



HUMAN RIGHTS

Sibanye-Stillwater strives to ensure that every individual within the group respects the rights and freedoms enunciated below and to secure their effective recognition and observance throughout the company:

- human dignity to all
- fair treatment to all
- not be subjected to slavery and forced labour
- freedom of conscience, religion, thought, belief and opinion
- freedom of expression (subject to considerations of confidentiality and the prohibition of hate speech and incitement to cause harm)
- peacefully assemble
- freedom of association and movement
- freedom to make political choices and to exercise those rights outside of working hours
- fair labour practices
- not to be employed if you are a child
- not to be arbitrarily deprived of property or possessions
- freely participate in the cultural life of your choice
- lawful, reasonable and fair action, and
- not to be subjected to arbitrary arrest or detention.

Employees of Sibanye-Stillwater will play a fundamental role in protecting the above-mentioned rights by:

- integrating the protection of such rights into everyday practice, and
- proactively adhering to the Company's Human Rights policy.

Signed:

Neal Froneman
Chief Executive Officer

August 2017



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY