



GOLD FIELDS



Creating enduring value
beyond mining

2024

**Executive Summary
Sustainability Report
Gold Fields in Peru**

To our stakeholders
(GRI 2-22)

I'm pleased to present our Sustainability Report for the year 2024, an annual publication detailing the highlights of our management. This report, like in previous years, has been prepared with metrics aligned to the United Nations Sustainable Development Goals, the ICMM Sustainable Development Framework, the 10 Principles of the Global Compact, and our own environmental, social, and governance indicators.

In 2024, our team in Peru successfully overcame significant challenges as we began a new phase in our operations. We are proud to present our main achievements and results:

In terms of operational performance and innovation, we achieved a production of 87,590.40 ounces of gold (Au) and 22,268.16 tons of copper (Cu), totaling 172,545.6 gold equivalent ounces (Au). Additionally, we presented 576 efficiency and innovation initiatives, of which over 300 were implemented, generating an economic benefit of more than S/ 12 million.

Regarding our economic contribution, we contributed over S/ 100 million in mining royalties, taxes, and other levies for the Cajamarca Region and the Hualgayoc Province. We also focused on consolidating and maintaining our responsible supply chain: we procured goods and services from local companies for over S/. 100 million, creating opportunities for 166 local businesses. Furthermore, we reported a 29.90% local employment rate, with a workforce of over 600 people in direct and indirect positions at Cerro Corona and more than 250 in non-mining jobs outside of our operation.

In terms of diversity and inclusion, in line with our Group's priority for 2030, we achieved that 27.7% of our workforce is composed of women, with 11.6% in leadership positions.

Aligned with our core value of "Safety" and our commitment to the comprehensive care of people, we reported zero serious injuries for the fourth consecutive year, achieving a TRIFR of 0.17. Additionally, our Mining Operations and Internal Protection teams marked milestones in our safety history by reaching 2 million and 5.5 million man-hours worked without lost-time accidents, respectively.

In social and community management, we invested over S/. 23 million in direct social investment projects aimed at infrastructure, education, water and sanitation, and health in communities within our direct area of influence (AID).

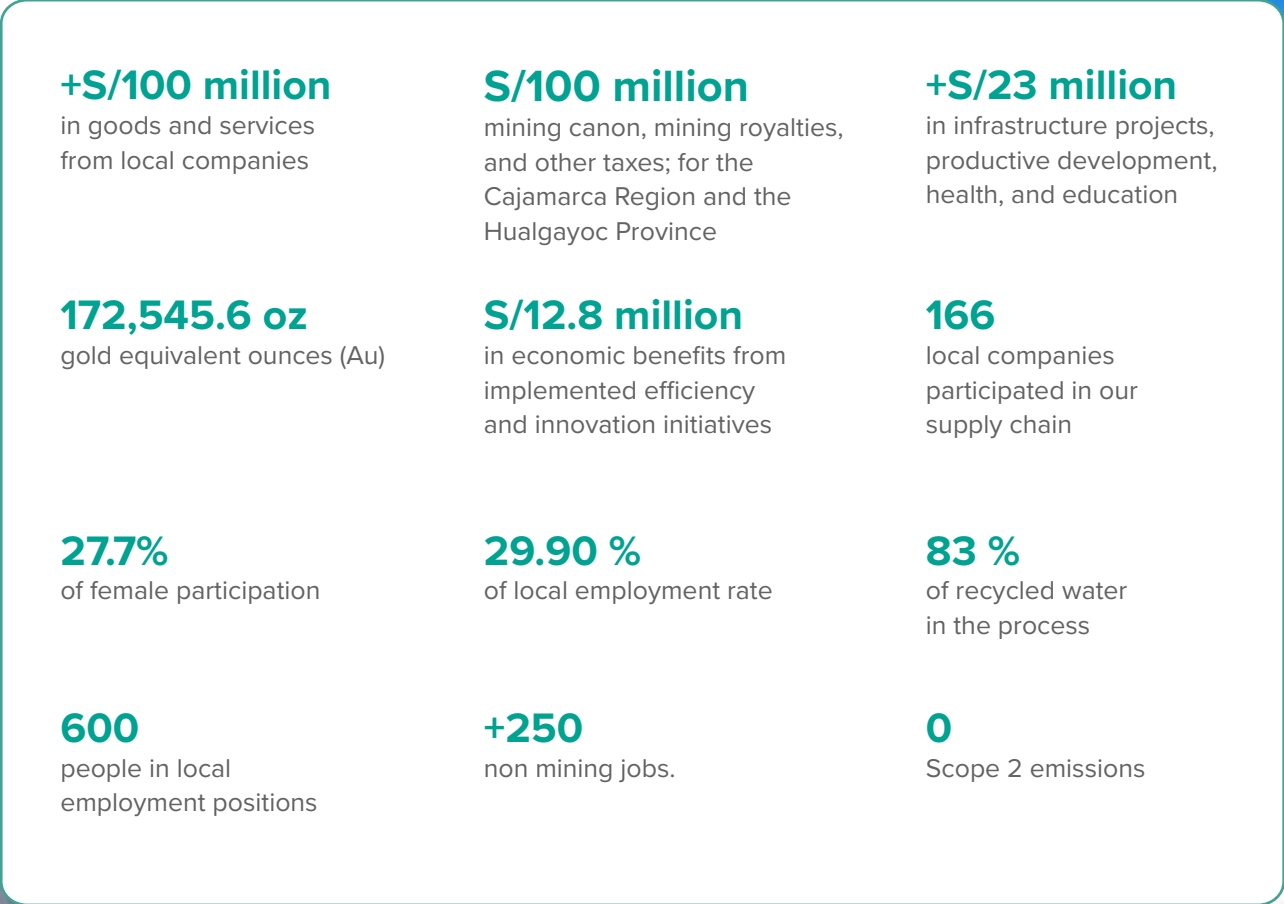
In environmental matters, we again achieved a recycled water percentage of 83%, exceeding our goal of 79%. Our recorded scope 2 emissions amounted to zero, as the energy consumed at Cerro Corona comes from 100% renewable sources.

