



**GOLD FIELDS**

# Creating **enduring value** beyond mining

Gold Fields in Peru  
Integrated Report 2021



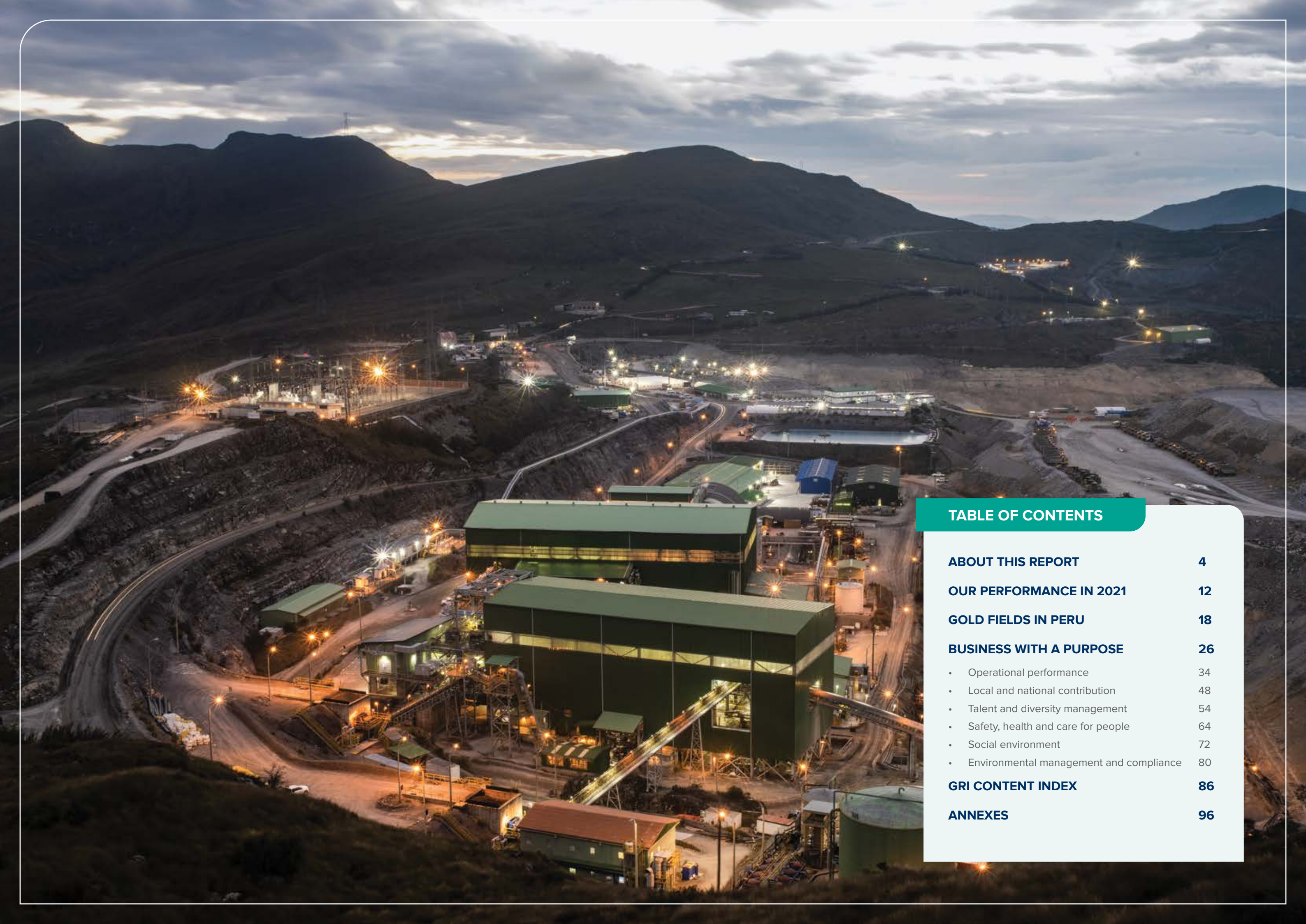


TABLE OF CONTENTS	
ABOUT THIS REPORT	4
OUR PERFORMANCE IN 2021	12
GOLD FIELDS IN PERU	18
BUSINESS WITH A PURPOSE	26
• Operational performance	34
• Local and national contribution	48
• Talent and diversity management	54
• Safety, health and care for people	64
• Social environment	72
• Environmental management and compliance	80
GRI CONTENT INDEX	86
ANNEXES	96



About this  
report





(GRI 2-3) (GRI 2-5) (GRI 2-29)

We have been publishing our Integrated Report on an annual basis since 2011 to keep our stakeholders informed of our performance. This report transparently communicates the economic, environmental and social impacts of our operations. The reporting period covers from 1 January to 31 December 2021.

This report has been prepared using as a basis the standards of the Global Reporting Initiative (GRI), in addition to including the ad hoc indicators used by our organisation. All of these indicators are aligned with the U.N. Sustainable Development Goals (SDGs), the Sustainable Development Framework of the International Council on Mining & Metals (ICMM), the 10 Principles of the Global Compact, and the provisions of the International Integrated Reporting Council.

OUR STAKEHOLDERS  
(GRI 2-29)

The process for preparing this report included updating the information we had available and defining the most important stakeholders for our operations, which include the following:

-  **Shareholders and investors**
-  **Suppliers and contractors**
-  **Regional institutions:** local and regional government entities, regional mass media and business associations
-  **National institutions:** central government entities, national mass media and business associations
-  **Customers**
-  **Employees**
-  **Communities of direct and indirect influence**

MATERIALITY PROCESS  
(GRI 3-1)

Material topics are the economic, social and environmental matters of highest priority to our business and stakeholders. The topics included in this report were identified by following the guidelines established in GRI 3: Material Topics published in 2021.

**Step 1**

**Understanding the context of the organisation**

This step involved establishing an overview of our activities, performance and business relationships. To achieve this, we conducted a desk review that included our internal policies and benchmarking. Both processes were essential to define our stakeholders and the types of relationships we build with them.

**Step 2**

**Identifying actual and potential impacts**

In this step, we mapped the actual and potential impacts of our activities and commercial relationships on the economy, environment and people, including human rights impacts. This review was performed prior to stakeholder consultation.

**Step 3**

**Assessing impacts**

In this step, we asked our stakeholders to assess the preliminary issues we identified. This consultation process involved using quantitative and qualitative tools.

STAKEHOLDER	TOOLS USED
Shareholders and investors	Desk review performed in November 2021.
Employees	Focus groups with participation of eleven (11) employees from different areas held in December 2021.
Local community	One face-to-face panel with participation of eighteen (18) community representatives held in the city of Trujillo in December 2021.
Suppliers and contractors	Virtual interviews with two (2) experts in engagement with main suppliers and contractors, held in November 2021, to indirectly collect opinions.
Institutions (at the regional and national level)	Interviews with three (3) representatives from Cajamarca region and nine (9) virtual surveys completed by national representatives in November 2021.
Customers	Virtual interview conducted by one (1) engagement expert with our main customers in November 2021 to indirectly collect opinions.

We consulted and validated the material topics with forty- seven representatives of various stakeholders.

Step 4

(GRI 3-1)  
Prioritising the most significant impacts to be reported

We prioritised topics after we received input from various stakeholders. This exercise included preparing a materiality matrix and redrafting the topics after our discussions with these stakeholders.

The materiality matrix is comprised of two variables: the assessment of topics by stakeholders (horizontal axis) and the evaluation of topics by relevance for our performance (vertical axis).

Topics prioritised by stakeholders



Suppliers and contractors

- Direct and indirect employment
- Environmental management and compliance
- Engagement and contribution for the benefit of the community



Employees

- Safety, health and care for people
- Environmental management and compliance



Regional institutions

- Engagement and contribution for the benefit of the community
- Diversity, inclusion and human rights



Customers

- Responsible supply chain

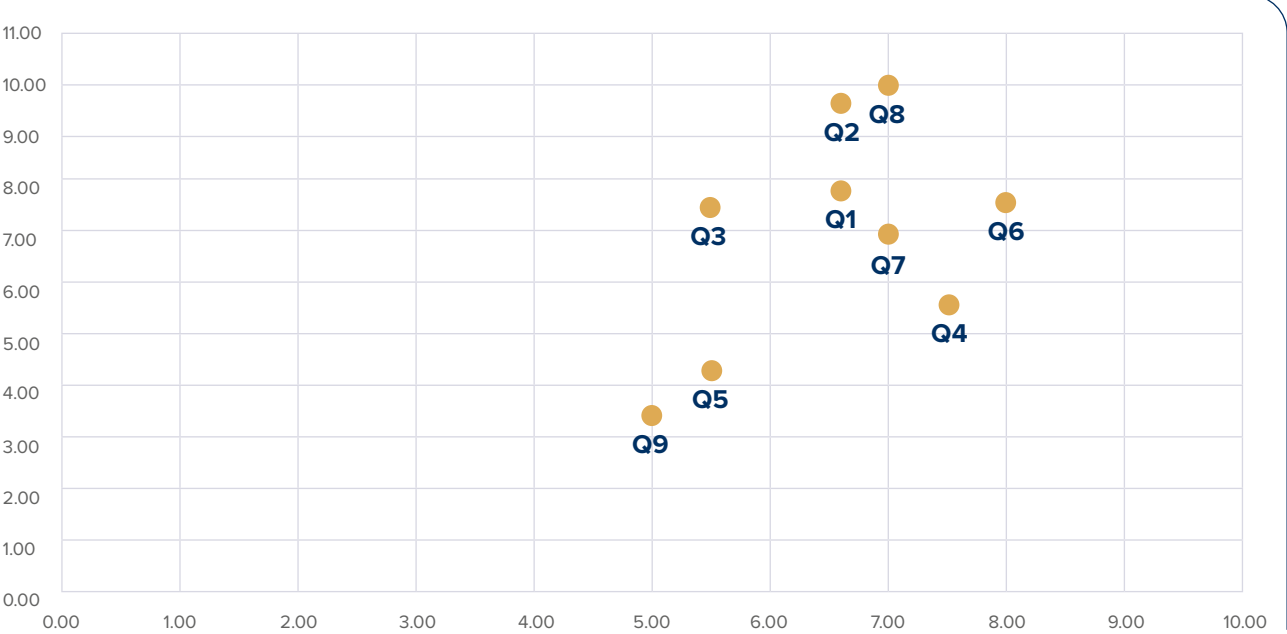


National institutions

- Engagement and contribution for the benefit of the community
- Environmental management and compliance
- National and local economic contribution



Materiality matrix



Q1	Safety, health and care for people	Q6	Environmental management and compliance
Q2	National and local economic contribution	Q7	Responsible supply chain
Q3	Direct and indirect employment	Q8	Engagement and contribution for the benefit of the community
Q4	Diversity, inclusion and human rights	Q9	World-class operational performance
Q5	Transparency, disclosure and reputation		



FINAL LIST OF MATERIAL TOPICS

(GRI 3-1) (GRI 3-2)

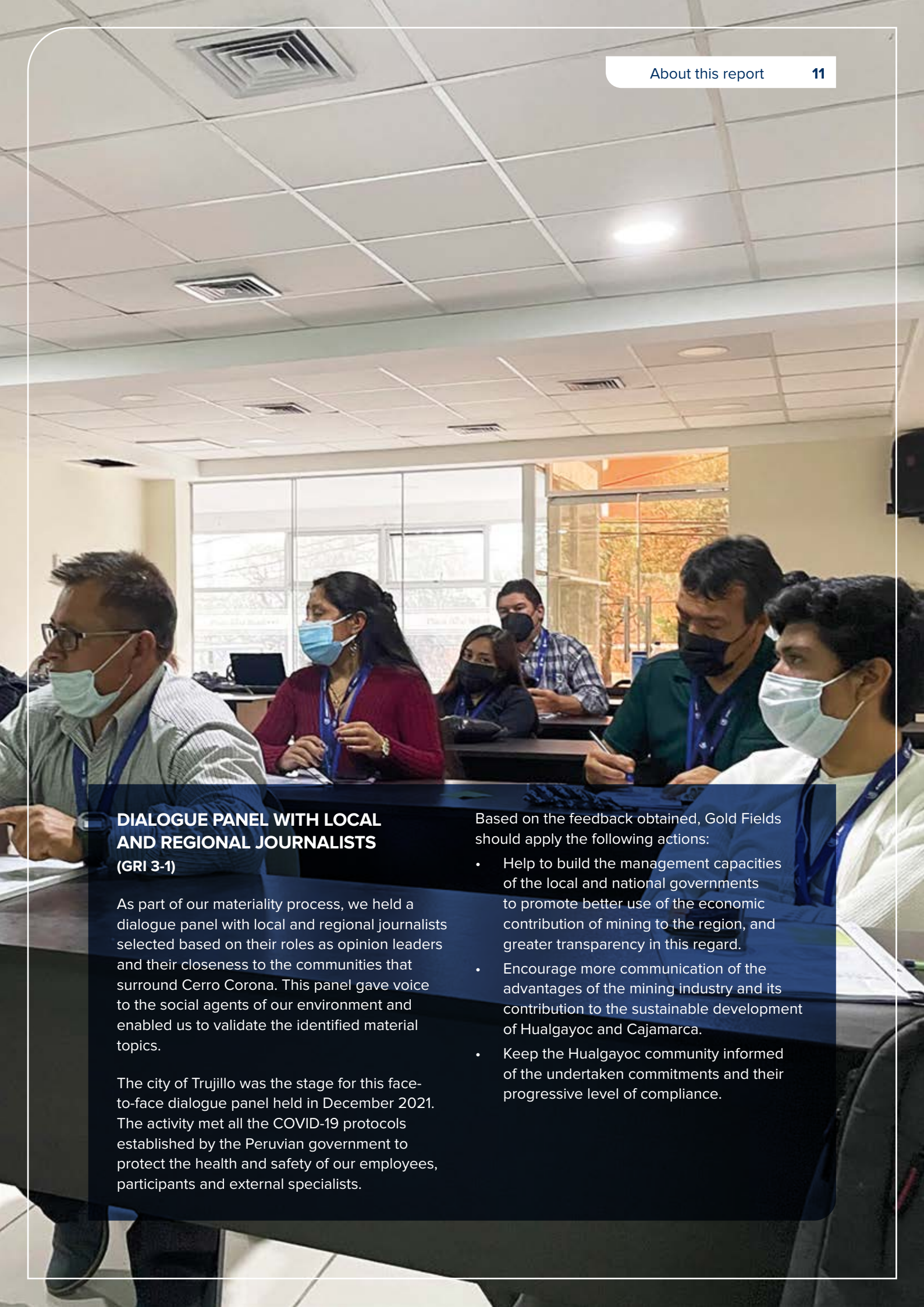
We defined nine (9) material topics that encompass the priority aspects of sustainability, both from our viewpoint and from the perspective of our stakeholders.

Description of material topics

1	National, regional and local economic contribution	Our impact on the national, regional and local economy in terms of taxes, mining canon and exports, among other indicators.
2	Responsible supply chain	Our contractor management and the standards that govern our supply chain.
3	Operational performance and reputation	Information on operational excellence that determines our performance, including our reputation. This also comprises our innovation initiatives in various processes.
4	Direct and indirect employment creation	Our contribution to Cajamarca region and Hualgayoc province through employment creation, supplier contracting and training of our employees and contractors.
5	Talent management and employee value proposition	Our human management processes and the benefits we offer to our employees. It also includes our employment quality indicators, including equal pay, job satisfaction, anti-discrimination practices, and employee development and training.
6	Safety, health and care for people	Information about our safety and health performance, and relevant indicators and programmes in this area.
7	Engagement, dialogue and contribution to the community	Information about implemented development projects, compliance with our commitments to the community, and efforts to set up dialogue processes and establish agreements.
8	Diversity, inclusion and human rights	Our initiatives in line with the respect for human rights, and our initiatives to build a fully inclusive work environment.
9	Environmental management and compliance	Information on our management and mitigation of the main environmental impacts, and on projects and investments in this field.

We reduced the number of material topics for this reporting period. In 2020, we identified 28 economic, social and environmental material topics. A shorter list enables our stakeholders to identify and handle each of the included topics with greater clarity. The topics presented in the 2020 report were not dismissed but integrated into the nine final topics.

If you have any questions or comments on the content of this report, please send them to our Communications Department.



DIALOGUE PANEL WITH LOCAL AND REGIONAL JOURNALISTS (GRI 3-1)

As part of our materiality process, we held a dialogue panel with local and regional journalists selected based on their roles as opinion leaders and their closeness to the communities that surround Cerro Corona. This panel gave voice to the social agents of our environment and enabled us to validate the identified material topics.

The city of Trujillo was the stage for this face-to-face dialogue panel held in December 2021. The activity met all the COVID-19 protocols established by the Peruvian government to protect the health and safety of our employees, participants and external specialists.

Based on the feedback obtained, Gold Fields should apply the following actions:

- Help to build the management capacities of the local and national governments to promote better use of the economic contribution of mining to the region, and greater transparency in this regard.
- Encourage more communication of the advantages of the mining industry and its contribution to the sustainable development of Hualgayoc and Cajamarca.
- Keep the Hualgayoc community informed of the undertaken commitments and their progressive level of compliance.



# Our Performance in 2021





## SUPPLIERS



**USD 32  
million**

in local  
purchases



**166**

local suppliers  
comprise our  
supply chain

## EMPLOYEES



**2,520**

direct and indirect  
employees



**+30%**

direct and indirect  
employees are locally  
hired

ENVIRONMENTAL  
COMPLIANCE

We were able  
to maintain  
ISO 50001  
certification  
for our energy  
management  
system

CARE FOR HEALTH  
AND SAFETY

**100%**

safety corrective  
actions completed  
on time

## CONTRIBUTION TO THE PERUVIAN GOVERNMENT



**USD 4.7**

million in mining royalties in 2021





## TO OUR STAKEHOLDERS

It is a pleasure to present our Integrated Report for 2021, which we have published annually for 11 years. This report has been prepared using the GRI standards as a basis and with metrics aligned with the U.N. Sustainable Development Goals, the Sustainable Development Framework of the International Council on Mining and Metals (ICMM) and the 10 Principles of the U.N. Global Compact.

