

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 notes demands made by AMCU

Johannesburg, 22 January 2019: Sibanye-Stillwater has received the memorandum of demands from AMCU, which was received on its behalf by the Minerals Council of South Africa today. Management is considering the memorandum.

Neal Froneman, CEO for Sibanye-Stillwater commented: "We have engaged extensively with AMCU regarding wage increases at the gold operations, since July 2018. Since the strike started we have had a number of engagements setting out the company's position and at all times we have responded promptly to their written requests. Our position remains consistent and we urge AMCU to use the recognized platforms for further engagement on ways to end this damaging strike."

Please refer to <https://soundcloud.com/user-155552468/amcu-demands-jan2019> for a media sound clip by the spokesperson, James Wellsted.

Background information

- *The AMCU strike at Sibanye-Stillwater's Gold operations is in its 10th week, and over 13,000 employees and their families, communities and the South African public at large have been impacted by this debilitating strike*
- *Sibanye-Stillwater engaged in good faith with all the unions from July 2018 until the final offer was presented to employees, facilitated by the Minerals Council of South Africa*
- *AMCU played a key role, like the other unions in the crafting of the final wage offer and then rejected it at the last minute after NUM, Solidarity and UASA signed it*
- *The offer agreed with the other unions is fair and takes the sustainability of jobs into consideration. The offer is final and will not be increased.*
- *Since 2013, entry level wages at the gold operations have increased by over 65%, well above inflation*
- *The secondary strike will negatively impact employees, communities and the local economy in the North West. This may affect job security in the region and the industry*

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