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Independent Assurance Practitioner's Limited Assurance Report on Sibanye-Stillwater Limited's Response to the World Gold Council's Responsible Gold Mining Principles

To the Directors of Sibanye-Stillwater Limited

We have undertaken a limited assurance engagement on Sibanye-Stillwater Limited's ("Sibanye-Stillwater" or "Group") Annual Report on the Implementation of the World Gold Council's Responsible Gold Mining Principles for the year ended 31 December 2024 ("the Report"). This engagement was conducted by a multidisciplinary team including health, safety, social, environmental and assurance specialists with relevant experience in sustainability reporting.

Subject Matter

We have been engaged to provide a limited assurance conclusion in our report over management's assertions and disclosures contained in the Report, and management's description of their implementation with the relevant governance, process and control activities in operation for the year ended 31 December 2024, prepared in accordance with the requirements of the World Gold Council's ("WGC") Responsible Gold Mining Principles ("RGMPs") ("the Reporting Criteria"), and presented on pages 2 to 35 of the Report.

Directors Responsibilities

The Directors are responsible for the selection, preparation and presentation of the subject matter information in accordance with the Reporting Criteria available at [Responsible Gold Mining Principles \(RGMPs\)TM Implementation and Assurance | World Gold Council](#). This responsibility includes the identification of stakeholders and stakeholder requirements, material issues, commitments with respect to sustainability performance and design, implementation and maintenance of internal control relevant to the preparation of the Report that is free from material misstatement, whether due to fraud or error.

The Directors are also responsible for determining the appropriateness of the Reporting Criteria in view of the intended users of the subject matter information and for ensuring that those criteria are publicly available to the Report users.

Our Independence and Quality Management

We have complied with the independence and other ethical requirements of the Code of Professional Conduct for Registered Auditors issued by the Independent Regulatory Board for



Auditors (IRBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards).

KPMG Inc. applies the International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Practitioner's Responsibility

Our responsibility is to express a limited assurance conclusion on the subject matter information, based on the procedures we have performed and the evidence we have obtained. We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) (ISAE 3000 (Revised)), Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board and the guidance set out in the "Assurance Framework for the Responsible Gold Mining Principles" and the "Guidance on implementing and assuring the RGMPs: Supplement to the Assurance Framework. ISAE 3000 (Revised) requires that we plan and perform our engagement to obtain the appropriate level of assurance about whether the subject matter information is free from material misstatement.

A limited assurance engagement undertaken in accordance with ISAE 3000 (Revised) involves assessing the suitability in the circumstances of Sibanye-Stillwater's use of its Reporting Criteria as the basis of preparation for the subject matter information, assessing the risks of material misstatement of the subject matter information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the subject matter information. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks. The procedures we performed were based on our professional judgement and included inquiries, observation of processes followed and inspection of documents.

Given the circumstances of the engagement, in performing the procedures listed above we:

- Interviewed management and senior executives, at corporate and at selected operations, to obtain an understanding of the internal control environment, risk assessment processes and information systems relevant to the reporting process;
- Assessed the suitability of policies, procedures and internal controls that Sibanye-Stillwater has in place to conform with the RGMPs;
- Visited one gold mining operation, (Beatrix Operations) which was selected considering the risk profile of the operation; and
- Inspected supporting documentation to corroborate the statements made by management and senior executives in our interviews.



The procedures performed in a limited assurance engagement vary in nature and timing, and are less in extent than for a reasonable assurance engagement. As a result the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether Sibanye-Stillwater's subject matter information have been prepared, in all material respects, in accordance with the Sibanye-Stillwater Reporting Criteria.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the subject matter information as set out in the Subject Matter paragraph above for the year ended 31 December 2024 is not prepared, in all material respects, in accordance with the Reporting Criteria.

Other Matters

The maintenance and integrity of the Sibanye-Stillwater's website is the responsibility of Sibanye-Stillwater management. Our procedures did not involve consideration of these matters and, accordingly, we accept no responsibility for any changes to either the information in the Report or our independent assurance report that may have occurred since the initial date of its presentation on Sibanye-Stillwater website.

Restriction of Liability

Our work has been undertaken to enable us to express a limited assurance conclusion on the subject matter information to the Directors of Sibanye-Stillwater in accordance with the terms of our engagement, and for no other purpose. We do not accept or assume liability to any party other than Sibanye-Stillwater, for our work, for this report, or for the conclusion we have reached.

KPMG Inc.



Per Coenie Basson

Chartered Accountant (SA)

Registered Auditor

Director

25 April 2025



Annual Report on the Implementation of the World Gold Council's Responsible Gold Mining Principles for year ended 31 December 2024

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INNOVATION



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY

1 Commitment to the RGMPs

Sibanye-Stillwater is committed to attaining full conformance with the World Gold Council Responsible Gold Mining Principles (RGMPs or Principles) in line with its phased implementation commitments, has made progress. This included initiating and concluding a gap analysis, defining plans to address gaps identified, and obtaining independent assurance.

Conformance with the RGMPs will confirm that the gold produced by Sibanye-Stillwater meets the standards of responsible mining and is in line with our commitment to embed ESG excellence in all aspects of our business.

In particular, we have:

- Developed and implemented policies, systems, processes, and controls to ensure conformance with these principles.
- Disclosed information to help external stakeholders understand how such conformance is achieved.
- Disclosed instances or events that have led to instances of non-conformance and the remedial steps to be taken to ensure conformance.
- Secured independent assurance of disclosures and management statements to ensure stakeholder confidence and credibility in our conformance with the principles.

2 Boundary for RGMP implementation

The boundary for implementing the RGMPs includes all gold mining and gold processing operations over which the company has direct control.



3 Sibanye-Stillwater’s description of progress towards / achievement of conformance with the RGMPs during the 2024 assessment

Sibanye-Stillwater strives to conform to the principles of the WGC RGMPs, with areas of improvement identified and subsequent action plans being identified and implemented to drive improvement in the systems, processes, and policies. For more information regarding conformance and action plans to the 51 requirements of the WGC RGMPs, please refer to the table below:

RGMP Principle	Supporting policies and strategic documentation	Self-assessment Meets / Partially meets	Management disclosures and detail to self-assessment for year ended 31 December 2024	Actions to address partially met principles and action dates
Principle 1 - Ethical conduct: We will conduct our businesses with integrity including absolute opposition to corruption				
Legal Compliance 1.1 As a minimum expectation, we will comply with applicable host and home country laws and relevant international law and will maintain systems to deliver this objective.	Code of Ethics Compliance Management Policy Ethics and Corporate Governance Policy	Meets	Legislative and regulatory compliance is the responsibility of respective functional departments. The regional compliance functions assist by simplifying legislation and alerting management to changes or pending changes to legislation or regulation. The compliance function facilitates the management of compliance risk by distributing a compliance methodology, compiling regulatory compliance risk profiles and by providing advice and guidance relating to strategic compliance issues. At the US PGM operations, a Compliance Committee comprising site and service group leadership meets quarterly to discuss developments and resolve on a strategy for the upcoming quarter. Dedicated compliance and legal officers at our US, SA and Aus regions directly monitor non-compliance. The EU region (also referred to as European region) uses external legal advisors to ensure compliance with relevant laws. There were no material or repeated regulatory penalties, sanctions, or fines for contraventions of, or non-compliance with, legislative or regulatory obligations in 2024.	
Code of conduct 1.2 We will maintain a code of conduct to make clear the	Code of Ethics Disciplinary Code of Conduct	Meets	Refer to the Code of Ethics at: https://thevault.exchange/wpjson/tv/https://thevault.exchange?get_group_doc=245%2F1706698893-ssw-code-ethics-2024-english.pdf&tvh=MzY1	

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<p>standards with which we expect our employees, and those with whom we do business, to comply. We will actively promote awareness of the code and implement systems to monitor and ensure compliance.</p>			<p>Sibanye-Stillwater have toll-free lines and an anonymous email address (sibanyestillwater@tip-offs.com) to facilitate the reporting of noncompliance to the Code across the Group; 0800 001 987 (SA region), 1-800-317-0287 (US region), 0800 772 244 (Finland), 0805 080 544 (France), 1800 633 293 (Australia). Employees, suppliers, and customers can use the toll-free lines and anonymous email address to report irregularities and misconduct without fear of victimisation. Whistle-blower reports, which are anonymous and confidential, are managed by Protection services. These reports are reviewed by the Audit Committee and the Social, Ethics and Sustainability Committee. We have a Whistle-blower policy available that is designed to offer protection and confidentiality to those who disclose concerns.</p> <p>The Code was also translated into various languages. Animated videos to help employees with the contents of the Code of Ethics have also been uploaded in different languages on the intranet.</p>	
<p>Combating bribery and corruption 1.3 We will put in place controls to combat: bribery and corruption in all its forms; conflicts of interest; and anti-competitive behaviour by employees, agents or other company representatives.</p>	<p>Anti-Bribery Policy Anti-money laundering Policy Counterterrorism financing Policy Code of Ethics Fraud Response Plans Whistleblowing policy Security Policy Securities Trading Policy</p>	<p>Meets</p>	<p>Please also refer to disclosures as part of Principle 1.2 – in terms of Training and Board responsibility and whistleblowing procedures. Sibanye-Stillwater has policies for anti-bribery, anti-money laundering, and counterterrorism financing. These policies confirm the Group's zero tolerance approach to fraud and theft, including bribery, corruption, extortion, money laundering, and terrorist financing of any kind. To this end, we will only conduct business with customers, suppliers, distributors, counterparties and agents who are involved in legitimate business activity and whose funds are derived from legitimate sources.</p>	
<p>Political contribution 1.4 We will disclose the value and beneficiaries of financial and in-kind political contributions which we make whether directly or through an intermediary.</p>	<p>Code of Ethics</p>	<p>Meets</p>	<p>The Group works openly with governments, NGOs and advocacy groups. However, it does not make and has not made, contributions to political parties, government affiliates or candidates, whether in cash or in kind, as per the Code's requirement.</p> <p>The Code of Ethics forbids Sibanye-Stillwater from making donations, either in cash or in kind, to political organisations. In addition to being illegal in South Africa, facilitation payments are forbidden in terms of the Code of Ethics.</p>	
<p>Transparency 1.5 We will publish our tax, royalty and other payments to governments annually by country and project. We support the principles of the Extractive Industries</p>	<p>Integrated Annual Report Annual Financial Report King IV Disclosure Report Transparency of Mineral Revenues Position Statement</p>	<p>Meets</p>	<p>Sibanye-Stillwater publishes its tax, royalty and other payments to government annually.</p> <p>The Transparency of Mineral Revenues Position Statement was updated to more strongly align with EITI supporting countries and can be found on the Sibanye-Stillwater website.</p>	



<p>Transparency Initiative (EITI) and will encourage governments to promote greater transparency around revenue flows, mining contracts and the beneficial ownership of licence holders.</p>			<p>Our Transparency of Mineral Revenues Position Statement articulates our commitments to transparent disclosure. Managing tax risk is essential to manage and mitigate any tax risks and challenges arising as a result of the local regulatory, legislative, and socioeconomic context. This will assist in protecting the Group's assets, its reputation, and the interest of all stakeholders, in order to achieve the Group's strategic objectives. We maintain sound tax risk management practices and systems that are consistent with international best practice in line with the Group's Enterprise Risk Management Framework (ERMF).</p> <p>Extractive Industry Transparency Initiative (EITI) Membership of the ICMM requires that we endorse the EITI. We align to the EITI expectations for supporting companies. For disclosure against the supporting companies EITI expectations. See www.sibanyestillwater.com/news-investors/reports/annual</p> <p>We conduct our tax affairs in good faith and comply with prevailing laws in the jurisdictions in which we operate. We have a tax risk management framework (approved by the Board) to help us report and monitor tax obligations. Our King IV-aligned tax strategy is supported by a tax policy, available online, that details processes and policies for compliance.</p>	
<p>Taxes and transfer pricing 1.6 We will pay the taxes and royalties required by host country codes. We will seek to ensure that transfer pricing outcomes are in line with fair business practices and value creation.</p>	<p>Integrated Annual Report Annual Financial Report King IV Disclosure Report Transfer Pricing policy</p>	<p>Meets</p>	<p>Sibanye-Stillwater discloses payments of taxes and royalties.</p> <p>The Transfer Pricing policy was finalised in 2024, taking into account our Australian acquisition. The policy was submitted to the Policy Review Committee in April 2024 and was approved on 31 May 2024.</p> <p>We conduct our tax affairs in good faith and have a tax risk management framework (approved by the Board) to help us report and monitor tax obligations. Our King IV-aligned tax strategy is supported by a tax policy, available online, that details processes and policies for compliance. Refer to the Tax Policy at: https://www.sibanyestillwater.com/about-us/governance/</p>	

Policies available at: <https://www.sibanyestillwater.com/sustainability/reports-policies/>



<p>Accountability and reporting 1.7 We will assign accountability for our sustainability performance at the Board and/or Executive Committee level. We will report publicly on our implementation of the Responsible Gold Mining Principles and provide the resources needed to support effective implementation.</p>	<p>Sustainability framework Environment, Social and Governance Policy Social, Ethics and Sustainability Board Committee C-Suite Committee Group Sustainability Committee Integrated Annual Report</p>	<p>Meets</p>	<p>The Board oversees the corporate strategy and the sustainability framework and sets the overall direction for sustained delivery of shared value to all stakeholders, in line with the Group's purpose to safeguard global sustainability through its metals. As the ultimate authority, the Board is the custodian of governance and ethics, providing oversight and support for our values-based culture. It ensures that we remain consistent with our core principles, operate in accordance with the Group's Code of ethics, and abide by our sustainability commitments.</p> <p>The Board holds an annual strategy refresh meeting wherein it was noted and affirmed that the renewed emphasis on green metals is key to our sustainability commitments. Additionally, that we have a meaningful role to play in the global effort to mitigate climate change.</p> <p>Sustainability performance targets and measures have been included as part of our long-term incentive scheme applicable to senior management, which aims to align interests and actions across the Group. Targets included in the sustainability scorecard that forms part of the long-term incentives (LTI) performance conditions, as well as all other sustainability-related targets (internal and external targets) are reviewed on a quarterly basis and reported to the Social, Ethics and Sustainability Committee. Progress is also reported publicly in this Integrated Annual Report.</p>	
<p>Principle 2 – Understanding our impacts: We will engage with our stakeholders and implement management systems so as to ensure that we understand and manage our impacts, realise opportunities and provide redress where needed.</p>				
<p>Risk Management 2.1 We will maintain systems to identify and prevent or manage both the risks that face our operations and those which our activities may pose to others.</p>	<p>Risk Management Policy Ethics and Corporate Governance Policy Statement Risk Management Framework and Charter</p>	<p>Meets</p>	<p>Risk and opportunity management is an integral component of our business strategy. Our risk management culture cascades into all our operations and projects and is actively introduced into any acquisitions during their integration into the Group. In line with risk management best practice, we have a dedicated Risk Committee that reports to the Board. Our enterprise risk management (ERM) framework follows the principles outlined in best practice standards, including ISO 31000, COSO (Committee of Sponsoring Organizations of the Treadway Commission), and King IV, which positions risk as a key area of governance. Our ERM process undergoes an annual independent external review against best practice ERM frameworks.</p> <p>Our Group Strategic risk register outlines our top strategic risks to the future of the business with detail on triggers, underlying vulnerabilities, consequences, existing controls and planned future control enhancements. The aim is to lower residual risk to target levels, which are</p>	



			<p>informed by our risk appetite and tolerance frameworks. Our Group strategic risk register follows the 5X5 risk matrix (five levels of impact along the Y axis, and five levels of probability along the X axis). We rate both inherent risk and residual risk (the latter is defined as the risk that remains after taking into account the effectiveness of current controls in mitigating inherent risk).</p> <p>Our Risk Committee oversees risk management on behalf of the Board, which has ultimate oversight responsibility over risk management. Implementation and execution of effective risk management has been delegated to management.</p>	
<p>Stakeholder Engagement 2.2 We will listen to and engage with stakeholders in order to understand better their interests and concerns and integrate this knowledge into how we do business.</p>	<p>Stakeholder Engagement Policy Human Rights Policy ESG Policy Indigenous People and Mining Position Statement</p>	<p>Meets</p>	<p>The ESG Policy, Stakeholder Engagement Policy, Human Rights Policy and Indigenous People and Mining Position Statement are available on the Sibanye-Stillwater website.</p> <p>Stakeholder engagement is an integral part of our business and within our policy statement on stakeholder engagement we commit to create appropriate platforms for open and participative engagement. Stakeholder engagement is guided by our Code of Ethics.</p> <p>The Board, assisted by the Social, Ethics and Sustainability Committee and the Safety and Health Committee has oversight of sustainability, climate change-related matters, and stakeholder engagement. We have dedicated executive roles for stakeholder engagement in all operating regions. In interacting with stakeholders, we are guided by the Code of Ethics and by our Stakeholder engagement policy statement.</p>	
<p>Due Diligence 2.3 We will regularly and systematically conduct due diligence to identify human rights, corruption and conflict risks associated with our activities and in our supply chain with the intention of preventing adverse impacts. We will exercise risk-based due diligence on those entities to which we sell our products.</p>	<p>Human Rights Policy Security Policy Supplier Management Policy Responsible sourcing of metals policy and policy statement See various compliance and assurance Responsible Sourcing documents on website</p>	<p>Meets</p>	<p>The Human Rights Policy is available in the Sibanye-Stillwater website.</p> <p>Due Diligence Considered decision-making is embedded in our due diligence process prior to acquiring new assets. Our ESG due diligence includes, among others, environmental licence to operate, usage of scarce resources, clean energy solutions, labour practices, safety and health, community and related stakeholder engagements, anti-bribery and anti-corruption practices, accounting standards, and sanctions relating to sustainability.</p> <p>Human rights due diligence process completed The human rights due diligence completed in 2023 for the SA operations and the US operations and action items being addressed.</p>	



			<p>Human rights: Responsible sourcing due diligence Our Responsible sourcing framework commits Sibanye-Stillwater to stop refining or processing metals from suppliers if preliminary assessments indicate serious human rights abuses, money laundering, financing armed conflict, or fraudulent misrepresentation of the origin of minerals. Due diligence of metal supplying counterparties are assessed against the framework and presented at Responsible sourcing committee meetings.</p> <p>Responsible sourcing Sibanye-Stillwater has set up an internal management structure and system to support supply chain due diligence. The system defines the governance, roles and responsibilities, procedures, communications and senior management review for due diligence practices in our responsible sourcing of metals. Our Responsible sourcing committee governs responsible sourcing practices. The committee oversees the responsible sourcing of platinum, palladium and rhodium; it reviews and assesses supply chain due diligence and approves the counterparties after discussion and appropriate risk mitigation.</p>	
<p>Impact assessment 2.4 We will conduct impact assessments that involve substantive environmental components, socioeconomic (including human rights where relevant) and cultural elements and ensure that these are periodically updated. We will seek to identify and take account of local cumulative impacts. We will ensure that such assessments are accessible to affected communities and include plans to avoid, minimise, mitigate or compensate for significant adverse impacts.</p>	<p>Human Rights Policy Stakeholder Engagement Indigenous People and Mining Position Statement Land Position Statement Post Mining Socio-Economic Sustainability and Closure Position Statement Mineral and non-mineral waste management Position Statement Water health Position Statement Air Quality Position Statement Biodiversity Position Statement Climate Change Position Statement Heritage Position Statement Environmental Impact Assessments Environmental Management Plans Integrated Water Use Licenses Public Participation documents</p>	<p>Meets</p>	<p>Impact assessments are required by law before the commencement of any project has been done where required.</p> <p>Environmental Impact Assessments approved Environmental Management Plans and Integrated Water Use licenses are available for all the gold operations in scope for this assessment. All of the above involves a public participation process that allows for meaningful stakeholder engagement and ensures transparency in terms of the proposed projects. The company also identifies and considers cumulative impacts and ensures the plans include the principles of the mitigation hierarchy namely avoiding, minimising, mitigating and/or restoring adverse environmental impacts. The stakeholder engagement and environmental procedures furthermore provides consistent implementation of these requirements and are supported by specialist assessments to monitor, investigate and mitigate impacts.</p> <p>At our SA operations, new mine developments undergo a detailed environmental impact assessment (EIA) in line with national environmental legislation. Mitigation actions are included in environmental management programmes, for which approval is sought from the regulatory authorities. For development of ridges and wetlands we apply specific mitigation measures, signed off by the relevant regulatory authority before implementation.</p>	



