SUPPLIER
CODE OF CONDUCT



October 2026

INNOVATION COMMITMENT ACCOUNTABILITY RESPECT ENABLING SAFETY

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Introduction

Sibanye-Stillwater is a multinational mining and metals processing group with a diverse portfolio of operations, projects, and investments across five continents ("the Group"). The Group is also one of the foremost global recyclers of a suite of metals and has interests in leading mine tailings retreatment operations.

The Group is one of the world's largest primary producers of platinum, palladium, and rhodium and is a top tier gold producer. It also produces and refines iridium and ruthenium, nickel, chrome, copper, and cobalt. The Group has also diversified into battery metals mining and processing and has strengthened its role in the circular economy by increasing its global recycling and tailings reprocessing operations.

Scope

This Supplier Code of Conduct ("Code") sets out the principles for and expectations on our suppliers, consultants, service providers, distributors or any other party involved in the supply chain ("Suppliers"), regarding for example ethical sourcing, environmental sustainability, and human rights.

Compliance

The Group expects all Suppliers to adhere to the spirit and principles of this Code and to observe all applicable local, national, and international laws, regulations and conventions in the jurisdictions in which they operate. The Group retains the right to decline to enter into and/or to terminate any agreement or contract with any Suppliers involved in or associated with any unethical, fraudulent, corrupt or otherwise illegal or disreputable activities that may harm its reputation.

The Group recognises that Suppliers may vary in size, ownership structure, operational complexity, and available resources. Accordingly, when evaluating compliance with this Code, the Group may apply a proportionate and risk-based approach, taking these factors into account. Such consideration does not constitute a waiver of any applicable legal requirement or of the core principles set out in this Code.

Suppliers must maintain integrity, honesty, and ethical behaviour at all times. If this Code conflicts with any applicable local, national, or international laws, regulations, and conventions, or where such laws impose stricter or more specific requirements than those set out in this Code, the applicable law in that jurisdiction shall prevail. Suppliers are responsible for identifying and ensuring compliance with such requirements in their operations and supply chains.

Where a Supplier uses subcontractors to provide goods and services to the Group, the Supplier remains responsible for ensuring that such subcontractors comply with this Code and all applicable laws and regulation.

Labour and human rights

Professional conduct

Suppliers providing products, goods, work, services, or any other compensated activity for the Group are required to conduct themselves professionally, report for work fit for duty, meet performance criteria, and deliver a high standard and quality of work.

Suppliers are also required to treat their own employees, suppliers, subcontractors, and business partners with fairness, honesty, and respect.

Dignity and respect

Suppliers are required to foster a workplace culture of dignity, respect and ethical treatment for all employees, suppliers, and/or subcontractors. This includes:

- Discouraging any form of harsh and inhumane treatment, corporal punishment, other physical, verbal, or mental/psychological abuse, including harassment, sexual harassment, threats, acts of violence, and bullying, or threat of any of the foregoing
- Actively encouraging respectful communication, collaboration, and inclusivity within the workplace
- Ensuring that disciplinary actions are fair, consistent, and proportionate to the offense committed

Forced labour
Suppliers may not subject any employee or other third-party personnel to, or otherwise engage in or support, any form of modern slavery, bondage (including debt bondage), indentured, involuntary or exploitative prison labour, forced or compulsory labour, or engage in human trafficking.

Suppliers must implement appropriate mechanisms to ensure that these requirements are complied with by themselves and their subcontractors.

Child labour
Suppliers may not employ children under the legal age in the country(ies) in which they operate.

Human rights due diligence
Suppliers are expected to implement appropriate human rights due diligence processes that allow them to identify, prevent, mitigate, and address adverse impacts associated with their operations and supply chains.

Such processes should be proportionate to the nature, size, and risk profile of the Supplier's activities and aligned, where possible, with internationally recognised human rights standards. Suppliers are expected to take reasonable steps to ensure that their suppliers, subcontractors, and business partners uphold the same principles of respect for human rights.

