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. Gold Fields practice is guided by our publicly available Human Rights Policy Statement, which is being revised and updated in 2017. In addition, human rights awareness is included in our Foundational Programme, which all employees at Gold Fields attend.
Supplier human rights assessment					
G4-HR10	Percentage of new suppliers that were screened using human rights criteria.	This GRI Content Index Ch 2, pg 40 Ch 5, pg 101	1, 2	3	100% The Group has developed an external party screening solution to establish risk profiles of external suppliers and contractors. Among other criteria, the tool screens new and existing contractors and suppliers for human rights and related violations and/or transgressions.
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain, and actions taken.	This GRI Content Index Ch 2, pg 40 Ch 5, pg 101	1, 2	3	Referencing the implemented screening solution, as at 01/03/17 no adverse media exposure alerts, involving regulator/ government action taken, have been recorded.
Human rights grievance mechanisms					
G4-HR12	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	This GRI Content Index Ch 6, pg 100, 102, 104, 106	1, 2	3, 9	No human rights violations were identified internally or reported to the Gold Fields Board.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
SOCIAL: SOCIETY					
Local communities					
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programmes.	This GRI Content Index Ch 5, pg 98 – 107	1	2, 3, 4, 9	All of our operations have ongoing host community engagement, risk assessment and socio-economic development programmes, and have implemented environmental and social impact assessments as required. In 2016, the focus was on strengthening our social licence to operate by improving community relations and creating and sustaining shared value in the communities in which we operate. All operations developed community relations and stakeholder engagement strategies and three-year implementation plans. Peru, South Africa and Ghana each developed three-year host community procurement and employment plans. Peru and South Africa undertook research to assess their relationships among host communities – this is the second of such studies conducted; the first were undertaken in 2014/5. Plans to address gaps will be implemented in 2017.
G4-SO2	Operations with significant potential or actual negative impacts on local communities.	This GRI Content Index Ch 5, pg 100, 102 – 107	1	2, 3, 4, 9	None of our operations have significant negative impacts on local communities besides Tarkwa and Damang, where resettlement has occurred (as reported under G4-MM9). All potential negative impacts are avoided and, where avoidance is not possible, impacts are managed at acceptable levels. Refer to page 105 in the IAR regarding mitigation of impacts of blasting on communities at Tarkwa.
G4-MM6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples.	Ch 5, pg 102 – 107 This GRI Content Index		2, 3, 4, 9, 10	No such disputes were recorded in 2016.
G4-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.	This GRI Content Index Ch 5, pg 102 – 107		2, 3, 4, 9, 10	Grievance mechanisms are in place at all operations. No grievances relating to land and crop compensation were lodged and addressed in 2016. The grievances lodged at Tarkwa in 2013 are being addressed through mediation, overseen by the Environmental Protection Agency (EPA) with input from an independent evaluator.
Anti-corruption					
G4-SO3	Percentage and total number of operations assessed for risks related to corruption and the significant risks identified.	This GRI Content Index Ch 2, pg 40	10	1	Gold Fields has a zero-tolerance approach to any activities that undermine the legitimate business environment, including bribery and corruption. All Company directors, suppliers and employees are bound by the Code of Conduct. The code articulates Gold Fields policy with respect to – among other things – the absolute prohibition of facilitation payments and political contributions. Implementation of the code is supported by: well-defined responsibilities and accountabilities; stringent internal reporting processes; and an anonymous whistleblowing hotline managed by an independent third party (Deloitte) to facilitate the confidential reporting of code violations, fraud and other inappropriate behaviour. All of our operations and business units are monitored for corruption. Internal audit is also involved if necessary.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
Anti-corruption (continued)					
					<p>Risk assessments are carried out by our security service providers, as well as our normal internal audit systems.</p> <p>Certification of tip-offs anonymous</p> <p>Ethics SA has certified Deloitte Tip-offs Anonymous as meeting the External Whistleblowing Hotline Service Provider Standard EO1.1.1.</p> <p>The EO1.1.1 is a best-practice set of guidelines or norms for the professional and ethical conduct of external whistleblowing hotline service providers operating their own centres or facilities.</p> <p>The EO1.1.1 is grounded in, and informed by, the principles of integrity, efficiency, independence, protection and availability. Deloitte Tip-offs Anonymous was audited and evaluated against its compliance with these professional service standards and principles and was found to be fully compliant.</p> <p>Certification is valid from 22 November 2016 to 21 November 2017, whereafter we would reassess compliance with the industry standard.</p> <p>Under the Compliance Framework each region's statutory obligations in terms of anti-corruptive legislation are monitored.</p>
G4-SO4	Communication and training on anti-corruption policies and procedures.	This GRI Content Index Ch 2, pg 40	10	1, 2	<p>Anti-corruption training, under the ambit and within the FCPAs outline, has been initiated at senior levels of management, defined portfolios (i.e. finance, procurement, etc.) and is in the process of being filtered through to the Group. Gold Fields is involved in presentations on anti-corruption legislation with mining industry bodies, e.g. The Ghana Chamber of Mines, together with invited guests from government. FCPA training has been done for all D bands and above as well as the Board and Exco. The rest will be trained during 2017 as part of ongoing training with roll out of the Code of Conduct.</p> <p>Training will involve videos on success factors and subsequent assessment of all employees.</p> <p>From a governance point of view the Group has drafted a Group ABC Framework, rolled out an ABC policy as well as a Group Regulatory Framework for the Foreign Corrupt Practices Act. Our ABC policy is available on our website. http://www.goldfields.co.za/</p>
G4-SO5	Actions taken in response to incidents of corruption.	This GRI Content Index			<p>Gold Fields currently has specific procedures in place to deal with such incidents. Any employee found to be involved in corruption is managed through the Gold Fields disciplinary policies in the regions and if found guilty disciplinary action is taken which could result in dismissal. There were no such incidents recorded in 2016.</p>

