

Sibanye Gold Limited
Trading as Sibanye-Stillwater
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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

Greater stability at Sibanye-Stillwater's SA gold operations. Management pursues a collective peace pact

Johannesburg, 24 November 2018: The strike by the Association of Mineworkers and Construction Union (AMCU) at Sibanye-Stillwater's (Tickers JSE: SGL and NYSE: SBGL) SA gold operations continued on Friday, 23 November 2018. While the atmosphere remains tense, there has been a noticeable reduction in levels of violence and intimidation, and an increase in the number of employees reporting for work.

The extent and violence of the incidents which occurred between union members on Wednesday evening, is of grave concern for Sibanye-Stillwater's management, and a meeting with all the unions was called today, in order to collectively address the hostilities. Senior representatives from all parties confirmed their commitment to further engagement towards developing a collective Peace pact, which will formally commit all parties to taking specific actions to maintain peace and stability at Sibanye-Stillwater's operations.

The safety of all of our employees is our first priority and the situation will continue to be monitored over the course of the weekend. We welcome the increased support of the South African Police Service in ensuring the safety of all our employees.

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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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.