

A photograph of an elderly woman wearing a wide-brimmed hat and a dark jacket, filling a white bucket with water from a public tap. The tap is mounted on a concrete wall, and water is flowing into the bucket. The scene is set outdoors, with a concrete wall and a paved area visible. The woman is looking down at the bucket as she fills it. The background shows a concrete wall with some pipes and a small plant growing from a crack. The overall scene suggests a focus on water access and community support.

Creating **enduring value** beyond mining

GOLD FIELDS
REPORT TO STAKEHOLDERS 2021



GOLD FIELDS

This is Gold Fields' **third Report to Stakeholders**, in which we outline our relationships with our key stakeholder groups, the contributions we make and the impact our business has on them. The report provides a global Group-wide view, as well as a detailed view of how our operations in each country have worked to understand issues, **build relationships and make a positive impact** on our stakeholders.

This report forms part of the Gold Fields Integrated Annual Reporting suite and cross-references are made throughout this report to the Integrated Annual Report (IAR) and the Climate Change Report.

www.goldfields.com

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Chief Executive Officer's statement to stakeholders



“Our ability to create and deliver enduring value relies to a great extent on the input of our stakeholders.” Chris Griffith

Our Purpose, defined during 2021, is **Creating Enduring Value Beyond Mining**. What this means is that Gold Fields exists to generate lasting, positive and sustainable impact for the benefit of all our stakeholders.

Our ability to create enduring value relies to a great extent on the input of our stakeholders – engagement and dialogue with them helps us to understand their needs and expectations and to balance these with the interests of the Company.

More than that, our stakeholders' input is a key component of our ability to create value – it is only through strong stakeholder relationships that we are able grow our operations and achieve sustainable returns that benefit all.

This is reflected in our new Vision Statement: **To Be the Preferred Gold Mining Company Delivering Sustainable, Superior Value**. We want our stakeholders to choose Gold Fields over our peers; we want to be the gold mining company that investors choose to invest in, governments and communities choose to have mine in their area, and that people want to work for. We want to be preferred by shareholders because of the sustainable, superior value we deliver – value that lasts and is greater than the value offered by others.

Community value creation is a critical component of this as we seek to create enduring socio-economic value in the communities that host our mines. Last year, US\$872m, or 28% of the total value we created, remained within these communities. This is done through preferentially employing people from our host communities, prioritising procurement from host community enterprises and channelling our socio-economic development (SED) spend to these communities.

In total, employees from host communities received US\$147m in salaries and wages, while US\$709m was invested in host community procurement. Our SED spend totalled US\$16m. Across the Group, there are 10,541 host community jobs in the mine value chain which includes 2,607 employees, 6,723 contractors, 452 suppliers and 759 non-mining jobs.

At the same time, we need to ensure that our mining activities do not adversely impact the environment around our operations or denude the natural resources that both our operations and host communities depend on. Pleasingly, we again recorded zero serious environmental incidents for the third year in a row – a good

yardstick of our success in this area. Similarly, our high levels of water recycling and reuse limited our uptake of freshwater from our catchment areas, while our continued investment in renewable energy is one of the ways we limit our carbon emissions.

Across many of the countries in which we operate we have witnessed a resurgence in resource nationalism, particularly in Ghana, Peru and Chile. Many governments view the mining industry as an attractive source for higher taxes and other fiscal and regulatory imposts. Our national and host community value creation – along with the myriad other ways we invest in the countries and communities in which we operate – ensure our host countries benefit significantly from our mining operations. In total, we paid US\$558m in taxes and royalties to governments. However, we believe that excessive taxes and more stringent regulations will undermine our ability to create sustainable value in the long term.

Our employees are critical to our success – during the year we paid US\$463m in wages and salaries. During 2021, we further strengthened our commitment to diversity and inclusion within our workforce. Ultimately, we aim to have a workforce profile that reflects the demographics of the countries and communities in which we operate. While we continue to make progress in this regard – particularly at South Deep, where Historically Disadvantaged South Africans (HDSAs) now comprise 75% of the workforce – we are falling short when it comes to broader gender diversity across the Company. Only 22% of our employees are female – 23% at leadership level – and we have a number of programmes in place to address the issue across the employee life cycle. This includes improving the diversity profile of our workforce, focusing on retention, talent management and building a culture that fosters a diverse and inclusive mindset.

As we increase our women in the workforce, we also need to make sure that Gold Fields is a psychologically and physically safe and welcoming place for them. As you will know, the mining industry has been rocked by reports of sexual harassment and assault of women. We view this as much as an issue of safety as it is one of human rights and are strengthening the programmes and policies we have in place to ensure the safety, rights and dignity of all our people is protected. We have also commissioned an in-depth, independent, Group-wide assessment of our culture, specifically relating to sexual harassment, bullying and discrimination. The findings of the assessment, which is likely to take the remainder of 2022, will be used to address any shortcomings we have on this critical issue and contribute to the broader culture development work also planned for the year.

Another important development during the year was the consolidation of environmental, social and governance (ESG) work into one of our three strategic pillars. Strategic Pillar 2: Build on our leading commitment to ESG, is supported by six key ESG targets for 2030, which we announced in 2021.

We will be providing our stakeholders with annual updates on how we are performing on our journey to achieving these targets. You have my commitment that Gold Fields will do so transparently, highlighting both our successes and the challenges that we will inevitably confront on this journey.

This, Gold Fields' third Report to Stakeholders is, I believe, testament to this commitment.

Chris Griffith
Gold Fields CEO

Chair of the Social, Ethics and Transformation (SET) Committee's statement to stakeholders

Mining is an industry that has significant impacts, positive and negative, on the countries and communities in which it operates.

Therefore, our most critical task as the Social, Ethics and Transformation Committee of the Board is to ensure that Gold Fields “adopts a stakeholder-inclusive approach that balances the needs, interests and expectations of material stakeholders with the best interests of the Company”, as set out in the vision of the King IV Report on Corporate Governance. Doing so will ensure that the company achieves its overarching Purpose to **Create Enduring Value Beyond Mining**.

There are various facets to our stakeholder relationship and engagement strategies, depending on whether we are dealing with our employees, host communities, governments or business partners. But underpinning them is a common commitment to develop relationships built on open, transparent and constructive engagement to create enduring value beyond mining.

There are a number of pillars to this approach, but it is headlined by the overall value created by the Company as outlined in this report.

During 2021, Gold Fields' value distribution to stakeholders totalled almost US\$3.6bn, its highest level since 2014 when we first started measuring it. Within this metric a particular focus for the Company is creating enduring value in the host communities which grant us our social licence to operate.

Over the past six years, Gold Fields has created over US\$4.4bn in community value, a significant investment in the economic wellbeing of our host communities and the estimated 485,000 people who reside there.

Similarly, we believe that governments generally benefit when they host progressive mining companies like Gold Fields. They also receive a significant share of the value we create. In 2021, over 50% of our pre-tax profits in Peru and Ghana, for example, was paid to the respective governments in the form of taxes and royalties.

But the relationships with our stakeholders go well beyond value creation. We have found that unless we have strong stakeholder strategies, creating monetary value only takes you so far. As a Board we continuously encourage Gold Fields to devote significant time and resources to building these relationships and we hold them to account when they do not meet those expectations.

This is particularly critical in current times, amid rapidly escalating societal expectations of corporate behaviour. Issues like Black Lives Matter, relationships with Indigenous Peoples in Australia (in the wake of the Juukan Gorge incident) and gender violence in mining require a thoughtful but strong response. By and large, as directors we believe that Gold Fields does seek to address the causes that have given rise to these moments.

An underlying response to many of these issues is to focus on building a more diverse and inclusive workforce, with particular emphasis on employing more women, residents of our host communities and, in South Africa, historically disadvantaged people. A diversity and inclusion strategy was approved by the Board in 2019, setting out our people goals for the next five years. There has been progress on many of the metrics, but we have encouraged management to do more and the Committee was actively involved in evaluating and providing input into the stakeholder-related targets for the Company's 2030 ESG strategy.

Finally, I would like to thank Gold Fields' employees again for the resilience they have shown during the Covid-19 pandemic. It has undoubtedly taken a personal and professional toll on our people, but has also brought out the best in them. They have not only ensured that our mines continue to run safely, profitably and sustainably, but that stakeholders, particularly our host communities, receive the support they need to deal with the pandemic. I would like to express my sincere condolences to the relatives, friends and colleagues of the 20 Gold Fields employees and contractors whom we have lost to Covid-19 to date.

Philisiwe Sibiya
SET Committee Chair



“Over the past six years, Gold Fields has created over US\$4.4bn in community value, a significant investment in the economic wellbeing of our host communities.” Philisiwe Sibiya

About Gold Fields

During 2021, we launched a new Purpose, Vision and Strategy and revised our Values. Our Purpose of **Creating Enduring Value Beyond Mining** underpins everything we do, providing a ‘pressure test’ for the business decisions we take. In simple terms, the Purpose defines why we exist – to create lasting value for all our stakeholders by mining gold.

Our Vision – **To Be the Preferred Gold Mining Company Delivering Sustainable, Superior Value** – is driven by the achievement of our three Strategic Pillars and through living our Values.

All of the work we do fits into one of our three Strategic Pillars and/or relates to one of our strategic enablers or differentiators.



Global standards

Our adherence to and compliance with a range of global sustainability indices, reporting frameworks and standards demonstrates our commitment to transparency in terms of our sustainability performance. By reporting against these frameworks, indices and standards we also enable our stakeholders to make informed decisions relating to Gold Fields’ ability to achieve our Purpose of **Creating Enduring Value Beyond Mining**.

This Report to Stakeholders, together with other reports that are part of our Integrated Annual Report suite, forms part of our compliance with the GRI Standards and the reporting requirements of the ICMM Sustainable Development Framework, Principles and Position Statements. Our reporting suite also aligns with the 10 Principles of the United Nations Global Compact (UNGC). As members of the World Gold Council as from 1 January 2022, we subscribe to all the relevant WGC standards, including its Conflict-Free Gold Standard.

We comply with Johannesburg Stock Exchange Listings Requirements, which include, critically, adherence to the principles and recommended practices of King IV and its 48 non-binding rules, codes and standards. As a foreign private issuer on the New York Stock Exchange, we meet the NYSE Listings Requirements, certain provisions of the United States Securities and Exchange Commission (SEC), and the terms of the Sarbanes-Oxley Act (2002).

Finally, as a responsible gold miner, we believe we can contribute to lasting SED in our host communities and governments. Our vision is To Be the Preferred Gold Mining Company Delivering Sustainable, Superior Value and, in pursuit of this, we positively contribute directly and indirectly to 11 Sustainable Development Goals to enable meaningful change in our sector.

Indices, Reporting and Standards

INDICES

MSCI A-rating (2021)	S&P 3 rd miner (2021)	SUSTAINALYTICS 3 rd gold miner (2021)	ISS ESG E1 S1 G1 (2021)	FTSE Russell 6 th gold miner (2021)
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REPORTING FRAMEWORKS

GRI NYSE JSE TCFD INTEGRATED REPORTING <IR> CDP SASB

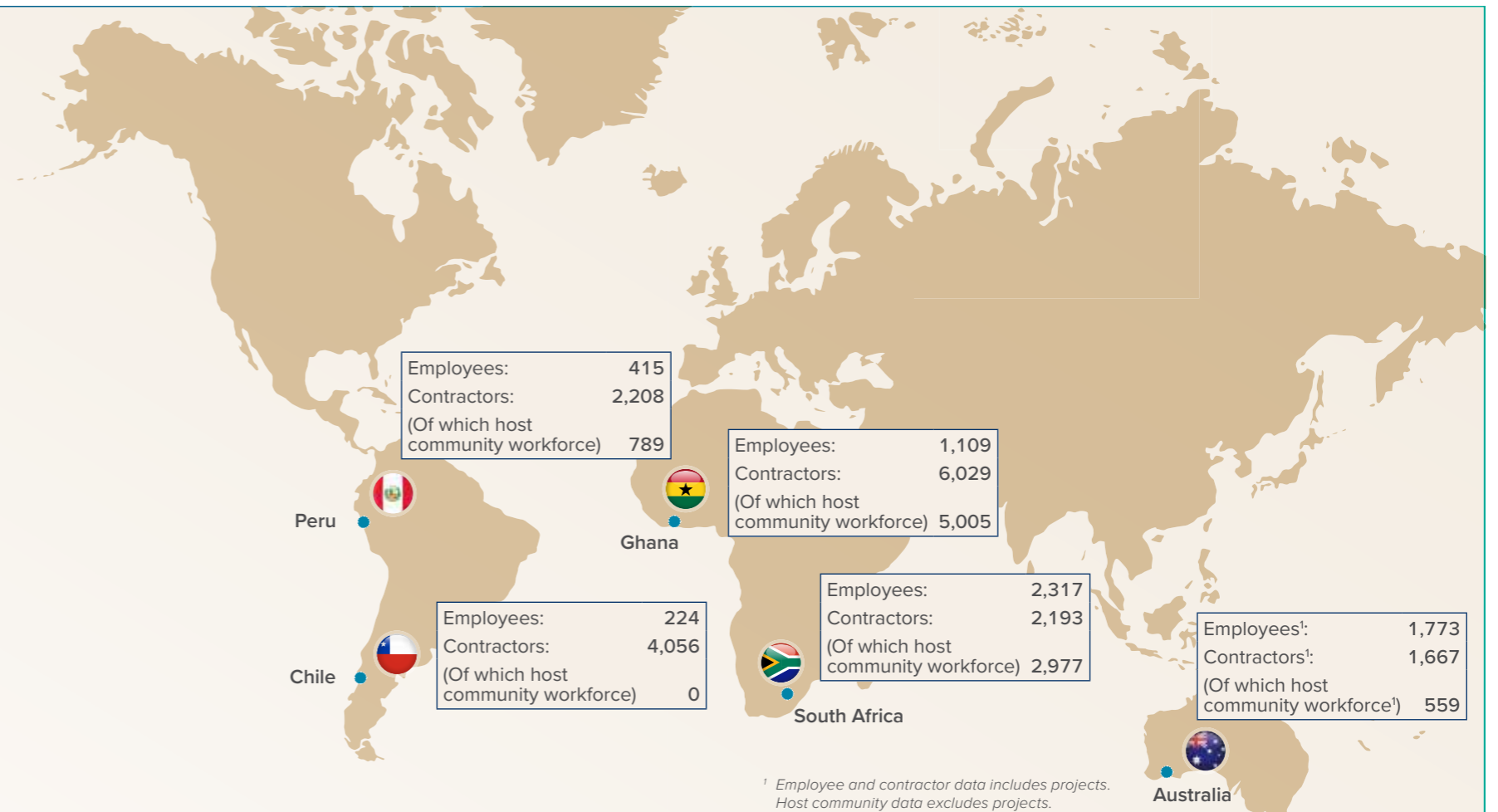
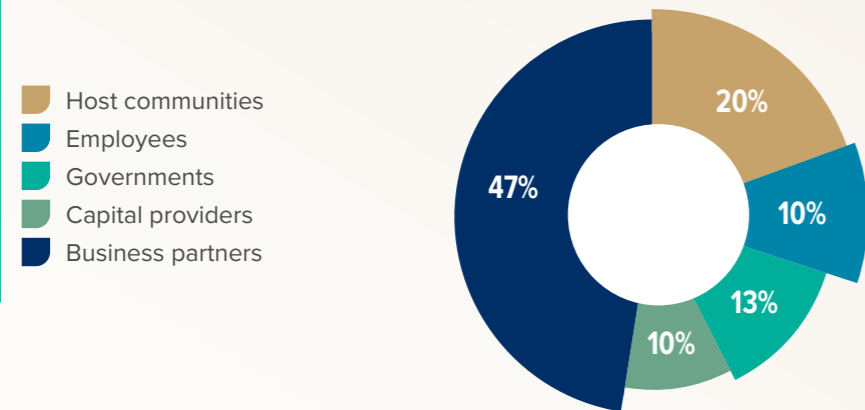
STANDARD

ICMM ISO EITI UNGC United Nations Global Compact KING IV SUSTAINABLE DEVELOPMENT GOALS Sustainable Reporting WORLD GOLD COUNCIL

Overview of operations

Gold Fields has **nine operating mines in Australia, Peru, South Africa and West Africa** (including the Asanko JV) and **one project in Chile**.

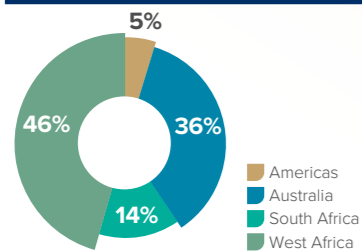
TOTAL VALUE DISTRIBUTION BY STAKEHOLDER GROUP (%)
2021 total value distribution: US\$3.59bn



HOST COMMUNITIES

Number of engagements in 2021: 817 (2020: 658)

2021 VALUE DISTRIBUTION PER REGION



Payments include

procurement, employee wages and investment in SED.

Total: US\$872m

Value distribution

US\$16m

invested in SED

US\$709m

spent on host community procurement

US\$147m

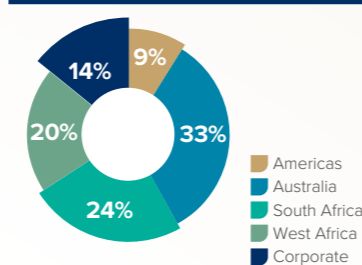
spent on host community employee wages

10,541

Host community jobs in mine value chain

EMPLOYEES

2021 VALUE DISTRIBUTION PER REGION



Payments include

salaries and wages, benefits and bonuses.

US\$463m

paid in salaries and benefits

9,330

host community workforce

54%

host community employment

87%

in-country employment

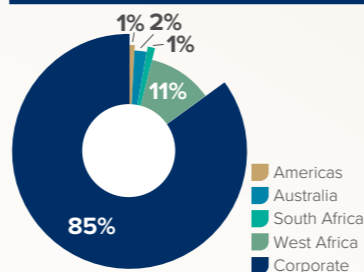
54%

Women in core mining

CAPITAL PROVIDERS

Number of engagements in 2021: 468 (2020: 508)

2021 VALUE DISTRIBUTION PER REGION



Payments include

interest and dividend payments.

US\$454m

paid to the providers of debt and equity capital

Reduced net debt by

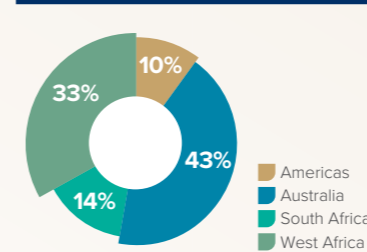
US\$100m

R4.70

dividend per share

BUSINESS PARTNERS (CONTRACTORS AND SUPPLIERS)

2021 VALUE DISTRIBUTION PER REGION



Payments include

operations and capital procurement.

US\$2,101m

paid to suppliers and contractors

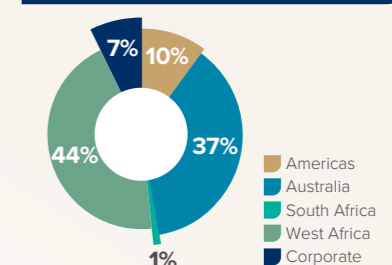
31%

of mine operational and capital spend (excluding utilities) is with host community firms

GOVERNMENTS

Number of engagements in 2021: 1,069 (2020: 1,017)

2021 VALUE DISTRIBUTION PER REGION



Payments include

mining royalties and land-use payments, taxes, duties and levies.

US\$558m

paid in taxes and royalties

US\$320m

paid to the Ghana government in taxes, royalties and dividends, relating to its 10% stake in each of Damang and Tarkwa

Governance and management

Ethical leadership and integrated governance structures and processes are crucial in our strategy and approach to stakeholder relations. Our Board of Directors, the Social, Ethics and Transformation (SET) Sub-Committee as well as Gold Fields' Executive Committee have committed to stakeholder relations and engagement. Our executive committee (Exco) guides and monitors the development and implementation of the stakeholder relations strategy. It is supported by functional groups, external consultants and regional leads.

	RESPONSIBILITIES	KEY OUTCOMES
Board	The Board is accountable and ultimately responsible for the oversight over SET strategies, implementation, risks and opportunities	<ul style="list-style-type: none"> • Approved the new Strategy, Purpose and Vision statements, as well as the revised Values • Provided input and approved the Group's 2030 environmental, social and governance (ESG) targets and strategy • Strengthened engagement on and improved disclosure of ESG-related issues
Board Committees	<p>SET – Primary Board sub-committee overseeing stakeholder relations, SED, human rights, ethics, security</p> <p>Safety, Health and Sustainable Development (SHSD) – SHSD strategies, policies and performance</p> <p>Risk – Enterprise risk management, including ESG risks</p>	<ul style="list-style-type: none"> • ESG Charter and targets, especially gender diversity and stakeholder value creation • Continued implementation of diversity and inclusion, and host community value creation programmes • ESG benchmarking
Chief Executive Officer (CEO)	<p>The CEO is responsible for leading his executive and management teams to draft and implement the Company's Board-approved SET strategies, including relevant policies and projects</p> <p>The CEO sets the tone and a stakeholder-centric culture</p> <p>Stakeholder-related remuneration: Balanced scorecard comprises 20% incentives related to SET</p>	<ul style="list-style-type: none"> • 2030 ESG targets launch and implementation • International Council on Mining and Metals (ICMM) participation • Re-joined the World Gold Council (WGC)
Executive Committee (Exco)	Exco develops and implements the SET-related strategies and policies, including related risk management plans. It reviews the Company's ESG performance against objectives and key performance indicators.	<ul style="list-style-type: none"> • Gender diversity and stakeholder value creation priorities as part of ESG 2030 targets • Approximately 25% of balanced scorecard allocated to SET matters • Approved Regional government action plans
Sustainable Development, Corporate Affairs and Human Resources functions	Contribute multi-disciplinary specialist functions covering sustainable development, shared value, stakeholder engagement, diversity and inclusion, human rights, and ESG reporting and assurance	<ul style="list-style-type: none"> • Incorporation of ESG into business strategy • Diversity and inclusion strategy • Baselined key stakeholders' perceptions • Country risk assessments for Ghana, Peru, South Africa and Chile
Working Committees	<p>ESG – develop ESG strategy for Board approval</p> <p>Stakeholder and community relations – continuous development and implementation of the community and government relations</p> <p>Host community procurement and job creation – continuous development and implementation of the stakeholder value creation strategy</p> <p>Human resources – continuous development and implementation of the People strategy</p>	<ul style="list-style-type: none"> • Board approved ESG Charter, with 2030 targets • Regional diversity dashboard, including targets • Regional host community value creation plans, including targets

Engaging with our stakeholders

Engaging with our stakeholders is critical to building an understanding of their pressing issues and allowing for transparent communication where we can unpack the purpose of our business and the ways in which we intend to Create Enduring Value Beyond Mining.

Our Vision

Our stakeholders will choose us as the Preferred Gold Mining Company Delivering Sustainable, Superior Value if they feel engaged, listened to and understood. Delivering benefit is incredibly important, but so too is making sure stakeholders feel heard.

DIALOGUE



While one-way communication allows us to share our information with stakeholders, it does not foster deep relationships of trust. We know that dialogue, on the other hand, creates opportunities for two-way engagement and allows stakeholders to raise with us the issues that affect their lives. The back-and-forth discussion that follows is key to finding solutions that deliver value to all. While we have made good progress in building dialogue, we are aware that more work remains to be done to foster deeper two-way communication with our stakeholders.

RELATIONSHIPS TO BUILD TRUST



We evolved our Stakeholder Engagement Policy Statement to include a focus on building trust. While engagement implies communication, relationship-building allows us to gain a comprehensive understanding of our stakeholder's issues and to share the needs and direction of our business. Relationship-building goes far deeper than communication – it requires ongoing dialogue and a willingness to communicate in order to achieve understanding, balanced decision-making and reach shared goals.

PROACTIVE, CONTINUOUS AND MEANINGFUL



We engage with stakeholders throughout the life of a mine, from exploration, design and development, to operations and closure.

This transparent and open engagement approach has served us well in gaining the trust and support of stakeholder groups.

BALANCING INTERESTS



Relationships require parties to understand and appreciate the context, goals and challenges faced. If we are to reach mutually beneficial solutions to business and stakeholders' challenges, we need to balance their interests, needs and expectations with the best interests of Gold Fields. Striking this balance is central to the concept of Shared Value, where both the stakeholders and the business benefit.

MATRIXED MANAGEMENT



Stakeholders have an interest in more than just one area of our business. For example, host communities may be concerned about our environmental impact as well as the job opportunities available at our operations. Governments have interests in the taxes and royalties we contribute, as well as the ways we keep employees safe. This requires a matrixed way of managing stakeholder engagement, where multiple departments within our business engage with and address the varied stakeholder needs and expectations.

MONITOR AND EVALUATE



We monitor the interactions we have with stakeholders and measure the extent to which we are building positive relationships. A dedicated External Interactions and Commitment Register (EICR) portal requires our people to record interactions with stakeholder groups, the issues raised and any commitments made to ensure accountability. As our focus on relationship-building has intensified, we have run a number of focused surveys that help us to gauge the strength of our stakeholder relationships. The information arising from these surveys is used to inform actions to address areas of challenge and is tracked over time for improvements.



Our Values dictate how we behave while we execute our strategy to achieve our Purpose and Vision. In particular, our Values of Respect, Integrity and Responsibility inform how we engage with stakeholders and their concerns.

Our Strategy

Stakeholders are central to building a sustainable successful business – we need the support of our people, communities, business partners, governments, investors, media and civil society to achieve our strategic objectives.

Gold Fields Stakeholder Relationship and Engagement Policy Statement

This Policy Statement outlines our commitment to developing relationships with our stakeholders built on open, transparent and constructive engagement. It details the role that our people play in engaging with stakeholders in their day-to-day jobs and the commitment we make to reporting on stakeholder engagements and issues raised.

AccountAbility AA1000 Principles

We are guided by Materiality: identifying and prioritising the most relevant sustainability topics, taking into account the effect each topic has on an organisation and its stakeholders; Responsiveness: timely and relevant reaction decisions, actions and communication with stakeholders; and Inclusivity: recognising that people should have a say in the decisions that impact them.

World Gold Council

Responsible Mining Principle 2 is Understanding impact: "engage with stakeholders and implement management systems, so as to ensure that they assess, understand and manage impacts, realise opportunities and provide remedy where needed".

ICMM

Stakeholder engagement is one of the 10 Mining Principles requirements of ICMM member companies. We commit to "proactively engage key stakeholders on sustainable development challenges and opportunities in an open and transparent manner, effectively report and independently verify progress and performance".

Sustainable Development Goals

We need a comprehensive understanding of the challenges faced by our stakeholders to put actions in place to contribute to achieving the SDGs.

Determining our material ESG issues

It is critical that we develop a comprehensive view of the issues of greatest materiality to our business and our stakeholders. This allows us to respond to stakeholder needs and expectations while balancing these with our Vision of being the Preferred Gold Mining Company Delivering Sustainable, Superior Value. A number of mechanisms are in place to help us surface these material issues:

SURVEYS

We make extensive use of surveys to understand what our stakeholders think, feel and believe about Gold Fields.

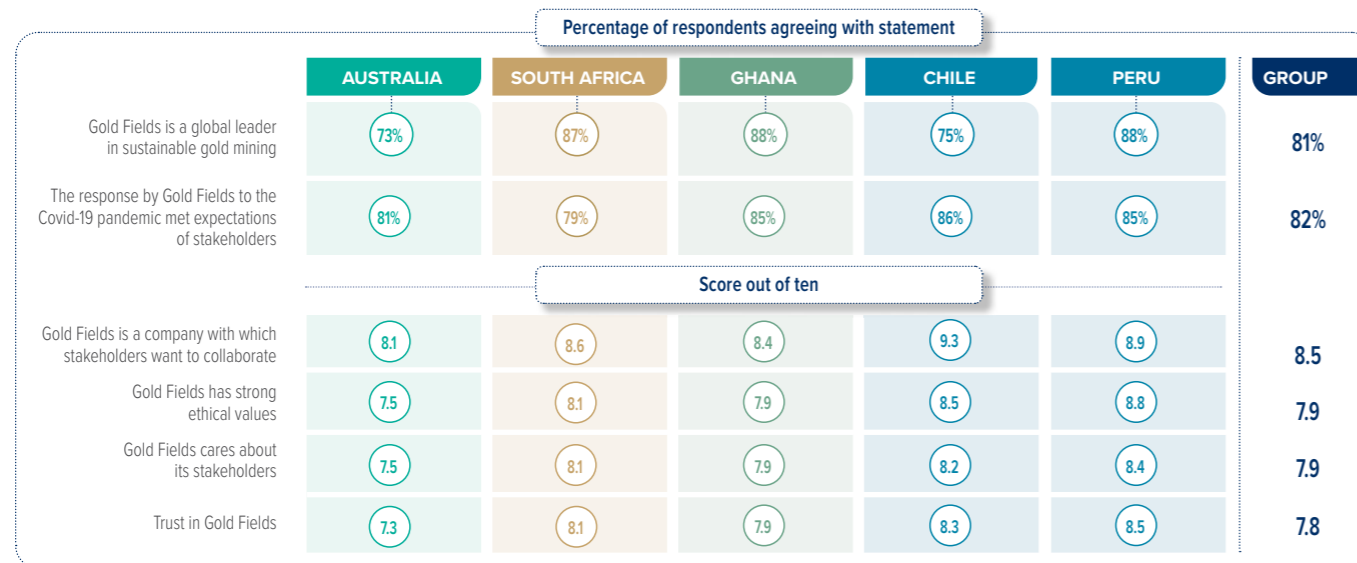
Baseline stakeholder perception survey

As part of our effort to understand the expectations of stakeholders, we conducted an extensive survey during 2021 among all stakeholder groups to determine their perceptions of Gold Fields. This baseline stakeholder perception survey was conducted Group-wide by an independent consultant and measured stakeholder perceptions across four broad categories:

1. **Value creation:** the extent to which we have a social purpose that is both authentic and strategic

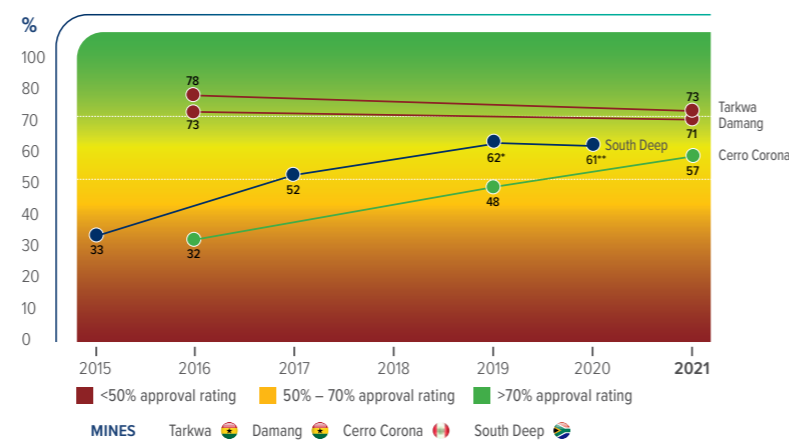
2. **Stakeholder engagement:** the extent to which we foster consistent, meaningful engagement with stakeholders
3. **Trust:** the extent to which we build open, enduring relationships with stakeholder characterised by open information flow, understanding, dialogue, collaboration and co-creation
4. **Advocacy:** the extent to which stakeholders will speak favourably, recommend, frequent, do business with, invest in or be open to partnership with our company

The results of the survey are categorised at a Group and regional level, and sub-divided by stakeholder group. They were delivered in late 2021 (a summary is below) and are being used to inform action plans that will help us to improve



Mine-community relationship assessments

We continue to measure our relationships with host communities through mine-community relationship assessments, the trends of which are detailed alongside.



* Three communities measured
** Five communities measured

stakeholder relationships where gaps exist; leverage opportunities; manage existing issues; and maintain areas of good practice. We will use the results of the survey as a baseline against which to track the extent to which these action plans are helping us to improve our reputation with our stakeholders.

Employee climate survey

We conduct a detailed employee climate survey every two years and a pulse survey to check on progress against actions in the year between. All Regions participated in this year's survey, with a 78% response rate. The results show us the areas of strength and areas for improvement per region and are broken down according to gender, age, discipline and department – this highlights the key areas that require attention. Action plans to close gaps are developed per Region and are tracked throughout the year.

The areas measured were:

- Covid-19
- Organisational value for safety
- Vision and Purpose
- Teamwork

- Change and innovation
- Mental health
- Diversity and inclusion
- Management credibility
- Perceived organisational support
- Enabling environment
- Communication
- Procedural justice
- Leader-member exchange
- Upward communication
- Reward and recognition
- Values index
- Engagement index

Government relations independent assessment

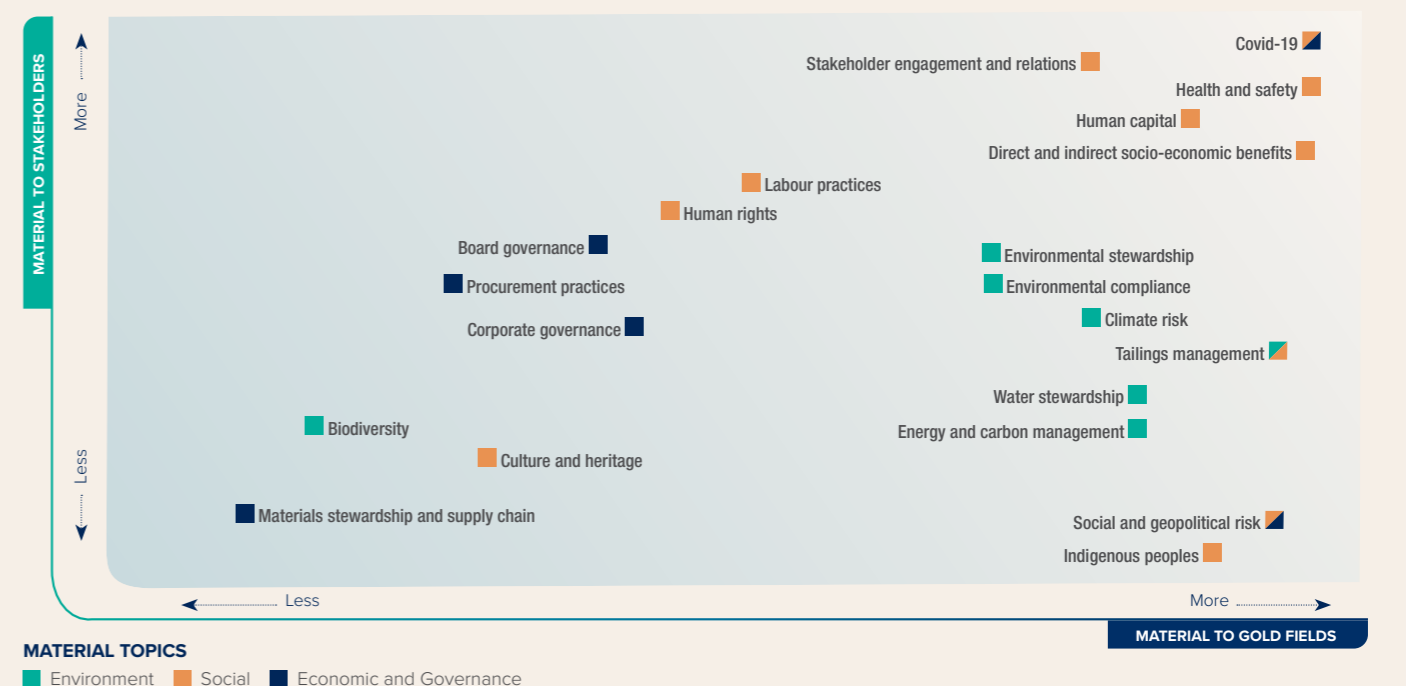
During 2021 we contracted independent consulting firms to conduct assessments to identify our most material government relations issues in Ghana, Chile, Peru and South Africa, while Australia conducted a similar internal study. We are using the insights from these assessments to prioritise material issues across our Regions and build stronger, mutually beneficial relationships with this important stakeholder group.

MATERIALITY ANALYSIS CYCLE

2021 concluded the end of a three-year materiality analysis cycle in which we identified our key environmental, social, economic, and governance matters. During this cycle we diversified our stakeholder engagements, obtaining input from different stakeholder groups including employees, host communities, governments, industry associations, media, third parties and traditional authorities.

The key material issues and their relevance to stakeholder groups and the business are captured in the graphic below.

MATERIALITY ASSESSMENT



Material stakeholder issues of Group-wide significance

OUR INVESTORS

Central to Gold Fields' Vision of being the Preferred Gold Mining Company Delivering Sustainable, Superior Value, is generating significant cashflow, providing investors with leverage to the price of gold and addressing their concerns about ESG issues. We believe that through the key strategies, programmes and projects listed here we have created reasonable confidence with the broader investment community that enables us to deliver sustainable, long-term returns.

Value created for capital providers during 2021

- Developed and maintained a strong portfolio of mines.
- Developed comprehensive 2030 ESG targets to ensure long-term value creation.
- Delivered the continued improvement at South Deep.
- Construction of Salares Norte in time and within budget.
- Continued life extension of our Australian operations.
- Identified and appointed new CEO.
- Continued to fund the development, maintenance and growth of our operations.
- Improved share price and paid a strong dividend.
- Reduced net debt and maintained strong balance sheet.
- Limited the impact of the Covid-19 pandemic on our operational performance.

HIGHLIGHTS

US\$454m

paid to the providers of debt and equity capital.

US\$100m

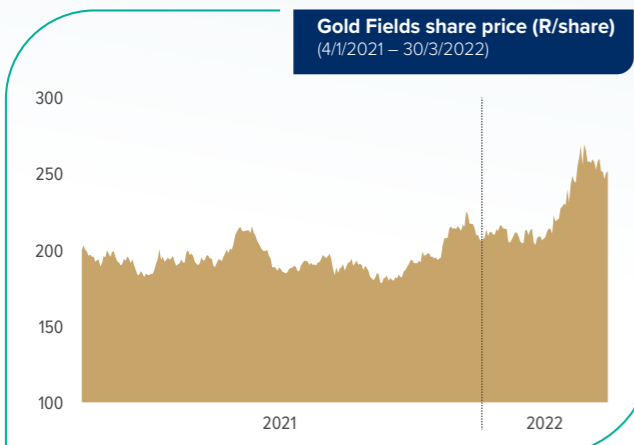
reduction in net debt.

R4.70/share

dividend (2020: R4.80/share).

Top share price performer

among our peers during 2021.



OUR PEOPLE

DIVERSITY AND INCLUSION DASHBOARD

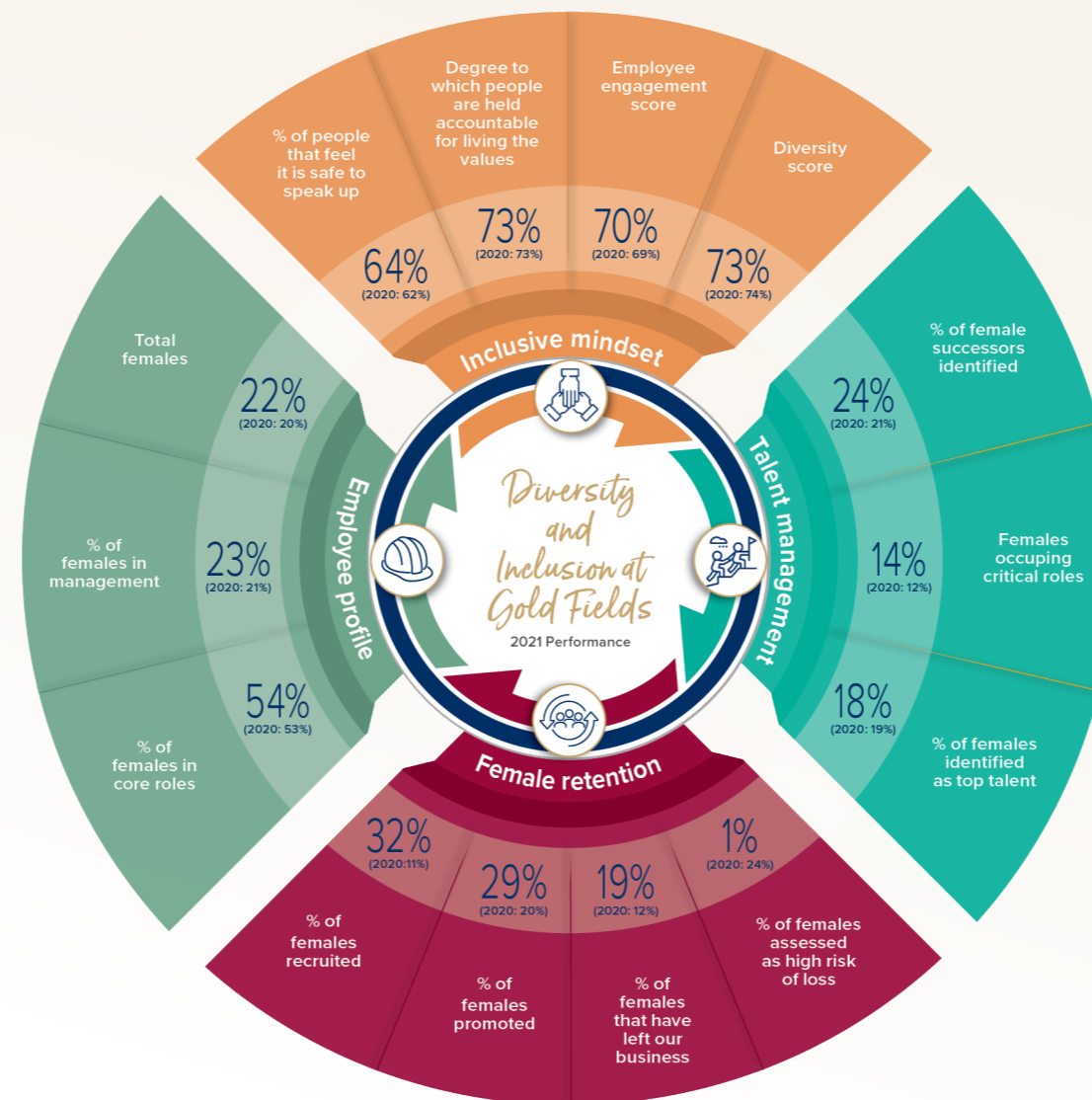
Our diversity and inclusion strategy, launched in 2019, includes three areas of focus – workforce diversity, workplace inclusion, and sustainability and accountability – and sets a roadmap for how we can achieve our business and people goals over a five-year period.

Our definition of diversity extends beyond gender alone – we want to build a workforce that reflects the demographics of the countries in which we operate,

while at the same time addressing the skills needs of modern, automated gold mines.

That said, gender equity is currently a key focus area – female gender representation of 30% by 2030 is one of our key ESG targets.

We have developed a diversity and inclusion dashboard that captures and measures all aspects of representation across the employee lifecycle (see below).



In setting targets for diversity and inclusion, Gold Fields focused on representation across all aspects of the employee lifecycle, including attraction, development, promotion and attrition. In doing this we can ensure we identify our diversity gaps at a more comprehensive level. This allows us to target actions specifically at those areas and employee lifecycle points where we need to improve. We have developed a diversity and inclusion dashboard that captures and measures all aspects of representation across the employee lifecycle, including:

- Diversity workforce profile
- Retention
- Talent management
- Inclusive mindset (cultural aspects that foster a diverse and inclusive workplace)

OUR HOST COMMUNITIES AND GOVERNMENTS

BUILDING BACK BETTER AFTER COVID-19 (ACTIONS IN 2021)

The Covid-19 pandemic continues to challenge our people and operations. During the year 20 employees tragically lost their lives to the virus, while 6,599 employees and contractors tested positive by 13 March 2022.

Vaccination remains our primary defence against Covid-19 and by mid-March, 84% of our employees and contractors were already fully vaccinated, with a further 31% having received booster jabs. Our Western Australian mines have introduced mandatory vaccination in line with government policies. At South Deep, a risk-based mandatory vaccination approach has been implemented, whereby employees in higher risk categories have to be vaccinated. In Ghana, Chile and Peru mandatory vaccination is not permitted, as yet.

During 2021, we invested around US\$30m on Covid-19 related initiatives and interventions (vaccination programmes, education and awareness, specialised camp accommodation, testing equipment and facilities, additional labour costs, transport facilities and medical assistance). This includes US\$2m (US\$3m: 2020) donated to assist governments and communities in their fight against the pandemic. We also paid a US\$5m Covid-19 levy to the Ghanaian government. Community support includes financing from response funds, donating medical and sanitising equipment, and distributing food and other goods to vulnerable people. In H2 2021 we shifted our focus to assisting with community vaccination campaigns.