These are just a few of the recognitions we received in 2024, which fill us with pride and reaffirm our commitment to our stakeholders: driving innovation and excellence in our operations while consolidating our sustainable management in environmental, social, and governance aspects.

Sincerely,

Luis Alberto Rivera Ruiz
Executive Vice President Americas

Our sustainability figures in 2024



Our purpose, vision and values
(GRI 2-22)

In 2024, our actions have been aligned with the purpose of creating lasting value that endures beyond mining. Our vision is to be the most recognized gold mining company for delivering superior sustainable value. For us, this means developing our activities in a safe and responsible manner, minimizing environmental impact, and maximizing benefits for our stakeholders.

We have six values that support our purpose:

Safety	Responsability
Integrity	Innovation
Respect	Collaborative delivery

Our strategy

Our three strategic pillars enable us to fulfill our purpose of creating value that endures beyond mining. Our success is closely tied to the responsible management of our sustainability and our value distribution to key stakeholders. In this regard, specific initiatives for each stakeholder, within the framework of our strategy, contribute to forging a legacy of meaningful long-term value creation.



Pillar 1: Deliver safe, reliable and cost-effective operations.

Pillar 2: Deliver positive social and environmental impact.

Pillar 3: Grow the value and quality of our portfolio of assets.

Advancements of Gold Fields in Peru by pillar of the Group's strategy

Pillar 1	<ul style="list-style-type: none">Zero fatalities and/or serious injuries.Gold Fields in Peru was named the second mining company with the best reputation in Peru (2024) despite the complex context of Cerro Corona, which is rapidly approaching a new and challenging phase.We successfully achieved the implementation of 100% of the Gold Fields Way with all employees and contractors. A key milestone was integrating the value of 'Caring' into our Safety Culture, with specific actions to promote both mental health and critical components of a safe and supportive workplace.
Pillar 2	<ul style="list-style-type: none">Participation of 29.90% of local workers at Cerro Corona, exceeding the corporate target for Host Community Employment by 0.5% (target: 28.5%).Cerro Corona received the second star of the Carbon Footprint Program in Peru, awarded by the Ministry of Environment (Minam) for its outstanding management of Greenhouse Gas (GHG) emissions.During 2024, over 100% compliance with the proposed indicators in the stakeholder engagement plan was achieved.
Pillar 3	<ul style="list-style-type: none">1 brownfield exploration project near the current jurisdiction and 5 greenfield exploration projects.Social assessment in the area of direct and indirect influence of the Nueva Esperanza project has been completed.Social assessment and surface negotiation for exploration have been finalized for the Leónidas and Moquegua projects.Social assessment and world view data acquisition have been completed for the Callatia and Keya projects.

Our priorities for 2030

Safety, health, and environment: Zero fatalities Zero serious injuries Zero major environmental incidents	Decarbonization 50% reduction in absolute emissions and 30% in net emissions from the 2016 baseline (scope 1 and 2) Net zero emissions by 2050
Diversity and Gender 30% female representation	Tailings Management Compliance with the Global Industry Standard on Tailings Management. Reduce the number of active upstream tailings storage facilities (TSF) from 5 to 3.
Value creation for stakeholders 30% of the total value created benefits host communities.Six flagship projects	Water Use 80% of water recycled/reused45% reduction in freshwater usage since the 2018 baseline

Corporate Governance
(GRI 2-9) (GRI 2-10) (GRI 2-11)

Our board consists of a chairman and three directors. Both the chairman and the directors hold executive positions within the organization. The members of the board are elected by the General Shareholders' Meeting of Gold Fields in Peru for a term of three years and can be re-elected indefinitely.

Our corporate policies
(GRI 2-23)

We have corporate policies that guide our individual and collective actions. These are publicly available and can be found on our website.

- Group Diversity Policy
- Anti-bribery and Anti-corruption Policy
- Anti-Money Laundering, Influence Trafficking, and Terrorism Financing Policy
- Personal Data Treatment Policy
- Stakeholder Engagement and Commitment Policy
- Climate Change Policy
- Sustainable Development Policy
- Occupational Health and Safety Policy
- Code of Conduct
- Integrated Occupational Safety, Health, and Environmental Policy
- Water Management Policy
- Regional Human Rights Declaration
- Energy and Carbon Management Policy

World-class standards
(GRI 2-23) (GRI 2-28)

We manage our operations under external standards and indicators of responsible international and sectoral mining practices.

Additionally, we report annually in a transparent manner, providing our stakeholders with the necessary information to assess our performance and understand the challenges we face. To support this commitment, we align our reports with the following standards:

- International Council on Mining and Metals (ICMM)
- World Gold Council
- Global Reporting Initiative
- United Nations Global Compact
- Global Industry Standard on Tailings Management

Sustainability
(GRI 2-22)

We integrate principles of sustainable development into our business strategy and planning, management systems, and decision-making processes with the aim of creating greater value for our stakeholders.

Our objectives in this area are framed within:

1	Conduct our operational activities: <ul style="list-style-type: none">• With transparency and ethics.• With absolute consideration and in compliance with regulatory requirements and obligations linked to industry rules, codes, and standards.• Proactively and with a simultaneous approach to business and social needs.• In alignment with solid corporate governance systems.
2	Respecting human rights, as well as the diversity of interests, cultures, customs, and values of our collaborators, third parties (contractors, suppliers, service providers, and business partners), communities, and other stakeholders within our sphere of influence.
3	Implementing effective risk management strategies and systems that take into account our stakeholders' perceptions of existing risks.
4	Continuously improving our system and performance in occupational health and safety management.
5	Continuously improving our system and performance in environmental management, including aspects such as water management, energy use, climate change, biodiversity, land use planning, and integrated mine closure.
6	Implementing a strategic, consistent, and organization-wide approach to material and supply chain management to generate sustainable value beyond the value of the goods and services acquired.
7	Selling our product to responsible buyers and ensuring that we do not contribute to illegal armed conflicts or violations of international humanitarian law.
8	Continuously improving our social performance and contributing to the socioeconomic and institutional development of the communities and countries where we operate.
9	Establishing proactive, transparent, and open relationships with key stakeholders.
10	Effectively analyzing trends and independently reporting and verifying the company's progress and performance.
11	Raising awareness of Sustainable Development issues among our employees, third parties, communities, and visitors.
12	Periodically reviewing and updating our processes and performance to ensure compliance with these commitments.

