



GOLD FIELDS

COMMUNITY POLICY STATEMENT

The Gold Fields Limited Group of Companies ("Gold Fields") seeks to develop mutually beneficial relationships with host communities, governments and other key stakeholders, wherever we operate, through open and constructive engagement, based on mutual respect and trust.

To attain this vision, Gold Fields is committed, subject to compliance with relevant legislation, to:

- respecting local traditions, rights, interests, cultures, perspectives and special connections to lands and waters of surrounding communities, which includes minority and marginalised peoples, indigenous peoples and other people groups that exhibit the commonly accepted characteristics of indigenous peoples (as defined by the International Labour Organisation);
- adopting and applying culturally appropriate engagement and consultation processes with communities and other key stakeholders, that also ensure the meaningful and fair participation of indigenous peoples in these processes;
- timely and on-going engagement with stakeholders through appropriate systems that provide the platform for dialogue and for understanding stakeholder views and for understanding our impacts on those around us in accordance with Gold Fields values as well as the UN Guiding Principles on Business and Human Rights;
- work to obtain the consent of surrounding communities (using appropriate mediation and capacity building processes where necessary) and in accordance with Gold Fields Standards for new projects (and changes to existing projects), including where projects are located on lands traditionally owned by or under customary use of Indigenous Peoples and are likely to have significant adverse impacts on Indigenous Peoples;
- pursuing formalised partnerships with governments, local and international non-governmental organisations, donor organisations and other stakeholders to capitalise on any synergies that may exist to facilitate well designed and effectively delivered community development of the areas in which we operate, which may include, but is not limited to poverty alleviation, social, economic and infrastructural development;
- recognising that members of communities are, in many cases, also our employees;
- prioritising local procurement and employment and measuring our contribution to local economic development;
- deploying effective social and environmental risk and impact management strategies;
- designing and developing appropriate mine closure processes through constructive engagement with stakeholders;
- ensuring that any resettlement (if applicable) is undertaken in accordance with Gold Fields Standards; and
- stipulating that our suppliers and contractors conduct themselves in accordance with our policies, standards and guidelines.

Employees of Gold Fields will play a fundamental role in achieving the above mentioned objectives by:

- reacting proactively and adhering to the Group's community policy statement; and
- undertaking activities in a manner that builds strong relationships with communities and other key stakeholders as part of being the most trusted and valued mining partner.