
Gold Fields GRI G4 Content Index
for the Integrated Annual Report 2014



GOLD FIELDS

GOLD FIELDS GRI G4 CONTENT INDEX FOR THE INTEGRATED ANNUAL REPORT 2014

A selection of key sustainability performance indicators was selected by Gold Fields, for external assurance by KPMG in 2014. These are presented in the Integrated Annual Report of Gold Fields Limited for the year ended 31 December 2014. Please refer to page 19 for KPMG's Independent Assurance Report and pages 123 – 124 for the assured data. All references made in this GRI content index refer to the **Integrated Annual Report 2014 (IAR)**, unless otherwise stated. Please note that in the interests of transparency, this report provides GRI G4 general and specific disclosures significantly beyond those required by a core-level of application.

Our GRI G4 materiality process was based on a series of assessments using a common quantitative scoring framework receiving input from a range of internal and external stakeholders. The clustered aspects and how they rank in terms of materiality to Gold Fields are listed in the table below:

Key for Prioritised Material Issues:

- Material
- Not material

PRIORITISED MATERIAL ISSUES	
CLUSTERED	SCORE
Health and safety	1.8
Industrial relations	1.9
Water management	2.9
Total value distribution	2.9
Employee development	3.0
Managing environmental issues across the lifecycle	3.3
Compliance	3.4
Community value distribution	3.4
Government relations	3.6
Energy and carbon management	4.0
Workforce	4.0
Human rights	4.5
Social licence to operate	4.6
Human rights due diligence on investments	5.2
Resettlement	5.2
Materials	5.2
Biodiversity	5.2
General grievance mechanisms	5.6
Supply chain management	5.6
Equal remuneration	5.7
Child/forced labour and freedom of association	7.8
Product impacts	8.5
Market regulation	8.9

Key for General Standard Disclosures:

■ Fully reported ■ Content provided/Not applicable ■ Not reported

In Accordance Core		Self-declared
GENERAL STANDARD DISCLOSURES IN ACCORDANCE CORE		
Profile Disclosure	Description	Cross-reference
		Further explanation and/or reason for omission
Strategy and Analysis		
G4-1	Statement from the most senior decision-maker of the organisation.	Chair, CEO Message, Ch 2, pg 14-27
G4-2	Description of key impacts, risks, and opportunities.	Entire report
Organisational Profile		
G4-3	Name of the organisation.	About Gold Fields (Inside Cover)
G4-4	Primary brands, products, and/or services.	About Gold Fields
G4-5	Location of organisation's headquarters.	Ch 1.2, pg 4
G4-6	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Ch 1.2, pg 4-5
G4-7	Nature of ownership and legal form.	About Gold Fields
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Ch 1.2, pg 4-5
G4-9	Scale of the reporting organisation.	About this Report (ATR) Ch1, pg 2-5; Ch 6.2.2, pg 106-107;
G4-10	Total workforce by employment type, employment contract, and region, broken down by gender	This GRI Content Index, Ch6
G4-11	Percentage of total employees covered by collective bargaining agreements	This GRI Content Index, Ch 6, pg 101
		Refer to Annexure: GRI 1
		By the end of 2014, none of our employees in Australia had opted to join unions. In contrast, 96% of our employees in Ghana, 93% of our employees in South Africa and 11.7% of our employees in Peru belong to unions. All employees belonging to unions are subject to collective bargaining agreements.

In Accordance Core		Self-declared
GENERAL STANDARD DISCLOSURES IN ACCORDANCE CORE		
Profile Disclosure	Description	Cross-reference
G4-12	Describe the organisation's supply chain	Ch 6.2, This GRI Content Index
		<p>FURTHER EXPLANATION AND/OR REASON FOR OMISSION</p> <p>GOLD FIELDS VALUE CHAIN Suppliers Gold Fields relies on a national and international network of suppliers to provide input materials for its exploration, development, construction and production activities. More advanced and/or specialised equipment or input materials are sometimes sourced from outside our host countries (other than in South Africa). Where practical, Gold Fields strives to source other materials from local suppliers – thus maximising the amount of value generated for host societies. Gold Fields ability to source locally can be restricted by a lack of local commercial capabilities – and the company is committed to helping local companies grow their ability to deliver high-quality, competitively-priced products where possible. Typical input materials include, for example: Heavy mining equipment (including drill-rigs, trucks, loaders and other vehicles), Mill and CIL plant components, Crushing media; Fuel and lubricants; Explosives; Reagents; Tires and vehicle components; Light vehicles; Underground support; Food, clothing and safety equipment.</p> <p>Contracting companies Gold Fields makes use of contracting companies to support its activities. This is of particular value where:</p> <ul style="list-style-type: none"> • The companies in question are able (due to their relative specialisation, skills and experience – for example) to carry out tasks more efficiently and/or effectively than Gold Fields itself; or • Their services are of a temporary nature (meaning the establishment of similar, permanent capabilities within Gold Fields is not viable or desirable from a commercial point of view). <p>In many cases, Gold Fields is able to make use of local contractors – and actively supports their development in this respect. Typical services undertaken by contractor companies include: Open-pit mining and mine development; Construction and engineering; Vehicle maintenance; Logistics; On-site security provision; Catering and accommodation management; Consultancy services.</p> <p>Customers Gold Fields produces doré bullion (as well as copper/gold concentrate at Cerro Corona). The gold doré is then sold to refineries, who then refine the gold for on-sale to a variety of customers including the jewellery industry, technology and pharmaceutical companies and bullion banks. Copper/gold concentrate produced at Cerro Corona is sold to international smelting companies.</p>

In Accordance Core		Self-declared
GENERAL STANDARD DISCLOSURES IN ACCORDANCE CORE		
Profile Disclosure	Description	Further explanation and/or reason for omission
G4-13	Significant changes during the reporting period regarding size, structure, or ownership or its supply chain.	ATR, Ch 5, pg 80 Annual Financial Report (AFR) pg 130-132
Commitments to External Initiatives		
G4-14	Report whether or how the precautionary approach or principle is addressed by the organisation	Ch 4.3, pg 72 Website Gold Fields Group mine closure and water management guidelines both discuss our application of and define the precautionary approach to environmental management as follows: Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation. 'Precaution' involves the systematic application of risk assessment (hazard identification, hazard characterisation, appraisal of exposure and risk characterisation), risk management and risk communication. When there is reasonable suspicion of harm and decision-makers need to apply precaution, they have to consider the degree of uncertainty that appears from scientific evaluation. Deciding on the "acceptable" level of risk involves not only scientific-technological evaluation and economic cost-benefit analysis, but also stakeholder considerations such as acceptability to the public. From a public policy view, precaution is applied as long as scientific information is incomplete or inconclusive and the associated risk is still considered too high to be imposed on society. The level of risk considered typically relates to standards of environment, health and safety. The key element of a precautionary approach, from a business perspective, is the idea of prevention rather than cure. In other words, it is more cost-effective to take early action to ensure that irreversible environmental damage does not occur than to remedy the situation in the future.
G4-15	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.	Ch 2.4.2, pg 36; Ch 5.2, pg 82; Ch 6.1, pg 108
G4-16	Memberships in associations (such as industry associations) and/or national/international advocacy organisations in which the organisation: Has positions in governance bodies; Participates in projects or committees; Provides substantive funding beyond routine membership dues; or Views membership as strategic.	https://www.goldfields.co.za/au_gf_dna.php (International Standards and Principles)

In Accordance Core		Self-declared
GENERAL STANDARD DISCLOSURES IN ACCORDANCE CORE		
Profile Disclosure	Description	Further explanation and/or reason for omission
Identified Material Aspects and Boundaries		
G4-17	Operational structure of the organisation, including main divisions, operating companies, subsidiaries and joint ventures	ATR, AFR, pg 130-132
G4-18	Process of defining report content	Ch 3.2 pg 47-49 The content of the Integrated Annual Report is determined by 1) the operational and financial performance and requirements of our eight mines; 2) the legal, economic and regulatory environment of the jurisdictions in which we operate; 3) the material issues identified by stakeholders in our dialogue with them; 4) the priorities spelt out by the Board of Directors in their interaction on the annual report. Primarily we expect our shareholders and regulators to use the report, though it is also being scrutinised by NGOs, host communities and the media to some extent. 5) Gold Fields group strategy; 6) review of the key group risks on our group risk register; 7) review of key international surveys on the top risks and issues in the mining industry and specifically in gold mining. Refer to the G4 materiality process in Ch 3.2.4.
G4-19	List all the material Aspects identified in the process for defining report content	Ch 3.2, pg 47-49, This GRI Content Index
G4-20	For each material aspect, report the Aspect Boundary within the organisation	Ch 3.2, pg 47-49, This GRI Content Index
G4-21	For each material aspect, report the Aspect Boundary outside the organisation	Ch 3.2, pg 47-49, This GRI Content Index
G4-22	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g. Mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	ATR
G4-23	Significant changes from the previous reporting periods in the scope, boundary, or measurement methods applied in the report	Ch 3.2, pg 47-49, This GRI Content Index

In Accordance Core		Self-declared
GENERAL STANDARD DISCLOSURES IN ACCORDANCE CORE		
Profile Disclosure	Description	Further explanation and/or reason for omission
Stakeholder Engagement		
G4-24	List of stakeholder groups engaged by the organisation.	Ch 3.2.2, pg 47-48, Online https://www.goldfields.co.za/sus_society.php https://www.goldfields.co.za/au_stakeholders.php
G4-25	Basis for identification and selection of stakeholders with whom to engage.	Ch 3.2.2, pg 47-49, Online https://www.goldfields.co.za/sus_society.php
G4-26	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Ch 3.2.5, Online version
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting.	Ch 3.2.5, Online version
Reporting Profile		
G4-28	Reporting period (e.g., fiscal/calendar year) for information provided.	ATR
G4-29	Date of most recent previous report (if any).	ATR
G4-30	Reporting cycle (annual, biennial, etc.)	ATR
G4-31	Contact point for questions regarding the report or its contents.	Contact point for questions regarding the report or its contents: Sven Lunsche, Corporate Affairs Manager, @goldfields.co.za Tel: +27 11 562 9700 Fax: +27 11 562 9838
G4-32	Report the "in accordance" option the organisation has chosen. Report the GRI Content Index for the chosen option. Report the reference to the External Assurance Report, if the report has been externally assured Table identifying the location of the General Standard Disclosures in the report.	Ch 7.2-7.3, pg 119-124 ATR, This GRI Content Index

In Accordance Core		Self-declared
GENERAL STANDARD DISCLOSURES IN ACCORDANCE CORE		
Profile Disclosure	Description	Further explanation and/or reason for omission
Assurance		
G4-33	<p>a. Policy and current practice with regard to seeking external assurance for the report.</p> <p>b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided.</p> <p>c. Report the relationship between the organisation and the assurance providers.</p> <p>d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organisation's sustainability report.</p>	<p>Gold Fields approach to assurance is defined in the group 'Combined assurance Guideline' based on the King III code of good governance.</p> <p>Gold Fields obtains reasonable external assurance over its key sustainability performance indicators in accordance with the GRI reporting guidelines and our ICMM membership requirements. A selection of these indicators are also assured independently by internal audit (prior to the external audit) as part of the combined assurance approach.</p> <p>The scope of all external assurance engagements are contained in the IAR 2014 or associated on-line links.</p> <p>KPMG, our current assurance provider is external and independent.</p> <p>Assurance for non-financial data is the responsibility of the Executive Vice President and the Vice President of Group Sustainable Development. The former reports into the CEO. In addition, two sub-committees of the GFL Board (Audit and Safety, Health and Sustainable Development) perform an oversight role for non-financial data assurance.</p>
Governance		
G4-34	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.	Ch 2.4.1, pg33
G4-35	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	Online version, Ch 2.4.3, Social and Ethics Committee https://www.goldfields.co.za/au_standards.php
G4-36	Report whether the organisation has appointed executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	The Executive Vice President for group sustainable development, supported by the Group Vice-President for Sustainable development (which covers socio-economic and environmental aspects) reports into the CEO. Both the EVP and VP Group Sustainable Development report into and are permanent members on the SH&SD Committee as well as the Social and Ethics Committee. Both these committees are sub-committees of the Gold Fields Limited Board.

In Accordance Core		Self-declared
GENERAL STANDARD DISCLOSURES IN ACCORDANCE CORE		
Profile Disclosure	Description	Further explanation and/or reason for omission
G4-37	Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultants is delegated, describe to whom and any feedback processes to the highest governance body.	The Executive Vice President for group sustainable development, supported by the Group Vice-President for Sustainable development (which covers socio-economic and environmental aspects) reports into the CEO. Both the EVP and VP Group Sustainable Development report into and are permanent members on the SH&SD Committee as well as the Social and Ethics Committee. Both these committees are sub-committees of the Gold Fields Limited Board. All key stakeholder engagement and associated issues are reported to these committees. In addition Directors who are part of the Social and Ethics Committee have also interacted directly with community members and local government officials during engagement sessions in communities around our South Deep mine in South Africa.
G4-38	Process for determining the composition, qualifications and expertise of the members of the highest governance body and its committees, including any consideration of and other indications of diversity.	Ch 2.4.1, pg 32-33, Online version, Ch 2.4.3, AFR Directors Report, pg 24-31
G4-39	Indicate whether the Chair of the highest governance body is also an executive officer.	Ch 2.4.1, pg 32-33, Online version, Ch 2.4.3, AFR Directors Report, pg 24-31
G4-40	Report the nomination and selection processes for the highest governance body and its committee, and the criteria used for nominating and selecting highest governance body members.	Ch 2.4.1, pg 32-33, Online version, Ch 2.4.3, AFR Directors Report, pg 24-31
G4-41	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Ch 2.4.1, pg 32-33, Online version, Ch 2.4.3, AFR Directors Report, pg 24-31
G4-42	Report the highest governance body's and senior executives roles in the development, approval, and updating of the organisation's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	Chair, CEO Message, Ch 2.4.1, pg 32-33, Online version, Ch 2.4.3, AFR Directors Report, pg 24-31

In Accordance Core		Self-declared
GENERAL STANDARD DISCLOSURES IN ACCORDANCE CORE		
Profile Disclosure	Description	Further explanation and/or reason for omission
G4-43	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	Ch 2.4.1, pg 32-33, Online version, Ch 2.4.3, AFR Directors Report, pg 24-31
G4-44	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	https://www.goldfields.co.za/au_gf_dna.php Ch 2.4.1, pg 32-33, Online version, Ch 2.4.3, AFR Directors Report, pg 24-31
G4-45	a. Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks and opportunities. b. Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social topics.	Chair, CEO Message All critical issues and stakeholder engagement are reported by the management team as outlined in G4-37.
G4-46	Report the highest governance body's role in reviewing the effectiveness of the organisation's risk management processes for economic, environmental and social topics.	AFR/Audit Committee report, pg 224 The audit committee is briefed on a quarterly basis on the Group's and regions' top risks and makes recommendations on mitigating strategies as well as the overall risk assessment used.
G4-47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	Ch 2.4.1, pg 32-33 AFR Directors Report, pg 24-31
G4-48	Report the highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material aspects are covered.	Ch 2.4.1, pg 32-33 AFR Directors Report, pg 24-31 The Board via the Audit committee approves this Integrated Report which is the primary report of Gold Fields and encapsulates the previous Sustainability reports and annual reports.
G4-49	Report the process for communicating critical concerns to the highest governance body	Ch 2.4.1 pg 32-33 Addressed at G4-37.
G4-50	Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanisms used to address and resolve them.	
G4-51	Report the remuneration policies for the highest governance body and senior executives. Report how the performance criteria in the remuneration policy relates to the highest governance body and senior executives economic, environmental and social objectives.	Full Remuneration Report in AFR pg 32-45

In Accordance Core		Self-declared
GENERAL STANDARD DISCLOSURES IN ACCORDANCE CORE		
Profile Disclosure	Description	Further explanation and/or reason for omission
G4-52	Report the process for determining remuneration	Full Remuneration Report in AFR pg 32-45
G4-53	Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	The remuneration policy is submitted on an annual basis to all shareholders to be voted upon at the Annual General Meeting. The results of the Annual General Meeting are published online and distributed to shareholders. www.goldfields.co.za/med_releases.php
G4-54	Report the ratio of the annual total compensation for the organisation's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid reindividual) in the same country	This GRI Content Index See G4-LA13
G4-55	Report the ratio of percentage increase in annual total compensation for the organisation's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	Not reported as not a requirement for G4-core.
Ethics and Integrity		
G4-56	Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.	https://www.goldfields.co.za/au_ethics.php
G4-57	Report the internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organisational integrity, such as helplines or advice lines.	(Tip off Line) see www.goldfields.com
G4-58	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, and matters related to organisational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	https://www.goldfields.co.za/au_ethics.php

Key for Prioritised Material Issues and Associated DMA's:

- Material
- Not material

SPECIFIC STANDARD DISCLOSURES: DISCLOSURES ON MANAGEMENT APPROACH (DMA'S)				Impact Boundary		
Material Issues	Aspects DMA	Cross-reference	Further explanation and/or reason for omission	Internal Operations	Internal Exploration	External Supply chain
Health and Safety	Occupational Health and Safety	Ch 4.2, pg 67-71; 113	<p>Gold Fields has an approved health and safety policy that forms part of the sustainable development framework. All our operations are OHSAS 18001 certified, which requires training at different levels across the workforce, and which compels us to develop and implement plans with clear objectives and targets. All our operations are also audited against the OHSAS 18001 certification, which determines our adherence to agreed standards and targets and outlines corrective actions in the case of non-compliance. The SH&SD Committee, by reporting directly to the Board, is the highest responsible body looking after health and safety. Health and safety issues are captured within the quarterly sustainable development report that is submitted to the committee. At management level the highest level of operational responsibility for Health and Safety issues lies with the relevant Regional Executive Vice-Presidents with the Regional Heads of Sustainable Development providing strategic support and playing an oversight and co-ordination role with regards to health and safety reporting (including the regional SH&SD Committee Reports).</p> <p>All of Gold Fields' regional operations are required to implement health, safety and wellness strategies, together with associated action plans. These address:</p> <ul style="list-style-type: none"> • Occupational safety • Occupational health • Employee wellness • Community health and well-being <p>In addition, these strategies and action plans define relevant management structures, resource allocations and reporting requirements.</p>	y	y	y
Emergency preparedness MM		This GRI Content Index	<p>The nature of Gold Fields activities – which can involve the management of potentially dangerous physical equipment, hazardous materials, explosives, large volumes of waste rock, tailings and sludges, deep-underground mining and geological stress – means it puts significant time, resources and efforts into avoiding major health, safety, environmental and security incidents that could severely impact our:</p> <ul style="list-style-type: none"> • Employees • Host communities • Local environment • Physical assets • Business partners • Business continuity • Reputation <p>Nonetheless, the possibility of such incidents taking place cannot be excluded. As such, it is important for Gold Fields to ensure it makes all necessary preparations to manage and mitigate the impact of catastrophic incidents, should they take place. This includes, for example:</p> <ul style="list-style-type: none"> • Well-defined roles and responsibilities within the company • Ongoing engagement with our stakeholders – including employees, host communities, business partners and others • Appropriate maintenance, training and resourcing of emergency response teams <p>Gold Fields Crisis Management Programme aims to help the company to respond quickly and positively in times of crisis. In particular, it aims to minimise the impact of an adverse event on:</p> <ul style="list-style-type: none"> • Employees and communities • Reputation • Environment • Assets 	y	y	y

SPECIFIC STANDARD DISCLOSURES: DISCLOSURES ON MANAGEMENT APPROACH (DMA'S)				Impact Boundary		
Material Issues	Aspects DMA	Cross-reference	Further explanation and/or reason for omission	Internal Operations	Internal Exploration	External Supply chain
			<p>Under related Crisis Management Guidelines, each level within Gold Fields has specific responsibilities according to the severity of the crisis as illustrated below:</p> <ul style="list-style-type: none"> Crisis Management Support Team (CMST): Led by the EVP Sustainable Development and responsible for addressing 'Red-level' crises (i.e. an incident that is assessed to have an international impact on more than one Gold Fields region or on the company as a whole) Regional Incident Response Team (RIRT): Led by the relevant Regional EVP and responsible for addressing 'Orange-level' incidents (i.e. an incident that has a severe impact at the local and regional level) Emergency Response Team (EMT): Led by the VP Operations and responsible for 'Yellow-level' emergencies (i.e. an incident that has a severe impact on a localised level) <p>The Guidelines define all relevant roles and responsibilities, including Role, Profile, Pre-incident responsibilities, Responsibilities during an incident and Post-incident responsibilities. These cover Team Leaders, Team Coordinators, Finance, Legal, Human Resources, Sustainable Development, Protection Services, Risk, ICT and the Team Administrator. The Guidelines also define relevant crisis management facilities.</p> <p>In addition to the Group-level Crisis Management Guidelines, each region maintains their own regional-level Crisis Management Guidelines tailored to suit local circumstances.</p> <p>Progress on the updating of the Crises Management Plans is required to be reported quarterly to the SH&SD Committee by each region. Drills and tests are carried out from time to time to test that the system is working. For example, in 2014 a test of the emergency management plan which also involved activating the Crisis Management team in Perth was carried out in Australia. All lessons learnt have been documented and actions to further improve our response have been implemented. The exercise was based on a crash of a light aircraft transporting gold from Granny Smith mine.</p> <p>The exercise also involved various external resources including the Western Australia Police and the Shire of Laverton.</p>			

SPECIFIC STANDARD DISCLOSURES: DISCLOSURES ON MANAGEMENT APPROACH (DMA'S)				Impact Boundary		
Material Issues	Aspects DMA	Cross-reference	Further explanation and/or reason for omission	Internal Operations	Internal Exploration	External Supply chain
Industrial Relations	Labour/management relations	Ch 6.1.3, pg 101		y	n	n
	Water	Ch 4.3.2, pg 73-75		y	y	n
Water Management	Effluents and waste	Ch 4.3.4, pg 76-77		y	y	n
	Economic performance	Ch 6.2.2, pg 106-107		y	y	n
Total value distribution	Procurement Practices	Ch 6.2.2, pg 106-107		y	y	y
Employee development	Training and Education	Ch 6.1.2, pg 100		y	n	n
Managing environmental impacts across the lifecycle	Overall	Ch 4.1.3, pg 62-66; Ch 4.3, pg 72-77		y	y	y
	Closure Planning MM	Ch 4.3.1, pg 72	Closure planning needs to start at the earliest stages of mine development. This is due to the need to minimise the environmental impacts of operational activity on each site and to pre-plan the ongoing physical rehabilitation of each operation. Failure to do so can result in the accumulation of large financial liabilities on the part of the company – liabilities that are likely to be larger than they otherwise would be if not managed on an ongoing basis. As such – and where possible – Gold Fields rehabilitates its sites on an ongoing basis as part of its regular environmental management activities. Each of Gold Fields operations have closure plans in place, which are developed in accordance with the group guideline for mine closure management, which details the requirements for mine closure plans and associated cost estimates.	y	n	n
	Compliance	Ch 2.4.2, pg 36		y	y	y

SPECIFIC STANDARD DISCLOSURES: DISCLOSURES ON MANAGEMENT APPROACH (DMA'S)				Impact Boundary		
Material Issues	Aspects DMA	Cross-reference	Further explanation and/or reason for omission	Internal Operations	Internal Exploration	External Supply chain
Compliance	Compliance (general)	Code of Ethics; Ch 2.4.2, pg 36	<p>Gold Fields ability to do business is highly reliant on its ability to work effectively with a number of stakeholders. This includes its investors, customers and business partners and – more broadly – its host governments and societies. This not only means complying with local laws and regulations – but also going 'beyond compliance' by applying the highest standards of business ethics, whether the company is required to or not. Furthermore, Gold Fields believes it is in its own long-term interest to enhance rather than undermine its local business environments. As such, Gold Fields (the Board and Management) is committed to the active promotion of transparent, responsible and legally compliant practices both in its own operations and amongst its business partners.</p> <p>Gold Fields has a zero tolerance approach to any activities that undermine the legitimate business environment, including bribery and corruption. All company directors and employees are bound by the Code of Ethics. The Code articulates Gold Fields policy with respect to – amongst other things – the absolute prohibition against facilitation payments and political contributions. Implementation of the Code is supported by:</p> <ul style="list-style-type: none"> Well-defined responsibilities and accountabilities; Stringent internal reporting processes; An anonymous whistle-blowing hotline managed by an independent third party (Deloitte). 	y	y	n
	Anti-corruption	Code of Ethics; Ch 2.4.2, pg 36	<p>Gold Fields ability to do business is highly reliant on its ability to work effectively with a number of stakeholders. This includes its investors, customers and business partners and – more broadly – its host governments and societies. This not only means complying with local laws and regulations – but also going 'beyond compliance' by applying the highest standards of business ethics, whether the company is required to or not. Furthermore, Gold Fields believes it is in its own long-term interest to enhance rather than undermine its local business environments. As such, Gold Fields (the Board and Management) is committed to the active promotion of transparent, responsible and legally compliant practices both in its own operations and amongst its business partners.</p> <p>Gold Fields has a zero tolerance approach to any activities that undermine the legitimate business environment, including bribery and corruption. All company directors and employees are bound by the Code of Ethics. The Code articulates Gold Fields policy with respect to – amongst other things – the absolute prohibition against facilitation payments and political contributions. Implementation of the Code is supported by:</p> <ul style="list-style-type: none"> Well-defined responsibilities and accountabilities; Stringent internal reporting processes; An anonymous whistle-blowing hotline managed by an independent third party (Deloitte). 	y	y	y
Community value distribution	Local communities	Ch 6.2.2, pg 106-107; Ch 6.3, pg 108-115		y	y	y
	Indirect Economic Impacts	Ch 6.2.2, pg 106-107		y	n	y

SPECIFIC STANDARD DISCLOSURES: DISCLOSURES ON MANAGEMENT APPROACH (DMA'S)				Impact Boundary		
Material Issues	Aspects DMA	Cross-reference	Further explanation and/or reason for omission	Internal Operations	Internal Exploration	External Supply chain
Government relations	Public Policy	Ch 6.2.1, pg 102-103	Gold Fields interacts with governments in the countries it operates in, either through the respective chambers of mines or directly with Government departments for business requirements in terms of regulations in the various jurisdictions.	y	y	n
Energy and carbon management	Energy	Ch 4.1.3, pg 62-66		y	y	n
	Emissions	Ch 4.1.3, pg 65-66		y	y	y
Workforce	Diversity and equal opportunities	Ch 6.1.1, pg 98-99		y	y	n
	Employment	Ch 6.1, pg 98-100		y	y	y
	Market presence	CH 6.1.1	Gold Fields has adopted a regionalisation model. This requires the Regions to operate autonomously with Corporate providing technical, governance and compliance oversight. The Regions have developed fit for purpose structures to ensure the current and future skills profile are sufficient in order to meet the business requirements. To this end, Gold Fields attraction policy is to recruit nationals. Market assessments are conducted on a regular basis to ascertain the level and pool of skills in-country. Gold Fields partners with various academic institutions in the Regions within which it operates to ensure there is a sufficient pipeline of skills to meet the current and future needs of the business. Gold Fields participates in national employee climate surveys to position itself as an Employer of Choice in the various countries. Emphasis has been placed on attracting skills from the communities surrounding the mines. Training and development initiatives have also been implemented in the communities to enhance the level of skill. Gold Fields participates in annual salary survey in each jurisdiction to ensure that the Remuneration Strategy which includes pay and employee benefits remains competitive. Approximately 95% of Gold Fields employees are nationals.	y	y	y
	Non-discrimination	Ch 6	Gold Fields Human Resources policies are based on non-discriminatory practices i.e. Gold Fields strives to maintain a workforce that is reflective of the host societies and embraces diversity within the workplace. Gold Fields Leaders are trained through the Foundation Programme and Gold Fields Leader Programmes to uphold the Gold Fields Values and to ensure that all employees uphold the Gold Fields Values. The Company subscribes to Equal Opportunity and Fair Work Practices in each of the jurisdictions within which we operate.	y	y	n

