

# MARIKANA RENEWAL



## FACT SHEET

AUGUST 2021

**MARIKANA**  
HONOUR | ENGAGE | CREATE

PHOLO | POISANO | TIRAGATSO

Sibanye-Stillwater continues the journey of collaboration with all stakeholders for the renewal of the communities around our Marikana operation. We believe that by co-creating a shared vision, and delivering tangible and sustainable socio-economic programmes for the benefit of local communities, a new legacy of healing and hope will emerge.

Launched in 2020 by Archbishop Thabo Makgoba under the themes of **honour**, **engage** and **create**, the Marikana renewal process acknowledges the tragedy and its impact, and calls on all stakeholders to work together to rebuild relationships and communities affected by the tragedy around the operations where the injured and deceased employees lived.

**“We can remember the past but now we have to build the future. As we approach the tenth anniversary of Marikana next year, we have to offer a new reality which re-imagines the future of Marikana.”**

*Archbishop Thabo Makgoba*



### Patron of the Marikana renewal

Patron of the Marikana renewal is Thabo Makgoba, the Archbishop of Cape Town and Primate of the Anglican Church of Southern Africa. Our partner in the renewal process is ReimagineSA, a social facilitation organisation which will oversee the process to promote social cohesion by engaging and co-creating with all stakeholders a vision for the renewal of Marikana and related socio-economic development programmes.

See <https://www.reimaginesa.com/> for further information.

### OUR PURPOSE:

Our mining improves lives

**OUR VISION:** Superior value creation for all stakeholders through the responsible mining of our mineral resources



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY

# MARIKANA RENEWAL

**Sibanye-Stillwater's acquisition of Lonmin in June 2019 was a catalyst for the renewal of the communities around the Marikana operations.**

The Marikana renewal seeks not only to address the painful legacy but also to promote healing and provide the socio-economic redress that will secure the long-term future of our stakeholders and the Marikana operation. Sibanye-Stillwater has committed to engaging with stakeholders on a basis of trust and in a manner that promotes socio-economic upliftment and ensures a positive future and legacy.

In the years following the Marikana tragedy in August 2012, Lonmin began implementing wide-ranging changes based on shortcomings identified by the Farlam Commission and industry best practice.

## ENGAGE

**Sibanye-Stillwater has committed to engaging and collaborating with stakeholders to enable the renewal of Marikana, to develop an integrated approach to facilitate social cohesion and to ensure the delivery of tangible, sustained benefits.**

Meaningful engagement will aid understanding of the:



**impact of the tragedy on the families and communities and enable closure**



**socio-economic, cultural and political issues in local communities**

## HONOUR

The shadow cast by the Marikana tragedy, in which 44 lives were lost, remains – the week from 10 to 16 August 2012 and the events that unfolded were pivotal in South Africa and in the mining industry. We remember and recognise those who were injured and who lost their lives.

To further honour the memory of those who passed away, we will:

- offer counselling support to their widows and children
- deliver on our commitment to build houses for those widows who have not yet benefitted from the AMCU Trust
- enhance the educational support provided to the beneficiaries of the Sixteen-Eight Memorial Trust
- assist affected families to conclude their endeavours to seek justice



*A wall of remembrance bearing the names of the deceased was erected at the Marikana operation to honour their legacy and ensure we never forget the Marikana tragedy of August 2012*

## CREATE

The Marikana renewal aims to deliver tangible and sustained socio-economic value so that the Marikana communities and the broader district will endure and survive long after mining has ceased.

# ADDRESSING THE MARIKANA LEGACY – PROGRESS

## Sixteen-Eight Memorial Trust

The Sixteen-Eight Memorial Trust was founded in September 2012 by Lonmin and the Phembani Group. The purpose of the Trust is to fund the educational needs of the dependent children of the Lonmin employees who died in the Marikana tragedy and to ensure that they receive an education to university level.