			<p>The Gold operations received ISO 14001 and 45001 was maintained and consists of an aspects and impacts registers that goes into mitigation measures.</p> <p>All policies and position statements mentioned is available on the Sibanye-Stillwater website.</p> <p>SIA outcomes were incorporated into closure plans.</p>	
<p>Resolving grievances 2.5 We will establish fair, accessible, effective and timely mechanisms through which complaints and grievances related to our activities can be raised and resolved and remedies implemented. Those raising such grievances in good faith will not face discrimination or retaliation as a result of raising their concerns.</p>	<p>ESG Policy Stakeholder Engagement Policy Complaints and grievance procedure Code of Ethics Sexual harassment Policy</p>	<p>Meets</p>	<p>The ESG Policy, Stakeholder Engagement Policy and Complaints and grievance procedure are available on the Sibanye-Stillwater website. See our grievance procedure available www.sibanyestillwater.com/sustainability/reports-policies/.</p> <p>Various options, formal and informal, are available to employees to raise concerns or to log a grievance. As part of our culture, and particularly as it relates to safety, we encourage employees to speak up and express themselves.</p> <p>All operations have a grievance register and there are grievance mechanisms for employees and external stakeholders to report complaints, escalate complaints, report non-compliance, and seek redress. Complaints received can be done by phone, email, via the tollfree line, openly, directly, verbally, in writing or anonymously.</p> <p>Discrimination cases deemed to be part of the priority misconduct will be referred to a Dispute Resolution Unit (DRU), which will subsequently appoint an investigator. An employee can lead their own grievance, or it can be led by the DRU.</p>	
<p>Principle 3 – Supply chain: we will require that our suppliers conduct their businesses ethically and responsibly as a condition of doing business with us.</p>				
<p>Supply Chain Policy 3.1 We will support our contractors and suppliers to operate responsibly and to standards of ethics, safety, health, human rights and social and environmental performance comparable with our own. We will conduct risk-based monitoring of compliance.</p>	<p>Supplier Management Policy Code of Ethics</p>	<p>Meets</p>	<p>Our terms and conditions for suppliers require that they follow human rights legislation and adhere to our policy statements and Code of Ethics. See www.sibanyestillwater.com/suppliers/</p> <p>Sibanye-Stillwater conducts an Annual Supplier day, where all suppliers are trained in sustainability matters and the presentation is available on the website for suppliers.</p> <p>Sibanye-Stillwater aims to conduct a comprehensive review of supplier and contractor management system elements as they relate to the Sustainable Development framework, including but not limited to screening procedures, follow-up procedures for "high-risk" suppliers and contractors,</p>	

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			contractual performance requirements and training, with particular emphasis on monitoring and compliance procedures.	
<p>Local Procurement</p> <p>3.2 We will promote access for local businesses to procurement and contracting opportunities generated by our operations and, where appropriate, provide capacity building support to help them improve their capabilities as suppliers.</p>	<p>ESG Policy Enterprise Development and Supplier development strategy Preferential Procurement Reports SMME Strategy and local procurement initiatives</p>	<p>Meets</p>	<p><i>Note: Mining Charter III stipulates local enterprise procurement targets that the South African operations have to deliver against.</i></p> <p>Supplier development</p> <p>In support of our strategy and objective at Sibanye-Stillwater, where we want to develop sustainable suppliers from within host communities, the following have been included into our supplier development programme</p> <ul style="list-style-type: none"> • Dedicated support from the supplier development team and operations • Contract support including onboarding, and contract price adjustments • Business funding through the Sibanye-Stillwater CEO fund and the supply chain fund • Preferential payment terms for certain suppliers • Mentorship and coaching is available, if required 	
<p>Market access for ASM</p> <p>3.3 We support access to legitimate markets for those artisanal and small-scale miners (ASM) who respect applicable legal and regulatory frameworks, who seek to address the environmental, health, human rights and safety challenges often associated with ASM activity, and who, in good faith, seek formalisation. We will consider supporting government initiatives to reduce and eliminate the use of mercury by ASM.</p>		<p>Meets</p>	<p><i>Note: Sibanye-Stillwater operations do not have any local artisanal and small-scale mining.</i></p> <p>Sibanye-Stillwater has established an ASM working group to ensure the company remains informed and develop action plans as the industry debates artisanal and small-scale mining.</p>	
<p>Principle 4 – Safety and health: we will protect and promote the safety and occupational health of our workforce (employees and contractors) above all other priorities and will empower them to speak up if they encounter unsafe working conditions.</p>				
<p>Safety</p> <p>4.1 We will be proactive in preventing fatalities and injuries to our workforce. Regular safety training will be conducted, and personal protective equipment will be supplied at no cost to our workforce. Our objective is zero harm.</p>	<p>Health and Safety Policy ESG Policy Zero Harm Safety Strategy Real risk reduction fatal risk control protocols</p>	<p>Meets</p>	<p>We are committed to maintaining a working environment that is safe and that fosters the health and wellbeing of our employees and contractors. Workplace safety is one of our material matters and is underpinned by our iCARES values. Ensuring safety and wellbeing is a strategic essential to our business.</p> <p>While Zero Harm remains our ultimate objective, our immediate goal is focused on eliminating high-energy fatal and serious incidents through our Fatal Elimination Strategy that comprises the key pillars of critical controls, critical lifesaving behaviours, and critical management routines.</p>	



			<p>Integrating these pillars into our leading indicator analysis, facilitates the identification of ineffective controls or risky behavior before it results in a fatal or serious injury incident. Through our Zero Harm framework we aim to humanise, institutionalise and systemise these controls, to mitigate risk and embed an operational safety culture that enables our teams to work to standards and to stop any unsafe work without hesitation.</p> <p>As a minimum requirement, all employees receive training on our safety standards and safe work procedures through the annual refresher and induction programme, specifically we have invested a vast amount of time on safety and health-related training.</p> <p>See https://www.sibanyestillwater.com/sustainability/safety-health/</p>	
<p>Safety Management Systems 4.2 We will implement safety and health management systems based on internationally recognised good practice and focused on continuous improvement of our performance. We will engage regularly on these issues with our workforce and their representatives.</p>	<p>Health and Safety Policy Zero Harm Safety Strategy Real risk reduction fatal risk control protocols Bow ties Planned unwanted events assessments</p>	<p>Meets</p>	<p>The Gold operations received ISO45001 certification was maintained.</p> <p>Subscribing to and implementing international best practice principles and integrated systems and adhering to leading global standards is vital to supporting and driving Sibanye-Stillwater's safe production strategy.</p> <p>Critical controls - As part of the Fatal elimination strategy, 50 critical controls have been identified to mitigate high-energy risk and are applied universally across the Group. These have been embedded into our safety management system and are continuously measured in terms of their appropriateness for site specific fatal elimination plans. Deviations or non-conformance to critical controls are an important leading indicator in identifying both areas and tasks that are not conforming to our minimum standards and allow management teams to investigate the reasons thereof and apply mitigating actions to address such non-conformance.</p> <p>In the year under review, management implemented a universal set of Group Minimum Standards (GMS) for safety.</p> <p>Sibanye-Stillwater was accepted as an ICMM member in February 2020, after which we were given two years to address certain gaps in our membership application. Stage 5, (the final stage of that process) has been completed. The panel has concluded on 22 March 2023 that Sibanye-Stillwater has made significant and sufficient progress in implementing the gaps, and as a result should remain a member in good standing of the ICMM.</p>	



			<p>Our leaders are the custodians of safety, and we have various executive initiatives promoting safety, including the CRO chaired monthly safety meeting. This is supported by performance reviews, safety forums and meetings, safety steering committees, shaft awareness programmes, and quarterly safety engagements with the DMRE and unions.</p> <p>The group is fast-tracking the implementation of critical control management across all segments. During this process work done by operations is being combined and tested against other ICMM members. This outcome will underpin Group minimum requirements for critical controls and critical life-saving behaviours. These will form the foundation of Group minimum standards across the 16 priority risk areas.</p> <p>All regulatory and ad-hoc audits are done via the Pivot, ACI and Syncromine EH&S software. Supervisors and service departments conduct audits. The Group digital safety project will focus on embedding the use of handheld devices for uploading information. This device can facilitate incident reporting, audits, behaviour-based observations and visible felt leadership. Once uploaded, the information goes to a central database where management views it on a user-friendly dashboard.</p> <p>At the SA gold operations, safety officers complete a checklist to vet the workplace for safety before work is undertaken. Bonuses for safety officers are linked to the quality of safety audits and not to production.</p>	
<p>Occupational health wellbeing 4.3 We will maintain high standards of occupational health and hygiene and implement risk-based monitoring of the health of our workforce based on occupational exposures. We will promote the physical and mental wellbeing of our workforce.</p>	<p>Health and Safety Policy Medical surveillance programme Drug Abuse Policy Various Sibanye-Stillwater mandatory Code of Practices developed to manage health related risks (e.g. fitness to work, thermal stress, noise, dust, silica, etc) Wellness Strategy</p>	<p>Meets</p>	<p>The Gold operations received ISO45001 certification was maintained in 2024.</p> <p>Our iCARES values guide our approach to health and wellbeing. Sibanye-Stillwater participates in the health working group of the ICMM.</p> <p>As mandated by the Mine Health and Safety Act (MSHA) all employees and contractors whose jobs expose them to risk undergo annual medical examination. Our care to employees includes:</p> <ul style="list-style-type: none"> • Occupational health resources that assess risks, determine fitness to work, and manage disease and rehabilitation • Primary health care centres with doctors and nurses managing cases 24/7 • Shaft clinics within walking distance from the workplace offering primary health care facilities, including health assessments and treatment for communicable diseases and chronic ailments • Satellite primary health care clinics 	