SPECIFIC STANDARD DISCLOSURES: DISCLOSURES ON MANAGEMENT APPROACH (DMA'S)				Impact Boundary		
Material Issues	Aspects DMA	Cross-reference	Further explanation and/or reason for omission	Internal Operations	Internal Exploration	External Supply chain
Human rights	Human rights assessment		<p>The United Nations 'Protect, Respect and Remedy' Framework – and associated Guiding Principles on Business and Human Rights – makes it incumbent on companies to carry out human rights due diligence on their own activities and on their business relationships (including suppliers and contractors). Human Rights Impact Assessment ('HRIA') represents a key component of this broader due diligence process. It should include the assessment of both a company's actual and potential adverse human rights impacts – as well as the direct engagement of actually and potentially affected individuals and groups.</p> <p>Although Gold Fields carries out ad hoc, high-level human rights assessments (for example in relation to new country entry) – and its environmental and social impact assessments will often assess issues that are pertinent to the company's impacts on the rights of others – it does not currently have a formal HRIA process or framework in place. The company is looking for opportunities to integrate HRIA activity into its practices and the Gold Fields Human Rights Management Guideline is currently being finalised.</p> <p>Gold Fields applies a formal Human Rights Policy Statement both within the company and outside it. The policy statement is aligned with the 'United Nations Protect, Respect and Remedy' Framework. Under the policy statement, Gold Fields commits to:</p> <p>Not interfering with or curtailing others' enjoyment of human rights; • Defending (where possible) third-party individuals and groups (as defined in our Community Policy) – as well as our employees – against human rights abuses; Taking positive action to facilitate the enjoyment of human rights. The Policy statement will be supported by a new Human Rights Management Guideline, which is in the process of being finalised – and by Gold Fields Community Policy.</p> <p>Human rights amongst our workforce</p> <p>Gold Fields upholds the highest standards of human rights within its workforce, including:</p> <p>Freedom from child labour; Freedom from force or compulsory labour; Freedom from discrimination (whilst recognising the need to address the legacy of historical injustices in South Africa); Freedom of association and collective bargaining. All induction training (including that provided by Gold Fields internal protection services team) includes key human rights elements – and the company's internal grievance mechanisms help ensure employees and contractors can raise human rights concerns. All grievances are handled by Gold Fields Human Resources function, which uses a defined process to record, evaluate and address legitimate complaints. Employees can also raise concerns via independent counsellors as part of Gold Fields Employee Assistance Programme. All our operations are certified against the World Gold Council's Conflict Free Gold Standard, which ensures that none of our gold is used to finance armed conflict particularly where this involves the abuse of human rights.</p>	y	y	y

SPECIFIC STANDARD DISCLOSURES: DISCLOSURES ON MANAGEMENT APPROACH (DMA'S)			Impact Boundary			
Material Issues	Aspects DMA	Cross-reference	Further explanation and/or reason for omission	Internal Operations	Internal Exploration	External Supply chain
	Supplier Human rights assessment	Ch 6	<p>The United Nations 'Protect, Respect and Remedy' Framework – and associated Guiding Principles on Business and Human Rights – makes it incumbent on companies to carry out human rights due diligence on their own activities and on their business relationships (including suppliers and contractors). Human Rights Impact Assessment (HRIA) represents a key component of this broader due diligence process. It should include the assessment of both a company's actual and potential adverse human rights impacts – as well as the direct engagement of actually and potentially affected individuals and groups.</p> <p>Although Gold Fields carries out ad hoc, high-level human rights assessments (for example in relation to new country entry) – and its environmental and social impact assessments will often assess issues that are pertinent to the company's impacts on the rights of others – it does not currently have a formal HRIA process or framework in place. The company is looking for opportunities to integrate HRIA activity into its practices and the Gold Fields Human Rights Management Guideline is currently being finalised.</p> <p>Gold Fields does not currently carry out formal HRIAs of its own operations or of its business relationships. Nonetheless, the company is developing a supply chain tool to screen the risk posed by third-party suppliers and contractors with respect to their environmental, social, governance and labour standard performance (and thus many of their potential adverse human rights impacts).</p> <p>Under the United Nations 'Protect, Respect and Remedy' Framework – and associated Guiding Principles on Business and Human Rights – it is incumbent on Gold Fields to carry out human rights due diligence not only on its own activities – but also on its business relationships.</p> <p>Gold Fields business relies on multiple, large-scale contractors to carry out mining, development, construction and other forms of work on its operations. All contractors are included in Gold Fields own health and safety management systems, to help ensure that contractor employees benefit from safe and healthy working conditions.</p> <p>All contractor employees wishing to report human rights violations are able to make use of Gold Fields confidential, third-party whistleblowing hotline. Where such complaints are made, Gold Fields will pursue the matter appropriately.</p> <p>Gold Fields does not currently carry out formal HRIAs of its own operations or of its business relationships. Nonetheless, the company is developing a third party supplier solution to screen the actual/potential risk posed by our suppliers with respect to their environmental, social, governance and labour standard criteria (and thus many of their potential adverse human rights impacts). The solution is scheduled for implementation in 2015.</p> <p>All of our supply chain agreements contain a standard provision which requires compliance with Gold Fields Human Rights Policy Statement, and also that nothing in the provision of goods/service to Gold Fields causes or contributes to human rights abuses. The Code of Ethics is also included in all of our supply agreements and has been distributed via our online vendor system.</p>	y	n	y

SPECIFIC STANDARD DISCLOSURES: DISCLOSURES ON MANAGEMENT APPROACH (DMA'S)				Impact Boundary		
Material Issues	Aspects DMA	Cross-reference	Further explanation and/or reason for omission	Internal Operations	Internal Exploration	External Supply chain
	Security Practices	Ch 6	<p>Like any mining company with an international footprint, Gold Fields has a key responsibility to secure its people and assets. This is particularly the case in higher-risk operating environments, areas of relatively weak governance and areas affected by illegal artisanal and small-scale mining. Furthermore, as a producer of an inherently high-value and easily transferable product, there are obvious risks around the transfer of gold between our mining operations and the refineries where it is processed. Nonetheless, professional and effective security provision (particularly where this involves the actual or potential use of physical force) should not compromise the human rights of others.</p> <p>Primary security at our operations is provided through the company's protection services department and private contracted service providers. All security personnel receive human rights training during induction based on the Code of Ethics.</p> <p>G4S, security provider to South Africa and Ghana is a signatory of the International Code of Conduct for Private Security Providers, which commits all signatories to respect human rights and humanitarian law in their operations. G4S is also a signatory to the UN Global Compact.</p>	y	y	n
Social licence to operate	Indigenous rights	Ch 5.4.2, pg 88; Ch 6.3.1, pg 108-111	<p>Mining activity can have a significant impact on local communities, land and social conditions. Whilst it is important to responsibly manage these impacts in every case, it is also important to understand the specific interests, vulnerabilities and concerns of indigenous communities. This is reflected in international norms and standards – including those developed by the UN (including the Declaration on the Rights of Indigenous Peoples), the ICMIM (including their Position Statement on Indigenous Peoples) and the IFC (including Performance Standard 7).</p> <p>Our approach to societal issues is governed through our policies on ethics and governance, communities (including indigenous people), human rights and stakeholder engagement.</p> <p>Our policies and guidelines (including the Community Relations Handbook) are aligned with a range of international best practice standards and frameworks, including: 1) The ICMIM's 10 Principles (and related position statements, including on Indigenous peoples) and Community Development Toolkit; 2) The IFC Performance Standards; 3) The Equator Principles; 4) The AA 1000 stakeholder engagement standard and 5) The ISO 26000 social responsibility standard.</p>	y	y	n

SPECIFIC STANDARD DISCLOSURES: DISCLOSURES ON MANAGEMENT APPROACH (DMA'S)			Impact Boundary			
Material Issues	Aspects DMA	Cross-reference	Further explanation and/or reason for omission	Internal Operations	Internal Exploration	External Supply chain
	Grievance mechanisms for impacts on Society	Ch 6.3.1 pg 108	<p>Like other land-based extractive companies, Gold Fields potential impacts on society – including both local communities and society more broadly – is considerable. This can include positive impacts (including, for example, employment, skills-transfer, the promotion of socio-economic development and contributions to public revenues) as well as negative impacts (including, for example, those relating to land use, the livelihoods of local land users, inward migration, indigenous interests and community health and safety). In this context, it is important that Gold Fields maintains effective lines of communication with relevant stakeholders to ensure it is aware of such impacts – and is able to better maximise its positive impacts and minimise its negatives impacts. Furthermore, it is particularly important to understand specific grievances against the company – so that it can responsibly respond to them and (where appropriate) address them – thus acting responsibly to stakeholders and protecting its long-term social licence to operate.</p> <p>Each mine is required to have operating grievance mechanisms in place. In addition, Deloitte runs a 24 hour anonymous tip-off line which, although focused on ethics' can also be used throughout the group to log grievances.</p> <p>Contact details for the corporate sustainable development team are also available on Gold Fields website as a further mechanism for stakeholders to register any grievances.</p> <p>The number of environmental grievances recorded during 2014 at all our operations is contained under EN34. Each operation was required to report to the SH&SD Committee during 2014 on the top 5 Community issues raised during the year. Environment featured in the top 5 issues for the group.</p> <p>Two of our eight operations (Damang and Tarkwa) have ASM taking place on or adjacent to them. ASM has the potential to reduce the quality and quantity of the ore body and cause significant negative environmental and social impacts. Management of the risk and our approach to ASM, which is detailed in the Gold Fields Community Relations Hand Book and Community Relations Guideline includes patrolling of active mining areas, consultation with a range of stakeholders, negotiated eviction and as necessary prosecution.</p>	y	y	y
	ASM MM	This GRI Content Index		y	n	n

SPECIFIC STANDARD DISCLOSURES: DISCLOSURES ON MANAGEMENT APPROACH (DMA'S)				Impact Boundary		
Material Issues	Aspects DMA	Cross-reference	Further explanation and/or reason for omission	Internal Operations	Internal Exploration	External Supply chain
	Environmental grievance mechanisms	Ch 4.3, pg 73; Ch 6.3.1, pg 108	Like other land-based extractive companies, Gold Fields potential impacts on society – including both local communities and society more broadly – is considerable. This can include positive impacts (including, for example, employment, skills-transfer, the promotion of socio-economic development and contributions to public revenues) as well as negative impacts (including, for example, those relating to land use, the livelihoods of local land users, inward migration, indigenous interests and community health and safety). In this context, it is important that Gold Fields maintains effective lines of communication with relevant stakeholders to ensure it is aware of such impacts – and is able to better maximise its positive impacts and minimise its negatives impacts. Furthermore, it is particularly important to understand specific grievances against the company – so that it can responsibly respond to them and (where appropriate) address them – thus acting responsibly to stakeholders and protecting its long-term social licence to operate. Each mine is required to have operating grievance mechanisms in place. In addition, Deloitte runs a 24 hour anonymous tip-off line which, although focused on ethics' can also be used throughout the group to log grievances. Contact details for the corporate sustainable development team are also available on Gold Fields website as a further mechanism for stakeholders to register any grievances. The number of environmental grievances recorded during 2014 at all our operations is contained under EN34. Each operation was required to report to the SH&SD Committee during 2014 on the top 5 Community issues raised during the year. Environment featured in the top 5 issues for the group.	y	y	n
Human rights due diligence on investment	Investment (human rights)	Ch 2.4.2	All of our supply chain agreements contain a standard provision which requires compliance with the Gold Fields Human Rights Policy Statement, and also that nothing in the provision of goods/service to Gold Fields causes or contributes to human rights abuses. The Code of Ethics is also included in all of our supply agreements and has been distributed via our online vendor system.	n/a	n/a	n/a
Resettlement	Resettlement MM	This GRI Content Index, Ch 6.3, pg 111	Resettlement is only of material impact at one of our operations where mitigating actions have been implemented.	n/a	n/a	n/a

SPECIFIC STANDARD DISCLOSURES: DISCLOSURES ON MANAGEMENT APPROACH (DMA'S)				Impact Boundary		
Material Issues	Aspects DMA	Cross-reference	Further explanation and/or reason for omission	Internal Operations	Internal Exploration	External Supply chain
Materials	Material stewardship MM		<p>As part of its efforts to improve human rights performance within its broader value chain, protect the reputation of its core product and maximise the societal benefits of its activities – Gold Fields is committed to responsible materials stewardship. In this context, Gold Fields supports global efforts to tackle the use of newly-mined gold to finance conflict. Nevertheless, there is only a minimal risk of externally derived conflict gold entering Gold Fields value chain. This is because:</p> <p>None of Gold Fields mines are located in conflict-affected countries; All gold produced originates from Gold Fields own operations; No gold is purchased from artisanal miners .Gold Fields has voluntarily adopted the Conflict-Free Gold Standard of the World Gold Council ('WGC'). This has led to the Standard being applied at all relevant locations through full assurance audits. This is a requirement of London Bullion Market Association ('LBMA') accredited refineries, to which Gold Fields sells its gold. In addition, the company reports in accordance with the WGC guidelines on value creation and distribution. Although Gold Fields withdrew its WGC membership in Q2 2014, it will continue to apply both the Standard and guidelines.</p>	n/a	n/a	n/a
	Materials		Gold mining requires large volumes of blasting agents, Hydrochloric acid (acid wash of pregnant carbon), lime (to adjust PH levels), cyanide (to extract gold from the ore), cement (for paste backfill and construction) and caustic soda (sodium hydroxide) (to raise PH in the process circuit) on an ongoing basis. Of these, cyanide represents the most potentially hazardous substance.	n/a	n/a	n/a
Biodiversity	Ecosystem services and biodiversity		Gold Fields does not operate in areas that are classified as environmentally protected. Refer to G4-EN11 and G4-EN12.	n/a	n/a	n/a
General grievance mechanisms	Human rights grievances	Ch 6.3.1, pg 108; Ch 4.3 pg 73	Human Rights grievances would most commonly be communicated with our management through established communication and labour engagement mechanisms.	n/a	n/a	n/a
	Labour practices grievance mechanism		Labour practices grievances would most commonly be communicated with our management through established labour engagement mechanisms.	n/a	n/a	n/a
Supply chain management	Supplier assessment environmental		We are in the process of implementing a group wide supplier screening solution. This will be operational by the end of Q2.	n/a	n/a	n/a
	Supplier assessment for labour practices		We are in the process of implementing a group wide supplier screening solution. This will be operational by the end of Q2.	n/a	n/a	n/a
	Supplier assessment for impacts on society		We are in the process of implementing a group wide supplier screening solution. This will be operational by the end of Q2.	n/a	n/a	n/a

