

Sibanye Gold Limited
Trading as Sibanye-Stillwater
Reg. 2002/031431/06
Incorporated in the Republic of South Africa
Share code: SGL
ISIN – ZAE000173951
Issuer code: SGL
("Sibanye-Stillwater", "the Company" and/or "the Group")



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MEDIA RELEASE

Less violence and intimidation reported at Sibanye-Stillwater's gold operations

Johannesburg, 23 November 2018: Sibanye-Stillwater (Tickers JSE: SGL and NYSE: SBGL) is pleased to report that apart from isolated incidents at its Beatrix operations in the Free State province, the strike action at its gold operations over the last 12 hours have been more peaceful, with less violence.

To ensure the safety of our employees, night shifts have been temporarily suspended as previously communicated and day shifts will start a few hours later, so that employees who wish to report for work, do not travel in the dark.

Yesterday, the Company was granted an interdict by the Labour Court against the National Union of Mineworkers (NUM) and the Association of Mineworkers and Construction Union (AMCU), preventing the unions and their members from *inter alia* committing acts of violence, harassment and/or intimidation; stopping any other employees from going to work; and interfering with service providers, suppliers, customers and/or the business of Sibanye-Stillwater and its associated companies and operations.

We will continue to engage with the unions, in order to ensure their peaceful coexistence and mutual respect of their individual rights.

We continue to appeal to all employees and union representatives, that they strike peacefully and respect the right of the other employees to continue working without any intimidation or violence.

More information will be shared in due course relating to the operational impact of the strike as soon as this has been evaluated and established.

Background information:

On Wednesday, 14 November 2018, a three-year wage agreement was signed between Sibanye-Stillwater and the other representative unions; the National Union of Mineworkers (the NUM), Solidarity and UASA. Despite numerous attempts by Sibanye-Stillwater to reach a fair and reasonable outcome with AMCU representatives since the negotiations began in June, but despite having participated in the construct of the final offer, AMCU declined to accept the offer.

The average basic wages for category 4-8 employees have increased by more than 65% since Sibanye-Stillwater was unbundled from Gold Fields in 2013. This is significantly above inflation and represents a very real improvement in the standard of living of our employees. The current wage agreement reached with NUM, Solidarity and UASA is again well in excess of inflation, but takes the longer term sustainability of the gold operations into consideration.

Sibanye-Stillwater currently employs approximately 32 200 people at its SA gold operations, with AMCU representing approximately 43% of employees in the bargaining unit.

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FORWARD LOOKING STATEMENTS

This announcement contains "forward-looking statements" within the meaning of the "safe harbour" provisions of the United States Private Securities Litigation Reform Act of 1995. Forward-looking statements may be identified by the use of words such as "target", "will", "would", "expect", "can", "potential", "could" and other similar expressions that predict or indicate future events or trends or that are not statements of historical matters. These forward-looking statements, including among others, those relating to our future business prospects, financial positions, debt position and our ability to reduce debt leverage, plans and objectives of management for future operations, plans to raise capital through streaming arrangements or pipeline financing, our ability to service our Bond Instruments (High Yield Bonds and Convertible Bonds), our ability to achieve steady state production at the Blitz project and the anticipated benefits and synergies of our acquisitions are necessarily estimates reflecting the best judgement of our senior management and involve a number of known and unknown risks, uncertainties and other factors, many of which are difficult to predict and generally beyond the control of Sibanye-Stillwater, that could cause Sibanye-Stillwater's actual results and outcomes to be materially different from historical results or from any future results expressed or implied by such forward-looking statements. As a consequence, these forward-looking statements should be considered in light of various important factors, including those set forth in the Group's Annual Integrated Report and Annual Financial Report, published on 30 March 2018, and the Group's Annual Report on Form 20-F filed by Sibanye-Stillwater with the Securities and Exchange Commission on 2 April 2018 (SEC File no. 001-35785). These forward-looking statements speak only as of the date of this announcement. Sibanye-Stillwater undertakes no obligation to update publicly or release any revisions to these forward-looking statements to reflect events or circumstances after the date of this announcement or to reflect the occurrence of unanticipated events, save as required by applicable law.