The mental health of our employees during lockdown and isolation was also a key consideration during the year, particularly among office and administrative staff who worked mostly from home. All employees have access to free, confidential counselling and support services all hours of the day. While some employees found remote work challenging, others embraced it. We are reviewing Gold Fields' Flexible Work Policy during 2022 to prepare the Company for an expected increase in flexible work applications.



Chris Griffith, CEO, receives his second Covid-19 vaccination

Human rights

For more information, refer to p90 of the IAR.

We recognise that our mining activities have the potential to adversely impact the human rights of our stakeholders – particularly our people, members of our host communities and workforces upstream that are utilised by our contractors and suppliers. Gold Fields is committed to upholding and respecting the human rights of these important stakeholder groups.

GOLD FIELDS SALIENT HUMAN RIGHTS ISSUES

STAKEHOLDERS IMPACTED

Health and safety

Human resources

Water

Public and private security

Breaches by suppliers/contractors

Resettlement

Mine closure

Transportation

WORKFORCE

Our Human Rights Policy Statement commits Gold Fields to protecting the rights of our workforce and upholding freedom from child labour, freedom from forced or compulsory labour and freedom from discrimination while recognising the need to affirm previously disadvantaged groups, and freedom of association and collective bargaining.

SUPPLIERS

Our suppliers are required to comply with the Gold Fields Values, the Group Code of Conduct summary for suppliers and contractors, and our Human Rights Policy Statement as a standard provision in all third-party contractual agreements.

We support global efforts to prevent the use of newly-mined gold to finance conflict. We voluntarily adopted the Conflict-Free Gold Standard of the World Gold Council.

COMMUNITIES

Our host communities are one of Gold Fields' most important stakeholder groups. We seek to develop mutually beneficial relationships with them through meaningful engagement based on mutual respect and trust.

More than any other stakeholder, our operations have the potential to adversely impact the rights, traditions and cultures of local communities. As such, due diligence on human rights is critical.

SECURITY

Gold Fields' protection services teams work with private and public security providers to protect our workers and assets effectively and responsibly.

Our operations are aligned with the Voluntary Principles on Security and Human Rights (VPSHR), a commitment we made in 2017.

Our performance in 2021

Each operation has formal mechanisms to receive and address employee, contractor and community concerns. A confidential third-party whistleblowing hotline is in place for stakeholders.

Our operations dealt with 65 (2020: 139) grievances lodged by our communities, of which 25 related to jobs and procurement, along with 24 social and six environmental-related grievances. We resolved 91% (2020: 80%) of these grievances within the agreed timeframes.

We rolled out our new e-learning human rights training to equip all Gold Fields employees with a sound understanding of human rights and how they affect our Company and stakeholders. The training also empowered our people to uphold these rights.

We completed a human rights due diligence assessment at all our sites and projects. This formalised the identification and assessment of our actual and potential human rights impacts and aligns with our existing risk management process.

Below are some of the key findings from the assessment:

- All operations have a low probability of adverse human rights impact and no issues with a high probability of adverse human rights impact were identified.
- Health and safety, procurement and gender are medium probability issues across most operations and mitigation plans are in place for these issues.
- We need to remain vigilant with regards to respect for human rights – learning the lessons from the Juukan Gorge incident.

WORKFORCE

- Our updated Diversity Policy, approved by the Board in 2020, details our commitment to equality and the zero-tolerance approach we take to discrimination.
- We set a 2030 diversity target of 30% female representation; we continue to drive additional diversity and inclusion indicators and report this via a dashboard.
- We updated approved policies to support diversity and inclusion, consider job recruitment and selection and disciplinary and grievance issues.
- Approved a policy on managing long-term illnesses stemming from Covid-19.
- In 2022, we will conduct an independent review across the Group to identify additional measures needed to create environments of safety, inclusion and respect.

SUPPLIERS

- No infractions incurred in 2021.

COMMUNITIES

- Updated and approved our Community Policy, which requires everyone working for and on behalf of Gold Fields to undertake activities in a way that avoids harm and builds respectful relationships with communities.
- No resettlement was undertaken at our operations in 2021.

SECURITY

- There were no reported incidents of human rights abuse by private security or public law enforcement at our operations.

Material ESG issues of Group-wide significance

ENVIRONMENT

ESG TARGETS AND PROGRESS

Under Strategic Pillar 2 (see p 4) we seek to build on our leading commitment to ESG. This is an important lever to help us achieve our Purpose to Create Enduring Value Beyond Mining and delivering sustainable, superior value to our stakeholders.

In 2021 the Board approved our ESG Charter comprising six priorities and 2030 targets:

Priority	Category	2030 targets	2021 performance	Detail
1 DECARBONISATION	Absolute emissions reduction from 2016 baseline (Scope 1 and 2)	50%	18%	Achieved through energy efficiency initiatives and renewables projects in 2021 business plans
	Net emissions reduction from 2016 baseline (Scope 1 and 2)	30%	1% increase but 306kt CO ₂ e emissions reduction achieved from projections in 2021 business plan	Increased emissions in 2021 due to higher gold production; 10% increase in tonnes mined
2 TAILINGS MANAGEMENT	Global Industry Standard on Tailings Management (GISTM)	Comply by 2025	Implementation under way	Priority facilities to comply by August 2023, remainder by 2025
	Reduce the number of active upstream raised TSFs	3	5	Transition of Tarkwa TSFs 1 and 2 from upstream to downstream-raised facilities to be completed by end-2024
3 WATER STEWARDSHIP	Water recycled/reused	80% of total water used	75%	On track to meet 2030 targets
	Reduction in freshwater use from 2018 baseline	45%	35%	
4 SAFETY, HEALTH, WELLBEING AND THE ENVIRONMENT	Fatalities	0	1	Third consecutive year of zero serious environmental incidents
	Serious injuries	0	9	
	Serious environmental incidents	0	0	
5 GENDER DIVERSITY	Women representation	30% of total workforce	22%	On track to meet 2030 target
6 STAKEHOLDER VALUE CREATION	Total value creation for host communities	30% of total value creation	28%	On track to meet 2030 target
	Flagship projects benefiting host communities	6	0	Definition of "flagship project" to be finalised in 2022

UNDERPINNED BY STRONG COMMITMENT TO SOUND CORPORATE GOVERNANCE, COMPLIANCE AND ETHICS

ESG RISK CONTEXT AT GOLD FIELDS

STAKEHOLDER-RELATED RISKS

Gold Fields has incorporated stakeholder-related risks and opportunities into our enterprise risk management and strategy process at Group and regional levels. Risk management is integrated and woven into all our business processes. Leadership teams at corporate, regional and mine level conduct formal risk management reviews quarterly, assessing risks to the business and tracking and monitoring progress against mitigating actions. These reviews are then presented to the Board's Risk Committee twice a year for verification.

As a global company, we continue to be shaped by the external dynamics of the regions where we operate and many of those relate to stakeholder-related issues, be they in the form of government-related actions, skills shortages faced by our workforce or social licence to operate issues. Of the top 15 Group risks at the end of 2021, six were related to stakeholder issues in one form or another.

GOLD FIELDS 2021 STAKEHOLDER-RELATED TOP STRATEGIC GROUP RISKS

Group Risk	Risk	Mitigations
2 (2020: 4)	Political risk, resource nationalism, regulatory uncertainty and government imposts	Gold Fields, on its own and in conjunction with its peers, seeks to address the trust gap that often exists between governments and miners. Our government action plans, which were updated in 2021, rely on strengthened engagement with governments at all levels, continued roll-out of Shared Value projects that benefit host communities, and improved communication on the socio-economic benefits of mining for host countries and host communities. Legal actions are only considered as a last resort, and even then mostly in conjunction with our peers in a country of operation. The Board is apprised of social and political risks annually through external reports.
5 (2020: 12)	Inability to attract and retain diverse talent and skills	Gold Fields' business depends on fit-for-purpose human resource structures to meet operational requirements. We focus on developing a high-performance culture through our performance management system and by having the appropriate succession plans and talent reviews in place. Above all, we seek to provide competitive and incentive-focused remuneration packages that attract and retain skills that are highly sought after. We also developed and implemented a diversity and inclusion dashboard to track our progress in building a more diverse workforce.
7 (2020: 7)	Safety and health of our employees, including occupational illnesses	The safety, health and wellbeing of our employees is paramount. With safety as our number one priority, we continuously review and upgrade our safety systems, cultures and programmes. In 2019, we implemented our Courageous Safety Leadership programme throughout the Group, which is complemented by critical controls, behaviour-based safety and Visible Felt Leadership programmes in all our Regions. All operations are certified to the leading ISO 45001 health and safety standard.
11 (2020: 12)	Loss of social licence to operate and stakeholder value creation	We continue to strengthen the relationships with our host communities through enhanced stakeholder engagement and community relations programmes. Furthermore, we continue to invest in Shared Value projects that benefit our operations and host communities in Ghana, Peru, Chile and South Africa. These projects focus on host community employment, procurement and SED investments. In Australia, the Aboriginal Engagement Strategy, which includes the Reconciliation Action Plan (RAP), guides relations with and creates opportunities for Indigenous Peoples at our mines and provides a platform for agreement-making.
13 (2020: 1)	The impact of Covid-19 on our employees, communities and business plan	Our mines adhere strictly to the recommendations of the World Health Organization and other medical experts, as well as country-specific regulations, government decrees and protocols. Our vaccination campaigns among employees and contractors are our primary defence against the virus, and by mid-March 2022, 84% had been fully vaccinated. We continue to implement other protection measures at our operations and provide support to our employees who have been affected. We are also looking at ways of entrenching the "new normal" – such as remote working and restricted travel – in our ways of working.
15 (New)	ESG: Stakeholder expectations, cost of capital and consequences of failure to meet targets	In 2021, our Board approved our 2030 ESG targets, which were made public on 1 December 2021. The targets were arrived at after extensive work with our operations, including setting capital budgets, to make sure that, while ambitious in nature, they are achievable. We will also report on an annual basis of our progress in achieving our 2030 targets. We see this strengthened commitment to ESG as an opportunity to build on our leadership position and strong reputation in this regard.

CLIMATE CHANGE RISK AND VULNERABILITY ASSESSMENT – IMPACT ON WORKFORCE AND COMMUNITIES

Gold Fields conducted a second round of climate change risk and vulnerability assessments in all our countries of operation during 2021. This is undertaken every five years. The assessments use the International Council on Mining and Metals (ICMM) methodology to evaluate the resilience of Gold Fields, our operations, value chain and host communities.

The assessments classify the impacts of climate change on the core operations, the value chain and the broader network comprising the social and natural environment. In terms of stakeholders, the assessments focused on our labour forces and communities close to our mines. The full risk and vulnerability assessments are covered in our 2021 Climate Change Report – <https://www.goldfields.com/2021-annual-report-suite.php>.

In each of the country chapters that follow, under the Environment sections, we highlight the impact on our workforce and the wider social environment. Not surprisingly, the impact of climate change in the form of rising temperatures, increased rainfall, longer droughts and more intense storms, have a more detrimental impact on people than on operations. As such, our efforts in climate change adaptation and mitigation have to be even more focused on our stakeholders than our operations.

This is the first risk and vulnerability assessment completed for the Salares Norte project in Chile, with the assessment focused on gaining an understanding of the extent of the risks and the project's vulnerability. The next phase of the process, within the next two years, will entail developing adaptation measures to address these risks.

Australia



HIGHLIGHTS

National value distribution

US\$1,269m

Host community procurement

US\$253m (25%)

Woman in core mining roles

52%

Payments to government

US\$206m

KEY ISSUES AND STAKEHOLDERS IMPACTED

EMPLOYEES AND CONTRACTORS

13

Mental health
Safety, health and wellbeing
Diversity and inclusion
Attracting and retaining employees
Support during the pandemic
Sexual harassment and gender safety

HOST COMMUNITIES

14

Native Title
Integration of Indigenous Australians
Aboriginal cultural heritage management
Engaging Aboriginal Peoples and RAP

GOVERNMENT

15

Covid-19 response and recovery
Sexual harassment and assault
Aboriginal cultural heritage management
Native Title
Modern slavery

ENVIRONMENT

16

Renewable energy
Progressive rehabilitation
Energy and carbon management
Managing our water usage
Climate change vulnerabilities

In 2021, Gold Fields paid over US\$150m in wages and benefits to its employees in Australia

Employees and contractors

Our people are central to the achievement of our strategy. Their physical and psychological safety and wellbeing remained paramount throughout the year. Diversity and inclusion, and gender safety, were among the key people concerns we addressed. We also continued to focus on attracting and retaining top talent in what is a fiercely competitive labour market.

PRIORITY EMPLOYEE ISSUES

Mental health

How we are responding to it

We recognise that supporting the mental health of our workforce, particularly at our fly-in, fly-out (FIFO) operations, is a key component of providing safe workplaces for our people. During the year, we expanded our mental health strategy to increase our emphasis on preventative care and wellbeing initiatives. These included:

- Development and roll-out of a mental health e-learning module.
- Pilot of a one-day Mental Resilience for Leaders workshop and weekly “lunch and learn” sessions, services of a wellbeing coach and mindfulness and movement exercises in our Perth office.
- People Sense (our Employee Assistance Programme provider) sessions on mental health fundamentals.
- Creation of a virtual wellbeing resource group for employees.
- An International Men’s Day “listening” workshop to encourage men to be more open about and conscious of their emotions.

Safety, health and wellbeing

How we are responding to it

The Work Health and Safety Act came into effect in March 2022, and we continued to pursue our goal of zero harm when it comes to the safety of our people. We continued with our Courageous Safety Leadership and Vital Behaviours programmes to promote leadership that will drive our safety culture across all our operations.

Diversity and inclusion

How we are responding to it

We recruited a dedicated diversity and inclusion team and conducted both an internal and an external review on our workplace culture to understand how we can further embed inclusion in our workplaces to support our diversity goals. The results have informed the development of an Inclusion Action Plan focusing on leadership accountability; employee education; safe working environment; business partner management; and employee communication.

We developed an Inclusion Workshop to build the foundational skills of trust and safety to support an environment of inclusion, and continued to run Unconscious Bias training that has now been completed by 205 employees. During the year, we extended these sessions to key business partners to drive collaboration on diversity and inclusion initiatives.

To support the diversity of our skills pipeline, we launched our Futures Programme providing financial support and guidance to 10 female high school students who are looking to pursue a career in science, technology, engineering and mathematics (STEM) based areas. This complements our existing graduate and apprentice programmes.

Attracting and retaining talent

How we are responding to it

The Australian mining sector is highly competitive when it comes to attracting and retaining skills. Our strategy (p 4) clearly identifies people as a critical lever in maximising potential from our current assets. We need to ensure we offer current and prospective employees an attractive employee value proposition.

During the year, we put a retention bonus scheme in place for A-D band employees and a site allowance for site-based employees, as an addition to our extensive employee benefits.

Support provided during the pandemic

How we are responding to it

Western Australia (WA) saw fewer Covid-19 cases during much of 2021 and work returned to some semblance of normality. However, WA’s domestic and international borders remained closed in 2021. We continued to educate and support employees through the pandemic and manage the risks associated with flying to site and entering offices. Through our involvement in the Australian Chamber of Minerals and Energy (CME) Covid-19 Recovery Working Group, we ensure that our Covid-19 response remains aligned with legislation, including by implementing the mandatory vaccination mandate for mining operations to ensure the safety of people at our sites and offices.



Gold Fields seeks to ensure that our employees have the skills needed for a digitally-focused mining environment

ADDRESSING SEXUAL HARASSMENT AND GENDER SAFETY

Sexual harassment, assault and discriminatory treatment of women is a societal issue, and that while reports of it during 2021 were focused on specific mining companies, the problem will occur in all business and across all levels of society.

This is as much an issue of safety as it is one of human rights. In addressing it we are therefore guided by our commitment to upholding the human rights of all the people who touch our business, and protecting the safety of all our employees. We recognise that the risk of sexual harassment needs to be urgently addressed. During the year we conducted internal and external reviews on diversity within our business and established through this process that sexual harassment, discrimination and poor treatment of women has indeed taken place in our own business in Australia.

We are tackling the issue on a number of fronts. Our programme to promote diversity includes a strong focus on making Gold Fields a physically and psychologically safe and inclusive place for women to work, particularly on our mines and in accommodation villages for FIFO employees.

We rolled out Unconscious Bias training, launched an e-learning module on diversity and harassment, and continued to run communication campaigns to educate employees about our zero-tolerance stance to harassment and abuse of any kind.

We ran gender safety workshops to understand the specific actions required to address sexual harassment in the business. Each of our mining sites also developed an action list specific to their own needs and culture.

We launched the Supporting Women at Gold Fields (SWAG) programme. This included an initial internal study that garnered useful practical information from our women employees on what we are doing well and where we need to improve.

Industry bodies like the CME are taking proactive steps to understand and address the issue of sexual harassment in mining, and participating in these groups allows us to share best practice, deepen our own understanding and develop robust plans to keep women safe. We participate in the CME’s:

- Safe and Respectful Behaviours (SARB) Working Group.
- Workplace Health and Safety Committee.
- Diversity and Inclusion Working Group.

We also transparently report any incidents of sexual harassment, abuse or assault through the Department of Mines, Industry Regulation & Safety, and continued to support a range of programmes that combat gender-based violence in society and the workplace.



We have implemented a number of programmes aimed to ensure our sites are physically and psychologically safe places to work



Host communities

We acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Owners of the land on which we operate, and recognise their continuing connection to land, waters and culture. In particular, we recognise and pay respect to those groups who have been determined as Native Title holders of the land on which our operations are located. Our community action plan (CAP) allows us to identify, address and track progress on how we are responding to key host community issues. This is reviewed and updated on a quarterly basis.

PRIORITY HOST COMMUNITY ISSUES

Native Title

How we are responding to it

All of our operations in Australia are situated on lands that have Native Title determinations or active Native Title by the Yilka Peoples and the Sullivan Edwards families, and the Tjiwarl, Ngadjju, Nyalpa Pirniku and Marlinyu Ghoorlie Peoples.

Work with these groups is ongoing and forms part of our Aboriginal Engagement Strategy. When evaluating opportunities to train, employ, contract, partner with or otherwise support Aboriginal people, the highest priority is given to our Native Title stakeholders. Where a Native Title stakeholder is not an available or interested participant to the opportunity, other potential Aboriginal participants are prioritised. We continue to participate in the CME's Native Title and Aboriginal Heritage Working Group to keep abreast of and share best Aboriginal engagement practice with peer companies.

Integration and increased involvement of Indigenous Australians in Gold Fields

How we are responding to it

Indigenous Australians have historically been marginalised and in many aspects excluded from participation in the mainstream economy. As part of our commitment to creating enduring value for host communities and Indigenous Peoples, we are working to increase employment of and procurement from Aboriginal people.

Our procurement from 26 indigenous-owned businesses in 2021 represents a significant increase on the seven businesses we procured from in the previous year. Indigenous businesses also have 14-day payment terms instead of the standard 30.

As part of our focus on building a culture of diversity and inclusion, we employed an additional 30 Indigenous Australians during the year.

Work being conducted through our Reconciliation Action Plan (RAP) makes an important contribution to our efforts to increase the involvement of Indigenous Australians in the Company.

Aboriginal Cultural Heritage management

How we are responding to it

In 2020, Aboriginal heritage sites at Juukan Gorge were destroyed during mining activities. This raised the critical importance of identifying and preserving these cultural heritage sites and a Federal government inquiry into the destruction of the cultural heritage site was launched.

The destruction of the Juukan Gorge precipitated a review of Gold Fields' policies and processes to prevent incidents like this happening in our own Company.

We developed a new Aboriginal Cultural Heritage Management Standard in consultation with external experts to ensure the adoption of a best-practice approach to our cultural heritage management processes and decision-making frameworks at all of our sites. This management standard contains a decision-making framework that ensures industry best practice at all sites. All our mines also have site-specific Cultural Heritage Management Plans that align to our regional standard and are informed by any existing Native Title or Heritage agreements we may have with Traditional Owners.

Training our staff has been an important part of our approach and during the year we conducted a cultural heritage management workshop with senior leadership and our sustainable development and exploration teams.

We have progressed and in some cases concluded negotiations with our Aboriginal stakeholders at several of our operations to formalise robust cultural heritage management protocols.

US\$312m

Host community value creation



US\$253m

(25%)
Host community procurement

312

Number of host community suppliers supported

559¹

(18%)
Workforce living in host community



US\$0.9m

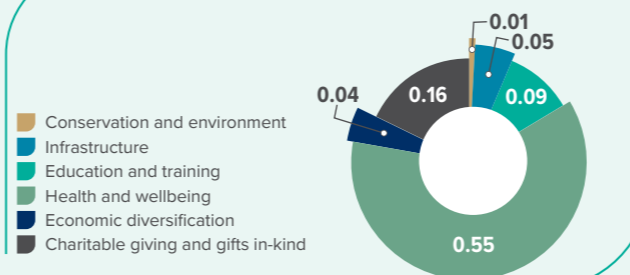
Socio-economic investment



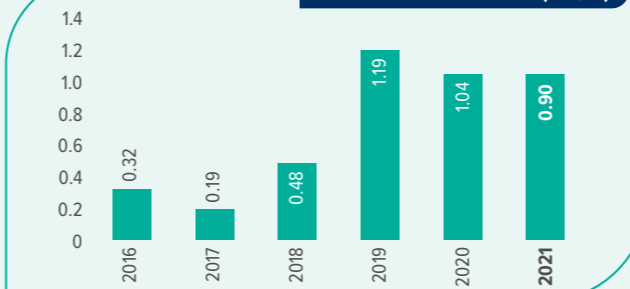
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Community engagements (2020: 72; 2019: 85)

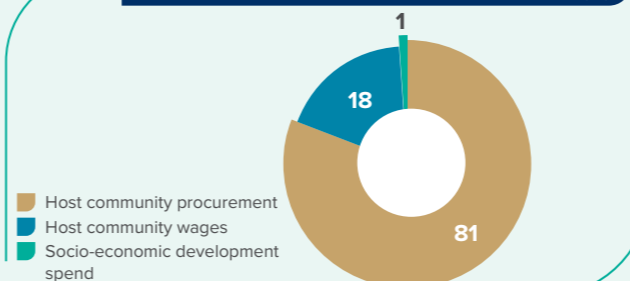
SED SPEND BY TYPE (US\$m)



AUSTRALIA SED SPEND (US\$m)



HOST COMMUNITY VALUE CREATION BY TYPE (%)



¹ Employee and contractor data includes projects. Host community data excludes projects.