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
PUBLIC POLICY					
G4-SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions, by country.	This GRI Content Index Ch 5, pg 94	10	1	No contributions were made in 2016. Gold Fields Code of Conduct deals with the prohibition of making political payments/donations/ contributions. https://www.goldfields.co.za/code-of-conduct/index.php
Anti-competitive behaviour					
G4-SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	This GRI Content Index Ch 2, pg 40	10	1, 9	During 2016, there were no legal actions against Gold Fields for anti-competitive behaviour, anti-trust, and monopoly practices.
Compliance					
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	This GRI Content Index	1, 10	4	There were no reported material fines and penalties for non-compliance with laws and regulations during 2016.
Supplier assessment for impacts on society					
G4-SO9	Percentage of new suppliers screened using criteria for impacts on society.	This GRI Content Index Ch 2, pg 40	9		100%. Referencing the implemented screening application, since 1 July 2015, apart from screening the existing contractors and supplies, all new vendors uploaded to the application have been screened.
G4-SO10	Significant actual and potential negative impacts on society in the supply chain, and actions taken.	This GRI Content Index Ch 2, pg 40			A metric has yet to be defined to assess impact on society. 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 review. A project will be carried out in 2017 to measure the social impact of South Deep and its supply chain on neighbouring communities. Once the methodology is agreed and finalised, the plan is to roll it out to the other regions.
Governance: mechanisms for impacts on society					
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms.	This GRI Content Index Ch 2, pg 41 Ch 5, pg 98 – 107	1, 3, 6	1, 3, 10	Maintaining a social licence to operate is a material issue for Gold Fields. Grievance mechanisms are a key component of the Gold Fields stakeholder relations and provide all our key stakeholders with an opportunity to express their concerns and grievances in relation to any issues they might have, including environmental, social and human rights, and have these resolved. Each mine is required to have operating grievance mechanisms in place. In addition, Deloitte runs a 24-hour anonymous tip-off line which, although focused on ethics, can also be used throughout the Group to log grievances.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
Governance: mechanisms for impacts on society (continued)					
					<p>Contact details for the Corporate Sustainable Development team are also available on the Gold Fields website as a further mechanism for stakeholders to register any grievances.</p> <p>The number of grievances recorded during 2016 at all our operations is reported in the IAR and contained under G4-EN34 – at some operations these included impacts on society. Each operation was required to report to the SH&SD Committee and SE&T Committee during 2016 on reported and resolved grievances as well as top five host community issues as identified through ongoing stakeholder engagements.</p>
Emergency preparedness					
	No indicator.				
Artisanal and small-scale mining					
G4-MM8	Number (and percentage) of Company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.	This GRI Content Index Ch 5, pg 104 – 105		1, 5, 9	<p>Two of our eight operations (Damang and Tarkwa) have ASM taking place on or adjacent to them. ASM has the potential to reduce the quality and quantity of the ore body and cause significant negative environmental impacts. Management of the risk includes patrolling of active mining areas, consultation with a range of stakeholders, negotiated eviction and, as necessary, prosecution.</p> <p>The Gold Fields Community Relations and Stakeholder Engagement Handbook and our Community Relations and Stakeholder Engagement Guideline detail our approach to ASM as well as illegal ASM and provide guidance to management on how to manage and mitigate ASM-related risks.</p>
Resettlement					
G4-MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	This GRI Content Index Ch 5, pg 104 – 105	1, 2	3, 5, 9, 10	<p>88 households were resettled at Damang in 2016. 81 of the affected farmers who were earmarked for resettlement opted for cash compensation and the remaining seven 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.</p>
