

The Gold Fields DNA



Our DNA on a page

Our Vision					
To be the global leader in sustainable gold mining					
Our Values					
Safety	Honesty	Respect	Responsibility	Innovation	Delivery
Our Strategic Objective					
Sustainable cash generation to underpin value distribution					
Our Commitment to Stakeholders					
A winning, safe and productive team		The most trusted and valued mining partner		A quality portfolio of assets, providing superior returns on gold	
Our Operating Model and Structure					
<ul style="list-style-type: none"> A fit-for-purpose, low-cost, operating model and structure focussed on sustainable cash generation Full operational responsibility and accountability in capable and appropriately resourced regions Corporate office narrowly focused only on group functions: strategy; capital; growth; stakeholders, brand and reputation; policies and standards; compliance and reporting 					
Our Strategy					
Operational Excellence		Grow Gold Fields		Secure The Future	
Uncompromising commitment to: <ul style="list-style-type: none"> Safe and productive teams Cost discipline in support of sustainable cash generation No marginal mining – not "ounces for ounces' sake" To structure our business such that the Group will generate a 15% free cash flow margin at US\$1,300/oz on an All-in-Cost basis plus taxes A dividend-first policy - we pay out 25% to 35% of normalised earnings 		Organic growth, exploration and opportunistic M&A: <ul style="list-style-type: none"> Prioritisation of low risk, high-return projects Focus on higher-return assets in regions where we already have a presence Growth of reserves per share and cash flow per ounce and per share Prioritisation of cash flow, profitability and return on investment – not ounces Active portfolio management "backing only the winners" 		Ensure the sustainability of our business through a commitment to: <ul style="list-style-type: none"> Attraction and retention of critical skilled employees Employee development Employee health "Shared Value" Stakeholder relations Human rights and ethics Environmental stewardship 	

This Is Who We Are, What We Do, And How We Work