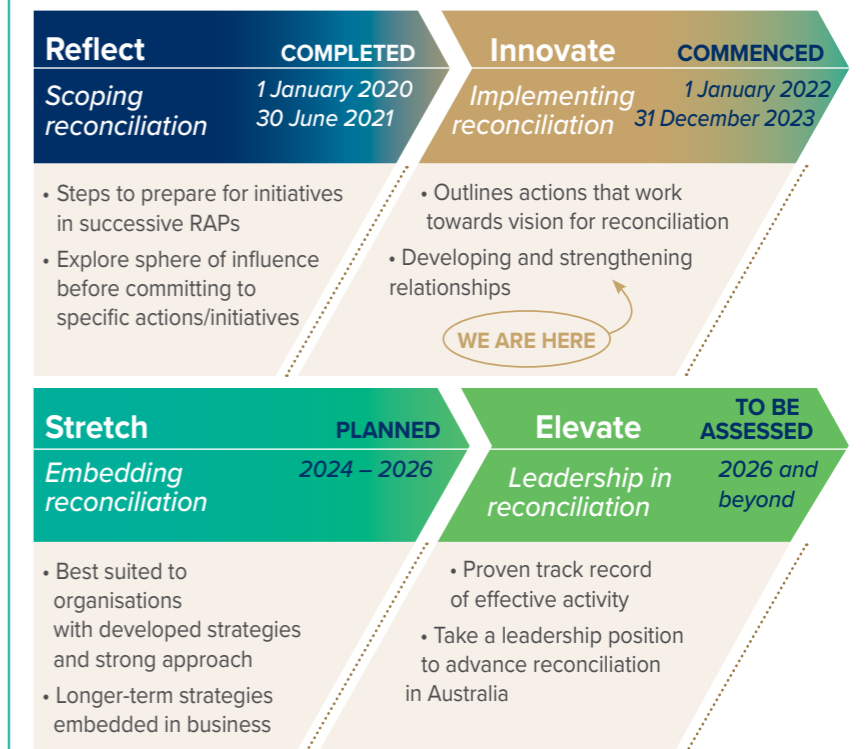
ENGAGING ABORIGINAL PEOPLES

Given the importance of our relationships with Indigenous Australians, Gold Fields in Australia also has a specific Aboriginal engagement strategy. We seek meaningful and effective consultation and agreements that foster clear understanding of accountability.

We have three strategic pillars for Aboriginal engagement:

- Building and maintaining strong and respectful relationships with the Traditional Owners upon whose lands we operate.
- Empowering Aboriginal people through the provision of meaningful and sustainable opportunities.
- Championing the preservation and celebration of Aboriginal lands, culture and heritage.

During the year, we completed our Reflect RAP and moved into the Innovate RAP phase which focuses on implementation (the four phases of the RAP journey are outlined in the graphic below).



We moved into the Innovate RAP phase of our journey



Government

We work very closely with government representatives and structures, both as an individual company and as a member company of various industry groups and organisations. Our Baseline Stakeholder Perception survey (p 8) indicates that Australia has a strong, positive working relationship with government and a good reputation among this stakeholder group. Government respondents indicated that our greatest area of strength is the contribution we make to the wellbeing of our communities; and that the area where they would most like us to improve is sharing the value that we create with our stakeholders.

PRIORITY GOVERNMENT-RELATED ISSUES

Covid-19 response and recovery

How we are responding to it

We are working together with government to keep people safe while maintaining business continuity as far as possible during the Covid-19 pandemic.

Sexual harassment and assault

How we are responding to it

The WA government launched a parliamentary inquiry following recent reports of widespread sexual harassment and assault in the mining industry. This is a deeply concerning industry-wide issue and we are monitoring the parliamentary inquiry, while identifying opportunities to bolster our current internal controls to mitigate the risk of these behaviours, as well as focusing on promoting a culture that is safe and respectful for all our people. We are also actively participating in the CME Safe and Respectful Behaviours Working Group, the Workplace Health and Safety Committee and the Diversity and Inclusion Working Group. Further detail on gender safety and our response to this issue can be found on p 13.

Aboriginal Cultural Heritage management

How we are responding to it

The destruction of the Juukan Gorge (see p 14) prompted the wholesale reform of the WA legislation governing the protection of Aboriginal Cultural Heritage sites in WA, with the new Aboriginal Cultural Heritage Act passing in late 2021. We support the intent of the legislation to promote agreement-making with Traditional Owners, and will continue to engage with the government (both directly and through the CME) as the detail of the legislation is developed. Our internal response to Juukan Gorge has been informed by the findings of the Federal government inquiry (the Never Again and Way Forward reports).

Native Title compensation

How we are responding to it

The Tjiwarl Native Title holders have exercised their rights under the Native Title Act to seek compensation from the State of Western Australia over an area that includes our Agnew operations. We continue to engage with the WA government on this issue, both through the relevant court process and otherwise.

Health and safety

How we are responding to it

Safety is Gold Fields' number one Value and we support the WA government's reform of workplace health and safety legislation, noting the commencement of the Work Health and Safety Act in early 2022. This legislation streamlines the regulation of health and safety across all sectors, promoting a risk-based approach that is consistent with our current practices. The Act requires a greater focus on psychological health and safety and introduces higher penalties for both companies and officers who breach their obligations under the Act. We continue to engage with the WA government through the CME in relation to the implementation of the legislation.



ADDRESSING THE RISK OF MODERN SLAVERY

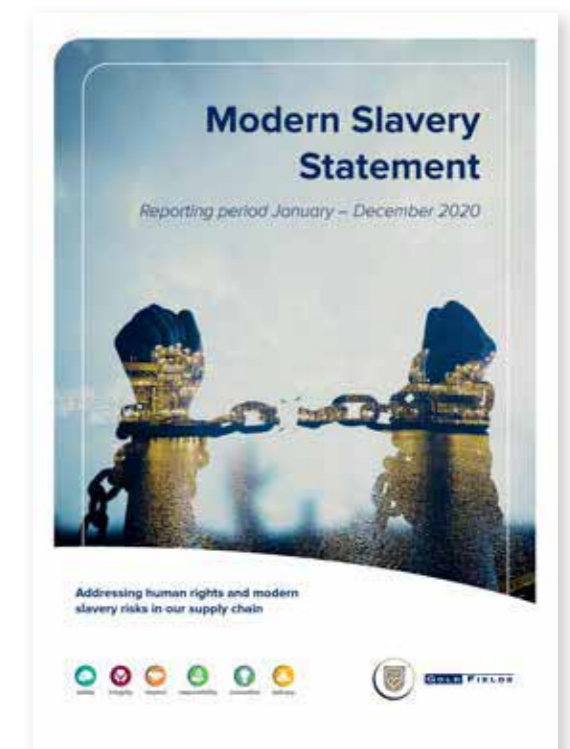
There are an estimated 40 million victims of modern slavery globally – an issue that cuts across diverse countries, regions and businesses. For many companies the risk of modern slavery resides in their supply chains and the potential for people to be trafficked and exploited by suppliers or sub-contractors in the pursuit of cheap labour.

We are a founding member of the Human Rights Resource and Energy Collaborative (HRREC, formerly known as the WA Modern Slavery Collaborative).

During 2021 we worked with the other 25 HRREC member companies to:

1. Create a set of Modern Slavery Protocols that underpins our commitment to combat the risk of modern slavery in our operations and supply chains.
2. Concluded training to further educate employees on our Modern Slavery Protocols, the Remediation Protocol and the commitments set out in our Modern Slavery Statement.
3. Established working groups to focus on key areas of importance:
 - a. Shipping workstream to safeguard seafarers' rights in line with the Sustainable Shipping Initiative (SSI) Code of Conduct.
 - b. Remedy workstream to establish a remediation protocol for use by HRREC member companies.
 - c. Audit workstream to improve the way we audit suppliers and support them through change management initiatives.
4. Completed risk-based due diligence (through our selected labour hire and Supplier Self-Assessment Questionnaire) with maintenance services providers.

In the past year, we also published our first Modern Slavery Compliance Statement with the Australian Federal government.





Environment

We recognise the potential negative impact that environmental incidents and the effects of climate change can have on our stakeholders and launched our Group 2030 Environmental, Social and Governance (ESG) targets in 2021 (see p 11).

PRIORITY ENVIRONMENTAL ISSUES

Renewable energy

How we are responding to it

- Our Agnew mine averaged 57% overall renewable energy in 2021, with up to 85% in favourable weather conditions. The mine achieved a 42% net emission reduction.
- Granny Smith's hybrid storage system allowed the mine to source 10% of its energy supply from renewables.
- We made good progress on Gruyere's 12MW solar plant, which will be commissioned in the coming year.
- We conducted a feasibility study at St Ives to investigate alternative sources of power that will help us meet our target of 75% – 85% renewable energy.

Progressive rehabilitation

How we are responding to it

All our operations have progressive rehabilitation plans in place to ensure environmental rehabilitation during the operation phase. In 2021, we achieved our target of 80% implementation of these plans. St Ives continued to remove the South Delta Waste Rock Landform while Agnew completed work on stripping cover material from Tailings Storage Facility 2. At Granny Smith, works were completed on the Windich North and Windich South Waste Rock Landforms. Work has also commenced on the buttress rehabilitation at Tailings Storage Facility 1.

Energy and carbon management

How we are responding to it

In addition to renewable energy projects, we are focusing on the following initiatives to reduce energy consumption as part of our journey to a low-carbon future. These resulted in a reduction of 90,274 Co₂e:

- Improve haulage efficiency and diesel reduction.
- Installed a power line to reduce diesel consumption.
- Installation of capacitor banks to reduce reactive power.
- Gas waste heat recovery.

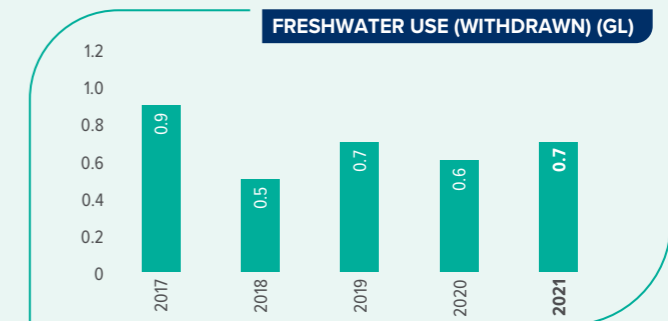
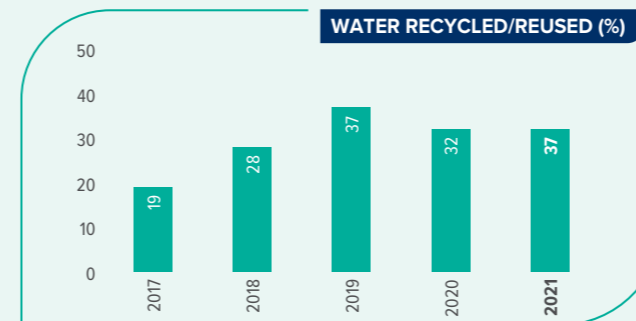
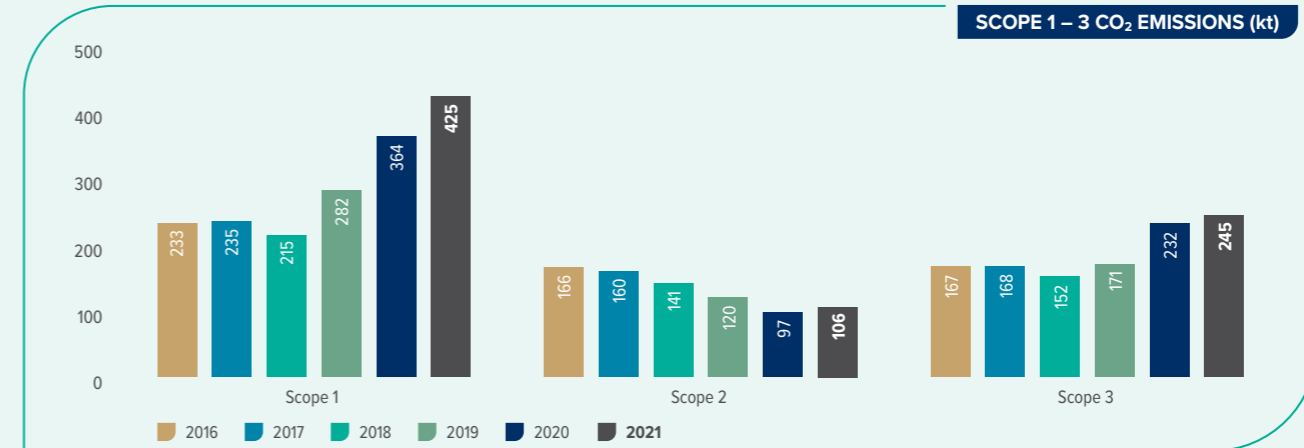
We have also commenced a trial of WA's first battery electric underground truck at our St Ives mines.

Managing our water usage

How we are responding to it

Water stewardship is one of six priorities of the Gold Fields ESG Charter. We continue to improve our water management practices, pollution prevention, recycling and water conservation. During the year we:

- Reviewed our water balance and commissioned a seepage transfer station at the TSF to capture and recycle seepage water.
- Completed the risk assessment of our water management and set a target for all sites to develop water management plans during 2022.
- Identified key water stakeholders and engaged with all the local shires on the impacts of climate change and how to mitigate the effects of drought.
- Participated in the Goldfields Voluntary Organisation of Councils comprising 10 local governments to discuss water-related issues in the Goldfields region of WA.



0 Serious environmental incidents 2019 – 2021

5.21 PJ Total energy consumption

64ML Total diesel consumption

- Temperature
- Bushfires
- Drought
- Regulations
- Social licence to operate

UNDERSTANDING OUR CLIMATE CHANGE VULNERABILITIES

The following arose from the Group Climate Change Vulnerability Assessment and allows us to understand our key climate change risks and the ways in which we can respond to them.

	Business process/ stakeholder	Climate change impact	Risk	Vulnerability	Adaptation measures
AUSTRALIA – St Ives, Granny Smith, Gruyere and Agnew NATIONAL PROJECTIONS Increased temperature Reduced rainfall Increased extreme weather events Increased bushfires Legislation and policy changes	Workforce		Increase in ventilation requirements as mines move deeper and ambient temperature increases	Medium	<ul style="list-style-type: none"> • Innovation and technology strategy. • Participate and provide input into the Electric Mine Consortium. • Investigate and trial zero electric vehicles for the underground operations. • Continue with investigations and deployment of remote technologies and ventilation-on-demand technologies.
			Bushfire impact to infrastructure, supply and safety	Medium	<ul style="list-style-type: none"> • Mutual aid agreements at all sites to ensure regional responses. • Participation in Goldfields Voluntary Regional Organisation of Councils work on climate change.
	Government and wider public		Societal pressure to address climate change	Medium	<ul style="list-style-type: none"> • Develop a plan for 30% emissions reductions by 2030. • Continue with renewable energy projects. • Utilise the existing government engagement plan to emphasise Gold Fields' approaches and successes to tackle climate change. • Participate in the Chamber of Minerals and Energy structures and ensure Gold Fields content within the social positioning campaigns.



The wind turbines at our Agnew mine

South Africa



HIGHLIGHTS

Women in core mining Women in leadership

67% **24%**

Training spend

US\$2,121 per employee

National value creation

US\$408m

HDSA employees

75%

KEY ISSUES AND STAKEHOLDERS IMPACTED

EMPLOYEES AND CONTRACTORS	18
Safety of our people Covid-19 support Diversity and inclusion	
HOST COMMUNITIES	19
Covid-19 support Host community procurement High rate of unemployment Skills shortages Investing in science education The South Deep Trusts	
GOVERNMENT	20
Communicating progress on SLP targets Energy supply Supporting government in Covid-19 response Addressing gender-based violence Improving healthcare	
ENVIRONMENT	21
Energy and carbon management Managing water usage Prevention of groundwater contamination Host community waste management and environmental education Renewable energy Climate change vulnerabilities	

Our evolved safety strategy addresses behavioural aspects to keep people safe underground

Employees and contractors

As part of our culture transformation journey, we have spent the past few years strengthening our communication with our people, introducing a two-way WhatsApp-based engagement tool, and utilising a range of other digital, face-to-face and printed communication platforms. We hold daily Invocoms – an approach that ensures our people have specific, measurable, flexible, realistic and time-related goals daily. These measures help us to strengthen engagement and drive productivity by understanding the issues that are important to our people.

PRIORITY EMPLOYEE ISSUES

Safety of our people

How we are responding to it

During the year we tragically lost one of our colleagues, Vumile Mgcine, a 46-year-old shaft timberman. We undertook an extensive study to identify areas for further improvement, particularly in the area of behaviour. We rolled out our evolved safety strategy, which rests on three human dimensions: motivation, mindset and method. It places even greater emphasis on people and the factors that influence their decisions and behaviours and is currently being rolled out across the mine.

Keeping our people safe during Covid-19

How we are responding to it

Although Covid-19 was less of a risk in 2021, we still tragically lost 17 of our South Deep employees to the virus. Vaccination remains our first line of defence in combatting the virus and our people responded incredibly positively to the call for vaccinations. We put a vaccination programme in place with the assistance of external partners and by the end of the year 90% of employees had received their first vaccination and 80% had received their second. As Covid-19 is pervasive across all sectors of society we recognise that we cannot keep our people safe unless we vaccinate their family members and the broader community. This has been part of our vaccination programme since the beginning. You can read more about our Covid-19 support programme in communities on p 19.

Diversity and inclusion

How we are responding to it

Our goal is to create a workplace in which the value of transformation is recognised, and a culture of diversity and inclusion is promoted and supported. We are focusing on four areas to drive this: Women and HDSAs in our workforce; retention of women; talent management; and building an inclusive mindset. Some performance highlights from the year include:

- 75% HDSAs.
- 24% women in leadership.
- 67% women in core mining roles.
- 73% increase in diversity score.

4,510

Total workforce



24%

Female employees



67%

Women in core mining roles

24%

Women in leadership

US\$110m

Employee wages and benefits



US\$65m

Host community salary and wage payments

86%

Proportion of nationals

US\$2,121

Training spend per employee



Through our Diversity and Inclusion programme, we are targeting the development of women in mining

OUR NEW SAFETY MODEL

MOTIVATION (THE WHY):

Purpose of why we have to act safely.
The energy required to behave in a certain way.

MAKE IT PERSONAL

It works because
Believing and understanding the "why" inspires people to behave in support of change.

MINDSET (THE WHAT):

Deeply held beliefs, attitudes and assumptions we have and/or create about safety, how it works, what we are capable of and what is possible.

MAKE IT BELIEVABLE

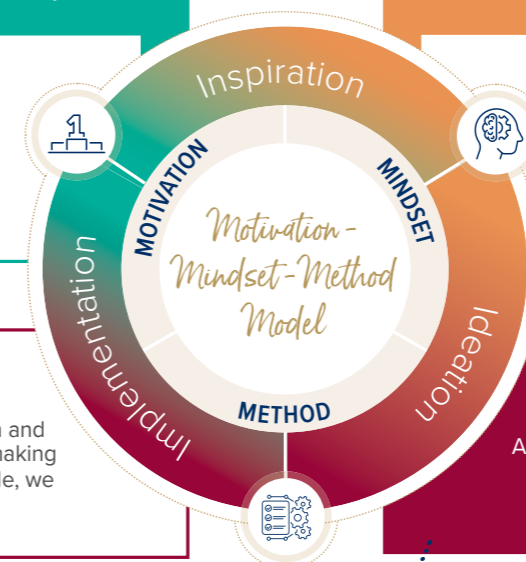
It works because
People seek congruence between their beliefs and actions and mimic individuals and groups who surround them, often consciously and sometimes unconsciously.

MAKE IT PRACTICAL

It works because
Our brains remain pliable. Association and consequences shape behaviour. By making things practical, simple and predictable, we increase compliance.

METHOD (THE HOW):

A specific process for accomplishing something.
What we should be really good at.





Host communities

We seek to build trust by engaging in a consistent, meaningful and transparent way. Two-way dialogue is important to us because it helps us understand our host community needs and fosters deeper relationships. We hold numerous face-to-face engagements with community leaders and members. These include regular Round Table meetings, open days, capacity building workshops and community awareness days.

PRIORITY HOST COMMUNITY ISSUES

Covid-19 support

How we are responding to it

If we are to play a meaningful role in tackling Covid-19 infection we need to extend our efforts beyond our workforce into the communities where many of our employees, their friends and families live. Partnerships with local government, NGOs, other businesses and community organisations and leadership have been central to the community Covid-19 work that we continued in 2021. Together with the Department of Health, Pirtek, WBHO, Rand West Stakeholders Forum and South African National Taxi Council (West Rand Region), we rolled out a mass community vaccine drive targeting taxi commuters, operators and community members in Bekkersdal, Simunye Westonaria, Westonaria Borwa and Thusanang. A second vaccination drive, conducted with the Department of Health, delivered vaccines to learners, their parents and educators at host community schools.

We also rolled out the following Covid-19 support programmes:

- Food relief programme providing cooked meals for over a thousand orphans and vulnerable children, residents of old age homes and destitute families.
- Temporary shelter, blankets, toiletries and cooked meals for the homeless.
- Groceries and furniture provided to eight Early Childhood Development centres.
- Covid-19 communication drive providing pamphlets and posters in vernacular languages.
- Distribution of over 120,000 masks and sanitiser.

Procurement opportunities for host community businesses

How we are responding to it

During the year, we hosted more than 25 engagement sessions with host community business forums and small and medium-sized enterprises (SMMEs) to share information on procurement opportunities and processes. We ran four host community procurement workshops through the South Deep Business Development Centre, and have ring-fenced certain procurement opportunities specifically for host community businesses. A five-year supplier development programme is in place, targeting host community procurement. We publish all procurement opportunities on the South Deep website: <https://www.goldfields-southdeep.co.za/working-with-south-deep>.

High rate of unemployment in our host communities

How we are responding to it

There has been a surge in South Africa's unemployment rate in recent years and youth unemployment is estimated to be at 66.5%. In response to the government's Youth Employment Service campaign, South Deep Mine, in collaboration with YES4YOUTH, has embarked on a youth employment initiative. Aligned to the mine's strategic social development drive and ambitions, unemployed youth from host communities are being afforded the opportunity to access a twelve-month experiential learning programme. The aim is to equip unemployed youth with invaluable working experience to enhance their future ability to compete for job opportunities within various industries. To date, the mine has employed 40 cadettes from host communities with a further 45 to be employed during quarter 2 of 2022. Training and exposure for the cadettes will cover operational orientation, underground and plant induction and is combined with modular in-service training including basic life skills and work etiquette.

