

**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

### **Labour Court acknowledges that Sibanye-Stillwater has taken reasonable steps to protect employees**

**Johannesburg, 29 November 2018:** Sibanye-Stillwater (Tickers JSE: SGL and NYSE: SBGL) reports that the urgent application made to the Labour Court on 27 November 2018, by the Association of Mineworkers and Construction Union (AMCU), was yesterday dismissed by the Court, on grounds that the Company has taken reasonable steps to protect all employees during the strike and the Company continues to do so.

The safety and wellbeing of all employees is Sibanye-Stillwater's first priority, and in this regard engagement with the unions continues, in an attempt to secure a Peace Pact, which will formally commit all the parties to taking practical and effective steps to maintaining peace and stability at the operations. A resort to violence is neither constructive nor appropriate in the resolution of a mutual interest dispute.

Neal Froneman, CEO of Sibanye-Stillwater, welcomed the Labour Court decision: "We respect the right of AMCU members to embark on peaceful strike action, but correspondingly, the rights of other employees to continue working should also be respected. We condemn the violence and intimidation during the past week, and urge all the unions to take responsibility for the conduct of their representatives and members and ensure that these unlawful acts are stopped."

The strike begun by AMCU on the evening shift, on Wednesday 21 November 2018, continues to disrupt the gold operations. Sibanye-Stillwater management continues to implement appropriate arrangements to mitigate the impact of the strike action, in order to ensure the sustainability of the operations.

#### **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.*

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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.