Fair wages and working hours
Suppliers must comply with applicable laws, collective agreements, and industry standards regarding wages and compensation, working hours, holidays, etc in the country(ies) in which they operate.
Suppliers are required to:

- Pay employees fair wages that meet or exceed legal minimum wage requirements and allow for a decent standard of living. This includes providing equitable wages for student employees (where applicable), interns and apprentices performing similar or equal tasks to entry-level workers
- Compensate employees fairly for any overtime work in accordance with local labour laws and regulations
- Adhere to legal limitations on working hours and ensure employees are not required to work excessively long hours that compromise their health, safety, and work-life balance
- Provide employees with regular breaks and rest periods to ensure their well-being and prevent fatigue
- Ensure that wage and compensation practices are free from discrimination

Non-discrimination and equal opportunity
The Group requires suppliers to treat all individuals with respect and dignity, regardless of their race, gender, gender identity or expression, creed, ethnicity, or national origin, colour, pregnancy, marital status, religion, age, disability, sexual orientation, conscience, beliefs, culture, language, or other legally protected characteristics or attributes.

Equal employment opportunities must be provided to all, and unlawful discrimination of any kind must not be tolerated. Workers must be reasonably accommodated for their religious practices and not subjected to medical or physical tests that could be used discriminatorily.

Diversity
Suppliers are encouraged to promote diversity within their business and adopt inclusive hiring practices that promote diversity at all levels of their workforce, including leadership positions.

Health and safety
Suppliers must comply with health and safety laws, and are required to:

- Provide a safe, healthy, and productive work environment for all employees, including both physical and psychosocial wellbeing
- Conduct regular assessments to identify workplace hazards and implement measures to mitigate or eliminate them
- Develop and implement adequate safeguards to address potential safety risks, including emergency response procedures
- Provide employees with adequate training and education on health and safety practices, including the

proper use of safety equipment
- Provide appropriate personal protective equipment to employees, such as hard hats, gloves, masks, safety glasses, etc., based on the specific hazards of their work
- Establish clear emergency procedures, including evacuation plans, fire drills, and communication protocols
- Establish mechanisms for employees to report health and safety concerns without fear of retaliation
- Conduct regular health and safety audits to ensure compliance with established standards and continuous improvement
- Provide appropriate accommodation for pregnant and nursing individuals, including adjustments to work assignments and measures to minimise any workplace health and safety risks to which they may be exposed

Freedom of association and collective bargaining
Suppliers must respect employees' rights to form, organise, and join trade unions or other employee associations and engage in collective bargaining and peaceful assembly, without fear of discrimination, reprisal, intimidation or harassment.

Alcohol, drugs, and substance abuse
In protecting the safety of our employees and those of our Suppliers, the Group has a zero-tolerance approach to alcohol, illegal drugs, and controlled/prohibited substance abuse. The manufacture, distribution, dispensing, possession, or use of alcohol, controlled/prohibited substances, or illegal drugs by any Supplier or its suppliers, or subcontractors is prohibited on any Group premises.

No Supplier or its suppliers or subcontractors may have on or within their body any detectible[1] quantity of alcohol, controlled substances, or illegal drugs, or the metabolites of any controlled substance or illegal drugs while on duty or reporting for duty.

While the use of marijuana has been legalised in some jurisdictions for medicinal and/or recreational uses, it remains an illegal drug in others. Personnel may not consume or be impaired by marijuana, while on duty or at any Group premises.

Ethical business practices

Anti-corruption and bribery
The Group prohibits and condemns fraud and theft, including bribery, embezzlement, corruption and extortion of any kind.

Suppliers may not offer, promise, solicit, accept bribes or kickbacks, or provide gifts of money, benefits, or anything else of value (such as gifts or favours), or exercise improper influence to obtain or retain a benefit, as an inducement to favourable action or forbearance, or any other improper advantage in conducting their business. This applies to relationships with governments, governmental organisations, officials and other businesses, stakeholders, civil society, and Group employees. Any such activity by employees, agents, stakeholders, contractors, or business partners may not be tolerated.

Compliance with applicable anti-corruption and bribery laws and regulations is a requirement.