Closure planning					
G4-MM10	Number and percentage of operations and closure plans.	Ch 5 pg 93		8	All our eight operations have mine closure plans in line with legal requirements. See G4-EN31.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
SOCIAL: PRODUCT RESPONSIBILITY					
Customer health and safety					
G4-PR1	Lifecycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	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.
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their lifecycle, by type of outcomes.	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.
Product and service labelling					
G4-PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	n/a			Not relevant to Gold Fields as gold is sold in an unwrought form.
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	n/a			Not relevant to Gold Fields as gold is sold in an unwrought form.
G4-PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	n/a			Not relevant to Gold Fields due to the fact that gold is sold as a commodity.
Marketing communications					
G4-PR6	Programmes for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	n/a			Gold Fields is not involved in the marketing of its product.
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes.	n/a			Gold Fields is not involved in the marketing of its product.
Customer privacy					
G4-PR8	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.
Compliance					
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	n/a			Gold Fields has not been subject to any significant fines in this, or any other, respect.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
Materials stewardship					
G4-MM11	Programmes and progress relating to materials stewardship.	Ch 5, pg 101			As part of its efforts to improve human rights performance within its broader value chain, protect the reputation of its core product and maximise the societal benefit of its activities, Gold Fields is committed to responsible materials stewardship. In this context, Gold Fields supports global efforts for the assessment and provision of assurance that gold has been extracted 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. There is only a minimal risk of externally derived conflict gold entering the Gold Fields value chain because none of Gold Fields mines are located in conflict-affected countries; all gold produced originates from Gold Fields' own operations and no gold is purchased from artisanal miners. Gold Fields has voluntarily adopted the Conflict-Free Gold Standard of the World Gold Council (WGC) and applied the standard at all relevant locations through full assurance audits. This is a requirement of London Bullion Market Association (LBMA) accredited refineries, to which Gold Fields sells its gold. In addition, the Company reports in accordance with the WGC guidelines on value creation and distribution. Although Gold Fields withdrew its WGC membership in Q2 2014, it continues to apply both the standard and guidelines. www.goldfields.co.za/sus_reporting.php
Reporting guidance on HIV/AIDS: performance indicators					
Indicator 1	Describe the organisation's HIV/Aids policy.	Ch 4, pg 65			
Indicator 2	Describe the overall strategy for managing the HIV/Aids risk.	Ch 4, pg 65			
Indicator 3	Describe preparedness and contingency planning in anticipation of expected impacts.	Ch 4, pg 65			
Indicator 4	Describe how your organisation monitors its progress and reports in terms of Indicators.	Reference the HIV/Aids and VCT section of the IAR			.
Indicator 5	Describe how the organisation involves stakeholders in the formulation of policy, strategy and implementation.	Ch 4, pg 65			We work closely with government, local communities, employees and our peers.
Indicator 6	Indicate current and projected future HIV/Aids prevalence and incidence rates among relevant populations (workforce, service providers, communities, target consumers, direct suppliers).	Ch 4, pg 65			During 2016, 206 employees at our South Deep mine tested positive for HIV/Aids compared to 69 in 2015. This includes mine employees and contractor employees. Some employees retest during the campaigns.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

