



GOLD FIELDS

MODERN SLAVERY STATEMENT *for reporting period*

JANUARY – DECEMBER 2025



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What this modern slavery statement covers

Mandatory criteria	Page numbers
Identify the Reporting Entity	2
Describe the Reporting Entity's structure, operations and supply chains	4 – 8
Describe the risks of modern slavery practices in the operations and supply chains of the Reporting Entity and any entities it owns or controls	10 – 13
Describe the actions taken by the Reporting Entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	14 – 16
Describe how the Reporting Entity assesses the effectiveness of these actions.	17
Describe the process of consultation on the development of the Statement with any entities the Reporting Entity owns or controls (a joint statement must also describe consultation with the entity covered by the Statement)	2
Any other information that the Reporting Entity considers relevant	3, 18



Governance and introduction

Reporting Entities

This Modern Slavery Statement is made pursuant to the Modern Slavery Act 2018 (Cth), and covers the period 1 January 2025 to 31 December 2025. It is the Sixth statement made by Gold Fields Australia Pty Ltd (Gold Fields) on behalf of the following Reporting Entities:

ENTITY	ABN
Gold Fields Australia Pty Limited	91 098 385 285
Agnew Gold Mining Company Pty Ltd	39 098 385 883
Gold Road (Gruyere) Pty Ltd	80 612 071 306
Gruyere Mining Company Pty Ltd	11 615 729 005
GSM Mining Company Pty Ltd	42 165 235 030
St Ives Gold Mining Company Pty Ltd	44 098 386 273

Consultation and approval

Gold Fields developed this joint statement through direct, centralised consultation with each of the above reporting entities. The boards of directors of these entities comprise a small number of common officeholders who are senior members of Gold Fields' Australian operations.

This Statement has been approved for release by the Board of Gold Fields Australia Pty Ltd on its behalf and on behalf of each of its reporting entities.

Signed in accordance with Section 13 of the Modern Slavery Act 2018 (Cth): 29 June 2026



Craig Bradshaw
Senior Vice President Operations / Director



Introduction from Gold Fields CEO

Gold Fields is committed to creating enduring value beyond mining for our host communities and stakeholders. We actively engage with stakeholders to understand their needs and expectations, ensuring that our activities deliver meaningful, sustainable outcomes that extend beyond the life of our operations.



As a responsible gold miner, we strive to be a trusted partner to our stakeholders, embedding environmental, social and governance considerations into the way we operate. We are focused on delivering safe, reliable and cost-effective operations while continuously enhancing the value and quality of our portfolio.

Respect for human rights is fundamental to our approach. Our mining activities – from exploration and project development through to operations and closure – have the potential to impact people and communities. We are committed to understanding, preventing and mitigating these impacts, and to working transparently with our stakeholders to address risks across our operations and supply chains.

This report outlines Gold Fields' continued focus on addressing modern slavery risks, the progress we have made to date, and the actions underway to further strengthen our approach across our Australian operations. Through ongoing improvement, collaboration and transparency, we aim to build resilience within our business and supply chain, and contribute to positive, long-term outcomes for the people and communities connected to our operations.