Our mine and our contractors employed an additional 150 host community members on projects that include the construction of Phase 2 of our Doornpoort Tailings Dam and the South Deep Solar Plant project. We continued to encourage contractors to employ locally and held a number of sessions with host communities on the employment opportunities on offer and how to apply. This information is also posted on our website and social media pages.

Skills shortages in host communities

How we are responding to it

Low levels of education contribute to skills shortages in our host communities. During the year we continued to provide bursaries, internships and learnerships. We also trained 51 community members in portable skills and delivered basic business and entrepreneurial skills training to 14 SMMEs.

In addition, the mine has entered a partnership with the Signa Academy to engage an additional 85 unemployed and disabled youth in an experiential work orientation and learning programme. This programme is geared towards offering disabled youth the opportunity to enter the formal work environment and to acquire skills that afford them opportunities to compete for gainful employment in the future.

US\$118m
Host community value creation



US\$51m
(23%)
Host community procurement

56
Number of host community suppliers supported

66%
Workforce living in host community



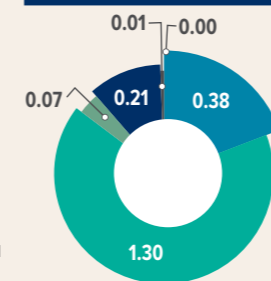
US\$1,97m
Socio-economic investment

3,403
Host community employees, contractors, supplier and non-mining jobs

148
Community engagements
(2020: 192; 2019: 57)

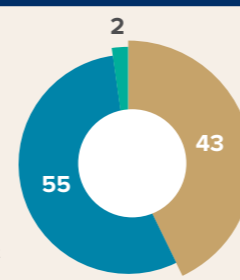
SED SPEND BY TYPE (US\$m)

- Conservation and environment
- Infrastructure
- Education and training
- Health and wellbeing
- Economic diversification
- Charitable giving and gifts in-kind



HOST COMMUNITY VALUE CREATION BY TYPE (%)

- Host community procurement
- Host community wages
- Socio-economic development spend



INVESTING IN LOCAL SCIENCE EDUCATION

Ensuring that the future generation has a solid foundation in the natural sciences is critical to the development of our country and our business. We are directly investing in the field of science and engineering and are developing technical skills that will not only benefit South Deep but the wider economy as well.

During the year we built and equipped a science laboratory at the TM Letlhake Secondary School at Simunye in Westonaria. The school did not previously have a functional science laboratory for learners to undertake practical tasks, assessments and experiments in the natural sciences. The new lab can accommodate up to 50 learners at a time, and will benefit 1,410 learners and 51 educators.

The TM Letlhake Secondary School project is one of a number of local economic development projects contained in our Social and Labour Plan. During construction, 11 host community jobs were created. Gold Fields acted as project manager and construction was carried out by local government.



The new science lab can accommodate 50 learners

THE SOUTH DEEP TRUSTS

The South Deep Education Trust and the South Deep Community Trust were set up as part of Gold Fields' Black Economic Empowerment deal in 2010. They are independently managed by Trustees.

We believe that it is important that we give back to our host communities surrounding the mine and that we have projects in place that benefit people in our labour sending areas.

- The **South Deep Education Trust** invests in education projects. These projects help to educate community members so they have a better chance of getting jobs and give them skills so that they can start their own businesses.
- The **South Deep Community Trust** invests in community projects. These projects focus on alleviating poverty, developing infrastructure and connecting people to information and opportunities to build thriving communities.

During the year the South Deep Education Trust invested R11.5m and the South Deep Community Trust invested R2.7m in a variety of projects.



Government

Government partnerships are critical to the success of many of our community, environmental and mine-related projects. We are fully invested in strengthening our relationships with this important stakeholder group through ongoing engagement and the development of a deeper understanding of government issues and expectations.

PRIORITY GOVERNMENT-RELATED ISSUES

Communicating progress on our SLP targets

How we are responding to it

It is important for us and for our government stakeholders that communities understand what our SLP projects are, how they are progressing and the positive impact they will have. We partnered with the Provincial Department of Mineral Resources and Energy in delivering Mining Charter and Social Labour Plan workshops to more than 300 councillors, community leaders, NGOs, and other stakeholders. This detailed what they can expect from government and our business, and how the various SLP projects – driven by government and delivered by South Deep – will benefit them.

Energy supply

How we are responding to it

During the year we finalised plans for the construction and operation of an independent 50MW solar plant that will reduce South Deep's demand on local energy supply. We have worked very closely with the regulator on this important project, which forms part of the overall Gold Fields strategy to decarbonise the business. Government has high expectations that we support mining communities wherever possible. We engaged our business partners on the project to employ host community members where possible. Over 40 job opportunities were created for host communities in the construction of the solar plant.

Supporting government in its Covid-19 response

How we are responding to it

Details on how we partnered with government to address workforce and community safety and health during the Covid-19 pandemic can be found on p 19. Our South Deep Covid-19 Steering Committee continues to work closely with the National Institute for Communicable Diseases (NICD), District Command Centre, Provincial Government and Department of Mineral Resources and Energy to keep our people and host communities safe and healthy during the pandemic.

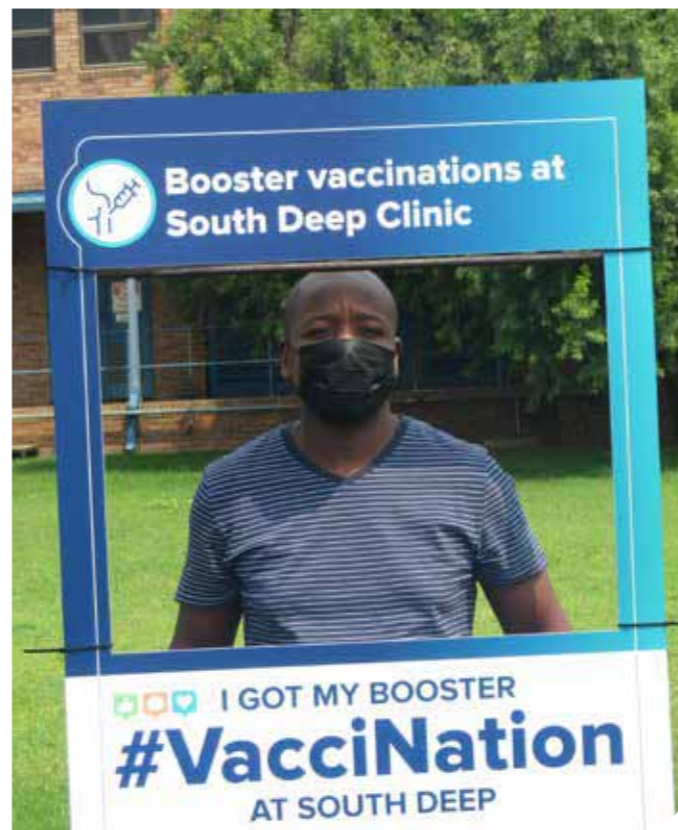
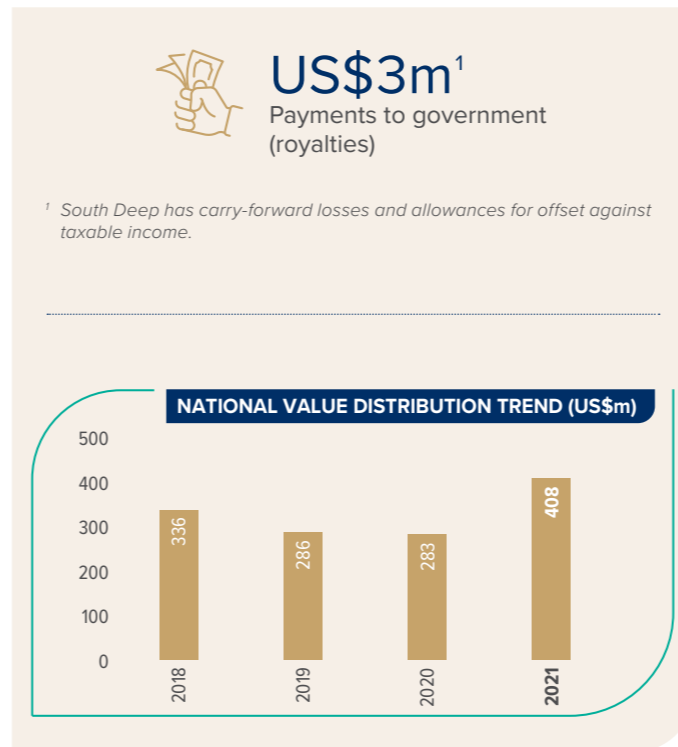
Addressing gender-based violence

How we are responding to it

Addressing the issue of violence against women and children is high on government's agenda and we partnered with a range of government stakeholders during the year. These included Rand West City Local Municipality, South African Police Service (SAPS), Gauteng Department of Community Safety Gender Based Violence (GBV) Brigades and the Cooperative Governance and Traditional Affairs. Other partners included local Non-Governmental Organisations, Sisonke Health Medical Scheme and Lenmed Randfontein Private Hospital. During the period we ran education and awareness workshops with host community stakeholders on where to get help if they or a loved one are in an abusive or high-risk situation, and to foster dialogue that will drive solutions to gender-based violence. We also support the annual 16 Days of Activism for No Violence Against Women and Children through a variety of community and internal programmes and campaigns.



We supported 16 Days of Activism for No Violence Towards Women and Children with local government representatives and community leaders



We partnered with government to deliver vaccinations to host community members as well as our own people

IMPROVING HEALTHCARE IN HILLSHAVEN

Our local Hillshaven community and the Department of Health highlighted a pressing need for healthcare services in the area – the Hillshaven community was only able to access a mobile clinic once a week.

To address this need, we donated 11 hectares of land, complete with a clinic and admin building to the provincial subdistrict of the Department of Health. The property is valued at R3,2m and we invested a further R520,000 renovating buildings. The 27-room clinic provides the local community with a wide range of primary healthcare services, while the admin buildings have helped the Department of Health to cut down on rental costs they were previously incurring.



The new Hillshaven clinic provides a permanent place for community members to access primary healthcare



Environment

Climate change and environmental degradation will have a negative impact on our mine and all our stakeholders. As part of our commitment to managing our environmental impact, Gold Fields launched 2030 ESG targets during the year – these include a focus on managing water, increasing our use of renewable energy, environmental stewardship and managing our tailings storage facilities.

PRIORITY ENVIRONMENTAL ISSUES

Energy and carbon management

How we are responding to it

In addition to our solar energy plant project (see alongside), we implemented the following measures to reduce energy consumption as part of our journey to a low-carbon future. These resulted in a reduction of 42,638 Co₂e:

- Improving efficiency of compressed air consumption, allowing us to switch off one 3MW compressor.
- Pumping station optimisation and recirculation of water.
- Replacement of fans with new energy efficient fans.
- Fan system optimisation.

Managing our water usage

How we are responding to it

Water stewardship is one of six priorities of the Gold Fields ESG Charter and at South Deep we aim to eliminate Rand Water (utility) consumption to zero by 2050. We continue to improve our water management practices, pollution prevention, recycling and water conservation. During the year we:

- Developed a new water conservation and demand management plan.
- Exceeded both water targets of 70% reuse/recycling (actual: 80%) and freshwater withdrawal of 1.9GL (actual: 1.6GL).
- Desilted the old return water dam and completed designs for an upgraded lining.
- Continued to engage actively with the Rietspruit Catchment Forum, sharing the results of our instream water quality results.
- Collaborated with government agencies to raise awareness of the importance of trees and water during Arbor Day and planting trees at three schools.
- Commenced a water management education programme in host community schools.

Prevention of groundwater contamination

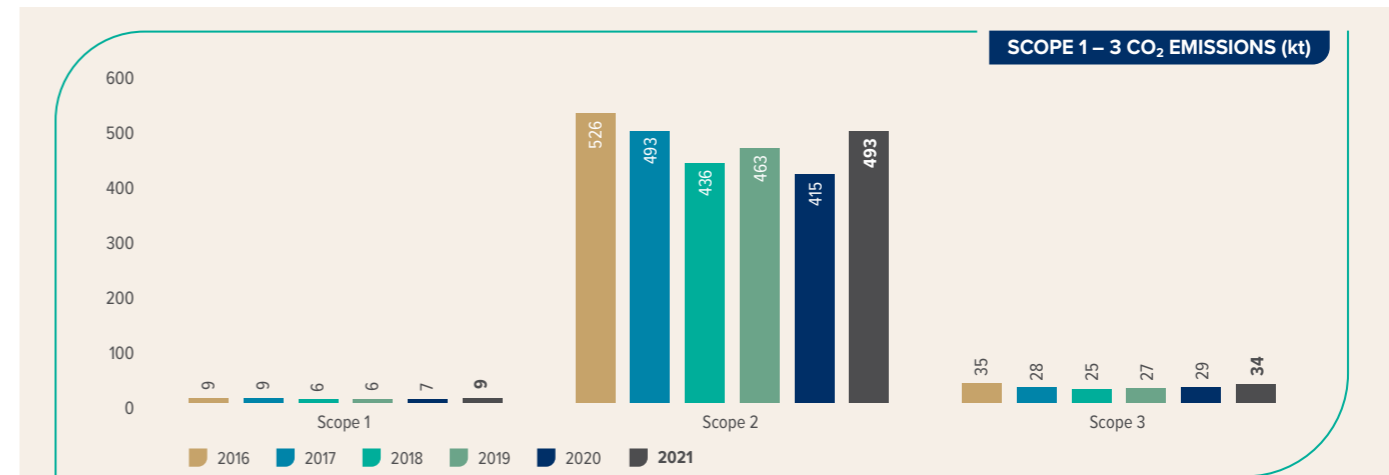
How we are responding to it

Groundwater is a critical resource we share with our host communities. We have a robust groundwater quality monitoring programme in place that covers all potential pollution sources and extends to our neighbouring farming community. We continued to work closely with the Federation for Sustainable Development throughout the year, hosting tours of our tailings dam facilities to illustrate the extent to which we are following the guidelines of the International Council on Mining and Metals (ICMM) Tailings Governance Framework. We also ran workshops to educate our host communities on how the mine manages air pollution and water. When we detected a change in the water chemistry below our Doornpoort tailings storage facility, we successfully confined and contained the plume. Water chemistry levels stabilised and ongoing monitoring confirms that the plume has been successfully confined to the affected area on South Deep's property.

Host community waste management and environmental education

How we are responding to it

Waste management and illegal dumping is an ongoing challenge in our host communities, particularly in informal settlement areas. Working with the Federation for Sustainable Environment (FSE), the Rand West City Local Municipality, the Gauteng Department of Agriculture and Rural Development, Rand Water and other local non-profit organisations, we cleared illegal dumping sites, raised awareness of the dangers of illegal dumping and educated communities on how to use vacant land productively for agricultural purposes and tree planting. More than 200 trees were planted and certain dumping sites rehabilitated into community gardens and recreational areas. Community NGOs received cleaning equipment, grass cutting machinery and personal protective equipment. The project employed a host community team comprising 80% unemployed youth.



0

Serious environmental incidents 2019 – 2021

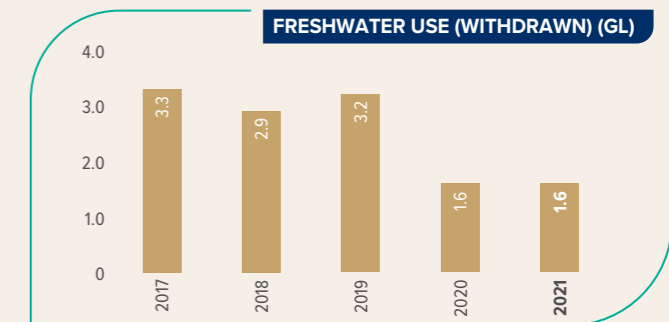
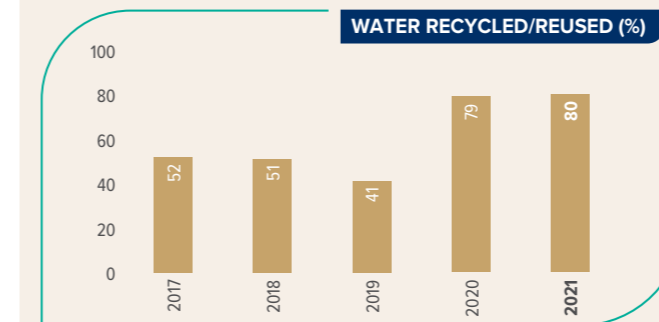


1.78 PJ

Total energy consumption

3ML

Total diesel consumption



RENEWABLE ENERGY TO TAKE US FORWARD

Gold Fields' Energy and Carbon Management strategy addresses our key energy priorities: security of supply, cost effective electricity, reducing energy consumption and limiting the impact of our energy consumption on the climate. Construction of a 50MW solar plant at South Deep is in progress and is expected to be commissioned in 2022. It will provide 24% of the mine's electricity from renewable energy. This means we estimate emission reductions of 110kt CO₂e annually. Ultimately, our ambition is to achieve 45% renewable energy with storage capacity, and to this end we are studying the use of wind power and battery storage. During the construction of the solar plant, we successfully relocated protected plant species.

UNDERSTANDING OUR CLIMATE CHANGE VULNERABILITIES

The following arose from the Group Climate Change Vulnerability Assessment and allows us to understand our key climate change risks and the ways in which we can respond to them.



	Business process/ stakeholder	Climate change impact	Risk	Vulnerability	Adaptation measures
SOUTH AFRICA – South Deep NATIONAL PROJECTIONS Increased temperature, Increased rainfall variability, Decreased annual rainfall, Increased storms, Increased water stress and prolonged drought	Workforce		Employees working outside on surface at increased risk of heat exhaustion and dehydration	Medium	<ul style="list-style-type: none"> Increased awareness related to heat stress incorporated into health and safety programmes for surface personnel.
	Host communities		Increased tension in communities due to delivery and living conditions	High	<ul style="list-style-type: none"> Initiatives to build adaptive capacity of the host communities, including social investments to increase economic diversification, education, training and health and wellbeing. Continual engagement with host communities.
			Climate change exacerbates the risk of increased dependency of host communities on Gold Fields as a result of poor service delivery	Medium	<ul style="list-style-type: none"> Consider water infrastructure upgrade projects at host communities. Reduce dependence on water utility. Continual engagement with host communities.



The solar plant will provide 24% of the mine's electricity

Ghana



HIGHLIGHTS

National value creation

US\$1,1bn

Host community procurement

US\$371m (45%)

Host community employees, contractors, suppliers and non-mining jobs

5,631

Payments to government

US\$319m

KEY ISSUES AND STAKEHOLDERS IMPACTED

EMPLOYEES AND CONTRACTORS

23

- Covid-19 support
- Safety of our people
- Wellness
- Gender and diversity
- Career growth and training

HOST COMMUNITIES

24

- Job creation and employment
- Skills development
- Access to land
- Improvement to local road infrastructure
- Building non-mining skills
- Artisanal and small-scale mining (ASM)
- Resettlement and compensation
- Gold Fields Ghana Foundation

GOVERNMENT

25

- Addressing the Covid-19 pandemic
- Tax and regulations
- Supporting government on ASM

ENVIRONMENT

26

- Cleaner forms of energy
- Water management
- Climate change vulnerabilities

Our communities are using a rehabilitated TSF at our Damang mine to plant crops



Employees and contractors

Our workforce are key role players in our business and we are invested in securing their health and safety, investing in their training and development, building a culture of diversity and inclusivity and providing them with competitive remuneration and benefits.

PRIORITY EMPLOYEE ISSUES

Covid-19 support

How we are responding to it

Our Covid-19 vaccination programme started in March 2021 and at the end of the year 86% of the workforce had received at least one dose of a vaccine and 53% were fully vaccinated. Our people with underlying health conditions were encouraged to work from home, and those at the workplace were provided with face masks and other required personal protective equipment. We partnered with community radio stations to provide education to the workforce and our host communities.

Safety of our people

How we are responding to it

In 2020, the Courageous Safety Leadership (CSL) programme was introduced to empower employees to speak up about safety issues and demonstrate safety leadership. At the end of 2021, employees, business partners and contractors had completed the training at all our sites. The change in culture encourages everyone to be accountable for their own and others' safety rather than relying on leadership alone. Safety is a daily awareness topic during meetings and we introduced a safety engagement mobile app to make reporting safety hazards easier. 2021 marked our best year yet in terms of safety with only seven recordable injuries (2020: 14). Damang won the Chair's Safety Shield Award for the greatest improvement in safety performance with Tarkwa being placed second.

Wellness

How we are responding to it

In addition to our Covid-19 response, we resumed other wellness activities in April 2021 and employees were screened for high blood sugar, blood pressure, cholesterol and HIV/Aids. We celebrated various health awareness days by offering screening for several conditions, including different types of cancer.

Gender and diversity

How we are responding to it

We recognise the need to address the gender imbalance in our workforce. In line with the Gold Fields Diversity and Inclusion Policy, we are putting plans in place to improve female representation. We still have a long way to go as only 11% of women currently hold management roles and 46% are in core mining roles. During the year, we increased our intake of women into the National Service Scheme and Graduate Training Programme to build a pipeline of female skills. We are targeting women recruits for mining positions through all social media and other recruitment engagement platforms.

Career growth and training

How we are responding to it

Building a workforce of highly skilled and trained employees is critical to achieving all three of our strategic objectives, but in particular Strategic Pillar 1: Maximising potential from our current assets through people and innovation. To enhance the capabilities of young emerging talent, we increased our Graduate Training Programme substantially from 46 to 123 participants. Around 105 employees in management roles underwent targeted management and leadership development training, while 120 employees were promoted to senior roles in line with our focus on career development and enhancement. Employees were also supported in pursuing higher academic qualifications through the provision of loans, grants and scholarships.