This report features details of our management in 2021 and the challenges for 2022, and includes priority issues for Gold Fields in Peru and our stakeholders. It also showcases all the efforts we made during the year to honour our purpose of **creating enduring value beyond mining**, and realising our vision **to be the preferred gold mining company delivering sustainable, superior value**.

The year 2021 brought a complex social and health situation that we faced in a positive manner, and in which we were able to strengthen our values. As shown in the results described in this report, our management reflects the clear commitment we undertook to the well-being of all those involved in our operation: communities, civil society, authorities, strategic partners and, of course, our employees.

I would like to highlight several areas of content in this report:

- In the area of safety, we took a prevention and employee empowerment approach to promote a safe work environment. Proof of this is the success achieved by initiatives such as **Courageous Leadership**, which provides workshops intended to build an incident-free safety culture. We also worked to improve the well-being of our employees by adopting a number of guidelines such as the Fatigue Management Policy, which emphasises our respect for appropriate working hours and workdays; and initiatives that promote good mental health, with psychological counselling for our employees and their relatives, and practices to reduce their stress levels.
- We maintained our commitment to being an excellent employer that attracts the best professionals in the country. In 2021 we implemented various training, inclusion, diversity and professional growth programmes. We also endeavoured to position ourselves as a benchmark of Peruvian industry in terms of diversity and equal opportunities,

placing special emphasis on gender equality; consequently, **our female employment rate reached 25.4%**. In addition, we launched innovative initiatives such as Female Mining Protagonists, a programme that targets recent female graduates pursuing professional careers linked to the extractive sector.

- As for the deployment of our shared value strategy, we are pleased to inform that, during 2021, we progressively increased the participation of local communities in our operations: **Our workforce is composed of 776 people from the communities in our area of influence, according to our monthly averages.**
- Considering the prolonged health crisis caused by COVID-19, we maintained our commitment to look after the well-being of the people. This is why we joined the efforts of local and regional authorities in actions such as the donation of a medicinal oxygen plant to the city of Bambamarca, delivery of medicinal oxygen tanks and screening tests to nearby communities, support to immunisation campaigns, and provision of other technology necessary to safeguard the health of the people from Cajamarca. Those initiatives represented an **investment of more than US \$277,000.**
- With regard to our environmental performance, **we proudly report that we were able to maintain ISO 50001 certification for our energy management system** at Cerro Corona's administrative and operational facilities. This achievement shows our commitment to prevent, mitigate and control the environmental impacts that could be caused by our operation. We also held the 2nd Mining Environmental Forum for World Environment Day, an event attended by various national and international specialists in mining environmental management.
- Finally, in 2021 our production reached 113,278 ounces of gold (Au) and 25,948 tons of copper (Cu), totaling 248,282 gold (Au) equivalent ounces. The number of operators gradually recovered in the second year of the health crisis, with 45 operators on average at the end of 2021. These good production levels went hand in hand with encouraging financial results, as our sales reached approximately US \$435 million, with a net profit of approximately US \$47 million.

In 2022, we seek **to locally deploy Gold Fields' global strategy**, which is built on three pillars: maximise the potential of our current assets through people and innovation; build on our leading commitment to environment, social and corporate governance (ESG); and grow the value and quality of our portfolio of assets.

We hope this summary of our 2021 performance meets the expectations of our stakeholders, and we thank you for the work we are doing together for the benefit of Cajamarca and Peru.



**Luis Alberto Rivera Ruiz**  
**CHAIRMAN OF THE BOARD**



# Gold Fields in Peru

(GRI 2-1) (GRI 2-6)







**(GRI 2-1) (GRI 2-6)**

We are Gold Fields La Cima S.A. (hereinafter Gold Fields in Peru). We commenced our operations in Peru in mid-2008, and we are proud to say that we are one of the most renowned copper and gold mining operations in the country.

Our Cerro Corona mining operation is located in Cajamarca region, province and district of Hualgayoc, in the El Tingo farming community, annex to the La Jalca property, Coymolache and Pílancones hamlets.

**CONCENTRATE WAREHOUSE FOR SHIPPING**

Puerto de Salaverry, Región La Libertad, autopista Salaverry km 3, Trujillo

**HEAD OFFICE**

Av. 28 de Julio 1150, Offices 201 and 202, Miraflores district, Lima

We use conventional open pit mining methods and treat sulphide ores using flotation to extract the concentrate. We export the concentrate by sea to smelters in Asia and Europe.

Cerro Corona accounts for 9% of the Gold Fields Group's production

Gold Field's only copper and gold mine (43% Cu - 57% Au)

Open pit operation with Cu-Au flotation process

Possible lifecycle extension beyond 2030 with additional drilling

Life of Mine (LoM) optimisation up to 2030

**THE MILESTONES OF CERRO CORONA**

We have operated for 13 years in Peru. Our first processed ore dates back to 27 July 2008.

**THE CERRO CORONA TIMELINE**

<b>2004 - 2005</b> <ul style="list-style-type: none"><li>• Land acquisition</li><li>• Project design</li><li>• Environmental Impact Study (EIS) approval</li><li>• Estimate of mineral resources and ore reserves</li></ul>	<b>2006</b> <ul style="list-style-type: none"><li>• Completion of project purchase process</li><li>• Start of mine construction</li></ul>	<b>2008</b> <ul style="list-style-type: none"><li>• First processed ore (July)</li><li>• First production of concentrate (August)</li><li>• First sale of concentrate (October)</li></ul>	<b>2009</b> <ul style="list-style-type: none"><li>• Start of exploration</li><li>• Maximum plant capacity reached</li><li>• ISO 14001:2004 certification</li></ul>
<b>2010 - 2012</b> <ul style="list-style-type: none"><li>• Safety, occupational health and environment recertification</li><li>• Start of shared value strategy</li></ul>	<b>2016</b> <ul style="list-style-type: none"><li>• Mine closure through 2023</li><li>• Evaluation of opportunities to optimise the LoM</li><li>• Innovation</li></ul>	<b>2021</b> <ul style="list-style-type: none"><li>• We produced 113,278 ounces of gold (Au) and 25,948 tons of copper (Cu), totaling 248,282 gold (Au) equivalent ounces.</li></ul>	
<div><div><b>2030</b></div><div>The extension of Cerro Corona's life will allow us to continue contributing to the development of Hualgayoc, the Cajamarca Region and Peru.</div></div>			



GOLD FIELDS LTD.

(GRI 2-1) (GRI 2-2)

We belong to the Gold Fields Limited (Ltd.) South African group, recognised as one of the most important gold producers in the world. Our team has more than 130 years of experience, and we own mining operations in South Africa, Ghana, Australia and Peru, as well as a project in Chile (Salares Norte).

Currently, Gold Fields Ltd. lists its shares on the Johannesburg Stock Exchange (JSE) and the New York Stock Exchange (NYSE).

MAP OF GOLD FIELDS LTD. OPERATIONS



<sup>1</sup> African stock exchange

OUR CORPORATE GOVERNANCE

(GRI 2-9) (GRI 2-10) (GRI 2-11) (GRI 2-13)

Our board of directors is composed of one chairman and three board members. All board members hold executive positions in the organisation, are selected during the General Shareholders Meeting for a term of three years, and can be indefinitely re-elected.

The four board members are:<sup>2</sup>

Chairman

**Luis Rivera Ruiz**  
Executive Vice President

Board member

**Domingo Drago**  
Vice President of Corporate Affairs and Sustainable Development

Board member

**Verónica Valderrama Garibaldi**  
Vice President of Human Resources

Board member

**Paul Gómez Gamero**  
Vice President of Technical Services

We also have an executive committee with seven members: our executive vice president; the vice presidents of Corporate Affairs and Sustainable Development, Operations, Finance, Human Resources and Technical Services; and our manager of Legal and Compliance.

<sup>2</sup> Jorge Redhead Byrne, vice president of Finance, held the position of board member until 31 December 2021. On 1 January 2022, Domingo Drago, vice president of Corporate Affairs and Sustainable Development, joined the board.

GOLD FIELDS LTD. AT A GLANCE

Operations in five countries

- Australia
- Chile
- Ghana
- Peru
- South Africa

Nine operational mines

- Agnew
- Asanko JV
- Damang
- Gruyere
- Granny Smith
- South Deep
- St. Ives
- Tarkwa
- Cerro Corona

Mineral resources and ore reserves in 2020

- Attributable annual production of 2.2 million gold ounces
- Attributable ore reserves of 52.1 million gold ounces
- Mineral resources of 116 million ounces

Number of employees

17,656



OUR CORPORATE POLICIES

(GRI 2-15) (GRI 2-23) (GRI 2-24)

- Corporate diversity policy
- Anti-bribery and anti-corruption policy
- Personal data handling policy
- Stakeholder engagement and commitment policy
- Climate change policy
- Sustainable development policy
- Occupational safety and health policy
- Code of Conduct

OUR ETHICAL COMMITMENT

(GRI 2-23)

We acknowledge our ethical responsibility in the following areas:

Responsibility to our colleagues	We acknowledge that our people are the core of the business.
Responsibility to governments, regulatory bodies, shareholders and host communities	We are aware that the commitment to our stakeholders is fundamental for our activities, and that open dialogue at all times is key to ensure a positive impact through shared value.
Work with third parties	We acknowledge that contracted third parties are an important part of our business activities; therefore, we expect that they comply with the ethical and behavioural principles defined in our Code of Conduct, and with the laws and regulations applicable in all the jurisdictions where we operate.
Environmental health and safety management	Since our activities have direct and indirect impact on the environment, we strive to identify, understand and manage their potential and actual impact.
Human rights	We uphold the principles of the Universal Declaration of Human Rights, and we strive to ensure they are ingrained in our business. We respect the dignity and fundamental freedoms of all our employees, suppliers, service providers and host communities.

We have a Code of Conduct that must be adhered to by our employees, contractors and suppliers at the start of our working relationship.



As in 2020, we continued to adapt our communication channels to maintain regular contact with authorities, given the limitations created by the COVID-19 pandemic. Remote communication was a challenge, but we were able to satisfactorily manage it. We also have an internal work strategy that enabled us to obtain the corresponding permits within the established deadlines.

Our challenge for 2022 consists of maintaining transparent engagement with new authorities elected in the regional elections to be held in November 2022.

In 2021 we obtained all permits and licences necessary to ensure the functioning of the mining operation without inconveniences. (The annexes to this report include all the licences and permits processed during 2021.)

REGULATIONS AND PERMITS

(GRI 2-1) (GRI 2-27)

Our company was incorporated and operates under the laws of the Republic of Peru. Our corporate purpose is to engage in mining activity under the General Mining Law, over the mineral rights we hold. We also carry out supplementary activities, such as the transport and marketing of ore.

In 2021, due to the health emergency and the political situation in the country, we were faced with various challenges regarding regulatory compliance, such as difficulties obtaining permits and other legal issues. However, by principle, all our activities must be carried out with the corresponding permits. For that reason, we strived to maintain close coordination with the regional authorities throughout the year to keep everything in order.

In 2021 we completed two administrative proceedings with the Environmental Assessment and Oversight Body (OEFA) and the Supervisory Body for Investment in Energy and Mining (OSINERGMIN).

- The proceedings with the OEFA were related to the crown ditch of the Cuadratura quarry, internal drainage and crown berms at our mining operation. The proceedings ended without fines or sanctions for our organisation.
- In the case of OSINERGMIN, the proceedings started from an alleged violation of the Occupational Safety and Health Regulation in Mining, for not following a regular process to build an ancillary component. The regulatory body imposed a fine of US \$4,203, which we paid in disagreement to comply with the mining procedure. Upon making the payment, OSINERGMIN issued a statement indicating that its future oversight must take into account that this ancillary component is part of the derogations of the Regulation on Mining Procedures (RPM, in Spanish); hence, it would not be a violation.



*Business with  
a purpose*





(GRI 2-22)

**PURPOSE, VISION, AND VALUES**

In 2021, we adopted a new purpose and a new vision. While our purpose explains why we exist, our vision outlines where we want to go and guides our actions and initiatives.

*Our purpose***Why do we exist?**

We create value that lasts beyond mining.

*Our vision***Where do we want to go?**

To be a widely recognized gold mining company for generating superior sustainable value.

Upon defining our purpose, we developed three strategic pillars:

- **Pillar 1:** Maximise potential from current assets through people and innovation.
- **Pillar 2:** Build on our leading commitment to ESG.
- **Pillar 3:** Grow the value and quality of our portfolio of assets.

Finally, we made some changes to our Gold Fields values, to strengthen and adapt them to the current context.

Safety, integrity and respect remain intact. We expanded the definition of “responsibility” to include ESG issues, while the definition of “innovation” has evolved. “Compliance” is the value that changed most significantly, to “collaborative delivery,” to reflect the importance of working together as a team to deliver excellent results on time and within budget, taking pride in what we do, and improving the quality of our work, thanks to the diverse input of our members. Our values guide the way in which we behave when executing our strategy.

**Safety****Integrity****Respect****Responsibility****Innovation****Collaborative delivery***Gold Fields' strategic dimensions in Peru*

(GRI 2-22)

We have seven strategic dimensions aligned with our values:




- Safety and Health
- Environment
- Social
- People
- Production
- Costs
- Worth






## OUR PRIORITIES THROUGH 2030

Our ESG impacts are essential to our strategy. This is why we propose six priorities to improve relationships with our stakeholders and make a positive impact on the environment where we work.

(GRI 2-25)

PRIORITIES	GOLD FIELDS LTD TARGET BY 2030	GOLD FIELDS' DEVELOPMENTS IN PERU
 <b>Decarbonisation</b>	<ul style="list-style-type: none"> <li>Achieve a 30% reduction in net scope 1 and 2 emissions (against our 2016 baseline). Considering our planned production growth by 2030, the absolute target will be a 50% reduction in those emissions.</li> <li>Achieve zero net emissions by 2050, in line with our commitment to the Paris Agreement.</li> </ul>	<ul style="list-style-type: none"> <li>In 2020 we recorded 64,806 tCO<sub>2</sub> of scope 1 and 2 emissions, equivalent to a reduction of 9,655 tCO<sub>2</sub>, compared to 2019.</li> <li>Both measurements of greenhouse gases (GHGs) from 2019 and 2020 were included in the Statement of Verification of Greenhouse Gas Emissions and were submitted to the Ministry of the Environment (MINAM).</li> <li>We certify our carbon footprint in accordance with the requirements of ISO 14064:2018.</li> </ul>
 <b>Tailings management</b>	<ul style="list-style-type: none"> <li>Fully comply with the Global Industry Standard on Tailings Management.</li> <li>Reduce from five to three the number of active tailings dams built upstream.</li> </ul>	<ul style="list-style-type: none"> <li>During 2021, we prepared ourselves to implement the cross-cutting studies, systems, policies and procedures demanded by the Global Industry Standard on Tailings Management.</li> <li>This certification will ensure the safety of our tailings dams, and compliance with design, construction and implementation standards.</li> </ul>
 <b>Water care</b>	<ul style="list-style-type: none"> <li>Recycle or reuse 80% of the water used by our operations.</li> <li>Reduce freshwater usage by 45% in our operations (against the 2018 baseline).</li> </ul>	<ul style="list-style-type: none"> <li>We increased up to 84% the amount of reused water compared to the annual planning target. We also reduced by 7% the amount of freshwater we withdraw.</li> <li>All the water sources in Cerro Corona have the proper authorization. In addition, we ensured that all the return of water to the environment limits allowed according to Peruvian law.</li> <li>We worked on initiatives to monitor reduction in water use, such as the implementation of an information programme for the integrated management of environmental monitoring data and a periodic assessment of the risk associated with water resources.</li> </ul>

(GRI 2-25)

PRIORITIES	GOLD FIELDS LTD TARGET BY 2030	GOLD FIELDS' DEVELOPMENTS IN PERU
 <b>Safety, health, well-being and environment</b>	<ul style="list-style-type: none"> <li>Achieve zero fatalities.</li> <li>Achieve zero serious injuries.</li> <li>Achieve zero serious environmental incidents.</li> </ul>	<ul style="list-style-type: none"> <li>We met our goal of zero fatalities.</li> <li>We continued the "Leadership with courage in safety" courses in person and the interaction indicators of our workers in routine activities were improved.</li> <li>We met the zero serious environmental incidents target.</li> </ul>
 <b>Gender diversity</b>	<ul style="list-style-type: none"> <li>Achieve 30% female representation.</li> </ul>	<ul style="list-style-type: none"> <li>Women comprise 25.4% of total employees on our payroll, accounting for a 3.8% increase compared to 2020.</li> <li>Women comprise 30.2% of those working in areas directly related to the mining operation, accounting for a 7.7% increase compared to 2020.</li> </ul>
 <b>Creation of value for stakeholders</b>	<ul style="list-style-type: none"> <li>Ensure that 30% of the total created value benefits host communities.</li> <li>Implement six flagship projects in our regions to benefit host communities.</li> </ul>	<ul style="list-style-type: none"> <li>Our contribution to the region in canon and royalties amounted to US \$4,745,799.</li> <li>We continued to carry out development projects in various areas (infrastructure, education, production, health and employment) in the host regions.</li> </ul>



GOLD FIELDS AND SUSTAINABLE DEVELOPMENT (GRI 2-22)

To show our commitment to responsible performance, in 2021 Executive Vice President - Americas Region Luis Rivera and Vice President of Corporate Affairs and Sustainable Development Domingo Drago signed the Group's Sustainable Development Policy Statement.

In this statement we propose our objective of operating as a benchmark company for responsible and ethical investment. To that end, we incorporated

sustainable development principles into the business strategy and planning, management systems and decision-making processes, to create more value for our shareholders, maintain our licence to operate, and leave a positive legacy for our host communities.

