

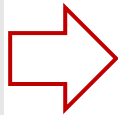
The Gold Fields DNA



Employee Charter

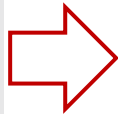
Our commitment to Gold Fields Employees...

To be a company you can be proud of



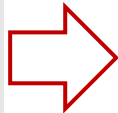
- We Live our values and deliver on our promises
- We contribute to our communities in a way that you can be proud of and we share the value we create in a way that sustains our business, our communities and the environment

To celebrate achievement



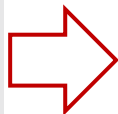
- We celebrate your successes as an individual as well as the successes of your team
- We recognise and reward your performance

To treat you with respect and to work with you to ensure your health and safety



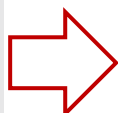
- We treat you with respect and dignity
- We provide a safe and healthy work environment so that you can leave work each day to return to your loved ones, and live a well-balanced life

To provide the right development & support for you to succeed



- When you deliver, we provide you the opportunity to take on new challenges with the right development and support

With your help, to make Gold Fields the best place to work



- Your contribution is critical for us to deliver on this promise
- We encourage and expect of you to live our values, to work collaboratively, and to do what is best for Gold Fields' enduring legacy.

A Safe, Winning and Productive Team