SPECIFIC STANDARD DISCLOSURES: DISCLOSURES ON MANAGEMENT APPROACH (DMA'S)				Impact Boundary		
Material Issues	Aspects DMA	Cross-reference	Further explanation and/or reason for omission	Internal Operations	Internal Exploration	External Supply chain
Equal remuneration	Equal remuneration for Women and Men		<p>Gold Fields subscribes to certain guiding principles with regard to rewards. These guiding principles support the reward strategy, and guide all reward decisions and practices within Gold Fields. Gold Fields seeks to ensure that those in similar roles achieving similar levels of performance receive similar pay. The Gold Fields Reward Strategy & Philosophy is guided by:</p> <ul style="list-style-type: none"> • The total rewards approach • Internal equity • External competitiveness • Performance based remuneration – fairness • Open and transparent communication • Non-discriminatory practices • Affordability • Legislative compliance • Justifiable differentiation <p>Gold Fields does not discriminate on the basis of race, gender or age in terms of remuneration.</p> <p>Factors that influence remuneration at Gold Fields:</p> <ul style="list-style-type: none"> • Job Value <p>Organisational structure, Position of Job within the organisation structure.</p> <ul style="list-style-type: none"> • Market value <p>Comparisons with specific markets, Decision influenced by Labour turnover and losses to competitors, Availability of labour for specific needs and Gold Fields remuneration position</p> <ul style="list-style-type: none"> • Individual Value <ul style="list-style-type: none"> – Performance/Outputs – Individual performance, High performance over period of time should ensure high remuneration. – Specific occupation and skills – Market shortages. 	n/a	n/a	n/a
Child/forced labour/freedom of collective bargaining	Child labour		<p>Gold Fields upholds the highest standards of human rights within its workforce, including: Freedom from child labour; Freedom from force or compulsory labour; Freedom from discrimination (whilst recognising the need to address the legacy of historical injustices in South Africa); Freedom of association and collective bargaining. All induction training (including that provided by Gold Fields internal protection services team) includes key human rights elements – and the company's internal grievance mechanisms help ensure employees and contractors can raise human rights concerns. All grievances are handled by Gold Fields Human Resources function, which uses a defined process to record, evaluate and address legitimate complaints. Employees can also raise concerns via independent counsellors as part of Gold Fields Employee Assistance Programme.</p>	n/a	n/a	n/a

SPECIFIC STANDARD DISCLOSURES: DISCLOSURES ON MANAGEMENT APPROACH (DMA'S)				Impact Boundary		
Material Issues	Aspects DMA	Cross-reference	Further explanation and/or reason for omission	Internal Operations	Internal Exploration	External Supply chain
	Forced or compulsory labour		Gold Fields upholds the highest standards of human rights within its workforce, including: Freedom from child labour; Freedom from force or compulsory labour; Freedom from discrimination (whilst recognising the need to address the legacy of historical injustices in South Africa); Freedom of association and collective bargaining. All induction training (including that provided by Gold Fields internal protection services team) includes key human rights elements – and the company's internal grievance mechanisms help ensure employees and contractors can raise human rights concerns. All grievances are handled by Gold Fields Human Resources function, which uses a defined process to record, evaluate and address legitimate complaints. Employees can also raise concerns via independent counsellors as part of Gold Fields Employee Assistance Programme.	n/a	n/a	n/a
	Freedom of association and collective bargaining		Gold Fields upholds the highest standards of human rights within its workforce, including: Freedom from child labour; Freedom from force or compulsory labour; Freedom from discrimination (whilst recognising the need to address the legacy of historical injustices in South Africa); Freedom of association and collective bargaining. All induction training (including that provided by Gold Fields internal protection services team) includes key human rights elements – and the company's internal grievance mechanisms help ensure employees and contractors can raise human rights concerns. All grievances are handled by Gold Fields Human Resources function, which uses a defined process to record, evaluate and address legitimate complaints. Employees can also raise concerns via independent counsellors as part of Gold Fields Employee Assistance Programme.	n/a	n/a	n/a
Product impacts	Compliance (product responsibility)		Our final product is gold. It is sold in unwrought form to refineries – final product responsibility therefore does not lie with Gold Fields. However, Gold Fields has adopted a materials stewardship and supply chain management policy as part of the overall sustainable development framework. This focuses on the management of materials within our mine sites and the provision of services and good by suppliers. In terms of materials stewardship, all materials brought on site are subject to the provisions of our certified environmental and certified health and safety management systems. They ensure the safe use and disposal of materials with due regard to human and environmental health. We also require our suppliers to adopt similar practices of sound sustainable development, such as cyanide transport requirements.	n/a	n/a	n/a
	Products and services	n/a	Our final product is gold. It is sold in unwrought form to refineries – final product responsibility therefore does not lie with Gold Fields.	n/a	n/a	n/a
	Customer health and safety	n/a	Gold is sold directly to the refineries for processing and on-selling as the final product. Gold is a benign product which has no significant health or safety impacts.	n/a	n/a	n/a
	Transport	n/a	Not relevant to Gold Fields due to the fact that Gold is sold as a commodity.	n/a	n/a	n/a
Market regulation	Product service and labelling	n/a	Not relevant to Gold Fields as Gold is sold in an unwrought form. Packaging requirements are not necessary or are minimal.	n/a	n/a	n/a
	Marketing communication	n/a	Gold Fields is not involved in the marketing of its product.	n/a	n/a	n/a
	Customer privacy	n/a	Gold Fields is not involved in the marketing of its product.	n/a	n/a	n/a
	Anti-competitive behaviour	n/a	Gold Fields is not involved in the marketing of its product.	n/a	n/a	n/a

Key for Performance Indicator:

■ Fully reported ■ Content provided/Not applicable ■ Not reported

In accordance	Core	Self-declared
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SPECIFIC STANDARD DISCLOSURES: PERFORMANCE INDICATORS

Performance Indicator	Description	Cross-reference	Further explanation and/or reason for omission
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Economic

Economic performance

G4-EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Ch 1.2 pg 4-5; Ch 1.3, pg 6-8; Ch 6.2, pg 106-107	See ch 6.2.2 (Total Value Distribution). Report countries of operation that are either candidate to or compliant with the Extractive Industries Transparency Initiative (EITI). MM (Ch 2.4.2).
G4-EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	Ch 4.1.3, pg 65	Gold Fields describes the financial implications and other risks and opportunities for the organisations activities due to climate change in its annual CDP submission. https://www.goldfields.co.za/sus_reporting.php
G4-EC3	Coverage of the organisation's defined benefit plan obligations.	This GRI Content Index	Although they vary between locations, typical benefits include vacation, maternity and paternity leave, sick leave, medical support, pensions and life insurance as well as free healthcare services. For example, in South Africa our employees rely on three main pension funds: <ul style="list-style-type: none"> The Mineworkers Provident Fund The Mine Employees Pension Fund The Sentinel Mining Industry Retirement Fund Other typical benefits include educational assistance, skills development, free or subsidised accommodation and/or living out allowances.
G4-EC4	Significant financial assistance received from government.		Gold Fields did not receive any financial support from Government.

In accordance Core	Self-declared
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SPECIFIC STANDARD DISCLOSURES: PERFORMANCE INDICATORS

Performance Indicator	Description	Cross-reference	Further explanation and/or reason for omission
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Market presence

G4-EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	This GRI Content Index	<p>Figure: GRI 2</p> <p style="text-align: center;">Regional Breakdown of minimum internal wage compared to minimum external wage by gender.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="background-color: #808080; color: white;">Gender</th> <th style="background-color: #808080; color: white;">Internal Min</th> <th style="background-color: #808080; color: white;">External Min</th> <th style="background-color: #808080; color: white;">Ratio</th> </tr> </thead> <tbody> <tr> <td>Philippines</td> <td></td> <td></td> <td></td> </tr> <tr> <td style="padding-left: 20px;">Female</td> <td>143 000</td> <td>131 761</td> <td>1,09</td> </tr> <tr> <td style="padding-left: 20px;">Male</td> <td>143 000</td> <td>131 761</td> <td>1,09</td> </tr> <tr> <td>South Africa</td> <td></td> <td></td> <td></td> </tr> <tr> <td style="padding-left: 20px;">Female</td> <td>60 408</td> <td>58 824</td> <td>1,03</td> </tr> <tr> <td style="padding-left: 20px;">Male</td> <td>60 408</td> <td>58 824</td> <td>1,03</td> </tr> <tr> <td>Ghana</td> <td></td> <td></td> <td></td> </tr> <tr> <td style="padding-left: 20px;">Female</td> <td>21 474</td> <td>21 732</td> <td>0,99</td> </tr> <tr> <td style="padding-left: 20px;">Male</td> <td>21 222</td> <td>21 732</td> <td>0,98</td> </tr> <tr> <td>Peru</td> <td></td> <td></td> <td></td> </tr> <tr> <td style="padding-left: 20px;">Female</td> <td>35 910</td> <td>10 500</td> <td>3,42</td> </tr> <tr> <td style="padding-left: 20px;">Male</td> <td>35 910</td> <td>10 500</td> <td>3,42</td> </tr> <tr> <td>Australia</td> <td></td> <td></td> <td></td> </tr> <tr> <td style="padding-left: 20px;">Female</td> <td>40 700</td> <td>36 500</td> <td>1,12</td> </tr> <tr> <td style="padding-left: 20px;">Male</td> <td>32 240</td> <td>36 500</td> <td>0,88</td> </tr> <tr> <td style="padding-left: 20px;">Average</td> <td></td> <td></td> <td>1,53</td> </tr> <tr> <td style="padding-left: 20px;">Average</td> <td></td> <td></td> <td>1,48</td> </tr> <tr> <td style="padding-left: 20px;">Average</td> <td></td> <td></td> <td>1,50</td> </tr> </tbody> </table>	Gender	Internal Min	External Min	Ratio	Philippines				Female	143 000	131 761	1,09	Male	143 000	131 761	1,09	South Africa				Female	60 408	58 824	1,03	Male	60 408	58 824	1,03	Ghana				Female	21 474	21 732	0,99	Male	21 222	21 732	0,98	Peru				Female	35 910	10 500	3,42	Male	35 910	10 500	3,42	Australia				Female	40 700	36 500	1,12	Male	32 240	36 500	0,88	Average			1,53	Average			1,48	Average			1,50
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G4-EC6	Proportion of senior management hired from the local community at significant locations of operation.	Ch 61.2, pg 99	All our countries of operations have legal minimum wages in place.																																																																												

Indirect economic impacts

G4-EC7	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Ch 6.3.2, Ch 6.3.3, pg 111-115
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In accordance Core		Self-declared																											
SPECIFIC STANDARD DISCLOSURES: PERFORMANCE INDICATORS																													
Performance Indicator	Description	Cross-reference																											
G4-EC8	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Ch 6.3.2, Ch 6.3.3, pg 111-115																											
Procurement Practices																													
G4-EC9	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	CH 6.2.2, pg 106-107; Ch 6.3.2, pg 110-115																											
<p>Group Community Relations Policy states that 'Gold Fields is committed to prioritising local procurement and employment and measuring our contribution to local economic development'.</p> <p>www.goldfields.co.za/sus_policies.php</p> <ul style="list-style-type: none"> • Gold Fields measures operational level local procurement (see Figure 6.9). • Through Gold Fields social and labour plan in South Africa we are committed to numerous local economic development projects that develop local suppliers. • Gold Fields shared value projects in Ghana, South Africa and Peru are focused on developing local suppliers and enterprise development. • In South Africa Gold Fields spent USD 136 million (80% of total procurement spend) on black economic empowerment entities. 																													
Environmental																													
Materials																													
G4-EN1	Materials used by weight or volume.	Ch 4.3.4, pg 76-77																											
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G4-EN2	Percentage of materials used that are recycled input materials.	This GRI Content Index	Based on the materials listed as our key inputs in EN1, we do not believe these input materials are likely to be able to be recycled. The materials are not renewable. However, in 2014, we recycled a range of materials including the following: <ul style="list-style-type: none"> • Metal: 11 130 tonnes • Plastic: 63 tonnes • Timber as firewood: 57 tonnes • Paper and cartons: 66 tonnes • Other materials (e.g. backfill): 171 298 tonnes 																																																																																																			
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In accordance Core	Self-declared
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SPECIFIC STANDARD DISCLOSURES: PERFORMANCE INDICATORS

Performance Indicator	Description	Cross-reference	Further explanation and/or reason for omission
G4-EN4	Energy Consumption outside the organisation	This GRI Content Index, pg 64	<p>Gold Fields doesn't currently use renewable fuels and does not sell electricity, heating, cooling or steam.</p> <p>As per the guidance under G4-EN3, organizations are expected to select a consistent boundary for energy consumption. When possible, the boundary should be consistent with the boundary used in Indicators G4-EN15 and G4-EN16. The standard used to select the boundary for reporting under G4-EN15 and G4-EN16 is ISO-14064- Part 1. The boundary selected to report on G4-EN3 and G4-EN4 is in line with this boundary. The methodology used to calculate the direct and indirect energy consumption by primary energy source is by multiplying the measured amounts consumed with default energy content factors. Energy consumption is obtained by meter readings and cross checked with invoices. If no meter is installed, the data is obtained from invoices only.</p> <p>The energy content of fuels consumed on site were calculated using conversion factors from Defra 2014 Version 1.2.</p> <p>Our Granny Smith operation owns its own power station and does not purchase electricity like our other operations. Energy consumed outside of the organisation, in joules or multiples is 6.936TJ.</p> <p>As per the guidance under G4-EN3, organisations are expected to select a consistent boundary for energy consumption. When possible, the boundary should be consistent with the boundary used in Indicators G4-EN15 and G4-EN16. The standard used to select the boundary for reporting under G4-EN15 and G4-EN16 is ISO-14064- Part 1. The boundary selected to report on G4-EN3 and G4-EN4 is in line with this boundary. Only energy consumption outside of the organisation which was expected to be material (based on emissions associated with this energy use) were calculated. The material categories where found to be 'purchased goods and services' and 'fuel and energy related activities'. These two scope 3 categories made up 95% of the total scope 3 emissions. To calculate this energy consumption outside of the organisation assumptions were made with respect to the type of fuels used to produce, transport and distribute goods, services and fuels.</p> <p>Where available, the energy data used to calculate the relevant emission factors to produce goods and services were used. The energy content associated with the production of fuels was calculated using emission factors from Defra 2014 Version 1.2 and converting these to energy factors using the United Kingdom Grid Emission Factor (Ecometrica: 0.50850 tCO₂/MWh).</p>
G4-EN5	Energy Intensity	Ch 4.1.3, pg 62-64	<p>The energy intensity ratio¹ for Gold Fields is 4.56 GJ/ounce of Gold.</p> <p>The organisation specific metric is ounce of gold.</p> <p>Fuels and electricity have been included in the energy intensity ratio.</p> <p>Energy consumed within the organisation has been included in the ratio.</p>

¹ Our Granny Smith operation owns its own power station and does not purchase electricity like our other operations. The energy losses from the onsite power generator are accounted for by applying an energy efficiency factor.