Money laundering
All forms of money laundering or terrorist financing of any kind, directly or indirectly through intermediaries, other third parties and/or any employee are prohibited, and country-specific legislation introduced to combat money laundering must be complied with by all Suppliers. Suppliers are expected to have adequate procedures for preventing any financial crime such as fraud, extortion, money laundering, and financing for illegal or unauthorised purposes.

Suppliers are required to only conduct business with customers, suppliers, distributors, agents, and other counterparties who are involved in legitimate business activity and whose funds or assets are derived from

[1] Above the cut-off level used by a laboratory to determine if a specimen is negative.

legitimate sources. Suppliers must promptly disclose any incident of suspected money laundering or terrorist financing that affects the Group that they become aware of through the relevant tip-offs anonymous hotline outlined below.

Payment errors
The Group expects Suppliers to demonstrate the highest standards of accuracy, integrity, and transparency in all financial transactions. All invoices, billing records, and financial documents must truthfully represent the nature, quantity, timing, and price of goods and services rendered.

Any errors, discrepancies, or irregularities, whether intentional or unintentional, must be reported and corrected without delay. Patterns of repeated errors, or failures to rectify inaccuracies, may be treated as non-compliance and could result in further review or corrective action as outlined in this Code.

No Supplier may benefit from any overpayment, duplicate payment, or payment of monies made in error, nor from any payment to which they are not entitled. Suppliers are required to promptly notify their local procurement contact or applicable Accounts Payable/Finance representative of any overpayment or erroneous payment and cooperate fully in the return of such funds.

No Supplier may aid, abet, participate in, or knowingly allow the submission of any invoice or billing documentation that contains incorrect, misleading, false or incomplete information for their own benefit or the benefit of any other party.

Engaging in fraudulent, deceptive, or unethical behaviour is strictly forbidden. Suppliers are required to keep accurate, complete, and auditable records supporting all invoices and payments, and to fully cooperate with audits, reviews, or investigations related to billing, payments, or compliance.

Economic sanctions and export controls
Suppliers are required to comply with all applicable economic sanctions and export control laws and regulations. This includes adhering to restrictions on trade with sanctioned countries, individuals, or entities, and complying with controls on the export of specific goods.

Fair competition
Suppliers are required to compete fairly and ethically in the marketplace. Collusion, price-fixing, bid-rigging, and any form of anti-competitive behaviour are strictly prohibited. Suppliers are required to comply with all applicable antitrust laws applicable to their and the Group's business activities.

Conflict of interest
Suppliers, including family of Suppliers and/or loyalties, must avoid situations where personal interests could be perceived to, or have the potential to conflict with their responsibilities to provide unbiased products or services. If such a conflict of interest arises or has potential to arise, the Supplier is required to take appropriate measures to manage or mitigate the conflict of interest and report such as required by the applicable contract terms and conditions.

Gifts
The Group is committed to maintaining the highest standards of ethical conduct in all its business relationships. To ensure transparency and integrity, no Suppliers, including their suppliers or subcontractors, may offer or provide "Prohibited Gifts" to any Group employee, director, officer, and/or their close family members. This includes for example:

- Gifts of cash or cash equivalents in any amount
- Free use of any vehicle, appliance, residence, or other property
- Lending of money by providers (other than from financial institutions on competitive terms) or a supplier acting as guarantor for any loan, mortgage, or lien
- Trips or other entertainment that substantially exceed either prudent business standards or normal reciprocal business entertainment
- Expenses paid on behalf of an employee or their close family member

Political contributions or donations
Suppliers are required, in their support for political parties, political representatives, or governments, to only make these contributions, whether directly or through intermediaries, in compliance with the applicable local laws and regulations.

Other donations
Any other donations made by Suppliers, whether in cash or in kind, are required to comply with applicable local laws and regulations.

Intellectual property rights
Suppliers must respect the intellectual property rights of others and ensure the proper use, protection, and licensing of intellectual property rights.

Whistleblower protection
Suppliers should establish and maintain a clear and comprehensive whistleblower policy or process that enables employees to report concerns regarding unethical, unlawful, undesirable, or unsafe acts or behaviour, including harassment, corruption, bribery etc.

