

SIBANYE-STILLWATER ENVIRONMENTAL MINIMUM STANDARDS NON-MINERAL WASTE



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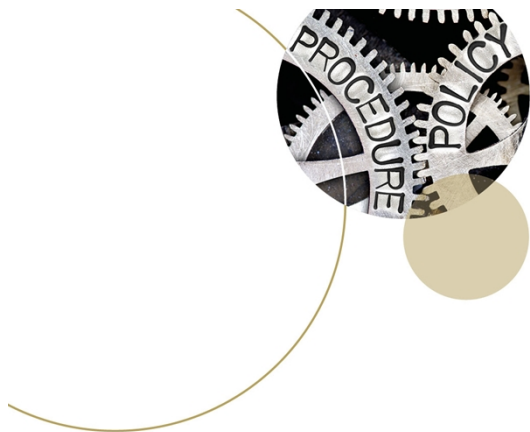
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This Group Minimum Standard defines Sibanye-Stillwater's (SSW) mandatory requirements for the responsible, compliant and sustainable management of hazardous and non-hazardous non-mineral wastes, sewage and sludges generated across the Group. It aims to ensure protection of human health, prevention of pollution, alignment with the circular economy, and minimisation of operational and environmental liabilities. This Standard supports SSW's commitment to responsible mining, ESG leadership, and continuous improvement across all operations globally.

1. Scope

This Standard applies to all Sibanye-Stillwater regions, operations, processing facilities, recycling facilities, offices, exploration sites, closed sites and any entity under the operational control of the Group. It covers the full lifecycle being exploration, project development, construction, operation, closure and post-closure. Compliance is required from contractors and service providers where contractually mandated. It is a requirement that sites ascertain the status of all material (waste, by-product, co-product) dealt with on site prior to consulting this standard, as this standard specifically refers to non-mineral waste.

2. Planning and design

- 2.1 Sites shall identify, assess, and comply with applicable laws, regulations, permits, licenses, external standards and other applicable or relevant and appropriate requirements for waste management.
- 2.2 The identification of planned waste management sites must be approved by the relevant authority, and in collaboration with relevant affected rights-holders and stakeholders.
- 2.3 Sites shall identify and characterise all hazardous and non-hazardous wastes, including potentially hazardous wastes produced at the site or its associated facilities.
- 2.4 Sites shall develop a Waste Management Plan or equivalent to manage all expected Hazardous and Non-Hazardous waste types, domestic wastewater and sludges that include the following:
 - 2.4.1 Identification of waste streams, and whether opportunities exist to avoid and reduce the amount of waste generated, and reuse or recycle any residual waste.
 - 2.4.2 Waste stream descriptions, quantities/volumes generated, source, characterization, classification, inspection procedures, tracking/monitoring requirements, storage and disposal methods, and locations of associated facilities.
 - 2.4.3 Segregation of non-hazardous wastes that support circularity principles.
 - 2.4.4 Risk assessment of potential impacts associated with waste streams.
 - 2.4.5 Clear allocation of responsibilities, emergency response contacts and procedures, and training and implementation programmes.
- 2.5 Hazardous waste may be temporarily stored onsite in legally compliant facilities as legally approved by the responsible authority.
- 2.6 Industrial incineration of wastes and/or plans for on-site open burning of waste shall only be permitted where relevant licences have been obtained to do so.
- 2.7 Sites shall assess new facilities for mercury waste streams and include all mercury waste streams in the Waste Management Plan, in accordance with the Minamata Convention.
- 2.8 Domestic wastewater treatment plants shall be designed, constructed, operated and maintained to manufacturer's recommendations.



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- 2.9 Septic systems shall be approved by the responsible authority where applicable, designed and constructed using an applicable engineering standard. No hazardous materials shall be discharged into onsite septic systems.
- 2.10 Onsite landfills shall be designed and constructed to the engineering design specifications and regulatory requirements. Verification of the integrity of landfill liners and leachate management systems must be conducted in accordance with licence conditions.
- 2.11 Evaluate and document potentially hazardous waste, contaminated sites and non- mineral waste risks and impacts as part of the technical and financial preparation and evaluation of capital projects.