In accordance Core		Self-declared
SPECIFIC STANDARD DISCLOSURES: PERFORMANCE INDICATORS		
Performance Indicator	Description	Further explanation and/or reason for omission
G4-EN6	Reduction of Energy consumption	<p>The amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives is 477 599 GJ.</p> <p>The types of energy included in the reductions were fuel and electricity.</p> <p>The basis for calculating reductions in energy consumption were directly related to energy efficiency projects implemented. As the energy efficiency of gold mining is influenced by many factors, such as hauling distances, mining depth, ore quality and stripping ratios, energy reductions should be linked back to actual projects implemented.</p> <p>The Greenhouse Gas Protocol and WRI Mitigation Goal Standard: An accounting and reporting standard for national and subnational greenhouse gas reduction goals, was the standard followed to calculate the impact of energy reduction projects.</p>
G4-EN7	Reductions in energy requirements of products and services	Indicator is not relevant to the product we produce – gold.
Water		
G4-EN8	Total water withdrawal by source.	<p>Total water withdrawal in 2014 was 30 207 ml. This came from the following sources:</p> <ul style="list-style-type: none"> • Surface water: 7 912.45 • Ground water: 19 799.56 • Purchased water: 2 494.75 <p>Gold Fields reports in accordance with our Group Reporting Guideline which is based on the GRI Framework.</p>
G4-EN9	Water sources significantly affected by withdrawal of water.	No water sources are significantly affected by our water withdrawal.
G4-EN10	Percentage and total volume of water recycled and reused.	During 2014, water recycled and reused totalled 42 409.2 ml. This represents 140% of total water withdrawal (30 207 ml). Gold Fields reports in accordance with our Group Reporting Guideline which is based on the GRI Framework.

In accordance Core		Self-declared
SPECIFIC STANDARD DISCLOSURES: PERFORMANCE INDICATORS		
Performance Indicator	Description	Cross-reference
		Further explanation and/or reason for omission
Biodiversity		
G4-EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	<p>This GRI Content Index</p> <p>Ghana Our Damang and Tarkwa operations, located in the 'Tarkwa Basin' in south western Ghana are both located in areas of high biodiversity. The current operational footprint of Tarkwa is significantly larger than that of Damang, where activity is primarily focused on the Damang Pit. We implement a total ban on hunting on our land holdings at both mines and have strict controls to protect local water bodies. Because of this, our operations act as de facto sanctuaries for local wildlife and enjoy high levels of biodiversity compared to their surrounds.</p> <p>Australia The St Ives operations covers some 104,509 ha to the South of Kambalda in Western Australia. These tenements extend over a large salt lake system known as Lake Lefroy. In recent years, the riparian zone of such salt lake systems has become increasingly recognised as areas of sensitive biodiversity. On Lake Lefroy, it is reported that over 3,500 ha of riparian habitat is present. The current mining disturbance of this riparian zone by St Ives and other mining companies in the area is limited to 89 ha or 2.5% of the total available habitat. Given the sensitive nature of the biodiversity in the riparian zone, St Ives has undertaken numerous ecological studies in the area and continues with various monitoring programmes on biodiversity. The ecological studies undertaken to date conclude that, outside of the physical disturbance of a small portion of the riparian zone, mining and related activities have shown no discernible impact on the biodiversity.</p> <p>Peru There are no protected areas near Cerro Corona. Nonetheless, there are some areas with two sensitive flora species adjacent to Cerro Corona (<i>Puya fastuosa</i> & <i>Nicotiana thyrsoiflora</i>). These species are considered to be sensitive since their growth is restricted to some parts of the northern Andes of Peru and a few other south American countries. These species are not listed in the IUCN list or in the national list of endangered flora species. In order to minimise any potential impact to these species, Gold Fields La Cima has been working since 2011 in a management program for the conservation of these species. So far the results of this program have been favourable.</p>

In accordance Core		Self-declared
SPECIFIC STANDARD DISCLOSURES: PERFORMANCE INDICATORS		
Performance Indicator	Description	Further explanation and/or reason for omission
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Where feasible, we aim to have a net positive impact on biodiversity. During the reporting year, we did not identify any significant impacts on biodiversity resulting from our activities. MM: Include impacts identified as a consequence of any resettlement and closure activities reported under Indicators MM9 and MM10 respectively – Not applicable
G4-EN13	Habitats protected or restored.	During 2014, we rehabilitated a total of 25.80 ha, of which Tarkwa accounted for 24.70 ha and Granny Smith for 1.10 ha.
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	In 2014, we disturbed an additional 17.87 ha. Over the same period, we rehabilitated 25.80 ha – at Tarkwa and Granny Smith. At the end of 2014, our total amount of disturbed land was 7858 ha.
G4-EN14	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	None of our lands are on biodiversity hotspots and we do not have any rare or protected species (including IUCN Red List species) on our properties. There are a number of Puya species growing around our Cerro Corona Mine. Puyas are a native plant to South America's Andes Mountains and southern Central America. Many of the species are monocarpic, with the parent plant dying after one flower and seed production event. Puya raimondii, also known as Queen of the Andes, is the largest species of bromeliad, endemic to Bolivia and Peru and restricted to the high Andes at an elevation of 3200 – 4800 m. This species, which also grows near Gold Fields operation, is an IUCN red data species.
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place.	All of our mines evaluate direct and indirect biodiversity risks under their EMSs and/or environmental management plans as part of mine lifecycle management and our group risk assessment processes. Where relevant, we work with local communities and environmental NGOs to develop biodiversity management plans – and to carry out joint monitoring of our biodiversity risks and impacts. See G4-EN11.

In accordance Core		Self-declared
SPECIFIC STANDARD DISCLOSURES: PERFORMANCE INDICATORS		
Performance Indicator	Description	Further explanation and/or reason for omission
Emissions		
G4-EN15	Total direct greenhouse gas emissions by weight.	<p>Direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent is 464,194. Gases included in the calculation are CO₂, CH₄ and N₂O. Biogenic CO₂ emissions are not applicable to Gold Fields.</p> <p>The base year is 2007 as this is the first year that Gold Fields calculated its carbon footprint. Base year emissions are recalculated in accordance with the ISO-14064 Part 1 standard in the event of significant changes in the quantification methodology, changes to operational boundaries as well as the ownership and control of GHG sources or sinks transferred into or out of organizational boundaries. The base year scope 1 emissions (latest restatement occurred in 2015 after acquisition of the Yilgarn assets) are 461,565 tons of CO₂ equivalent.</p> <p>Gold Fields' carbon footprint is calculated in accordance with the ISO14064 part 1 Standard ('Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals'). The quantification methodology is a calculation based on GHG activity data multiplied by GHG emission or removal factors.</p> <p>Majority of the emission factors used are amongst others obtained from DEFRA 2014 (version 1.2), but also from the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2014 and Ecometrica. The GWP rates are obtained from the IPCC Fourth Assessment Guidelines.</p> <p>Gold Fields' carbon footprint is calculated based on the operational control consolidation approach.</p>
G4-EN16	Total indirect greenhouse gas emissions by weight.	<p>Indirect (Scope 2) GHG emissions in metric tons of CO₂ is 794,174. Gases included in the calculation is CO₂.</p> <p>The base year is 2007 as this is the first year that Gold Fields calculated its carbon footprint. Base year emissions are recalculated in accordance with the ISO-14064 Part 1 standard in the event of significant changes in the quantification methodology, changes to operational boundaries as well as the ownership and control of GHG sources or sinks transferred into or out of organizational boundaries. The base year scope 2 emissions (latest restatement occurred in 2015 after acquisition of the Yilgarn assets) are 716,325 tons of CO₂ equivalent.</p> <p>Gold Fields' carbon footprint is calculated in accordance with the ISO14064 part 1 Standard ('Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals'). The quantification methodology is a calculation based on GHG activity data multiplied by GHG emission or removal factors.</p> <p>Emission factors are obtained from DEFRA 2014 (version 1.2), but also from the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2014 and Ecometrica. The GWP rates are obtained from the IPCC Fourth Assessment Guidelines.</p> <p>Gold Fields' carbon footprint is calculated based on the operational control consolidation approach.</p>

In accordance Core		Self-declared
SPECIFIC STANDARD DISCLOSURES: PERFORMANCE INDICATORS		
Performance Indicator	Description	Cross-reference
G4-EN17	Other relevant indirect greenhouse gas emissions by weight.	Ch 4. 1.3, pg 62-66
		<p>Further explanation and/or reason for omission</p> <p>Indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent is 435,676. Gases included in the calculation is CO₂ and Biogenic CO₂ emissions in metric tons of CO₂ equivalent are not applicable.</p> <p>Gold Fields' collected data and calculated emissions for all categories as per the GHG Protocol Value Chain Standard.</p> <p>1. Purchased Goods and Services; 2. Capital Goods; 3. Fuel-and-energy-related activities (not included in scope 1 or 2); 4. Upstream Transportation and Distribution; 5. Waste Generated in Operations; 6. Business Travel; 7. Employee Commuting; 8. Upstream Leased Assets; 9. Downstream Transportation and Distribution; 10. Processing of Sold Products; 11. Use of Sold Products; 12. End-of-life treatment of sold products; 13. Downstream Leased Assets; 14. Franchises; 15. Investments.</p> <p>The base year is 2009 as this is the first year that Gold Fields started to calculate other indirect emissions, those associated upstream and downstream of its value chain. Base year emissions are recalculated in accordance with the ISO-14064 Part 1 standard in the event of significant changes in the quantification methodology, changes to operational boundaries as well as the ownership and control of GHG sources or sinks transferred into or out of organisational boundaries. The base year scope 3 emissions (latest restatement occurred in 2015 after acquisition of the Yilgarn assets) are 458,270 tons of CO₂ equivalent.</p> <p>Gold Fields' carbon footprint is calculated in accordance with the ISO14064 part 1 Standard ('Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals'). The quantification methodology is a calculation based on GHG activity data multiplied by GHG emission or removal factors.</p> <p>Emission factors were obtained from DEFRA 2014 (version 1.2), but also from the IPCC Fourth Assessment Guidelines, Climate Registry, Eskom Supplementary and Divisional Report 2014 and Ecometrica. The GWP rates are obtained from the IPCC Fourth Assessment Guidelines.</p> <p>The GHG emissions intensity ratio is 0.55.</p> <p>The ratio denominator – ounces of gold produced.</p> <p>The types of GHG emissions included are Direct (Scope 1) and Energy Indirect (Scope 2).</p> <p>Gases included in the calculation is CO₂, CH₄, N₂O.</p>
G4-EN18	Greenhouse gas (GHG) emissions intensity	Ch 4

In accordance Core		Self-declared												
SPECIFIC STANDARD DISCLOSURES: PERFORMANCE INDICATORS														
Performance Indicator	Description	Further explanation and/or reason for omission												
G4-EN19	Reduction of greenhouse gas (GHG) emissions	<p>The amount of GHG emissions reductions achieved as a direct result of initiatives to reduce emissions, in metric tons of CO₂ equivalent is 54 703 tCO₂e.</p> <p>Gases included in the calculation are CO₂, CH₄ and N₂O.</p> <p>The basis for calculating reductions in emissions were directly related to energy efficiency projects implemented. As the energy efficiency of gold mining is influenced by many factors, such as hauling distances, mining depth, ore quality and stripping ratios, emission reductions should be linked back to actual projects implemented.</p> <p>Emission reduction initiatives were calculated in accordance with:</p> <ul style="list-style-type: none"> Greenhouse Gas Protocol and WRI Mitigation Goal Standard: An accounting and reporting standard for national and sub-national greenhouse gas reduction goals; ISO 14064 part 1; Greenhouse Gas Protocol A Corporate Accounting and Reporting Standard (Revised Edition). <p>Emission reductions occurred in Scope 1 and Scope 2.</p>												
G4-EN20	Emissions of ozone-depleting substances by weight.	Not material												
G4-EN21	NOx, SOx, and other significant air emissions by type and weight.	<p>This has not been identified as a relevant/material issue under our ISO 14001-compliant Environmental Management Systems. As a result, it is not included in our environmental data collection systems.</p> <p>Figure GRI 5 Group NOx and SOx emissions tonnes</p> <table border="1"> <caption>Group NOx and SOx emissions (tonnes)</caption> <thead> <tr> <th>Year</th> <th>NOx</th> <th>SOx</th> </tr> </thead> <tbody> <tr> <td>2012</td> <td>5,423</td> <td>269</td> </tr> <tr> <td>2013</td> <td>5,245</td> <td>259</td> </tr> <tr> <td>2014</td> <td>4,932</td> <td>244</td> </tr> </tbody> </table>	Year	NOx	SOx	2012	5,423	269	2013	5,245	259	2014	4,932	244
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2013	5,245	259												
2014	4,932	244												

In accordance Core		Self-declared
SPECIFIC STANDARD DISCLOSURES: PERFORMANCE INDICATORS		
Performance Indicator	Description	Further explanation and/or reason for omission
Effluents and Waste		Cross-reference
G4-EN22	Total water discharge by quality and destination	<p>Ch 4.3.2, pg 73-76</p> <p>Quantity and quality In 2014, a total of 11 543 ML was discharged by the Group. Group average water quality is 128 (mS/m). Further detail by operation can be seen below:</p> <ul style="list-style-type: none"> • Tarkwa: 59 mS/m • Cerro Corona: 165 mS/m • South Deep: 43 mS/m • Granny Smith 247 mS/m (this operation is in a high saline environment) <p>Our Ghana and South Deep operations have RO plants.</p> <p>Note: mS/m is a measure of conductivity. Conductivity is a measure of the amount of dissolved salts in discharged water. These are classified internationally as a non-toxic pollutant.</p> <p>Note: Apart from Granny Smith operation, the Australian operations do not report on the quality of water discharged, as water is not discharged directly into the environment.</p>
G4-EN23	Total weight of waste by type and disposal method.	<p>Ch 4.3.3, pg 76-78</p> <p>Metal Recycled – 11 130 tonnes Plastic Recycled – 63 tonnes Timber as Firewood – 57 tonnes Paper and Carton Recycled – 66 tonnes Other materials (eg General Landfill, Brine to Lake) – 171 298 tonnes</p>
G4-EN24	Total number and volume of significant spills.	<p>Ch 4.3.1 pg 73</p> <p>Volume of oil spill – 2000 litres</p>
MM3	Total amounts of overburden, rock, tailings and sludges and their associated risk	<p>Ch 4.3.3, pg 76-78</p> <p>Tailings to Dams Calculated – 38.4 million tonnes Waste Rock to Dump – 100.2 million tonnes</p>
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	<p>Gold Fields does not import, export or transport any waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII.</p>

