



GOLD FIELDS

MODERN SLAVERY STATEMENT

for reporting period

January - December 2021







INTRODUCTION FROM

Chris Griffith

CHIEF EXECUTIVE OFFICER, GOLD FIELDS LIMITED



Our commitment to ESG (environmental, social and corporate governance) issues, which range from climate change mitigation to the protection of human rights and are some of the most defining societal challenges of our time, is not only what society expects from us, but is intrinsic to Gold Fields' long-term success.

Whilst issues of sustainability have long been part of Gold Fields' way of doing business, the importance of these areas to our business has increased, and so we have entrenched ESG as a business imperative at our mines and have elevated it to one of our three strategic pillars, which were launched in 2021.

- **Pillar 1** focuses on maximising the potential of our current assets through people and innovation.
- **Pillar 2** commits to building on our leading commitment to ESG.

- **Pillar 3** focuses on growing the value and quality of our portfolio of assets.

Our stakeholders require that we disclose the impact of ESG-related issues transparently, have mitigation measures in place and manage these issues in alignment with our business strategy. We took a significant step on this journey in December 2021 by making a firm commitment to a range of 2030 ESG targets. These targets are being fully integrated into our operations and prioritised for implementation this year. This Modern Slavery Statement is part of that

ongoing commitment to be transparent in how we are managing the issues and risks identified in our business and the broader industry.

Along with our renewed strategy, in 2021 we also launched new **purpose** and **vision** statements to guide business decisions. Our purpose statement – **creating enduring value beyond mining** compels us to mitigate the risks that our operations have on the environment and communities around us – requiring us to look at not only our direct impacts but also our indirect impacts. This is where many of the risks of modern slavery lie in our business, hidden in supply chains beyond our immediate control. Our sense of broader societal responsibility requires us to address these complex issues, which often requires the ongoing coordinated efforts of organisations across a range of sectors – something which lies at the heart of our approach to addressing issues relating to modern slavery.

Our new vision is to be the **preferred gold mining company delivering superior, sustainable value**. We want to be the gold mining company that investors choose to invest in, governments and communities choose to have mine in their area, and that people want to work for – because of the sustainable, superior value we deliver – value that lasts and is greater than the value offered by others.

This important work described in this report is wholly consistent with this vision, and continues to provide valuable insight for the remainder of the Gold Fields Group.

#ThisIsGoldFields

Our Vision

Where we want to go

To be the preferred gold mining company delivering superior, sustainable value



Our Values

How we behave while we execute our strategy



What this MODERN SLAVERY STATEMENT COVERS

MANDATORY CRITERIA	PAGE
Identify the Reporting Entity	4
Describe the Reporting Entity's structure, operations and supply chains	5-9
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
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	11-13
Describe how the Reporting Entity assesses the effectiveness of these actions	15
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)	4
Any other information that the Reporting Entity considers relevant	14

REPORTING ENTITIES

This Modern Slavery Statement is made pursuant to the *Modern Slavery Act 2018* (Cth), and covers the period 1 January 2021 to 31 December 2021. It is the second 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

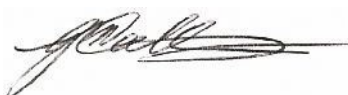
This Statement sets out the actions taken by Gold Fields since filing its first statement in 2021 to further identify, mitigate, and manage the risks of modern slavery within our Australian operations and supply chain. It addresses each of the mandatory reporting criteria set out in the *Modern Slavery 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 20 June 2022.