7,138
Total workforce



1,109
Number of employees



46%
Women in core mining

11%
Women in Leadership

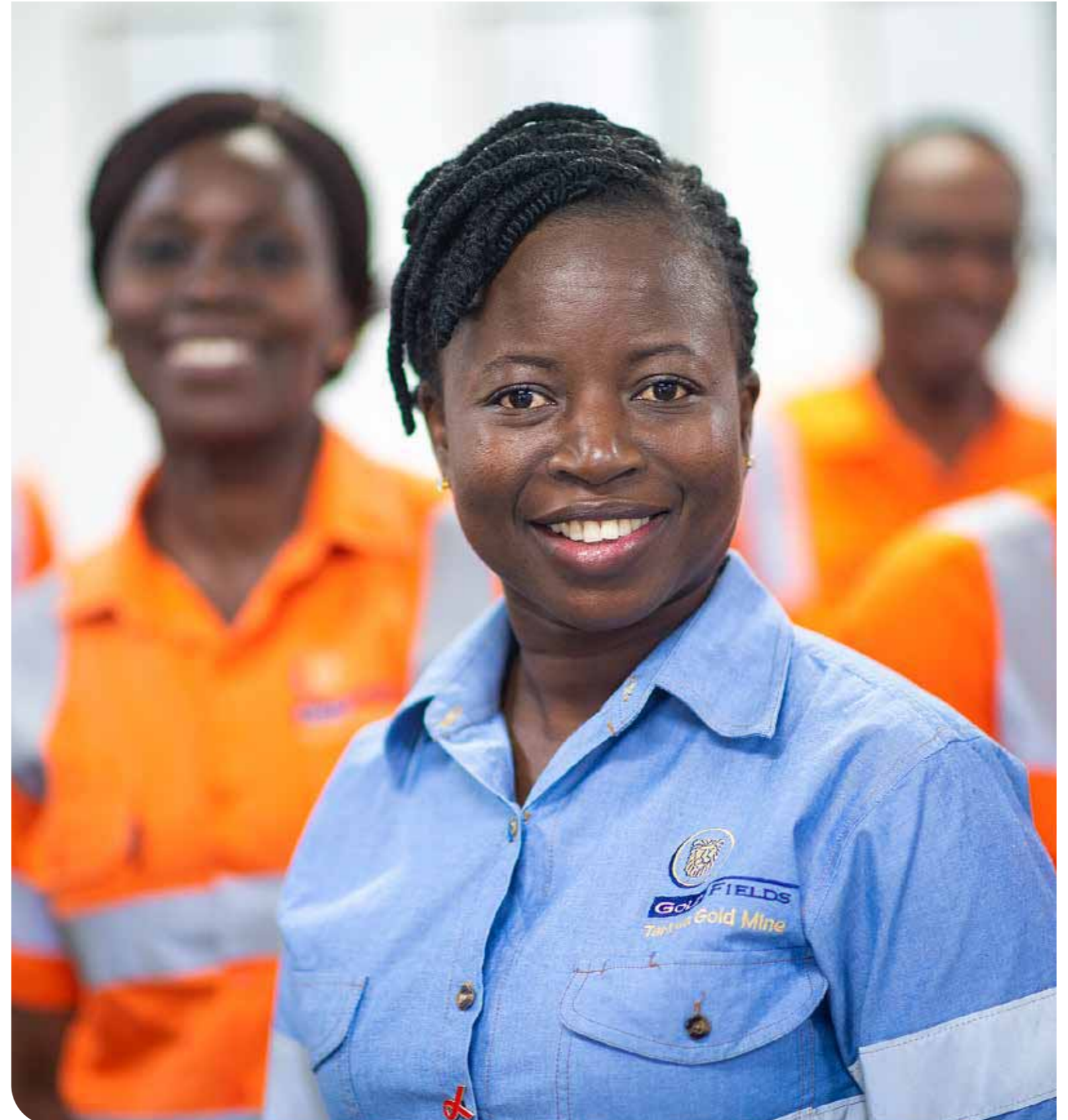
99%
Proportion of nationals

US\$93m
Employee wages and benefits



US\$21m
Host community salary and wage payments

US\$1,530
Training spend per employee



Building a pipeline of female employees is a key focus area.



Host communities

To create enduring value for host communities, we need to develop a comprehensive understanding of the issues and challenges important to them. Therefore, during the year we conducted an independent assessment to determine the strength of our relationships with our host communities. Five areas were assessed: power relations, sustainability, accountability, respect for cultural values and communication. The results showed a strong relationship with our host communities, with the overall relationship index being 73.6% for Tarkwa and 71.0% for Damang.

PRIORITY HOST COMMUNITY ISSUES

Job creation and employment

How we are responding to it

We strive to offer a wide range of job opportunities through our community employment committees, which local leaders head. Currently, our workforce comprises 70% host communities employees but the need for employment has increased beyond the mine's capacity. We therefore focus on creating non-mining jobs that can be sustained beyond mine closure. We partnered with the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) to launch the Youth in Horticultural Production (YouHop) programme in 2016. We continued the project in 2021, focusing on commercial vegetable farming to generate jobs and income opportunities in host communities. Vegetables include cabbage, carrots, green pepper, beetroot and mushrooms, which are high-value crops with good demand. In all, 293 community members benefited in 2021.

Skills development

How we are responding to it

A Graduate Training Programme was launched in 2018 and continued in 2021. Graduates from host communities are interviewed with the participation of community leaders and then engaged by the mine in various departments for two years. This allows them to gain first-hand on-the-job experience that increases their chances of employment when they leave. In 2021, 124 graduates were selected and training is in progress. Out of the first batch of 47 trainees who completed their programme in 2020, 23 have been employed with us or by our business partners. In line with our gender diversity goals, around 40% of those employed are women.

Access to land

How we are responding to it

Through natural growth and migration to the area, the Damang community has grown significantly over the years and the community currently lacks land for housing and social and economic infrastructure. We engaged extensively with community leaders on this issue and agreed to appoint an independent consultant to conduct a study and recommend solutions. A draft report has been submitted and is currently being reviewed by ourselves and community leaders.

Improvement to local road infrastructure

How we are responding to it

The 15km Awudua Nkwanta to Awudua road was 80% complete in 2021 and we started rehabilitation of the UMaT to Brahabobom access road at Tarkwa. Drains and gutters along the Damang community roads were installed in 2021. The construction, rehabilitation and tarring of community roads helped to improve access to markets and facilitated the growth of rural industries in communities. A total of 105km have been rehabilitated since the start of the programme.

Building non-mining skills

How we are responding to it

Our apprenticeship programme is aimed at community youths and focuses on trades such as welding and fabrication, spraying and auto-mechanic, car upholstery, fashion design and sewing and auto-electricals. Currently, 102 candidates from the host communities are being trained in the various trades. Approximately 45% of previous programme participants have either gained employment with other organisations or established their own ventures. Current participants are still completing their training.

Together with our business partners, we also run training for youths in the operation of heavy mining equipment. In 2021, 11 young people were selected to be trained by Engineers and Planners (EBP).

Artisanal and small-scale mining (ASM)

How we are responding to it

The Tarkwa-Nsuaem and Prestea-Huni Valley Municipalities, which host Gold Fields' Tarkwa and Damang mines, are major centres for both legal and illegal mining activities. The growing number of gold-buying agents and the sale of mercury in Tarkwa town and its environs give an indication of illegal mining activities in the municipality. Illegal mining is a concern due to the contamination of water sources with mercury and cyanide, the loss of surface rich ore and the risk of equipment falling into the hands of illegal miners. There is also the potential for human rights abuses should conflicts arise between security agencies and illegal miners. For detail on our approach to addressing ASM, please see p 25.

Resettlement and compensation

How we are responding to it

We had previously received complaints from the Brahabobom community in Tarkwa regarding suspected infrastructure damage caused by blasting at the Atuabo-Mantraim pits. The Minerals Commission's (Mincom) Joint Blast Monitoring Committee monitored 48 blasting activities in 2019. Their final report indicated that all blast readings were below the damage limit, but during the year we agreed with their recommendation that we repair cracks in some of the Brahabobom community buildings as a gesture of good neighbourliness. We are collaborating with the regulators on how to proceed with this work.

In 2010, 245 Nuamakrom farmers sought compensation for their crops and structures near the Kottravercy waste dump following complaints about noise, water and air pollution. While an investigation revealed no evidence of such pollution, we agreed to compensate the farmers and reached an agreement with the majority of them. However, 74 farmers were still seeking compensation – we reached an amicable agreement with them during the year.

Our JV partner, Galiano Gold, successfully resettled the Tetrem community to a newly established village. This was done after the expansion of the Essase pit and in accordance with a resettlement action plan (see IAR p 91).

US\$401m

Host community value creation



US\$371m

(45%)
Host community procurement

85

Number of host community suppliers supported

70%

Workforce living in host community



US\$8.85m

Socio-economic investment

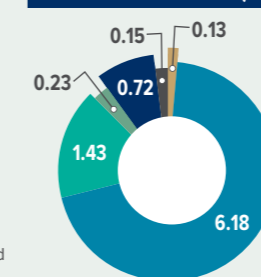


5,631

Host community employees, contractors, suppliers and non-mining jobs

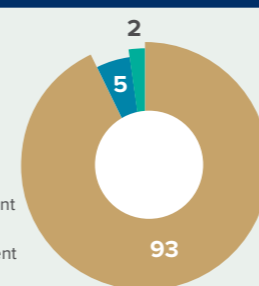
SED SPEND BY TYPE (US\$m)

- Conservation and environment
- Infrastructure
- Education and training
- Health and wellbeing
- Economic diversification
- Charitable giving and gifts in-kind



HOST COMMUNITY VALUE CREATION BY TYPE (%)

- Host community procurement
- Host community wages
- Socio-economic development spend



344

Community engagements (2020: 284; 2019: 173)

WORKING THROUGH THE GOLD FIELDS GHANA FOUNDATION

Through our Gold Fields Ghana Foundation we focus on addressing community needs. The Foundation receives US\$1 per ounce of gold produced, plus 1.5% of the Region's annual pre-tax profit.

The type of the projects is determined by the communities themselves through a comprehensive consultative process, which involves the chiefs, opinion leaders, unit committee heads, members of the district assemblies, representatives of government agencies and members of host communities. This bottom-up approach is designed to ensure that only projects that address key community needs are undertaken, which in turn fosters strong community ownership and buy-in. During 2021, US\$7.7m was invested in social and economic projects and programmes in the communities.



Gold Fields Ghana Foundation receives US\$1/oz of gold produced, plus 1.5% of annual pre-tax profit



Government

Our relationships with the government are critical to our mutual success. We actively strive to strengthen our relationship through ongoing engagement. Engagement with national government typically takes place collectively as an industry through the Ghana Chamber of Mines. The Gold Fields Ghana regional and site management teams also regularly engage with regional regulatory authorities and municipal authorities in host communities.

PRIORITY GOVERNMENT-RELATED ISSUES

Addressing the Covid-19 pandemic

How we are responding to it

We are supportive of the government's efforts to address the pandemic. Our Covid-19 vaccination programme started in March 2021. While there were initial challenges with the acquisition of vaccines, 7,076 employees and community members have since been vaccinated.

Taxes and regulations

How we are responding to it

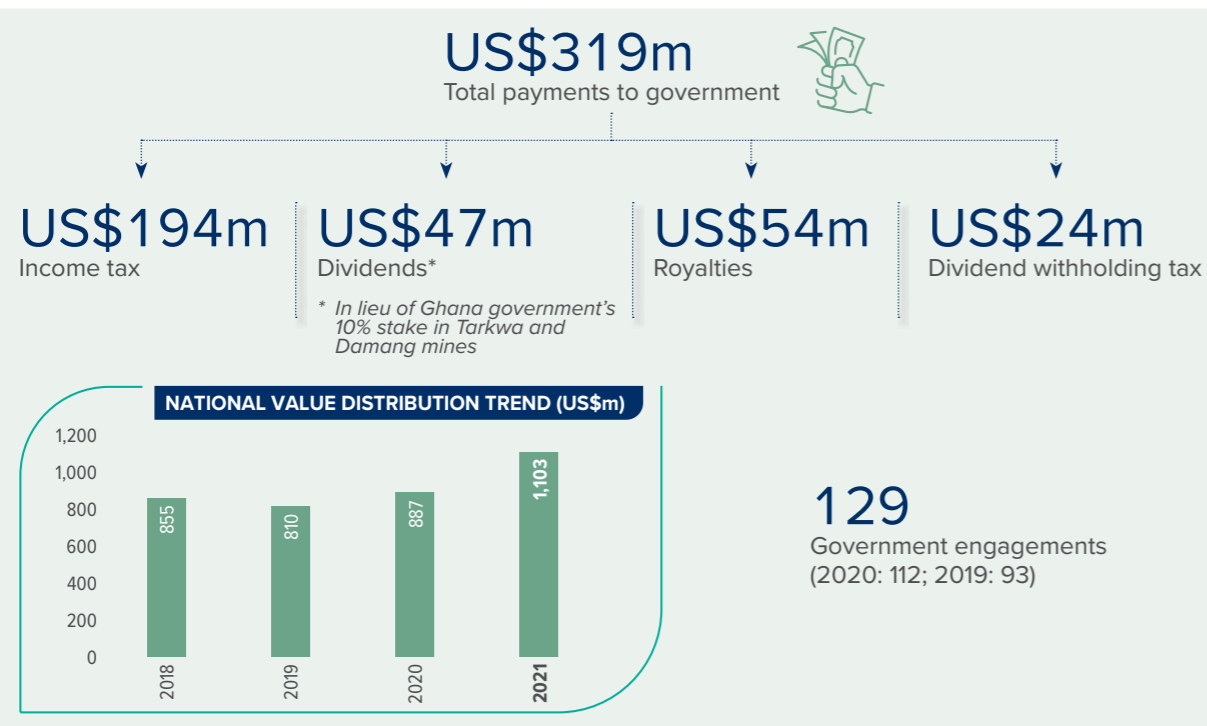
In the wake of an economic slowdown following the Covid-19 pandemic, the Ghana government in 2021 passed a number of regulations impacting Gold Fields and other mining companies. These include:

- A US\$5m Covid-19 levy, which Gold Fields paid without prejudice to its rights under the 2016 Development Agreement (DA)
- Gold Fields enjoys tax exemptions on fuels and other items. Due to administrative procedures from the Ministry of Finance, these exemptions were delayed and the Company paid full tax rates, for which it has now applied to be refunded
- The industry regulator, the Minerals Commission, granted short-term export licences for our two mines. We proposed retaining our original longer-term licences and are expecting a ruling shortly

Furthermore, we continue to engage the government through the Ghana Chamber of Mines on details to sell a portion of gold produced in Ghana to a local refinery for value-addition purposes.

We continue to have full confidence in Ghana's fiscal and regulatory framework and continue to invest in our Damang and Tarkwa mines in the country. These investments are covered by our DA with the government. Under the agreement, Gold Fields is expected to spend US\$500m at each mine – over an 11-year period for Tarkwa and a nine-year period for Damang – and includes a reduction in the corporate tax rate from 35% to 32.5%, as well as a sliding scale royalty tax based on the gold price. The government also holds a 10% interest in the entities controlling the Tarkwa, Damang and Asanko mines.

The DA cemented our status as one of the largest contributors to the country's fiscus. Gold Fields' contribution to national development in 2021 totalled US\$319m in the form of taxes, royalties and dividends.



SUPPORTING GOVERNMENT ON ASM

The Tarkwa-Nsuaem and Prestea-Huni Valley Municipalities, which host Gold Fields' Tarkwa and Damang mines, are major centres for both legal and artisanal and small-scale mining (ASM) mining activities. The government, taking into account the dangers to illegal workers, potential for human rights abuses and the negative environmental impact, has renewed the clampdown on illegal mining and shifted its focus to community mining.

We are supportive of the government's efforts – as part of our commitment to community development and job creation, the Damang Mine ceded a section of its mining concession, the Abosso Deeps, to the government with the area subsequently allocated by the Minerals Commission for community mining. We also supported the government launch of the National Alternative Livelihood Programme for Illegal Miners.

Our approach to ASM focuses on three pillars:

1. Proactive and consistent engagement with host communities: we make extensive use of community engagement platforms to disseminate information on the dangers of illegal mining, and educate the youth against this line of work. Communities are also sensitised on mining regulations and the consequences to people found guilty of illegal mining activities.
2. Job creation and community development: we prioritise host community employment and development, driven by a host community employment committee that is chaired by community leadership. Currently, host community employees constitute 70% of the total workforce of the Gold Fields Ghana operations. Where we are unable to create further jobs, we invest in projects that build non-mining skills and enterprises (see p 24).
3. Effective security patrols are aligned with the Voluntary Principles on Security and Human Rights (VPSHR). Our protection services team undertakes regular patrols and facilitates the removal of ASM miners on the concession. Security enforcement complies strictly with Ghanaian laws and international human rights standards and all external and internal security personnel are trained in the VPSHR principles. A total of 48 police officers deployed to our Damang and Tarkwa sites in Ghana received VPSHR training in 2021. There were 42 illegal mining incidents at our Ghana operations, minor in nature, which were resolved peacefully in accordance with our ASM strategy and our VPSHR commitment.

In 2021, we upscaled our Graduate Training Programme and conducted feasibility studies into establishing rubber plantation and manufacturing non-mining jobs.

Ghana's approach to managing the issue of ASM was featured as a case study in the World Gold Council's report on lessons learned on managing the interface between large-scale and artisanal and small-scale gold mining. This can be found at <https://www.gold.org/esg/artisanal-and-small-scale-gold-mining>.



Illegal mining activities have increased, prompting renewed clampdowns by government. (Photograph not taken on Gold Fields' sites)



Environment

We recognise the potential negative effect that our operations can have on the environment and communities in the areas where we operate. We focus on reducing our carbon footprint, managing water and tailings responsibly and rehabilitating sites through revegetation and, where possible, job creation and skills development.

PRIORITY ENVIRONMENTAL ISSUES

Cleaner forms of energy

How we are responding to it

We have an independent power provider – Genser Energy – at both our Tarkwa and Damang mines. This allowed us to make the transition from diesel to LPG in 2016 and then to natural gas in 2020. The installation of the natural pipeline has improved energy security, road safety and reduced emissions.

In addition to gas as a cleaner form of energy, we installed variable speed drives at our tailings pumps, optimised mining equipment through eco driver training and changed the carbon-in-leach elution fuel.

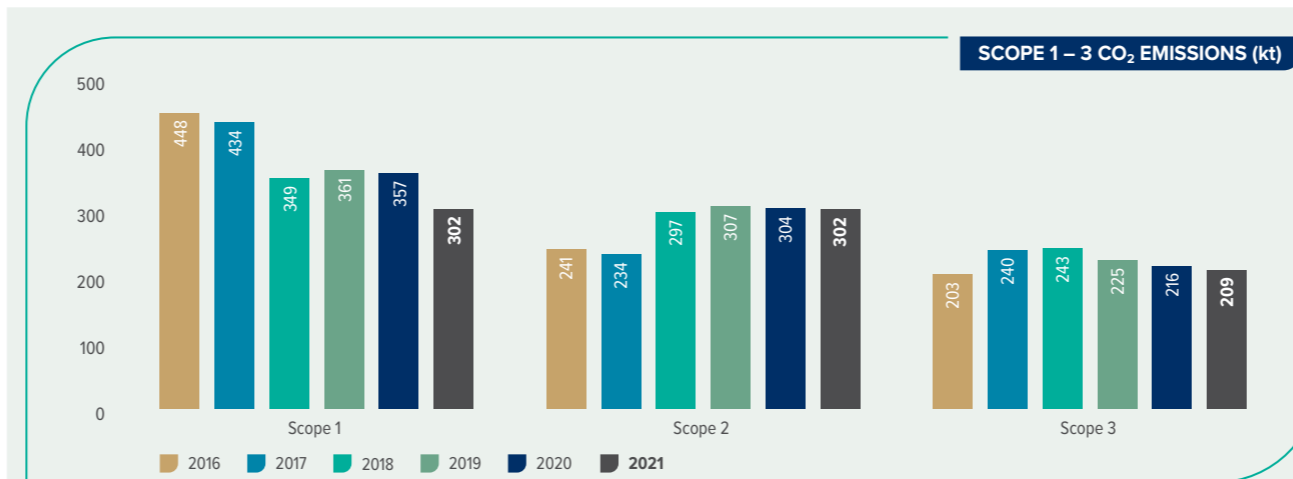
In total we have saved 172,008 CO₂e.

Water management

How we are responding to it

Water stewardship is one of the six priorities of the Gold Fields ESG Charter, with 2030 Group targets to recycle and reuse at least 80% of water and reduce freshwater use by at least 45% from a 2018 baseline.

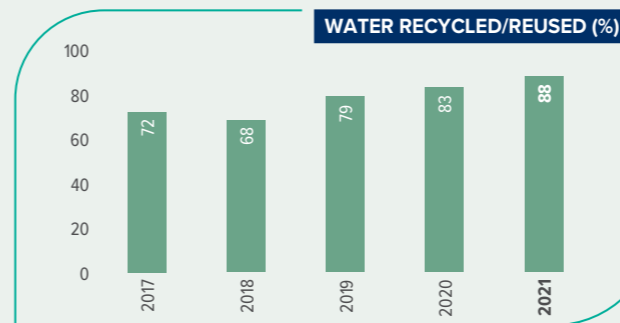
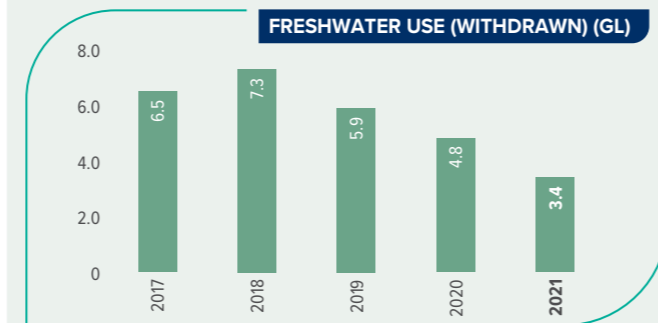
We commissioned a water clarification plant during the year at Tarkwa and completed site water management plans for both our mines. We conducted catchment and water source-based risk assessments and identified controls to manage these.



5,68PJ
Total energy consumption

107ML
Total diesel consumption

0
Serious environmental incidents 2019 – 2021



Water management and cleaner forms of energy are key environmental focus areas

Extremely uncomfortable days Drought Storms Flooding Temperature

UNDERSTANDING OUR CLIMATE CHANGE VULNERABILITIES

The following arose from the Group Climate Change Vulnerability Assessment and allows us to understand our key climate change risks and the ways in which we can respond to them.