			<ul style="list-style-type: none"> • Employee assistance programme (EAP) that includes counselling for employees and immediate family, provided by ICAS via 24/7 multilingual toll-free call centre and on-site social workers • Emergency medical services equipped with paramedics and 24/7 rescue capability • Hospital network with specialised care for trauma and for occupational injuries and diseases <p>We are committed to furthering the 'integral wellbeing' of our employees. By this we mean wellbeing that goes beyond basic mental and physical health, encompassing the full potential and purpose of the human personality. Among other things, this involves a commitment to:</p> <ul style="list-style-type: none"> • Promote a safe and healthy working environment in pursuit of optimum productivity and preservation of human life and wealth • Enhance our employee value proposition with a workplace culture that is holistic (integral) and that prioritises wellbeing • Encourage employees to take responsibility for their own wellbeing • Enable the Group to better oversee the wellbeing of employees, particularly when this impacts organisational objectives • Reduce health and wellbeing costs • Integral wellbeing policy include mental health 	
<p>Community health and emergency planning 4.4 We will identify and eliminate or minimise significant risks to the health and safety of local people as a result of our activities and those of our contractors. We will develop, maintain and test emergency response plans based on national regulations and international best practice guidelines, ensuring the involvement of potentially affected stakeholders.</p>	<p>Risk Register Emergency Response Plans</p>	<p>Meets</p>	<p>The risk management process is based on ISO 31000 Risk Management: Principles and Guidelines, COSO Enterprise Risk Management and King IV.</p> <p>ISO45001 certification was achieved at the gold operations on 3 December 2021 and maintained in 2024.</p> <p>Emergency planning The Group crisis management plan guides the implementation of management structures, key responsibilities, and general procedures to follow during and after a crisis.</p> <p>Management has been trained in emergency control, including established mandatory codes of practices for emergency preparedness and response plans. In the event of a major incident, senior management establish and manage an emergency control room from which the event is coordinated and tracked.</p> <p>All employees are trained in emergency protocols and drills are regularly conducted. All supervisors are trained in first aid and have full access to first aid equipment.</p>	



			<p>All underground workings are equipped with secondary escape routes and emergency refuge bays, regularly inspected by management teams. The most senior supervisor will take charge of an emergency situation to inform workers of the evacuation plan.</p> <p>Rescue proto teams will be deployed during a major or high-risk emergency rescue situation. Across the SA operations we have 154 rescue team members, 21 proto teams, 18 medical practitioners, and 100 registered nurses. We have Rescue 911 paramedic deployments to all our operations. At our US operations we have 21 mine rescue team personnel, and 16 emergency medical services team personnel. Additionally, we have 15 employees that are both equipped to perform mine rescues and provide emergency medical services.</p> <p>Environmental emergency preparedness is managed on site according to ISO14001: 2015. Emergency mock drills are undertaken as per the emergency drill schedule at operations. These drills include scenarios related to significant environmental risks (where practically possible), including hydrocarbon spills. In addition, emergency preparedness and response plans have been finalised for all active tailings facilities, as have annual mock drills.</p> <p>Community engagement in terms of health and emergency issues are also addressed by ISO45001 certification.</p> <p>As part of other assurance performed during the financial year, Internal audit reviewed the underlying processes supporting certain of the key indicators presented (such as Safety, Emergency Preparedness Management of tailings, Water management, Management of Energy, Mining Charter, Social Labour Plans and Succession Planning.</p>	
<p>Principle 5 – Human rights and conflict: we will respect the human rights of our workforce, affected communities and all those people with whom we interact.</p>				
<p>UN Guiding Principles 5.1 We will adopt and implement policies, practices and systems based on the UN Guiding Principles on Business and Human Rights.</p>	<p>Human Rights Policy ESG Policy Indigenous People and Mining Position Statement</p>	<p>Meets</p>	<p>The ESG and Human Rights Policies and Indigenous People and Mining position statement is available on the Sibanye-Stillwater website.</p> <p>Sibanye-Stillwater's protection services for the SA region (as well as the security function for our US operations) is aligned to the Voluntary Principles on Security and Human Rights (a multi-stakeholder initiative to guide best practice on human rights in mining and other industry).</p> <p>During the contracting process, security service providers must show that they adhere to the Code of Conduct for Security Service Providers (prescribed under South Africa's Private Security Industry Regulation Act,</p>	



		<p>2003) and that their employees are trained in human rights. They must also adhere to our Human rights policy statement and our Code of ethics (among other stipulations) which is managed within the terms and conditions agreed to between the parties. Security service providers are audited annually regarding compliance.</p> <p>Respect for human rights is fundamental to the culture of the Group and is reflected in our CARES values. As a basic minimum to respect human rights, we adhere to national legislation and to the International Labor Organization (ILO) guidelines. Our commitment to the ICMM principles (specifically principle 3) requires that we respect the human rights of employees and communities affected by our activities. It is the responsibility of our Social, Ethics and Sustainability Committee to ensure that the Group monitors and reports on whether it produces social benefits and whether it violates human rights.</p> <p>Our Human Rights policy statement is aligned to the ICMM, UNGC and World Gold Council Responsible Mining Principles. Our sexual harassment policy, leave policy and disciplinary procedure are examples of other human rights-related internal policies that guide behaviour. These include provisions for: eliminating harassment, bullying and discrimination; freedom of association; eradication of forced labour; ending modern slavery and human trafficking; prohibition of child labour. Thus, aligning us with SDG 8.7. Sibanye-Stillwater Protection Service is aligned to the Voluntary Principles on Security and Human Rights. During the contracting process, security service providers must present evidence that they adhere to the Code of Conduct for Security Service Providers and that their employees are trained in human rights. Adherence to the Human Rights policy statement and Code of Business Conduct is managed within the terms and conditions agreed to between the parties. Security service providers are audited annually regarding compliance.</p> <p>We have two toll-free lines and an anonymous email address to facilitate the reporting of non-compliance to the Code, one for South Africa (0800 001 987) and one for the US (1 800 317 0287). Employees, suppliers and customers can use the toll-free lines and anonymous email to report irregularities and misconduct without fear of victimisation.</p> <p>Whistle-blower reports, which are anonymous and confidential, are managed by Protection Services. These reports are reviewed by the Audit Committee and the Social, Ethics and Sustainability Committee.</p> <p>A sexual harassment policy also addresses unfair discrimination.</p>	
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			<p>Sibanye-Stillwater's human resources performance is monitored and audited by several external agencies such as the Department of Employment and Labour (and in the US by the Department of Labour and Industry) and the Department of Mineral Resources and Energy. The South African Commission on Gender Equality as well as the Human Rights Commission also externally review certain practices. The South African Board of People Practices audited our Human Resources practices.</p>
<p>Avoiding complicity 5.2 We will seek to ensure that we do not cause, and are not complicit in, human rights abuses either directly or through our business relationships.</p>	<p>Human Rights Policy ESG Policy Screening and Verification Policy Whistleblowing Policy Code of Ethics See Responsible Sourcing policies, assurance and compliance documents on the Sibanye-Stillwater website</p>	<p>Meets</p>	<p>Please also refer to comments as per Principle 2.3</p> <p>The ESG and Human Rights policies were updated to include WGC, ICMM and UNGC requirements and is available in the Sibanye-Stillwater website.</p> <p>Our Responsible sourcing framework commits Sibanye-Stillwater to stop refining or processing metals from suppliers if preliminary assessments indicate serious human rights abuses, money laundering, financing armed conflict, or fraudulent misrepresentation of the origin of minerals. Due diligence of metal supplying counterparties were assessed against the framework and presented at Responsible sourcing committee meetings.</p> <p>The Human Rights Steering Committee engaged with human rights experts to conduct a human rights impact self-assessment (conducted in Q4 2021) as a pre-cursor to the human rights due diligence, that was concluded in 2023. The self-assessment indicated that Sibanye-Stillwater is aligned with the UN guiding principles on human rights. This brings us closer to alignment with human rights due diligence requirements by the ICMM and UNGC.</p>
<p>Security and human rights 5.3 We will manage security-related human rights risks through implementation of the Voluntary Principles on Security and Human Rights.</p>	<p>Human Rights Policy Security Policy Code of Ethics Whistleblowing Policy Fraud Response Plans</p>	<p>Meets</p>	<p>The Human Rights Policy is available on the Sibanye-Stillwater website.</p> <p>Sibanye-Stillwater's protection services for the SA region (as well as the security function for our US operations) is aligned to the Voluntary Principles on Security and Human Rights (a multi-stakeholder initiative to guide best practice on human rights in mining and other industry). During the contracting process, security service providers must show that they adhere to the Code of Conduct for Security Service Providers (prescribed under South Africa's Private Security Industry Regulation Act, 2003) and that their employees are trained in human rights.</p> <p>They must also adhere to our Human rights policy statement and our Code of ethics (among other stipulations) which is managed within the terms and</p>

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			<p>conditions agreed to between the parties. Security service providers are audited annually regarding compliance.</p> <p>The Security Policy and Procedures are aligned to meet the standard of the Voluntary Principles on Security and Human Rights. Continued embedding of the Voluntary Principles on Security and Human Rights in management systems and improvement of risk assessments.</p> <p>Security Contractor Compliance verification is ongoing to ensure training schedules for front-line Security Officers include the VP principles of all Security Contractor companies. Sibanye-Stillwater Protection Services manages a screening process by which all employees, inclusive of security contractors, are screened. Regarding security officers in South Africa, all security personnel must be registered with PSIRA.</p> <p>Training through the induction programme includes Human Rights related material.</p> <p>During the contracting process security service providers are required to present evidence confirming that the service provider adheres to the Code of Conduct for Security Service Providers and their employees are trained in Human Rights. Adherence to the Human Rights Policy Statement and Code of Business Conduct is managed within the terms and conditions agreed to between the parties. Compliance is a requirement, and the security service providers are audited annually.</p>	
<p>Conflict 5.4 We will implement the Conflict-Free Gold Standard. We will ensure that when we operate in conflict-affected or high-risk areas our operations do not cause, support or benefit unlawful armed conflict or contribute to human rights abuses or breaches of international humanitarian law.</p>	Conflict Free Gold Standard documents	Meets	Sibanye-Stillwater have implemented the Conflict Free Gold Standard and adheres to the necessary requirements prescribed.	
<p>Principle 6 – Labour rights: we will ensure that our operations are places where employees and contractors are treated with respect and are free from discrimination or abusive labour practices.</p>				
<p>Wages and benefits 6.1 We will ensure that our workforce receives fair wages and benefits relative to relevant national</p>	Remuneration Philosophy and Policy	Meets	Sibanye-Stillwater commit to promoting the aims of UN SDG 8.8 (Protect labour rights and promote safe and secure working environments of all workers, including migrant workers, particularly women migrants, and those in precarious employment).	