In accordance Core		Self-declared
SPECIFIC STANDARD DISCLOSURES: PERFORMANCE INDICATORS		
Performance Indicator	Description	Cross-reference
		Further explanation and/or reason for omission
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff.	This GRI Content Index
Products and services		
G4-EN27	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	This GRI Content Index
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category.	This GRI Content Index
Compliance		
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	This GRI Content Index
Transport		
G4-EN30	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	This GRI Content Index
		<p>A significant proportion of our Scope 1 emissions relate to the transport of ore and waste rock from our mines to our processing facilities and/or waste rock dumps.</p> <p>All of our eligible operations are fully certified under the International Cyanide Management Code (ICMC). ICMC certification extends to our transport providers. There have been no material environmental impacts relating to the transportation of cyanide to or from our operations during 2014, although it remains a potential risk.</p> <p>All waste disposal, transportation and recycling contractors are required to adhere to our environmental procedures, including the provision of safe disposal certificates.</p>

In accordance Core		Self-declared
SPECIFIC STANDARD DISCLOSURES: PERFORMANCE INDICATORS		
Performance Indicator	Description	Further explanation and/or reason for omission
Overall		
G4-EN31	Total environmental protection expenditures and investments by type.	<p>Ch 4.3.2 pg 72</p> <p>In 2014, our environmental expenditure comprised the following elements:</p> <p>Pollution prevention: US\$ 5.1 million</p> <p>Audits: US\$ 203,000</p> <p>Specialist studies and EIAs: US\$1.3 million</p> <p>Rehabilitation and closure related operational expenditure: US\$2.5 million</p> <p>Radiation: nil</p> <p>Rehab fund contributions – 1.9</p> <p>Other operational expenditure: US\$15.5 million</p> <p>Gold Fields total group gross mine liability estimate is US\$391 million. The funding methods used by each region to make provision for the mine closure cost estimates are:</p> <ul style="list-style-type: none"> • Ghana – reclamation bonds underwritten by banks and restricted cash. • South Africa – contributions into environmental trust funds and guarantees. • Australia – Due to legislative changes in Western Australia becoming effective in July 2014, companies are now required to pay a levy to the state based on the total mine closure liability. This levy is 1% of the total liability per mine, paid annually. This levy goes into a state administered fund known as the Mine Rehabilitation Fund and will be used to rehabilitate legacy sites or sites that have prematurely closed or been abandoned. • Peru – bank guarantees.
Supplier Environmental Assessment		
EN32	Percentage of new suppliers that were screened using environmental criteria	This GRI Content Index
EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	This GRI Content Index

In accordance Core		Self-declared
SPECIFIC STANDARD DISCLOSURES: PERFORMANCE INDICATORS		
Performance Indicator	Description	Cross-reference Further explanation and/or reason for omission
Environmental Grievance Mechanisms		
EN34	Number of grievances about environmental impacts filed, addressed and resolved through formal grievance mechanisms.	This GRI Content Index pg 108 We had one community complaint at our South Deep operation regarding wind blown dust, which was resolved. Peru had seven complaints related to dust and water and all were resolved. In Ghana two complaints of cracks of buildings which was suspected to have been caused by blasting activity was received. It is however difficult to verify the veracity of such claims due to the nature of some of the building materials used. Gold Fields continued to work closely with local communities to address concerns related to environmental management.
Social: Labour Practices and Decent Work		
Employment		
G4-LA1	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	This GRI Content Index Refer to Annexure GRI 2:
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	This GRI Content Index Full-time permanent employees are provided with pension, health care, additional leave and Group 'life benefits' which are not provided to part-time employees. Part-time employees are also not eligible for annual incentives, whilst full-time employees are.
G4-LA3	Return to work and retention rates after parental leave, by gender.	This GRI Content Index During 2014, the post maternity female return to work rate was 100%. In addition, 100% of male employees who take paternity leave typically return to work.
Labour/management relations		
G4-LA4	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	This GRI Content Index Management employees have a 30 day notice period and Senior Management have a 60 day notice period. For non-managerial employees, the statutory notice period applies. For example, in South Africa this is covered under the basic conditions of employment. Employees who have less than one year service are required to serve two weeks' notice and employees with 12 months or longer service are required to serve 30 days' notice.
MM4	Number of strikes and lock outs exceeding one week's duration by country.	This GRI Content Index There were no significant strikes or lock outs in 2014, exceeding one week in duration.

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G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.																																																																																																	
	A total of 96% of our employees in Ghana, 93% of our employees in South Africa and 11,7% of our employees in Peru are represented through their unions at various levels on joint health and safety committees – and on a range of statutory and voluntary engagement forums between supervisors, line managers and organised labour. Employees do not however have to be part of a union to participate in worker health and safety committees as this is available to all employees. In many regions worker health and safety issues are part of all meetings where employees have opportunities to raise issues and concerns. In 2014 integrated health, safety and environmental strategies were presented for each region at the Group SHEQ committee detailing all the programmes and initiatives that are in place.																																																																																																	
G4-LA6	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Ch 4.2.1 pg 67,71																																																																																																
		<p>GRI 7 Cases of Occupational illness</p> <table border="1"> <thead> <tr> <th>COAD</th> <th>Australia</th> <th>Ghana</th> <th>Peru</th> <th>South Africa</th> <th>TOTAL</th> </tr> </thead> <tbody> <tr> <td>2012</td> <td>0</td> <td>0</td> <td>0</td> <td>3</td> <td>3</td> </tr> <tr> <td>2013</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>2014</td> <td>0</td> <td>0</td> <td>0</td> <td>4</td> <td>4</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>NIHL</th> <th>Australia</th> <th>Ghana</th> <th>Peru</th> <th>South Africa</th> <th>TOTAL</th> </tr> </thead> <tbody> <tr> <td>2012</td> <td>0</td> <td>0</td> <td>0</td> <td>6</td> <td>6</td> </tr> <tr> <td>2013</td> <td>0</td> <td>4</td> <td>0</td> <td>4</td> <td>8</td> </tr> <tr> <td>2014</td> <td>0</td> <td>5</td> <td>0</td> <td>8</td> <td>13</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Silicosis</th> <th>Australia</th> <th>Ghana</th> <th>Peru</th> <th>South Africa</th> <th>TOTAL</th> </tr> </thead> <tbody> <tr> <td>2012</td> <td>0</td> <td>0</td> <td>0</td> <td>17</td> <td>17</td> </tr> <tr> <td>2013</td> <td>0</td> <td>0</td> <td>1</td> <td>11</td> <td>12</td> </tr> <tr> <td>2014</td> <td>0</td> <td>1</td> <td>0</td> <td>14</td> <td>15</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>CRTB</th> <th>Australia</th> <th>Ghana</th> <th>Peru</th> <th>South Africa</th> <th>TOTAL</th> </tr> </thead> <tbody> <tr> <td>2012</td> <td>0</td> <td>0</td> <td>0</td> <td>40</td> <td>40</td> </tr> <tr> <td>2013</td> <td>0</td> <td>0</td> <td>0</td> <td>42</td> <td>42</td> </tr> <tr> <td>2014</td> <td>0</td> <td>1</td> <td>0</td> <td>48</td> <td>49</td> </tr> </tbody> </table> <p>All cases were male, aside from three CRTB female cases in South Africa. The absenteeism rate (based on Absent without permission) was 0.16% for Ghana, 0.52% for South Africa and 0.042% for Peru. Not applicable in Australia due to FIFO (Fly In Fly Out).</p>	COAD	Australia	Ghana	Peru	South Africa	TOTAL	2012	0	0	0	3	3	2013	0	0	0	0	0	2014	0	0	0	4	4	NIHL	Australia	Ghana	Peru	South Africa	TOTAL	2012	0	0	0	6	6	2013	0	4	0	4	8	2014	0	5	0	8	13	Silicosis	Australia	Ghana	Peru	South Africa	TOTAL	2012	0	0	0	17	17	2013	0	0	1	11	12	2014	0	1	0	14	15	CRTB	Australia	Ghana	Peru	South Africa	TOTAL	2012	0	0	0	40	40	2013	0	0	0	42	42	2014	0	1	0	48	49
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SPECIFIC STANDARD DISCLOSURES: PERFORMANCE INDICATORS		
Performance Indicator	Description	Cross-reference
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation.	Ch 4.2.3 pg 69-71
G4-LA8	Health and safety topics covered in formal agreements with trade unions.	Ch 6.1.3, pg 101
Training and education		
G4-LA9	Average hours of training per year per employee by gender, and by employee category.	Ch 6.1.2, pg 100 Average training hours per employee (male and female): 181. Average training hours by gender are set out below: <ul style="list-style-type: none"> • Males: 184 hours • Females: 162 hours Total training hours by employee category are set out below: <ul style="list-style-type: none"> • Senior Management (EU-F): 9941 • Middle Management (DU-EL): 37,052 • Junior Management (DL): 65,248 Non-Management (A-C): 1,490,764. NG – 15,363.
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Ch 6.1.2, pg 100-101 At South Deep portable skills training is offered to the local communities which includes skills like brick laying, animal husbandry, carpentry etc. This assists in developing additional skills for future employment. Any employees who take voluntary separation packages or are retrenched, have access to portable skills training or an allowance for external training to assist in learning and improve their employability. Gold Fields offers Employee Assistance Programmes in each region and these programmes are run with outsourced providers that assist employees to manage a range of psychological, legal, nutrition, financial and other related concerns that provide life long learning. Typically the regions run awareness campaigns on various topical issues throughout the year (outside of the normal training curriculum) that keep them abreast of key topics or issues. All Gold Fields regions, in association with their various fund providers, provide a full spectrum of retirement planning and advice to employees to assist them with managing their retirement processes. Majority of the training provided can be described as lifelong learning under our four broad categories: These are: 1. Technical Training – Training of fitters, Electricians, boilermakers, equipment operators (through technical institutions and onsite) etc. are skills not only required by Gold Fields. 2. Management Training – Training to plan, lead and getting results through people. This is achieved through supervisory, management and various leadership programmes. 3. Professional Training – we also support employees to acquire the applicable professional certificate in their area of work eg. ACCA/CA for finance employees, applicable Mine's Department Certificate of Competence etc. 4. General/Other – we specifically take employees who are being retrenched through basic financial/investment management training to enable them manage monies paid to them as severance compensation.

In accordance Core		Self-declared																
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Performance Indicator	Description	Cross-reference																
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender.	This GRI Content Index																
		Further explanation and/or reason for omission																
		All management and senior management employees have individual performance scorecards which are reviewed on a regular basis. Individual development plans are agreed upon at the beginning of each financial year based on the performance targets of an employee. In Australia, Ghana and Peru, individual performance plans have been rolled-out to all levels of employees. In South Africa, the performance of non-managerial employees is measured on production targets and this is measured on a regular basis as production bonuses are paid on a monthly basis. Employees and teams are regularly briefed on individual and team performance. Training and development plans are linked to performance management practice throughout the Group.																
Diversity and equal opportunity																		
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	This GRI Content Index, Chp 6.2.1 pg 98-100																
		<p>Figure GRI 8 Group female employees %</p> <table border="1"> <caption>Figure GRI 8: Group female employees %</caption> <thead> <tr> <th>Year</th> <th>Miners Artisans Officials</th> <th>Middle Management (D-Upper to E-Lower)</th> <th>Senior Management (EU-<)</th> </tr> </thead> <tbody> <tr> <td>2012</td> <td>10.7</td> <td>12.1</td> <td>11.8</td> </tr> <tr> <td>2013</td> <td>10.9</td> <td>13.3</td> <td>11.3</td> </tr> <tr> <td>2014</td> <td>13.8</td> <td>15.1</td> <td>12.5</td> </tr> </tbody> </table> <p>Age groups are not reported.</p>	Year	Miners Artisans Officials	Middle Management (D-Upper to E-Lower)	Senior Management (EU-<)	2012	10.7	12.1	11.8	2013	10.9	13.3	11.3	2014	13.8	15.1	12.5
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Equal remuneration for women and men																																																																						
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	This GRI Content Index																																																																				
	<p>Figure GRI 9 Group basic salary ratio of men to women</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Ratio</th> </tr> </thead> <tbody> <tr> <td>2012</td> <td>1.43</td> </tr> <tr> <td>2013</td> <td>1.20</td> </tr> <tr> <td>2014</td> <td>1.10</td> </tr> </tbody> </table>	Year	Ratio	2012	1.43	2013	1.20	2014	1.10																																																													
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SPECIFIC STANDARD DISCLOSURES: PERFORMANCE INDICATORS		
Performance Indicator	Description	Cross-reference Further explanation and/or reason for omission
Supplier assessment for labour practices		
G4-LA14	Percentage of new suppliers that were screened using labour practices criteria.	This GRI Content Index All new vendors have to comply to our vendor portal questionnaire as part of the registration process which has a portion on compliance. All suppliers go through a credit and judgement screening through TransUnion for our South African vendors. Our general terms and conditions back to legislation which covers LRA compliance. An external company does do a compliance audit on our top 25 service providers annually. We are in the process of implementing a group wide supplier screening solution. This will be operational by the end of Q2.
G4-LA15	Significant actual and potential negative impacts for labour practices in the supply chain and actions taken.	This GRI Content Index Not reported.
Labour practices grievance mechanisms		
G4-LA16	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms.	This GRI Content Index None reported. Ethics hotlines are set up for each region and managed externally by Deloitte. Any issues logged are addressed by the Gold Fields internal audit team and presented directly to the Gold Fields ethics committee at Board level and investigated accordingly.
Social: Human Rights		
Investment and procurement practices		
G4-HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	This GRI Content Index In 2014 no M&A activity took place other than disposal of non-core assets. However, in the event that Gold Fields does any M&A activity a full thorough due diligence process is followed which includes representations and warranties to cover a number of issues including human rights abuses. Similarly all of our supply chain agreements contain a standard provision which requires compliance with the Gold Fields Human Rights Policy Statement, and also that nothing in the provision of goods/service to Gold Fields causes or contributes to human rights abuses. The Code of Ethics is also included in all of our supply agreements and has been distributed via our online vendor system.
G4-HR2	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	This GRI Content Index All new employees are required to sign the code of ethics and receive an overview of the human rights policy. Human rights and the code of ethics are incorporated in the Gold Fields foundational programme which all over 90% of employees have attended. The ethics portal was set up and is available to all employees with tools, tips and guidelines.
Non-discrimination		
G4-HR3	Total number of incidents of discrimination and corrective actions taken.	This GRI Content Index One case of discrimination reported during 2014 and this was resolved.