	Business process/ stakeholder	Climate change impact	Risk	Vulnerability	Adaptation measures
GHANA – Tarkwa and Damang NATIONAL PROJECTIONS Increased temperature, Increased rainfall variability, Increased extreme weather events, Increased very hot days, Sea level rise	Workforce		Increased discomfort experienced and risk of heat-related illnesses	High	<ul style="list-style-type: none"> Provide for increased operating cost from energy usage in hot seasons. Invest in solar hybrid air conditioners for on-site offices. Employee training on heat stress/climate change and health issues, including malaria and heat stress monitoring programme, including frequent health checks. Enhanced employee wellbeing programmes.
			Increased spread of vector-borne diseases such as malaria, cholera, etc.	High	<ul style="list-style-type: none"> Malaria control and insect bite prevention programme. Employee training.
	Communities		Increased vulnerability of host communities due to impacts of climate change, including increased dependency on Gold Fields for service provision and financial support during crises	High	<ul style="list-style-type: none"> Continued community education on climate change impacts. Assisting municipalities with providing basic service delivery, including electricity, potable water, and ablution facilities. Extensive collaboration with NGOs in areas of sanitation, water. Emergency preparedness and response awareness.
			Decreased food security, increased spread of tropical diseases worsening community health and poverty, induce migration and increase conflict over natural resources	High	<ul style="list-style-type: none"> Effective host community procurement and job creation. Farmer education and studies to investigate harvesting trends in line with climatic conditions. Continued support to improve community economic performance through various programmes (e.g. Youth in Horticultural Production (YouHop), Cocoa growing).
			Increased spread of vector-borne diseases such as malaria, cholera, etc.	High	<ul style="list-style-type: none"> Malaria control and insect bite prevention programme. Community education.

Peru



HIGHLIGHTS

Women in core mining

30%

Host community employees, contractors, supplier and non-mining jobs

948

Host community value creation

US\$41m

Payments to government

US\$65m

KEY ISSUES AND STAKEHOLDERS IMPACTED

EMPLOYEES AND CONTRACTORS

28

- Safety of our people
- Wellness of our people
- Training and development
- Building a diverse and inclusive workforce

HOST COMMUNITIES

29

- Access to water
- Host community employment and procurement
- Partnering for gender equality
- Strengthening local agricultural businesses
- Supporting local education during Covid-19

GOVERNMENT

30

- Engagement and relationships with government
- Water supply
- Supporting government's Covid-19 response
- Regulatory approvals for Cerro Corona expansion
- Fiscal and legal challenges
- Increase in social pressures and anti-mining sentiment
- Partnering through a multi-stakeholder approach

ENVIRONMENT

31

- Water management
- Renewable energy
- Using traditional technology to solve current problems
- Climate change vulnerabilities

Supporting host community education during Covid-19

Employees and contractors

In general, we enjoy good relationships with our employees and contractors. Feedback obtained in surveys and in other forums show that they see us as a good company to work for and one that operates responsibly.

PRIORITY EMPLOYEE ISSUES

Safety of our people

How we are responding to it

We continued with our Courageous Safety Leadership programme, which fosters a culture of safety across our operations and encourages employees to take responsibility for their safety and the safety of the people around them. Key to this programme is building a culture where people feel it is safe to speak up when they identify unsafe situations or behaviour. We also implemented a Fatigue Management Policy to help employees identify and address signs of fatigue if they are working long hours.

Wellness of our people

How we are responding to it

We work across functions and teams to build wellness programmes that deliver comprehensive care and create a culture of trust where all our people can prosper. These programmes are complemented with tools that are made available to employees so that they can manage their own self-care and access psychological counselling for themselves and their families if they so choose. Our focus on wellness, and the other programmes we have implemented for employees, help to build an engaged employee culture and contributed to an 80% engagement rate in the Employee Climate Survey.

To address mental health challenges during Covid-19, we launched a number of initiatives that included providing psychological counselling and introducing mindfulness practices to reduce employee stress levels.

Training and development

How we are responding to it

Despite the challenges of Covid-19, we continued to implement development programmes such as our High Performance Centre and the Leadership Competencies Programme. The High Performance Centre's programmes are available to all employees, who can select courses appropriate to their role, job level and development goals. A total of 609 employees took part in the training programmes on offer during the year. These include the emerging leaders, job development and recognition programmes, as well as external training. The programme was recognised in the Buenas Prácticas Laborales (Good Labour Practice) contest promoted by the Ministry of Labour and Employment Promotion. Training in the VPSHR was provided to more than 4,500 people at Cerro Corona with in-depth training provided to security officers.



BUILDING A DIVERSE AND INCLUSIVE WORKFORCE

We recognise that a diverse workforce and inclusive culture makes good business sense. Differing perspectives drive innovative business solutions and we need to ensure that our workplace makes a diverse range of employees feel welcomed and acknowledged.

We embrace diversity and inclusion in our day-to-day work by:

- Implementing policies that ensure fairness in the workplace.
- Raising awareness of respect and inclusion.
- Creating a workplace that is free from any form of discrimination or harassment.

During the year, we developed an Equality and Visibility Plan to foster a culture of diversity and zero-tolerance towards bullying and harassment. This focuses on our employees, contractors and host communities. Part of the strategy involves understanding how people view equality and diversity in the workplace. During the year we ran surveys, interviews and focus groups with stakeholders to assess how employees feel about gender equality and diversity in the workplace. These discussions provided useful feedback – for example, employees raised gender stereotypes as a possible barrier to entry to leadership and operational jobs.

We also participated in an externally facilitated review using the Espacios Laborales Sin Acoso (ELSA) or Harassment-Free Workspaces digital tool. ELSA uses big data and artificial intelligence to measure tolerance, prevalence and trust relating to workplace harassment. The results have helped to strengthen harassment-prevention initiatives. They also form part of an ELSA study being conducted on sexual harassment across Latin America.

We continued to train on topics related to diversity and inclusion, gender equality, unconscious bias and preventing sexual harassment.

Together with our Chilean office, we participated in the Gold Field's Mujeres que Inspiran (Inspiring Women) initiative, a programme that aims to boost awareness of the role of women in mining, showcases our female employees and leaders and provides a forum to discuss challenges faced by women in the workforce.



During the year, we launched Gold Fields new Vision to our people (p 4): To Be the Preferred Gold Mining Company Delivering Sustainable, Superior Value



Our Inspiring Women programme showcases our female employees as part of our focus on gender equality



Host communities

To create enduring value beyond mining we need to ensure that our host communities benefit from our operations. This takes place through a multitude of channels, including host community procurement, employment and social investment.

PRIORITY HOST COMMUNITY ISSUES

Access to water

How we are responding to it

Access to potable water has been a long-standing challenge in the local Hualgayoc community. Addressing this issue to deliver potable water to host communities has been one of our key shared value projects. We completed the construction of the potable water system for the Hualgayoc community in 2021 and formally handed it over to the District Municipality. Working together with the community, we also launched a new project to construct small water reservoirs for agricultural purposes. The project was implemented through the Hualgayoc Dialogue Table and during the year approximately 650 holes were dug for the reservoirs. A project to build traditional water reservoirs was also launched during the year. See page 31 for further information.

Host community employment and procurement

How we are responding to it

During 2021, we increased host community employment and procurement opportunities. We exceeded our targets of employing 25% of our workforce from the host communities (27,64% achieved) and procuring at least 13% locally. A baseline of host community suppliers' skills, strengths and weaknesses was established in 2020. Our plans to offer direct training were put on hold due Covid-19, but training is planned for 2022.

Partnering for gender equality

How we are responding to it

Through our framework agreement with the Ministry of Women and Vulnerable Populations, we have developed a partnership with the Hualgayoc Women's Centre that has allowed us to share information about violence, health, women's development and female participation, with the people of Hualgayoc. As a result, more cases of violence are being reported, exposing both the prevalence of violence in the community and the diminishing tolerance towards it.

Our partnerships with contractors through the #BastaYa agreement has allowed us to expand our efforts to eradicate violence among employees and contractors, with support given to help identify, correct and eliminate violence.

During 2021, we partnered with local radio stations, broadcasting messages, interviews and campaigns to promote women's empowerment, equality, diversity, inclusion, non-discrimination and violence prevention.

Strengthening host community agricultural businesses

How we are responding to it

For many years we have been working with local dairy farmers to increase the quality, health and output of their herds. This highly successful project involved more than 500 families in the Hualgayoc district, mainly in 16 villages where the largest number of cattle breeders is gathered.

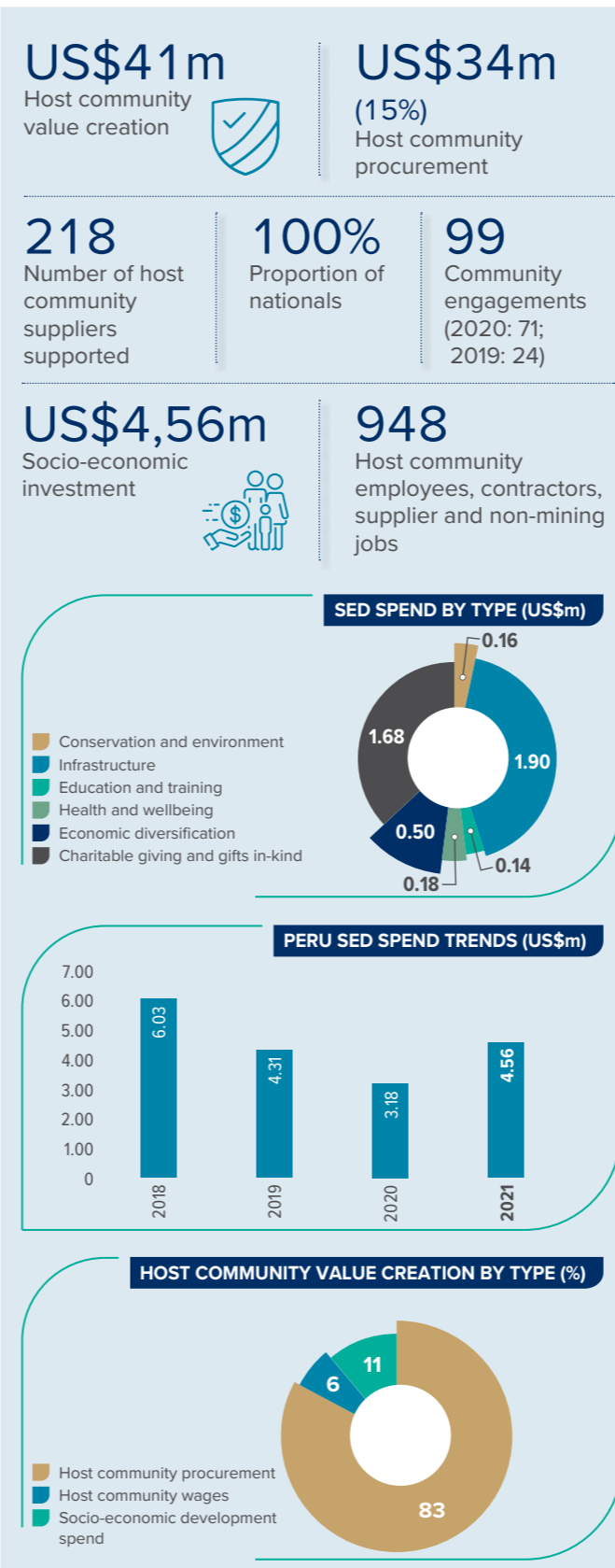
During the year, we focused on developing a plant to process milk derivatives and thereby further boost the income of the farmers. A cheese processing plant with a budget of US\$448,688 was co-funded by AGROIDEAS (52.1%), the Cooperative (19.5%), and Gold Fields (28.4%). This plant is located in the town of Apan Alto, in the Hualgayoc district, and has an estimated processing capacity of 6,000 litres of milk per day. With construction now complete we will begin equipping the plant in the coming year.

With respect to host community businesses, we strive to:

- Support host community business wherever possible.
- Identify host community businesses capable of providing goods and services to the operation.
- Build the capacity of host community businesses to close gaps.

With respect to host community members, we strive to:

- Strengthen the workforce pipeline through education and training.
- Prioritise host community employment.
- Encourage businesses and contractors in our supply chain to hire locally.



SUPPORTING LOCAL EDUCATION DURING COVID-19

Gold Fields is committed to supporting education. For many years we have focused on supporting and strengthening the education systems serving Hualgayoc, especially those institutions far from urban centres. We prioritise projects based on community needs – these have included infrastructure development, training, funding, additional teachers and other personnel in public schools.

In conjunction with the efforts of local and national government, these interventions have progressively helped improve the human development index in the district, the number people who have completed high school and the numbers of years of education completed by people over 25 years old.

In 2020, the Covid-19 pandemic radically changed the delivery method for public education, moving teaching from face-to-face classes to virtual classes. This presented an enormous challenge for local students, parents and teachers.

For 2020 and 2021, following extensive engagement with the Hualgayoc Dialogue Table and our communities, we launched an educational project to equip teachers with skills for the new digital learning environment. In partnership with the UGEL Bambamarca, the provincial entity responsible for education, teachers were trained in digital tools and beneficiary schools were equipped with tablets. To help mitigate the social and psychological effects of isolation during the pandemic, three psychologists were employed to provide counselling assistance where needed. The project reached 103 educational institutions and over 3,200 students.



Our digital learning project helped reach over 3,200 students



Government

Government is a key stakeholder in our business and we work closely with government representatives and structures to achieve our shared objectives. Our Baseline Stakeholder Perception Survey (p 8) indicated that Peru has a strong, positive working relationship with government and that we have a good reputation among this stakeholder group.

PRIORITY GOVERNMENT-RELATED ISSUES

Ensuring positive engagement and relationships with government

How we are responding to it

We meet regularly with national government officials to present relevant information about Cerro Corona's operation and keep them abreast of developments. We interact frequently with local authorities such as the local mayor and community leaders, working closely to promote shared value projects in our area of direct influence. We continued to collaborate with the Chamber of Mines regarding potential new legal requirements or amendments to tax regulations. We also focus on shared value projects with national government and local authorities. For example, our project to build traditional qochas (see p 31) was a collaborative effort between Gold Fields, the municipality of the Hualgayoc district and the Sierra Azul National Fund.

Water supply

How we are responding to it

The city of Hualgayoc requires expansion to its drinking water system – addressing this issue in partnership with local government has been a key focus in our strategy to add value to the communities where we operate. During the year, we completed a project that adds more than 2.8 litres of water per second to the city's drinking water system. The successful delivery of this project is a prime example of how close partnerships with our government stakeholders can help us achieve shared goals that benefit all. The new potable water system, for which we provided funding, now serves 100% of the households in Hualgayoc city (500 families of 2,420 inhabitants in total), significantly improving the health and wellbeing of this community. Gold Fields invested US\$428,000 in this project.

Supporting government's Covid-19 response

How we are responding to it

Business has been a key partner in helping government address the challenges of the Covid-19 pandemic. During the year, we continued to support government efforts in managing the pandemic. This included:

- Donation of an oxygen plant to the Bambamarca hospital that will provide around 504 oxygen cylinders per week.
- Donation of oxygen to the army.
- Support in delivering vaccines through the National Mining Society (SNMPE).
- Providing the cold supply chain for vaccines to be delivered to the National Police in Cajamarca.

Regulatory approvals for Cerro Corona expansion

How we are responding to it

We continued to engage with government to obtain the necessary operational and environmental permits and approval for the expansion of Cerro Corona in line with our 2030 life-of-mine. During the year, we received waste dump permits and approval for the MEIA 8. The Citizen Participation plan was approved for MEIA 9 and its implementation is on track within the established schedule.

Fiscal and legal challenges

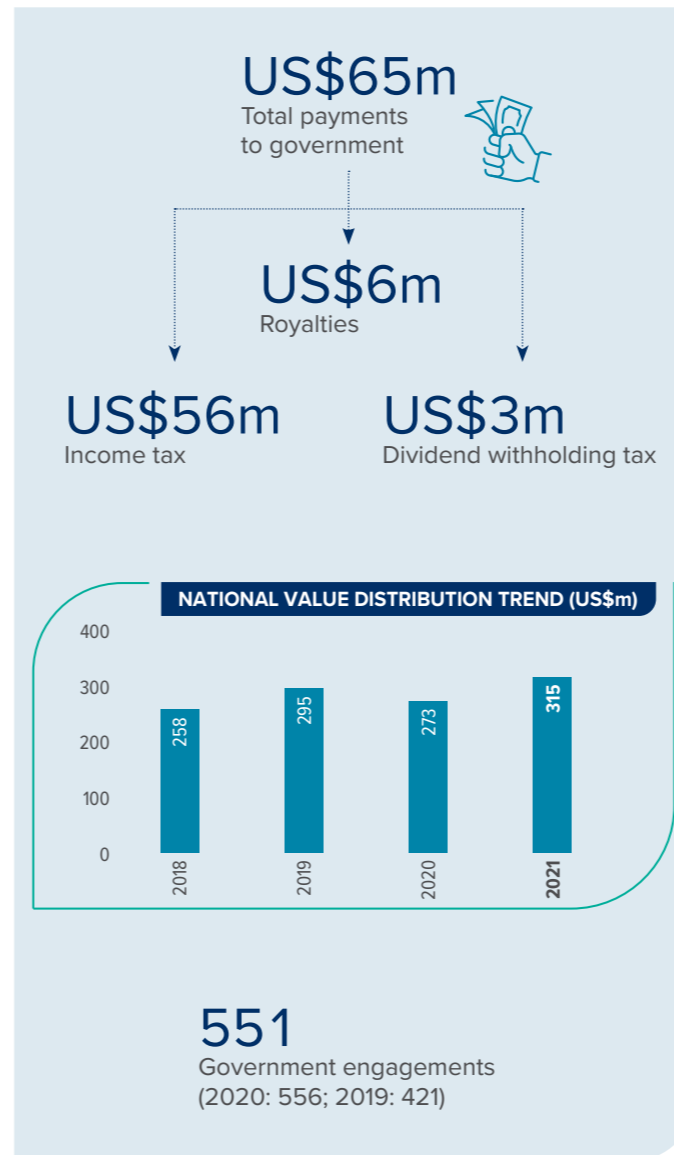
How we are responding to it

The election of a new political party always ushers in the potential for amendments to mining legislation and regulations. During the year, our Executive Vice President continued to engage directly with national authorities, and through the Mining Chamber, on any such proposed amendments. We continue to monitor any regulatory risks from the executive and congress and follow the appointment of key authorities at all levels. We continue to engage with local authorities and community leaders.

Increase in social pressures from communities and anti-mining sentiment

How we are responding to it

There has been an increase in societal expectations of mining companies, as well as an increase in anti-mining sentiment. Engagement, communication and active participation with government and other organisations has been key to making sure we understand and respond to the positions of all stakeholders, and demonstrate just how much value we add through our mining activities. We increased our shared value projects in host communities, including host community employment and procurement, and will focus on how to increase delivery of projects through public-private cooperation mechanisms like the "Works for Taxes" programme.



PARTNERING WITH GOVERNMENT IN A MULTI-STAKEHOLDER APPROACH

We follow a multi-stakeholder approach when addressing the needs of our stakeholders – and particularly when it comes to host community needs as these so often overlap with the priorities of government.

This strategy brings together key role-players from Gold Fields, communities and national and district government.

The following are just some examples of how we have partnered with government in delivering projects to benefit host communities:

The Ministry of Agrarian Development and Irrigation (MIDAGRI) participated in the Agroideas programmes for:

- The development of the cheese processing plant to benefit host community farmers.
- The Sierra Azul water harvesting and qochas construction project.
- The Agrorural programme to develop a forestry nursery of seedlings.

In addition, the Ministry of Housing, Construction and Sanitation participated in the development of the "Works for Taxes" project providing basic sanitation at Cuadratura.

GOVERNMENT RECOGNITION



Veronica Valderrama, our VP of Human Resources, was awarded the Official National Order by the Ministry of Labour and Employment Promotion of Peru. This is the highest recognition in the country bestowed on employees of public and private entities and reflects Veronica's valuable contributions to promoting equal opportunities and good practices in the mining sector.



We partnered with authorities on the construction of small water reservoirs for agricultural purposes



Environment

We recognise the impact that our operations can have on communities and the environment. Our key environmental focus areas relate to water stewardship and renewable energy. We continuously look to technology and innovation to reduce our environmental impact, whether this be introducing new systems to reduce emissions or refining our engineering design to improve water management. We have extensive environmental monitoring systems in place, including archaeological and meteorological monitoring, and systems to monitor water, air quality, noise and vibrations. We maintained our ISO 14001 and ISO 50001 certifications, and in 2021 received the CEMEFI Socially Responsible Company Distinction award for the ninth consecutive year. This award recognises companies for their sustainability strategy and sound economic, technical, social and environmental practices towards all stakeholders.

PRIORITY ENVIRONMENTAL ISSUES

Water management

How we are responding to it

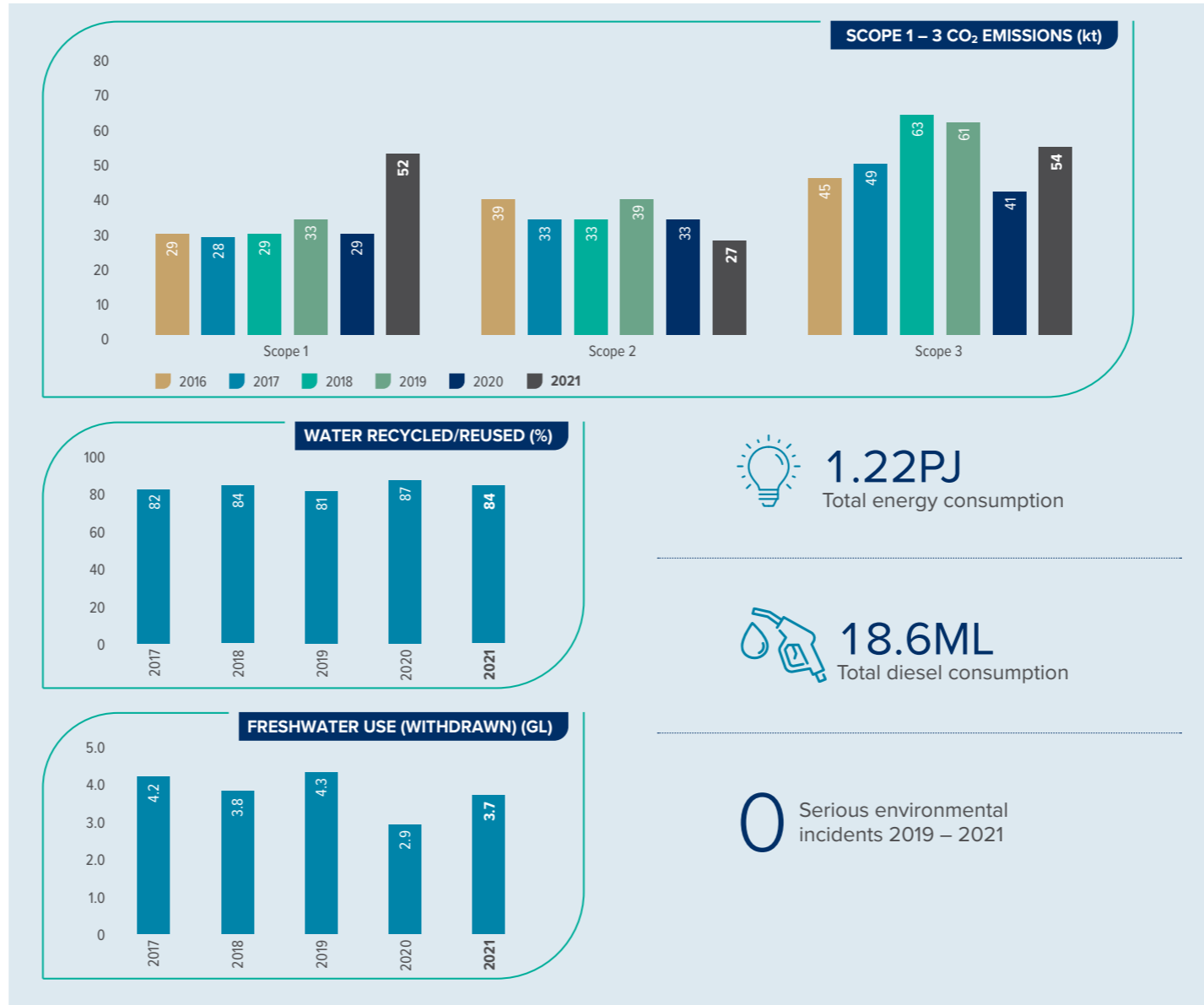
Water stewardship is one of the six priorities of the Gold Fields ESG Charter, with 2030 Group targets to recycle and reuse. Our water recycling target is 79% and our operations only utilise rainwater.