Suppliers should ensure in accordance with applicable laws that reporting channels are confidential and that individuals who report concerns in good faith are protected from retaliation.

Public statements including social media
Suppliers must conduct themselves appropriately and responsibly when making public statements, including comments, posts, shares and reposts on any social media platform. They must not represent, or appear to represent, the Group in any way unless officially authorised to do so by the appropriate authority within the Group.

Suppliers must obtain prior written approval from the Investor Relations team, at IR@sibanyestillwater.com before referencing Sibanye-Stillwater in any public materials. This includes, but is not limited to, marketing content, capability statements, investor or stakeholder presentations, tender submissions, case studies, and website listings.

Suppliers may not state or imply that the Group endorses, partners with, sponsors, donates to, or otherwise supports them or their activities without the Group's explicit written authorisation.

Environmental responsibility
Suppliers are encouraged to integrate climate resilient, biodiversity and nature-conscious practices into their business operations. This includes assessing and managing the environmental impacts of their activities on ecosystems, reducing greenhouse gas emissions where feasible, and protecting nature and biodiversity in areas of operation, sourcing locations and associated distribution routes.

Suppliers are encouraged to identify environmental and nature-related impacts, dependencies, opportunities, risks and mitigations, adopt resource-efficient technologies, and support responsible land, water, and energy use. They are encouraged to work towards continuous improvement in environmental performance and to contribute to global efforts aimed at addressing climate change and preserving natural ecosystems.

Suppliers must adhere to the applicable local, national, and international environmental laws, regulations, and standards. In addition, they should:

- Minimise resource consumption and waste generation throughout their operations
- Prevent pollution through responsible waste and hazardous material management and by minimising emissions to air, water, and soil
- Implement energy efficient practices and technologies to reduce energy consumption and greenhouse gas emissions
- Manage water resources responsibly, minimising water consumption and preventing water pollution
- Use sustainable packaging materials and practices to reduce environmental impact
- Explore and adopt renewable energy sources
- Source materials from suppliers committed to environmentally responsible practices
- Consider the environmental impact of their products throughout the entire life cycle
- Take measures to reduce their carbon footprint, including transportation emissions and energy use

- Provide transparent information about their environmental performance, practices, and initiatives upon request

Sibanye-Stillwater Property
Suppliers are responsible for safeguarding any Group assets entrusted to them, ensuring their appropriate and efficient use. They must take all reasonable precautions to prevent damage, theft, loss, or misuse of these assets. All Group assets must be returned upon termination of the relationship with the Group.

Supply chain responsibility

Transparency and traceability
Suppliers must provide accurate and transparent information about their supply chain, including the:
- Origin of materials, components, and products used in their offerings
- The location and practices of their suppliers, and subcontractors
- Any social or environmental risks identified in their supply chain

Suppliers must strive to trace the flow of materials throughout their supply chain and implement processes to verify the accuracy of the information provided.

Ethical sourcing and labour practices
Suppliers must ensure that the materials and components used in their products are sourced ethically and responsibly. This includes:
- Ensuring that their sourcing practices do not involve any violations of human rights, forced labour, child labour, or other unethical practices and adverse environmental impacts
- Complying with high standards of anti-money laundering and counter-terrorist financing practices and avoiding contributing to geopolitical conflict
- Conducting due diligence on their suppliers to verify their adherence to ethical and legal standards.

Conflict minerals
Suppliers must commit to not using conflict minerals in their products or supply minerals or material which originate from a conflict-affected high-risk area. Conflict minerals are minerals sourced from regions where their extraction, trade, and profit are associated with armed conflict, human rights abuse, or environmental harm. To promote compliance, Suppliers must:
- Upon request, provide a written declaration confirming that any minerals used in their products do not originate from, nor have been transported through, conflict-affected or high-risk areas
- Conduct due diligence to trace the source of minerals in their supply chain. This involves identifying and verifying the compliance of smelters and refiners with conflict-free sourcing standards

Social responsibility
Suppliers are expected to actively contribute to the social wellbeing of the communities they operate in. They are required to ensure that their business practices do not harm the environment or exploit local resources and respect the cultural and social values of the communities they operate in.

