

Data Protection & Privacy Consent Statement

for external Stakeholders

Stakeholders represented by an authorised person(s)

I, the undersigned, and duly authorised, represent the below referenced entity/group/association (“collective body”) and engage with Gold Fields, together with other colleagues, under the ambit of engagement, the contractual agreement, where applicable, or in terms of the relationship between the parties.

To the extent that processing is not permitted or justified under any other applicable laws without my consent, I hereby give consent for Gold Fields to process the personal information, as defined in the Protection of Personal Information Act, 4 of 2013 (POPIA), of the referenced collective body, warrant that the collective body has obtained the required consent for the processing of personal information of persons employed by, or associated with the collective body engaging with Gold Fields.

All other stakeholders

I, the undersigned engage with Gold Fields, under the ambit of the contractual agreement, where applicable, or in terms of the relationship between the parties.

To the extent that processing is not permitted or justified under any other applicable laws without my consent, I hereby give consent for Gold Fields to process my personal information, as well as the information of my entity, if applicable, as defined in the Protection of Personal Information Act, 4 of 2013 (POPIA) for the furtherance of the agreement, where applicable and / or the relationship between the parties.

I understand that the processing of personal information is to embark on, or perform on a contractual agreement, continue with the business relationship, and/or engagements between the parties, and that personal information will only be processed in order to give effect thereto. I understand that this consent will remain in effect until such time as it is specifically withdrawn by me, or a succeeding signatory, where applicable, and that it supplements any other consent given.

<input type="checkbox"/>	I give consent	<input type="checkbox"/>	I do not give consent
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I confirm that I have read and understood the attached Gold Fields Data Protection and Privacy Statement for external Stakeholders (“Statement”). Should I have any question in relation to the Statement, or this Consent Statement, or would like more information relating to your personal data and how Gold Fields processes it, I shall engage with the applicable Information Officer.

Corporate Office (Gold Fields Group Services):

InformationOfficer_ZA_CO@goldfields.com

South Deep JV (Gold Fields Operations Ltd and GFI Joint Venture Holdings Pty Ltd):

InformationOfficer_ZA_SD@goldfields.com

Signed on this ____ day of _____ 2021.

Surname	Signature	
Full Names		
for Collective Body (Name)		



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Data Protection and Privacy Statement

for external Stakeholders

Territorial Scope

Gold Fields Limited is a multi-national organisation. As a result, we are subject to different data protection and privacy obligations in the jurisdictions where we have a presence. The intent of this Policy Statement is to meet our transparency obligations in those places, including in the EU under the General Data Protection Regulation 2016/279 (“GDPR”).

Processing your Personal Data

Each entity within the Gold Fields Group of companies, (“Gold Fields”) takes its obligations with regards to data protection and the privacy of all our stakeholders extremely seriously. Protecting your personal data has and will always be important to Gold Fields. We are committed to being transparent about how we **process** (which includes to collect, receive, process, migrate, record, organise, collate, store, update, modify, retrieve, alter, consult, use, disseminate, transmit, distribute, merge, link, block, degrade, erase, destroy and/or transfer) your personal data, and to ensure that we act lawfully in processing your personal data.

In this Policy Statement, **personal data** means any information that Gold Fields processes, which relates to you and is identifiable as your personal data, or to data of the entity you work for. This may include a range of information, including personal details such as your name, title, position, contact number, legal entity, banking details, address details, identification and/or passport number, e-mail address, login information for Gold Fields ICT applications and systems, legal entity registration number, etc.

Gold Fields also processes **sensitive or special category data**. This is a subset of personal data given additional protections by many data protection laws around the world and it includes information relating to race, religious beliefs, trade union membership, biometric information and health or medical information.

Processing Purpose

Gold Fields is committed to processing your personal data in a lawful, relevant and transparent manner. Accordingly, we process your personal data for purposes relating to our relationship and subsequent agreement with you, where applicable. This includes the following:

- Awareness, communication and to promote organisational consciousness;
- surveying and benchmarking;
- administration and remuneration, including on-boarding;
- conduct health & safety training;
- contractual agreement and performance management, etc.
- governance and regulatory reporting, or otherwise, as required by applicable law and satisfaction of applicable legal or regulatory requirements;
- internal and/or external audit review and assurance;
- responding to requests and enquiries from, and other communications with stakeholders;



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- 🔒 meeting our corporate social responsibility objectives;
- 🔒 to enable a transfer to a potential buyer, transferee, merger partner or seller and their advisers in connection with an actual or potential transfer or merger of part or all of Goldfields' business or assets, or any associated rights or interests, or to acquire a business or enter into a merger with it; and/or
- 🔒 allocation, access to and administration of company assets, security and access control.

Gold Fields is required to inform you about the grounds under the applicable law that permit us to process your personal data. Those grounds are:

- 🔒 processing as it relates to and is necessitated by the performance of a contract with you or to take pre-contractual steps at your request; and
- 🔒 processing for compliance with legal or regulatory obligations to which Gold Fields is subject; and/or
- 🔒 to protect Gold Fields' legitimate interest and does not unduly affect your interests or fundamental rights and freedoms;
- 🔒 the processing is necessary to protect the vital interests of the relevant individual or of another natural person;
- 🔒 the processing is necessary for the establishment, exercise or defence of legal claims;
- 🔒 the processing is necessary for the performance of a task carried out in the public interest to the extent permitted by law;
- 🔒 the processing is necessary to carry out our obligations under the contractual agreement, social security or social protection law; and/or
- 🔒 in some limited cases, where we have obtained your prior consent.