We make every effort to achieve an appropriate balance between the requirements of the company in terms of financial performance, responsible environmental management and social benefit. Through this policy, we undertake the following commitments:

- 1

To carry out our operational activities:

  - in a transparent and ethical manner;
  - with absolute consideration for and compliance with regulatory requirements and obligations linked to the rules, codes and standards of the industry;
  - proactively and simultaneously address business and social needs; and
  - consistently operate with strong corporate governance systems.
- 2

To respect human rights and the diversity of interests, cultures, customs and values of our employees, third parties (contractors, suppliers, service providers and business partners), communities and other agents from our area of influence.
- 3

To implement effective risk management strategies and systems that include awareness of stakeholder perceptions about existing risks.
- 4

To continuously improve our safety and occupational health management system and performance.
- 5

To continuously improve our environmental management system and performance, including water stewardship, use of energy, awareness of climate change, respect for biodiversity, land-use planning and integrated mine closure.
- 6

To implement a strategic, consistent approach to materials and supply chain management, to create sustainable value beyond the cost of the purchased goods and services.
- 7

To sell our products to responsible buyers and ensure that we do not contribute to illegal armed conflicts or violations of international humanitarian law.
- 8

To continuously improve our social performance and contribute to the socio-economic and institutional development of our host communities and countries.
- 9

To establish proactive, transparent and open engagement with key stakeholders.
- 10













To effectively analyse trends and independently inform and verify the progress and performance of the company.
- 11

To raise awareness of sustainable development issues among our employees, third parties, communities and visitors.
- 12

To periodically review and update our processes and performance to ensure compliance with these commitments.

WORLD-CLASS STANDARDS (GRI 2-23) (GRI 2-28)

We manage our operations to external standards and indicators of international responsible mining practices.

	International Council on Mining and Metals (ICMM)
	Global Reporting Initiative
	ISO 14001
	ISO 45001
	Extractive Industries Transparency Initiative
	Corruption Watch
	U.N. Global Compact
	King IV Report
	Dow Jones Sustainability Indexes
	Carbon Disclosure Project
	ISO 50001
	ISO 27001





# Operational performance



**ICMM**  
1: Ethical business practices  
10: Stakeholder engagement



**GLOBAL COMPACT**  
Principle 9



*"To be the preferred gold mining company delivering sustainable superior value."*

## MANAGEMENT APPROACHES

- Recovering our pre-pandemic production levels.
- Improving access roads and our operational processes.
- Maintaining the trust of our stakeholders, placing particular emphasis on our communities.
- Becoming a regional and global benchmark of good practices.
- Positioning ourselves as a leading organisation based on our reputation.

## MILESTONES REACHED IN 2021

### PRODUCTION MILESTONES

- Our production reached 113,278 ounces of gold (Au) and 25,948 tons of copper (Cu), totaling 248,282 gold (Au) equivalent ounces.
- We made significant changes to optimise our operational processes, including improved facilities, maintenance of existing equipment and implementation of new equipment.
- We improved our maintenance management with greater supervision and critical spare parts.
- We established a new mining sequence and recovered the wells and pumping stations of surface water and groundwater disabled due to heavy rains at the beginning of 2021.
- We achieved good plant mechanical availability, operating at 96.03% of capacity.

### REPUTATION MILESTONES

- We obtained the Socially Responsible Company Distinction (Distintivo de Empresa Socialmente Responsable) for the ninth consecutive year.
- We climbed 10 places in the MERCO ESG ranking, placing as follows:
  - 87th among the 100 most-outstanding companies in the country.
  - 8th among the 20 most-renowned mining companies.
- We analysed our reputation in Cajamarca and determined that 79% of its population is aware of the work Gold Fields performs in Peru.
  - We are leaders in terms of trust and familiarity compared to other mining companies in the region.

## CHALLENGES FOR 2022

- Manage the LoM optimisation until 2032. This requires ongoing coordination with national and regional authorities.
- Ensure cost effectiveness in the procurement area.
- Vigorously improve our reputational positioning to achieve better results.



OUR PRODUCTION IN 2021

Mining process

Our Cerro Corona mining unit produces copper concentrate (with gold particles) using conventional mining methods, treating sulphide ore and extracting concentrate using flotation. The extracted ore is

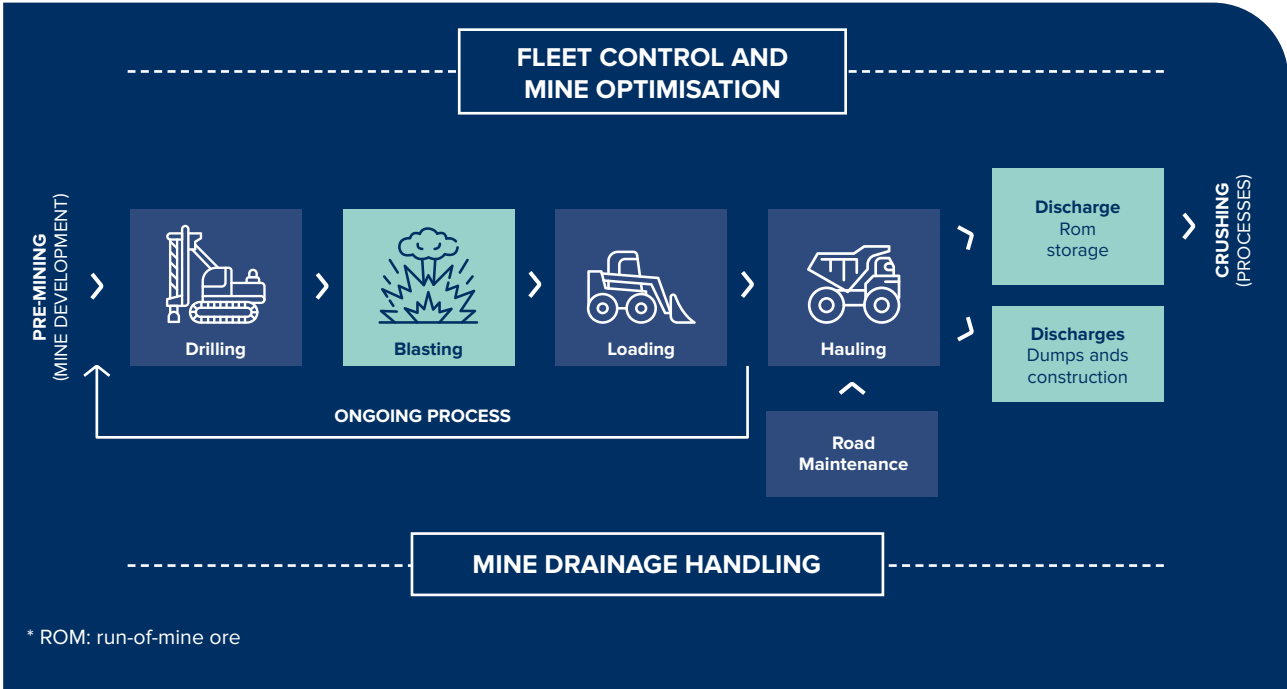
subsequently trucked approximately 380 kilometres to Salaverry Port (in northern Peru), from where it is sent by sea to smelters in Asia and Europe.

Cerro Corona Components



The following flow chart summarises our production process:

Productive mining flow



Concentrate logistics

Our concentrate transport and dispatch programme from Cerro Corona to the Salaverry warehouse is coordinated on a weekly basis according to estimated production and allows for handling minimal stock of concentrate in the mine hangar. The transport is carried out every day and starts with the departure of three convoys loaded with concentrate, while three empty convoys return to Cerro Corona. We have trucks with metal hoppers covered with fibreglass, which ensures that the concentrate is not exposed to the environment.

Our concentrate transport procedure is more rigorous than the National Transport Administration Regulation requires.



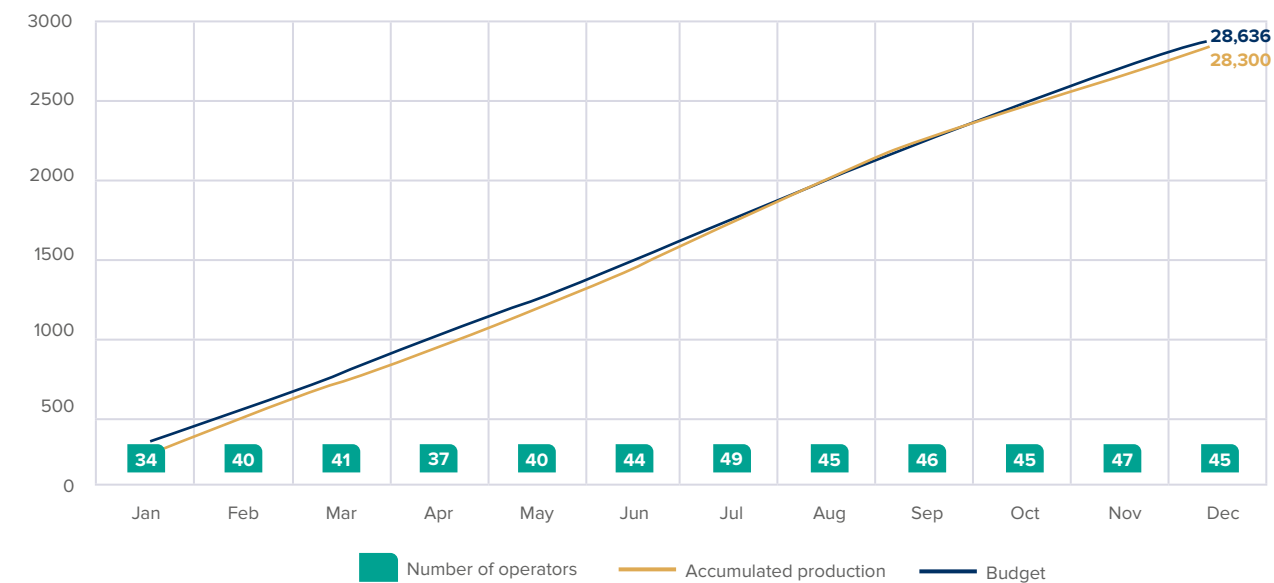


## Production figures for 2021

In 2021, production values for the Cerro Corona pit were 28,300 kilotonnes (kt). This figure refers to both the mineral and the waste rock that are then moved to their respective final deposits.

The number of operators was gradually recovered in the second year of the health crisis, and we had 45 operators on average at the end of the year.

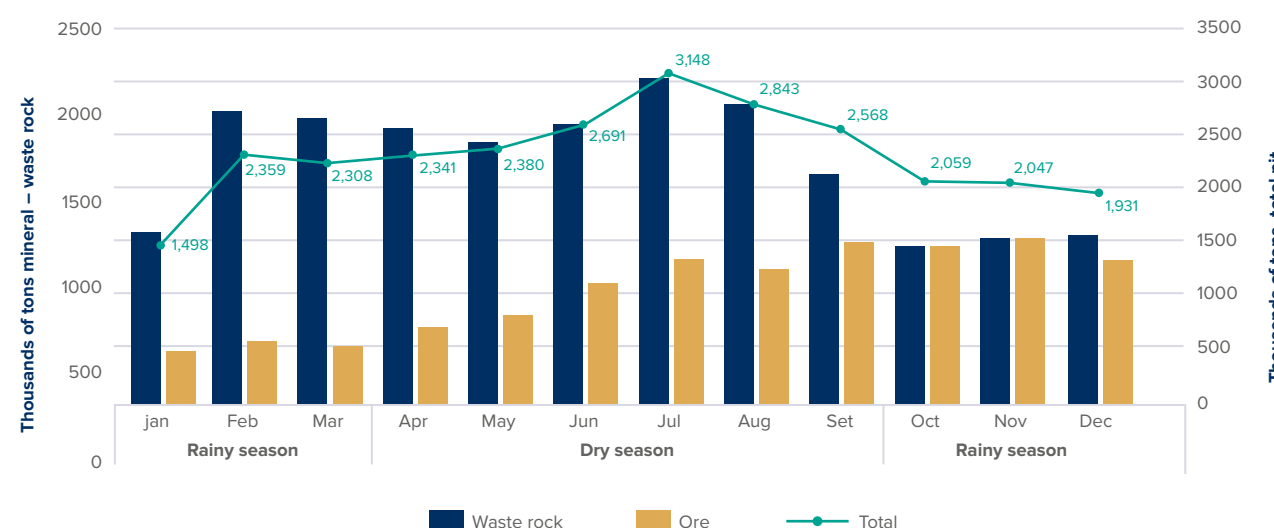
### Accumulated production vs. budgeted production in kilotonnes (kt)



The highest pit production was achieved during the months of July and August (3,148 kt and 2,843 kt, respectively); and the lowest production was recorded in January (1,498 kt). The January figure is explained by the complications we experienced during the rainy season and the second wave of COVID-19, among other reasons.

Below is a chart reflecting our production of waste rock and mineral in each month of the year, classifying the months by rainy and dry season. It also shows the total pit production for each month of the year.

### Monthly production in 2021



With regard to mineral production, in 2021, we processed a total of 6,817 kt, which represented an increase of 0.31 % compared to 2020, and compliance with 101.52 % of the volume budgeted for the year.

We also achieved production of 113,278 ounces of gold (Au) and 25,948 ounces of gold (Au) and 25,948 tons of copper (Cu), totaling 248,282 gold (Au) equivalent ounces.

### Actual vs. budgeted production of ore in kilotonnes (kt)

	2019	2020	2021
Actual	6,718	6,796	6,817
Budgeted	6,900	6,749	6,715

### Actual vs. budgeted production of gold (Au) in ounces

	2019	2020	2021
Actual	156,193	119,393	113,278
Budgeted	153,052	153,342	129,807

### Actual vs. budgeted production of copper (Cu) in ounces

	2019	2020	2021
Actual	31,317	24,857	25,948
Budgeted	27,683	27,493	24,704

### Actual vs. budgeted production of gold (Au) equivalent ounces

	2019	2020	2021
Actual	292,666	207,061	248,282
Budgeted	280,202	274,521	219,360





OPTIMISATION OF OUR PROCESSES

In 2021 we implemented several actions to optimise our mining process:

✓ <b>March</b>	We built the chemical laboratory II, which will carry out the mechanical preparation of samples.
✓ <b>April</b>	We completed work in the gravimetry circuit, which helped us to increase gold recovery.
✓ <b>August</b>	We started using the storage facilities of the new operator at Salaverry Port. We stopped using the intermediate concentrate warehouse to directly transport ore to the warehouse at Salaverry Port.
✓ <b>October</b>	We replaced the 350 kW Abon Sizer crusher with the MMD 850 primary crusher.
✓ <b>November</b>	We installed structural reinforcement (CV003) as part of the Plant Optimisation project.

These actions will enable us to improve the efficiency of our operations and set out on a path to optimise the life of the Cerro Corona operation. In 2022, we will continue to renew the crushing machinery, to comply with our operational excellence

and LoM optimisation goal. We have also set the challenge of continuing with the transition to the second stage of shipping with the new body structure expected for this year.

RESPONSIBLE SUPPLY CHAIN

(GRI 3-3) (GRI 204-1) (GRI 308) (GRI 414)

We strive to develop strong business relationships with our suppliers and contractors, based on principles of ethics, integrity, professionalism and mutual benefit.

We try to manage our supply chain in a sustainable manner and in accordance with internationally recognised practices. We also strive to create value, achieve cost efficiency and ensure the appropriate flow of materials and services, so that our operations are capable of reaching their production and growth targets.

This is why we have corporate and local guidelines that explain supplier management, service contracting and purchase of goods management in a transparent manner.

- Global supply chain policy, known as the Declaration of Group Policies: Materials and Supply Chain Management
- Information for Suppliers and Contractors of Gold Fields Ltd
- Summary of Values and Code of Conduct for Suppliers and Contractors

It is important that the suppliers and contractors we work with adhere to our Code of Conduct and are aligned with environmental and social standards. They must also sign an affidavit to be recorded in our database that includes their commitment to comply with the U.S. Foreign Corrupt Practices Act, and with any Peruvian laws, rules, regulations, statutes and practices against corruption, bribery and money laundering offences.



With respect to the supply chain, our vision includes maximising the creation of sustainable value and mitigating risks through the application of the best practices in the supply chain, to support the objectives of our organisation. We are committed to:

- Integrating all aspects of our supply chain management;
- Encouraging our strategic partners to adopt similar practices in favour of sustainable development;
- Continuously improving the processes associated with our supply chain;
- Responsibly obtaining, using, reusing and eliminating materials, to preserve health, safety and the environment;
- Supporting the economic development of our communities through the local supply of goods and services, whenever possible; and
- Transparently communicating the relevant aspects of our supply chain management.

Our supply chain is composed of 838 local and national businesses.

(GRI 2-8)  
Number of contracted businesses

AREA	NUMBER OF CONTRACTED BUSINESSES
Local (ADI)*	166
National	672
Total	838

\*ADI: Area of direct influence

Our purchases for 2021 are detailed below:

Amount of local and national purchases (in US \$)

CATEGORY	2021
ADI	32,326,969
National	189,826,551
Total	222,153,521

SUPPLY CHAIN MANAGEMENT  
MILESTONES REACHED IN 2021



We continued to support the operations during the health emergency: We strived to maintain our supply chain without reducing our indirect workforce, although we operated with reduced capacity.



The Ministry of the Environment highlighted our good practices with the contractors that work at Cerro Corona and Salaverry through its Environmental Management Recognition Programme.



We increased the number of local suppliers by contracting three businesses located in El Tingo, Pílancones and Alto Coymolache to administer the rental of 30 light trucks.



We offered increased opportunities to hotel service providers from the city of Hualgayoc.

INNOVATION, TECHNOLOGY  
AND DIGITALISATION

We are committed to ongoing innovation in our operations and to implement the best technological practices to improve our overall performance. Innovation helps us maximise the potential of our mining assets.

How do we implement innovation and technology initiatives?

Technology is applied throughout our operations, in the mine operation processes and in the development of our employees. Our initiatives are governed by the five pillars described below:

Continuous improvement	<b>Ingenio programme</b> This platform provides a way for our employees to present innovative ideas. (See more information below this table.)
	<b>Routine management</b> This software programme enables each area to follow up on key performance indicators and monitor budget.
Technology and innovation	<b>Stockpile management</b> This initiative helps us regularly manage the stockpile (reserve of supply) of ore accumulated for the mine closure phase between 2025 and 2030.
	<b>Fleet Management System (FMS) for mine operation</b> This programme helps us increase productivity by monitoring mine operation indicators in real time and showing the speed and tonnage of ore haulage.
	<b>Geotechnical monitoring radar</b> This device uses technology to improve our disaster management by allowing us to observe the movement of slopes and alert of possible cave-ins in the mine.
Research & development	<b>Partnerships with universities</b> We have reached agreements with various universities in the country to promote research initiatives. We work with the <i>Pontificia Universidad Católica del Perú</i> and <i>Universidad de Ingeniería y Tecnología</i> .
Sector initiatives	<b>Peru's Mining Innovation Hub (PERUMIN)</b> We participate together with other companies in the sector to foster learning and promote collaborative work to address common challenges.
	<b>Linkminers</b> This open innovation digital platform enables us to receive ideas from experts in various parts of the world to address our challenges.
Innovation culture	<b>Innovation network</b> We established our own network in which 41 employees from different teams and areas participate in training activities and work meetings. It also includes a chat group to share information and tools.
	<b>Strengthening ties</b> This series of meetings is intended to create bonds among our employees as they discuss improvement initiatives beyond the work environment.
	<b>Historias con café (Stories and coffee)</b> This monthly cultural programme was developed by our talent management team. We select an area each month, and the employees share coffee and tell their stories.





INGENIO PROGRAMME

This programme has become one of the most important for ongoing innovation in our organisation. It consists of a platform where all our employees can register with their email and user password to share their innovative ideas.

Ingenio has a friendly and intuitive interface that displays the progress of the ideas proposed by employees. It also offers the ability to share feedback from experts and puts the employee who proposed the idea in contact with a specialised team that can carry it out, in addition to providing appropriate support for proposal through execution.

- In 2021, 255 ideas were recorded and 128 were executed.
- Fifty-two of the total number of recorded innovation ideas correspond to production matters, 49 to costs, 41 to safety issues, 29 to ESG criteria, and 25 to people management. There were 59 additional ideas related to other relevant matters.
- Since the launch of Ingenio, the initiatives presented on the platform have resulted in total savings of US \$2.2 million in our operations.

Automation technologies

In 2021 we implemented a comprehensive communications, safety and information technology infrastructure solution. The idea was to address the digital transformation process and build new capacities at the same time, such as hyperconnectivity at the mine using broadband and the optimisation of infrastructure through data centres.

We also generated a safe and reliable digital workspace, thanks to collaborative technologies. This generated a positive impact on the production side, as it enabled us to keep the work team active and operational. It also had a positive effect on the continuity of operations during the emergency period.

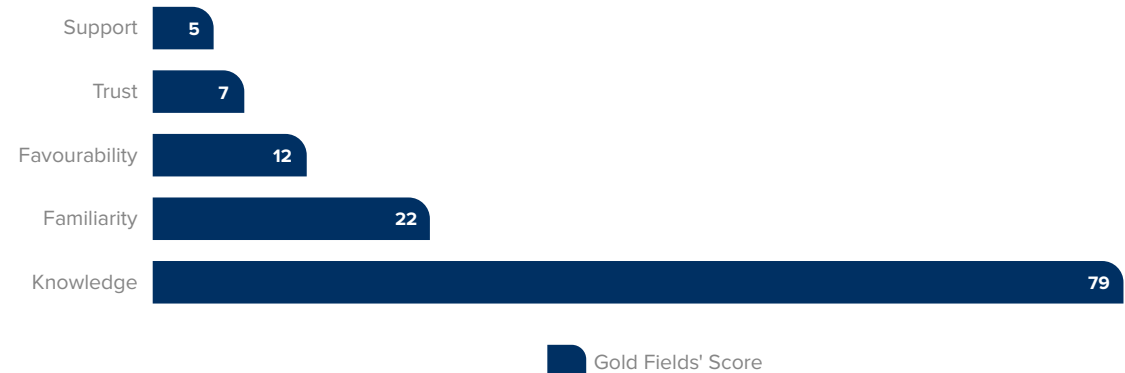
Worth highlighting is the implementation of information technology in concentrate transport management, and the optimisation of mobile coverage with 4G technology in the pit of our operation.

REPUTATIONAL PERFORMANCE

Recognition of our operational and sustainability management performance is important to Gold Fields in Peru. Our reputation reflects our commitment to business goals and priorities related to the development of Cajamarca and the country.

In 2021 we evaluated our reputation by monitoring specialised indicators and analysing the actions carried out in our areas of influence. The study was conducted by IPSOS, an external company. The quantitative phase consisted of conducting surveys in Cajamarca (Hualgayoc and Bambamarca provinces), while the qualitative phase involved in-depth interviews with local opinion leaders. Based on the feedback received, we earned scores for the support, trust, favourability, familiarity and knowledge variables.

Results by reputation variable



Additionally, the study determined that Gold Fields' scores are more favourable than those of other companies in the sector that operate in the same region.



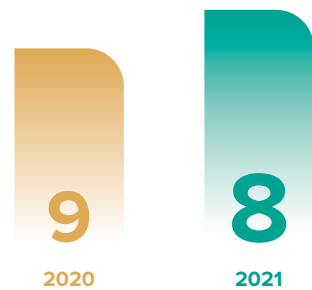
## Merco Ranking 2021

In 2021 we were once again part of the Reputation Diagnostic carried out by Merco. This diagnostic included the perspectives of leaders, business experts and opinion leaders, and the opinion of the general population, which evaluated the reputation of companies in general terms, as well as in terms of leadership, responsibility and corporate governance.

We also moved up in the general reputation and sector rankings. Our best scores were in the areas of international recognition, as well as recognition of communications strategies and talent management. We improved our position in nine of the 12 dimensions of the ranking compared to 2020.

### Position in Merco's sector ranking, 2020 and 2021

Overall ranking in the mining sector



Based on Merco's evaluation, the values that define our good reputational profile are talent management, ethics and corporate responsibility, and economic and financial results.

In addition, Luis Rivera, executive vice president - Americas Region, appeared once again in the ranking of the most influential leaders in the Peruvian business environment.



## Awards and recognition

In 2021 we received various awards for our good performance. In particular, we want to highlight the work of our Human Resources team for the implementation of diversity and inclusion initiatives, and our progress on gender issues.

We earned Socially Responsible Company Distinction (Distintivo de Empresa Socialmente Responsable), presented by *Perú Sostenible* for the ninth consecutive year, and we placed first in the Diversity and Inclusion category.

## GENDER EQUALITY PROMOTION

- Luis Rivera, our executive vice president - Americas Region, was recognised as a "He for She" ambassador by Women In Mining (WIM). This distinction identifies him as a partner of the sector for the promotion of a mining industry that welcomes diversity and equal opportunities and rejects any form of violence against women.

## HUMAN RESOURCES LEADERSHIP

- Verónica Valderrama, our vice president of HR, was decorated with the grade of Officer, the highest recognition granted by the nation to employees of public or private entities.
- Verónica also placed first in Peru in the HR Top Managers LatAm ranking of the International Organisation of Human Capital Managers and was recognised as "Female Miner of the Bicentennial" by WIM.



## OTHER RECOGNITION

- We also received the Good Labour Practices Award 2020, specifically highlighting our performance in the categories of "Promotion of equal opportunities between men and women" and "Sexual harassment and workplace harassment."
- Gold Fields Ltd. presented the Safety Shield Award 2020 to our Cerro Corona unit. This distinction is the result of responsible work based on the safety of our operations and the low incident rate.
- Patricia Kosa, our legal manager, was included among the 33 Peruvian female digital leaders with most influence on LinkedIn, a ranking given by Mercado Negro and Advisors.

## INITIATIVES TO STRENGTHEN OUR REPUTATION



### Institutional relations

174% compliance with indicators established by Gold Fields Ltd. for interactions with national, regional and local institutions.



### Communication with our communities

Broadcasting of 174 episodes of the *El Ronderito de Gold Fields* micro programme on radio stations in Hualgayoc and Bambamarca. This programme communicates tips to improve the quality of life in our communities of direct influence.

- 83% of people who listen to this micro programme ask to continue it because it provides useful information.

Broadcasting of 96 episodes of the *Saber para Sanar* (Knowing to Heal) radio programme, which addresses health and emotional support issues. This programme is aimed at our communities and has 95% listenership.

Seventh season of the *Saber para Ganar* (Knowing to Win) radio programme, aimed at young secondary school students, which has 95% listenership in our communities of direct and indirect influence.



### Media management

Dissemination of 1,467 pieces of informational content at the national, regional and local levels.



# Local and national contribution

(GRI 201)



*"We promote joint development hand in hand with local businesses and employees."*

## MANAGEMENT APPROACHES (GRI 3-3)

- Making a significant impact on the economic dynamism of the communities located near our mining unit.
- Contributing to local and national development while we create economic and social profitability.
- Helping to transform Gold Fields' contribution into tangible development for Hualgayoc, Cajamarca and Peru.

## MILESTONES REACHED IN 2021

### AT FINANCIAL PERFORMANCE LEVEL

- We achieved sales of US \$435 million, above the levels recorded in previous years.
- We earned a net profit of US \$47 million.
- We obtained an EBITDA<sup>3</sup> margin accounting for 60% of our sales margin.
- We contributed more in mining royalties and Special Mining Tax than in previous periods.

### AT LOCAL CONTRIBUTION LEVEL

- We progressively increased the participation of local communities in our operations to continue to jointly generate profitability.
- Our workforce included a monthly average of 776 community residents, including Gold Fields and contractor employees, in all our areas of influence.
- We established commercial relationships with 166 community businesses.
- We made local purchases that accounted for 17.03% of our total purchases.

## CHALLENGES FOR 2022

- Develop new projects using the Works in Exchange for Taxes (WxT) method to continue supporting local communities.
- Strengthen engagement with local government entities to become aware of and proactively meet people's needs.

SDGs  
1, 2, 8 and 10



ICMM  
9: Social Performance



<sup>3</sup> A financial indicator that stands for earnings before interest, taxes, depreciation and amortisation.





## ECONOMIC AND FINANCIAL RESULTS

(GRI 2-6) (GRI 201-1) (GRI 203-2)

In the second year of the health emergency, we were able to maintain our financial health. This also enabled us to continue our efforts to promote sustainable development in our environment.

Our economic results demonstrate the benefits of mining in the long term. We achieved US \$434.8 million in sales, with a net profit of US \$46.8 million. Our EBITDA margin accounted for 60% of the sales margin, equivalent to US \$239.5 million.

The chart below shows our financial performance between 2019 and 2021 in millions of US dollars:

Financial Performance, 2019-2021 (in US \$ millions)

ITEM	2019	2020	2021
Sales	398.97	368.79	<b>434.80</b>
Net profit	79.59	54.69	<b>46.81</b>
EBITDA	225.26	194.25	<b>239.48</b>
Total assets	743.42	770.18	<b>791.01</b>
Equity	447.88	404.47	<b>453.50</b>
Current assets	133.06	178.20	<b>193.33</b>
Fixed assets	556.12	540.51	<b>534.62</b>
Current liabilities	151.02	211.27	<b>80.13</b>
Cost of sales	195.71	180.64	<b>211.97</b>
Stocks	73.06	74.35	<b>82.17</b>
Trade accounts payable	33.75	34.82	<b>36.75</b>
Short-term trade accounts receivable	22.78	18.88	<b>17.64</b>
Total liabilities	295.54	365.71	<b>337.51</b>

## CONTRIBUTIONS

(GRI 201-1) (GRI 203-1)

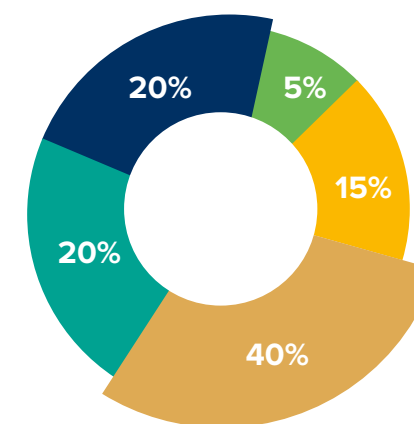
It is important to transparently communicate the actual impact of our activity on the areas near Cerro Corona. We have contributed a total of US \$24,962,586 in mining royalties and Special Mining Tax since 2019. Our most significant contributions in those categories took place in 2021.

Contribution made in royalties and taxes, 2019 - 2021 (in US \$)

	2019	2020	2021
ONLINE TAX RETURN FILING PROGRAMME (PDT) 699 MINING ROYALTIES (LAW NO. 29788)	3,640,356.55	4,302,515.41	4,731,530.44
PDT 699 SPECIAL MINING TAX (LAW NO. 29789)	3,773,129.79	3,988,224.51	4,526,829.37

Our contribution benefitted various institutions: district, provincial and departmental municipalities; universities; and the regional government.

Distribution of the contribution generated in 2021 (US \$ and percentages)



INSTITUTIONS	INVESTMENT (IN US \$)
District municipality	946,306.09
Provincial municipality	946,306.09
Universities	236,576.30
Regional government	711,232.95
Departmental municipality	1,892,612.20

■ District municipality
 ■ Universities
 ■ Regional government
 ■ Departmental municipality
 ■ Provincial municipality



Mining canon contributed to Hualgayoc District Municipality

To honour our commitment of contributing to the development of our areas of influence in a tangible and meaningful manner, we made the established contributions for the mining canon, specifically in Hualgayoc (Cajamarca).

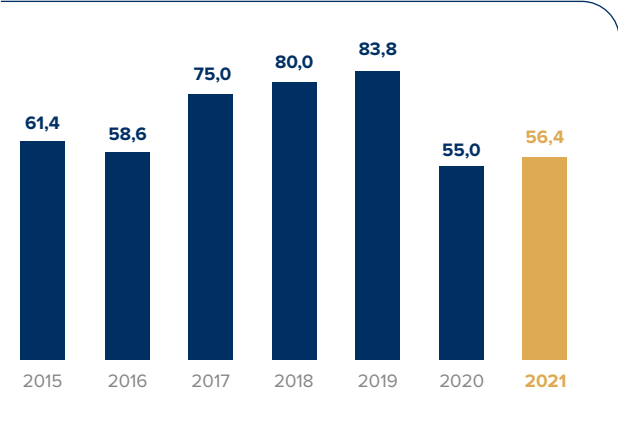
The figures recorded in Hualgayoc’s district municipality indicate that 67% of the annual budget projected for 2021 was related to transfers for canon and royalties; hence, this is a crucial source of funding to foster development in this area of the country.

We have strengthened responsible mining activity as a large-scale partner to complete the priority projects of local and regional governments, and communities.

Income from canon, overriding canon and royalties

US \$	
2021	8,596,127.04
2020	7,298,272.11
2019	5,010,718.12
2018	6,210,138.31
2017	5,434,874.47
2016	5,794,807.82
2015	4,327,513.15

Percentage of canon implementation received by the Municipality of Hualgayoc in 2021



EMPLOYMENT AND LOCAL SUPPLIERS

(GRI 3-3) (GRI 401-1)

Our shared value strategy to ensure social profitability involves joint participation with local businesses; hiring local residents; and social investment initiatives. When we create jobs, we focus on:

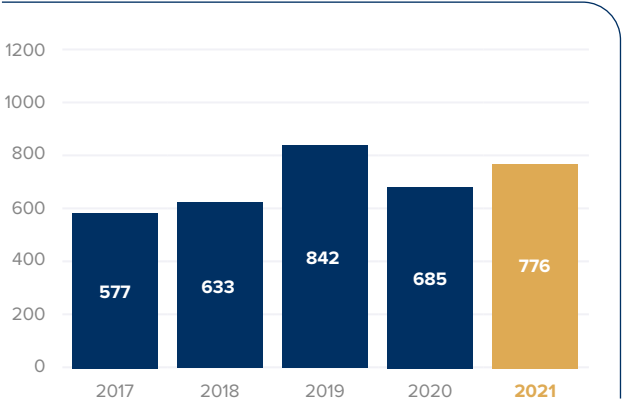
- Prioritising the hiring of local labour
- Building the capacities of local labour through training programmes and social investment in education initiatives
- Encouraging our contractors to hire local labour

In 2021 our workforce included a monthly average of 776 community residents, including own and contractor employees.

Evolution of local employment

Thanks to our local employment approach, we have increased the participation of local community residents in our operations since 2017. Currently, we have more than 700 employees from our areas of influence who account for 27% of our workforce.

Monthly average of direct and indirect local jobs held by community residents



Our local employees come from all the communities that make up our ADI, and this expands the scope of the benefits we generate. Our 776 employees come from Hualgayoc (28%), El Tingo (24%), Coymolache (21%), Pílancones (18%), Alto Coymolache (6%) and Cuadratura (3%).

Local suppliers

(GRI 2014-1)

As previously noted, another pillar to foster development in our area of operations is the promotion of local and community businesses.

With regard to local businesses, our actions focus on:

- Identifying areas of Gold Fields in Peru that offer opportunities for local businesses to participate
- Identifying more local businesses with management capacity to provide goods and services to our mining operations
- Building the management capacities of local businesses to close the gaps in economic development

According to our figures, during 2021:

- We contracted with more than 166 community businesses that provide goods and services.
- We strengthened our spending with local suppliers, which reached 17% of total purchases (US \$32 million).

We have confidence in the sustainable and long-term development of the communities. We help them generate new business opportunities, build the capacities of local entrepreneurs, grow their operations and expand the scope of their business activities so they can have more successful results.



# Talent and diversity management



**SGDs**  
5, 8 and 10



**GLOBAL COMPACT**  
Principles 3, 4, 5 and 6



*"People are the heart and soul of the business."*

## MANAGEMENT APPROACHES (GRI 3-3)

- Promoting gender diversity among our workforce and making visible the experiences and knowledge of women in the mining sector
- Improving employee engagement with the vision and purpose of our functions
- Reinforcing the values and culture of Gold Fields in Peru
- Promoting capacity-building

## MILESTONES REACHED IN 2021

- Women comprise 25,4% of our payroll (3.8% more than in 2020).
- Women's participation in areas directly related to the mining operation reached 30.2% (7.7% more than in the prior year).
- We strengthened our partnership with the Ministry of Women and Vulnerable Populations to eradicate gender-based violence.
- Twenty of our largest contractors signed the #BastaYa Agreement, where they committed to join efforts to reinforce the importance of creating and maintaining violence-free safe spaces.
- We trained more than 9,000 people in awareness of sexual harassment issues, including contractor employees.
- We implemented the *Protagonistas Mineras* (Female Mining Protagonists) initiative to promote the entry of recent female university graduates to the mining sector.
- We launched the *Mujeres que Inspiran* (Inspiring Women) campaign to highlight the role of women in mining.
- 100% participation in the work climate survey with the following positive results:
  - Engagement: 80%
  - Index of alignment with the values: 84%
  - Identification with the vision and purpose: 90%
- 368 employees participated in the *Centro de Alto Rendimiento* (High Performance Centre) initiative intended to train all employees.
- 351 employees participated in the Leadership Programme.

## CHALLENGES FOR 2022

- Continue to reinforce our organisational culture with the support of our employees, and in partnership with our contractors and suppliers.
- Take into account the latest trends in employee inclusion and diversity in the labour market: gender equality, young employees and people with disabilities.
- Strengthen the work we do with our partner institutions.





## HOW DO WE DO THIS?

(GRI 3-3)

We want our talent management team to have internal and external impact:

- Internally, we want our employees to feel that they are at the core of our efforts. Therefore, we try to constantly improve the work climate and create an environment of trust for all.
- Externally, we want to be a benchmark of diversity and inclusion good practices in the Peruvian mining sector. Our objective is to promote the implementation of innovative initiatives in people management.

The policies and guidelines that guide our actions include:

- Corporate Diversity Policy
- Corporate Policy on Sexual Harassment
- Sexual Harassment Prevention and Corrective Action Policy
- Procedure for Investigating and Taking Corrective Action Against Sexual Harassment

Our strategy focuses on the following areas:

### Leadership, connection and trust

We empower our leaders and reinforce transparent communication among all employees to strengthen ties and build trust.

### Values

We reinforce the internalisation of our organisational culture and values among our employees.

### Suitable environment

We facilitate remote work by improving connectivity and infrastructure in our camp.

### Growth and development

We offer various forms of technical and non-technical training to our employees.

### Diversity and inclusion

We design programmes to eliminate biases and reinforce knowledge and acceptance of differences.

## OUR WORKFORCE

(GRI 2-7) (GRI 401-1)

In 2021 we had 416 employees on our direct payroll, including men and women from various regions of Peru. Our payroll increased from 2019 and 2020, and we are proud to point out that the number of female employees has also increased.

### Gold Fields in Peru employees by gender

(GRI 2-7)

WORK CATEGORY	GENDER	2019		2020		2021	
		NUMBER	PERCENTAGE	NUMBER	PERCENTAGE	NUMBER	PERCENTAGE
Officers	Men	58	84%	54	83%	63	84%
	Women	11	16%	11	17%	12	16%
	Total	69	100%	65	100%	75	100%
All other personnel including interns	Men	247	80%	243	80%	248	73%
	Women	61	20%	62	20%	93	27%
	Total	308	100%	305	100%	341	100%

Our turnover rate in 2021 was 5.31%.

Year	2019	2020	2021
Turnover rate	7.47%	1.1%	5.31%

## BENEFITS BEYOND THE LAW

(GRI 401-2)

All full-time employees receive the corresponding labour benefits. Some of the additional economic benefits we offered to them during 2021 include:

- A special exchange rate (S/. 3.5 to US \$1) to convert soles into U.S. dollars.
- An advance payment in October 2021, equivalent to 50% of the corresponding projected annual legal profits.

## WORK CLIMATE

(GRI 401-2)

We developed a proactive strategy to improve our work climate through actions aimed at promoting the comprehensive well-being of our employees, reinforcing training opportunities and maintaining strong company performance.

Our work climate and shared value strategy have reinforced the desire of our employees to remain at the company. In November 2021, we conducted a corporate work climate survey with the full participation of our workforce. The survey results included:

- Engagement: 80%
- Index of alignment with the values: 84%
- Identification with the vision and purpose: 90%



The following study deserves special mention:

GOLDEN BRIGADE

Our Golden Brigade is a team of 36 diverse employees from various areas, generations, genders and origins. Their work consists of preparing work climate plans and initiatives, following up on them and generating specific impact on each functional area throughout the company.

In March 2021, Gold Fields in Peru and Baylor University (USA) worked collaboratively to identify opportunities related to the work climate, based on the effects of the pandemic on employees. The study concluded that there were three main areas to be addressed:

- Horizontal communication among employees
- Life/work balance
- Creation of a virtual community

Our Golden Brigade proposed 92 initiatives based on the results of this study. Quarterly work sessions were also organised to review developments and share information, and 97% of the objectives set for these initiatives were reached.



We live our values through our daily actions:

- We asked employees via focus groups how they live the values inside and outside the organisation.
- We worked on a communications campaign aimed at reinforcing the expected behaviours.
- We invited our employees to share the way in which they embody Gold Fields’ values, through internal virtual tools and social networks.
- We invited employees to participate in the process of creating our purpose and updating our values.
- We reinforced our “Innovation” value through spaces of trust designed to promote safe environments that encourage the generation and acceptance of new ideas.
- We promoted a culture of caring by providing tools, such as counselling for our employees and their families; meditation practices to reduce stress levels; and reinforcing people’s knowledge of how to protect their mental health.

TRAINING AND DEVELOPMENT  
(GRI 404-1) (GRI 404-2)

We foster the professional growth of our employees through various training initiatives. Despite the ongoing challenges of the second year of the pandemic, we continued to implement efforts such as our High-Performance Centre and the Leadership Competencies Programme.

High Performance Centre  
(CAR, in Spanish)

The purpose of this centre is to provide state-of-the-art training based on our values, to encourage development of our employees. In March 2021, this and other initiatives were recognised in the 10th Good Labour Practices contest of the Ministry of Labour and Employment Promotion.

The programmes at the centre align with SDG 4 (Quality Education), defined as “ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.” The CAR not only focuses on empowering professionals in acquiring technical skills, but also includes the development of soft skills.

All levels of the organisation (without exception) have access to the centre and the opportunity to select the courses that best match their profile. The learning offered at the CAR becomes sustainable in the long term when we promote the professional growth of our employees.

The CAR develops people in two ways:

PDEVELOPMENT PROGRAMMES BY JOB

These programmes are designed to benefit all employees because each person is part of a plan and the topics can be customised to meet each person's particular job requirements, responsibilities and challenges.

A total of **368 people** benefitted from these development programmes during 2021.

PARTICIPANTS BY CATEGORY	NUMBER
Vice Presidents and CEO - Americas Region	5
Cerro Corona General Manager and Managers	18
Cerro Corona Superintendents and Deputy Managers	21
Cerro Corona Heads - Supervisors	43
Cerro Corona Professionals and Interns	168
Cerro Corona Operators and Technicians (who supervise people)	113

RECOGNITION PROGRAMME

This programme recognises and promotes high performance by helping people improve their competencies in accordance with their specific needs.

This programme helps employees reach their maximum development potential and increases their employability. We provided English lessons (a total of 2,947 hours) and access to diploma and specialisation courses (a total of 791 training hours) in 2021.





### Leadership Programme

In 2021 we launched the Leadership Competencies Programme, which enables us to promote the competencies we reinforce among our employees to become more effective leaders.

The programme helps develop leadership competencies through a challenging, multi-level training plan. A total of 351 employees (282 men and 69 women) participated in 2,081 training hours.

### ASSESSMENT AND PERFORMANCE

Our professional growth strategy for our employees includes carrying out periodic assessments to

share appropriate feedback. We conduct three performance assessments per year:

- Mid-year assessment
- Year-end assessment
- Assessment of our Gold Fields values

In 2021 these types of assessments were conducted with 385 employees.

### FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING (GRI 2-30) (GRI 407-1)

Our trade union was created in 2010 and has 92 members,<sup>4</sup> equivalent to 22.12% of our total employee population. We maintain a close relationship with the trade union of Gold Fields in Peru.

<sup>4</sup> At the end of 2021.

During 2021 we maintained open communication and worked in close collaboration through meetings. At the end of the drafting of this report, we were engaged in ongoing negotiation with the Gold Fields trade union.

Finally, we made a number of joint efforts with the trade union throughout the year to reinforce mutual understanding and strengthen our shared values.

### INCLUSION AND DIVERSITY

(GRI 3-3) (GRI 405-1)

#### Building a diverse and inclusive workplace

At Gold Fields, we value and celebrate diversity and inclusion. To foster this culture, we have corporate and local strategies that recognise the importance of a diverse workforce and of creating safe spaces where everyone feels free to contribute their ideas, thoughts and personal experiences with the confidence that they will not be judged and the certainty that their opinion will be appreciated.

We live diversity and inclusion every day through these actions:



**We ensure equal opportunities and benefits for all employees through our policies and objectives.**



**We raise the awareness of all our employees in terms of respect and promote the participation of all.**



**We work in a discrimination-free and harassment-free environment.**

We have developed a number of important diversity and inclusion initiatives. We want to build a diverse and inclusive workforce, with special emphasis on the development of gender equity, which is quite a challenge in the mining industry.

In 2021 we prepared the Equity and Visibility Plan, which focused on fostering a culture of diversity and zero tolerance of violence based on **our people, contractors and communities**.

The actions we carried out as part of the plan included:

- Preparing a gender equity-based diagnostic tool that included surveys, interviews and focus groups.
- Participating in Harassment-free Workspaces (Ruta ELSA, in Spanish) to prevent sexual harassment. The results of the assessment helped to reinforce our prevention culture, in addition to being part of a study on sexual harassment conducted in Latin America.
- Providing training in diversity and inclusion, gender equity, unconscious biases and sexual harassment prevention.
- Performing joint work with the Gold Fields office in Chile through the *Mujeres que Inspiran initiative*, a programme that addresses the challenges, problems and paradigms of women in mining. We joined efforts with the Chilean team to implement the Regional Female Leadership Programme, aimed at inclusion of women in leadership positions. In various workshops, we talked with participants about the personal barriers they face in the mining industry, unconscious biases, sexual harassment and balancing professional and family life.



PARTNERSHIPS THAT REINFORCE OUR WORK  
(GRI 3-3)



Strengthened partnerships with the Ministry of Women and Vulnerable Populations

Through the Framework Agreement we signed in 2019 to promote a violence-free life in Hualgayoc community, we brought the *Centro de Emergencia Mujer Hualgayoc* (Hualgayoc Women's Emergency Centre) and government-provided services closer to the people.



Work with the *Centro de Emergencia Mujer* in Hualgayoc

This partnership enabled us to share knowledge to the people of Hualgayoc about violence, health, women's development and female participation issues, which generated a greater number of reports against violent acts.



Partnerships with contractors through the #BastaYa agreement

This agreement enables us to expand the scope of the efforts we make, not only with our employees, but also with contractors, through procedures to identify, correct and eradicate violence.



Partnership with local radio stations

We developed a partnership with local radio stations to broadcast messages, announcements, interviews and campaigns to promote women's empowerment, as well as equity, diversity, inclusion, non-discrimination and prevention of violence.



PROTAGONISTAS MINERAS PROGRAMME

This programme was designed to enable female graduates who studied for professional careers in mining to be part of our workforce. Its purpose is to close the labour gaps that limit women's professional growth in the sector.

*Protagonistas Mineras* is an open, transparent and meritocratic programme. It was launched in 2021 and attracted 1,568 applicants from Arequipa, Cajamarca, Cusco, Junín, La Libertad, Lambayeque, Lima, Piura, and Puno, among other regions. As of publication of this report, 17 women from this programme continue to work in 15 of our areas at Gold Fields.



# Safety, health and care for people



*"If we cannot mine safely, we will not mine."*

## MANAGEMENT APPROACHES (GRI 3-3)

- Eliminating fatalities and serious injuries and keeping people away from risk.
- Improving the health and well-being of our employees.
- Establishing the required back-to-work protocols.

## SAFETY AND HEALTH MILESTONES REACHED IN 2021

- We improved our reporting culture to implement appropriate tactics to prevent future accidents.
- We promoted an interdependence approach in which our employees are responsible for their safety and the safety of the people around them.
- We fostered empowered employees through the Courageous Leadership initiative.
- We implemented the Fatigue Management Policy, which respects work schedules and workdays, and being careful about overtime.
- We completed 100% of the corrective actions needed to close incident reports.
- We implemented mental health initiatives providing psychological counselling to our employees and their relatives, and practices to reduce stress levels.
- We implemented our procedure to prevent COVID-19 infections at Cerro Corona.

## HUMAN RIGHTS AND SECURITY MILESTONES REACHED IN 2021

- We reported zero human rights violations.
- More than 4,500 participants attended our training activities on the Voluntary Principles on Security and Human Rights for Gold Fields employees and security personnel.

## CHALLENGES FOR 2022

- Reduce the recurrence of incidents during the performance of work and processes.
- Reduce vehicle-related accidents.
- Promote courageous leadership across all levels of our organisation.

SDG  
16



ICMM  
5: Health and Safety



GLOBAL COMPACT  
Principles 1 and 2





HOW DO WE DO THIS?

(GRI 3-3)

We focus on preventing and reducing the incidence of accidents among our employees, promoting how to care for people and providing appropriate guidelines to implement corporate and Gold Fields in Peru's provisions.

Our policies and guidelines include:

Integrated Occupational Safety, Health and Environment System (SSYMA, in Spanish), developed and certified under the models of ISO 45001:2018 (Occupational Health and Safety Management Systems), ISO 14001:2015 (Environmental Management Systems) and ISO 50001 (Energy Management Systems) international standards.

(GRI 403-5)

In 2021 our health and safety management prepared a programme aligned with Gold Fields Ltd.'s corporate strategy. The vision for this strategy is supported by three pillars that represent the action areas of occupational safety and health management, which are in turn supported in our corporate values:

SAFETY SYSTEMS

- ISO 45001
- Manage critical controls and rules
- Training and research
- Change management

SAFETY LEADERSHIP

- Exercise courageous safety leadership
- Live the values
- Show that we care

SAFE BEHAVIOUR

- Stop and think it better
- Promote vital behaviours
- Eliminate fatalities and serious injuries

SAFETY SYSTEM

(GRI 403-6) (GRI 403-3)

This pillar comprises the set of policies, standards, programmes and procedures that allow us to carry out effective occupational safety and health management. Our main achievements are detailed below:



Management system

We achieved the recertification of the occupational safety and health management system under ISO 45001. The audit was conducted by the certifying firm Bureau Veritas, and the process was completed without any negative observations or unfulfilled requirements (non-conformities).



Critical risk management

We complied with the objectives for implementation of the critical control management programme:

- The supervisory team exceeded the 85% proposed target in Critical Control Field Verifications (CCFVs) (15,433 verifications in the year) and recorded 101% accumulated compliance.
- In all cases, the compliance level for performing critical controls remained above 80%.
- We completed the review and updating of 15 bow-tie diagrams<sup>5</sup> of critical risks.



Change management

- We carried out 24 change management (CM) processes, accounting for a 36% increase compared to 2020.
- The Mine and Projects areas carried out the largest number of CM processes (53% of the total) in 2020 and 2021.
- In December 2021, we launched an itinerant awareness-raising campaign in all operational areas to address doubts about all the changes to be managed.



Fatigue management

- In 2021 we approved the Fatigue Management Policy.
- Our areas and main contractors have fatigue management plans in accordance with the requirements established in the procedure. As part of the programme, we audited the fatigue management procedure of our main contractors.
- We implemented various campaigns and communications aimed at raising employee awareness about the hazards posed by a fatigued person performing activities, especially high-risk ones. One of the most relevant actions was the launch of a podcast on various platforms featuring eight stories related to fatigue prevention.
- We created a work team under the leadership of the Innovation Department to identify efficient technology alternatives in an effort to reduce fatigue-related events.



<sup>5</sup> Software used to assess and manage risks.



OUR MAIN SAFETY INDICATORS

(GRI 403-2)

In 2021 we reached all targets associated with the indicators we use on our EHS Scorecard.

WHAT IS THE EHS SCORECARD?

We use a set of key performance indicators to measure environmental, occupational safety and health management. These indicators have been carefully selected to represent the main objectives aligned with our vision and strategy: “If we cannot mine safely, we will not mine.”

The key performance indicators on the EHS Scorecard include:

- **Serious injuries:** Disabling injuries that demand 14 or more days of medical leave. They exclude injuries to the fingers.
- **Near miss incidents:** Undesired events that did not cause personal injuries.
- **Safety engagement rate:** A ratio that measures the number of Visible Felt Leadership (VFL) actions conducted by the supervisors of Gold Fields in Peru and contractors.
- **Closure of corrective actions for significant potential incidents (SPIs):** The closure of actions resulting from the investigations of those incidents within the established deadlines. At Gold Fields, we are inclined to classify high-potential risk events as SPIs, so that they are subject to a more thorough analysis.
- **Courageous Leadership:** The participation level in face-to-face workshops as an average annual percentage of the total number of employees and contractors.
- **Critical control management:** The participation level of Gold Fields in Peru and contractor supervision personnel in CCFVs.
- **Level III environmental incidents:** Incidents that take place outside of the footprint of the mine, continuously exceed the environmental parameters established by law or involve regional interest.

The chart below shows our 2021 results in comparison with 2020. We closed all corrective actions related to safety incidents in a timely manner.

INDICATOR	MEASUREMENT	2020	2021
Serious injuries	N.º	0	1
Near misses	N.º	44	51
Safety engagement rate	Interactions*	0.84	1.48
Timely closure of SPI corrective actions	%	95%	100%
Courageous Safety Leadership	%	12%	65%
Critical control management	%	72%	121%
Level III environmental incidents	N.º	0	0

\* Safety engagement rate is measured by the number of Visible Felt Leadership (VFL) interactions between Gold Fields in Peru’s supervisors and contractors.

PREVENTIVE ACTION	2021 TARGET (RANGE)	2021 ACHIEVEMENTS
Participation rate in issues related to environment, health and safety	1.10 – 1.21	1.48
Deployment of the Courageous Safety Leadership programme (% of trained employees and contractors)	24%	65%
Serious injuries	0	1
On-time implementation of corrective actions to avoid serious incidents	95 - 100%	100%
Increase in near miss reports	42 - 46	51
Action plan compliance (according to risk register)	75%	80%

SAFETY LEADERSHIP

This pillar is the basis of various programmes aimed at achieving participatory leadership at all levels of the organisation and establishes a sense of ownership for employee safety.

Courageous Safety Leadership

These workshops for employees lay the foundation for an incident-free safety culture in our operations. The objectives include:

- ✓ **Promoting an experience for employees to think about, believe in and care for personal safety.**
- ✓ **Increasing participatory awareness of safety practices: *Soy responsable cuando se trata de mi seguridad y la seguridad de los demás* (I am responsible when it comes to my safety and other people's safety).**
- ✓ **Establishing a commitment that allows us to realise our safety vision: *Todos vuelven a casa sanos y salvos todos los días* (Everyone goes home safe and sound after each workday).**

Results

- 230 employees participated in face-to-face workshops during the last four months of the year.
- We developed the workshops to allow participants to pause their other work activities to fully focus on learning safety leadership, under appropriate biosafety measures.
- Employees showed their engagement and willingness to share their experiences and learnings.
- Line managers and supervisors received the Train-The-Trainer course as facilitators of the activity.
- Since the beginning of the programme, we have trained more than 2,000 employees (virtual and face-to-face method).








HUMAN RIGHTS AND SECURITY  
(GRI 410-1)

We have a Declaration of Human Rights based on the international principles of the Universal Declaration of Human Rights, the American Convention on Human Rights, the International Labour Organisation Declaration, the U.N. Global Compact, the U.N. Guiding Principles on Business and Human Rights, the Voluntary Principles on Security and Human Rights (VPSHR) and the Political Declaration of Human Rights of the Gold Fields Group.

We commit to complying with the policies of the Peruvian government on this topic. We also seek to promote a sense of responsibility and compliance with the duties and obligations of citizens within and outside our organisation.

It is important that the relationships with the members of our stakeholder groups are based on the recognition of their rights, duties and freedoms, in a framework of respect for human dignity and of appreciation for diverse beliefs and customs. This is why our activities include ongoing employee training, with special emphasis on training private and public security forces, and the assessment and prevention of actual or potential human rights violations.

Actions implemented in 2021

	We have implemented actions to assess risks in different scenarios (e.g., risks in surveillance and security processes, risks associated with the use of force, asset risks and closure plan risks).
	In coordination with our Legal area, we prepared a proposal for the use of force protocol for the security and surveillance services at Cerro Corona.
	We continued to implement the Human Rights Observation System and proposed use of the safe behaviour index, which reached 84% in 2021. <sup>6</sup>
	We held several training sessions in the VPSHR for employees, contractors and personnel from security companies (4,500 participants <sup>7</sup> ).
	<p>Through an agreement, we provided virtual training to Peruvian National Police (PNP) members in Cajamarca. The training addressed the following topics:</p> <ul style="list-style-type: none"><li>• Reinforcement of the scope of the VPSHR, with emphasis on the relationships between the PNP and extractive companies, and between the PNP and private security companies.</li><li>• Reinforcement of key concepts for a better understanding of the PNP's Human Rights Manual.</li><li>• Use of force conceptual framework and law.</li><li>• Review of nationwide cases of human rights-related incidents that involved the need for police services to the extractive industry.</li></ul>

<sup>6</sup> Number of safe behaviours over the total number of behaviours observed in the year.  
<sup>7</sup> Some Gold Fields employees and contractors participated in several sessions during the year.



Management of COVID-19

In 2021 we continued to deploy measures to provide a safe work environment to our employees. We approved our COVID-19 prevention procedure, the purpose of which is to manage the mobilisation, stay and demobilisation of employees at Cerro Corona, including all controls implemented at our operation. That procedure applies to our operational and administrative areas, as well as to our contractors.

We implemented COVID-19 screening tests, ELISA tests to identify immunoglobulin (antibodies), and medical assessments for all employees who resumed on-site work at the operation. Additionally, our employees must be aware of and comply with the guidelines for the prevention of COVID-19 and must participate in the COVID-19 Prevention course. Finally, our employees must report any symptoms of respiratory or COVID-19 related diseases and/or contact with any positive case of this disease.



# Social environment

*"We are a local strategic partner for the sustainable development of the communities."*

## MANAGEMENT APPROACHES (GRI 3-3)

- Ongoing dialogue and participation of all community agents
- Social investment in sustainable development programmes
- Adjustment and prioritisation of undertaken and declared commitments

## MILESTONES REACHED IN 2021

- We offered new opportunities for local employment and supply.
- We transformed our management model under a multi-agent approach.
- We managed construction, installation and implementation projects for the economic development of the areas of influence.
- We supported local authorities in the management of projects that improve the quality of life in the communities.

## CHALLENGES FOR 2022

- To manage impactful work in Hualgayoc.
- To manage water supply systems to promote impactful socioeconomic activities.
- To complete cochas (ponds) and micro reservoir projects to continue to foster the economic development in the communities.
- To build basic sanitation units<sup>8</sup> for the hamlets in the area of direct influence (ADI).
- Develop new projects using the Works in Exchange for Taxes (WxT) method to continue supporting local communities.



### ICMM

9: Social Performance  
10: Stakeholder Engagement



### SDGs

1, 4, 10 and 17





HOW DO WE DO THIS?  
(GRI 3-3)

At Gold Fields in Peru, we are aware that the future of mining operations depends on aligning our strategic objectives with stakeholder needs. Our company intends to play an active role in the economic development and social well-being of our communities of influence.

To improve our management of the social environment, every year we reinforce our organisational strategy by adopting pertinent principles and standards and incorporating strategic plans. The guidelines that guide our actions include:

- Declaration of Human Rights
- Corporate Stakeholder Engagement and Commitment Policy
- Donations and Sponsorship Policy
- Group Sustainable Development Policy
- Community Engagement Strategic Plan 2021 - 2023

In this manner, we can transform reactive and welfare-oriented responses into an ongoing dialogue and action approach that involves all community agents, to reach the set targets that will improve quality of life.

- To achieve our objectives, we worked on the following:
- **Community investment and development:** We worked with the pertinent government agencies and the communities from the area of influence to invest in sustainable development programmes.
  - **Management of stakeholder engagement:** We ensured the identification and active participation of those who are or can be affected by our activities.
  - **Commitment compliance:** We honour our commitments and various agreements we have voluntarily undertaken. We provide informational updates on our progress and pending agreements, to be transparent with the community.

Our strategic objectives  
(GRI 3-3)

BUILDING TRUST

Ongoing engagement with the communities of influence based on direct and/or indirect interaction. Timely handling of issues of interest, concern or inconvenience of the communities of influence.

SHARED VALUE

A model that creates opportunities for local employment, procurement and purchases.

MANAGEMENT OF COMMITMENTS

The commitments undertaken with the communities are documents and agreements requiring mandatory compliance. They are related to company procedures and are based on parameters applicable to all stakeholders.

MEASUREMENT OF ACTIONS AND IMPACTS

The social value we create through our projects.

With regard to the commitments we have undertaken, during 2021 we set in motion various initiatives based on each of the strategic objectives of our community engagement plan.



Building trust

- Using the meeting minutes, we reported the details of work and coordination discussions with ongoing local community dialogue tables.
- We reached 100% implementation of the Engagement Plan with local organisations.
- We achieved 100% participation in cultural and social impact activities carried out respecting the biosafety protocols established by the government during the State of Emergency.
- We raised the awareness of more families from our areas of influence about the risks, impacts and controls of our operations.
- We resolved 100% of grievances filed in 2018 and 2019 within the established deadlines, and 95% of grievances received during 2020 were resolved.
- During 2021, we managed to resolve 97% of the total.



Shared value

- We updated our baseline of local suppliers within the framework of the Supplier Improvement Plan.
- We implemented 12 workshops for local producers as part of the Supplier Improvement Plan. This initiative benefitted more than 830 families and covered more than 220 ha of pastures.
- We validated our agreements with higher education institutions to ensure the continuity and start of university studies of young talent from our areas of influence.
- We helped to improve the quality of life of the communities located near our mining operations through reforestation, potable water and electric power initiatives.



Management of commitments

- We updated our social commitment matrix to ensure compliance with new and pending established agreements.
- We agreed on the priority projects with the local communities.
- We honoured 27 social commitments by the end of 2021.
- We reported monthly progress in the implementation of projects and the projected budget.



Measurement of actions and impacts

- We measured the progress, results and long-term impacts of our community development initiatives through evaluation and monitoring plans, periodic reports, indicators, etc.





RELATIONSHIP WITH THE COMMUNITY

(GRI 413-1)

Our relationship with the community is based on timely and ongoing dialogue. For this reason, we hold periodic meetings with the communities to prioritise projects of common interest. Due to the health restrictions imposed by the pandemic, we continued to opt for the virtual method, but we held face-to-face meetings, when necessary, always respecting safety protocols.

We established the following dialogue table objectives to ensure compliance with our commitments:

- To transparently identify, support and share any relevant information to quantify the actual progress made in the commitments undertaken during our operation.
- To prepare reports and matrices, based on data and supporting documentation, to record and monitor progress.
- To perform supplementary risk assessments of the tracking matrices, to prioritise pending commitments and improve the management of our social environment.

- To strengthen our engagement strategies with local communities by establishing effective forums where we pay attention to the needs, concerns and interests of the people.
- To transform the current management model, characterised by assistentialism, to a conscious model that reflects the reality of the community and incorporates multilateral work.

(GRI 413-1)

- Although our social engagement model faces a number of challenges from the start, we do not see risks of non-compliance.
- Since we hold ongoing meetings with the communities from the ADI, our commitments on community development, health, local employment and education are on track to provide benefits into 2022.

Signing of Framework Agreement

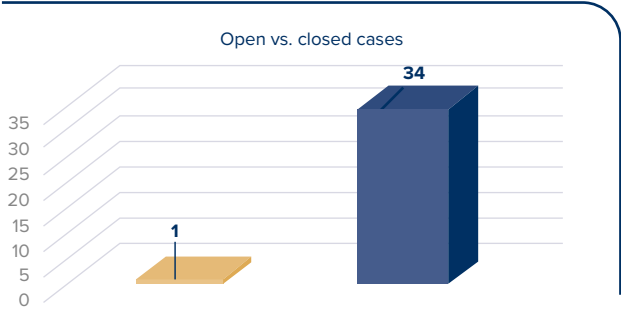
In 2006 Gold Fields executed an agreement with local communities after acquiring land from farming associations. That agreement, which is still in effect, places special emphasis on compliance with commitments in the long term.

Grievance and complaint management (GRI 2-16)

During 2021 we resolved 97% of all filed grievances.

YEAR	2019	2020	2021
COMPLAINTS CLOSED	100%	95%	97%

Status of grievances and complaints



With regard to our initiatives aimed at *fostering and building trust among families settled in the surroundings of the operation*, one of our achievements was **to close 97% of grievances and complaints.**



Other important indicators of our grievance and complaint method

INDICATOR	2021 RESULTS
Cases closed by the deadline	75%
Cases closed outside the deadline	25%
Cases from the area of direct influence	90%
Cases from the area of indirect influence	10%

OUR DEVELOPMENT PROJECTS

During 2021 we prioritised the following projects:

AREA	PROJECT
Infrastructure	<ul style="list-style-type: none"><li>Construction and formal handover to the authorities of the potable water system for the city of Hualgayoc, after managing it for more than eight years.</li><li>Construction of more than 250 water micro reservoirs for agricultural activities, a project in progress prioritised based on dialogue with the work table of the Hualgayoc community.</li></ul>
Education	<ul style="list-style-type: none"><li>Fixed remuneration for teachers to reduce the shortage of professionals in the area of influence.</li><li>Information skills building and improving connectivity to benefit students and teachers.</li><li>Management of road and sidewalk renovation to start in 2022.</li><li>Delivery of <i>Casa de la Juventud</i> (Youth House) impact project to build the capacities of young people in Hualgayoc.</li></ul>
Productivity	<ul style="list-style-type: none"><li>Construction of large cochas.</li><li>Management of the initial phase of the Hualgayoc Civic Centre to commence construction activities in 2022.</li><li>Development project to improve productivity in ADIs such as El Tingo, Cuadratura, Pílancones and Coymolache.</li></ul>
Health	<ul style="list-style-type: none"><li>Equipping health centres in Hualgayoc in accordance with legal requirements, for the official handover to the Cajamarca regional governing bodies.</li></ul>
Employment	<ul style="list-style-type: none"><li>Compliance with 25% local employment target on our payroll.</li><li>Compliance with 13% target for local purchases.</li><li>Preparation of a baseline of conditions and improvement opportunities for local entrepreneurs. In 2022, we will implement training workshops on tools for adapting to difficult situations.</li></ul>

Dialogue table with Hualgayoc (GRI 2-16)

Due to the pandemic, we did not hold periodic meetings with the community during 2021. Coordination and interaction were carried out through representatives such as the mayor and the dialogue table members. The purpose of those meetings was to define and prioritise projects for the year in progress.

COMMITMENTS UNDERTAKEN WITH THE COMMUNITY

After reviewing almost 2,000 meeting minutes, we identified 1,237 commitments, 661 of which were systematised. As of publication of this report, our teams are working on collecting supporting documentation, and we have complied with 50% of those commitments.

Other indicators that illustrate the compliance status of the undertaken commitments include:

INDICATOR	2021 RESULT
Number of social commitments identified in minutes and agreements	661
Percentage of compliance with social commitments from 2004 to 2021	50%

DONATIONS DURING 2021

We made donations for various unexpected situations and unforeseen events, in the form of philanthropic actions. The donations, always in kind, were granted to different institutions, from government agencies to non-profit organisations. The annexes to this report include details of the donations.

SUPPORT OF COVID-19 MANAGEMENT

Due to the health crisis, we joined local and regional authorities in the frontline fight against the COVID-19 pandemic. All the investments we made can be summarised in one phrase that encouraged us to continue to contribute to the health care of our neighbouring communities: “Together, nothing can stop us.”

Prevention and diagnosis



- Purchase of rapid tests
- Disinfection of streets
- Support focused on food in the context of the health emergency

Treatment



- Construction and maintenance of medicinal oxygen plants
- Distribution of medicinal oxygen tanks
- Donation of hospital beds and electric hospital beds
- Donation of multi-parameter monitors

Vaccination



- Support for vaccination sessions in the province and district of Hualgayoc
- Support for transport of vaccines
- Purchase of technology for vaccine storage

In 2021, the total donations related to COVID-19 amounted to US \$277,134.16.



# Environmental management and compliance



*"Environmental responsibility is an ethical and human mandate for us."*

## MANAGEMENT APPROACHES (GRI 3-3)

- Reducing the environmental impact that could be generated by our operations.
- Complying with environmental regulations at the operation.
- Providing training and instruction in environmental matters to employees and contractors.
- Increasing the objective of recycling water.
- Reducing our carbon footprint.

## MILESTONES REACHED IN 2021

- We were able to maintain ISO 50001 certification for our energy management system at Cerro Corona's administrative and operational facilities, and operating facilities at Cerro Corona.
- We use clean technology in our treatment processes.
- We implemented the collection of rainwater and discharged the surpluses into the Tingo River.
- We conducted the 2<sup>nd</sup> Mining Environmental Forum.

## CHALLENGES FOR 2022

- Complete the recruitment process for key positions in the mining sector to create environmentally sustainable operations, after having searched for the best available talent to strengthen the area responsible for managing water and tailings.
- Achieve the certification of our tailings dams.
- Obtain the certification of the measurement of our water footprint, through the National Water Authority (ANA).
- Verify the measurement of our carbon footprint for 2021 in the "Peru Carbon Footprint platform" of the Ministry of the Environment of the Peru (MINAM).

### ICMM

6: Environmental Performance  
8: Responsible Production



### SDGs

6, 7, 9, 13 and 15



### GLOBAL COMPACT

Principles 7, 8 and 9





HOW DO WE DO THIS?  
(GRI 3-3)

Environmental care is fundamental to Gold Fields in Peru and is one of our strategic dimensions. Safeguarding environmental resources is part of our organisational culture and a crucial pillar in all the actions and plans of our mining units; care and respect for the environment is one of the three non-negotiable principles at Cerro Corona, at the same level as the safety of our operations and respect for our stakeholders.

- The specific environmental actions that ensure the continuity of our mining operation include maintaining the certification of our environmental management system under ISO 14001, obtaining pertinent environmental permits, and complying with our commitments in accordance with all applicable environmental regulations.

(GRI 3-3)

- We have an Integrated Occupational Safety, Health, Environment and Energy System developed and certified under the models of ISO 45001:2018 (Environmental Management Systems) and ISO 50001:2018 (Energy Management Systems).
- Our environmental management includes materials, water, energy, climate change, erosion and sediment control, biodiversity, waste management, air quality control and monitoring, noise and vibration control and monitoring, and emergency preparedness and response.



Outstanding initiatives

- Progress in Supporting Technical Instrument 13** (hereinafter ITS 13, in Spanish) to make changes to the mining unit before the ninth environmental impact study amendment (hereinafter EISA 9), in response to our operational needs for relocation, growth and expansion of activities of the line of business.
- Development of EISA 9** for its approval in 2024. To date, we are 40% complete. This is important because, in terms of the life of the mine, Cerro Corona has mining permits until 2025. Gold Fields in Peru is already working on the extension of the mine project to 2031.
- Measurement of the carbon footprint** of our operations. There are plans to implement this practice on a regular basis.
- Expansion and relocation of the water plant**, so that it supplies the mining camps and honours the pending commitments with the local communities starting in 2025.
- Change of water sources and improvement of the current reverse osmosis systems** to comply with environmental regulations through 2031.
- Continuous updating of the corresponding hydrogeology studies** and proper maintenance of the groundwater and surface water pumping system to ensure the stability of the pit walls, since the mining processes were delayed because of the pandemic and certain internal processes.
- Implementation of the global standard for tailings dams.** During 2021, we prepared ourselves to comply with the cross-cutting studies, systems, policies and procedures required by certification standards to ensure the safety of our tailings dams as well as compliance with design, construction and implementation standards.

TRAINING ACTIVITIES

We care about the environmental impact of our activities, and this leads us to prioritise the instruction and training of our employees and contractors in environmental issues. During 2021, we provided the following training:

TOPICS	
EMPLOYEES	Legal framework that regulates environmentally safe mining activities
	Environmental objectives and main environmental obligations resulting from the environmental study
	Specific environmental obligations of the area under their responsibility, in accordance with the environmental study and the current regulatory framework
CONTRACTORS	Contingency plan in accordance with the risks of each area or component



WATER MANAGEMENT

(GRI 303)

Water management in the area of influence is a challenge due to the existing difficulties in accessing this resource. This is why we are implementing ways to reduce water consumption in our operations and promote the use of recycled water.

We ensure that all water sources permitted at Cerro Corona meet the limits endorsed in Peru. We also work on initiatives focused on reduced consumption such as implementation of an integrated data management software for environmental monitoring activities, and periodic assessment of risks associated with water resources. In 2021 we increased the amount of reused water compared to our annual plan by up to 84%, which meant consuming less water from the environment. We also reduced the withdrawal of freshwater by 7%.

Finally, we accurately measured the balance of the water used by our operation. The measurements of our water footprint under ISO 14046 were entrusted to a consulting firm. Over the next few years, we aspire to obtain the Blue Certification for responsible water management granted by the ANA (National Water Authority).

Breakdown of water resource management (MI)

INDICATOR	2019	2020	2021
Total water withdrawal	4,379	2,886	3,746
Rainwater	3,120	2,073	2,931
Groundwater	1,159	813	815



WASTE AND EFFLUENTS  
MANAGEMENT

(GRI 305-5) (GRI 306-1)

- We installed a compactor at the mine to reduce the volume of generated waste (e.g., plastics, paper and cardboard). The main function of a waste compactor is to reduce the volume of waste using pressure and make it denser. As a result, the load capacity of this piece of equipment is higher than that of a container, resulting in lower operating and logistics costs.
- We did not report any significant spills in 2021.

Total waste by treatment type, weight and method (in tonnes)

INDICATOR	2019	2020	2021
Recycled metals	291	558	855
Recycled plastics	33	21	150
Recycled paper and cardboard	37	33	76
Disposal in landfill	312	510	1,154

ENERGY MANAGEMENT

(GRI 302)

Both diesel and electricity are indispensable supplies for our operation and represent an important percentage of the operating cost, but they are also the main source of our CO<sub>2</sub> emissions; hence, we are careful to use them in a reasonable and efficient way.

In addition to properly controlling the use of energy sources at our operation, we implemented a management system that enables us to closely monitor performance in terms of expenditure and consumption.

Our management is governed by the model established in the ISO 50001 standard. This standard describes the requirements for a data-driven process focused on continuous improvement in energy efficiency. In 2018, we became the first company in Peru to obtain ISO 50001 certification and, in 2021, we managed to maintain international certification after an exhaustive follow-up audit, which included the review of energy efficiency controls in Cerro Corona's operational and administrative areas by SGS del Perú.

The following is our table of energy consumption by type of source:

ENERGY SOURCE (FUEL)	UNIT	2019	2020	2021
Diesel	Kl	17,027.00	13,516.00	18,649.00
Petrol	Kl	13.04	17.53	33.40
Liquefied petroleum gas	TJ	4.00	3.00	3.30
Diesel	TJ	613.00	486.36	674.00
Petrol	TJ	0.43	0.58	1.11
Electrical consumption	MW-h	148,235	146,898	151,999

EMISSIONS AND CARBON  
FOOTPRINT MEASUREMENT

(GRI 305)

Another way we pay attention to our environmental commitment is by measuring our carbon footprint. When we record our direct and indirect greenhouse gas (GHG) emissions, we can identify improvement areas to reduce, mitigate or offset those emissions and their impacts, thereby contributing to the overall goal of zero carbon in our operations. Under this premise, we are managing our carbon footprint in accordance with the requirements of ISO 14064:2018, and we have implemented the following initiatives:

- Replacement of conventional bulbs with LEDs
- Use of LED lights on the lighting towers of the mine
- Use of a photovoltaic electrical generation system
- Use of an electric bus at the operation
- Increased use of clean energy at the operation

In 2021 the calculation of our GHG emissions recorded in 2019 and 2020 were mentioned in the Declaración de Verificación de Emisiones de Gases de Efecto Invernadero (Statement of Verification of Greenhouse Gas Emissions) of the Peru Carbon Footprint platform of Peru's Ministry of the Environment. At the time of publication of this report, we are working on the verification of our carbon footprint recorded in 2021.

GHG Emissions (in t CO<sub>2-e</sub>)<sup>9</sup>  
(GRI 2-4) (GRI 305-1) (GRI 305-2)

INDICATOR	2019	2020
Direct emissions (scope 1)	50,561.30	41,918.58
Indirect emissions (scope 2)	25,900.10	22,888.40
Total emissions (scopes 1 and 2)	76,461.40	64,806.97

<sup>9</sup> The results of 2019 and 2020 GHG emissions differ from the results presented in the Integrated Report 2020. The reason for that difference is a change in the methodology used to measure the emissions. In previous years, we used the methodology proposed by Gold Fields Ltd., and in 2021, we opted for the one proposed by Peru's Ministry of the Environment. GHG emissions recorded in 2019 and 2020 are 16% and 20%, respectively, lower than in previous years.







GRI  
content index





For the Content Index - Essentials Service, GRI Services reviewed that the GRI content index is presented clearly, in a manner consistent with the Standards, and that the references for contents 2-1 to 2-5, 3-1 and 3-2 correspond with the sections indicated in the report.

STATEMENT OF USE		Gold Fields in Peru has provided information in accordance with the GRI Standards for January to December 2021.			
GRI 1 USED		GRI 1: Foundation 2021			
SECTOR STANDARD USED		None			
GRI STANDARD	CONTENT	PAGE NUMBER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GENERAL CONTENT					
GRI 2: General Disclosures 2021	2-1 Organisational details	20, 22, 25			
	2-2 Entities included in the organisation's sustainability reporting	22			
	2-3 Reporting period, frequency and contact point	6			
	2-4 Restatements of information	85			
	2-5 External assurance	This document has not been audited or subjected to any auditing or other procedure of external assurance			
	2-6 Activities, value chain and other business relationships	20, 50			
	2-7 Employees	57			
	2-8 Workers who are not employees	42			
	2-9 Governance structure and composition	23			
	2-10 Nomination and selection of the highest governance body	23			
	2-11 Chair of the highest governance body	23			

GRI STANDARD	CONTENT	PAGE NUMBER	REQUIREMENT(S) OMITTED	OMISSION	
				REASON	EXPLANATION
GENERAL CONTENT					
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts		GRI 2- 12	Not applicable	The board complies with the function of establishing the sustainability strategy, ensuring implementation and supervising results.
	2-13 Delegation of responsibilities for managing impacts	23			
	2-14 Role of the highest governance body in sustainability reporting		GRI 2- 14	Not applicable	This document has been reviewed, commented on and approved by the board.
	2-15 Conflict of interest	24			
	2-16 Communication of critical concerns	77, 78			
	2-17 Collective knowledge of the highest governance body		GRI 2- 17	Not applicable	We have a vice president responsible for sustainable development who is part of the board.
	2-18 Evaluation of the performance of the highest governance body		GRI 2- 18	Not applicable	We have a vice president responsible for sustainable development that is part of the board.
	2-19 Remuneration policies		GRI 2- 19	Confidentiality restrictions	
	2-20 Process to determine remuneration		GRI 2-20	Confidentiality restrictions	
	2-21 Annual total compensation ratio		GRI 2-21	Confidentiality restrictions	
	2-22 Statement on sustainable development strategy	28, 29, 32			
	2-23 Policy commitments	24, 33			
	2-24 Embedding policy commitments	24			
	2-25 Processes to remediate negative impacts	30, 31			



GRI STANDARD	CONTENT	PAGE NUMBER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GENERAL CONTENT					
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns		GRI 2- 26	Not applicable	Our webpage includes information on the ways stakeholders can communicate with us: <a href="https://www.goldfields.com.pe/index-html">https://www.goldfields.com.pe/index-html</a>
	2-27 Compliance with laws and regulations	25			
	2-28 Membership associations	33			
	2-29 Approach to stakeholder engagement	6			
	2-30 Collective bargaining agreemets	60			
MATERIAL TOPICS					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	7, 8, 10, 11			
	3-2 List of material topics	10			
DOMESTIC AND LOCAL ECONOMIC CONTRIBUTION					
GRI 3: Material Topics 2021	3-3 Management approach	49, 52			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	50, 51			
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	51			
	203-2 Significant indirect economic impacts	50			

GRI STANDARD	CONTENT	PAGE NUMBER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
RESPONSIBLE SUPPLY CHAIN					
GRI 3: Material Topics 2021	3-3 Management approach	41, 42			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	41			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	41			
	308-2 Negative environmental impacts in the supply chain and actions taken	41			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	41			
	414-2 Negative social impacts in the supply chain and actions taken	41			
DIRECT AND INDIRECT EMPLOYMENT CREATION					
GRI 3: Material Topics 2021	3–3 Management approach	52			
GRI 401: Employment 2016	204-1 Proportion of spending on local suppliers	52, 57			
	401-1 New employee hires and employee turnover	57			
TALENT MANAGEMENT AND EMPLOYEE VALUE PROPOSITION					
GRI 3: Material Topics 2021	3–3 Management approach	55, 56			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	61			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	59			
	404-2 Programmes for upgrading employee skills and transition assistance programmes	59			



GRI STANDARD	CONTENT	PAGE NUMBER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
SAFETY, HEALTH AND CARE FOR PEOPLE					
GRI 3: Material Topics 2021	3-3 Management approach	65, 66			
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	68			
	403-3 Occupational health services	67			
	403-5 Worker training on occupational health and safety	66			
	403-6 Promotion of worker health	67			
ENGAGEMENT, DIALOGUE AND CONTRIBUTION TO THE COMMUNITY					
GRI 3: Material Topics 2021	3-3 Management approach	73, 74			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	76			
DIVERSITY, INCLUSION AND HUMAN RIGHTS					
GRI 3: Material Topics 2021	3–3 Management approach	61			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	61			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		GRI 406-1	Not applicable	No incidents of discrimination have been reported.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	60			
GRI 409: Forced labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour		GRI 409-1	Not applicable	No operations with significant risk of forced or compulsory labor incidents have been reported.
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	70			

GRI STANDARD	CONTENT	PAGE NUMBER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
ENVIRONMENTAL MANAGEMENT					
GRI 3: Material Topics 2021	3-3 Management approach	81, 82			
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	84			
	302-4 Reduction of energy consumption	84			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	83			
	303-2 Management of water discharge-related impacts	83			
	303-3 Water withdrawal	83			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	85			
	305-2 Indirect (Scope 2) GHG emissions	85			
	305-5 Reduction of GHG emissions	84			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	84			



GRI STANDARD	OTHER INITIATIVES	PAGE NUMBER
<b>DOMESTIC AND LOCAL ECONOMIC CONTRIBUTION</b>		
<b>GRI 201: Economic Performance 2016</b>	<b>SDG 1:</b> No poverty <b>SDG 8:</b> Decent work and economic growth	50, 51
<b>GRI 203: Indirect economic impacts 2016</b>	<b>ICMM 9:</b> Social performance	
<b>RESPONSIBLE SUPPLY CHAIN</b>		
<b>GRI 204: Procurement Practices 2016</b>	<b>SDG 12:</b> Responsible consumption and production	41
<b>GRI 308: Supplier Environmental Assessment 2016</b>		
<b>DIRECT AND INDIRECT EMPLOYMENT CREATION</b>		
<b>GRI 401: Employment 2016</b>	<b>SDG 1:</b> No poverty <b>SDG 8:</b> Decent work and economic growth	52, 57
<b>TALENT MANAGEMENT AND EMPLOYEE VALUE PROPOSITION</b>		
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	<b>Principle 6:</b> Businesses should uphold the elimination of discrimination in respect of employment and occupation.	59, 61
<b>GRI 404: Training and Education 2016</b>	<b>SDG 5:</b> Gender equality <b>SDG 8:</b> Decent work and economic growth <b>SDG 10:</b> Reduced inequalities	
<b>SAFETY, HEALTH AND CARE FOR PEOPLE</b>		
<b>GRI 403: Occupational Health and Safety 2018</b>	<b>SDG 3:</b> Good health and well-being <b>ICMM 5:</b> Health and safety	66, 67, 68
<b>ENGAGEMENT, DIALOGUE AND CONTRIBUTION TO THE COMMUNITY</b>		
<b>GRI 413: Local Communities 2016</b>	<b>SDG 1:</b> No poverty <b>SDG 4:</b> Quality education <b>SDG 10:</b> Reduced inequalities <b>SDG 17:</b> Partnerships for the goals  <b>ICMM 9:</b> Social performance <b>ICMM 10:</b> Stakeholder engagement	76

GRI STANDARD	OTHER INITIATIVES	PAGE NUMBER
<b>DIVERSITY, INCLUSION AND HUMAN RIGHTS</b>		
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	<b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights within their area of influence.	60, 61, 70
<b>GRI 406: Non-discrimination 2016</b>	<b>Principle 2:</b> Businesses should make sure that they, their partners and employees are not complicit in human rights abuses.	
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	<b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	
<b>GRI 409: Forced labour 2016</b>	<b>Principle 4:</b> Businesses should uphold the elimination of all forms of forced and compulsory labour. <b>Principle 6:</b> Businesses should uphold the elimination of discrimination in respect of employment and occupation	
<b>GRI 410: Security Practices 2016</b>	<b>SDG 4:</b> Quality education <b>SDG 5:</b> Gender equality <b>SDG 16:</b> Peace, justice and strong institutions <b>SDG 17:</b> Partnerships for the goals  <b>ICMM 3:</b> Derechos humanos	
<b>ENVIRONMENTAL MANAGEMENT</b>		
<b>GRI 302: Energy 2016</b>	<b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges.	83, 84, 85
<b>GRI 303: Agua y emisiones 2018</b>	<b>Principle 8:</b> Businesses should undertake initiatives to promote greater environmental responsibility. <b>Principle 9:</b> Businesses should encourage the development and diffusion of environmentally friendly technologies.	
<b>GRI 303: Water and Effluents 2018</b>		
<b>GRI 306: Residuos 2020</b>	<b>SDG 6:</b> Clean water and sanitation <b>SDG 7:</b> Affordable and clean energy <b>SDG 9:</b> Industry, innovation and infrastructure <b>SDG 13:</b> Climate action <b>SDG 15:</b> Life on land  <b>ICMM 6:</b> Environmental performance <b>ICMM 8:</b> Responsible production	





# Annexes



A. AUDITED FINANCIAL STATEMENTS

GOLD FIELDS LA CIMA S.A.’s separate financial statements as of 31 December 2021 and 31 December 2020, audited by PriceWaterhouseCoopers (pwc.pe), are included in this section.



GOLD FIELDS LA CIMA S.A.
ESTADOS FINANCIEROS SEPARADOS 31 DE DICIEMBRE DE 2021 Y 31 DE DICIEMBRE DE 2020

GOLD FIELDS LA CIMA S.A.

ESTADOS FINANCIEROS SEPARADOS  
31 DE DICIEMBRE DE 2021 Y 31 DE DICIEMBRE DE 2020

CONTENIDO	Páginas
Dictamen de los auditores independientes	1 - 2
Estado separado de situación financiera	3
Estado separado de resultados integrales	4
Estado separado de cambios en el patrimonio	5
Estado separado de flujos de efectivo	6
Notas a los estados financieros separados	7 - 63

S/ = Sol  
US\$ = Dólar estadounidense



## DICTAMEN DE LOS AUDITORES INDEPENDIENTES

A los señores Accionistas y Directores  
**Gold Fields La Cima S.A.**

2 de marzo de 2022

Hemos auditado los estados financieros separados adjuntos de **Gold Fields La Cima S.A.**, que comprenden los estados separados de situación financiera al 31 de diciembre de 2021 y de 2020, y los estados separados de resultados integrales, de cambios en el patrimonio y de flujos de efectivo por los años terminados en esas fechas, y el resumen de políticas contables significativas y otras notas explicativas adjuntas de la 1 a la 34.

### Responsabilidad de la Gerencia sobre los estados financieros separados

La Gerencia es responsable de la preparación y presentación razonable de estos estados financieros separados de acuerdo con Normas Internacionales de Información Financiera emitidas por el International Accounting Standards Board, y del control interno que la Gerencia concluye que es necesario para permitir la preparación de estados financieros que estén libres de errores materiales, ya sea por fraude o error.

### Responsabilidad del Auditor

Nuestra responsabilidad consiste en expresar una opinión sobre estos estados financieros separados sobre la base de nuestras auditorías. Nuestras auditorías fueron realizadas de acuerdo con Normas Internacionales de Auditoría aprobadas para su aplicación en Perú por la Junta de Decanos de Colegios de Contadores Públicos del Perú. Tales normas requieren que cumplamos con requerimientos éticos y planifiquemos y realicemos la auditoría para obtener seguridad razonable de que los estados financieros separados estén libres de errores materiales.

Una auditoría comprende la aplicación de procedimientos para obtener evidencia de auditoría sobre los importes y la información revelada en los estados financieros separados. Los procedimientos que se seleccionan dependen del juicio del auditor, los que incluyen la evaluación del riesgo de que los estados financieros separados contengan errores materiales, ya sea por fraude o error. Al efectuar esas evaluaciones del riesgo, el auditor considera el control interno de la entidad relevante para la preparación y presentación razonable de los estados financieros separados con el propósito de definir procedimientos de auditoría apropiados a las circunstancias, pero no con el propósito de expresar opinión sobre la efectividad del control interno de la entidad. Una auditoría también comprende la evaluación de si las políticas contables aplicadas son apropiadas y si las estimaciones contables de la gerencia son razonables, así como la evaluación de la presentación general de los estados financieros separados.

*Gaveglia Aparicio y Asociados Sociedad Civil de Responsabilidad Limitada.*  
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2 de marzo de 2022  
Gold Fields La Cima S.A.

Consideramos que la evidencia de auditoría que hemos obtenido es suficiente y apropiada en ofrecer fundamento para nuestra opinión de auditoría.

### Opinión

En nuestra opinión, los estados financieros separados antes indicados, presentan razonablemente, en todos sus aspectos significativos, la situación financiera de **Gold Fields La Cima S.A.** al 31 de diciembre de 2021 y de 2020, su desempeño financiero y sus flujos de efectivo por los años terminados en esas fechas, de acuerdo con Normas Internacionales de Información Financiera emitidas por el International Accounting Standards Board.

*Gaveglia Aparicio y Asociados*

Refrendado por

*[Firma manuscrita]* (socio)

Fernando Gaveglia  
Contador Público Colegiado Certificado  
Matrícula No.01-019847



## GOLD FIELDS LA CIMA S.A.

## ESTADO SEPARADO DE SITUACION FINANCIERA

ACTIVO				PASIVO Y PATRIMONIO			
Nota	Al 31 de diciembre de			Nota	Al 31 de diciembre de		
	2021	2020			2021	2020	
	US\$000	US\$000			US\$000	US\$000	
<b>Activo corriente</b>				<b>Pasivo corriente</b>			
Efectivo	7	106,297	101,474	Obligaciones financieras	17	2,029	84,291
Cuentas por cobrar comerciales	8	17,643	18,882	Cuentas por pagar comerciales	15	36,750	34,816
Otras cuentas por cobrar	10	38,858	20,946	Provisiones	18	4,559	2,842
Inventarios	11	27,754	28,933	Otras cuentas por pagar	16	36,796	89,319
Gastos contratados por anticipado		2,783	7,961	Total pasivo corriente		80,134	211,268
Total activo corriente		193,335	178,196				
<b>Activo no corriente</b>				<b>Pasivo no corriente</b>			
Inventarios	11	54,411	45,413	Otras cuentas por pagar	16	2,569	2,949
Propiedades, planta y equipo	12	424,117	439,297	Obligaciones financieras	17	87,400	1,263
Activos intangibles	13	110,501	101,211	Provisiones	18	125,175	103,411
Inversión en subsidiaria	14	8,648	6,060	Pasivo por impuestos a la renta diferido	19	42,235	46,818
Total activo no corriente		597,677	591,981	Total pasivo no corriente		257,379	154,441
				Total pasivo		337,513	365,709
				<b>Patrimonio</b>			
				Capital emitido	20	263,901	263,901
				Acciones de inversión	21	35,377	35,377
				Otras reservas de capital	22	52,780	52,780
				Otras reservas de patrimonio	23	48,300	46,764
				Resultados acumulados	24	53,141	5,646
				Total patrimonio		453,499	404,468
<b>Total activo</b>		791,012	770,177	<b>Total pasivo y patrimonio</b>		791,012	770,177

Las notas que se acompañan de la página 7 a la 63 forman parte de los estados financieros separados.

## GOLD FIELDS LA CIMA S.A.

## ESTADO SEPARADO DE RESULTADOS INTEGRALES

Por el año terminado el 31 de diciembre de			
Nota	2021	2020	
	US\$000	US\$000	
Ingresos de actividades ordinarias	27	434,804	368,792
Costo de ventas	28	(211,970)	(180,635)
Ganancia bruta		222,834	188,157
Ingresos (gastos) de operación			
Gastos de venta	29	(10,910)	(11,051)
Gastos de administración	30	(52,368)	(53,757)
Otros gastos operativos	31	(10,630)	(6,896)
Otros ingresos operativos	31	3,036	948
Resultados de actividades de operación		151,962	117,401
Ingresos (gastos) financieros			
Ingresos financieros	32	52	235
Gastos financieros	32	(37,506)	(19,807)
Diferencia en cambio, neta	32	(3,968)	211
Costo financiero neto		(41,422)	(19,360)
Ganancia antes del impuesto a la renta		110,540	98,040
Impuesto a la renta	26	(63,734)	(43,346)
Resultado del año y otros resultados integrales		46,806	54,694

Las notas que se acompañan de la página 7 a la 63 forman parte de los estados financieros separados.

## GOLD FIELDS LA CIMA S.A.

ESTADO SEPARADO DE CAMBIOS EN EL PATRIMONIO  
POR LOS AÑOS TERMINADOS EL 31 DE DICIEMBRE DE 2021 Y DE 2020

	Número de acciones		Capital emitido (nota 20) US\$000	Acciones de inversión (nota 21) US\$000	Otras reservas de capital (nota 22) US\$000	Otras reservas de patrimonio (nota 23) US\$000	Resultados acumulados (nota 24) US\$000	Total patrimonio US\$000
	Comunes	de inversión						
	En miles	En miles						
Saldo al 1 de enero de 2020	1,247,503	171,066	263,901	35,377	52,780	45,043	50,776	447,877
Resultado del año y otros resultados integrales	-	-	-	-	-	-	54,694	54,694
Distribución de dividendos	-	-	-	-	-	-	(99,824)	(99,824)
Pagos basados en acciones	-	-	-	-	-	1,721	-	1,721
Saldo al 31 de diciembre de 2020	1,247,503	171,066	263,901	35,377	52,780	46,764	5,646	404,468
Resultado del año y otros resultados integrales	-	-	-	-	-	-	48,808	48,808
Pagos basados en acciones	-	-	-	-	-	1,536	-	1,536
Otros	-	-	-	-	-	-	689	689
Saldo al 31 de diciembre de 2021	1,247,503	171,066	263,901	35,377	52,780	48,300	53,141	453,499

Las notas que se acompañan de la página 7 a la 63 forman parte de los estados financieros separados.

## GOLD FIELDS LA CIMA S.A.

## ESTADO SEPARADO DE FLUJOS DE EFECTIVO

Nota	Por el año terminado el 31 de diciembre de	
	2021 US\$000	2020 US\$000
<b>FLUJOS EFECTIVO DE ACTIVIDADES DE OPERACION</b>		
Resultado del año	46,806	54,694
Ajustes por:		
Depreciación	12 74,414	65,674
Amortización	13 13,107	11,175
Provisiones del año	18 3,861	7,831
Derivado implícito	8 2,448	(1,239)
Pago basado en acciones liquidado en instrumento de patrimonio	1,536	1,721
Costo neto de retiro de propiedad, planta y equipo	12 1,630	2,032
Impuestos a la renta	26 63,734	43,346
Instrumento de cobertura	16 -	13,964
Cambios en:		
Cuentas por cobrar comerciales	8 (1,209)	5,136
Otras cuentas por cobrar	10 (17,912)	(7,581)
Inventarios	11 (7,819)	(1,291)
Gastos contratados por anticipado	5,178	(3,488)
Cuentas por pagar comerciales	15 1,934	1,063
Otras cuentas por pagar	(92,889)	25,494
Dividendos declarados no pagados	-	(50,234)
<b>Flujos procedentes de actividades de operación</b>	<b>94,819</b>	<b>168,297</b>
Intereses pagados	(1,425)	(2,782)
Impuestos a la renta pagado	(26,043)	(27,177)
Pagos por contingencias	(2,435)	(3,148)
<b>Efectivo neto generado por las actividades de operación</b>	<b>64,916</b>	<b>135,190</b>
<b>FLUJOS DE EFECTIVO DE LAS ACTIVIDADES DE INVERSION</b>		
Inversión en subsidiaria	14 (2,588)	-
Adquisición de propiedades, planta, equipo	12 (60,864)	(50,002)
Adquisición de intangibles	13 (342)	(224)
<b>Efectivo neto utilizado en las actividades de inversión</b>	<b>(63,794)</b>	<b>(50,226)</b>
<b>FLUJO DE EFECTIVO DE ACTIVIDADES DE FINANCIAMIENTO</b>		
Pagos de arrendamiento	17 3,875	(1,083)
Dividendos pagados	24 -	(49,590)
<b>Efectivo neto generado por (utilizado en) actividades de financiamiento</b>	<b>3,875</b>	<b>(50,673)</b>
Aumento neto de efectivo y equivalentes al efectivo	4,997	34,291
Efecto de las variaciones en la diferencia de cambio sobre efectivo mantenido	(174)	(378)
Efectivo y equivalentes de efectivo al inicio de año	7 101,474	67,561
Efectivo y equivalentes de efectivo al final de año	<b>106,297</b>	<b>101,474</b>
Transacciones que no representan flujo de efectivo:		
Actualización de cierre de mina	13 (22,055)	(13,040)
Dividendos declarados no pagados	24 -	(50,234)

Las notas que se acompañan de la página 7 a la 63 forman parte de los estados financieros separados.



## B. LIST OF PERMITS OBTAINED IN 2021

NO.	RESOLUTION	DATE	PERMIT
1	Directorial Resolution No. 008-2021-MINEM-DGAAM	22/01/2021	Approval of the Detailed Environmental Plan for the contingency ponds ordered by the Environmental Assessment and Oversight Body as an immediate measure resulting from the 2018 incident
2	Resolution No. 108-2021-MINEM-DGM/V	18/03/2021	Approval of the Mining Technical Report to implement a materials warehouse in the El Ángel area within the mining unit
3	Resolution No. 150-2021-MINEM-DGM/V	12/04/2021	Approval of the functioning and operation of the tailings dam at level 3791
4	Directorial Resolution No. 060-2021-ANA-DCERH	16/04/2021	Approval of the renewal of the discharge authorisation from the Cuadratura quarry
5	Resolution No. 0163-2021-MINEM-DGM/V	22/04/2021	Approval of development and functioning activities of the waste rock dump (ANA area) expansion
6	Management Resolution No. 01914-2021-SUCAMEC/GEPP	27/05/2021	Special authorisation for a mobile mixing unit (BBL-750)
7	Management Resolution No. 01915-2021-SUCAMEC/GEPP	27/05/2021	Special authorisation for a mobile mixing unit (C2E-908)
8	Management Resolution No. 03422-2021-SUCAMEC/GEPP	22/11/2021	Special authorisation for a mobile mixing unit (D5P-825)
9	Report No. 050-2021-MINEM-DGM-DTM-PM	25/05/2021	Approval of a communication from the General Manager's Office to carry out stage 2 of the construction of the collection and pumping pond in the north area of the pit and continue with the operations of Cerro Corona
10	Directorial Resolution No. 0077-2021-SENACE-PE/DEAR	22/05/2021	Approval of the Third Supporting Technical Report of EISA 8. This includes: process plant optimisation (crushing area), pebble circuit optimisation, reverse osmosis plant optimisation, optimisation of the concentrate storage and shipping areas at Salaverry Port
11	No. of Proof of Renewal of Registration: 7C2000-2021-0000770	24/06/2021	Approval of renewal of registration in the Registry of Supervised Chemical Supplies and Goods
12	Deputy Management Resolution No. 1444-2021-SGRD-MM	23/06/2021	Approval of renewal of safety certificate of the Miraflores office
13	Directorial Resolution No. 0699-2021-ANA-AAA.M	07/07/2021	Approval of execution of work in a water source (diversion canal), in the area of Las Flacas Creek to expand the north area of the pit
14	Directorial Resolution No. 128 -2021-MINEM-DGAAM	08/07/2021	Approval of the second update of the mine closure plan (modification of schedule for the progressive closure of Salaverry Port and deactivation of the contingency pond)
15	Resolution No. 0384-2021-MINEM-DGM/V	22/09/2021	Approval of communication on implementation of the TCB-25 platform
16	Directorial Resolution No. 188 - 2021-MINEM-DGAAM	01/10/2021	Approval of the comprehensive plan for adaptation to environmental quality standards (EQS) and maximum allowable limits (MALs)
17	Resolution No. 0441-2021-MINEM-DGM/V	19/11/2021	Approval of waste rock dump expansion (Gallardo area)

NO.	RESOLUTION	DATE	PERMIT
18	Resolution No. 00151-2021-SENACE-PE/DEAR	26/11/2021	Approval of citizen participation plan prior to the submission of EISA 9
19	Directorial Resolution No. 8334-2021/DCEA/DIGESA/SA	30/12/2021	Approval of renewal of the Quality Control Plan of the Coymolache Water Treatment Plant
20	Management Resolution No. 03682-2021-SUCAMEC/GEPP	14/12/2021	Approval of renewal of the authorisation for the purchase and use of explosives for 2022
21	No. 02204-2021-SUCAMEC/GEPP	06/07/2021	Renewal of nitrate yard
22	No. 02205-2021-SUCAMEC/GEPP	06/07/2021	Renewal of emulsion silo 1
23	No. 02527-2021-SUCAMEC/GEPP	10/08/2021	Renewal of powder magazine 1
24	No. 02526-2021-SUCAMEC/GEPP	10/08/2021	Renewal of emulsion silo 2
25	No. 02475-2021-SUCAMEC/GEPP	03/08/2021	Authorisation of emulsion silo 4
26	No. 02519-2021-SUCAMEC/GEPP	09/08/2021	Renewal of powder magazine 6
27	No. 02522-2021-SUCAMEC/GEPP	10/08/2021	Renewal of powder magazine 5
28	No. 02523-2021-SUCAMEC/GEPP	10/08/2021	Renewal of powder magazine 4
29	No. 02524-2021-SUCAMEC/GEPP	10/08/2021	Renewal of powder magazine 2
30	No. 02474-2021-SUCAMEC/GEPP	03/08/2021	Authorisation of emulsion silo 3
31	No. 02525-2021-SUCAMEC/GEPP	10/08/2021	Renewal of powder magazine 3

## C. DONATIONS RELATED TO THE COVID-19 HEALTH EMERGENCY

N.º	BENEFICIARY OR DESTINATION	DONATION	COST OF DONATION (INCLUDING VAT <sup>10</sup> ) IN US \$
1	Ministry of Women and Vulnerable Populations	500 rapid tests	7,714.00
2	Peruvian Army	5 medicinal oxygen tanks	3,877.14
3	<i>Colectivo Cajamarca Respira</i>	5 medicinal oxygen tanks	3,877.14
4	Hualgayoc District Municipality	500 rapid tests	7,714.00
5	Peru's National Society of Mining, Petroleum and Energy	Transport of the first batch of COVID-19 vaccines	13,854.00
6	<i>Ollas de Emergencia</i> Initiative	Food	6,301.02
7	Peruvian National Police (PNP) cold chain	Equipment to store vaccines	11,787.77
8	Additional items for medicinal oxygen plant	Civil work, generator set and start-up activities	121,047.00
9	Hualgayoc District Municipality	Disinfection products	2,421.71
11	Bambamarca Health Executing Unit	10 hospital beds	4,250.00
12	Hualgayoc District Municipality	Generator set for the functioning of the plant	24,000.00
13	Bambamarca Health Executing Unit	Repair of medicinal oxygen plant	11,800.00
14	<i>Colectivo Cajamarca Respira</i>	5 medicinal oxygen tanks	3,877.14
15	Bambamarca Health Executing Unit	Transport of brake booster to be repaired	222.22
16	Hualgayoc District Municipality	5 disinfection activities of main streets and markets of the city of Hualgayoc	3,625.00
17	Cajamarca Regional Health Bureau	Additional items for plant repair	3,113.88
18	Cajamarca Regional Health Bureau	Vaccination marathon in Hualgayoc district	6,375.26
19	Cajamarca COVID-19 Hospital	12 electric hospital beds and 2 multi-parameter monitors	21,000.00
20	Cajamarca Regional Health Bureau	Vaccination in Hualgayoc province	13,888.88
21	Chota Subregional Health Bureau	8 medicinal oxygen tanks	6,388.00

<sup>10</sup> Value added tax

## D. OTHER CATEGORIES OF DONATIONS

N.º	BENEFICIARY OR DESTINATION	DONATION	COST OF DONATION (INCLUDING VAT <sup>11</sup> ) IN US \$
1	Asociación Damas Doroteas	Computer equipment from the Bridges for Development Association	1,944.44
2	Salaverry Shelter	Donation of corrugated iron sheets	694.44
3	Minor suffering from cancer	Oncology treatment and Cajamarca – Lima – Cajamarca air tickets	14,000.00
4	Donation of office supplies to social organisations from the ADI	Office supplies	361.00
5	<i>Asociación Damas Doroteas</i>	Linear motorcycle	1,944.00
6	Hualgayoc District Municipality	Hualgayoc patronage festival	2,638.88
7	Coymolache Watch Patrols	Novena of GF and Coymolache	1,666.00
8	Girl from Tranca de Pújupe community	Emergency for accident suffered by a minor	5,555.00
9	Fund for the Advancement of Cattle Farming (Fongal)	Awards for agricultural and livestock farming contests	4,444.00
10	Hualgayoc District Municipality	Food for hot chocolate party	4,166.60
11	PNP	Sweet breads (panettoni) for Christmas	2,527.00

<sup>11</sup> Value added tax





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