



HUMAN RIGHTS

Sibanye-Stillwater strives to ensure that the rights and freedoms enunciated below are honoured throughout the Company and to secure effective recognition and observance by all Sibanye-Stillwater employees:

Sibanye-Stillwater requires observance of the rights of all internal and external stakeholders to:

- human dignity;
- be treated with respect in dealings with the company;
- fair and consistent treatment;
- lawful, reasonable and consistent action;
- freedom of conscience, religion, political affiliation, thought, belief and opinion;
- non-discrimination on the basis of personal attributes and choices (except under circumstances objectively justified and legally permitted in terms of operational requirements);
- freely participate in the cultural life of your choice;
- freedom of expression (subject to considerations of confidentiality, prohibition of hate speech, incitement to cause harm and prohibition of statements by employees that may compromise the good standing of the company);
- peaceful assembly (subject to authority as required under the law);
- freedom of association and movement;
- make political choices and exercise rights relating thereto outside of working hours;
- decent work, and a safe and healthy work environment;
- fair employment practices;
- not to be subjected to slavery and forced labour;
- not to be employed if you are a child;
- not to be arbitrarily deprived of property or possessions; and
- not to be subjected to arbitrary arrest or detention.

Employees of Sibanye-Stillwater fulfil 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.

Sibanye-Stillwater strives to ensure that its suppliers honour these human rights as the basis for conducting business with them.

Neal Froneman
Chief Executive Officer

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