<p>and local benchmarks, norms and regulations.</p>			<p>All employees are subject to vetting procedures, including the verification of age, criminal record checks, and medical fitness assessments.</p> <p>We support collective bargaining and freedom of association, as per the labour legislation in the areas that we operate and as per the ILO Protocol on decent work and working conditions.</p> <p>Our Leave policy for our SA operations makes provision for maternal leave, paternal leave, and adoption leave. In terms of various collective agreements, the SA region gives female employees four months fully paid maternity leave. This is more favourable than what is legally required, and employees enjoy the option to spread the four months paid maternity leave over a period of six months.</p> <p>Our Overtime policy for the SA operations sets out the control mechanism to monitor overtime work, which includes overtime work planning, and authorisation practices of overtime, ensuring we comply with the Basic Conditions of Employment Act thresholds.</p> <p>We also have an anonymous and independently managed tip-offs line.</p>	
<p>Preventing discrimination and bullying 6.2 We will engage regularly and constructively with our employees and their representatives and strive to ensure a workplace free from bullying or harassment and unfair discrimination.</p>	<p>Code of Ethics HR Policies Sexual Harassment Policy; Employment Equity Policy; Management of Diversity Policy; Transformation Policy; Screening and Verification Policy and; Whistleblowing Policy ESG Policy Human Rights Policy</p>	<p>Meets</p>	<p>The ESG Policy and Human Rights Policies is available on the Sibanye-Stillwater website.</p> <p>As per the Code of Ethics, Sibanye-Stillwater has a ZERO tolerance for all forms of discrimination, racism and unfairness. Our Human Rights policy statement is aligned to the ICMM, UNGC and World Gold Council Responsible Mining Principles. Our sexual harassment policy, leave policy and disciplinary procedure are examples of other human rights-related internal policies that guide behaviour. These include provisions for: eliminating harassment, bullying and discrimination; freedom of association; eradication of forced labour; ending modern slavery and human trafficking; prohibition of child labour. Thus, aligning us with SDG 8.7. Grievance processes allow for employees to lodge discrimination complaints formally or informally. Discrimination cases deemed a priority are referred to the Dispute Resolution Unit (DRU), which appoints an investigator. An employee can choose to lead their own grievance or ask the DRU to lead. A presiding chairperson makes a ruling, which management ratifies.</p>	
<p>Child and forced labour</p>	<p>Code of Ethics Human Rights Policy Child Labour Policy</p>	<p>Meets</p>	<p>Refer to the Human Rights policy statement (https://www.sibanyestillwater.com/sustainability/reports-policies/) in</p>	

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<p>6.3 We prohibit child labour, forced labour and modern slavery in our operations and in our supply chains.</p>	<p>Screening and Verification Policy ESG Policy</p>		<p>which we stipulate our commitment to not employ children as well as not subject any worker to modern slavery.</p> <p>The ESG Policy and Human Rights Policy are available on the Sibanye-Stillwater website. Please refer to Principle 3.1 for information on the ESG Survey and training done at the ESG Supplier Day.</p> <p>Within our standard terms and conditions for suppliers, they must follow a range of legislation relevant to human rights as well as adherence to our own policy statements and Code of Business Ethics.</p>	
<p>Freedom of association and collective bargaining 6.4 We will uphold the legal rights of our workforce to associate with others and to join, or to refrain from joining, labour organisations of their choice and to bargain collectively without discrimination or retaliation.</p>	<p>Code of Ethics Human Rights Policy ESG Policy Grievance mechanisms (as required by the Labour Relations Act required and anonymous tip-offs line)</p>	<p>Meets</p>	<p>Refer to the Human Rights Policy Statement (https://www.sibanyestillwater.com/sustainability/reports-policies/) in which we commit to freedom of association and collective bargaining process.</p> <p>The ESG Policy and Human Rights Policy are available on the Sibanye-Stillwater website.</p> <p>As per SDG 8.8, we endorse the target to “Protect labour rights and promote safe and secure working environments of all workers, including migrant workers, particularly women migrants, and those in precarious employment”. All employees are subject to vetting procedures, including the verification of age, criminal record checks as well as medical fitness assessments. We support collective bargaining and freedom of association and is governed by labour legislation.</p>	
<p>Diversity 6.5 We will implement policies and practices to promote diversity at all levels of the company, including the representation and inclusion of historically underrepresented groups and will report on our progress.</p>	<p>Code of Ethics HR Policies: Employment Equity policy; Management of Diversity policy; and Transformation policy</p>	<p>Meets</p>	<p>Sibanye-Stillwater is committed to transforming and diversifying its workforce. Our transformation journey in South Africa is guided and determined by the Mining Charter.</p> <p>A series of transformative workshops for the SA region took place to enhance the understanding of diversity, equity and inclusion. A culture initiatives group was formed in 2022, and has transitioned into a DEIB Council, whereby senior leaders facilitate change initiatives related to DEI and organisational culture.</p> <p>The Group has policies and procedures to increase female representation across all levels of the organisation. Key policies focus on: (i) the attraction, retention, promotion and development of females in the Group; (ii) addressing and combating gender-based violence issues; (iii) cultural transformation within the workplace encouraging an inclusive and diverse environment across all levels within the Group.</p>	

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			<p>Sibanye-Stillwater has been re-admitted to the FTSE Russell for Good index as well as Bloomberg Gender-Equality Index (GEI). The Group is one of 418 companies globally (and one of only nine South African companies), across 45 countries and regions representing a variety of sectors, which qualified to be included in the GEI recognising how we contribute to gender and diversity, the ultimate aim of the UN SDG 5 and 10.</p>	
<p>Women in Mining 6.6 We are committed to identifying and resolving barriers to the advancement and fair treatment of women in our workplaces. Through our employment, supply chain, training and community investment programmes, we will aim to contribute to the socio-economic empowerment of women in the communities associated with our operations.</p>	<p>Please refer to documents listed in 6.5 as well as: Leave policy that includes maternity aspects, Remote working policy and Sexual Harassment policy</p>	<p>Meets</p>	<p>The Group has policies and procedures to increase female representation across all levels of the organisation. Key policies focus on: (i) the attraction, retention, promotion and development of females in the Group; (ii) addressing and combating gender-based violence issues; (iii) cultural transformation within the workplace encouraging an inclusive and diverse environment across all levels within the Group.</p> <p>Our Women-in-mining (WiM) initiative at the SA and US operations addresses inequalities and barriers to female employment and ensures our organisation treats women fairly, acknowledging that we must play our part in balancing what has historically been a male-dominated industry. In 2022, we constituted a Diversity Equity and Inclusion Council (DEIC) to accelerate building of an inclusive business, whereby people of all nationalities, races, genders, sexual preferences, political and religious affiliations and other personal distinguishing features will be recognised in the Sibanye-Stillwater Group for the distinctive value that they contribute. We are committed to making pay a function of role and responsibility and not of group identity. The Remuneration Committee is satisfied that there is no institutional pattern of a gender pay gap and, where there are small discrepancies, these are being resolved. The Social, Ethics and Sustainability Committee continued to focus on WiM, and on promoting women in management and executive leadership. The worked continued into 2024.</p> <p>See https://www.sibanyestillwater.com/sustainability/people/women-in-mining/</p>	
<p>Raising concerns 6.7 We will provide a confidential mechanism through which employees and others associated with our activities may raise ethical concerns and which will provide</p>	<p>Code of Ethics Whistleblowing policy Fraud Response plans Anonymous tip-offs hotline</p>	<p>Meets</p>	<p>Sibanye-Stillwater have toll-free lines and an anonymous email address (sibanyestillwater@tip-offs.com) to facilitate the reporting of non-compliance to the Code across the Group; 0800 001 987 (SA region), 1-800-317-0287 (US region), 0800 772 244 (Finland), 0805 080 544 (France), 1-800 239 (Aus region). Employees, suppliers and customers can use the toll-free lines and anonymous email address to report irregularities and misconduct without fear of victimisation.</p>	