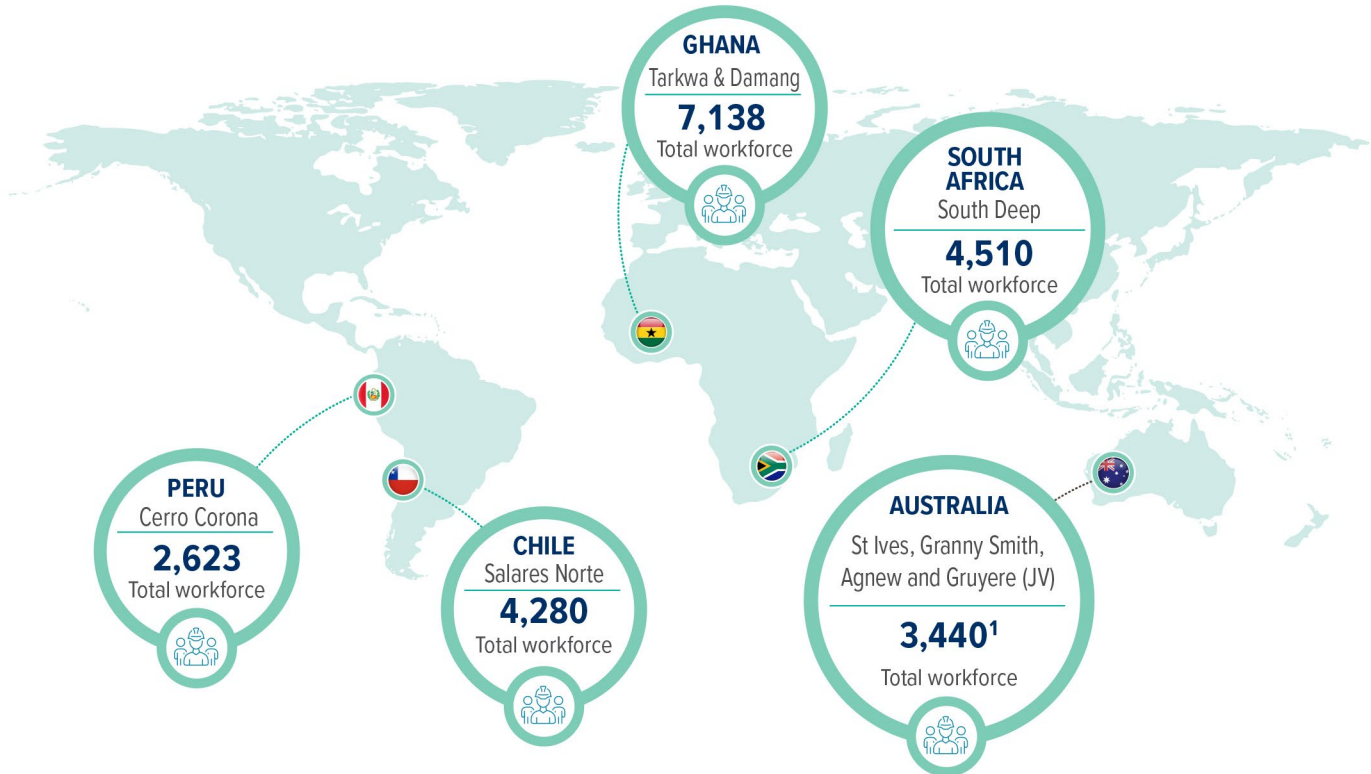


Stuart Mathews
Executive Vice President: Australasia / Director



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 one project in Chile.

WHERE GOLD FIELDS OPERATES – 2021



¹ Employee and contractor data includes projects. Host community data excludes projects.

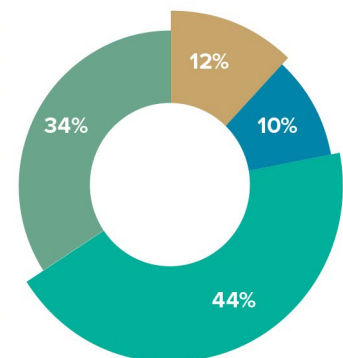
Gold Fields has total attributable annual gold-equivalent production of 2.34Moz, attributable gold-equivalent Mineral Reserves of 48.6Moz and Mineral Resources of 111.8Moz.

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

GROUP OVERVIEW

Safety	
Fatal incident	1
TRIFR	2.16
Workforce	
Employees	5,957
Contractors	16,153
Attributable production (koz)	2,340
AIC (US\$/eq-oz)	1,297
Adjusted free cash-flow (US\$m)	463
Attr Gold-eq Mineral Resources (Moz)	111.80
Attr Gold-eq Mineral Reserves (Moz)	48.60
Carbon emissions (kt CO₂e)	2,256
Gender diversity (% of total)	22

CONTRIBUTION TO GROUP ATTRIBUTABLE PRODUCTION – 2021



■ South Africa
 ■ Americas
 ■ Australia
 ■ West Africa





Our operations in AUSTRALIA



3,440¹
Total workforce

1,773
Number of employees

22%
Female employees

52%
Women in core mining roles



26%
Women in leadership

US\$154m
Employee wages and benefits

US\$58m¹
Host community salary and wage payments



77%
Proportion of nationals

US\$897
Training spend per employee



Gold Fields is the third-largest gold producer in Australia and is proud of its strong operating presence in the Goldfields region of Western Australia, which is made up of:

- the Agnew, Granny Smith and St Ives gold mines (wholly owned and operated by Gold Fields); and
- 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 continue to benefit from sustained investment in exploration (approximately A\$80m per annum over the past seven years). This program has seen an increase in attributable Mineral Reserves to around 7.87 million ounces and Mineral Resources of around 20.07 million ounces, supporting a long-term presence in the region.

Gold Fields employs nearly 1,800 employees and over 1,600 contractors across its four operations and Corporate office in Perth. Of our employees, approximately 60% work on a fly-in fly-out basis (from Perth) and stay in our accommodation villages located at the mines, 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.

Labour market conditions in 2021 were extremely tight, due to the combined effects of strong performance across all commodities in the Western Australian resources sector,

¹ Employee and contractor data includes projects. Host community data excludes projects.

* All data is for end-December 2021





and the impacts of the Covid-19 pandemic, which saw hard domestic and international borders in place for most of the year. This resulted in increased turnover for both Gold Fields' employed workforce and its business partners, with increased reliance on temporary labour hire workers to meet operational requirements.

Gold Fields also witnessed the effects of global supply chain shortages and inflationary pressures on plant, equipment and consumables required for its operations.

US\$312m

Host community value creation



US\$253m

(25%)
Host community procurement

312

Number of host community suppliers supported

559¹

(18%)
Workforce living in host community



US\$0.9m

Socio-economic investment



146

Community engagements (2020: 72; 2019: 85)

¹ Employee and contractor data includes projects. Host community data excludes projects.

* All data is for end-December 2021

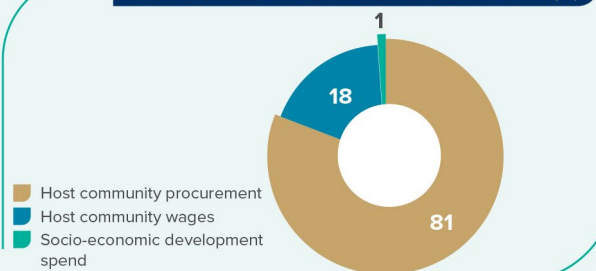
AUSTRALIA SED SPEND – 2021 (US\$m)



SED SPEND BY TYPE (US\$m)



HOST COMMUNITY VALUE CREATION BY TYPE (%)



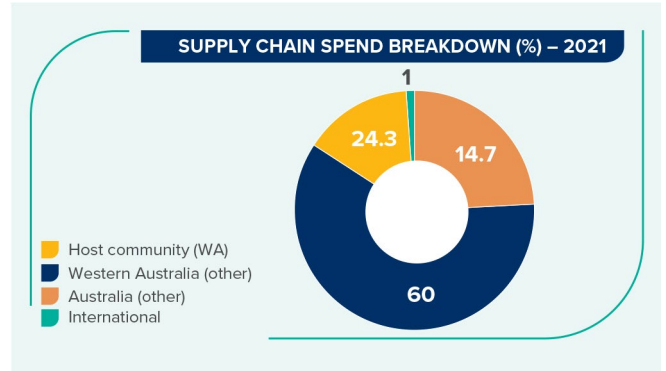
Our SUPPLY CHAINS

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

In Australia, 99% of our total procurement spend is with in-country suppliers, with almost 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 2021, Gold Fields managed A\$1.396bn of direct spend for its Australian operations, of which A\$1.381bn was paid to suppliers within Australia, and A\$15m was paid to suppliers located overseas.



Services, spend and vendors

During 2021, our procurement activities supported the exploration, mining and processing activities of our operations across a broad range of spend categories including:

COMMODITY / SERVICE	COUNTRY / REGION OF ORIGIN	SPEND (A\$)	# VENDORS
Chemicals and reagents	Australia	59.4m	46
Electrical and Instrumentation	China, Japan, Europe	1.7m	80
Bulk and packaged explosives	Australia	7.2m	4
Fixed plant and components	Europe, Asia, USA, Australia	39.4m	501
Fixed plant services	Australia	27.5m	301
Fixed plant maintenance services	Australia	51.8m	267
Freight and logistics	Australia	28.1m	98
Diesel, petrol, LPG	Asia, Australia	49.8m	2
General equipment hire	Australia	34.3m	120
Grinding media	Australia, Indonesia, China	26.2m	2
ICT Services	Australia	9m	105
Office supplies, building leases & travel	Australia	14.6m	101
Industrial consumables	China, Australia	20.7m	282
Village Services / Industrial Cleaning / Security	Australia	42.3m	60
Ground support materials	China, Australia	11.8m	16



Many of our suppliers have supply chains extending beyond Australian borders. The global pandemic, international shipping challenges, and a super-heated Western Australian resources sector have impacted these supply chains.

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 by our third-party logistics provider, then on-forwarded to our operations via road.

COMMODITY / SERVICE	COUNTRY / REGION OF ORIGIN	SPEND (A\$)	# VENDORS
Surface Drilling & Blasting	Australia	32.9m	36
Surface Exploration	Australia	8m	24
Surface Processing	Australia	1.7m	30
Underground Drilling & Blasting	Australia	24m	6
Underground Contract Mining	Australia	450.7m	191
Mobile equipment, components & spares	USA, Japan, Sweden, China	47.2m	333
Non-procurable	Australia	37.3m	274
Oils and lubricants	Australia	3.7m	26
Electricity, Gas & Water	Australia	147.8m	33
Professional Services (Engineering, Enviro, Commercial, Geophysical, HR, IT, Mining, Survey, Training)	Australia	71.9m	467





Modern Slavery risks

IN OUR BUSINESS

As described in the following section of this Statement, our approach to understanding and upholding human rights in the conduct of our business is informed by the UN Guiding Principles (UNGPs) 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 UNGPs:



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 necessitates 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

Whilst 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, together with its rigorous employment practices means that there is a minimal risk of modern slavery practices (particularly concerning forced labour) within its Australian business. We do not consider that the risk of child labour exists at all within our operations. 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.

With respect to our supply chain, we understand that the risk factors concerning 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) where modern slavery practices are more prevalent. We see areas in our business such as accommodation camp services could be exposed to this risk. There are also particular products or services that are more exposed to modern slavery risk because of how they are produced. This would include clothing and personal protective equipment in our business. Thirdly, there are geographic areas where the risk of modern slavery practices is measurably higher, due to a range of reasons including inadequate governance structures, poverty 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 are 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 our 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 assisting 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 upstream that our contractors and suppliers utilise.

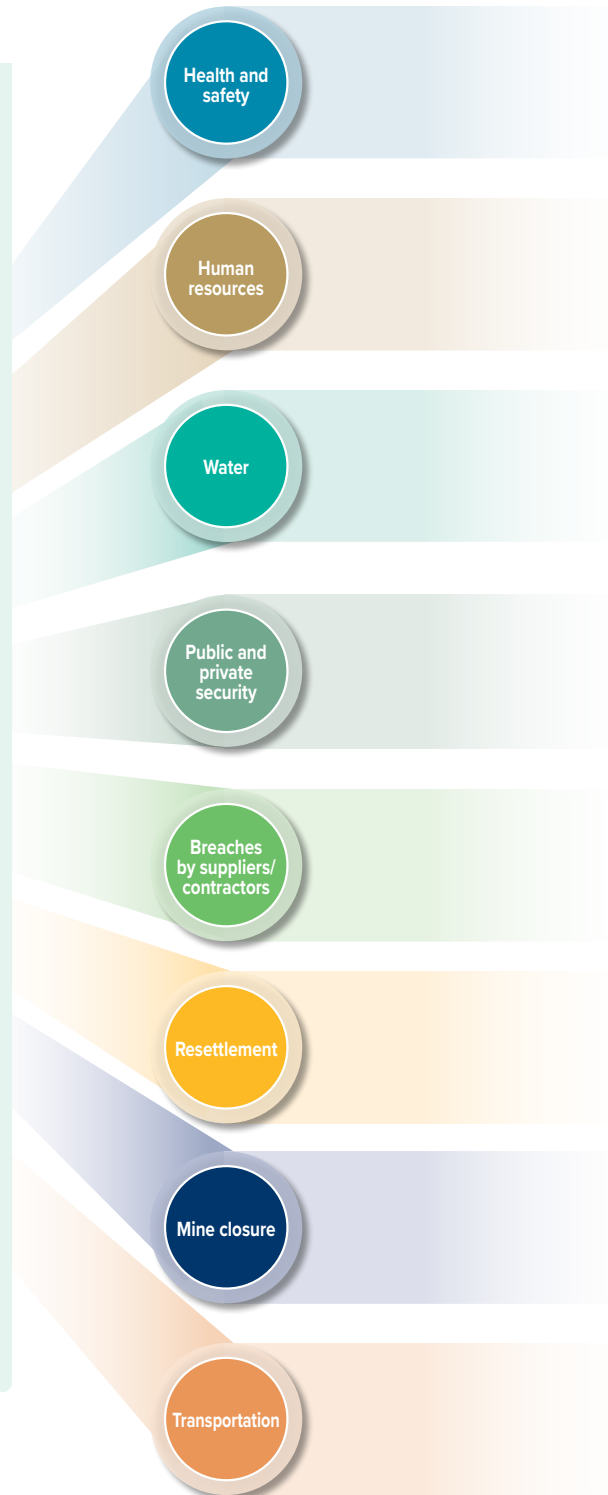
Gold Fields’ commitment to upholding and respecting the human rights of these important stakeholders is described more fully in our **Human Rights Policy Statement**, which is embedded in our Code of Conduct. It applies to everyone working for Gold Fields, including directors, employees, contractors, suppliers and consultants.

The Human Rights Policy Statement commits Gold Fields to, amongst other things: upholding fundamental human rights and freedoms, protecting the rights of its workforce and upholding freedom from child labour, 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 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 feedback to the Board’s SET Committee quarterly. The Committee has identified several salient human rights issues, which have the potential to have the most severe impacts because of Gold Fields’ activities and business relationships, and are the focus of ongoing work by our operational team in Australia and beyond.





Modern Slavery risks **IN OUR BUSINESS**

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. So activities focused on capacity-building through raising awareness will ultimately 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/or the notification of relevant government agencies.

Blocking a supplier will be considered a last resort, when a supplier is either unwilling to engage constructively in Gold Fields' due diligence processes, or in remediating/mitigating 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 supply made 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 the onboarding process (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 that where possible, it will 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 an array of pre-defined risk categories, including human rights and related violations. The screening solution screens all suppliers and contractors monthly for adverse media exposure alerts involving regulators, governments, recorded discrimination, workers' rights issues and human rights transgressions.



Human Rights Energy and Resources Collaborative (HRREC)

Gold Fields is a founding member of the Human Rights Resource and Energy Collaborative (formerly WAMSc), a Perth-based group focused on promoting human rights best practices and eliminating potential modern slavery in the energy and extractives sectors.

The HRREC currently comprises 26 member companies, most of whom have operations throughout Australia, and other jurisdictions.



Modern Slavery risk platform

In 2020, Gold Fields commissioned a bespoke online platform (the Modern Slavery Risk Framework) to assess supplier risk using data from multiple sources, including the Supplier Self-Assessment Questionnaire (SAQ) developed in conjunction with the HRREC.

Through feedback from both internal users and third-party suppliers, Gold Fields concluded that it has 'outgrown' this platform, and spent the second half of 2021 evaluating alternative cloud-based supplier sustainability solutions. Gold Fields is now preparing to implement Informed 365 (i365), an established platform currently used by organisations including the Property Council of Australia and Anglo American.

i365 will capture responses to our SAQ and provide a heat map risk profile analysis of our active supplier base of over 2,000 suppliers, from which further activities can be planned.

Due Diligence

In 2020, Gold Fields committed to conducting more detailed due diligence in two high-risk areas throughout 2021:

(i) Labour hire:

This review was limited to our top three providers. Representatives from Gold Fields' Supply Chain and Legal & Compliance teams met with representatives of each of the three companies to discuss their SAQ responses. As a result of these discussions, two providers were required to complete a Supplier Action Plan.

The first provider completed its required improvement activities by the designated review date and no further action was required.

The second provider was required to undertake enquiries of its own high-risk suppliers, and raise awareness within its own business regarding modern slavery risks. Both of these improvement activities have been designated a review date of 30 July 2022, at which time Gold Fields will assess whether the provider has complied with its Supplier Action Plan.

(ii) Maintenance Services:

This review was also limited to our top three providers. The providers were well prepared in their responses and no further investigations or actions were required.

It also committed to working with one of its major mining services providers to complete a first-pass due diligence process.

Human Rights Energy and Resources Collaborative (HRREC)

In 2021, the HRREC established several working groups to focus on the following key areas:

- **Shipping:** Safeguarding seafarers' rights in line with the Sustainable Shipping Initiative Code of Conduct
- **Remedy:** Establishing a remediation protocol for use by HRREC members, outlining the actions companies may take to provide or facilitate remedy in situations where they have caused, contributed to, or are directly linked to modern slavery
- **Audit:** Aiming to:
 - improve efficiencies and reduce duplication and costs associated with supplier audits for modern slavery and related human rights risks
 - agree common messaging to suppliers and enhance industry leverage
 - share knowledge of relevant audit findings and approach
 - support suppliers through change management

Gold Fields has continued to participate in consideration by the Group of a standardised due diligence platform, noting that no consensus has been reached to date, with organisations moving forward with their own assessments and selections.

Human Rights e-learning modules

In 2021, Gold Fields rolled out a series of mandatory human rights e-learning modules across the corporate Group (including Australia). These modules, which contained region-specific content, aimed to equip all Gold Fields employees with a foundational understanding of human rights, and how those rights impact the organisation and its stakeholders. The modern slavery component of this package supplements existing training provided to certain employees in the Australian region and aims to build the capacity to uphold these rights.



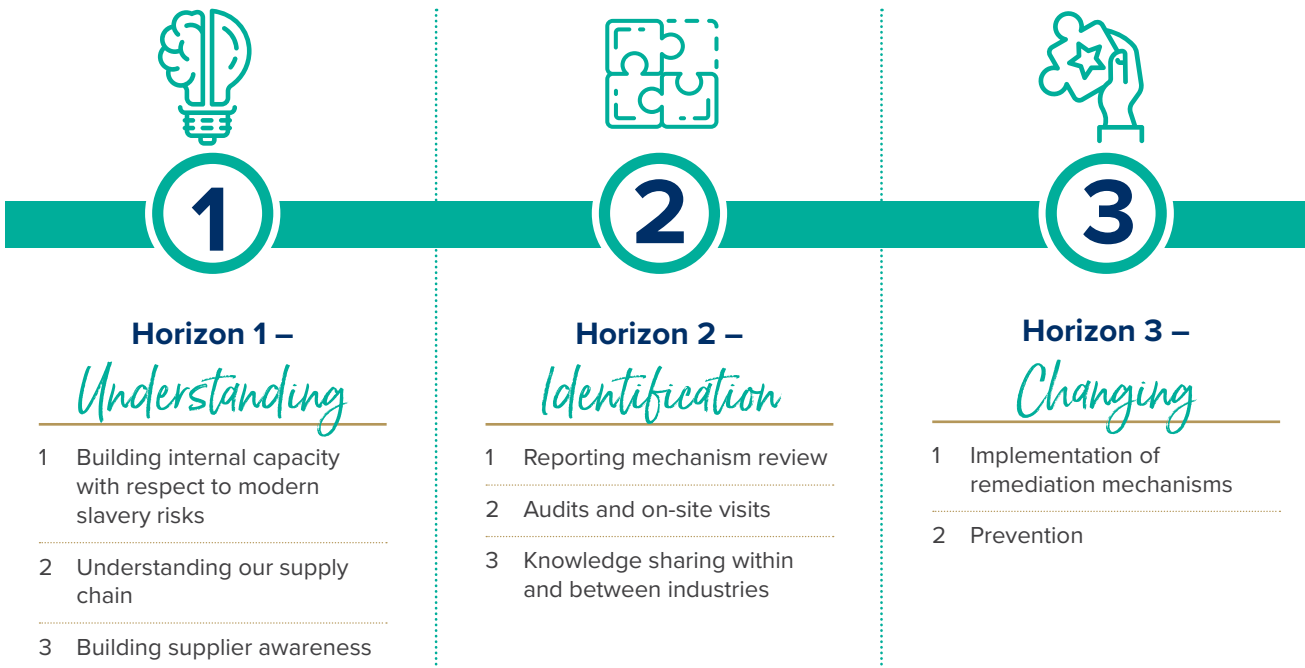


Looking ahead: 2022 AND BEYOND PLANNED ACTIONS

Roadmap

Our modern slavery roadmap contemplates three horizons – (i) understanding the risk; (ii) issue identification; and (iii) changing the landscape through the remediation and elimination of identified issues.

The areas of focus contemplated within each of the horizons are as follows:



While our activities at this stage are predominantly focused on Horizon 1, as we build internal capacity and develop a greater understanding of our supply chain beyond our direct suppliers, we will progressively ‘layer-on’ Horizon 2 activities. Given the nature of the risks, there will always be foundational activities required, recognising the issues associated with staff and supplier turnover.

2022

Key focus areas:

- Launch a new cloud-based supplier sustainability platform (i365)
- Integration of existing supplier due-diligence data and implementation at the vendor onboarding stage
- Prioritisation of detailed due diligence and supplier meetings based on the i365 risk heat map
- Procurement Policy review to address risks associated with human rights and modern slavery
- Implementation of a remediation action plan (based on HRREC document or otherwise)
- Development of measurement targets

2023

- Further category and risk-based due diligence – focus on tier 2 of the supply chain
- Development of eLearning module/s (internal/ external)
- Conduct mapping of existing grievance mechanisms to address human rights based on best practice
- Conduct first onshore supplier audits





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.



GOLD FIELDS

Our Purpose

Creating enduring value
beyond mining



safety



integrity



respect



responsibility



innovation



collaborative
delivery

Australian Corporate Office:
Level 4, 235 St Georges Terrace
Perth WA 6000