Through the Sixteen-Eight Memorial Trust, Sibanye-Stillwater continues to support dependants by providing financial assistance to cover school and registration fees; stationery, textbooks and uniforms; tertiary tuition fees; transport, accommodation and meal allowances as well as extramural activities such as sports and educational school excursions.

The Trust is governed by three registered trustees and meets quarterly. Approved guidelines determine the amounts to be distributed to the parents or guardians at the beginning of each year. Bi-monthly meetings are scheduled with the widows and guardians responsible for each beneficiary.

Feedback from beneficiaries and those involved with the educational programme, such as school principals and teachers, is positive. In 2020, three beneficiaries graduated at tertiary level. This brings the total number of beneficiaries who have graduated at tertiary level to 12. Another 16 beneficiaries are currently studying at tertiary institutions while 44 are at secondary school and 33 at primary school.

In 2020, R6.5 million was spent by the Trust, bringing the total spent since its inception to R48.5 million.

In addition to catering for the educational needs of the 141 beneficiaries through the Trust, Sibanye-Stillwater also committed to improving the quality of the education received and beneficiaries were transferred to schools that were better able to provide for their development needs. Plans have also been made in collaboration with educational psychologists to address the needs of those beneficiaries who have dropped out of school – four have decided to return to school while others have opted to attend artisanal and other appropriate training programmes.



*In 2019, the Trust's first graduate, Mr Mandla Yawa, completed his Master's degree in Animal Science. In 2020, he began studying for his doctoral degree (PhD). He has completed his internship with the company and is employed as a social performance supervisor.*

## Employing and supporting family members



Following the Marikana tragedy, employment was offered to each family – 23 widows and 21 family members accepted. The employment taken up was diverse and included a range of positions, both underground and on surface. Most of the widows and family members continue in the employ of Sibanye-Stillwater.

In 2020, we engaged an external social service to provide counselling to the widows and their families to aid the healing process. In parallel with this initiative, we also offered the widows financial management skills training through our CARE for iMali programme.

Work is underway to finalise an internship programme for those beneficiaries who have graduated. This will give them workplace exposure and will assist them in gaining employment, either on the mines or in other industries.



## Homes for Marikana widows

Sibanye-Stillwater has committed to build 16 houses for the widows. To date, Sibanye-Stillwater has handed over seven of these houses – the remaining nine will be completed and handed over in 2021. These nine are in locations chosen by widows in the Eastern Cape, Mpumalanga, North West Province (Mafikeng), and Northern Cape (Kimberley) as well as in Lesotho.

## Integrated housing

Sibanye-Stillwater is committed to integrated human settlements that improve the quality of life of employees, their families and communities. As part of this commitment, we have partnered with the Department of Human Settlement, the Housing Development Agency and local municipalities to facilitate social housing and formalise informal settlements.

The historical commitment to build 5,500 houses, which was subject to stakeholder collaboration, employee interest and funding, was replaced by a commitment to build apartments, in agreement with government. The change was also informed by the results of an employee survey that indicated that employees' housing preferences included the option of rental housing, and housing in close proximity to the operations and in their areas of origin.

An initial donation of 50 hectares of serviced land, proclaimed as Marikana Extension 2, was intended for the building of 2,658 accommodation units by government for employees and local community members. Phase 1 of the project (544 houses) was completed – 292 houses for employees and 252 community residential units.

Sibanye-Stillwater has embarked on a journey calling all stakeholders to collaborate on the renewal of the communities around our Marikana operations.

## Stakeholder engagement

**Sibanye-Stillwater is committed to constructive, inclusive, positive engagement with all stakeholders in Marikana. We understand that true engagement is equally about listening and understanding, followed by appropriate action. In implementing our stakeholder engagement model, we undertake to balance the interests of stakeholders.**

Three key elements inform our stakeholder engagement:

- Understanding stakeholder issues and building rapport, credibility and goodwill
- Engaging and consulting with stakeholders on issues and addressing concerns
- Fast-tracking implementation of socio-economic development projects

Meaningful engagement informs the development of an integrated, cohesive response to address Marikana stakeholders' concerns. COVID-19 has had a significant impact on our relations and engagement with communities and other stakeholders.



