



GOLD FIELDS

STAKEHOLDER RELATIONSHIP AND ENGAGEMENT POLICY STATEMENT

Gold Fields believes that stakeholders are an integral part of our business – representing a wide range of interests that both influence and are impacted by our operations. Consistent with our values of Integrity, Respect and Responsibility, we develop relationships with our stakeholders built on open, transparent and constructive engagement. This engagement allows for participative and informed decision-making, by balancing the interests, needs and expectations of our stakeholders with the best interests of Gold Fields.

To achieve this, we at Gold Fields commit to:

- understanding and managing the actual and potential impacts of our business on our stakeholders, and their potential impacts and risks to Gold Fields;
- fostering a culture of proactive, continued and effective engagement and communication with our stakeholders;
- creating appropriate platforms for open and participative engagement;
- implementing formal management, reporting and measurement systems in respect of our engagement and communication activities;
- capacitating our key stakeholder representatives; and
- engaging in continuous review and improvement processes.

The following are regarded as Gold Fields' material stakeholders, across the Group:

- Employees;
- Host communities;
- Financial market participants (Shareholders, Investors, Capital providers and Analysts);
- Governments (national, regional and local) and Regulators;
- Industry associations;
- Media;
- Non-governmental organisations;
- Organised labour;
- Third Parties (Business partners, Contractors and Suppliers); and
- Traditional authorities.

Employees of Gold Fields play a fundamental role in achieving these objectives by:

- identifying and engaging stakeholders who influence and are impacted by our business on a regular basis;
- integrating proactive, consistent and meaningful engagement into business processes;
- implementing formal engagement and communication systems;
- reporting key stakeholder issues, and potential impacts and risks to management and the Board;
- seeking regular feedback from stakeholder groups; and
- exploring opportunities to review and improve existing processes.

Date

STAKEHOLDER RELATIONS