



GOLD FIELDS

MODERN SLAVERY STATEMENT

for reporting period

JANUARY – DECEMBER 2022



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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	2, 10, 12
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	7, 12, 13, 14
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	15-23
Describe how the reporting entity assesses the effectiveness of these actions	24
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	23



Reporting entities

This Modern Slavery Statement is made pursuant to the Modern Slavery Act 2018 (Cth), and covers the period 1 January 2022 to 31 December 2022. It is the third statement made by Gold Fields Australia Pty Ltd (Gold Fields) on behalf of the following Reporting Entities:

ENTITY	OPERATION	ABN
Agnew Gold Mining Company Pty Ltd	Owner and operator of the Agnew gold mine	39 098 385 883
Agnew Holding Company Pty Ltd		27 165 234 659
Gold Fields Australia Pty Ltd		91 098 385 285
Gruyere Holdings Pty Ltd		65 615 728 491
Gruyere Mining Company Pty Ltd	50% owner of the Gruyere gold mine (a joint venture with Gold Road Resources)	11 615 729 005
Gruyere Management Pty Ltd	Operator of the Gruyere gold mine	33 615 728 795
GSM Holding Company Pty Ltd		91 165 234 051
GSM Mining Company Pty Ltd	Owner and operator of the Granny Smith gold mine	42 165 235 030
St Ives Holding Company Pty Ltd		97 165 234 515
St Ives Gold Mining Company Pty Ltd	Owner and operator of the St Ives gold mine	44 098 386 273

This Statement sets out the actions taken by Gold Fields since filing its first statement in 2021 to further identify, mitigate, and manage the risks of modern slavery within our Australian operations and supply chain. It addresses each of the mandatory reporting criteria set out in the Modern Slavery Act.

Consultation and approval

Gold Fields developed this joint statement in consultation with each Reporting Entity listed above. The boards of directors of all the Reporting Entities comprise a small number of common officeholders who are members of the Gold Fields Regional Leadership Team. By virtue of their senior positions, the officeholders of these companies have a thorough understanding of Gold Fields' businesses, operations and supply chains in Australia across all entities.

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 related bodies corporate on 29 June 2023.



Stuart Mathews
Executive Vice President: Australasia / Director



Introduction Martin Preece, Gold Fields Interim CEO

Since the launch of Gold Fields’ revised strategy and accompanying ESG (environmental, social and corporate governance) targets in 2021, Gold Fields has continued to embed the supporting processes into our mines and operations across the globe. We are considered a leader in many ESG facets, such as community value creation, water stewardship and decarbonisation.



By embedding ESG as one of the three pillars of our business’ strategy and setting ambitious 2030 targets for our six sustainability priorities, we have ensured that we will not veer from these important commitments.

As a responsible corporate citizen, we face many of the challenges that society does, and we need to collaborate with our stakeholders to address them: the changing climate impacts us all, including our host communities; the challenges of diversity and discrimination of minority groups is unfortunately endemic to many of the societies in which we operate; and our mines cannot operate sustainably if they are surrounded by disadvantaged communities.

As a responsible gold miner, we believe we can create lasting socio-economic value for our host communities and governments, including those we impact and work within Australia. Our vision is to be the **preferred gold mining company delivering sustainable, superior value** and, in pursuit of this vision, we seek to contribute positively to 11 of the 16 UN Sustainable Development Goals (SDGs) to enable meaningful change in our sector.

Guided by our purpose to **create enduring value beyond mining**, Gold Fields will remain focused on the risks associated with operating on a global scale. We must remain vigilant in looking for and addressing any adverse direct or indirect impacts we have on our employees, host communities as well as our business and supply chain partners and broader participants.

The businesses in our supply chain are critical partners for Gold Fields and we seek to ensure that they operate under the same values that guide us. In Australia this means, amongst

others, that they are aware of and mitigate against modern slavery practices, particularly human rights infringements, in their own business and their respective supply chains.

Gold Fields’ work to date in addressing modern slavery concerns and risks, as outlined in this updated, Modern Slavery report, seeks to outline our engagement with and actions taken relating to modern slavery in the company and within our supply chain.

We are not aware of any modern slavery practices in our business but recognise that given the scale of our operations and the global reach of our supply chain, there is a credible risk that these practices may be occurring. If they are, we are committed to identifying them and working with our suppliers to eradicate them. This is critical if we seek to remain a business that people want to work for, partner with, and invest in. We want to do so by engaging transparently with and offering sustainable value creation for all our stakeholders.

“Gold Fields’ work to date in addressing modern slavery concerns and risks, as outlined in this, our updated, Modern Slavery report, seeks to outline our engagement with and actions relating to modern slavery in the company and within our supply chain.”

About Gold Fields

Gold Fields is a globally diversified gold producer with nine operating mines in Australia, Peru, South Africa, West Africa (including the Asanko Joint Venture), and two projects in Canada and Chile. Subsequent to the reporting period, Gold Fields announced a proposed joint venture with AngloGold Ashanti in Ghana, where the two companies will combine neighbouring mines into Gold Fields' Tarkwa mine to create the biggest gold mine in Africa. Shortly after, Gold Fields announced another new joint venture with Osisko Mining to develop and operate the Windfall gold project in Canada.

Globally, we have total attributable annual gold-equivalent production of 2.4Moz, proved and probable gold Mineral Reserves of 46.1Moz, measured and indicated gold Mineral Resources of 31.1Moz (excluding Mineral Reserves) and inferred Gold Mineral Resources of 11.2Moz (excluding Mineral Reserves).

Our shares are listed on the Johannesburg Stock Exchange (JSE) and our American depository shares trade on the New York Exchange (NYSE).

Gold Fields' Australian business, comprising the Agnew, Granny Smith, Gruyere (a 50:50 joint venture with Gold Road Resources, operated by Gold Fields) and St Ives gold mines, make up

44% of the Group's attributable production.

In 2022, the Australian Region replaced mining depletion and slightly increased its attributable Gold Mineral Reserves to 7.97Moz. Attributable Gold Mineral Resources (exclusive of Mineral Reserves) decreased to 8.7Moz (comprising both Measured and Indicated and Inferred material).

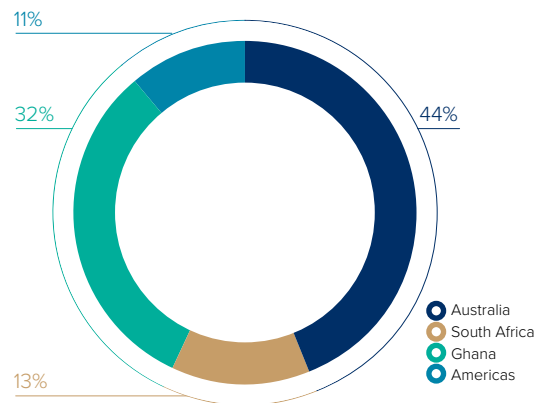




The Group at a glance

	2022	2021
Safety		
Fatal incidents	1	1
Serious injuries	5	9
Total recordable injury frequency rate (TRIFR)	2.04	2.16
Workforce		
Employees	6,364	5,957
Contractors	16,720	16,153
Attributable production (koz)	2,399	2,340
All-in costs (AIC) (US\$/eq-oz)	1,320	1,297
Adjusted free cash-flow (US\$m)¹	431	463
Gold Mineral Resources (Moz)²	42.30	44.10
Gold Mineral Reserves (Moz)³	46.10	47.40
Carbon emissions (kt CO₂e)	2,279	2,256
Gender diversity (% of total)	23	22

Contribution to Group attributable production





Governance and management

Ethical leadership and integrated governance structures and processes support our Stakeholder Relations Strategy and approach. Our Board, SET Committee and Executive Committee are committed to meaningful stakeholder relations and engagement. Our Executive Committee guides and monitors the development and implementation of the Stakeholder Relations Strategy, supported by functional groups, regional leads and external consultants where required.

RESPONSIBILITIES

Board

- Oversee SET-related strategies and policies, implementation, risks and opportunities

Board committees

- SET Committee**
Stakeholder relations, socio-economic development, human rights, ethics, security strategies, policies and performance
- Safety, Health and Sustainable Development (SHSD) Committee**
SHSD-focused strategies, policies and performance
- Risk Committee**
Enterprise risk management, including ESG-related risks

Chief Executive Officer (CEO)

- Lead the executive and management teams to draft and implement the Company's Board-approved SET strategies, including relevant policies and projects
- Set the tone for a stakeholder-centric culture
- Stakeholder-related remuneration – Gold Fields' balanced scorecard comprises 25% incentives related to ESG, of which approximately half is linked to SET performance

Executive Committee

- Develop and implement SET-related strategies, policies and risk management plans
- Review the Company's ESG performance against objectives and key performance indicators

Sustainable Development Corporate Affairs Human Resources Legal and Compliance

- Support the Executive Committee in its duties relating to sustainable development, the Company's social licence to operate, stakeholder engagement and value creation, diversity, equity and inclusion, human rights and ESG reporting and assurance

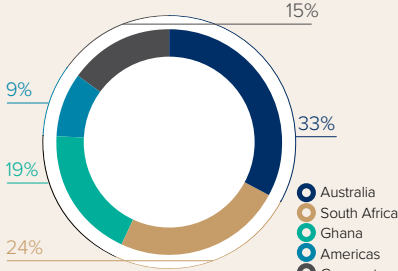
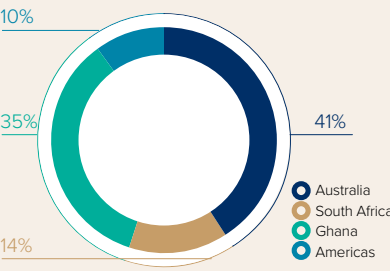
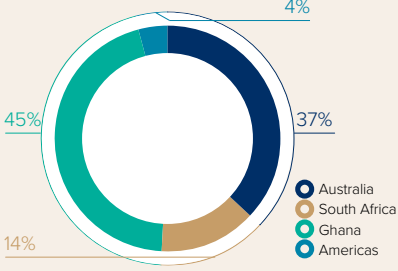
Working committees spanning various functions

- ESG**
Implement ESG strategy and support and guide the regions to tailor strategies and policies to their requirements and implement them
- Stakeholder relations and engagement**
Continually develop, implement and improve stakeholder engagement strategies
- Host community procurement and job creation**
Continually develop and implement stakeholder value creation strategies
- Human Resources**
Implement the People Strategy to enable and support the delivery of our business strategy

Purpose-driven strategy for stakeholder value creation

Our strategy – which informs all our business decisions – enables us to create lasting value for all our stakeholders through our mining activities. This strategy was launched in late 2021 and, over this past year, our teams implemented and embedded its three strategic pillars across the business.

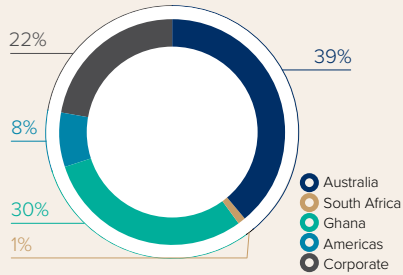
Strategic pillars 1 and 2 drive the stakeholder-specific initiatives of our strategy, which is driven by our purpose: to create enduring value beyond mining. Pillar 3 looks at the growth strategy of the company.

Employees	Business partners (contractors and suppliers)	Host communities Number of engagements in 2022: 919 (2021: 817)
<p>Value distribution per region</p>  <ul style="list-style-type: none"> Australia South Africa Ghana Americas Corporate 	<p>Value distribution per region</p>  <ul style="list-style-type: none"> Australia South Africa Ghana Americas 	<p>Value distribution per region</p>  <ul style="list-style-type: none"> Australia South Africa Ghana Americas
<p>Payments include: salaries and wages, benefits and bonuses</p> <p>US\$468m paid in salaries and benefits</p> <p>9,473 host community workforce</p> <p>52% host community workforce</p> <p>88% in-country employment</p> <p>55% women in core mining</p>	<p>Payments include: operations and capital procurement</p> <p>US\$2,302m paid to suppliers and contractors</p> <p>97% in-country suppliers</p> <p>31% of mine operational and capital spend (excluding utilities) is with host community firms</p> <p>731 host community supplier companies</p>	<p>Payments include: procurement, employee wages and investment in socio-economic development (SED)</p> <p>US\$913m value distribution</p> <p>US\$21m invested in SED</p> <p>US\$747m spent on host community procurement</p> <p>US\$144m spent on host community employee wages</p> <p>10,771 host community jobs in mine value chain</p>

Governments

Number of engagements in 2022: 1,286
(2021: 1,065)

Value distribution per region



Payments include:

mining royalties and land-use payments, taxes, duties and levies

US\$724m

paid in taxes and royalties

US\$29m

paid to the Ghana government in dividends, relating to its 10% stake in each of Damang and Tarkwa

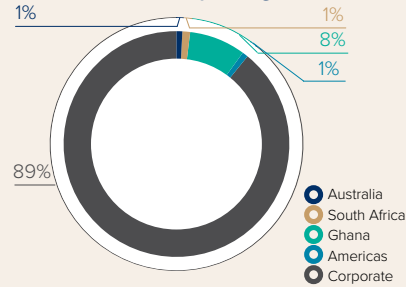
US\$9m

spent on infrastructure benefiting host communities

Capital providers

Number of engagements in 2022: 521
(2021: 468)

Value distribution per region



Payments include:

interest and dividend payments

US\$411m

paid to the providers of debt and equity capital

Reduced net debt by

US\$265m

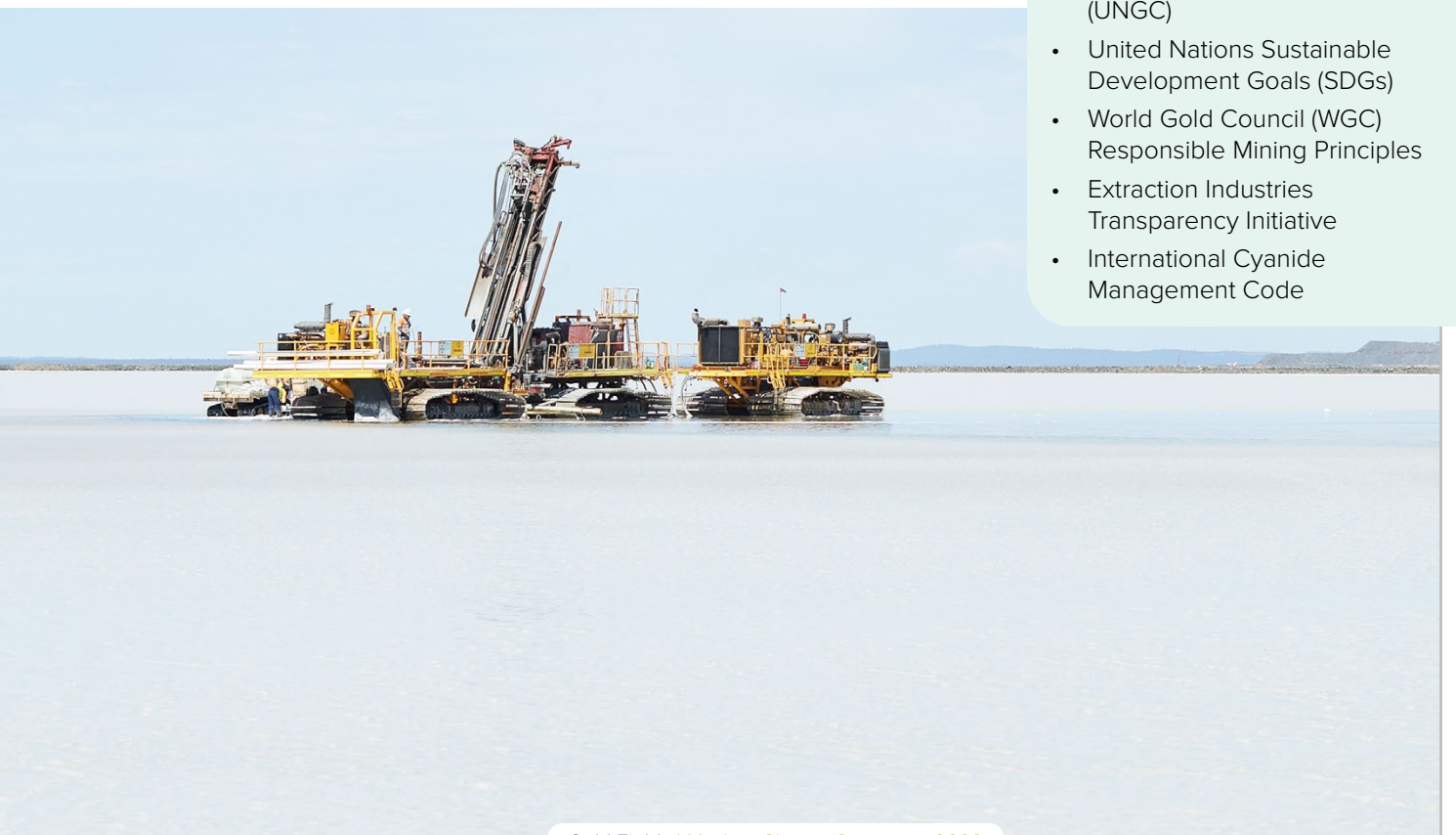
R7.45

dividend per share

Alignment with Global Standards

We are committed to transparent sustainability reporting and, as such, adhere to and comply with the following global reporting frameworks and standards:

- JSE Limited Listings Requirements
- New York Stock Exchange Listings Requirements
- King IV Report on Corporate Governance for South Africa 2016 (King IV™)
- Global Reporting Initiative (GRI) Universal Standards
- International Council on Mining and Metals (ICMM) Sustainable Development Framework, Mining Principles, Performance Expectations and Position Statements
- Carbon Disclosure Project (CDP)
- Task Force on Climate-Related Financial Disclosures (TCFD)
- IFRS Foundation's International Sustainability Standards Board
- United Nations Global Compact (UNGC)
- United Nations Sustainable Development Goals (SDGs)
- World Gold Council (WGC) Responsible Mining Principles
- Extraction Industries Transparency Initiative
- International Cyanide Management Code



Our operations in Australia

Gold Fields is the third largest gold producer in Australia and is proud of its strong presence in the Goldfields region of Western Australia.

This presence comprises:

- The Agnew, Granny Smith and St Ives gold mines (wholly owned and operated by Gold Fields)
- The Gruyere gold mine, a 50/50 joint venture with Gold Road Resources (operated and managed by Gold Fields), which commenced production in mid-2019.

Gold Fields’ Australian operations contribute approximately 44% of the Group’s total gold production and continues to benefit from a sustained program of investment in exploration (US\$56.6m/A\$81M invested in 2022, with similar amounts invested over the past seven years). This program has seen an increase in attributable Mineral Reserves to 8.0 million ounces, beyond annual mining depletion, and Mineral Resources (exclusive of Mineral Reserves) of around 8.7 million ounces (4.4Moz Measured and Indicated and 4.3Moz Inferred), supporting a long-term presence in the region.

Gold Fields employs over 1,800 employees and over 1,800 contractors across its four operations in Australia and the Perth corporate office. Of our employees, 18% live within host communities, whilst the majority of the workforce work on a fly-in fly-out basis and stay in our accommodation villages due to the remoteness of the operations.



Our St Ives mine has a high proportion of residential workers due to its proximity to the nearby communities of Kambalda and Kalgoorlie.

Western Australia’s employment market remained highly competitive during 2022, with continued low unemployment rates combined with an upcycle in all major commodities together with major local infrastructure projects coming online. Gold Fields continues to offer financial and non-financial benefits to remain competitive in the recruitment and retention of talent within our business.

Throughout the course of 2022, the Australian Regional Leadership Team has maintained a strong commitment to ensuring and enhancing an inclusive and respectful workplace for all employees. We have implemented several response actions, based on the recommendations of two cultural reviews conducted amongst our employees over the course of 2021. These actions fall under the key themes of leadership capability, education for employees, work environment improvements, business partner alignment and communications. At the end of 2022, we had addressed 90% of the commitments we set ourselves and will continue to build on these actions in 2023.



EMPLOYMENT & HOST COMMUNITY SPEND IN 2022



3,677
employees and contractors

1,866
employees

US\$157m
employee wages and benefits



22%
female employees

26%
women in leadership

53%
women in core mining roles



77%
Australian employees

18%
workforce from host communities

US\$51m
host community employee salary and wage payments



US\$336m
host community value creation
(24% of national value creation)

US\$284m
(27%)
host community procurement

361
host community suppliers

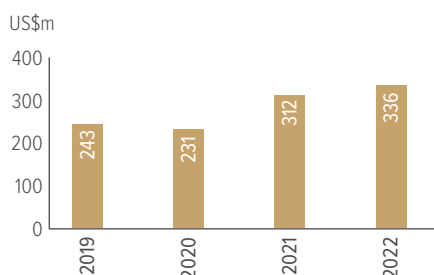


610
host community employees,
contractors, suppliers and
non-mining jobs

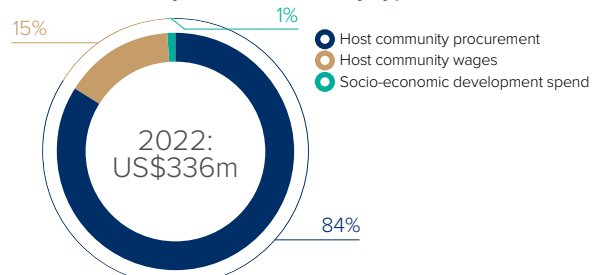
610
(18%)
workforce living in host communities

119
community engagements
(2021: 148)

Host community value creation



Host community value creation by type



Our supply chains

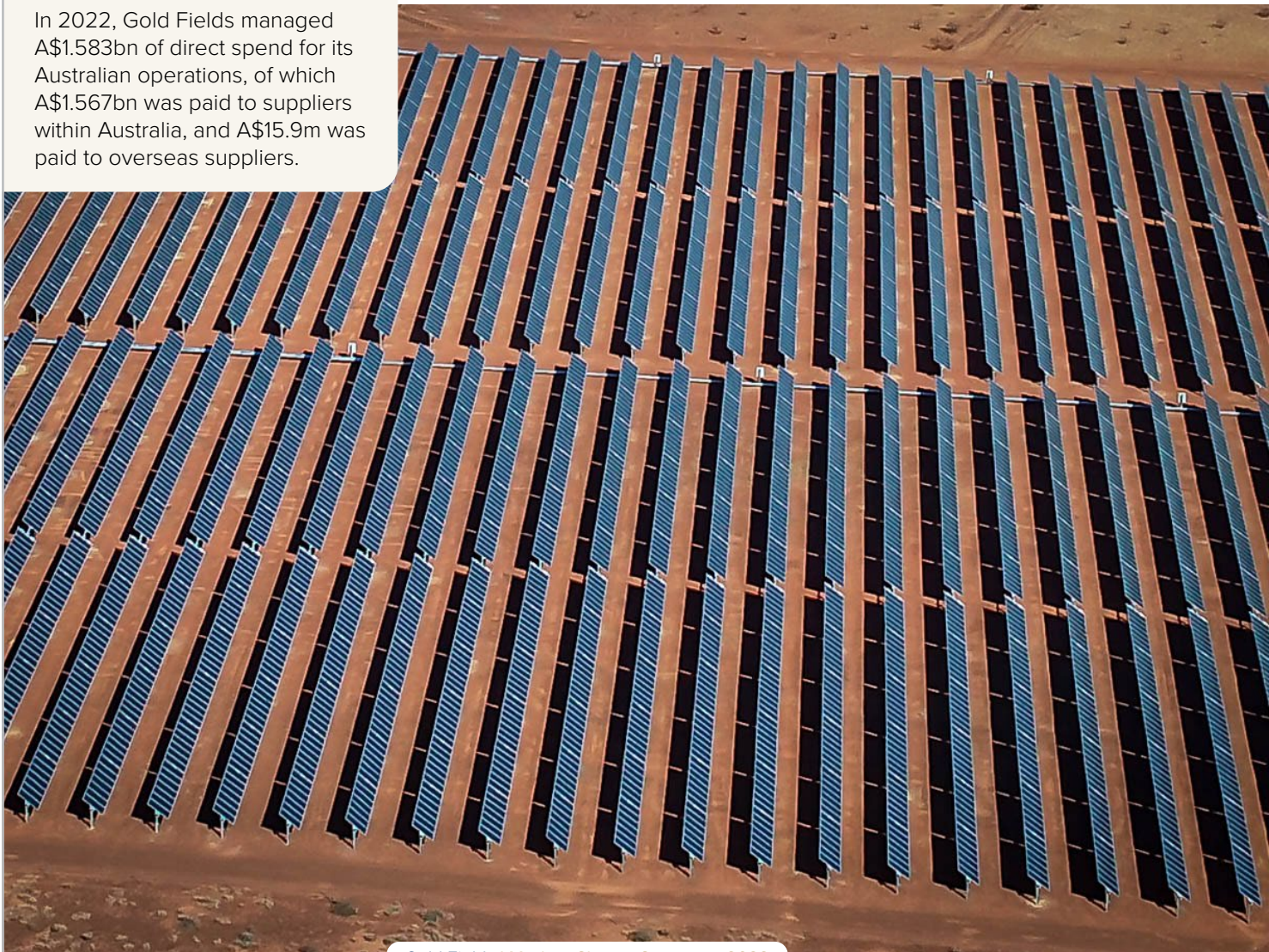
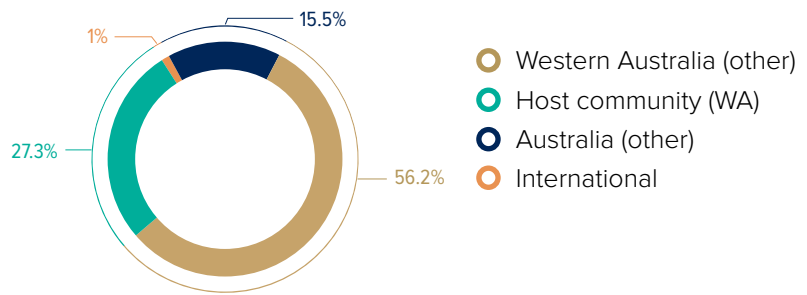
We rely on a network of domestic and international suppliers to provide input materials for our operations’ exploration, development, construction, mining and processing activities. We strive to source materials from local (in-country) suppliers, thereby maximising the value generated in our countries of operation.

In Australia, 99% of our total procurement spend is with in-country suppliers, with over a quarter with businesses from within our host communities, being Australian-registered businesses located in the Eastern-Goldfields region of Western Australia.

The remaining 1% relates to more advanced and/or specialised supplies that Gold Fields directly imports from overseas.

In 2022, Gold Fields managed A\$1.583bn of direct spend for its Australian operations, of which A\$1.567bn was paid to suppliers within Australia, and A\$15.9m was paid to overseas suppliers.

Supply chain spend breakdown (%) – 2022



Commodity / service	Country / region of origin	Spend (A\$)	# Vendors
Chemicals and reagents	Australia	\$44M	49
Electrical and Instrumentation	China, Japan, Europe	\$2M	84
Bulk and packaged explosives	Australia	\$6.7M	4
Fixed plant and components	Europe, Asia, USA, Australia	\$51M	533
Fixed plant services	Australia	\$41.7M	357
Fixed plant maintenance services	Australia	\$45.5M	289
Freight	Australia	\$36M	91
Diesel, petrol, LPG	Asia, Australia	\$74.3M	4
General equipment hire	Australia	\$36M	130
Grinding media	Australia, Indonesia, China	\$31.6M	2
ICT Services	Australia	\$9.9M	106
Office supplies, building leases & travel	Australia	\$23.1M	110
Industrial consumables	China, Australia	\$22.1M	291
Infrastructure & site services	Australia	\$51.9M	77
Ground support materials	China, Australia	\$14.5M	19
Surface Drilling & Blasting	Australia	\$31.4M	30
Surface Exploration	Australia	\$12.4M	27
Surface Processing	Australia	\$2.5M	43
Underground Drilling & Blasting	Australia	\$33.1M	7
Underground Contract Mining	Australia	\$501.4M	179
Mobile equipment, components & spares	USA, Japan, Sweden, China	\$142.4M	368
Non-procurable	Australia	\$106.2M	294
Oils and lubricants	Australia	\$4.8M	37
Electricity, Gas & Water	Australia	\$160.9M	29
Professional Services (Engineering, Enviro, Commercial, Geophysical, HR, IT, Mining, Survey, Training)	Australia	\$97.6M	508

Our supply chains (continued)

Many of our suppliers have supply chains extending beyond Australian borders. As a result, global supply chain challenges impacted our operations during the reporting period. Domestic and internationally-sourced goods are typically delivered to one of two off-site receiving depots located in Perth and Kalgoorlie, Western Australia. Here, the goods are received and receipted by our third-party logistics provider and then on-forwarded to our operations via road.



Modern slavery risks in our business

As described in the following section of this Statement, our approach to understanding and upholding human rights in our business is informed by the UN Guiding Principles (UNGP) on Business and Human Rights. Accordingly, our approach to assessing the potential risks of modern slavery in our business is underpinned by the ‘**cause, contribute, directly linked**’ continuum set out in the UNGP:



While Gold Fields is not aware of any modern slavery practices in its business, it recognises that given the scale of its operations and the global reach of its supply chain, there is a credible risk that these practices are occurring.

Gold Fields is comfortable that the geographic location of its operations and rigorous employment practices mean that there is a minimal risk of modern slavery practices (particularly concerning forced labour) within its Australian business. Accordingly, we do not consider that the risk of child labour exists within our operations. However, we recognise that the challenges in the current labour market, which have resulted in an increased reliance on labour-hire personnel at our operations, make that risk higher than in previous years.

Concerning our supply chain, we understand that the risk factors related to modern slavery are varied and complex. For example, there are sectors that, by their

nature (potentially because they require unskilled labour and are less visible), are potentially higher risk for modern slavery practices. Some areas in our business, such as accommodation camp services, could be exposed to this risk. Some products or services are also more exposed to modern slavery risk because of how they are produced. This would include clothing and personal protective equipment suppliers to our business. Finally, there are geographic areas where the risk of modern slavery practices is measurably higher due for several reasons, including inadequate governance structures, poverty, high unemployment levels or conflict. We seek to build our understanding of our supply chains beyond our Tier 1 suppliers to assess our potential exposure to these jurisdictions.

Given the predominance of Australian businesses within our Tier 1 (direct) suppliers, we consider the risks relating to modern slavery practices relating

to the business and operations of these parties to be relatively low (although recognising that the labour challenges described above also apply). However, we are mindful that our supply chain's second (and subsequent) tiers will have stronger international connections, potentially sourcing supplies and utilising labour from higher-risk countries. Supply categories that we see as higher risk include personal protective equipment, solar panels, industrial consumables, fixed plant components, electrical and instrumentation components, grinding media and ground support materials.

We currently collaborate with our Tier 1 suppliers regarding identifying and managing modern slavery risks in their supply chains. Many of our larger suppliers are proactive in this area. We recognise that there are opportunities for us to learn and improve based on the experiences of our suppliers, as well as assist in building capacity where that is required.

Actions taken to address identified modern slavery risks

Human rights

We recognise that our mining activities have the potential to adversely impact the human rights of our stakeholders – particularly our people, members of our host communities and workforces utilised by our contractors and suppliers.

Gold Fields’ commitment to upholding and respecting the human rights of these important stakeholders is described more fully in our Human Rights Policy Statement, which is embedded in our Code of Conduct. It applies to all Gold Fields personnel, including directors, employees, contractors, suppliers and consultants. The Human Rights Policy Statement commits Gold Fields to, amongst others: upholding fundamental human rights and freedoms, protecting the rights of its workforce and upholding freedom from child labour and forced or compulsory labour. It also requires that we provide training and guidance for our workforce, undertake human rights due diligence, provide site-level grievance mechanisms, raise awareness with our vendors and business partners, and collaborate to address identified concerns.

The Human Rights Policy Statement is informed by and supports various international standards. These include the UN Guiding Principles on Business and Human Rights, the conventions of the International Labour Organisation, the UN Universal Declaration on Human Rights, the Voluntary Principles on Security and Human Rights and the International Council on Mining & Metals’ (ICMM) Mining Principles and Position Statements. Together, our Human Rights Policy Statement and Code of Conduct form the critical foundation upon which our approach to managing the risk of human rights abuses (including modern slavery) within or related to our operations and those of our contractors, suppliers and business partners, is based.

Our Group Human Rights Steering Committee oversees the work of various disciplines and regions (including the Australian Region) and provides quarterly feedback to the Board’s Social Ethics and Transformation Committee (SET Committee).



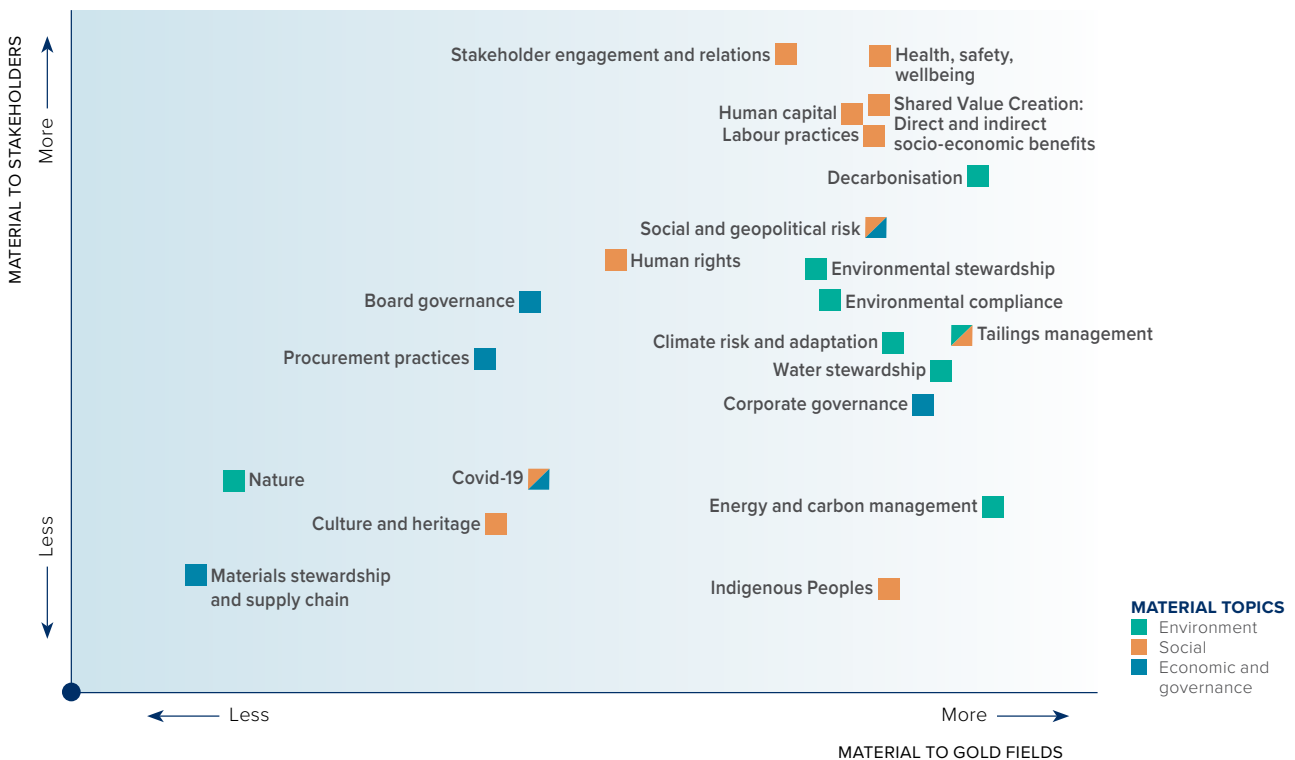
Materiality analysis

Our materiality analysis identifies the significant economic and ESG factors that could substantively influence our stakeholders’ decisions about Gold Fields’ ability to deliver on its strategic objectives and create value over the short, medium and long term. This informs and integrates the Group’s annual strategic plans and business plan, as well as our approach to sustainability reporting.

While our 2022 material matters have not changed significantly, some have become increasingly important or been updated to reflect our evolving managerial approach. This includes social and geopolitical risks (which are known to increase the risk of human rights issues arising) while human rights was identified as remaining material and cross-cutting in numerous ESG related matters.

The key material issues and their relevance to stakeholder groups and Gold Fields’ business are captured in the graphic below.

2022 GRAPHIC MATERIALITY ANALYSIS



Actions taken to address identified modern slavery risks (continued)



Addressing modern slavery risk in our supply chain

We are committed to understanding our supply chain and how human rights risks may arise, working with our suppliers and industry peers to promote human rights best practices, and ultimately eradicating modern slavery in the mining industry.

Gold Fields supports suppliers in improving their understanding of modern slavery practices. It is expected that suppliers will have varying knowledge of modern slavery risks. Therefore activities focused on capacity-building through raising awareness will assist in addressing modern slavery risks that are identified.

Gold Fields' philosophy is to work with suppliers to reduce modern slavery risk exposure throughout its supply chain and take appropriate action in relation to identified issues. These actions may include the engagement of third-party auditors and the notification of relevant government agencies.

Blocking a supplier will be considered a last resort, only if a supplier is unwilling to engage constructively in Gold Fields' due diligence processes or remediate/mitigate identified modern slavery issues.



Ethical business requirements

All of Gold Fields' supply agreements require our business partners to adhere to Gold Fields' Human Rights Policy Statement, Code of Conduct, Sustainable Development Policy and Group policies relating to ethical business practices; and additionally require suppliers to undertake that they will not contribute to the abuse of human rights in respect of any supplies or services provided to Gold Fields.

Gold Fields' Supplier Code of Business Conduct translates the requirements of its Code of Conduct into terms specific to our suppliers and contractors. A copy of this document is available on our website at <https://www.goldfields.com/supplier-resources.php>. It is also provided to all new contractors and suppliers in Australia during onboarding (which they must acknowledge).

If a supplier is in material breach of their contract with Gold Fields (including those terms outlined above with respect to human rights and adherence to our Code of Conduct), Gold Fields may suspend or terminate the contract with that supplier. However, Gold Fields' preferred approach is, where possible, to work with our contracting partners to resolve any such issues in a reasonable timeframe.



Third-party screening solution

Gold Fields uses an external third-party screening solution to evaluate new and existing suppliers for various pre-defined risk categories, including human rights and related violations. In addition, the screening solution monitors all suppliers and contractors monthly for adverse media exposure alerts involving regulators, governments, recorded discrimination, workers' rights issues and human rights transgressions.



Human Rights in Energy and Resources Collaborative (HRREC)

Gold Fields is a founding member of the Human Rights Resource and Energy Collaborative, a Perth-based group focused on promoting human rights best practices and eliminating potential modern slavery in the energy and extractives sectors. As of 23 November 2022, active HRREC members include Alcoa Inc., AngloGold Ashanti, ATCO Australia, Australian Gas Infrastructure Group (AGIG), CITIC Pacific Mining, Fortescue Metals Group Pty Ltd, Gold Fields Limited, IGO Ltd, Iluka Resources, INPEX Corporation, Origin Energy, Perenti, Newcrest Mining, Northern Star Resources, Rio Tinto, South32, Synergy, Talison Lithium Limited, Wesfarmers, Western Power, and Woodside Energy Group Ltd.



2022 Actions to address modern slavery in our supply chain

Modern slavery risk platform

In 2022, Gold Fields commenced implementing a new supplier sustainability solution, Informed 365 (i365), to replace a bespoke online platform developed several years earlier. The original platform possessed limited functionality and could not interface effectively with suppliers about their responses to our modern slavery self-assessment questionnaire (SAQ), initially developed by the HRREC.

The cloud-based i365 platform is well-suited to human rights and supplier sustainability risk management. It is used by organisations and industry bodies, including the Property Council of Australia, Coles and Anglo American. i365 will support Gold Fields' ongoing compliance with the Modern Slavery Act, provide a level of assurance concerning supply chain risk, and assist Gold Fields in managing broader ESG objectives such as Scope 3 decarbonisation. In addition, i365 provides Gold Fields with a technical solution that can evolve as our business needs change.

Once the system is fully deployed, suppliers will complete a bespoke online SAQ (based on the original SAQ used by Gold Fields, with improved content based on feedback from internal and external users of the document) designed to understand their actions in assessing and addressing modern slavery risks across shared operations and industry supply chains. Suppliers will also have the ability to upload supporting information.

Individual supplier risk profiles will be displayed on a configurable dashboard, which details survey risks, country risks, industry risks and an ISRI (Informed 365 Slavery Risk Index). In addition, the platform will provide insights into business partner practices and enable easy interaction with our suppliers via scorecards and corrective action trackers.



2022 Modern slavery programme

During the development and testing phase of the i365 platform, the business undertook the following related actions in line with its ongoing Modern Slavery Programme:

- **Updates to purchase order terms & conditions and agreement templates**

During 2022, Gold Fields engaged a global law firm to help streamline its standard contract suite in line with current law and market practice. A team of legal specialists reviewed and redrafted Gold Fields' suite of agreements, which now include specific clauses concerning Modern Slavery.

- **Updates to Gold Fields' Supplier Code of Business Conduct**

In 2022, a new 'Supplier Code of Business Conduct' ('SCBC') was drafted, which will replace the 'Values and Code of Conduct Summary for Suppliers and Contractors', initially published in 2017. This is expected in 2023.

The new SCBC spells out Gold Fields' commitment to upholding and respecting the human rights of our stakeholders, particularly our people, the host communities in which we operate, and the upstream workforces of our suppliers.

A condition of trading with Gold Fields is an acknowledgement by the supplier of the SCBC, which requires suppliers to respect and uphold all internationally proclaimed human rights within their operations, affiliates, and supply chains.

Under the SCBC, suppliers are expected to identify, proactively address, and, where legislation requires, report on risks of modern slavery practices in their operations and supply chains. These practices may include servitude, debt bondage, involuntary prison labour, deceptive labour recruiting, trafficking of persons, physical and psychological abuse and forced marriage.

Suppliers must not engage (either directly or indirectly) in child labour and must comply with all laws relating to minimum employment age.

- **Conducting due diligence on new and existing suppliers**

Gold Fields strives to develop and maintain strong relationships with companies in its supply chain built on ethics, integrity and professionalism. Increasingly, companies' reputational and operational risks are tied to these parties as they form part of a company's value chain. Therefore, Gold Fields strives to develop and maintain strong relationships with these parties.

Gold Fields has implemented a third-party screening solution, which screens all active parties recorded on internationally recognised and published screening databases, as well as for recorded transgressions and adverse media exposure, against various pre-defined criteria, including (but not limited to): regulatory, labour practice, environmental, health and safety management and operational issues.

The screening outcome is used as input into an Internal Screening Risk Calculator, which, amongst others, defines governance and risk management criteria, calculates a risk rating and creates a profiled view of the third party. This forms an integral part of the vendor risk management process per region concerning engagement, contractual terms, appointments, and the continuation of existing relationships.

From a contractual point of view, all our third-party agreements contain provisions that require statutory compliance and adherence to the Gold Fields Code of Conduct, Supplier Code of Business Conduct, and applicable Internal Policy Statements.

2022 Actions to address modern slavery in our supply chain (continued)

2022 Modern slavery programme (continued)

- **Update to supplier self-assessment questionnaire**

Gold Fields reviewed and revised its current Supplier Self-Assessment Questionnaire (SAQ), which was based on a document developed several years ago by the HRREC. Gold Fields has since adopted an SAQ produced by the Property Council of Australia (PCoA), which contains additional explanatory content beyond the substantive questions addressing various modern slavery risks. The PCoA questionnaire has been further refined and tailored for the resources industry and Gold Fields' supplier base.

- **Internal organisational human rights training**

Gold Fields offers Human Rights training to personnel through an online training package consisting of four modules. This training package provides employees with an understanding of human rights, the impact of human rights on Gold Fields' personnel and third parties, their role in minimising human rights impacts, and the regional resources available to support these objectives.

- **Newly created position (Senior Advisor: Sustainable Procurement)**

In 2022, Gold Fields acknowledged that a dedicated resource is required within the Supply Chain function to drive the development, implementation and ongoing performance of the Australian region's supplier diversity and human rights programs.

Consequently, a decision was made to create a new position in 2023 to work in conjunction with Gold Fields' Legal team. Amongst others, the appointee will be responsible for performing 'deep-dives' into the supply chains of vendors, which are considered medium- to high risk. The appointment will be made during 2023.

- **Participation in industry-based modern slavery forums**

1) HRREC is an industry-led collaborative forum whose membership comprises resources, mining and energy companies sharing a commitment to respecting human rights in our respective businesses, including addressing modern slavery risks in our operations and supply chains. The primary purpose of HRREC is to provide a forum where practitioners can share learnings and challenges and develop best practices for respecting human rights. The HRREC operates under agreed terms of reference and strict anti-trust rules and provides an example of industry-based collaboration, which could be replicated by other industries/sectors.

Since 2019, the HRREC has held more than 50 meetings, including regular knowledge shares by members and external guest presenters from over 20 civil society groups, academics, other industry forums, consultants and other experts.

Throughout 2022, Gold Fields was represented at multiple meetings, including the Supplier Working Group sub-committee, whose objectives include:

- Defining the scope of human rights audits
- Working collaboratively to reduce duplication, reduce costs and improve efficiencies when conducting supplier audits
- Enhancing leverage in the industry to encourage supplier participation in human rights audits
- Agreeing on common messaging (consistent signalling) to suppliers
- Knowledge sharing on audit findings and approaches
- Improving suppliers' understanding of human rights risk identification and mitigation and supporting suppliers through change management
- Ensuring human rights audits across industry promote workers' voices

2) International Council on Mining & Metals (ICMM) – Gold Fields is a long-standing member of the ICMM and participates in regular meetings of the ICMM’s Human Rights Working Group. In 2022, a Human Rights Due Diligence Practitioners Workshop was held in Perth, Western Australia. Member companies provided feedback on the ICMM’s updated Human Rights Due Diligence Guidance and supplementary tools, which are planned for release in 2023.

2023 planned actions

- Deploy the Informed 365 supplier sustainability solution and develop a risk-based ‘plan of action’ for undertaking Modern Slavery supplier due diligence via the platform.
- Appoint a Senior Advisor – Sustainable Procurement.
- Update Gold Fields’ Procurement Policy to reference ESG-related commitments, including Human Rights and Responsible Sourcing.
- Continue to drive supplier acknowledgement of Gold Fields’ Supplier Code of Business Conduct via SAP Ariba (Gold Fields’ online supplier registration portal).
- Commence auditing high-risk suppliers for potential human rights abuses utilising third-party verification agencies.



How we assess the effectiveness of our actions

As we develop our Modern Slavery risk management plan, we are following a process of continuous review, evaluation and improvement. In doing so, we recognise that we are in the early stages of implementation, and that the effectiveness of our actions will be better understood in time.

For Gold Fields, the effectiveness of our response is assessed through a range of quantitative and qualitative factors, primarily focused on the development of understanding and awareness around modern slavery risks, but secondarily around our ability to identify and remediate instances of modern slavery in our business and supply chains. These measures are set and assessed by a cross-disciplinary team from our Legal and Compliance, Corporate Affairs, Sustainable Development and Supply Chain functions, and include:

Quantitative measures – outputs	Qualitative measures – outcomes
Number of employees trained	Level of awareness and understanding achieved
Number of supplier due diligence assessments conducted	Level of awareness and understanding achieved
	Understanding of modern slavery risk profile
	Identification of instances of modern slavery
Human rights risks assessments conducted	Level of awareness and understanding achieved across the organisation
Number of Human Rights Steering Committee meetings held	Consideration of modern slavery issues and awareness achieved across the corporate group
Number of modern slavery related grievances raised through Gold Fields' reporting mechanisms	Remediation of identified instances of modern slavery
	Obtaining feedback from external sources, including participants in the Human Rights Resource and Energy Collaborative and NGOs

As awareness and maturity build, both within our own business and our supply chains, greater emphasis will be placed upon identifying and remediation of instances of modern slavery.



Creating enduring value beyond mining



safety



integrity



respect



responsibility



innovation



collaborative
delivery

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