



**GOLD FIELDS**

## **GROUP POLICY STATEMENT HUMAN RIGHTS**

Gold Fields strives to ensure that every person within the Group respects and upholds the fundamental human rights and freedoms listed below in respect of our stakeholders:

- human dignity;
- not be subject to any form of unfair discrimination or harassment;
- fair treatment (subject to considerations of affirming previously disadvantaged groups);
- freedom and security of person;
- not be subjected to human-trafficking, slavery, servitude, and forced labour;
- freedom of conscience, religion, sexual orientation, thought, belief, opinion, and cultural heritage;
- freedom of expression (subject to considerations of confidentiality and the prohibition of hate speech and incitement to cause harm);
- peacefully assemble;
- freedom of association and collective bargaining;
- make political choices and to exercise those rights outside of working hours;
- freedom of movement including the minimisation of involuntary resettlement (subject to fair compensation where the latter is unavoidable);
- fair labour practices;
- not be employed if you are a child;
- not be arbitrarily deprived of property or possessions;
- freely participate in the cultural life of your choice;
- lawful, reasonable, and fair action; and
- not be subjected to arbitrary arrest or detention.

We at Gold Fields support the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights and the Voluntary Principles on Security and Human Rights. Specifically, in addition to other Gold Fields policy commitments, we will:

- encourage diversity and inclusivity in our workplaces;
- respect the human rights and interests, cultures and customs of communities surrounding our mining activities;
- provide training and guidance for all relevant staff, including security staff and contractors;
- undertake human rights due diligence;
- provide site-level grievance mechanisms for our workforce and communities; and
- work to raise awareness of human rights issues with our vendors and collaborate with them to address identified concerns.

Everyone working for Gold Fields plays a role in respecting these fundamental rights by:

- integrating the respect for human rights into everyday practice; and
- adhering to this Group Human Rights Policy Statement.

Chris Griffith

Chief Executive Officer

4 May 2021

Date

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