In accordance with core		Self-declared			
General standard disclosure in accordance with core					
Profile disclosure	Description	Cross reference	UNGC	ICMM	Further explanation and/or reason for omission
Reporting guidance on HIV/AIDS: performance indicators (continued)					
Indicator 7	Report current HIV/Aids-associated costs and losses to the organisation.	This GRI Content Index			During 2016, the costs associated with HIV/Aids and TB (i.e. including treatment, absenteeism, etc.) were as follows: Individuals infected with HIV/AIDS only: US\$ 202,834 (2015: US\$189,200; 2014: US\$172,000). Individuals infected with TB only: US\$ 47 043 (2015: US\$32,890; 2014: US\$29,900). Costs for TB drugs in the clinic pharmacy: US\$21,84. Costs for the anti-retroviral drugs in the clinic pharmacy: US\$61,163.
Indicator 8	Indicate total assumed future HIV/Aids-associated costs/losses.	This GRI Content Index			The trend usually indicates an increase, however difficult to quantify due to prevailing medical treatments, changing socio-economic conditions, government policies and greater public awareness.
Indicator 9	Describe the workplace and workplace-related HIV/Aids programmes and interventions, and the extent to which they maintain a workplace environment respectful of human and legal rights.	Ch 4, pg 65			
Indicator 10	Indicate total allocated budget dedicated to HIV/Aids programmes per annum.				During 2016, all expenditure was included in the total chronic treatment diseases budget.
Indicator 11	Detail the organisation's Voluntary Counselling and Testing (VCT) programme.	Ch 4, pg 65			
Indicator 12	Describe other support and counselling programmes and measures.	Ch 4, pg 65			
Indicator 13	Describe the organisation's HIV/Aids education and training programmes.	Ch 4, pg 65			
Indicator 14	Describe the organisation's condom and femidom distribution programme.				
Indicator 15	Describe the organisation's general healthcare and wellness provision for employees (and/or ex-employees) and their families with specific mention of STD-treatment for those who are HIV positive.	Ch 4, pg 65			
Indicator 16	Describe additional benefits and support for employees sick, dying or deceased from Aids-related conditions.				All mine employees are offered HIV counselling and testing and all testing positive are enrolled on the HAART (highly active anti-retroviral treatment) programme. If there is a need for hospitalisation or referral for any specialist treatment, the employee gets referred. Employees with HIV are treated like any other employee (no discrimination). All employees are put through a physical and functional work capacity assessment post-rehabilitation before they return to work. Those not meeting capacity requirements for any physical manual work will be put through a medical incapacity boarding process.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

