

**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 offers special cash advance to eligible employees in the gold bargaining unit**

**Johannesburg, 14 December 2018:** Further to the announcement on 13 December 2018, regarding the extension of the wage agreement to all employees, thereby rendering the AMCU strike unprotected, Sibanye-Stillwater (Tickers JSE: SGL and NYSE: SBGL) advises that, in order to mitigate the negative financial impact of the strike on its employees ahead of the Christmas holidays and January back-to-school periods, it will be extending a special cash advance of up to 50% of basic pay to employees in the bargaining unit, who require it.

The cash advance will be available to all category 4-8 employees, miners, artisans and officials in the bargaining unit who are at work and specifically request to receive the cash advance before 4pm on Tuesday, 17 December 2018. This special cash advance will be repaid to the Company over a five month period via payroll deduction, from the end of February 2019.

Sibanye-Stillwater CEO, Neal Froneman commented: "The safety and wellbeing of all Sibanye-Stillwater employees and their families is our first priority and management has been concerned about the timing of the strike and the financial hardships that employees who have been on strike, or not at work, will suffer due to the "no work, no pay" principle, which still applies.

I urge all employees to report for work, and only for those who need it, to apply for the cash advance. We understand the financial challenges facing many of our employees at this time, and would like to have some comfort that all of our employees and their families are able to enjoy a safe and peaceful holiday period together."

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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.