

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

Sibanye-Stillwater condemns violent protests by AMCU in violation of picketing rules and court interdict

Johannesburg, 11 December 2018: Sibanye-Stillwater (Tickers JSE: SGL and NYSE: SBGL) sadly advises that violent actions by groups of striking AMCU members close to its Beatrix operations in the Free State province, have continued. In the early hours of the morning on 11 December 2018, various altercations between the South African Police Service (SAPS) and large groups of AMCU members resulted in a number of employees being injured. Several employees are receiving medical treatment, with one sadly in a critical condition.

These incidents took place outside of demarcated picketing areas and in clear contravention of the interdict obtained by the Company from the Labour Court on 22 November 2018, the picketing rules which were established by the CCMA on 29 November 2018 as well as the subsequent order by the Labour Court on 5 December 2018. The situation at the Beatrix operations in particular, remains tense, with striking workers continuing to intimidate non-striking workers, cause damage to Company property and restrict access to the Company's operating mine sites.

Sibanye-Stillwater respects the right of AMCU members to strike, and upholds the right of employees who wish to work to do so. By their unlawful actions, striking employees are preventing other employees from exercising their right to work, thereby inflicting financial hardship on employees who do not wish to strike. Management urges AMCU leadership to take responsibility for their member's behaviour and safety by ensuring that the picketing rules are adhered to.

Please refer to <https://soundcloud.com/user-155552468/sibanye-stillwater-condemns-violent-protests-by-amcu> for a media sound clip by the spokesperson, James Wellsted.

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, taking the total average monthly package for an entry level employee to over R16,500 per month in year three, but still taking 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.