

**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

### **CCMA ordered by Labour court to verify union membership at Sibanye-Stillwater's gold operations**

**Johannesburg, 21 December 2018:** Sibanye-Stillwater (Tickers JSE: SGL and NYSE: SBGL) advises that in regard to AMCU's notice of opposition to the extension of the wage agreement in terms of Section 23(1)(d) of the Labour Relations Act, No 66 of 1995, which was announced on 13 December 2018, the Labour Court (the "Court") has ordered that the Commission for Conciliation, Mediation and Arbitration ("CCMA"), within three days, facilitate a union membership verification process and report back on progress to the Court, by latest 7 January 2019.

The Company accepts the Court ruling and will provide its full co-operation to the CCMA, in order to expedite the union verification process.

Neal Froneman, CEO of Sibanye-Stillwater commented: "The safety and wellbeing of our employees is our first priority and we are concerned about the financial consequences of this extended strike on our employees and their families. We continue to pursue a peaceful end to this strike and are confident about the veracity of the employee union affiliations presented to the Court. We urge employees to return to work by 3 January 2019, while we continue with the administrative processes.

To mitigate the negative impact of lost wages following strike action on employees and their families ahead of the Christmas holidays and the January back-to school period, a special cash advance was offered to employees at work and to those who returned to work. Approximately 6,500 employees have qualified for the special cash advance offered by the Company and these employees will be receiving the advance today, Friday 21 December 2018."

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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.