***Being a “good neighbour” is integral to Sibanye-Stillwater’s social and economic compact with communities in the regions in which we operate.***

***At the heart of the Marikana renewal is a commitment to invest in and sustain our operations, our people and our communities. This is done as inclusively as possible and with the aim of leaving behind sustainable communities and enterprises long after mining has ceased.***

## Progress on stakeholder engagement:



### EMPLOYEES

- WeR1 mobile app launched to facilitate employee communication
- Increasing use of online training to supplement in-person training



### ORGANISED LABOUR

- Maintaining and building direct relationships with recognised unions



### COMMUNITY

- Community access to digital technology constrained engagement and ways of overcoming this challenge are being investigated
- Community grievance mechanism updated and in place



### SHAREHOLDERS

- Openness and transparency in disclosure on all aspects of our performance



### SOCIETY AT LARGE

- Rebuilding relationships to create shared value through credible dialogue and meaningful engagement

# Creating socio-economic value

Central to Sibanye-Stillwater's value-creation endeavours is the sharing of the value created. We do this by creating and sustaining jobs (directly and indirectly); procuring goods and services; and contributing to government through taxes and royalties.

Sibanye-Stillwater is to invest almost R4 billion in the future of the Marikana operation (K4). The K4 development project will sustain and prolong the Marikana operation's life of mine by 50 years, and in this time will generate social and economic benefits – it is a significant investment in the local economy and will provide more than 4,000 jobs as well as meaningful opportunities for local procurement, SMME development and skills transfer.

Our social and labour plans (SLPs) focus on creating socio-economic value for communities by providing critical social infrastructure, supporting the vulnerable and catalysing income-generating projects.

The third generation five-year SLP (2019-2023) has been submitted to the authorities and approval is awaited. The national lockdown in South Africa due to the COVID-19 pandemic delayed implementation of certain SLP projects.

*“Sibanye-Stillwater is to invest almost R4 billion in the future of the Marikana operation (K4).”*



Forensic mortuary handover

## In terms of the Marikana SLP:

Projects completed or almost completed in the past 18 months include:

### COMMUNITY HEALTH

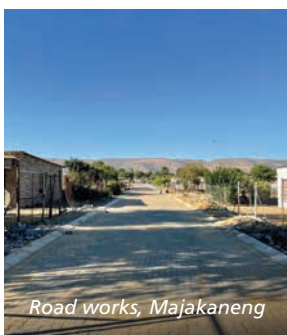
- > Forensic mortuary, Brits
- > Multi-purpose community centre for elderly and disabled, Segwaelane
- > Upgrades to health clinics, Majakaneng and Sonop

### EDUCATION

- > School and sports facilities, Leokeng
- > Upgrade of sports fields, Segwaelane

### INFRASTRUCTURE

- > Road construction, Segwaelane and Majakaneng



Road works, Majakaneng



Majakaneng clinic upgrade



Leokeng school

**New projects underway include:**



## COMMUNITY HEALTH

### Construction of Marikana Community Health Centre

- Improved access to health services that will be available 24/7
- Will serve a community of around 20,000 people

Total budget:  
**R24.5 million**

Spent to date:  
**R7.6 million**

### Dithabaneng Health Clinic

- Will provide improved access to health care for the Makurung and Dithabaneng communities
- Project in design phase

Total budget:  
**R6.9 million**

## EDUCATION

### Construction of new school and sport facilities for the Majakaneng community

- Will benefit 900 learners and educators
- School will have:
  - 20 classrooms
  - Grade R classroom
  - Hall
  - Administration block
  - Sports fields

Total budget:  
**R38.3 million**

Spent to date:  
**R1.04 million**



## INFRASTRUCTURE – WATER

### Provision of bulk water supply infrastructure in Bapong and Majakaneng

- Will give a community of around 20,000 people access to clean water
- Entails laying of bulk water pipelines and installation of water storage facilities

Total budget:  
**R31 million**

Spent to date:  
**R7 million**