Supply chain reporting
Suppliers are encouraged to establish and adopt a responsible supply chain policy and provide declarations of their responsible sourcing and supply activities upon request.

Risk management

Suppliers are expected to proactively identify, assess, manage and monitor risks within their operations, supply chain, and business practices that could adversely affect the Group. Mitigating strategies are to be established and implemented to ensure resilient supply chains and business continuity. Suppliers are required to engage with the Group about identified risks which could have an impact on the Group and the related mitigating efforts.

Jurisdiction- and risk-specific access requirements
Suppliers, including their employees, agents, subcontractors and other personnel, must comply with all lawful site access, security, screening, integrity verification, and risk-based access requirements applicable to the jurisdiction, operation, site, contract, or work being performed. These requirements may include additional procedures required by local policies, operational standards, service level agreements, or applicable law.

For South African operations, where Supplier personnel require access to high-risk areas, critical roles, or other designated operational areas, such requirements may include integrity verification processes contemplated under the applicable Polygraph Examination Policy, subject to informed consent, applicable law, contractual provisions, and procedural safeguards.

Data privacy, security and technology use

Data handling and protection

Suppliers must handle and protect all data shared by or entrusted to the Group in accordance with applicable data protection, privacy, defense security, intellectual property and other relevant laws, as well as non-disclosure agreements. Data must be collected, processed, and stored[2] only for legitimate purposes related to the business relationship and must not be used for any other purpose without appropriate authorisation or lawful basis under applicable data protection laws. Information may be disclosed only to individuals who have a legitimate need to know and are authorised to receive it.

Suppliers must conduct regular risk assessments to identify vulnerabilities and potential weaknesses in their digital infrastructure and implement appropriate technical and organisational measures to protect Group data.

Any recording of meetings involving Group employees (including audio, video, transcripts, or AI-generated summaries) may only take place where all participants are informed in advance and understand the legitimate purpose for the recording. Recordings must be securely stored, used solely for the stated purpose, retained and handled in accordance with applicable laws.

Suppliers must ensure the confidentiality and security of all Group and employee data (as applicable). Group data may not be used to train AI models, shared with third parties, or transferred across borders without proper upfront written authorisation from the Group and on a lawful basis.

Suppliers must promptly inform the Group, through the local procurement office, of any actual or suspected data breach, security incident, or unauthorised access to Group data and must cooperate fully in any investigation, notification, or remediation efforts.[3]

Confidentiality

Suppliers must maintain strict confidentiality of the Group´s proprietary, sensitive, or personal data and may disclose such information only in accordance with applicable laws and authorised business purposes.

Confidential information must be shared strictly on a need-to-know basis and only with individuals who are authorised to receive it and need that specific information in executing their responsibilities. Where appropriate, Suppliers may be required to enter into a separate confidentiality agreement with the Group.

Cybersecurity

Suppliers must implement and maintain robust cybersecurity measures to protect against cyber threats, such as hacking, malware, data leakage and unauthorised access or disclosure. Any cybersecurity incident affecting Suppliers systems or those of their suppliers, contractors or sub-contractors, that may impact Group data must be reported to Group ICT at ictservicedesk@sibanyestillwater.com as soon as the cybersecurity incident is identified. The report must include all relevant details and information on the nature of incident, its impact, and the mitigation actions taken.

Artificial intelligence (AI)

Suppliers are expected to use AI and similar technologies ethically and responsibly. This includes respecting human dignity, human rights, diversity, and individuals' right to independence, and complying with all applicable AI, data protection, privacy, and information security laws and regulations. Suppliers must not disclose, upload, or otherwise expose any Confidential Information or Group data when using AI unless expressly authorised in

[2] Protected against unauthorised access and misuse.

[3] Such notifications should include, to the extent known at the time, the nature and scope of the incident, the data affected, potential impact and risks, mitigation steps taken, any required regulatory notifications, and a designated point of contact, with ongoing updates as further information becomes available.

writing in advance and lawfully permitted.

