



GOLD FIELDS

PROTECTION OF PERSONAL INFORMATION (POPI) ACT FAQs

Question 1:

What is the POPI Act intended to achieve?

The Protection of Personal Information (POPI) Act is a law due to come into effect in 2020, that is intended to protect people's personal information, processed by public and private entities. This protection relates to how an individual's personal information may be used by a company, and how it should be stored and protected to prevent unauthorised access and use. Amongst other rights it affords individuals, it means that companies can be prevented from using any personal details they have of yours, to send you unsolicited information.

Question 2:

Which companies are required to comply with the POPI Act?

Nowadays just about every entity we deal with – from financial and telecommunications service providers, to gyms and online subscription services—retains our personal information. As an employer, South Deep Mine also maintains a record of its employees' personal information. Any company that stores data related to people, be they current, past or prospective employees or contractors, clients or suppliers, is required to comply with the requirements of the Act

Question 3:

What is considered personal information?

In terms of the Act, personal information is any data that can be used to identify someone. This would include names and identification numbers, contact details, biometric information, physical and mental health conditions, personal views, education, health, union affiliation, financial, criminal and

employment history, to list just some examples. In the case of the people it hires, the company is within its rights to request this information, but consent must be granted by the individual to allow the company to use it in an agreed and transparent manner, if relevant.

Question 4:

Is Gold Fields compliant with the POPI Act?

In response to the POPI Act and similar Acts specific to different jurisdictions, Gold Fields has developed a Group Policy Statement regarding Data Protection and Privacy. This document details the various ways in which Gold Fields may process personal information in fulfilling its human resources obligations, and the rights and responsibilities of the individuals whose information is stored by the company. Compliance with the POPI Act is a process, and part of this process is to secure the consent of each person on the company's database, to use their personal information only in the manner outlined in the Group Policy Statement, and according to the stated purpose. We therefore request your cooperation in becoming familiar with the Policy and using one of the channels we have introduced to personally provide your informed consent.

Question 5:

What happens if I do not want to provide consent and, once provided, how does one withdraw consent?

Withholding consent may impact the efficient and consistent administration of your employment life cycle at South Deep. At any point in time, you can withdraw your consent by engaging with our Human Resources department.



safety



integrity



respect



responsibility



innovation



delivery