ICMM COMMITMENTS

As members of the ICMM, Gold Fields Limited has policies, codes of conduct and guidelines which are aligned to its 10 Sustainable Development (SD) Principles. We are also committed to meeting the requirements of the applicable mandatory position statements, developed by the ICMM¹. The 10 SD Principles are:

1. Apply ethical business practices and sound systems of corporate governance and transparency to support sustainable development.
2. Integrate sustainable development in corporate strategy and decision-making processes.
3. Respect human rights and the interests, cultures, customs and values of employees and communities affected by our activities.
4. Implement effective risk-management strategies and systems based on sound science and which account for stakeholder perceptions of risks.
5. Pursue continual improvement in health and safety performance with the ultimate goal of zero harm.
6. Pursue continual improvement in environmental performance issues, such as water stewardship, energy use and climate change.
7. Contribute to the conservation of biodiversity and integrated approaches to land-use planning.
8. Facilitate and support the knowledge-base and systems for responsible design, use, re-use, recycling and disposal of products containing metals and minerals.
9. Pursue continual improvement in social performance and contribute to the social, economic and institutional development of host countries and communities.
10. Proactively engage key stakeholders on sustainable development challenges and opportunities in an open and transparent manner. Effectively report and independently verify progress and performance.

In support of the principles above, we have also committed to the following applicable position statements. Mandatory commitments inside the position statements include:

Transparency of mineral revenues

1. Commitment to “include a clear endorsement of EITI on their website and/or in their sustainable development reports in support of the process, and submit a completed international level self-assessment form to the EITI Secretariat, for posting on the EITI website”.
2. Commitment to “engage constructively in countries that are committed to implementing EITI, consistent with the multi-stakeholder process adopted in each country”.
3. Commitment to “provide information on all material payments to the body assigned responsibility for reconciling details of payments provided by companies and revenue data provided by government according to the agreed national template, once implementation is sufficiently advanced in candidate countries. Material payments by companies are expected to have been independently audited, applying international standard accounting practices”.
4. Commitment to “support the public disclosure (i.e. publication) of relevant data in line with the implementation approach adopted in-country, with the oversight of the committee empowered to oversee the implementation and management of the EITI programme (often referred to as the ‘multi-stakeholder group’ in EITI publications)”.
5. Commitment to “engage constructively in appropriate forums to improve the transparency of mineral revenues – including their management, distribution or spending – or of contractual provisions on a level-playing field basis, either individually or collectively through ICMM”.

Mining and indigenous peoples

Gold Fields is committed, subject to compliance with relevant legislation, to:

1. respect the rights, interests, special connections to lands and waters, and perspectives of indigenous peoples, where mining projects are to be located on lands traditionally owned by or under customary use of indigenous peoples);
2. adopt and apply engagement and consultation processes that ensure the meaningful participation of indigenous communities in decision making, through a process that is consistent with their traditional decision-making processes and is based on good faith negotiation; and
3. working to obtain the consent of indigenous peoples where required by this position statement.

¹ Gold Fields Sustainable Development Framework is based on, and aligned with, the 10 SD Principles and mandatory requirements in the Position Statements of the ICMM, as well as those of the UN Global Compact and other internationally recognised standards. See Ch2, pg 41 of Integrated Annual Report 2016.

Climate change

1. Commitment to reduce greenhouse gas emissions, measure progress and report results.
2. Commitment to promote technical innovation and creativity in low greenhouse gas emission technologies while enhancing energy and resource efficiency.
3. Commitment to ensure efficient use of renewable and non-renewable natural resources.
4. Commitment to contribute to the sustainable development of local communities and societies in adapting to the impacts of climate change.
5. Commitment to contribute to developing and implementing a global solution to managing climate change that recognises the need for a measured transition to a low emissions global economy reconciled with the imperative for energy security, global economic growth, and improved living standards and poverty alleviation.

Mining: Partnerships for development

1. Commitment to collectively “support research to learn how countries and projects have successfully contributed to economic development and poverty reduction at national and community levels”.
2. Commitment to collectively “develop (in partnership with organisations such as the World Bank Group, the UN and national governments, NGOs, etc.) practical solutions to the dilemmas faced by mineral-rich countries and communities. This research will identify the policy actions, operational practices and partnership arrangements that deliver results on the ground”.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

Mining and protected areas

1. Commitment to “respect legally designated protected areas”.
2. Commitment to “undertake not to explore or mine in World Heritage properties”.
3. Commitment to take all possible steps to “ensure that existing operations in World Heritage as well as existing and future operations adjacent to World Heritage properties are not incompatible with the outstanding universal value for which these properties are listed and do not put the integrity of these properties at risk”.