In accordance Core		Self-declared
SPECIFIC STANDARD DISCLOSURES: PERFORMANCE INDICATORS		
Performance Indicator	Description	Further explanation and/or reason for omission
		Cross-reference
Freedom of association and collective bargaining		
G4-HR4	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	This GRI Content Index During 2014, there were no incidents where the rights to freedom of association and collective bargaining were at risk at any of our operations. None of our operations represent significant risks in this respect. In Australia the voting on the Employee Collective Agreement in 2014 in fact highlighted the degree to which Gold Fields recognises and supports our employee rights and freedom of association. Our major suppliers are checked on appointment to adherence to labour legislation.
Child labour		
G4-HR5	Operations and significant suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour.	This GRI Content Index During 2014, there were no incidents of child labour at any of our operations. None of our operations represent significant risks in this respect. Our HR system in South Africa has built in controls that under age children cannot be engaged on the payroll system. Our major suppliers are checked on appointment to adherence to labour legislation, including the use of child labour.
Forced and compulsory labour		
G4-HR6	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour.	This GRI Content Index During 2014, there were no incidents of forced labour at any of our operations. None of our operations represent significant risks in this respect. Our major suppliers are checked on appointment to adherence to labour legislation, including the use of forced labour.
Security practices		
G4-HR7	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.	This GRI Content Index Primary security at our operations is provided through the company's protection services department and private contracted service providers. All security personnel receive human rights training during induction based on our Code of Ethics. G4S, security provider to South Africa and Ghana is a signatory of the International Code of Conduct for Private Security Providers, which commits all signatories to respect human rights and humanitarian law in their operations. G4S is also a signatory to the UN Global Compact.
Indigenous rights		
MM5	Total number of operations taking place in or adjacent to Indigenous people's territories, and number and percentage of operations or sites where there are formal agreements with indigenous people's communities.	Ch 5.4.2, pg 88-89, 109 Only our Agnew and St Ives operations take place on or adjacent to indigenous land. Both mines have formal agreements in place with local indigenous groups. In addition, the Far Southeast growth project is located on territory linked to the Kankana-ey indigenous community in the Philippines. Various formal agreements with the communities are negotiated on an on-going basis.

In accordance Core		Self-declared
SPECIFIC STANDARD DISCLOSURES: PERFORMANCE INDICATORS		
Performance Indicator	Description	Cross-reference
G4-HR8	Total number of incidents of violations involving rights of indigenous people and actions taken.	Ch 6.3.1, pg 108-109
Assessment		
G4-HR9	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	This GRI Content Index
Supplier Human Rights Assessment		
G4-HR10	Percentage of new suppliers that were screened using human rights criteria.	This GRI Content Index
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken.	This GRI Content Index
Human Rights Grievance Mechanisms		
G4-HR12	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	This GRI Content Index

Further explanation and/or reason for omission

During 2014, there were no recorded incidents of violations involving rights of indigenous people at any of our operations.

Human rights are subject to ongoing review at all of our operations via our established management systems, whether in terms of safety, health, diversity, discrimination, child labour, forced labour, collective bargaining, freedom of association or otherwise.

We require our suppliers to accept and adopt our sustainable development policies as well as our code of ethics. This includes the requirement for all contractors to meet our health, safety and environmental management standards, (contractors operating on site have to comply to the mines operating policy) on including the OHSAS 18001 and ISO 14001 standards. The adherence of suppliers to our standards is monitored through:

- Pre-screening (we require vendors to submit various information but it is not a requirement for vendors to be ISO compliant, only in certain incidences is ISO a prerequisite)
- Various compliance audits

Where incidents of non-compliance are identified, we will develop joint corrective action plans, unless non-compliance is of a sufficiently, serious nature to justify termination.

All of our supply chain agreements contain a standard provision which requires compliance with Gold Fields Human Rights Policy Statement, and also that nothing in the provision of goods/service to Gold Fields causes or contributes to human rights abuses. The Code of Ethics is also included in all of our supply agreements and has been distributed via our online vendor system.

We are currently investigating a group wide supplier screening solution. This will be operational by the end of Q2.

There were no such formal grievances recorded in 2014. Should any human rights violations be identified they would be reported to Management and the Gold Fields Board.

In accordance Core		Self-declared
SPECIFIC STANDARD DISCLOSURES: PERFORMANCE INDICATORS		
Performance Indicator	Description	Cross-reference
		Further explanation and/or reason for omission
Social: Society		
Local Communities		
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Ch 6.3.2, pg 111-115. This GRI Content Index
G4-SO2	Operations with significant potential or actual negative impacts on local communities.	This GRI Content Index
G4-MM6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples.	Ch 6.3.1 pg 109
G4-MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and indigenous peoples, and the outcomes.	This GRI Content Index
Anti-Corruption		
G4-SO3	Percentage and total number of operations assessed for risks related to corruption and the significant risks identified.	This GRI Content Index
		<p>All of our operations have ongoing local community engagement and development programmes - and have implemented environmental and social impact assessments as required. In 2014 the focus was on driving shared value implementation in the communities in which we operate. Peru, South Africa and Ghana each delivered two shared value projects. Further, Peru and South Africa initiated research to assess their relationship amongst host communities.</p> <p>None of our operations have significant negative impacts on local communities. Potential negative impacts are avoided and where avoidance is not possible impacts are managed at acceptable levels.</p> <p>No such disputes were recorded in 2014.</p> <p>Grievance mechanisms are in place at all operations except South Deep where one is being implemented in early 2015. A grievance relating to land and crop compensation has been lodged at Tarkwa in 2014. The grievance is being addressed through mediation.</p> <p>Gold Fields has a zero tolerance approach to any activities that undermine the legitimate business environment, including bribery and corruption. All company directors and employees are bound by the Code of Ethics. The Code articulates Gold Fields policy with respect to – amongst other things – the absolute prohibition against facilitation payments and political contributions. Implementation of the Code is supported by: Well-defined responsibilities and accountabilities; Stringent internal reporting processes; An anonymous whistle-blowing hotline managed by an independent third party (Deloitte).</p> <p>All of our operations and business units are monitored for corruption.</p> <p>risks by our security service providers, as well as our normal internal audit systems. In addition, we maintain an independent whistleblowing hotline managed by Deloitte, to facilitate the confidential reporting of Code violations, fraud and other inappropriate behaviour.</p> <p>Certification of tip-offs anonymous Ethics SA has certified Deloitte Tip-offs Anonymous, as meeting the External Whistle-blowing Hotline Service Provider Standard EO1.1.1.</p> <p>The EO1.1.1 is a best-practice set of guidelines or norms for the professional and ethical conduct of external whistle-blowing hotline service providers, operating their own centres or facilities.</p> <p>The EO1.1.1 is grounded in, and informed by, the principles of integrity, efficiency, independence, protection and availability. Deloitte Tip-offs Anonymous was audited and evaluated against their compliance to these professional service standards and principles and was found to be fully compliant.</p> <p>Certification is valid from 4 November 2014 to 3 November 2015, where after we would re-assess compliance to the industry standard.</p> <p>Members are advised to only utilise the services of certified external whistle-blowing hotline service providers to ensure professional service delivery supported by ethical principles.</p>

In accordance Core		Self-declared
SPECIFIC STANDARD DISCLOSURES: PERFORMANCE INDICATORS		
Performance Indicator	Description	Cross-reference
		Further explanation and/or reason for omission
G4-SO4	Communication and training on anti-corruption policies and procedures.	This GRI Content Index
G4-SO5	Actions taken in response to incidents of corruption.	This GRI Content Index
Public policy		
G4-SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	This GRI Content Index www.goldfields.co.za/au_ethics.php
Anti-competitive behaviour		
G4-SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	This GRI Content Index
Compliance		
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Ch 4:3 pg 68
Supplier assessment for impacts on society		
G4-SO9	Percentage of new suppliers screened using criteria for impacts on society.	This GRI Content Index
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken.	This GRI Content Index

In accordance Core		Self-declared
SPECIFIC STANDARD DISCLOSURES: PERFORMANCE INDICATORS		
Performance Indicator	Description	Cross-reference Further explanation and/or reason for omission
Grievance Mechanisms for impacts on society		
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms.	<p>This GRI Content Index</p> <p>Grievance mechanisms are a key component of Gold Fields stakeholder engagement process and provide all our key stakeholders with an opportunity to express their concerns in relation to any issues they might have, including environmental. Maintaining a social licence to operate is a material issue for Gold Fields. A mechanism for expressing and resolving grievances is key to maintaining an SLO as stakeholders who are not provided with an opportunity to express their concerns about environmental issues (which are key issues for the majority of our stakeholders) and have them responded to represent a risk to the companies SLO.</p> <p>Each mine is required to have operating grievance mechanisms in place. In addition, Deloitte runs a 24 hour anonymous tip-off line which, although focused on ethics' can also be used throughout the group to log grievances.</p> <p>Contact details for the corporate sustainable development team are also available on Gold Fields website as a further mechanism for stakeholders to register any grievances.</p> <p>The number of environmental grievances recorded during 2014 at all our operations is contained under EN34. Each operation was required to report to the SH&SD Committee during 2014 on the top 5 Community issues raised during the year. Environment featured in the top 5 issues for the group.</p>
Emergency preparedness		
no indicator		
Artisanal and small scale mining		
G4-MM8	Number (and percentage) of company operating sites where Artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.	<p>This GRI Content Index</p> <p>Two of our eight operations (Damang and Tarkwa) have ASM taking place on or adjacent to them. ASM has the potential to reduce the quality and quantity of the ore body and cause significant negative environmental impacts. Management of the risk includes patrolling of active mining areas, consultation with a range of stakeholders, negotiated eviction and as necessary prosecution.</p> <p>Illegal ASM is also a risk at our South Deep Mine and is becoming a growing issue of concern at many operating and closed mines in South Africa.</p> <p>Gold Fields Community Relations Handbook and our Community Relations Guideline details our approach to ASM as well as illegal ASM and provides guidance to management on how to manage and mitigate ASM related risks.</p>

In accordance Core		Self-declared
SPECIFIC STANDARD DISCLOSURES: PERFORMANCE INDICATORS		
Performance Indicator	Description	Further explanation and/or reason for omission
Resettlement		
G4-MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Ch 6.3.1, pg 111 Two households were resettled at Damang in 2014. The resettlement process ensured that their livelihoods were not significantly impacted.
Closure planning		
G4-MM10	Number and percentage of operations and closure plans	Ch 6.3.1, pg 72-73 All our eight operations have mine closure plans in line with legal requirements. See G4-EN31.
Social: Product Responsibility		
Customer health and safety		
G4-PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	n/a Not relevant – Gold is sold directly to the refineries for processing and on-selling as the final product. Gold is a benign product which has no significant health or safety impacts.
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	n/a Not relevant – Gold is sold directly to the refineries for processing and on-selling as the final product. Gold is a benign product which has no significant health or safety impacts.
Product and service labelling		
G4-PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	n/a Not relevant to Gold Fields as gold is sold in an unwrought form. Packaging requirements are not necessary or are minimal.
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	n/a Not relevant to Gold Fields as gold is sold in an unwrought form. Packaging requirements are not necessary or are minimal.
G4-PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	n/a Not relevant to Gold Fields due to the fact that gold is sold as a commodity
Marketing communications		
G4-PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	n/a Gold Fields is not involved in the marketing of its product.

In accordance Core		Self-declared
SPECIFIC STANDARD DISCLOSURES: PERFORMANCE INDICATORS		
Performance Indicator	Description	Further explanation and/or reason for omission
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Gold Fields is not involved in the marketing of its product.
Customer privacy		
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Gold Fields is not involved in the marketing of its product.
Compliance		
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Gold Fields has not been subject to any significant fines in this – or any other – respect.
Materials stewardship		
G4-MM11	Programs and progress relating to materials stewardship.	As part of its efforts to improve human rights performance within its broader value chain, protect the reputation of its core product and maximise the societal benefits of its activities – Gold Fields is committed to responsible materials stewardship. In this context, Gold Fields supports global efforts to tackle the use of newly-mined gold to finance conflict. Nevertheless, there is only a minimal risk of externally derived conflict gold entering Gold Fields value chain. This is because: None of Gold Fields mines are located in conflict-affected countries; All gold produced originates from Gold Fields own operations ; No gold is purchased from artisanal miners .Gold Fields has voluntarily adopted the Conflict-Free Gold Standard of the World Gold Council ('WGC'). This has led to the Standard being applied at all relevant locations through full assurance audits. This is a requirement of London Bullion Market Association ('LBMA') accredited refineries, to which Gold Fields sells its gold. In addition, the company reports in accordance with the WGC guidelines on value creation and distribution. Although Gold Fields withdrew its WGC membership in Q2 2014, it will continue to apply both the Standard and guidelines. www.goldfield.co.za/sus_reporting.php

In accordance Core		Self-declared
SPECIFIC STANDARD DISCLOSURES: PERFORMANCE INDICATORS		
Performance Indicator	Description	Further explanation and/or reason for omission
Reporting guidance on HIV/Aids: Performance Indicators		
Indicator 1	Describe the organisation's HIV/Aids policy	Ch 4.2.3, pg 71
Indicator 2	Describe the overall strategy for managing the HIV/Aids risk	Ch 4.2.3, pg 71
Indicator 3	Describe preparedness and contingency planning in anticipation of expected impacts	Ch 4.2.3, pg 71
Indicator 4	Describe how your organisation monitors its progress and reports in terms of Indicators.	On a yearly basis Gold Fields implements a VCT program to all employees, contractors, other parties and family members. This gives us a strong indication of HIV/Aids trends amongst our workforce.
Indicator 5	Describe how the organisation involves stakeholders in the formulation of policy, strategy and implementation.	We work closely with government, local community and our peers.
Indicator 6	Indicate current and projected future HIV/Aids prevalence and incidence rates among relevant populations (workforce, service providers, communities, target consumers, direct suppliers)	During 2014 12% or 152 employees at our South Deep Mine tested positive for HIV/Aids.
Indicator 7	Report current HIV/Aids-associated costs and losses to the organisation.	During 2014, the costs associated with HIV/Aids and TB (i.e. including treatment, absenteeism, etc.) were as follows: <ul style="list-style-type: none"> • Individuals infected with HIV/AIDS only: USD\$ 172 000. • Individuals infected with TB only: USD\$29 900.
Indicator 8	Indicate total assumed future HIV/Aids-associated costs/losses.	
Indicator 9	Describe the workplace and workplace-related HIV/Aids programmes and interventions and the extent to which they maintain a workplace environment respectful of human and legal rights.	Ch 4.2.3, pg 71
Indicator 10	Indicate total allocated budget dedicated to HIV/Aids programmes per annum.	During 2014, all expenditure was included in the Total Chronic Treatment diseases budget.
Indicator 11	Detail the organisation's Voluntary Counselling and Testing (VCT) programme.	Ch 4.2.3, pg 71
Indicator 12	Describe other support and counselling programmes and measures.	Ch 4.2.3, pg 71
Indicator 13	Describe the organisation's HIV/Aids education and training programmes.	Ch 4.2.3, pg 71
Indicator 14	Describe the organisation's condom and femidom distribution programme.	
Indicator 15	Describe the organisation's general health care and wellness provision for employees (and/or ex-employees) and their families with specific mention of STD-treatment for those Aids sick.	Ch 4.2.3, pg 69, 71
Indicator 16	Describe additional benefits and support for employees sick, dying or deceased from Aids-related conditions.	

