

**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

### The CCMA rules on picketing at Sibanye-Stillwater's gold operations

**Johannesburg, 30 November 2018:** Sibanye-Stillwater (Tickers JSE: SGL and NYSE: SBGL) reports that the Commission for Conciliation, Mediation and Arbitration (CCMA) has post numerous objections from AMCU made a ruling regarding areas where striking AMCU members may picket on the Company's premises and defined rules which will apply to any picketing by AMCU members.

Neal Froneman CEO of Sibanye-Stillwater said: "We welcome the ruling by the CCMA, which largely supports picketing rules that were proposed to AMCU before the strike started. The purpose of picketing is to allow striking employees to demonstrate peacefully in support of a protected strike, and the absence of defined picketing areas and agreed picketing rules results in intimidation and has played a significant role in the levels of violence and damage to property. The safety and wellbeing of our employees is our first priority, and the implementation of clear picketing rules is a key step towards securing the safety of all of our employees."

It is deeply concerning that three lives have been lost and many others injured during the first ten days of the strike. Sibanye-Stillwater's board and management extend their deepest condolences to the families and friends of all affected employees. Investigations by the SA Police Service (SAPS) into these deaths are underway.

Sibanye-Stillwater condemns the violence and continues to engage with the unions in an attempt to sign a peace pact and restore peace at the operations. A resort to violence is neither constructive nor appropriate in the resolution of a mutual interest dispute.

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 ongoing attempts during the five months from June 2018 of gold wage negotiations by Sibanye-Stillwater to reach a fair and reasonable outcome with AMCU representatives, AMCU incomprehensibly declined to sign the final offer of which they actively participated in constructing.

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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.