Mercury risk management

1. Not open any mines designated to produce mercury as the primary product.
2. Apply materials stewardship to promote the responsible management of the mercury produced from ICMM members’ operations, including that which naturally occurs in our products.
3. Identify and quantify point source mercury air emissions from our operations and minimise them through the application of cost effective best available technology, using a risk based approach.
4. Report significant point source mercury air emissions from our operations consistent with our commitment to report in accordance with the GRI framework.
5. Participate in government-led partnerships to transfer low- to no-mercury technologies into the ASM sector in locations where ICMM member companies have operations in close proximity to ASM activity such that livelihoods are enhanced through increased productivity and reduced impacts to human health.

The first four mandatory commitments of the Position Statement on Mercury Risk Management are not applicable to Gold Fields as we do not produce mercury or use it in any part of our gold mining or processing activities. Regarding the fifth commitment, ASM activities are located in close proximity to Tarkwa and Damang mines in West Africa. Gold Fields Ghana is not yet participating in any such partnerships since the government is currently focused on collaborating with the University of Mines and Technology (UMaT) for the development of the technology.

Gold Fields Limited joined the United Nations Global Compact (UNGC) as a signatory in 2006. With over 9,269 companies in 164 countries, it is the largest voluntary corporate responsibility initiative in the world. The UNGC is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with 10 universally accepted principles in the areas of human rights, labour, environment and anti-corruption.

Companies commit to issue an annual transparency and accountability policy known as a Communication on Progress (COP), a public disclosure to stakeholders such as investors, consumers, civil society, governments, etc. on progress made with implementing the 10 principles of the UNGC, and in supporting broader UN development goals.

UNGC COMMITMENTS

The annual completion of a COP is an important demonstration of a participant’s commitment to the UN Global Compact and its principles. Participating companies are required to follow this policy as a commitment to transparency and disclosure, which is critical to the success of the initiative. Failure to submit a COP will result in a change in participant status and possible expulsion from the UNGC.

Gold Fields is at an “advanced” level in terms of its COP submission. This is the highest level of commitment a company can make in terms of the level of detail provided in its COP disclosure.

The 10 Principles

The UN Global Compact’s 10 Principles in the areas of human rights, labour, the environment and anti-corruption enjoy universal consensus and are derived from:

The Universal Declaration of Human Rights

The International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work
 The Rio Declaration on Environment and Development
 The United Nations Convention against Corruption.

The UN Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labour standards, the environment and anti-corruption:

Human rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.
 Principle 2: Make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
 Principle 4: The elimination of all forms of forced and compulsory labour.
 Principle 5: The effective abolition of child labour.
 Principle 6: The elimination of discrimination in respect of employment and occupation.

GOLD FIELDS GRI G4 CONTEXT INDEX FOR THE INTEGRATED ANNUAL REPORT 2016 continued

Environment

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

Principle 8: Undertake initiatives to promote greater environmental responsibility.

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

Principle 10: businesses should work against corruption in all its forms, including extortion and bribery.

Progress with implementing the 10 principles and other UNGC initiatives

Gold Fields' ongoing implementation of the various requirements of the UNGC, including the 10 principles, is summarised in the table below:

Action	Status
Annual self-assessment of Gold Fields' implementation of the 10 Principles	A link is included annually in the Integrated Annual Review (IAR) to an online and publicly available document that assesses Gold Fields' progress with implementing the UNGC 10 Principles. The document lists each of the 10 Principles and provides examples of practical actions the Company has taken to implement the principles as well as indicators that measure its performance against the principles. Cross references are provided to supporting evidence for each of the practical actions and performance measures.
Maintain a sustainable development framework with supporting policy statements and guidelines that are aligned with the 10 Principles	<p>Gold Fields Group Sustainable Development Policies remain aligned with the UNGC 10 Principles and cover all four of the subject matter areas, namely, human rights, labour, anti-corruption and the environment. The Energy and Carbon Policy Statement was revised and renamed the Energy and Climate Change Policy Statement in 2016.</p> <ul style="list-style-type: none"> » The key internal sustainable development guidelines are aligned with the UNGC 10 Principles. these guidelines cover energy and climate change, water management, community relations and stakeholder engagement, and mine closure. » An independent assessment of the four guidelines was undertaken by ENS attorneys in 2014 of the alignment of the guidelines with the 10 Principles. ens concluded that the guidelines were adequately aligned. The energy and climate carbon guideline was extensively revised in 2016 to align with the revised policy statement and ICMM climate change positions. » It was a Group requirement for all operations to conform to these guidelines by the end of 2016. In order to assess operational progress with conforming to the guidelines, questionnaires were developed during 2015 by the Corporate Sustainable Development team to allow each operation to conduct a self-assessment of its conformance with the key aspects of the Guidelines. The results of these self-assessments were reported to the Safety, Health and Sustainable Development Committee (a subcommittee of the Board) in 2015. » During 2015, each of the operations developed action plans to address the key gaps related to their conformance with the requirements of the Group guidelines. The action plans have been reviewed by the corporate Sustainable Development team. Implementation of the action plans by each region will be assessed during 2017.
Annual submission of the COP, which contains cross-references to the Gold Fields' IAR to provide evidence of the implementation of the 10 Principles	<ul style="list-style-type: none"> » The last submission was completed on 6 May 2015 and the next COP will be submitted on 6 May 2016. Gold Fields is at an "advanced" level in terms of its COP submission. This is the highest level of disclosure a company can make.
	<ul style="list-style-type: none"> » The advanced level COP submission contains 21 criteria against which reporting organisations are required to provide detailed feedback on their performance. The 21 criteria cover the 10 Principles and other aspects required by the UNGC such as governance, social investment, stakeholder engagement as well as CEO commitment and leadership on sustainability.
Alignment of the regional health, safety and sustainable development reports with the UNGC 10 Principles	<ul style="list-style-type: none"> » The quarterly safety, health and sustainable development reports submitted to the Safety, Health and Sustainable Development Committee are structured to align with the 10 Principles. This ensures quarterly reporting on many of the key issues related to the 10 Principles.
ICMM 10 Principles	<ul style="list-style-type: none"> » Annual external assurance is obtained on the alignment of Gold Fields policies and guidelines with the International Council of Mining and Metals (ICMM) 10 Principles and position statements, which are closely aligned to the UNGC 10 Principles.

¹Gold Fields Sustainable Development Framework is based on, and aligned with, the 10 SD Principles and mandatory requirements in the Position Statements of the ICMM, as well as those of the UN Global Compact and other internationally recognised standards. See Ch 2, pg 41 of Integrated Annual Report 2016.

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Key initiatives implemented in 2015 and 2016

Some of the key initiatives that have been implemented to improve specific aspects of the implementation of the 10 Principles during 2016 include the following, which are focused on human rights:

A dedicated page on human rights remains on the ethics portal, as part of awareness creation.

The operations continued to implement the Human Rights Policy Statement that had been updated in 2014 to better align with UNGC Principles 1 – 6. They also continued to implement the Group Community Relations Handbook, which specifically covers grievance mechanisms that are aligned to Ruggie Framework requirements. The handbook also covers the applicable principles on human rights contained in the ICMM as well as the UNGC 10 Principles.

Operations reported grievances to the Board on a quarterly basis. KPMG conducted a Readiness Review on the number of grievances logged and addressed.

The new Code of Conduct was launched in December 2016. The launch and distribution of the revamped Code of Conduct (Code) was the most significant employee engagement project undertaken in 2016 and was led by the EVP: Group General Counsel with the assistance of the Vice President Internal Communications and a Steering Committee. This work is part of the ongoing Project Apollo being implemented throughout the Group. The look and feel of the new code document has been evolved to make it more user-friendly and people-focused, while the theme “The Code Applies to Me” is informed by the drive to encourage employees to take individual responsibility for behaving ethically in the best interests of the Group and protecting any employee from retaliation. Key focus areas included an anti-bribery and corruption section as well as a section regulating interaction with government. The code was translated from English into Spanish, Zulu, Xhosa and Sotho. A comprehensive campaign (already under way in all regions) will run for the duration of 2017, unpacking various elements of the new code and focusing on cementing a culture of integrity across the Group. Human rights is one of the five commitments to ethical behaviour which states “our support and strive to ensure that the principles of the Universal Declaration on Human Rights are embedded in our business. We respect the dignity and fundamental freedoms for all our employees, suppliers and service providers, and host communities.”