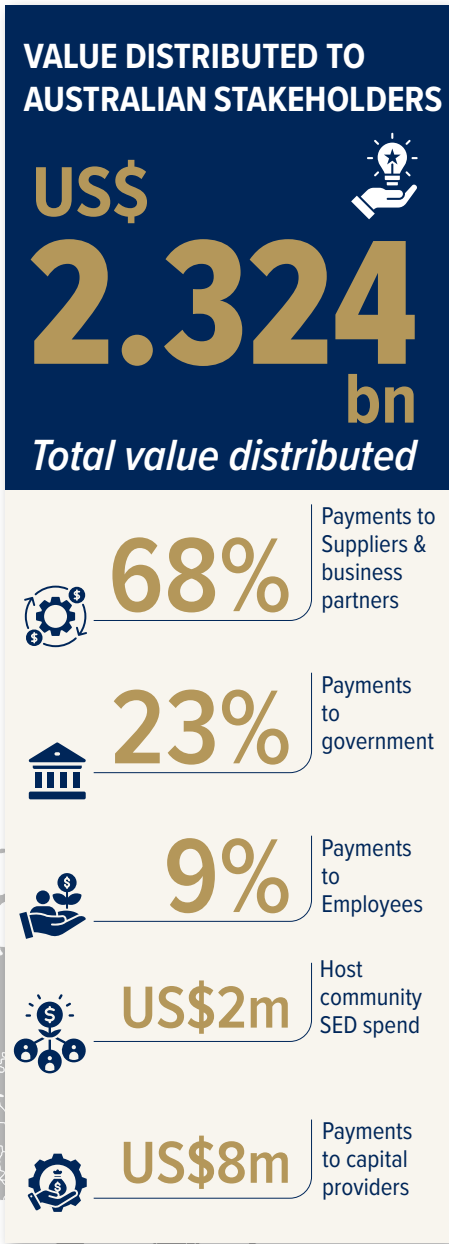
Mike Fraser
Gold Fields CEO

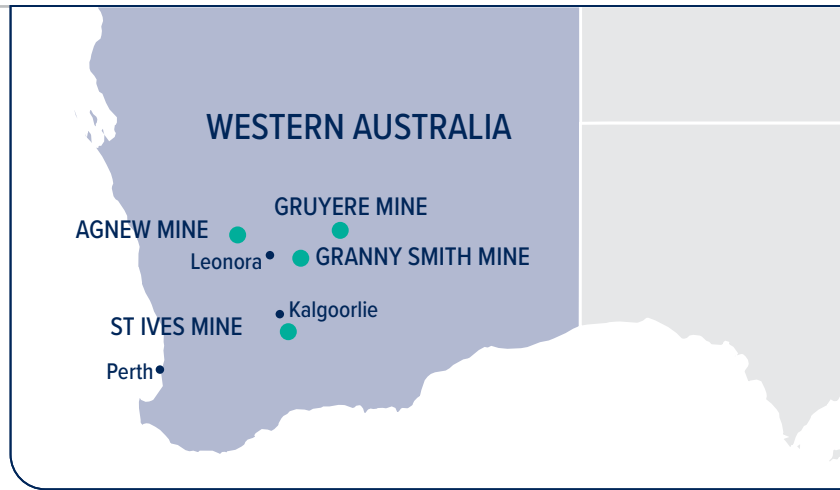


Company overview

About Gold Fields

Gold Fields is a globally diversified gold producer with eight mines in Australia, South Africa, Ghana, Chile and Peru, and one project in Canada. We had total attributable annual gold-equivalent production of 2.44Moz in 2025, Proved and Probable gold Mineral Reserves of 48.3Moz, and Measured and Indicated Mineral Resources of 34.2Moz (excluding Mineral Reserves (EMR)) and Inferred Mineral Resources EMR of 12.8Moz. Our shares are listed on the Johannesburg Stock Exchange (JSE) and our American depositary shares trade on the New York Stock Exchange (NYSE).





Asset portfolio and operational workforce

Gold Fields Australia operates a mature portfolio of long-life gold assets in Western Australia, accounting for almost half of the Group's production. This footprint consists of 100% operational ownership of the Agnew, Granny Smith, Gruyere and St Ives mines. Our operations are sustained by a total workforce of 4,639 personnel distributed across our production fields and centralised corporate office in Perth.

Due to the extreme geographical remoteness of the Agnew, Granny Smith, and Gruyere fields, the vast majority of our site personnel are engaged on a fly-in, fly-out (FIFO) rotational schedule and reside within Gold Fields-managed accommodation villages during active rosters. Our St Ives operation maintains a high concentration of residential and drive-in, drive-out (DIDO) workers due to its close geographical proximity to the established regional centres of Kambalda and Kalgoorlie.



Business structure

Board

- Oversees stakeholder-related strategies and policies, implementation, risks and opportunities
- Oversees remuneration-related strategies and policies
- Engages with Gold Fields' major shareholders on critical investor issues

Board committees

- **SET Committee** – Assists the Board in discharging its oversight responsibilities relating to stakeholder relations, socio-economic development, human rights, ethics, security strategies, policies and performance
- **SHSD Committee** – Monitors all SHSD matters, including programmes and strategic plans
- **Risk Committee** – Responsible for enterprise risk management, including ESG-related risks

Executive committees

- Led by the CEO, who sets the tone for a stakeholder-centric approach
- Develops and implements SET-related strategies, policies and risk management plans
- Continuously reviews and oversees implementation of safety and health-related strategies, policies and programmes, and investigates and applies learnings from all fatal and serious incidents
- Reviews the Company's ESG performance against objectives and key performance indicators (KPIs)