<p>protection from retaliation for those who raise concerns in good faith.</p>			<p>Whistle-blower reports, which are anonymous and confidential, are managed by Protection Services. These reports are reviewed by the Audit Committee and the Social, Ethics and Sustainability Committee. We have a Whistle-blower policy available that is designed to offer protection and confidentiality to those who disclose concerns.</p> <p>A grievance and complaints procedure is available on the Sibanye-Stillwater website.</p>	
<p>Principle 7 – Working with communities: we will contribute to the socio-economic advancement of communities associated with our operations and treat them with dignity and respect.</p>				
<p>Community consultation 7.1 We will consult regularly and in good faith with the communities associated with our operations on matters of interest to them and will take account of their perspectives and concerns.</p>	<p>Stakeholder Engagement Policy Partnerships for Development Position Statement Indigenous People and Mining Position Statement detailing the technical requirements to achieve the policy commitments ESG Policy Stakeholder Engagement Framework Stakeholder Mapping Community Engagement Forums</p>	<p>Meets</p>	<p>The primary methods of engagement are meetings with stakeholders (workshops and training sessions), open days, Pitso – a Sotho word for traditional assembly or gathering, written communications (reports and letters), data-free digital information app, Ulwazi and local media.</p> <p>The ESG Policy, Stakeholder Engagement Policy, Indigenous People and Mining Position Statement and Partnerships for Development Position Statements are available on the Sibanye-Stillwater website.</p> <p>The Group has recognised forums, both at regional and local level. At local level we have Community Engagement Forums (CEF), which comprise community representatives, elected by the community. At regional level there is an advisory committee which comprises the executive mayor, local mayors, traditional leaders (e.g., Bapo ba Mogale/Royal Bafokeng Nation), an independent facilitator, and two representatives from the Group. Once the structure is set, together with a social specialist, we identify local, provincial and national individuals and groups, as well as analyse and profile them. Vulnerable groups are also recognised and engaged as a separate grouping.</p> <p>Moreover, the Group promotes an open-door policy. Under this policy, any member of the community has access to the Group. They are able to call and ask for support or advice, and request information and support. CEF meetings are scheduled every quarter. The agenda for the CEF is determined by CEF members. However, Sibanye-Stillwater may also include standard items such as social management of TSFs, grievances/complaint/Human Resources and SLPs are translated into Setswana, Sepedi, Isixhosa and other local languages, and shared with stakeholders at different platforms. See <i>Social and Labour Plans: Summary of projects in SA</i>.</p>	



			<p>Please refer to comments made under Principle 2.4 as it is also relevant to this Principle.</p> <p>Sibanye-Stillwater participates in local air quality management forums. These include, among others, air quality forums in the Highveld Priority Area and the Waterberg-Bojanala Priority Area. We also engage with communities to identify and resolve air quality concerns. We share air quality data at these forums.</p> <p>We participate in various external stakeholder forums including:</p> <ul style="list-style-type: none"> • Water catchment management forums hosted by the Department of Water and Sanitation • Water forums hosted by the Rand Water Board • Water working groups hosted by the ICMM, with links to the ICMM biodiversity working group. <p>All operations have a grievance registers and there are grievance mechanisms for employees and external stakeholders to report complaints, escalate complaints, report non-compliance, and seek redress. Complaints received can be done by phone, email, via the tollfree line, openly, directly, verbally, in writing or anonymously.</p>	
<p>Understanding communities 7.2 We will ensure that we engage with communities, including traditional leaders, in a culturally appropriate manner. We will be alert to the dangers of causing differentially negative impacts on women, children, Indigenous Peoples and other potentially vulnerable or marginalised groups. We will strive to ensure that the voices of these groups are heard and that this knowledge is integrated into how we do business.</p>	<p>Stakeholder Engagement Policy Human Rights Policy ESG Policy Indigenous People and Mining Position Statement</p>	<p>Meets</p>	<p>This principle also links to disclosures made under Principle 7.1.</p> <p>Stakeholder engagement is integral part of our business and within our policy statement on stakeholder engagement we commit to create appropriate platforms for open and participative engagement.</p> <p>Our CARES values and the Stakeholder Engagement Policy Statement (https://www.sibanyestillwater.com/sustainability/reports-policies/) guide our approach to stakeholder engagement.</p> <p>The stakeholder engagement policy statement guides stakeholder interaction with clearly outlined protocols on how we manage stakeholder concerns and expectations. As a responsible corporate citizen, Sibanye-Stillwater fosters and maintains constructive engagement with all stakeholders. By doing so, we can deliver on our vision to create value for stakeholders, create an enabling environment to deliver on our strategy and maintain our social licence to operate in support of long-term success and sustainability. The Social, Ethics and Sustainability Committee monitors the extent to which we are successful in achieving this.</p>	



			<p>Our Sustainability strategy and framework sets out specific objectives to stakeholder engagement.</p> <p>The Indigenous People and Mining Position Statement defines how Sibanye-Stillwater engages with communities, different cultures and Indigenous People.</p> <p>See https://www.sibanyestillwater.com/sustainability/community/</p>	
<p>Creating local benefits 7.3 We will ensure that the communities associated with our operations are offered meaningful opportunities to benefit from our presence, including through access to jobs and training, and procurement opportunities for local businesses and social investment.</p>	<p>ESG policy Partnership for Development Position Statement Community Policy Statement Preferential Procurement Reports Enterprise Development Strategy SMME Strategy and local procurement initiatives</p>	<p>Meets</p>	<p>Refer to Principle 3.2 for disclosures on local procurement. The ESG Policy, Partnership for Development and Indigenous People and Mining Position Statements are available on the Sibanye-Stillwater website.</p> <p>In South Africa we benefit communities through mandated Social and Labour Plans (SLPs) and through our various corporate social responsibility projects. We also benefit communities by offering small community-based enterprises the opportunity to participate in our value chain. Social and Labour Plan (SLP) projects are part of the obligations attached to the operating licence and are implemented over a five-year period. We have various elements of SLPs: Human Resource Development, Employment Equity, Mine Community Development, Promotion of Employee Homeownership, Procurement, Enterprise and Supplier Development. SLP spend excludes spend on CSR as we report that separately.</p> <p>The majority of our SA workforce is made up of South African citizens and most are from our doorstep communities. The remaining come from southern African countries, Lesotho, Mozambique, Eswatini, Botswana and Zimbabwe.</p>	
<p>Seeking community support 7.4 We will seek to obtain and sustain the broad-based support of communities affected by our activities.</p>	<p>Stakeholder Engagement Policy ESG Policy Indigenous Mining and People Position Statement) Partnership for Development Position Statement Stakeholder Engagement Framework Community grievance mechanism Community Engagement Forums</p>	<p>Meets</p>	<p>Stakeholder engagement is integral part of our business and within our policy statement on stakeholder engagement we commit to create appropriate platforms for open and participative engagement.</p> <p>This principle also links to disclosures under 7.1 and 7.2.</p> <p>The ESG Policy, Partnership for Development and Indigenous People and Mining Position Statements are available on the Sibanye-Stillwater website.</p> <p>Project-steering committees assist with planning, engagement, execution and monitoring of the projects. The Group has recognised forums, both at regional and local level. At local level we have Community Engagement Forums (CEF), which comprise community representatives, elected by the</p>	



			<p>community. At regional level there is an advisory committee which comprises the executive mayor, local mayors, traditional leaders (e.g., Bapo ba Mogale/Royal Bafokeng Nation), an independent facilitator, and two representatives from the Group. Once the structure is set, together with a social specialist, we identify local, provincial and national individuals and groups, as well as analyse and profile them. Vulnerable groups are also recognised and engaged as a separate grouping.</p> <p>Moreover, the Group promotes an open-door policy. Under this policy, any member of the community has access to the Group. They are able to call and ask for support or advice, and request information and support. CEF meetings are scheduled every quarter. The agenda for the CEF is determined by CEF members.</p> <p>See https://www.sibanyestillwater.com/sustainability/community/</p>	
<p>In-migration 7.5 We will work with local authorities and community leaders to control or manage the impact of migratory influxes of people attracted by mine development.</p>	<p>Employee Housing Scheme Local recruitment strategy Land donations - the Bhongweni Village</p>	<p>Meets</p>	<p>Sibanye-Stillwater engages with communities to ensure proper management of influx of job seekers, procurement opportunities, services and infrastructure needs.</p> <p>The majority of our SA workforce is made up of South African citizens and most are from our doorstep communities. The remaining come from southern African countries, Lesotho, Mozambique, Eswatini, Botswana and Zimbabwe.</p> <p>We aim to improve the lives of our employees by encouraging home ownership, better living conditions and improved amenities. To achieve this, we have redesigned our policy around housing, including more emphasis on collaboration with third parties, e.g. Government.</p>	
<p>Indigenous People 7.6 We will respect the collective and customary rights, culture and connection to the land of Indigenous Peoples. We will work to obtain their free, prior and informed consent where significant adverse impacts may occur during exploration, project design, operation and closure, including around the delivery of sustainable benefits.</p>	<p>ESG Policy Human Rights Policy Stakeholder Engagement Policy Indigenous People and Mining Position Statement Community forums</p>	<p>Meets</p>	<p>The Indigenous People and Mining Position Statement was approved in 2021 defining Indigenous people for the SA operations as well as the governance, monitoring and evaluation of performance with regards to Indigenous People. The Position Statement also describes the principle of obtaining free, prior and informed consent where significant adverse impacts may occur during exploration, project design, operation and closure, including around the delivery of sustainable benefits.</p> <p>The ESG Policy, Stakeholder Engagement Policy, Human Rights Policy and Indigenous People and Mining Position Statement is available on the Sibanye-Stillwater website.</p>	



			SA operations have detailed socioeconomic stakeholder profiles in place. Our commitment to free, prior and informed consent is included in our ESG policy.	
<p>Cultural heritage 7.7 We will seek to preserve cultural heritage from adverse impacts associated with project activities, including through our impact assessments. We will put in place chance finds procedures at all relevant operations.</p>	<p>ESG Policy Human Rights Policy Indigenous People and Mining Position Statement Heritage Position Statement</p>	<p>Meets</p>	<p>The Cultural Heritage Procedure aligns to the ISO 14001: 2015 standard. The gold operations achieved ISO certification in December 2021 and maintained it in 2024.</p> <p>Sibanye-Stillwater has over 851 heritage sites across its SA operations, including grave sites, iron age and stone age sites, historical mine buildings and infrastructure over 60 years old.</p> <p>Frameworks to which we subscribe (e.g., ICMM, the WGC, and the UNGC) promote the protection of cultural heritage. Our internal governance documentation includes a position statement on heritage, ISO-based heritage resource procedures, as well as a chance find protocol (for archaeological/heritage finds during construction/operation).</p> <p>In 2020, we initiated a baseline assessment for heritage management at our SA gold and SA PGM operations, and in 2021 we developed action plans. We have heritage site inventories for our SA operations, with location mapping in a Geographic information system (GIS). We launched our heritage webpage on 18 July 2022 (Mandela Day) firstly to increase awareness around our heritage and culture within Sibanye-Stillwater and with our key stakeholders, but also to mainstream heritage and culture as a critical human rights and sustainability issues within the organisation.</p> <p>See www.sibanyestillwater.com/sustainability/heritage/introduction/</p>	
<p>Resettlement 7.8 We will seek to avoid involuntary resettlement. Where this is unavoidable, we will proceed on the basis of meaningful consultation with affected communities, a publicly available planning framework, the restoration of established livelihoods and the provision of fair and timely compensation. We will seek to minimise adverse impacts on displaced people.</p>	<p>ESG Policy Indigenous People and Mining Position Statement</p>	<p>Meets</p>	<p>While there have been no resettlements or plans to resettle communities, the Group notes that in the life of its operations it might need to resettle communities. To this end, and when resettlement cannot be avoided, the Group commits to undertake resettlement constructively and treat parties fairly. A resettlement framework is included in our social performance toolkit.</p> <p>Resettlement of communities is not considered a significant issue for the South African gold operations. The ESG Policy and the Indigenous People and Mining Position is available on the Sibanye-Stillwater website.</p>	