The Group prohibits using AI in ways that are deceptive, discriminatory, manipulative, or harmful. Suppliers must be transparent about any material use of AI that supports or influences services provided to the Group and must ensure appropriate human oversight, particularly where AI outputs may affect individuals or business decisions.

Continuous improvement

Suppliers are encouraged to continuously improve their ethical, social, and environmental practices and to engage in ongoing dialogue with the Group about such improvements.

Consequences of non-compliance

Suppliers must have an adequate process in place to ensure their compliance – and, where relevant, that of their own supply chain – with this Code and all applicable laws and regulations.

Compliance may be subject to assessment by the Group (or any third party appointed by the Group). Such assessment may include requesting reasonable information, documentation, certifications or written confirmations to verify adherence to this Code.

Where further verification is required, and subject to applicable law and the terms of the relevant agreement between the parties, the Supplier is required to cooperate in good faith with reasonable audits, reviews or inspections. Any access to premises, systems or personnel will be:

(i) Limited to what is necessary to verify compliance with this Code
(ii) Conducted with reasonable prior notice (unless not practicable due to the nature of the concern)
(iii) Performed in a manner that minimises disruption and respects confidentiality, data protection, security and third-party rights

Nothing in this Code is intended to expand any audit or inspection rights beyond those agreed in the applicable contract, except to the extent required by applicable law or reasonably necessary to investigate a credible concern of serious misconduct (including corruption, fraud, human rights abuses or significant health and safety risks).

Suppliers must ensure that any supporting documentation provided is appropriate, complete and accurate. Where a Supplier identifies a potential non-compliance in its own operations or those of its subcontractors, the Supplier is required to promptly engage with the Group to address, manage, or remediate such issues.

Failure to comply with this Code may result in corrective actions, including suspension or termination of the business relationship. The Group may, at its discretion, allow Suppliers an opportunity to remedy a breach where possible and appropriate.

Notwithstanding the foregoing, any breach involving dishonesty or other serious misconduct will be reported to the relevant authorities and/or regulators, and the Group reserves the right to pursue further legal action.

Reporting of concerns

The Group expects the Suppliers to promptly report any concerns or non-compliance to this Code to the Group, including violations by subcontractors where the Supplier is aware thereof.

The concerns may be raised directly to their business counterpart/contact person at the Group or through the relevant tip-offs anonymous hotline:

- South African operations – 0800 001 987
- US operations – 1 800 317 0287
- Mexico, Recycling operations – 800 099 0658
- Finland, Keliber lithium project – 0 800 772 244
- France, Sandouville – 0 805 080 544
- Australian operations – 1 800 633 293
- Free Fax – 0800 00 77 88

- Free Post – KZN 138, Umhlanga Rocks, 4320
- Email – sibanyestillwater@tip-offs.com
- Website – www.tip-offs.com

Acknowledgment

By entering into a business relationship with the Group, Suppliers acknowledge that they have read, understood and agreed to comply with this Code.

For additional guidance, please consult your local procurement or finance representative. Alternatively, you may contact the Group Compliance team at Compliance@sibanyestillwater.com for further assistance.

Definitions

Artificial intelligence

Artificial intelligence means engineered or machine-based systems or technologies that can, for a given set of objectives, generate outputs such as predictions, recommendations, decisions, content, or analyses that influence physical or virtual environments. This includes the ability of machines to perform tasks that typically would require human intellect, such as reasoning and problem solving.

AI-generated content

AI-generated content means any text, image, audio, video, code, summary, transcript, translation, analysis, recommendation, or other output that is wholly or partly produced by an AI system, whether automatically or with human prompting, editing, or review.

Applicable laws

Applicable laws mean all laws, statutes, regulations, rules, codes, regulatory requirements, judgments, permits, licences, binding standards, and legally enforceable orders that apply to a Supplier, its activities, its personnel, its subcontractors, or the goods and services it provides, in any jurisdiction relevant to the business relationship with the Group.

Assessment

Assessment means any reasonable review, evaluation, verification, screening, due diligence exercise, questionnaire, certification request, audit-related inquiry, inspection, or other process used by the Group, or by a third party acting on its behalf, to determine or verify a Supplier's compliance with this Code, applicable laws, or contractual requirements.

