

ICMM's Mining Principles

Josephine Robertson
Manager

ICMM Members



ICMM brings together a third of the mining and metals sector to drive leadership, action, and innovation. Members set the standard for responsibly produced minerals and metals in a safe, just and sustainable world.



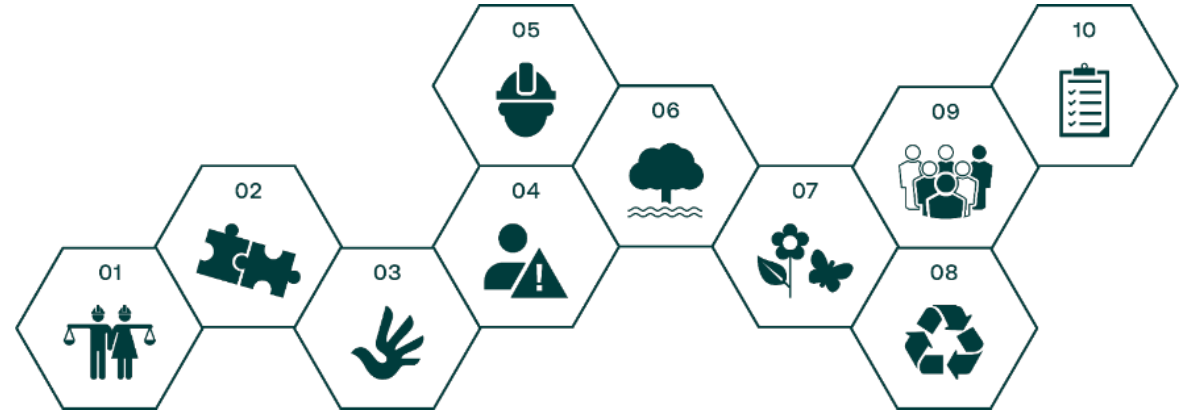
In addition to company members, we count over 40 national and commodity associations as members, each of which share our commitment to responsible and sustainable mining practices.

By working together, we hope to achieve a positive impact on our wider industry that enhance the contribution of mining and metals to sustainable development. This embodies our purpose of providing leadership through collaboration.



What are they?

- ICMM's Mining Principles **define good practice environmental, social and governance requirements** for the industry through a comprehensive set of performance expectations.



- Implementation is supported by **robust site-level validation, transparent disclosure** of the outcomes and **credible assurance** of corporate sustainability reports.
- ICMM's Mining Principles are a **condition of membership** for company members. Applying to more than 650 assets in over 50 countries, ICMM's Mining Principles seek to improve **performance improvements at scale**.

Why do they matter?

- Until now, ICMM's Mining Principles have been our core proposition to stakeholders, and the embodiment of our leadership proposition. Conformance with the Principles is a condition of membership.
- With Consolidation, that proposition will change to the Consolidated Standard, which incorporates the Mining Principles

Membership requirements



ICMM's Mining Principles respond to evolving societal expectations of the mining and metals industry.



Environmental, Social, and Governance requirements for company members through a comprehensive set of **performance expectations** and related **position statements**.

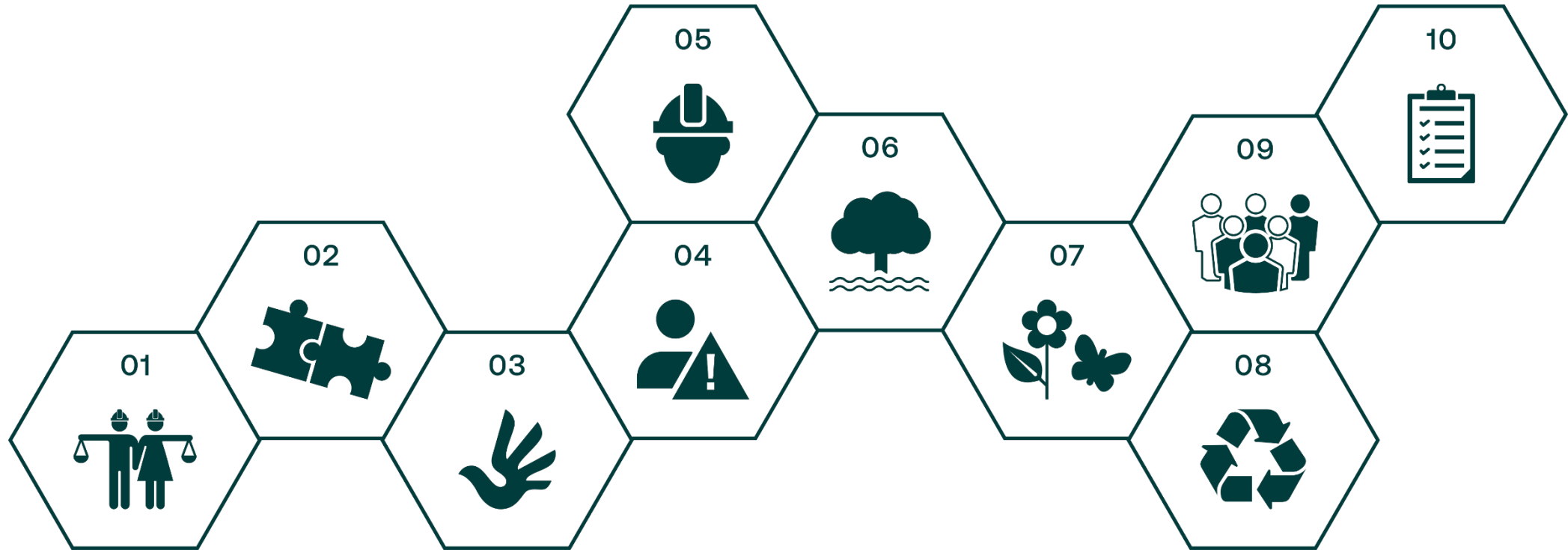


Supported by **assurance** of corporate sustainability reports, and **robust site-level validation** of Performance Expectations.



Apply to **650 assets** in **50 countries**: driving performance **at scale**.

The Mining Principles



1. Ethical Business
2. Decision Making
3. Human Rights
4. Risk Management

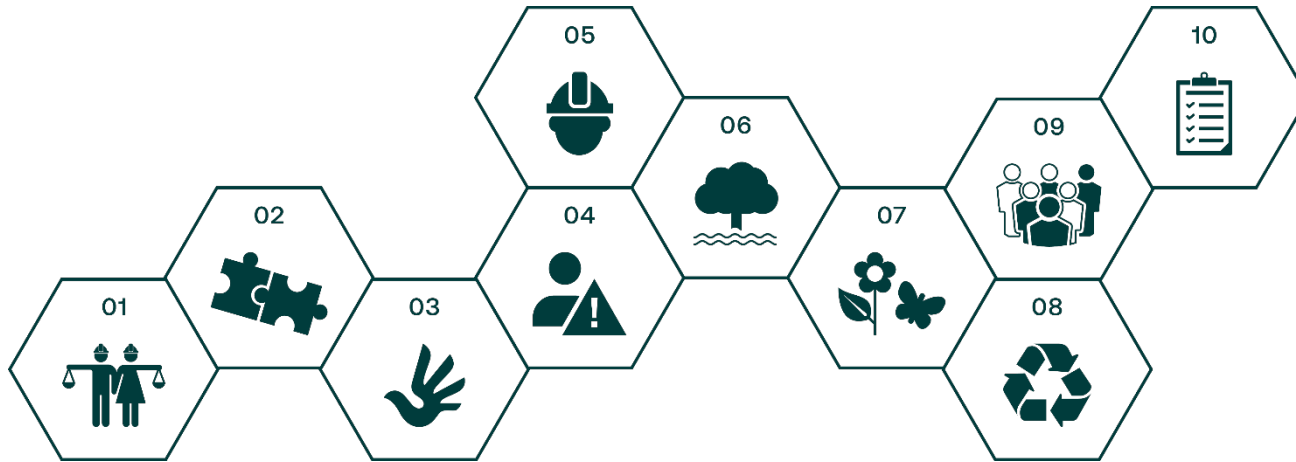
5. Health and Safety
6. Environmental Performance
7. Conservation of Biodiversity

8. Responsible Production
9. Social Performance
10. Stakeholder Engagement

ICMM's Mining Principles (cont.)



10 PRINCIPLES: Responding to societal expectations of responsible mining.



1. Ethical Business
2. Decision Making
3. Human Rights
4. Risk Management
5. Health and Safety
6. Environmental Performance
7. Conservation of Biodiversity
8. Responsible Production
9. Social Performance
10. Stakeholder Engagement

39 PERFORMANCE EXPECTATIONS: Defining good practice ESG requirements.

9 POSITION STATEMENTS: Responding to specific issues of concern where more detailed responses are needed.





Annual assurance of corporate sustainability reporting:

1. **Alignment of policies and procedures** to ICMM MPs + corporate elements of PEs
2. **Identification** of material sustainability risks and opportunities
3. **Management** of material issues
4. **Reported performance** against material issues
5. **Linkage to prioritisation for validation**

Plus requirement to report in accordance with **GRI Standards**

Site-level validation & public disclosure



Performance at the individual asset level:

1. **Self-assessments** complete at all sites
2. **Prioritisation** of assets for third-party validation and disclosure of criteria
3. **Third-party validation** carried out on prioritised assets, including site visits where needed
4. **Public disclosure** of the results of both self-assessments & third-party validation in sustainability reports

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ICMM'S MINING PRINCIPLES AND PERFORMANCE EXPECTATIONS	GOLD FIELDS COMMENTS	CORPORATE	CERRO CORONA	AGNEW	GRANNY SMITH	GRUYERE	ST IVES	SOUTH DEEP	DAMANG	TARKWA	EXTERNAL VALIDATION 2021 - 2023
PRINCIPLE 1: Apply ethical business practices and sound systems of corporate governance and transparency to support sustainable development.											
1.1: Establish systems to maintain compliance with applicable law	Our strategy and approach to legal compliance is addressed in our Group Governance & Compliance Framework. This is aligned with the King IV Report on Corporate Governance. Assets comply through a supporting management guideline utilising our Group Governance & Compliance Portal. Gold Fields' Code of Conduct and various levels of assurance programmes, including Internal Audit Plans for the Group and assets and Independent Assurance and Reviews further support implementation. These systems and processes are applied at Corporate and asset level. All assets are certified to ISO 14001 environmental and ISO 45001 safety management systems. These management systems include the identification and management of related legal compliance obligations.	●	●	●	●	●	●	●	●	●	Corporate and all assets externally validated
1.2: Implement policies and practices to prevent bribery, corruption and to publicly disclose facilitation payments	Gold Fields' Anti-Bribery and Corruption (ABC) Framework addresses our strategy and approach to prevent bribery and corruption. Assets comply through a management guideline utilising our Group Governance & Compliance Portal, which includes a dedicated Code of Conduct Gateway, ABC Policy and Group Whistle Blowing Policy. Our Code of Conduct covers internal obligations to ensure the Group's focus on anti-bribery and corruption controls. The Code of Conduct prohibits facilitation payments and requires the reporting of bribery attempts and identification of the Political Exposed Persons. Internal Audit and SOX Controls support verification of the implementation of these policies and practices at an asset level.	●	●	●	●	●	●	●	●	●	Corporate and all assets externally validated
1.3: Implement policies and standards consistent with the ICMM policy framework	We implement and disclose our policies, guidelines, standards, and other aligned practices in our Integrated Annual Report and/or on our website. Gold Fields conduct an annual self assessment against our conformance to the ICMM policy framework and standards.	●	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Corporate externally validated



Our Mining Principles remain the bedrock of our membership commitments



— ICMM's Mining Principles define good practice environmental, social and governance performance expectations for the mining and metals industry.

— Implementation is supported by robust site-level validation; credible assurance and transparent disclosure.

— ICMM's Mining Principles seek to improve environmental, social and governance performance at scale.

Consolidated Mining Standard Initiative (CMSI)



ICMM, The Copper Mark, Mining Association of Canada (MAC), and World Gold Council (WGC) are working together to develop the Consolidated Mining Standard Initiative (CMSI).

- The CMSI brings together the best aspects of their four, well established responsible mining standards into one, global standard and independent oversight system with multi-stakeholder participation to drive performance improvement at scale.
- The CMSI aims to simplify the current upstream mining standards landscape, promote continual improvement of responsible mining practices along individual metals' value chains, and address stakeholder/societal demands for responsibly produced materials.

The new standard has been designed to:

- Be implemented by mining companies of all sizes, across all locations and all commodities that are committed to responsible mining practices.
- Set a clear benchmark on what good looks like for the industry.

Next steps:

- The CMSI is currently being finalised.
- Once finalised, the Standard is expected to be adopted by existing members of ICMM, WGC, MAC and participants of The Copper Mark.



ICMM

Mining with
Principles