Functional working committees

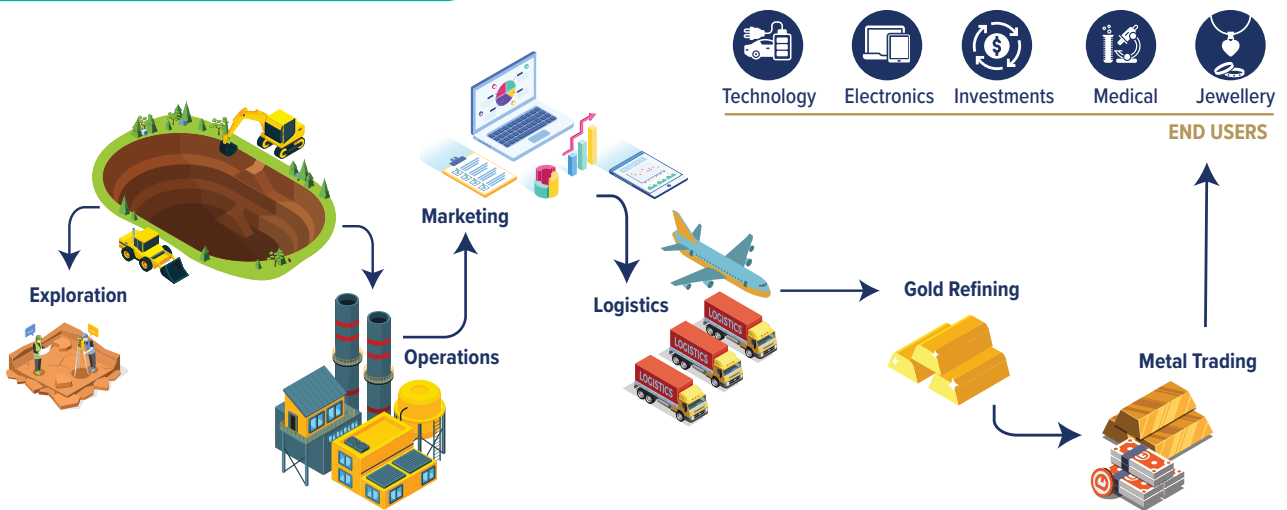
- **ESG** – Implements ESG strategy and supports and guides the regions to tailor and implement strategies and policies to their requirements
- **Stakeholder Relations** – Continually develops, implements and improves stakeholder engagement strategies
- **Human Resources** – Implements the People Strategy to enable and support the delivery of our business strategy
- **Investor Relations** – Implements the Investor Strategy and communication programme

Our supply chains

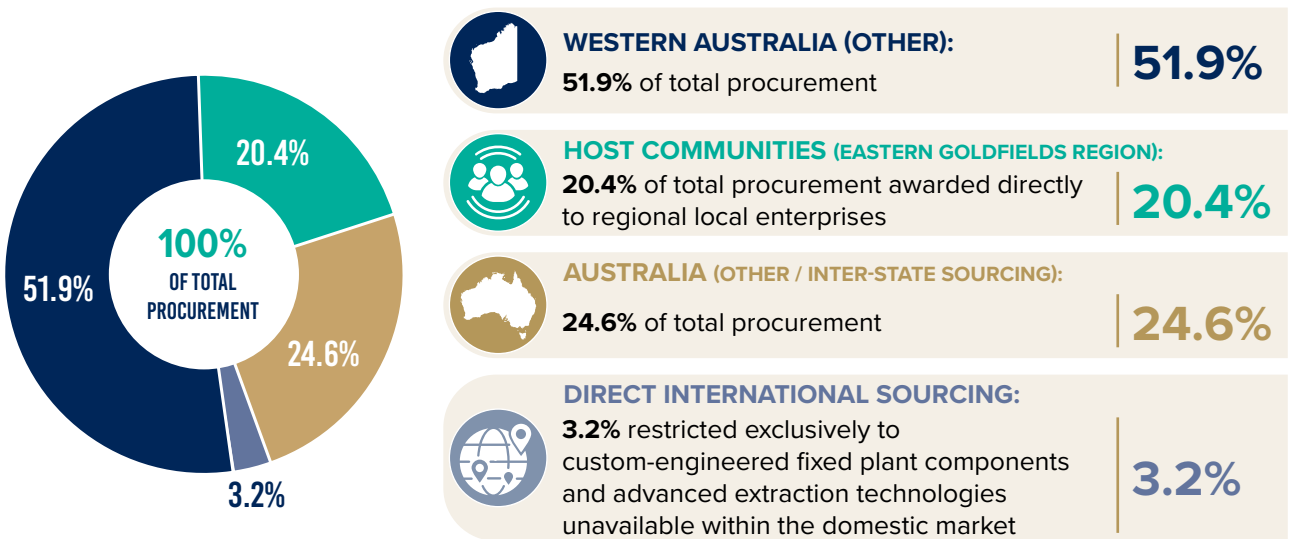
Our operations across exploration, construction, mining, and processing are supported by an integrated network of domestic and international suppliers. This procurement setup aligns directly with our purpose-driven strategy: driving maximum economic value back into local communities while maintaining strict benchmarks for safety, quality, and operational performance.

During the 2025 reporting period, Gold Fields Australia managed a total direct procurement spend of A\$2.8 bn across a validated commercial network of over 1,800 unique approved Tier 1 suppliers. Sourcing executions strictly follow our *Buy Local, Live Local* commercial directive to maximise economic value capture within our immediate host communities and operating jurisdictions.