Bribery

Bribery includes offering, giving, promising, requesting, authorising, and/or agreeing to receive or accepting money or anything of value, regardless of type, size, or monetary value as an inducement for an action which is illegal, unethical and/or a breach of trust by anyone.

Bribery can be motivated by different things. Examples include seeking to gain access to confidential information, trying to influence decision-making, attempting to obtain preferential treatment, or attempting to cover up illegal activity.

"Anyone" in this context includes, but is not limited, to:

- Officials of government, or government agencies, departments, or entities (including state-owned organisations engaged in commercial activities)
- Any individual or entity which solicits or requests a benefit

Close Family Member

A close family or immediate family member means a child, stepchild, grandchild, parent, stepparent, grandparent, spouse, partner in cohabitation, sibling, children of siblings, immediate and distant cousin, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, or sister-in-law, including adoptive relationships of a natural person.

Confidential information

Confidential information includes all information, in any form and of any nature, that is not in the public domain

and that the Supplier has or may obtain through examination, testing, visual inspection, or analysis of any disclosed confidential information, or by being granted access to the Group's operations.

This includes, but is not limited to, market price-sensitive information, personal information, technical, strategic, non-public financial or production reports, intellectual property, trade secrets, know-how, third-party information, mergers and acquisition information and employee records or information.

Confidential information also includes any information that is proprietary or secret to the Group, or which the Group considers as confidential, that might be of use to competitors, or that may be harmful to the Group or its customers and stakeholders if disclosed.

For the avoidance of doubt, where confidential information is defined in a separate non-disclosure agreement between the parties, that definition will prevail in the event of any inconsistency.

Conflict of interest
A conflict of interest arises when an individual's self-interest (personal, family interest and/or loyalties) interferes, is perceived to interfere, or has the potential to interfere in any way with the interest of the Group. A conflict situation can arise when an individual takes actions or has interests that may make it difficult to perform their company work objectively and effectively.

Corruption
Corruption is any act in which entrusted authority is directly or indirectly misused to obtain any form of gratification. This includes bribery, nepotism, extortion, theft, conflicts of interest and fraud.

Discrimination
Discrimination is defined as the practice of unjust or prejudicial treatment of individuals or groups based on characteristics or attributes such as race, ethnicity, gender identity or expression, creed, national origin, colour, pregnancy, marital status, religion, age, disability, sexual orientation, conscience, beliefs, culture, language, birth, or other legally protected characteristic or attributes. It involves treating people less favourably or denying them equal opportunities, rights or privileges based on these characteristics or attributes.

Extortion
Extortion is a criminal offense of obtaining money, property, or services from another individual or institution, through coercion, threats, intimidation, or blackmail. It involves using fear, force, or the manipulation of information to gain a benefit or advantage at the expense of another individual or institution.

Lawful basis
Lawful basis means a valid and legally recognised ground for collecting, accessing, using, processing, storing, sharing, transferring, or otherwise handling personal information or other regulated data under applicable data protection or privacy laws. This may include, where permitted by law, consent, performance of a contract, compliance with a legal obligation, protection of vital interests, legitimate interests, public interest, or any other recognised legal basis.

Loyalty
Friends, life partner, mentor, team members, role models, employer, manager, or other people you have a close connection with.

Subcontractor
Subcontractor means any third party, whether an individual or an entity, engaged, appointed, retained, or otherwise used by a Supplier to perform all or part of the goods, services, work, or obligations that the Supplier is providing or owes to the Group, whether directly or indirectly.

Whistleblower
Any individual who raises a genuine concern regarding suspected unethical, unlawful or otherwise improper conduct, including malpractice, safety risks, fraud or behaviour that could indicate potential fraud, harassment, financial misconduct, or a violation of the Code or other applicable laws.

Glossary of terms

Term	Referred to as
Sibanye-Stillwater	the Group
Suppliers, consultants, service providers, distributors or any other party involved in the supply chain.	Suppliers
Supplier Code of Conduct	Code