As members of the ICMM, Gold Fields Limited have policies, codes of conduct and guidelines which are aligned to the ten sustainable development (SD) principles. We are also committed to meeting the requirements of the applicable mandatory Position Statements, developed by the ICMM¹. The 10 SD Principles are:

1. Implement and maintain ethical business practices and sound systems of corporate governance
2. Integrate sustainable development considerations within the corporate decision-making process
3. Uphold fundamental human rights and respect cultures, customs and values in dealings with employees and others who are affected by our activities
4. Implement risk management strategies based on valid data and sound science
5. Seek continual improvement of our health and safety performance
6. Seek continual improvement of our environmental performance
7. Contribute to conservation of biodiversity and integrated approaches to land use planning
8. Facilitate and encourage responsible product design, use, re-use, recycling and disposal of our products
9. Contribute to the social, economic and institutional development of the communities in which we operate
10. Implement effective and transparent engagement, communication and independently verified reporting arrangements with our stakeholders.

In support of the principles above, we have also committed to the following applicable Position Statements. Mandatory commitments inside the Position Statements include:

Revenue Transparency:

1. Commitment to “include a clear endorsement of EITI on their website and/or in their sustainable development reports in support of the process, and submit a completed international level self – assessment form to the EITI Secretariat, for posting on the EITI website.”
2. Commitment to “engage constructively in countries that are committed to implementing EITI, consistent with the multi-stakeholder process adopted in each country.”
3. Commitment to “provide information on all material payments to the body assigned responsibility for reconciling details of payments provided by companies and revenue data provided by government according to the agreed national template, once implementation is sufficiently advanced in candidate countries. Material payments by companies are expected to have been independently audited, applying international standard accounting practices.”
4. Commitment to “support the public disclosure (i.e. publication) of relevant data in line with the implementation approach adopted in-country, with the oversight of the committee empowered to oversee the implementation and management of the EITI program (often referred to as the ‘multi-stakeholder group’ in EITI publications).”
5. Commitment to “engage constructively in appropriate forums to improve the transparency of mineral revenues – including their management, distribution or spending – or of contractual provisions on a level-playing field basis, either individually or collectively through the ICMM Secretariat.”

Mining and Indigenous Peoples

1. Commitment to “acknowledging and respecting the social, economic, environmental and cultural interests of Indigenous Peoples and their rights as articulated and defined within provincial, national and international laws”.
2. Commitment to “clearly identifying and fully understanding the interests and perspectives of Indigenous Peoples regarding a project and its potential impacts”.
3. Commitment to “engaging and consulting with Indigenous Peoples in a fair, timely and culturally appropriate way throughout the project cycle”.
4. Commitment to “building cross-cultural understanding: for company personnel to understand Indigenous Peoples’ culture, values and aspirations and for Indigenous Peoples to understand a company’s principles, objectives, operations and practices”.
5. Commitment to “encouraging governments where appropriate to participate in alleviating and resolving any problems or issues faced by Indigenous Peoples near mining operations”.
6. Commitment to “designing projects to avoid potentially significant adverse impacts of mining and related activities and where this is not practicable, minimizing, managing and/or compensating fairly for impacts”.

7. Commitment to “seeking agreement with Indigenous Peoples and other affected communities on programs to generate net benefits (social, economic, environmental and cultural), that is benefits and opportunities that outweigh negative impacts from mining activities”.

8. Commitment to “supporting appropriate frameworks for facilitation, mediation and dispute resolution”.

9. Commitment to “seek broad community support for new projects or activities”, recognizing that “a decision may sometimes be made not to proceed with developments or exploration, even if this is legally permitted”.

Gold Fields Community and Indigenous Peoples Policy Statement has been renamed the ‘Community Policy Statement’ to avoid creating the perception that Indigenous Peoples are separate from our Communities. The updates made to the content of the Policy also reflect the changes to the ICMM’s Position Statement on Indigenous Peoples, which includes:

- The adoption of a commitment to work to obtain the consent of Indigenous Peoples for new projects (and changes to existing projects) that 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; and
- Supporting commitments to address engagement with Indigenous Peoples, understanding their rights and interests, building cross-cultural understanding, agreeing appropriate processes for consultation and engagement, and participation in decision making.

Climate Change

1. Commitment to reduce greenhouse gas emissions, measure progress and report results.
2. Commitment to promote technical innovation and creativity in low greenhouse gas emission technologies while enhancing energy and resource efficiency.
3. Commitment to ensure efficient use of renewable and non-renewable natural resources and develop appropriate adaptation strategies specific to our operations.
4. Commitment to contribute to the sustainable development of local communities and societies in adapting to the impacts of climate change.

Mining: Partnerships for Development

1. Commitment to collectively “support research to learn how countries and projects have successfully contributed to economic development and poverty reduction at national and community levels”.
2. Commitment to collectively “develop (in partnership with organizations such as the World Bank Group, the UN and national governments, NGO’s etc.) practical solutions to the dilemmas faced by mineral-rich countries and communities. This research will identify the policy actions, operational practices and partnership arrangements that deliver results on the ground”.

Mining and Protected Areas

1. Commitment to “undertake not to explore or mine in World Heritage properties”.
2. Commitment to take all possible steps to “ensure that existing operations in World Heritage as well as existing and future operations adjacent to World Heritage properties are not incompatible with the outstanding universal value for which these properties are listed and do not put the integrity of these properties at risk”.

Mercury Risk Management:

1. Not open any mines designated to produce mercury as the primary product.
2. Apply materials stewardship to promote the responsible management of the mercury produced from ICMM members’ operations including that which naturally occurs in our products
3. Identify and quantify point source mercury air emissions from our operations and minimise them through the application of cost effective best available technology, using a risk based approach.
4. Report significant point source mercury air emissions from our operations consistent with our commitment to report in accordance with the GRI framework.
5. Participate in government-led partnerships to transfer low – to no-mercury technologies into the ASM sector in locations where ICMM member companies have operations in close proximity to ASM activity such that livelihoods are enhanced through increased productivity and reduced impacts to human health.

The first four mandatory commitments of the Position Statement on Mercury Risk Management are not applicable to Gold Fields as we do not produce mercury or use it in any part of our gold mining or processing activities. Regarding the fifth commitment, ASM activities are located in close proximity to Tarkwa and Damang Mines in West Africa. It is our understanding that Gold Fields West Africa Region is not yet participating in any such partnerships since the government’s program is very much in its preliminary stages.

UNGC Commitments

Gold Fields Limited (GFL) joined the United Nations Global Compact (UNGC)¹ as a signatory in 2006. With over 12,000 corporate participants and other stakeholders from over 145 countries, it is the largest voluntary corporate responsibility initiative in the world. The UNGC is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption.

Companies also commit to issue an annual transparency and accountability policy known as a Communication on Progress (COP), a public disclosure to stakeholders such as investors, consumers, civil society, governments, etc. on progress made with implementing the ten principles of the UNGC, and in supporting broader UN development goals.

The annual completion of a COP is an important demonstration of a participant's commitment to the UN Global Compact and its principles. Participating companies are required to follow this policy as a commitment to transparency and disclosure, which is critical to the success of the initiative. Failure to submit a COP will result in a change in participant status and possible expulsion from the UNGC.

Gold Fields is at an 'advanced' level in terms of its COP submission. This is the highest level of commitment a company can make in terms of the level of detail provided in its COP disclosure.

Gold Fields also supported the activities of the UNGC global body in 2014 through the recommended voluntary contribution of USD 10 000.

The 10 Principles

The UN Global Compact's ten principles in the areas of human rights, labour, the environment and anti-corruption enjoy universal consensus and are derived from:

- The Universal Declaration of Human Rights
- The International Labour Organization's Declaration on Fundamental Principles and Rights at Work
- The Rio Declaration on Environment and Development
- The United Nations Convention Against Corruption

The UN Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labour standards, the environment and anti-corruption:

Human Rights

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure that they are not complicit in human rights abuses.

Labour

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Progress with implementing the 10 Principles and other UNGC Initiatives

Gold Fields on-going implementation of the various requirements of the UNGC, including the 10 principles is summarised in the table below:

Action	Status
Annual self-assessment of Gold Fields implementation of the 10 principles	<ul style="list-style-type: none"> Gold Fields COP Assessment can be found on the Companies website (https://www.goldfields.co.za/sus_reporting.php) and contains a publicly available document that assesses Gold Fields progress with implementing the UNGC 10 principles. The document lists each of the 10 principles and provides examples of practical actions the company has taken to implement the principles as well as indicators that measure its performance against the principles. Cross references are provided to supporting evidence for each of the practical actions and performance measures.
Maintain a sustainable development framework with supporting policy statements and guidelines that are aligned with the 10 principles	<ul style="list-style-type: none"> Gold Fields Group Sustainable Development Policies remain aligned with the UNGC 10 Principles and cover all four of the subject matter areas namely human rights, labour, anti-corruption and the environment. All four new Internal Sustainable development Guidelines released in 2014, were aligned with the UNGC 10 Principles. These Guidelines include Energy and Carbon, Water Management, Community Relations and Stakeholder Engagement and Mine Closure. An independent assessment of the four Guidelines was undertaken in 2014 to assess the alignment of the Guidelines with the 10 Principles.
Annual submission of the COP, which contains cross-references to the Gold Fields' IAR to provide evidence of the implementation of the 10 principles	<ul style="list-style-type: none"> The last submission was completed on 6 May 2014 and the next COP will be submitted on 6 May 2015. Gold Fields is at an 'advanced' level in terms of its COP submission. This is the highest level of disclosure a company can make. The advanced level COP submission contains 21 criteria, against which reporters are required to provide detailed feedback on their performance. The 21 Criteria cover the 10 principles and other aspects required by the UNGC such as governance, social investment, stakeholder engagement as well as CEO commitment and leadership on sustainability.
Alignment of the Regional Health, Safety and Sustainable development reports with the UNGC 10 principles ICMM 10 Principles	<ul style="list-style-type: none"> The quarterly safety, health and sustainable development reports submitted to the Safety, Health and Sustainable Development Committee, a sub-committee of the GFL Board are structured to align with the 10 principles. This ensures quarterly reporting on many of the key issues related to the 10 principles. Annual external assurance of the alignment of Gold Fields Policies and Guidelines with the International Council of Mining and Metals (ICMM) 10 principles and position statements, which are closely aligned to the UNGC 10 principles.

¹ Gold Fields Sustainable Development Framework is based on, and aligned with, the ten SD principles and mandatory requirements in the Position Statements of the ICMM, as well as those of the UN Global Compact and other internationally recognised standards

Annexure GRI 1
Total employees¹ by employment type and region, broken down by gender

Region	Australia	Ghana	Peru	South Africa	GFGS	TOTAL
Number of employee	1 561	3 344	368	3514	82	8 869
A						1 110
Female	12	0	0	270		282
Male	9	0	0	819	0	828
BL						3219
Female	112	38	5	168	6	329
Male	611	1517	91	667	4	2890
CL						2 617
Female	57	50	27	120	7	261
Male	439	1 053	81	780	3	2 356
CU						1 302
Female	35	48	21	162	3	269
Male	151	391	81	408	2	1 033
DL						361
Female	10	8	6	11	8	43
Male	52	169	29	62	6	318
DU						134
Female	4	2	4	6	6	22
Male	33	35	12	25	7	112
EL						71
Female	1	1	1	0	6	9
Male	20	25	7	7	3	62
EU						42
female	0	0	0	1	2	3
male	13	6	2	8	10	39
F						12
Female	0	0	0	0	3	3
male	2	1	1	0	5	9
G						1
Male					1	1
NG						85
	1 564	3 344	450	3514	82	8 954

¹ Cannot give breakdown for workforce as contractors are not graded.

Annexure GRI 2 All turnover

Turnover	Total number left	Employee number end 2013	% turnover	New Hires
West Africa	679	3 953	17,2	96
South Deep	813	4 071	20	86
Australia	378	1 091	34,6	190
Americas	51	355	14,4	64
GFGS	10	92	10,9	10
		3 ¹		
	1 931	9 562	20,2	446

Voluntary turnover

Turnover	Total number left	Employee number end 2013	% turnover
West Africa	28	3 953	0,7
South Deep	135	4 071	3,3
Australia	202	1 091	18,5
Americas	25	355	7
GFGS	4	92	4,3
		3 ¹	
	394	9 562	4,1

Total by Grade (All turnover)

	WA	SD	Australia	Americas	GFGS	Total turnover	Total workforce 2013	% turnover
G						0	1	0
F		1	1		3	5	14	35,7
E		18	6	4	3	32	117	27,4
D	17	29	28	10	3	87	496	17,5
C	224	570	161	32	1	988	4 214	23,4
B	437	108	181	5		731	3 374	21,7
A		79	1			80	1 346	5,9
NG		8				8	3	
Total	679	813	378	51	10	1 931	9 565	

¹ Non Graded.