To the extent that we process any sensitive personal information relating to you for any of the purposes outlined above, we will do so because either: (1) you have given us your explicit consent to process that information; (2) the processing is necessary for reasons of substantial public interest on the basis of applicable law; (3) the processing is necessary to carry out our obligations under employment, social security or social protection law; (4) the processing is necessary for the establishment, exercise or defence of legal claims; or (5) you have made the information manifestly public.

Cross Border Transfer of your Personal Data

From time-to-time Gold Fields may also be required to transfer your personal data. Transfers may be-

- 🔒 within Gold Fields;
- 🔒 to a potential buyer, transferee, merger partner or seller and their advisers in connection with an actual or potential transfer or merger of part or all of Gold Fields business or assets, or any associated rights or interests, or to acquire a business or enter into a merger with it;
- 🔒 to any national and/or international regulatory or enforcement body or court or other form of tribunal where we are required to do so by applicable law or regulation or at their request;
- 🔒 to service providers (located either in the country where you are based or in another country), with whom Gold Fields has robust contractual agreements in place;
- 🔒 to our SAP service providers, located in abroad; and/or
- 🔒 to such other countries as we may notify to you by means of project/ initiative specific awareness communication.

Gold Fields will review and validate the in-country data protection and privacy framework related to cross border transfers and where necessary, put in place data transfer agreements based on standard contractual clauses.

Retaining your Personal Data

We retain personal data for as long as necessary to fulfil the purpose for which it was collected or to comply with legal, regulatory or internal policy requirements. In general, although there may be limited exceptions:



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- personal data is kept as per the requirements of in-country laws and regulations, although we may continue to keep such personal data for a longer time if we have obtained your consent to do so;
- If Gold Fields has used a record of your personal information to make a decision about you as a data subject, we retain the record for such period as may be required or prescribed by law; or
- if there is no law prescribing a retention period, retain the record for a period which will afford you a reasonable opportunity, taking all considerations relating to the use of the personal information into account, to request access to the record;
- personal data relating to stakeholders with whom we no longer have a contractual agreement per the requirements of in-country laws and regulations, from the date when their entitlements cease, unless we are requested to delete such personal data earlier.

Gold Fields will restrict processing of your personal information if its accuracy is contested by yourself, for a period enabling Gold Fields to verify the accuracy of the information, we no longer need the personal information for achieving the purpose for which the information was collected or subsequently processed, but it has to be maintained for purposes of proof, the processing is unlawful and you opposed its destruction or deletion and requests the restriction of its use instead; or you requested to transmit the personal data into another automated processing system.

Protecting your Personal Data

Gold Fields secures the integrity and confidentiality of your personal information in our possession or under our control by taking appropriate, reasonable technical and organisational measures to prevent loss of, damage to or unauthorised destruction of personal information; and unlawful access to or processing of personal information. We have measures in place to identify all reasonably foreseeable internal and external risks to personal information in our possession or under our control and has established and maintains appropriate safeguards against the risks identified. Furthermore, we ensure that the safeguards are continually updated in response to new risks or deficiencies in previously implemented safeguards. Also, Gold Fields has due regard to generally accepted information security practices and procedures which apply to us or be required in terms of specific industry or professional rules and regulations.

Information processed by any third party will always be with Gold Fields' knowledge or authorisation, ensuring the personal information which comes to their knowledge is treated as confidential. A contractual agreement between Gold Fields and the third party further ensures that the third party establishes and maintains the security measures, as applicable to Gold Fields and notifies Gold Fields where there are reasonable grounds to believe that the personal information has been accessed or acquired by any unauthorised person.

Your Rights

As a Stakeholder, you have several rights under applicable law. These may include the right to –

- 🔒 be informed of any data breach of your personal data that creates a risk that could be harmful to you;
- 🔒 withdraw your consent;
- 🔒 receive communications relating to the processing of your personal data in a concise, transparent, intelligible and easily accessible form, using clear and plain language;
- 🔒 access your personal data;
- 🔒 request the deletion of personal data (subject to obligations imposed by law that Gold Fields needs to adhere to for recording, retention and retrieval);
- 🔒 object to how we process or restrict our processing of your personal data;
- 🔒 rectify inaccurate personal data; and
- 🔒 file a complaint with the Information Regulator.



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We will honour any requests as required under applicable data protection laws and rules but the rights set out above are not absolute; they do not always apply and exemptions may be engaged. If we do not comply with your request, we will explain the reason.

You acknowledge that, in the rare circumstances that we ask for your consent to process your personal data that consent is not mandatory, but by not giving the required consent, the efficient and consistent administration of the contractual agreement may be impacted.

Your Responsibility

As a Stakeholder, you are responsible for the accuracy and completeness of your personal data that you have provided to Gold Fields. The quality of information ensures that both Gold Fields and you derive maximum value from the use of your personal data, for the purposes of our relationship, the contractual agreements and the execution of obligations in terms of the contractual agreement. Please ensure that you keep your personal data, accurate and up-to-date.

Assistance

Should you have any question in relation to this Policy Statement, or would like more information relating to your personal data and how Gold Fields processes it, you are more than welcome to engage with your liaison in the applicable Gold Fields procurement-team.

Any person may submit a complaint to Gold Fields, or the Regulator, in the prescribed manner and form, alleging interference with the protection of your personal information. Any complaint to Gold Fields can be directed to the applicable Information Officer:

Corporate Office (Gold Fields Group Services):

InformationOfficer_ZA_CO@goldfields.com

South Deep JV (Gold Fields Operations Ltd and GFI Joint Venture Holdings Pty Ltd):

InformationOfficer_ZA_SD@goldfields.com

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