The Group risk management process includes the identification and treatment of potential human rights risks. Reporting on various human rights performance indicators into the GRI/non-financial data (NFD) portal is now fully embedded.

Group Compliance Framework

During 2014, the Group implemented the Group Compliance Framework (the Framework). Implementation was facilitated through Project Baseline. The Framework enables the Group to identify the regulatory landscape(s) it operates within in order to proactively respond to the array of statutory requirements via four distinct phases:

- » Phase I: Identify and assess the risk exposure of all statutes applicable per jurisdiction in which Gold Fields operates.
- » Phase II: Map all existing and/or required controls to the statutory requirements imposed by prioritised (material) statutes identified per jurisdiction in order to define gaps and/or shortcomings from a control mitigation point of view.
- » Phase III: Review the design and operating effectiveness of the controls per the prioritised statutes.
- » Phase IV: Define an annual compliance baseline for Gold Fields.

The Framework is a key component contributing to the implementation of the 10 principles through the mapping of statutory controls that cover aspects of the principles in each of the countries in which Gold Fields operates.

Following the successful implementation of the Framework, an annual compliance plan is drafted to maintain and enhance the Framework.

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ANNEXURE GRI 1

Total employees¹ by employment type and region, broken down by gender

Region	Australia	Ghana	Peru	S Deep	GFGS	TOTAL
Number of employee	1 542	2 973	386	3 947	116	8 964
A						1 092
Female	7	0	0	283		290
Male	11	0	0	791	0	802
BL						3 090
Female	117	48	5	217	5	392
Male	599	1 289	79	727	4	2 698
CL						2 760
Female	67	50	31	168	9	325
Male	422	972	99	940	2	2 435
CU						1 327
Female	31	52	21	171	4	279
Male	139	334	83	490	2	1 048
DL						377
Female	14	7	8	14	8	51
Male	56	146	33	83	8	326
DU						144
Female	7	2	3	8	7	27
Male	30	38	11	32	6	117
EL						87
Female	0	2	0	1	10	13
Male	21	25	7	13	8	74
EU						59
Female	2	0	0	1	4	7
Male	16	7	5	8	16	52
F						14
Female	0	0	0	0	3	3
male	3	1	1	0	6	11
G						1
Male					1	1
NG					13	
	1 542	2 973	386	3 947	116	8 964

¹Cannot give breakdown for workforce as contractors are not graded.

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ANNEXURE GRI 2

All turnover

Turnover	Total number left	Employee number end 2015	% turnover
West Africa	531	3 336	16
South Deep	184	3 699	5
Australia	330	1 549	21
Americas	19	375	5
GFGS	5	93	5
	1 069	9 052	12

Voluntary turnover

Turnover	Total number left	Employee number end 2015	% turnover
West Africa	8	3 336	0
South Deep	130	3 699	4
Australia	220	1 549	14
Americas	9	375	2
GFGS	5	93	5
	372	9 052	4

Total by grade (all turnover)

	WA	SD	Australia	Americas	GFGS	Total turnover	Total workforce 2015	% turnover
G							1	0
F	1			1		2	13	15
E	8	3	5	2	3	21	141	15
D	20	15	20	4	1	60	504	12
C	198	138	137	11	1	485	4 089	12
B	306	19	171	1		497	3 229	15
A		14	4			18	1 075	2
NG								
Total	533	189	337	19	5		9 052	

¹ Non-graded.

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Total staff turnover by gender, age and region

By gender	2016	2015
Men	940.00	549.00
Women	125.00	131.00
By region		
Australasia	330.00	296.00
South Africa	189.00	222.00
South America	19.00	39.00
West Africa	531.00	149.00
By age		
18-29 years	210	206.00
30-39 years	382	195.00
40-49 years	305	150.00
50-59 years	144	122.00
60 plus	25	33.00



GOLD FIELDS

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