We implemented integrated data management software to monitor data on water quality. We also conducted a water resource risk assessment and completed a feasibility study for a TSF water treatment plant. We provided water monitoring reports to host communities, although workshops with communities were postponed due to Covid-19 restrictions. We optimised our potable water system in Hualgayoc and constructed a water treatment plant to provide drinking water to communities.

Renewable energy

How we are responding to it

Our energy provider Kallpa's 100% hydroelectricity is certified as clean energy by the International REC Standard. We plan to add additional renewable energy sources by 2030. We purchase just 6MW from the grid. We are also currently piloting the use of electric bases and changing our haulage fleet from 30mt to 40mt trucks.



USING TRADITIONAL TECHNOLOGY TO SOLVE CURRENT PROBLEMS

In the Andes, traditional dykes or qochas are water reservoirs built using the natural depressions in the land. Qochas are based on traditional rural knowledge and have been utilised since ancient times for water harvesting.

Working together with Sierra Azul, the district municipality of Hualgayoc, we secured financing to build qochas at six hamlets, supporting 211 families representing 1,055 residents. An irrigation area of 265.10 ha is covered by these qochas in the towns of Cuadratura, Esmeralda Punta Hermosa, Sacsapuquico and Cortaderes.

The project is expected to deliver the following benefits:

- Improved environmental conditions in the hamlets by offering 57,263 m³ of water and assisting with water management actions.
- Improved pasture production as well as water for cattle, thereby contributing to the economic development of the area.



Qochas in six hamlets will support 211 families

UNDERSTANDING OUR CLIMATE CHANGE VULNERABILITIES



The following arose from the Group Climate Change Vulnerability Assessment and allows us to understand our key climate change risks and the ways in which we can respond to them.

	Business process/ stakeholder	Climate change impact	Risk	Vulnerability	Adaptation measures
PERU – Cerro Corona NATIONAL PROJECTIONS Increased temperature, Increased rainfall variability, Increased extreme weather events, Increased rainfall	Workforce		Unsafe working conditions for field workers due to increased lightning storms	High	<ul style="list-style-type: none"> • Early storm warning system to alert workers of electrical storms. • Shelter provided for field workers.
	Communities		Poverty and literacy levels may hamper the ability of local communities to build resilience to the impacts of climate change	Medium	<ul style="list-style-type: none"> • Training and awareness on the impacts of climate change. • Implementation of projects to improve the water supply to the local community including water treatment and rainwater harvesting.
			Increased vulnerability of food provision and food prices for coastal communities	Medium	<ul style="list-style-type: none"> • Shared Value strategy engagement with communities.
			Migration trend inland into the direct area of influence of the mine as demands for jobs increase	Medium	<ul style="list-style-type: none"> • Shared Value strategy engagement with communities.
			Spread of water pollution and water-borne diseases affecting communities due to change in water flow	Medium	<ul style="list-style-type: none"> • Community-based initiatives to build community resilience. • Shared Value strategy.

Chile



HIGHLIGHTS

Total workforce

4,280

Female employees

31%

Employee wages and benefits

US\$13.3m

Host community salary and wage payments

US\$2m

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Building a diverse and inclusive mining workforce

Employees and contractors

Our employees and contractors are central to our ability to achieve our objectives for the construction of our Salares Norte mine. During the year we focused on keeping employees safe and driving the diversity and inclusion agenda.

PRIORITY EMPLOYEE ISSUES

Keeping people safe during Covid-19

How we are responding to it

During 2021, we continued our programme to keep employees safe during the Covid-19 pandemic. Vaccination remains our first line of defence in combatting the virus and 99% of our people were vaccinated by year-end. This has allowed us to safely continue with the construction of Salares Norte. We also provided employees with wellbeing training, virtual health care solutions and ongoing communication to keep them informed about country developments regarding the virus.

Safety of our people

How we are responding to it

We remain committed to protecting the lives of our workforce and eliminating fatalities and serious injuries from our business.

During the year we focused on implementing critical control management (CCM) systems. The CCM approach is outlined by the International Council on Mining and Metals (ICMM) and is a practical tool to help us improve the way we manage rare but potentially catastrophic events – known as material unwanted events (MUEs). Having critical controls in place significantly reduces the risk of an MUE occurring. In the first step we identify controls for each MUE, and ensure a level of external assurance over each.

We launched the Group's Courageous Safety Leadership programme during the year as part of our ongoing journey to build a robust safety culture among employees and contractors.

Diversity and inclusion

How we are responding to it

We know that having a diverse and inclusive workforce is more innovative and resilient, supporting business sustainability. Currently 31% of our employees are female. During the year, we exceeded our targets for women in core mining and women in leadership roles, achieving 29% and 24% respectively.

During the year we ran Unconscious Bias and Diversity and Inclusion Policy training, and engaged employees through awareness campaigns on preventing sexual harassment. We also launched a monthly internal Inspiring Women programme which recognises female leaders in our workforce and allows them to showcase their stories.

We also run skills development programmes that create meaningful employment opportunities for women in mining. In 2021, a rigger training programme was rolled out in partnership with our main construction contractor and the regional service for training and employment (SENCE). A total of 15 host community women from Diego de Almagro were certified to operate cranes and loading equipment.

4,280
Total workforce



224
Employees

31%
Female employees



29%
Women in core mining

US\$13.34m
Employee wages and benefits

24%
Women in Leadership

US\$392
per employee



95%
Proportion of nationals



A key people-related focus area is increasing the number of women in our workforce, in core mining roles and in leadership



Government

It is extremely important that we build strong relationships with local, regional and national government – support from these government stakeholders enables our mining activities in Chile. We engage through formal platforms with government and on an ad hoc basis whenever necessary.

Our goal is to develop a deeper understanding of government issues and expectations, and devise mutually beneficial programmes that will address these.

PRIORITY GOVERNMENT-RELATED ISSUES

Communicating progress on mine development

How we are responding to it

Local and regional authorities need to be kept informed about how the mine development is progressing.

In 2021, we increased engagement with government stakeholders to keep them up to date on the progress of the mine, particularly as we near ramp-up to production. While these meetings and feedback sessions focused partly on the general progress of the mine, we also discussed important issues that are high on government's agenda. Among the most significant were the impact of Covid-19 (see below) and plans for the rescue and relocation of chinchillas in the area (p 35).

Supporting government in its Covid-19 response

How we are responding to it

Covid-19 has had a significant negative impact on the local economy. Businesses like ours have the opportunity to partner with government in helping to alleviate the effect on communities.

One of the ways we can assist is by providing jobs and offering host community procurement opportunities. We met the 15% host community employment target set out in our mining permit, but we were disappointed not to be able to meet our higher, internal target. Part of the reason for this is the slump in construction jobs in the country and particularly in the Atacama Region.

Constitutional reforms

How we are responding to it

Elections in November 2021 ushered in a new president and parliament and the Constitutional Assembly commenced work writing a proposal for a new Constitution. This will be submitted for a mandatory referendum in September 2022, and could well include changes that will impact the mining industry. We are monitoring the constitutional activities and providing our inputs and views through the Mining Council. We are also working to develop positive relationships with the new government representatives and during the year held 150 government engagements (2020: 97; 2019: 69)

Host communities

We continued our close engagement with the Indigenous Colla communities during the year, holding regular meetings to share updates on the mine's progress and to understand community concerns.

PRIORITY HOST COMMUNITY ISSUES

Host community jobs and procurement

How we are responding to it

One of the main issues raised by our communities is the need for jobs and procurement opportunities. This need increased during the Covid-19 pandemic and the negative economic impact it has had on communities. We have implemented a range of projects to boost the region's economic opportunities. These include:

1. Programme to improve technology skills of women entrepreneurs in Chañaral province. This project is the result of a partnership with CORFO (the Production Development Corporation which promoted economic growth) and Universidad Católica – CONECTA FUTURO MYPES.
2. Local suppliers programme to support 10 companies in the Diego de Almagro municipality, focused on marketing, taxation and digitisation.
3. Fortalece PYME programme conducted in partnership with Universidad Atacama and CORPROA. The programme helps small to medium-sized businesses improve their digital technology skills, and provides them with access to courses and workshops. It targets 200 small to medium enterprises in the nine Atacama communes.

Vehicle traffic on the route to and from the mine

How we are responding to it

Community members have raised concerns about vehicle traffic on the road to and from our mining site, its impact on the surrounding environment and possible risk associated with transporting hazardous materials.

We have implemented the United Nations Environmental Programme (UNEP) TransAPELL process. The process was developed to:

- Inform communities about the dangers relating to the transportation of hazardous materials.
- Provide emergency planning groups with a method to identify and evaluate the hazards associated with the types of dangerous goods transported within their communities.
- Provide guidance for local officials and decision-makers on how to develop and evaluate their community emergency preparedness plans for transport.
- Assist with the testing plans and with carrying out training for dangerous goods transport emergencies.

The programme relies on close partnerships and co-operation with our host community members, the Chañaral Province Fire Department and the Regional Office of Emergency (ONEMI). During the year, more than 100 people were trained in the HAZ-MAT programme, including firefighters, policemen and members of the navy. We also provided emergency control equipment for hazardous substances management to the firefighters. Engagement is key to this project and we continued to hold meetings with indigenous communities, authorities of the Province of Chañaral and project stakeholders to keep them up to date on the controls we are implementing.

Cultural heritage

How we are responding to it

Our closest host community is 70km from Salares Norte's site – cultural heritage sites are near Route C-13, the road used by the vehicles travelling to and from our mine.

A community relations and heritage conservation plan is in place to safeguard the identified sites and we have signed social development agreements with the Indigenous Colla communities. We engage with them on a regular basis to keep them informed of the project's progress and discuss any concerns or questions they wish to raise.

US\$860m

Cost to build mine



2,700

Jobs at peak construction

US\$313,407

SED investment



3

Indigenous Peoples cooperation agreements

1

Voluntary environmental commitment

79

Number of engagements (2020: 50; 2019: 33)

INVESTING IN MINING EDUCATION

Since early 2015, we have supported the Diego de Almagro Municipality Secondary School which specialises in geology, mineralogy and metallurgy. Working in partnership with the school, we identified ways to improve learning and provide students with the opportunity to be exposed to the real world of work. Some students have been employed during our exploration activities.

As we near Salares Norte's operational phase, we have expanded the programme and opened a heavy machinery simulation centre at the Atacama Secondary School in partnership with one of our main contractors, ICV. This centre boasts state-of-the-art virtual training equipment where students will learn how to handle a range of mining machinery. Teachers will also receive training to ensure skills transfer.

In total, the project benefits 700 students, has generated local jobs and received a mining skills seal by the Mining Skills Council.



A student tries out the equipment at the heavy machinery simulation centre



Salares Norte invests heavily in mining education in local communities



Environment

Responsible environmental management is central to our strategy, captured in Strategic Pillar 2 to “Build on our leading commitment to ESG”. Responsible mining must co-exist with biodiversity conservation efforts and stakeholder collaboration on issues of environmental importance.

PRIORITY ENVIRONMENTAL ISSUES

The chinchilla capture and relocation process

How we are responding to it

A colony of endangered short-tailed chinchillas currently resides at Salares Norte. Neither the construction nor early-stage mining at Salares Norte will impact the habitat of the species, but longer-term mining plans require successful relocation of some chinchilla to nearby areas.

Following the acquisition of the necessary permits and detailed studies, we developed plans to relocate the chinchillas to a similar site. During this process, two of the four chinchillas were successfully relocated and are healthy and thriving, but the remaining two did not survive. This incident resulted in sanctions from the Superintendency of Environment (SMA) and a complete review of the relocation practices and protocols.

After these deaths, we halted the capture and relocation of the chinchillas in line with SMA sanctions. The sanction proceedings required administrative and technical improvements in the relocation of the chinchilla and we submitted an updated compliance programme in response. We also engaged with a number of local and regional governmental leaders, four Colla indigenous communities, local environmentalists and tourism entrepreneurs.

In many of these meetings, we had the opportunity to share information on how to improve the handling of the chinchillas. We await the SME's permission for capture and relocation activities to recommence.

Renewable energy

How we are responding to it

Once our Salares Norte mine is operational, we are planning to implement projects that will ultimately draw 70% of our energy requirements from 20MW solar and 10MW wind and storage by 2030. Through our independent power provider – Aggreko – we expect to commission a 27MW diesel and solar microgrid in 2024, of which solar will initially produce 10MW of energy.



We aim to draw 70% of our mine's energy from solar, wind and storage by 2030



Our biodiversity efforts at Salares Norte focus on the safe relocation and protection of the short-tailed chinchilla

UNDERSTANDING OUR CLIMATE CHANGE VULNERABILITIES

- Heat/cold stress
- Snow
- Temperature
- Water scarcity
- Landslides
- Storms
- Water stress
- Drought
- Flooding
- Negative investor perceptions

The following arose from the Group Climate Change Vulnerability Assessment and allows us to understand our key climate change risks.

	Business process/ stakeholder	Climate change impact	Risk	Vulnerability
CHILE – Salares Norte project NATIONAL PROJECTIONS Increased temperature, Decreased snow, Decreased annual rainfall, Increased storm frequency and intensity, Increased water stress	Workforce		Increased cooling/heating costs and potential heat/cold stress	Medium
			Decreased productivity due to lower temperatures	Medium
			Increased discomfort experienced by mine employees	Low
	Communities		Increased tension in communities due to living conditions and lack of access to safe water	Medium
			Increased vulnerability of communities	Medium
			Increased dependency of host communities on Gold Fields	Low
	Governments		Carbon tax and increased reporting	Low

External assurance statement

INDEPENDENT ASSURANCE STATEMENT TO THE BOARD OF DIRECTORS OF GOLD FIELDS LIMITED

ERM Southern Africa (Pty) Ltd (ERM) was engaged by Gold Fields Limited (Gold Fields) to provide reasonable assurance in relation to selected sustainability information set out below and presented in Gold Fields' 2021 Report to Stakeholders for the year ended 31 December 2021 (the Report).

Engagement summary	
ASSURANCE SCOPE	Whether the 2021 data, for the period 1 January 2021 to 31 December 2021, for the following selected performance indicators disclosed on pages 5, 14, 19, 24 and 29 of the Report are fairly presented, in all material respects, with the reporting criteria: <ul style="list-style-type: none"> • Total socio-economic development (SED) spend (\$) • Percentage of host community workforce employment (%) • Percentage of host community procurement spend (%)
REPORTING CRITERIA	<ul style="list-style-type: none"> • Gold Fields GRI Standards Sustainability Reporting Guideline, V28 (October 2021) • Gold Fields Group Guidance on Host Community Procurement Spend and Job Creation, V1.2 (January 2020)
ASSURANCE STANDARD	ERM CVS' assurance methodology, based on the International Standard on Assurance Engagements (ISAE) 3000 (Revised)
LEVEL OF ASSURANCE	Reasonable Assurance
RESPECTIVE RESPONSIBILITIES	<p>Gold Fields is responsible for preparing the Report, including the collection and presentation of the disclosures covered by the scope of our engagement, the design, implementation and maintenance of related internal controls over the information and data, as well as the integrity of its website.</p> <p>ERM's responsibility is to provide an opinion on the selected information based on the evidence we have obtained and exercising our professional judgement, on whether the information covered by the scope of our engagement has been prepared in accordance with the stated criteria. ERM disclaims any liability for any decision a person or entity may make based on this Assurance Statement.</p>

OUR ASSURANCE ACTIVITIES

We planned and performed our work to obtain all the information and explanations that we believe were necessary to reduce the risk of material misstatement to low, and therefore provide a basis for our assurance opinion. A multi-disciplinary team of sustainability and assurance specialists performed the assurance activities, including, among others:

- Testing the processes and systems, including internal controls, used to generate, consolidate and report the selected sustainability information;
- Reviewing the suitability of the internal reporting guidelines used;
- In-person visits to interview responsible staff and verify source data and other evidence at the following sites:
 - Agnew Mine, Australia; and
 - Granny Smith Mine, Australia
- Remote reviews to verify source data for the following sites:
 - Gruyere Mine, Australia;
 - St Ives Mine, Australia;
 - Cerro Corona Mine, Peru;
 - South Deep Mine, South Africa;
 - Tarkwa Mine, West Africa; and
 - Damang Mine, West Africa
- An analytical review of the year-end data submitted by the sites listed above, and testing of the accuracy and completeness of the consolidated 2021 Group data for the selected indicators; and
- Reviewing the presentation of information relevant to the scope of our work in the Report to ensure consistency with our findings.

OUR ASSURANCE OPINION

In our opinion, the selected sustainability performance information included in the Assurance Scope and presented in the Report, are prepared, in all material respects, in accordance with the Reporting Criteria.

THE LIMITATIONS OF OUR ENGAGEMENT

The reliability of the assured data is subject to inherent uncertainties given the methods for determining, calculating or estimating the underlying information. It is important to understand our assurance opinions in this context. Our independent Assurance Statement provides no assurance on:

- The maintenance and integrity of Gold Fields' website, including controls used to achieve this integrity, and in particular, whether any changes may have occurred to the information since it was first published; or
- Any other information in the Report or on Gold Fields' website for the current reporting period; or on the baseline values used for presenting performance against targets; or prospective information including ambitions, plans, expectations or their achievability.

FORCE MAJEURE – COVID-19

As a result of travel restrictions arising from the current global pandemic, we were unable to carry out certain assurance activities as originally planned and agreed with Gold Fields. In-person visits to selected operations and the head office were replaced with remote reviews via teleconference and video calls for this year's assurance engagement. While we believe these changes do not affect our reasonable assurance opinions above, we draw attention to the possibility that if we had undertaken in-person visits we may have identified errors and omissions in the assured information that we did not discover through the alternative approach.

OUR OBSERVATIONS

We have provided Gold Fields with a separate detailed Management Report. Without affecting the opinion presented above, we have the following observations:

- Operations were found to have strengthened the documentation retention processes for contractor workforce information, although consolidation and reporting processes could be improved for selected Australian sites. Furthermore, attention should also be given to enhancing the implementation of change management processes at selected Australian sites to maintain continuity in data management and reporting processes in relation to contractor workforce information, especially when there are changes in personnel involved in these processes.



Jonathan van Gool
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29 April 2022

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Gareth Manning
Review Partner, ERM CVS, London

29 April 2022



ERM Southern Africa (Pty) Ltd and ERM Certification and Verification Services (ERM CVS) are members of the ERM Group. All employees are subject to ERM's Global Code of Business Conduct and Ethics. ERM CVS is accredited by the United Kingdom Accreditation Service (UKAS) and our operating system is designed to comply with ISO 17021:2011. We have policies and procedures in place covering quality, independence and competency. In line with established best practice for nonfinancial assurance, this engagement was undertaken by a team of assurance and sustainability professionals. The work that ERM CVS conducts for clients is solely related to independent assurance activities and auditor training. Our established management processes are designed and implemented to ensure the work we undertake with clients is free from organisational and personal conflicts of interest or bias. The ERM and ERM CVS staff that have undertaken this assurance engagement provide no consultancy related services to Gold Fields Limited in any respect.

Administration, corporate information and forward-looking statement

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** Australian * British ^ Ghanaian ** Executive Director*

FORWARD-LOOKING STATEMENTS

This report, or the documents referred to herein, contains forward-looking statements within the meaning of section 27A of the U.S. Securities Act of 1933 (the Securities Act) and section 21E of the US Securities Exchange Act of 1934 (the Exchange Act) with respect to Gold Fields' financial condition, results of operations, business strategies, operating efficiencies, competitive position, growth opportunities for existing services, plans and objectives of management, markets for stock and other matters. Such forward-looking statements can be identified by the use of forward-looking terminology, including the terms "believes", "estimates", "plans", "anticipates", "aims", "continues", "expects", "hopes", "may", "will", "would" or "could" or, in each case, their negative or other various or comparable terminology. These forward-looking statements, including, among others, those relating to Gold Fields' future business prospects, revenues and income, and including any climate change-related statements, targets and metrics, wherever they may occur in this report, or the documents referred to herein, are necessary estimates reflecting the best judgement of Gold Fields' senior management and involve a number of risks and uncertainties that could cause actual results to differ materially from those suggested by the forward-looking statements. Consequently, these forward-looking statements should be considered in light of various important factors, including those outlined in this report, or the documents referred to herein. Gold Fields undertakes no obligation to publicly update or release any revisions to these forward-looking statements to reflect events or circumstances after the date of this report or to reflect the occurrence of unanticipated events. Refer to Gold Fields' comprehensive forward-looking statements on www.goldfields.com.

www.goldfields.com



GOLD FIELDS

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