Overview of our value chain



The primary tier expenditure is distributed across the following core geographic categories:



*Percentages may not total exactly 100% due to rounding.

Commodity / service	Country / region of origin	Spend (A\$)	# Vendors
Chemicals and reagents	Australia	\$76M	68
Electrical and instrumentation	China, Japan, Europe	\$4.1M	121
Bulk and packaged explosives	Australia	\$17M	8
Fixed plant and components	Europe, Asia, USA, Australia	\$84M	329
Fixed plant services	Australia	\$72M	365
Fixed plant maintenance services	Australia	\$84M	352
Freight	Australia	\$62.2M	252
Diesel, petrol, LPG	Asia, Australia	\$158.8M	36
General equipment hire	Australia	\$82.6M	165
Grinding media	Australia, Indonesia, China	\$33.8M	3
ICT services	Australia	\$21.9M	123
Office supplies, building leases & travel	Australia	\$87.8M	250
Industrial consumables	China, Australia	\$64.7M	539
Infrastructure & site services	Australia	\$79.3M	114
Ground support materials	China, Australia	\$15.3M	136
Surface drilling & blasting	Australia	\$75M	27
Surface exploration	Australia	\$7.4M	29
Surface processing	Australia	\$12.9M	103
Underground drilling & blasting	Australia	\$39.4M	6
Underground contract mining	Australia	\$939M	197
Mobile equipment, components & spares	USA, Japan, Sweden, China	\$88.3M	494
Non-procurable	Australia	\$108.9M	431
Oils and lubricants	Australia	\$5.3M	48
Electricity, gas & water	Australia	\$213.7M	66
Professional services (engineering, enviro, commercial, geophysical, HR, IT, mining, survey, training)	Australia	\$310.2M	855

Socioeconomic value chain distribution

To fulfill our broader corporate stakeholder charter (creating enduring value beyond mining), our A\$2.8 bn sourcing network operates as the primary economic engine of our regional strategy. Sourcing transactions account for 70.5% of Gold Fields Australia's total localised value distribution, outstripping payments to governments (18% via corporate taxes, native title royalties, and state mineral royalties) and direct employee salaries (11%). Because procurement drives the bulk of our economic footprint, human rights due diligence cannot exist as a standalone compliance task – It must be managed as a core risk within day to day purchasing operations.



Modern Slavery Risk Assessment Framework

Our approach to identifying and evaluating human rights risks across our portfolio is strictly aligned with the United Nations Guiding Principles (UNGP) on Business and Human Rights. We classify our risk exposure using the UNGP continuum, separating our risk profiles into direct operational impacts, contractual contributions, and upstream supply chain linkages.



Cause

The actions of a business directly result in the occurrence of modern slavery practices, such as the use of forced labour in operations.



Contribute

The actions of a business enable modern slavery practices to occur, such as the award of a contract at rates that necessitate low-cost forced labour.



Directly linked

The business is linked to modern slavery practices through its products, services or operations, including through the tiers of its supply chain.

Operational risk profile (direct operations)



Gold Fields Australia maintains an **unyielding stance** on direct worker welfare, and internal monitoring continues to confirm **zero instances** of modern slavery or forced labour within our primary mining operations. The domestic regulatory environment provides a high level of structural insulation against direct exploitative practices.



Our internal cultural review initiatives ensure **safe, equitable, and compliant** workplaces across all active mining tenements. Direct child labour is assessed as a non-credible risk within our operational boundaries.



Our primary **operational vulnerability is localised**: persistent skilled labour shortages across Western Australia have required an ongoing reliance on third-party contractor agencies and personnel. This reliance on labour hire remains a distinct operational node that demands continuous, active management and payroll auditing.

Supply Chain Contribution Risks

Commercial service sectors utilised across our remote operations carry an elevated risk profile due to their inherent structural characteristics. High-volume, outsourced packages that rely on lower-skilled or heavily casualised workforces represent a key vulnerability.

Our ongoing risk mapping isolates the following high-risk service categories:



Centralised transport and site logistics networks.



Outsourced groundskeeping, facility maintenance, and industrial cleaning utilities.

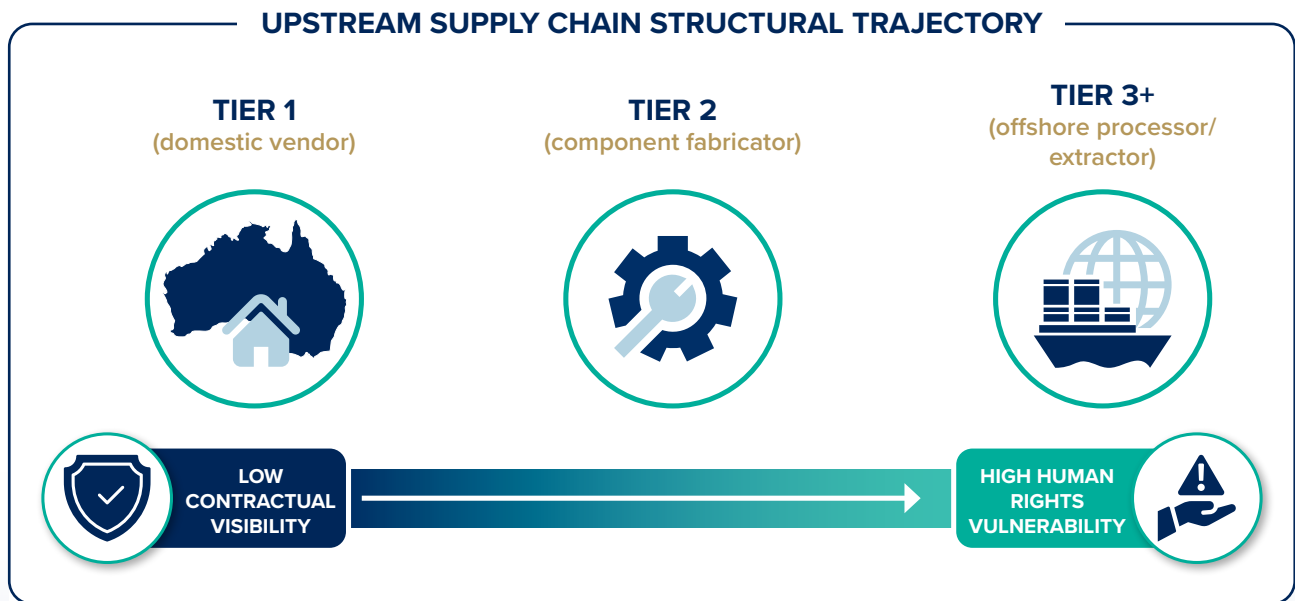


Procurement of personal protective equipment (PPE), site apparel, and industrial consumables.

Cost compression, low profit margins, or opaque subcontracting arrangements within these specific vendor tiers can inadvertently incentivise wage theft or poor worker protections. To mitigate this contribution risk, our procurement teams enforce strict pricing baselines to ensure contract award rates natively support award compliant salaries and fair living conditions.

Upstream supply chain linkages (Tiers 2–10)

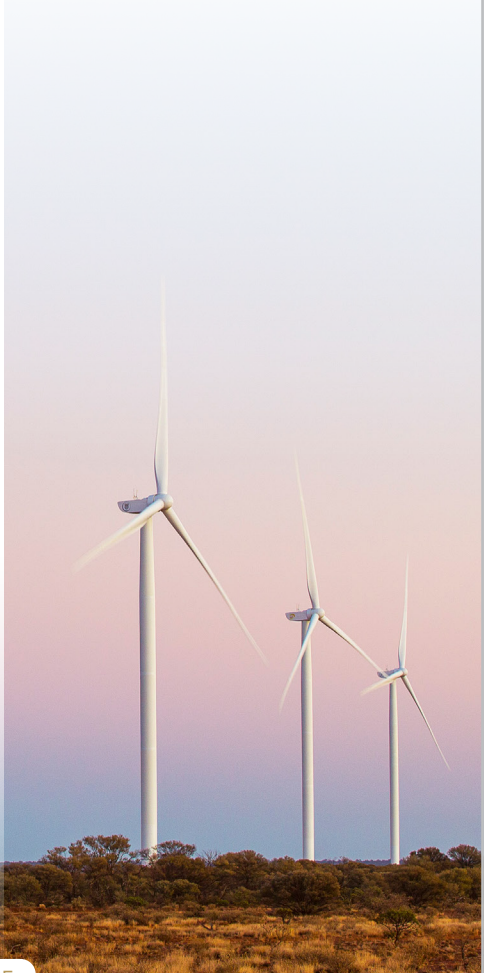
The deployment of our algorithmic risk engine confirms that our most severe human rights liabilities are concentrated deep within the lower tiers of our value chain. While our direct Tier 1 suppliers are overwhelmingly registered in Australia and bound by domestic regulations, their manufacturing and material extraction networks extend globally.



This multi-tiered exposure introduces significant blind spots, particularly across specialised product packages:

- **Fixed Plant & Electrical Infrastructure:** Component manufacturing routinely takes place in jurisdictions with weak governance, minimal labour enforcement, and documented histories of forced institutional labour.
- **Grinding Media & Ground Support Systems:** Raw material extraction and initial steel refining are heavily dependent on international source markets characterised by high geopolitical volatility and limited transparency.
- **Renewable Energy Hardware:** Sourcing paths for industrial solar panel modules and battery storage inputs have verified linkages to state-sanctioned labour programs and exploitative migration practices.

By utilising advanced multi-regional input output analysis, Gold Fields actively moves beyond direct Tier 1 boundaries to segment, monitor, and address these systemic international exposures at the source.



The digital migration from Informed365 to Fair Supply

Technical limitations of survey-driven governance

From 2022 through 2024, Gold Fields utilised the cloud based Informed365 (i365) platform to host our corporate compliance data and administer supplier Self-Assessment Questionnaires (SAQs). While the i365 framework facilitated baseline vendor interaction, a comprehensive data integrity review conducted in late 2024 exposed clear structural limitations inherent to survey-driven governance models:

1 THE TIER 1 COMPLIANCE SHIELD



SAQ diagnostics relied entirely on the voluntary self-reporting of direct Tier 1 suppliers. This created a superficial compliance boundary that completely shielded deep-tier subcontractor networks and raw material origins from view.

2 QUALITATIVE SUBJECTIVITY



The data collected via SAQs was qualitative and unverified, allowing vendors to claim robust human rights policies without providing auditable, field-level evidence of compliance.

3 RESPONSE ATTRITION



Despite targeted administrative outreach to our top 65 high-spend suppliers, compliance plateaued at a 70% completion rate, leaving 48% of our high or very high-risk categories unmapped and exposed to hidden supply chain liabilities.

Implementing algorithmic data tracing (the Fair Supply transition)

To bridge the direct contractual oversight gap and resolve the critical exposure vulnerabilities highlighted in our independent *Be Slavery Free* audit, Gold Fields formally retired the passive SAQ survey model in 2025. Sourcing workflows have migrated to the Fair Supply analytics infrastructure, implementing a data-driven, risk-seeking posture that requires zero reliance on vendor self-reporting.

The Fair Supply platform utilises an advanced Multi-Regional Input-Output (MRIO) economic matrix to execute algorithmic traceback mapping across our entire corporate spend profile. By compiling large scale global transaction registries, the MRIO algorithm tracks the precise flow of gold-field procurement dollars down through the infinite tiers of sub-contracting, secondary manufacturing, and primary raw material extraction. This algorithmic integration merges financial transaction logs directly with localised human rights data to provide an unalterable, quantitative risk footprint across our entire value chain, establishing a transparent foundation for targeted mitigation.

Deep-tier forced labour risk quantification

Portfolio baseline: Estimated forced labour per million dollars spent

Through the deployment of algorithmic modelling across our A\$2.8 bn spend profile, Gold Fields has established a quantified risk baseline: approximately 0.017 people in forced labour per million dollars spent. Across our global, multi-tiered supply network, this calculates to an absolute systemic exposure of approximately 49 individuals working under exploitative or coercive conditions.

The risk analytics explicitly reveal that a standard corporate focus on direct contractual relationships creates a false sense of security, effectively shielding deep tier human rights violations from view. The risk velocity accelerates significantly beneath the surface, distributed across our supply tiers as follows:

- **Tier 1 (direct visible vendors):** Approximately 11.9 people (representing 24% of portfolio exposure).
- **Tier 2 (direct subcontractors):** Approximately 15.1 people (representing 31% of portfolio exposure).
- **Tier 3 (upstream sub-suppliers):** Approximately 8.7 people (representing 18% of portfolio exposure).
- **Tier 4 (component manufacturers):** Approximately 5.6 people (representing 11% of portfolio exposure).
- **Tiers 5 to 10 (raw material extractors):** Approximately 7.8 people (representing 11% of portfolio exposure).

Tracing the blind spots: Upstream risk exposure (Tiers 2-10)

Because 76% of our forced labour risk sits entirely below the line of direct contractual visibility, our international risk is an upstream phenomenon. The bulk of Gold Fields' modern slavery liability enters our operations not through direct foreign contracting, but through the goods, materials, and components that primary Australian vendors source from high-risk economies.

This deep-tier exposure is driven by reduced contractual leverage over sub-suppliers, multi-tier subcontracting in opaque commodity streams, and the prevalence of informal or migrant labour in source jurisdictions.

High-risk geographic and sector hotspots

The MRIO algorithm maps forced labour-tainted capital across the global economy to isolate our highest areas of concentration. This intelligence guides our proactive due diligence toward specific priority nodes:

GEOGRAPHIC EXPOSURE HOTSPOTS (TIERS 1-10 CUMULATIVE)



AUSTRALIA

Driven by localised, labour-intensive site operations and services

41%



INDIA

Driven by upstream textile manufacturing and industrial apparel processing

11%



CHINA

Driven by upstream electrical machinery fabrication and solar panel components

8%



INDONESIA

Driven by grinding media manufacturing and chemical input processing

8%



REPUBLIC OF THE CONGO

Driven by upstream raw material extraction for processing reagents

3%

Industry sector exposure hotspots

- **Construction work:** Accounts for 19% of total forced labour risk, representing approximately 9.1 people. Large-scale projects involving multiple tiers of subcontractors, tight cost compression, temporary visa-holders, and low-margin site execution make this our single highest exposure sector.
- **Crude petroleum & petroleum products:** Accounts for 15% of total risk, representing approximately 7.1 people. Highly concentrated in upstream raw material extraction and shipping logistics across Southeast Asian and international trade routes.
- **Other business / commercial services:** Accounts for 8% of total risk, representing approximately 3.8 people. Driven by third-party outsourced labour hire, commercial facilities cleaning, and waste management services utilising casualised or migrant workforces.
- **Hotel & restaurant services (camp management):** Accounts for 7% of total risk, representing approximately 3.3 people. Driven by low-visibility hospitality labour hire, outsourced facility upkeep, and globalised food supply chains.

Supplier engagement and ethical requirements

Collaborative risk mitigation and capacity building

Gold Fields utilises a partnership-driven approach to mitigate human rights risks across all procurement tiers. Recognising that vendors possess varying degrees of risk management maturity, we prioritise practical, tailored capacity building to help suppliers identify and address vulnerabilities within their own operations.

When modern slavery risks or active labour issues are identified, our protocol focuses on constructive resolution and risk reduction. Depending on the severity of the flag, our response mechanisms include:



Direct executive engagement and corrective action planning.



Commissioning independent, third-party supply chain audits.



Referral of critical matters to relevant regulatory or law enforcement authorities.

Vendor exclusion or contract termination remains a strict last resort. This mechanism is reserved exclusively for situations where a supplier refuses to participate in our due diligence workflows or fails to remediate confirmed instances of exploitation.

Mandatory contractual frameworks

Our ethical and behavioural expectations are legally locked into all commercial relationships. All standard Gold Fields supply agreements mandate that business partners strictly adhere to our core governance policies:



**HUMAN
RIGHTS POLICY
STATEMENT**



**CODE OF
CONDUCT**



**SUSTAINABLE
DEVELOPMENT
POLICY**



**GROUP ETHICAL
BUSINESS PRACTICES
POLICIES**

These principles are operationalised through the Supplier Code of Business Conduct, which translates corporate mandates into explicit, binding obligations for contractors and vendors. Formal acknowledgment and compliance with this Code is a non-negotiable component of our supplier onboarding process.

Should a supplier commit a material breach of these terms, particularly regarding human rights protections or ethical compliance, Gold Fields retains the absolute statutory right to suspend or terminate the commercial agreement immediately. Where feasible, we prefer to collaborate with our contracting partners to resolve compliance gaps within a reasonable, defined timeframe.

Professional training and ICMM alignment

In alignment with the International Council on Mining and Metals (ICMM) Position Statement on Human Rights, Gold Fields executed targeted human rights training modules for core functional leaders and personnel with heightened exposure to modern slavery risks. These professional development sessions focused on key operational competencies:

- Quantifying corporate human rights obligations under the UN Guiding Principles framework.
- Recognising and managing salient risk indicators, including forced labour, deceptive recruitment, and debt bondage.
- Strengthening supply chain due diligence and active vendor engagement protocols.
- Integrating operational grievance mechanisms and escalation workflows directly into standard contract management.

This educational framework ensures that our sourcing, commercial, and contract oversight teams are properly equipped to identify supply chain vulnerabilities early, execute appropriate operational interventions, and maintain global human rights benchmarks across all activities.

Strategic Advisory Partnership: *Be Slavery Free*

Following the formalisation of our strategic partnership in 2023 and the subsequent deployment of targeted internal training modules in 2024, Gold Fields focused the 2025 reporting period on relationship consolidation and continuous advisory alignment.

Our engagement throughout the year shifted from foundational internal program delivery toward an active advisory cadence, ensuring our sustainable procurement strategy remains informed by external specialist oversight.

Our 2025 collaboration was driven by three primary engagement tracks:

 CONTINUOUS CONSULTATION AND GUIDANCE	We maintained regular professional dialogue with <i>Be Slavery Free</i> practitioners, utilising their deep human rights expertise to sense-check our evolving due diligence frameworks and ensure our procurement posture addresses emerging systemic risk factors.
 EXTERNAL SESSION AND FORUM ATTENDANCE	Our commercial and sustainability teams actively attended external briefings, collaborative workshops, and industry updates hosted by <i>Be Slavery Free</i>. This regular participation ensured our frontline specialists remained aligned with contemporary best practices and global anti-slavery methodologies without requiring redundant internal training cycles.
 ECOSYSTEM AND INTELLIGENCE NETWORK ENGAGEMENT	Gold Fields preserved its active connection to <i>Be Slavery Free's</i> broader knowledge-sharing ecosystems, including the Fight Club industry benchmarking forum. This ongoing participation provides valuable peer insights and collaborative cross-sector data mapping.

Furthermore, this relationship maintains our access to regional networks like the Mekong Club, which delivers the advanced data insights, case studies, and localised intelligence required to support informed risk management across international supply chains.

2025 actions and key achievements

During the 2025 reporting period, Gold Fields Australia focused its operational execution on building deep-tier data visibility and embedding accountability directly into our upfront procurement workflows. We successfully finalised two core capabilities carried over from previous planning cycles

1 | COMPLETED FAIR SUPPLY MIGRATION



We successfully retired the survey-driven Informed365 model and fully implemented algorithmic data tracing across our entire **A\$2.8 bn** procurement spend profile.



A\$2.8 bn

procurement spend



~0.017

estimated people in forced labour per million dollars spent



MAPPED RISK

mapping risks down to Tier 10

2 | UPGRADED FRONT-END SOURCING CONTROLS

We permanently integrated mandatory human rights evaluation criteria into all active Request for Proposal (RFP) templates. Sourcing teams now require a ESG guidance and modern slavery risk considerations included to all Recommendation for Award (RFA) before executive approval.



RFP TEMPLATES

with mandatory human rights evaluation criteria



ESG GUIDANCE

required for all sourcing teams



MODERN SLAVERY RISK CONSIDERATIONS

embedded across all procurement activity



RFA APPROVAL

required before executive sign-off

Assessing the effectiveness of our actions

To evaluate the performance of our human rights due diligence, Gold Fields utilises a framework of quantitative tracking metrics and qualitative outcomes. This assessment is managed by a cross-functional group spanning Sourcing, Legal, Compliance, and Sustainable Procurement.

QUANTITATIVE PERFORMANCE METRICS (OUTPUTS)	QUALITATIVE EFFECTIVENESS GOALS (OUTCOMES)
SOURCING PROFILE COVERAGE:  Percentage of annual procurement spend automatically screened and mapped via the Multi-Regional Input-Output (MRIO) database.	RISK PROFILE PRECISION:  Transitioning from generic, industry-wide risk assumptions to precise, spend-linked data configurations across all tiers.
GOVERNANCE INTEGRATION:  Mandatory human rights risk summaries appended to Recommendation for Award (RFA).	FRONTLINE SOURCING ALIGNMENT:  Ensuring commercial decision-makers actively utilise human rights risk scores to influence contract awards and vendor selection.
ADVISORY CADENCE:  Frequency of technical review sessions and advisory alignments executed with specialist practitioners at <i>Be Slavery Free</i> .	BEST-PRACTICE CALIBRATION:  Ensuring internal due diligence frameworks are continuously updated against contemporary global anti-slavery methodologies.
GRIEVANCE RESOLUTION:  Total number of potential human rights or wage-theft anomalies flagged through internal whistleblower channels or site feedback systems.	REMEDATION VERACITY:  Verifying the swift execution of corrective actions and ensuring safe, accessible reporting paths for vulnerable workforces.



2026 and beyond forward roadmap

Building on the data visibility established through our algorithmic modelling infrastructure, our strategy prioritises field-level validation, formal policy updates, and broader contract enforcement. Gold Fields will aim to execute four primary initiatives during the 2026 reporting period:

OPERATIONALISING FIELD-LEVEL SITE AUDITS

We will finish developing and deploy our site-based human rights audit checklist.

This tool will transition our verification model from desk-bound analytics to on-ground reality checks, enabling sourcing teams and site HSE coordinators to run spot-checks on contractor workforces at our remote Western Australian assets.

DESIGNING A FORMAL REMEDIATION PROCESS

We will establish a formal, structured remediation process to guide our operational response to high-risk indicators or reported human rights concerns.

This framework will define the precise engagement protocols, worker-welfare protections, and corrective actions required whenever a supply chain anomaly or exploitative practice is identified.



FINALISING THE HUMAN RIGHTS PROCUREMENT STANDARD

We will complete and formally enact the standalone Human Rights Procurement Standard.

This document will explicitly map out the mandatory due diligence pathways, risk escalation thresholds, and consequence management rules for all sourcing activities across the Australian region, ensuring full alignment with our existing Human Rights Policy.

STRENGTHENING CONTRACTUAL ENFORCEABILITY AND SUPPLIER INDUCTION

We will update our standard Purchase Order terms and Master Service Agreements to incorporate explicit modern slavery clauses, legally compelling Tier 1 vendors to execute matching traceback due diligence across their downstream networks.

In parallel, we will roll out updated induction materials and onboarding packs to embed modern slavery awareness across procurement, commercial, and site teams.



GOLD FIELDS

Australian Corporate Office:
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Perth WA 6000

Creating enduring value *beyond mining*