Principle 8 – Environmental stewardship: we will ensure that environmental responsibility is at the core of how we work				
<p>Managing environmental impacts 8.1 We will implement systems to monitor and manage our impacts on the environment. We will avoid, minimise, mitigate or compensate for significant adverse impacts.</p>	<p>ESG Policy Environmental Impact Assessments</p>	<p>Meets</p>	<p>Environmental impact assessments are performed, and impacts are managed.</p> <p>ISO14001:2015 certification was achieved at the end of Q4 2021 and have been maintained in 2022, 2023 and 2024.</p> <p>The Group drives good stewardship in terms of water management, reduction of its carbon footprint and concurrent rehabilitation in a quest to reduce any adverse environmental impacts on people and the planet.</p>	
<p>Tailings and waste management 8.2 We will design, build, manage and decommission tailings storage and heap-leaching facilities and large-scale water infrastructure using ongoing management and governance practices in line with widely supported good practice guidelines. We will not develop a new mine that would involve the use of riverine or shallow submarine tailings.</p>	<p>Tailings Stewardship Policy ESG Policy Third-party independent review of tailings facilities and sign-off from the Engineer of Record Air Quality Position Statement</p>	<p>Meets</p>	<p>The ESG Policy, Tailings Stewardship Policy and Air Quality Position Statement are available on the Sibanye-Stillwater website.</p> <p>An inventory of existing and planned dams, heap-leaching facilities and water infrastructure is available. The TSFs are managed, and governance practices are in place as TSF's are high risk and management of it is a legal requirement. Competent people are assigned (VP Tailings Management – Ross Cooper) and annual third-party reviews were conducted. In addition, board members attended training on the management of tailings storage facilities.</p> <p>We are aligned and compliant with GISTM.</p> <p>See: https://www.sibanyestillwater.com/sustainability/environment/tailings-management/ https://reports.sibanyestillwater.com/2023/downloads/ssw-FS23-tailings-management.pdf</p>	
<p>Cyanide and Hazardous materials 8.3 We will identify and manage potential risks relating to the transportation, handling, storage and disposal of all hazardous materials. Where our operations use cyanide, we will ensure that our arrangements for the transport, storage, use and disposal of cyanide are in line with the standards of practice set out in the</p>	<p>ESG Policy Materials Stewardship Policy Mineral and non-mineral Waste Position Statement</p>	<p>Meets</p>	<p>Within the Material Stewardship policy and the Mineral and Non-Mineral Waste Position Statement the Group commits to source, utilise, re-use and dispose of materials in a manner that is optimal, appropriate and responsible with regard to environmental, social, health and safety considerations.</p> <p>The ESG Policy and Mineral and Non-Mineral Waste Position Statement are available on the Sibanye-Stillwater website.</p> <p>Use of hazardous materials such as cyanide and explosives are controlled through the use of standard operating procedures and mandatory codes of practice and have material data sheets displayed on the products and other areas such as company intranet and warning boards.</p>	



<p>International Cyanide Management Code.</p>			<p>A Waste Management Procedure referencing the handling, transportation and disposal of hazardous waste is in place.</p> <p>A Hazardous Material (HAZMAT) Management Procedure is in place. This procedure includes, amongst others, the following aspects with regard to hazmat management:</p> <ul style="list-style-type: none"> • Risk exposure, monitoring and control • Register of Hazmat • Selection and purchasing of new hazardous materials • Risk assessment process (considerations) • Management and systems controls • Training, auditing and record-keeping • Labelling and decanting <p>A waste database for the SA operations is in place detailing the collection of waste information. The group manages its wastes according to the Waste Hierarchy, whilst also pursuing the long-term goal/philosophy of "zero non mineral waste to landfill".</p> <p>We aim to ensure responsible storage, collection, reuse, recovery, treatment and disposal of general and hazardous waste. The National Environmental Management Waste Management Act: National Information Regulations requires that hazardous waste generators and landfill owners are registered with the national (South African) and regional (Gauteng) waste information systems. Our operations, where required, are registered as per the regulations. The regulations highlight the importance of accurate waste information and waste record-keeping, as is the case of the landfills we operate.</p> <p>We have identified several waste streams for which some research has commenced to integrate the waste circular economy back into operations, where different waste is considered for operational requirements in neutralisation, cyanide destruction, infill, structural support, energy alternatives, and soil enhancement.</p> <p>The National Environmental Management: Waste Management Act (2008), the National Waste Management Strategy (NWMS, 2020) and various regulations, norms and standards govern management of waste in South Africa. Amongst others, concepts such as "waste minimisation", the "circular economy", the "waste management hierarchy" and "compliance, enforcement and awareness" are recognised and advocated in both the legislation and the National Waste Management</p>	
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			<p>Strategy. Amongst other things, waste management regulations require that hazardous waste generators and landfill owners register with the national and regional (e.g. Gauteng) waste information systems. Our operations, where required, are registered as per the regulations. The regulations highlight the importance of accurate waste information and waste record-keeping, as is the case for the landfills we operate.</p> <p>The International Cyanide Management Code (Cyanide Code) is a voluntary certification programme for managing cyanide in silver and gold mines. We have achieved our accreditation audits to the Cyanide Code in 2023. All our gold processing plants follow the rules and guidelines of the International Cyanide Management Institute (ICMI), who governs the code.</p> <p>See Cyanide Code certification documents on https://www.sibanyestillwater.com/sustainability/reports-policies/.</p>	
<p>Mercury 8.4 We will not use mercury to extract gold in our processing facilities nor accept gold produced by third parties using mercury. We support the Minamata Convention's objective of reducing mercury emissions for the protection of human health and the environment. We will identify point source mercury emissions to the atmosphere arising from our activities and minimise them. We will only sell mercury thereby captured for uses recognised as acceptable by international conventions.</p>		<p>Meets</p>	<p>The Company does not produce mercury as a primary product, further the Company does not use mercury or mercury compounds in any processes, therefore the risk of mercury is negligible.</p>	
<p>Noise and dust 8.5 We will adopt and implement policies and practices to avoid or mitigate impacts on local communities and the environment arising from noise, dust, blasting and vibration.</p>	<p>Stakeholder Engagement Policy ESG Policy Air Quality Position Statement Community Engagement forums Community grievance mechanism Environmental Management Plans</p>	<p>Meets</p>	<p>Sibanye-Stillwater does have policies and practices in place to avoid or mitigate impacts from noise, dust, blasting and vibration to surrounding communities. The ESG Policy, Stakeholder Engagement Policy and the Air Quality Position Statement is available on the Sibanye-Stillwater website.</p> <p>Sibanye-Stillwater have a Group-wide dust fallout monitoring system. The company also have various control and mitigation measures, including</p>	

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	Environmental Impact Assessments		canon spraying, ridge ploughing on TSFs, application of chemical dust suppressants, use of netting, and planting of indigenous tamarisk trees.
Principle 9 – Biodiversity, land use and mine closure: we will work to ensure that fragile ecosystems, habitats and endangered species are protected from damage, and will plan for responsible mine closure.			
Biodiversity 9.1 We will implement biodiversity management plans. At a minimum, we will seek to ensure that there is no net loss of critical habitat. Where opportunities arise to do so, we will work with others to produce a net gain for biodiversity. We will incorporate both scientific and traditional knowledge in designing adaptation strategies in ecosystem management and environmental assessment.	ESG Policy Biodiversity Position Statement Land Position Statement Biodiversity Management and Action Plans	Meets	Environmental stewardship is a key element of the Sustainability strategy. The ESG Policy and Biodiversity and Land Position Statements are available on the Sibanye-Stillwater website. Biodiversity Management and Action Plans have been developed and implemented for all the Gold operations. Sibanye-Stillwater undertook a world-first for mining companies when we conducted a comprehensive assessment of our biodiversity footprint using the Biological Diversity Protocol (BDP) as spearheaded by the Endangered Wildlife Trust (EWT). This assessment makes use of both total footprint and ecosystem health criteria to arrive at hectare equivalents in order to assess and track our biodiversity impacts and opportunities. The first global disclosure was made in early 2022 as based on our 2021 data. This allowed us to set and track numerical targets in terms of our Nature Stewardship aims, namely: net gain in existing projects (brownfields, specifically all SA operations) and no net loss for new projects. This work was continued in 2024. See https://reports.sibanyestillwater.com/2023/downloads/ssw-FS23-biodiversity-management.pdf
World Heritage Sites 9.2 We will not explore or seek to develop new mining operations in an area designated as a World Heritage Site.	ESG Policy Heritage Position Statement	Meets	No mining site is within a World Heritage Site – the latitude and longitude of all gold operations were compared against the locations of the World Heritage Sites in South Africa and confirmed to be outside of any of the World Heritage Sites With any new development (exploration, prospecting, construction and operation), a detailed environmental impact assessment will be done, entailing a prior comprehensive, risk-based and a Multi Criteria Decision-making matrix-based site selection study, which as a rule would seek to avoid World Heritage Sites or any other “green” or “brown” sensitive areas.

