



GOLD FIELDS

CODE OF CONDUCT FAQs

Question 1:

Why does Gold Fields have a Code of Conduct?

Our Code is a collection of core values, principles and rules on what is and is not acceptable or expected behaviour. It guides our behaviour and conduct in our daily activities, and interactions with colleagues, and people external to Gold Fields. The Code also governs our decisions, offering direction to protect our professionalism, reputation and corporate citizenship. Together with other governance initiatives in Gold Fields, the Code is an attribute to our culture and supports our vision and mission.

Question 2:

To whom does the Code apply?

The Code applies to you, your colleagues, the directors and all external people in our value chain, such as suppliers, contractors and business partners. Internally, we all need to adhere to the values, principles and rules. Externally, our third parties are contracted to adhere to the Code's principles.

Question 3:

What does the Code mean for me?

Our Code offers guidance and direction for our behaviour, conduct, decision-making and interactions with others, so by adhering to the Code and making its principles and rules part of our daily life, we protect our own and Gold Fields' professionalism and reputation. This protection has value in business transactions, negotiations and fulfilling our roles and responsibilities in the organisation. The Code also offers us protection to speak-up within our teams when we see others transgress the Code, which allows us to foster the Gold Fields culture in everything we do.

Question 4:

What can happen if I do not adhere to the Code?

One of the biggest consequences of not adhering to the Code and applying the values, principles and rules in our conduct and decision making, is the damage it can cause to the reputation of Gold Fields, and to you. If your actions, behaviour or conduct go against the Code, the organisation can bring disciplinary measures against you, which may result in dismissal. The Code covers many topics and explains measures that the company can take according to the seriousness of the transgression. If you are aware of unethical behaviour or misconduct by a colleague and you do not speak up, you may be implicated in the misconduct when it becomes known.

Question 5:

Does the Code tell me about behaviour and conduct that is, and is not acceptable?

Yes. The Code is your ethical compass. It covers many topics and gives practical guidance on acceptable behaviour and conduct. For each topic, the Code explains if there are any approval or declaration requirements. For example – the Code will guide you on how to handle a gift, received from a supplier, with clear rules on what you may accept, if you need approval, and how to declare the gift to management. The Legal & Compliance team is the Code's custodian and is always available to help you understand and operate according to the Code.

Our people are encouraged to know and understand the Gold Fields Code of Conduct. View the full document [here](#).

