



Registered and Business Address:

Libanon Business Park
1 Hospital Street,
(Off Cedar Ave),
Libanon, Westonaria, 1780

Postal Address:

Private Bag X5
Westonaria, 1780

Tel +27 11 278 9600

Fax +27 11 278 9863

MEMORANDUM

To: All Sibanye Gold Suppliers
Subject: Supplier Registration: Sibanye Gold's Rules of Engagement (ROE)

The ROE (Rules of Engagement) refers to general principles of engagement for our business. Sibanye Gold's South African Region expects Suppliers to comply with our ROE to develop and maintain sound relationships and manage their part of supply chain risks.

1. **Safety:** The Supplier will join with Sibanye Gold in saying: "If we cannot mine safely – we will not mine".
2. **Partnership:** Both parties will act in good faith and be fair to each other. Undertakings made (price, delivery, quality etc.) will be in the best interest of both parties.
3. **Confidentiality:** All information on this portal will be treated as STRICTLY CONFIDENTIAL by the Supplier, Sibanye Gold South Africa, and the Purchaser.
4. **Quality:** The Supplier will comply with ISO 9001 or related standards and will institute a quality assurance System.
5. **Risk Management Principles:** The Supplier will comply with ISO 31000 or related standards in terms of Risk Management.
6. **Fiduciary and Financial Legislation:** The Supplier will comply with all relevant financial Acts (e.g. FICA, FAIS, the Companies Act, Exchange Control, Vat, etc.)
7. **Environmental Management Systems:** The Supplier will comply with ISO 14001 or related standards in terms of Environmental Management Systems and all relevant Acts.
8. **Sustainability:** The Supplier will comply with the United Nations Global Compact and the 10 principles of the International Council on Mining and Metals to continually improve sustainable development performance.

9. **Training:** The Supplier will ensure its employees are adequately trained for their work.
10. **Personal Protective Equipment (PPE):** The Supplier will ensure employees working on site wear adequate PPE in terms of legislation.
11. **Statutory Requirements:** The Supplier will comply with all South African laws, especially the following depending on the nature of the Contract:
- Constitution of South Africa, Act 108 of 1996;
 - Broad Based Black Economic Empowerment Act, Act 53 of 2003;
 - Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993;
 - Competition Act, Act 89 of 1998;
 - Employment Equity Act, Act 55 of 1998;
 - Hazardous Substances Act, Act 15 of 1973;
 - Mine Health and Safety Act, Act 29 of 1996;
 - Mineral and Petroleum Resources Development Act, Act 49 of 2008;
 - National Environmental Management Act, Act 107 of 1998;
 - Occupational Diseases in Mines and Works Act, Act 78 of 1973;
 - Occupational Health and Safety Act, Act. 85 of 1993;
 - Prevention and Combating of Corrupt Activities Act, Act 12 of 2004, and
 - Value Added Tax Act, Act 89 of 1991.

Regards

Sibanye Gold
Supplier Management Team