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			<p>The ESG Policy and Biodiversity and Land Position and Heritage Statements are available on the Sibanye-Stillwater website.</p> <p>Also see https://www.sibanyestillwater.com/sustainability/heritage/introduction/</p>	
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<p>Land use and deforestation 9.3 We recognise the importance of integrated land use planning. In determining our project footprint, we will give meaningful consideration to the land access needs of nearby communities and to the preservation of biodiversity. We will aim to minimise deforestation arising from our activities.</p>	<p>ESG Policy Land Position Statement Biodiversity Position Statement EMPs Land use planning and Spatial Planning and Land Use Management Act (SPLUMA) activities</p>	<p>Meets</p>	<p>As an extractive industry player, we are acutely aware of our obligation to close our mining operations responsibly and rehabilitate our footprints to appropriate and agreed-upon end land uses, cognisant of regional and national interests.</p> <p>A pilot project at our Beatrix operations in the Free State makes some of our unused property available for livestock husbandry for local community members and employees. If successful, the project would address the challenge of livestock roaming unmanaged on our property, and it would constitute a way to benefit employees and the doorstep communities in an environmentally sustainable manner. In addition, the lessons learnt on this pilot project could be replicated at other SA operations with similar livestock challenges.</p> <p>We identified land parcels for phase 1 of the Beatrix animal husbandry project, which can only accommodate a pre-determined number of cattle. These land parcels are earmarked for the development of agricultural infrastructure such as fencing and boreholes. Stakeholder engagement is a key part of our closure planning process and we participate in various internal and external forums that include various stakeholders.</p> <p>In 2020 we established a Leveraging land for impact steering committee. Its primary objective is to make determinations on the positive socioeconomic impact of the use of land owned by Sibanye-Stillwater, by which this land contributes to sustainable development so that economic activity continues beyond our mining operations.</p> <p>We also have footprint-reduction working groups, which focus on minimising liability associated with closure of operations. This includes looking at demolition projects and the potential repurposing of infrastructure; and it includes engagement with relevant internal and external stakeholders.</p> <p>Please refer to disclosure under Principle 9.1 as it is also relevant to this principle.</p> <p>Deforestation at Sibanye-Stillwater is not a significant concern due to the topography of the land where Sibanye-Stillwater operates - the only type of deforestation that occurs is the clearing of alien invasive plant species for the benefit of local biodiversity.</p>	
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<p>Mine closure 9.4 We will plan for the social and environmental aspects of mine closure in consultation with authorities, our workforce, affected communities and other relevant stakeholders. We will make financial and technical provision to ensure planned closure and post-closure commitments are realised, including the rehabilitation of land, beneficial future land use, preservation of water sources and prevention of acid rock drainage and metal leaching.</p>	<p>ESG Policy Post-Mining Socio-Economic Sustainability and Closure Position Statement Closure Plans Closure liability assessments Closure Guideline Integrated Annual Report</p>	<p>Meets</p>	<p>The Draft Mine Closure Strategy and GN1147 legislation (Financial Provision Regulations, 2015 with amended compliance deadline of June 2022) have been considered through incorporation of various sections. Stakeholder engagement is a key part of our closure planning process and we participate in various internal and external forums that include various stakeholders.</p> <p>Our closure working groups at our SA operations focus on social, land and environmental aspects of closure planning. The working groups are developing closure and rehabilitation plans (which include supporting social closure plans) for all operations.</p> <p>We also have footprint-reduction working groups, which focus on minimising liability associated with closure of operations. This includes looking at demolition projects and the potential repurposing of infrastructure; and it includes engagement with relevant internal and external stakeholders.</p> <p>We also discuss closure-related issues with other mining houses at Mineral's Council forums. The ICMM also affords us opportunity (through their working groups) to consider different perspectives on closure management.</p> <p>We have a detailed social closure strategy to address this complexity and the multi-disciplinary nature of planning for post-mining. Given that the economic conditions of the operations change during the life of the mine, returning the land to its pre-mining state is neither viable nor advisable. We will continue to partner with like-minded institutions to invest in alternative economies (other than mining) and use our assets for sustainable impact that endures post mining.</p>	
<p>Principle 10 – Water, energy and climate change: we will improve the efficiency of our use of water and energy, recognising that the impacts of climate change and water constraints may increasingly become a threat to the locations where we work and a risk to our licence to operate.</p>				
<p>Water efficiency 10.1 Water efficiency - We will use water efficiently and responsibly and in co-operation with authorities and, where possible, other users. When we operate in water-stressed areas, we will take proportionate and practicable steps to improve the efficiency of our water use and</p>	<p>ESG Policy Water Conservation and Water Demand Management Position Statement Water Health Management Position Statement</p>	<p>Meets</p>	<p>Regulatory inspections and external audits on licences and authorisations (environmental management plans, environmental authorisations, water use licences, waste licences, air emissions licences etc.) are performed by the Department of Minerals and Energy (DMRE), Department of Environment, Fisheries and Forestry (DEFF), or the Department of Water and Sanitation and Human Settlement (DWS). The ESG Policy and Water Conservation and Water Demand Management and Water Health Management Position Statements are available on the Sibanye-Stillwater website.</p>	



<p>seek to reduce our water footprint, including, where possible, through increased recycling.</p>				
<p>Water access and safety 10.2 Recognising that access to water is a human right and fundamental ecosystem requirement, we will manage our operations so as to ensure that they do not adversely affect the overall quality of catchment water resources available to other users.</p>	<p>ESG Policy Water Conservation and Water Demand Management Position Statement Water Health Management Position Statement</p>	<p>Meets</p>	<p>The ESG Policy and Water Conservation and Water Demand Management and Water Health Management Position Statements are available on the Sibanye-Stillwater website. There is also a recognition that recycling, and harvesting is a critical aspect to ensure available use of potable supply by local communities.</p> <p>South African legislation, primarily through the National Water Act and supported by the National Environmental Management Act, requires the management and protection of the water resource for all users. As part of legislation, incidents of non-compliance in the management of water resources, particularly to non-compliance in respect of discharge qualities, are required to be reported. Our water quality nonconformance procedure applies to all discharges into the environment and therefore has largely been applicable to the gold operations (given that the SA PGM operations are zero effluent/discharge operations). Under this procedure, we examine our water quality compliance monthly in the downstream environment in terms of various limits, most of which are more stringent than official water use licence limits.</p>	
<p>Combating climate change 10.3 We support the objectives of global climate accords through avoidance, reduction or mitigation of carbon emissions. Where relevant, we will work to enhance the ability of our operations and nearby communities to be resilient to the effects of climate change.</p>	<p>ESG Policy Climate Change Position Statement Energy and Decarbonisation Position statement Carbon Management Policy Statement Carbon inventory CDP Disclosure Integrated Annual Report</p>	<p>Meets</p>	<p>The following strategic objectives have been set as part of the response programme:</p> <ul style="list-style-type: none"> • Develop, maintain, and update a greenhouse gas (GHG) emissions inventory, and reduce GHG emissions • Develop and implement an energy and decarbonisation strategy • Aim to achieve carbon neutrality by 2040. <p>Through the proactive management and reduction of our carbon footprint we voluntarily monitor and report on our carbon emissions in our integrated reports, and in the CDP disclosure. We are committed to achieving a carbon neutral position by 2040.</p> <p>Our Climate Change and Energy and Decarbonisation position statements are aligned to the climate change commitments of the ICMM, to SDGs 7 and 13, and to the UNFCCC (United Nations Framework Convention on Climate Change) Paris Agreement. Sibanye-Stillwater was one of 27 international mining and metals companies that committed to the new ICMM climate change position, announced ahead of COP26, which includes a commitment to net zero by 2050. We support the global response to climate change in two primary ways: reducing our own</p>	

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			<p>carbon footprint and by delivering commodities needed for mitigating carbon emissions.</p> <p>One of our strategic risk-mitigation objectives is to provide comprehensive disclosure on climate-related issues. We continue to align our reporting and disclosures to the recommendations of the TCFD and other frameworks provided by regulatory bodies such as the JSE and SEC.</p> <p>We also provide climate-related disclosure through our annual submissions to the CDP, across climate, water and for the first-time forests. The CDP runs the foremost global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts. The CDP's disclosure platform also provides the mechanism for reporting in line with the TCFD recommendations, by translating the TCFD recommendations and pillars into actual disclosure questions through a standardised annual format in a comparable and consistent way.</p> <p>The ESG Policy and Climate Change and Energy and decarbonisation Position Statements are available on the Sibanye-Stillwater website. See Climate change related disclosure and Sustainability content index at www.sibanyestillwater.com/news-investors/reports/annual see also our CDP disclosure and our Sustainability content index.</p> <p>See https://reports.sibanyestillwater.com/2023/downloads/ssw-FS23-climate-change-supplement.pdf</p>	
<p>Energy efficiency and reporting 10.4 We will work to improve the efficiency of our energy use and to minimise our greenhouse gas emissions intensity. We will measure and report on our CO₂ equivalent emissions in line with accepted reporting standards.</p>	<p>ESG Policy Carbon inventory SA Au Energy and GHG model master CDP Disclosure Beatrix Methane Capture Project Integrated Annual Report Climate Change Risk and Vulnerability Scenario Analysis</p>	<p>Meets</p>	<p>Given the continued risk Eskom poses to our South African operations, in the form of unreliable electricity supply, above-inflation tariff increases and carbon-intensive electricity, and the global climate change imperative, a priority initiative during 2020 was the formulation of a South Africa-focused energy and decarbonisation strategy.</p> <p>Scope 1, 2 and 3 carbon emissions are calculated based on the guidance of the World Resources Institute's Greenhouse Gas Protocol, and this is independently assured on an annual basis.</p> <p>With public commitment to become carbon neutral by 2040, the organization has developed an energy and decarbonisation strategy supported by specific operational interventions.</p>	

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INNOVATION



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY