

The *attributes* of the Gold Fields Way



GOLD FIELDS

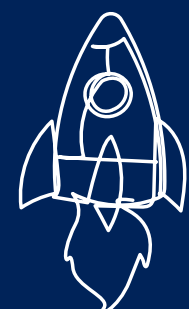
Culture is built first and foremost by the way people behave. The 10 Culture Attributes describe behaviours we all need to display to bring our aspirational culture to life.



COLLABORATIVE

We deliver together, connecting seamlessly across our business

We align and work together smoothly across teams, functions and regions to deliver the best possible outcomes.



EMPOWERED

Our culture of participation and ownership allows us to thrive together

Our people are truly empowered to speak up and act with individual autonomy; management encourages and listens to ideas from everyone. We take shared ownership for our future success.



VISIONARY

We are a forward-looking, courageous and inspiring place to work

We are strategic and purposeful in our thinking. We are ambitious and courageous in making the decisions to shape our future.



CARING

We have a culture of deep care, respect and empathy

Care runs deep in our culture. People truly feel they matter. With respect and empathy, we build positive working relationships and psychological safety. People are eager and happy to come to work.



FAIR

Our culture is built on fairness and trust

Our ethics and values are 'lived' daily, we embrace diversity, equity and inclusion. We act fairly in everything we do.



SAFETY

We take care of each other every day

We each take personal responsibility to ensure we are all safe and healthy at work every day. Gold Fields is a safe place to work.



EFFICIENCY

Efficiency is fueled by our agility, smart processes and technology

Our people, processes and technology work effectively together. We respond nimbly to change and pivot as needed. We are resilient in the face of challenges and setbacks.



LEARNING

Learning and innovation is at the heart of our culture

With a learning mindset we are adaptive and open, we embrace digital innovation, encourage creativity and stay open to new and different ideas in the spirit of continuous improvement.



PARTNERING

We actively engage and collaborate with our business partners and stakeholders to build value-adding and trusted relationships

We are a trusted and valued mining partner; we build strong relationships with our business partners and stakeholders, based on trust, honesty and frequent engagement.



RESULTS-FOCUSED

We focus on achieving superior results together

In pursuit of excellence, we deliver quality work and tenaciously deliver on our commitments.

#Stronger Together