3 Implementation and management

3.1 General Management of Waste

- 3.1.1 Sites must document and demonstrate compliance with applicable end-of-waste or by-product criteria under law before declaring recovered materials as non-waste.
- 3.1.2 Sites shall implement the Waste Management Plan and review it annually thereafter. Collaboration with relevant affected rights-holders and stakeholders to identify risks and impacts, and actual impacts, associated with potentially hazardous wastes is required.
- 3.1.3 Sites shall identify and map existing or planned locations where hazardous and non-hazardous wastes are transported to, stored, used, treated and/or disposed on-site, at associated facilities, or off-site.
- 3.1.4 Sites shall implement a circularity programme, which incorporates the waste hierarchy (prevent, reuse, minimise, recycle, recover and dispose). This will include engagements with suppliers on aspects of product design efficiency, take-back schemes etc.
- 3.1.5 Sites shall establish and monitor targets and/or objectives related to general waste materials management and reduction.
- 3.1.6 Records related to waste generation, segregation, collection, storage, transportation, on-site and off-site disposal and inspections and audits shall be maintained as per regulatory requirements.
- 3.1.7 Decommissioning of onsite hazardous and non-hazardous waste facilities, and wastes generated during decommissioning, shall be incorporated into closure and reclamation plans.

3.2 Hazardous Waste

- 3.2.1 Hazardous wastes shall be managed according to their hazardous characteristics and compatibility with other wastes.
- 3.2.2 Hazardous wastes shall not be co-mingled when it reduces recovery of metals, impacts the environment, or results in legal non-compliance.
- 3.2.3 Sites shall store hazardous waste in the correct type of labelled container in an appropriate secondary containment area.
- 3.2.4 Sites shall maintain spill response equipment, leak detection systems for underground tanks and teams are to ensure hazardous material releases are promptly controlled, contained and remediated.
- 3.2.5 Sites shall establish and monitor targets and/or objectives related to hazardous waste materials management and reduction.



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- 3.2.6 Medical wastes shall be treated and/or disposed in a manner that meets regulatory requirements.
- 3.2.7 The underground storage and/or disposal of hazardous waste is prohibited unless authorised by the responsible authority.
- 3.2.8 The transboundary movement of hazardous waste must meet the requirements of the Basel Convention and the Control of Transboundary Movements of Hazardous Wastes and their disposal.

3.3 Non-Hazardous Waste

- 3.3.1 Sites may dispose of non-hazardous onsite if legally permissible.
- 3.3.2 Site landfills shall be operated and maintained to be geotechnically stable and to prevent impacts to ground water, surface water, wildlife and air quality.
- 3.3.3 Sites shall dispose non-hazardous waste in approved facilities, that are designed and operated in accordance with local laws and regulations.
- 3.3.4 The underground storage and/or disposal of general waste is prohibited unless authorised by the responsible authority.
- 3.3.5 Wastes prohibited from disposal in non-hazardous site landfills must be adhered to unless otherwise approved by regulatory authorities.

3.4 Sewage

- 3.4.1 Raw sewage (not connected to a municipal network) shall be treated to ensure that discharge standards are met. Treated effluent may be used for on-site activities (e.g., dust control, irrigation) once approved by the regulatory authority.
- 3.4.2 Sediment and sludges from sewage treatment plants shall be managed using risk assessed practices appropriate to site conditions and which have been approved by the relevant regulatory authority. Sewage sludge shall be treated (e.g., digested, composted) prior to disposal.
- 3.4.3 Septic systems and sewage treatment plants shall be operated and maintained according to applicable regulatory requirements and manufacturers recommendations.

4 Performance monitoring

- 4.1 Sites shall monitor and measure the effectiveness of the Waste Management Plan and conduct workplace inspections of waste storage facilities and sewage treatment plants.
- 4.2 Sites shall train relevant workers on this standard and communicate associated risks through safety data sheets and labelling where relevant.
- 4.3 Sites shall monitor surface water and groundwater down gradient of on-site septic system leach fields, non-hazardous waste disposal facilities, and hazardous waste disposal facilities.
- 4.4 Sites shall perform verification assessments of contractors who transport or recycle waste materials and facilities. Records of safe disposal certificates and recycling certificates must be kept.
- 4.5 Sites shall keep adequate records of waste data to assist in the public disclosure of performance related to waste, in line with an internationally recognised reporting standard.



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4.6 Issues and/or incidents must be documented to inform reviews and updates to hazardous waste management procedures, and the management plans.

5 References

- Sibanye-Stillwater Sustainability policy
- Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal – Annex III, 1673 UNTS 126; 28 ILM 657 (1989).
- Global Reporting Initiative (GRI) Waste Standard 306.
- Region specific Sibanye-Stillwater incident management procedures
- Group Minimum Standard Water Management
- Group Minimum Standard Air and GHG Emissions



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