Operational Performance and Innovation

Key Milestones 2024

- 1. Achieved a production of 87,590.40 ounces of gold (Au) and 22,268.16 tons of copper (Cu), totaling 172,545.6 gold equivalent ounces (Au).
- 2. Closed 2024 with a TRIFR (Total Recordable Incident Frequency Rate) of 0.17.
- 3. No social or labor stoppages affected production.
- 4. Recorded S/ 12.8 million in economic benefits from implemented efficiency and innovation initiatives.



ODS



ESG priority



Operational performance (GRI 3-3)

During 2024, we aim to increase efficiency in our operations with the following strategic objectives:

Production Indicators

87,590.40
ounces of gold

22,268.16
tonnage of copper

172,545.6
gold equivalent ounces

Optimization of the mine's life until 2030

- During 2024, we achieved the following:
- Approval of the Ninth Amendment to the Environmental Impact Study of Cerro Corona (IX MEIA).
 - In December, the construction of the Water Treatment Plant for the TSF was completed.
 - The basic engineering of the In-Pit TSF reached 97% completion.
 - 100% of the PCB water pumping system was completed.
 - The construction of the 3803 TSF crown channel reached 80% completion.

Innovation for excellence (GRI 3-3)

Our team works to foster an environment and culture that encourages our employees to contribute improvements and innovations in their work areas. The initiatives implemented in 2024 have led to significant improvements in efficiency, costs, and production, resulting in a total economic benefit of S/12 million soles.

Production	<ul style="list-style-type: none">• Optimization of the Mine to Plant circuit, improving the efficiency of mineral transportation and processing.• Automation of the rougher flotation system, optimizing the recovery of Au/Cu.• Implementation of improvements in the gravimetric circuit to maximize gold recovery.
Costs	<ul style="list-style-type: none">• Optimization of energy management through machine learning, reducing energy consumption.• Reduction of ball and lime consumption in the milling process.• Implementation of control for the ball filling level, optimizing the use of materials.
Mine	<ul style="list-style-type: none">• Improvement in production through optimization of operations.• Optimization of the drilling and blasting process with a focus on cost reduction.• Strategic change of the hauling fleet, optimizing performance and operational costs.

Creation of local and national value

Key Milestones 2024

1. Contribution of over 100 million soles in mining royalties, taxes, and other tributes to the Cajamarca Region and the Hualgayoc Province.
2. Acquisition of over S/. 100 million in goods and services from local companies.
3. Opportunities for over 600 individuals in local jobs and more than 250 in non-mining jobs, with a local employment rate of 29.90%.
4. Consumption of goods and services from 166 local companies that participated in our supply chain.



SDG



ESG priority



Local and national economic contribution (GRI 3-3)

We aim to fulfill our commitment to contribute tangibly and significantly to the development of the country, the region, and our areas of influence. For this reason, it is important for us to be transparent about the contributions made in terms of mining royalties, taxes, and others, as well as their distribution in the Cajamarca region.

S/ 165.209,691 mill.
en impuesto a la renta

S/ 82.604,846 mill.
en canon minero

S/ 17.386,033 mill.
en regalías mineras

S/ 15.104,927 mill.
en impuesto especial a la minería

Local employment (GRI 401-1)

29.90 %
local employment generation rate

620
people in local employment positions

254
people in non-mining jobs

Responsible supply chain (GRI 3-3)

S/ 100.721,9 mill.
in local procurement of goods and services

166
local companies participated in our supply chain

Due diligence in our supply chain

It is important that the suppliers and contractors we work with adhere to our Code of Conduct and internal policies, as well as environmental and social standards.

All our suppliers sign a sworn statement that includes the commitment to comply with the U.S. Foreign Corrupt Practices Act (FCPA), as well as with all laws, regulations, statutes, and practices in Peru against corruption, bribery, and money laundering.

We have corporate and local guidelines that transparently guide the management of suppliers, the management of service procurement, and the purchase of goods.

Employee experience, diversity, and inclusion

Key milestones 2024

1. We reported a 27.7% female participation rate, the highest percentage in Peruvian mining.
2. We joined 26 contractor companies to our Pacto BastaYa to continue promoting respectful and violence-free spaces.
3. We established our Respectful Spaces Line, an emotional support channel that addresses situations of sexual harassment, bullying, racism, and discrimination.
4. We initiated a collaborative relationship with the Network of Companies and People with Disabilities (RED) to promote the employment inclusion of people with disabilities.



SDG



ESG priority



Diversity, equity, and inclusion

Our vision of diversity, equity, and inclusion (GRI 3-3) (GRI 405-1)

Our Diversity, Equity, and Inclusion (DEI) strategy is aligned with our Gold Fields Way, promoting a diverse, equitable, and respectful culture. We are committed to continuing to build an environment where all individuals can develop and express themselves freely.

27.7 %

female participation

11.6 %

women in leadership positions

33.9 %

women in core business positions

Políticas y lineamientos

- Diversity, Equity, Inclusion, and Belonging Policy
- Respectful Spaces Policy
- Corporate Sexual Harassment Policy
- Prevention and Sanction Policy for Sexual Harassment
- Investigation and Sanction Procedure for Sexual Harassment

Intergenerational integration and talent development

At Gold Fields, we consolidate our “Community of Young Professionals,” an initiative that arises to honor our purpose of creating value beyond mining. This comprehensive effort aims to raise awareness, motivate, and support the youth of the country in their professional and personal development, contributing to their training and growth.

"Aprendiendo en Familia"

trainee program aimed at the children of our staff, with the goal of promoting the overall well-being of Gold Fields families.

"Protagonistas Mineras"

program that promotes the employability and professional development of female graduates and high school graduates who have chosen careers related to mining, fostering inclusion and female empowerment in the sector.

"Jóvenes Talento"

trainee program for recent graduates and pre-professional interns seeking to start their careers in the mining sector, providing them with the necessary tools for their professional and personal development.

Comprehensive care for people

Key milestones 2024

- 1. For the fourth consecutive year, no serious injuries were recorded, achieving a TRIFR of 0.17.
- 2. We observed a sustained increase in the reporting of near misses (NM) from 52 to 60, representing a 15% increase compared to the previous year.
- 3. We invited 4,149 people to human rights discussions.
- 4. We trained 444 employees in the introductory workshop of the Courageous Leadership program and 1,136 employees in the reinforcement workshop.



SDG



ESG priority



Safety system (GRI 403-3) (GRI 403-6) (GRI 403-8)

Our Integrated System of Safety, Occupational Health, Environment, and Energy (SSYMA) has been developed and certified under the models of international standards:

International certifications

ISO 45001:2018

Occupational Safety and Health Management Systems

ISO 14001:2015

Environmental Management Systems

ISO 50001:2018

Energy Management Systems

Key safety indicators (GRI 403-9)

0.17

TRIFR

0

Serious injuries

60

Non-monetary incidents (NM)

Human rights and security (GRI 3-3) (GRI 410-1)

Our Regional Declaration of Human Rights based on:

- 1. The international principles of the Universal Declaration of Human Rights
- 2. The American Convention on Human Rights
- 3. The Declaration of the International Labour Organization
- 4. The United Nations Global Compact
- 5. The United Nations Guiding Principles on Business and Human Rights
- 6. The Voluntary Principles on Security and Human Rights
- 7. The Gold Fields Ltd. Political Declaration on Human Rights

Mental health care

Our management approach regarding mental health is aligned with the comprehensive program "Wellness 360°: Mind, Body, and Emotion," which promotes the mental, physical, and emotional well-being of employees.

Specialized care for workers and their families

Identification and management of mental health issues

Educational and safety talks

Production and dissemination of audiovisual content

Celebration of Mental Health Day

Awareness talks in operational areas

Social and community management

Key milestones 2024

1. Resolved 100% of all complaints received, increasing since 2020.
2. Allocated over S/. 23 million to infrastructure, productive development, health, and education projects.
3. Built 126 basic sanitation units in La Cuadratura under the Works for Taxes mechanism.



SDG



ESG priority



Management pillars

Policies and guidelines (GRI 3-3)

- Regional Human Rights Declaration
- Corporate Policy on Relationships and Commitment to Stakeholders
- Donations and Sponsorship Policy
- Group Sustainable Development Policy
- Celebration and Subscription of New Social Commitments
- Social Relationship Protocol
- Local Employment Hiring Procedure
- Procedure for Addressing Service Requests and Purchasing Goods from Local Companies
- Complaint and Claim Management Procedure
- Social Commitment Management Procedure

100%

complaint and claim closure rate

88%

commitment fulfillment rate

S/ 23 mill.

investment rate in development projects

Development projects

(GRI 203-1)

Infrastructure

4 road infrastructure projects, sanitation and potable water projects, community development initiatives.

Education

9 education strengthening projects through infrastructure, scholarship distribution, teacher support, learning equipment, etc.

Productivity

5 agriculture and livestock strengthening projects through infrastructure, equipment, sanitation, water harvesting, and planting.

Environmental management and compliance

Key milestones 2024

1. We recorded 0 scope 2 emissions.
2. We recycled 83% of water in our production process.
3. We accounted for 468.6 kg of avoided CO2 emissions.
4. We achieved a 68.39% recovery rate of generated waste.
5. We reached a 65.6% coverage in environmental training for employees.



SDG



ESG priority



Water and tailings management (GRI 3-3) (GRI 303-2) (GRI 303-1)

83 %

percentage of recycled water

2943.34 MI

total water collected

4.18 %

percentage reduction in water consumption

2858.44 MI

rainwater collected

75 %

progress in the implementation of the Early Warning System as part of the Global Standard for Tailings Dams Certification.

1254.05 MI

discharged water

Waste and effluent management (GRI 306-1) (GRI 306-2)

Generation of waste by materials

304.93 tm

recycled metals

Generation of waste by treatment

1130.57 tm

recycled metals

81.79 tm

recycled plastic

700 tm

recycled plastic

43.85 tm

recycled paper and cardboard

430.57 tm

recycled paper and cardboard

700 tm

landfill disposal

700 tm

landfill disposal

Emission management and carbon footprint
(GRI 3-3)

Table of energy consumption by type of source
(GRI 302-1)

17678.00 KI
Diesel

633.43 TJ
Diesel

24.00 KI
Gasoline

0.84 TJ
Gasoline

2.76 KI
Liquefied petroleum gas

153.595.00 MW-h
Electricity consumption

Key indicators
(GRI 305-1) (305-2)

46831.00
direct emissions (Scope 1)

0.00
direct emissions (Scope 2)

46831.00
direct emissions (Scope 1 and 2)

Progress in the Certification Process of the
Global Tailings Standard

In 2024, we achieved 75% progress in the implementation of the Early Warning System:

We updated the Emergency Preparedness and Response Plan, including credible failure scenarios for the tailings dam, considering current Peruvian regulations and the corporate tailings management standard.

We conducted workshops to identify potential risks associated with the tailings dam, involving employees engaged in its operation, in order to establish action plans that mitigate potential risks.

We carried out a field drill in response to a catastrophic event at the tailings dam, with participation from all areas of the company; this allows us to be prepared to act effectively in any contingency and assess the effectiveness of the established plans.

Our recognitions

The International
Renewable Energy
Certificate (iREC)

Recertification for the third consecutive year confirms that the total electricity consumed in our Cerro Corona operation in 2023 resulted in zero greenhouse gas emissions.

Second Star of the
Carbon Footprint
Peru Program

This milestone highlights our performance in managing greenhouse gas (GHG) emissions, reaffirming our commitment to sustainability and environmental protection.

FirstJob

We have been recognized as the number one company for interns in Peru for the second consecutive year. Furthermore, for the second year in a row, we are included in the ranking that highlights the best companies for young professionals under 35 years of age, focusing on learning and development, workplace environment, quality of life, and employee experience.

"Empresa
con Gestión
Sostenible"

We have been recognized for our Sustainable Management in Peru for 12 consecutive years.

Merco Empresas

The Merco Empresas ranking recognized us as the second mining company with the best reputation in the country. Additionally, we are in the top 5 mining companies for best practices in environmental, social, and governance (ESG) aspects. Furthermore, we climbed 4 positions in the sectoral talent ranking, achieving 4th place and ranking 35th in the Top 100, a rise of 25 positions compared to last year.

ISO Certification of
the SSYMA

The Occupational Health and Safety and Environmental Management System of Cerro Corona complies with the requirements of ISO 45001:2018 and ISO 14001:2015 standards, with the certificates renewed for a period of three years.

ProActivo Awards
2024

We achieved third place in the Medium Mining category for our project "Strengthening the Dairy Chain in Hualgayoc," highlighting its positive impact and innovative approach within the community.

DHC International

We are ranked 17th in the Top 50 Companies Committed to Youth in Ibero-America.

American Chamber
of Commerce

We received the AMCHAM applause in recognition of our Community of Young Professionals.

Driving Innovation at Gold Fields



Through our Ingenio program, every employee or team can share ideas and propose improvements in any area of the business. This web-based innovation platform centralizes all proposed and ongoing initiatives, facilitating collaboration and allowing any member of the organization to join projects of interest.

We recognize that while some initiatives may not be immediately implementable, technological evolution can make them viable and cost-effective in the future. Therefore, Ingenio not only drives continuous improvement but also keeps our employees updated with the latest technologies, trends, and best practices in the mining sector.

To encourage participation, each idea is evaluated and rewarded with redeemable incentives, recognizing the effort and creativity of our employees. With Ingenio, we continue to strengthen our culture of innovation and process optimization at Gold Fields.

Cerro Corona reaches significant milestones in safety



Our Mining Operations team, in collaboration with contractor companies, has achieved an extraordinary milestone: 2 million man-hours worked without lost time incidents (LTI) at Cerro Corona.

This was made possible by the commitment of over 770 individuals, including 62 community companies and our contractor partners, who have wholeheartedly embraced our safety culture.

Additionally, our Internal Protection team, in collaboration with two contractor companies, reached another remarkable achievement: 5.5 million man-hours worked without lost time incidents (LTI) at Cerro Corona.

Both accomplishments reaffirm our commitment to safety and demonstrate that with dedication and effort, it is possible to maintain a safe and healthy work environment for everyone. These figures not only represent success in safety but also reflect efficient and responsible management of our operations, reinforcing trust in our policies, processes, and practices.

Community of Young Professionals



Our Community of Young Professionals consists of three programs:

- Aprendiendo en Familia: an internship program aimed at the children of our staff, designed to promote the overall well-being of Gold Fields families.
- Protagonistas Mineras: a program that enhances employability and professional development for female graduates and those with bachelor's degrees who have chosen careers related to mining, promoting inclusion and female empowerment in the sector.
- Jóvenes Talento: an internship program for recent graduates and pre-professional interns looking to start their careers in the mining sector, providing them with the necessary tools for their professional and personal development.

Each member of our community has access to a competitive value proposition in the labor market to build a solid and successful career:

- An environment of overall well-being: we work as one team in inclusive, safe, and respectful settings, always looking out for the well-being of our people.
- Culture of innovation: we support and encourage creative ideas and new ways of working.
- Personalized development: access to our High-Performance Center (CAR), where they can participate in workshops, courses, and discussions with leaders, both virtually and in person.
- Mentorship and support: from day one, mentors are assigned to guide them in achieving challenging goals. They receive constant feedback to enhance their values, competencies, and knowledge.
- Evaluation and growth: our Learning and Development Evaluation plan is focused on comprehensive growth.

Work for taxes



The Peruvian state promotes public-private partnerships to enhance the delivery of quality public infrastructure. This mechanism, called "Works by Taxes," allows private companies to finance and execute public works in exchange for future tax reductions.

Through this mechanism, we successfully built 126 basic sanitation units in the La Cuadratura hamlet, a community within our area of influence.

Additionally, during the year, we initiated the administrative phases of two other rural sanitation projects for the communities of El Tingo and Pílancones, and one for 15 hamlets in Hualgayoc and Bambamarca, aiming to improve water and sanitation services for nearly 70,000 people.

Carbon footprint



Peru is making various efforts to develop a low-carbon economy. The participation of both the public and private sectors is essential for achieving success in this endeavor. Reducing emissions is synonymous with sustainability, lower production costs, increased competitiveness, higher productivity, and improved quality of life for everyone.

At Gold Fields in Peru, we aim to contribute to these efforts through the accurate measurement and management of our carbon footprint. Our goal is to have a standardized report to quantify greenhouse gas (GHG) emissions, ensuring that, by following the methodology proposed by the ISO 14064 standard, the reported GHG emissions accurately represent the main activities of the company for which we would be responsible in the event of a potential carbon tax or a mandatory national program.



GOLD FIELDS