



SAFETY AND HEALTH

Sibanye-Stillwater strives for zero harm at its operations. The Company aims to eliminate the potential for fatalities, accidents and injury at the workplace and strives to minimise hazards inherent in the working environment in a reasonably practicable manner through implementation of the Health, Safety and Wellbeing strategy and embracing the CARES values.

Sibanye-Stillwater is committed to:

- Environment
 - Providing a workplace that is conducive to safe production.
 - Risk management in the workplace and surveillance of workplaces and employees.
- People
 - Fostering a strong safety culture by providing solid safe production leadership.
 - Ensuring that appropriate resources, training and personal protective equipment are provided to improve occupational health and safety.
 - Ensuring that employees and contractors have the relevant skills to perform work related tasks in a safe manner and that they are aware of their individual occupational health and safety obligations and rights.
 - Applying a consultative and constructive approach in interactions with stakeholders.
- Systems
 - Continually improving occupational health and safety performance through the setting and assessment of goals and taking into account stakeholder expectations, best practices, scientific knowledge and available new technology.
 - Complying with applicable legal requirements and with other requirements to which the organization subscribes.
 - Maintain strong safety systems, standards, procedures and critical controls.
 - Making this policy and its revisions, objectives and targets available to employees, contractors and other stakeholders.

Employees and contractors working on Sibanye-Stillwater operations play a fundamental role in achieving occupational health and safety objectives through:

- Their right to work in an environment where health risks are reduced and their duty to withdraw from and report an unreasonably unhealthy or dangerous situation.
- Taking ownership of occupational health and safety management programmes and initiatives and complying with documented standards and procedures.

Neal Froneman
Chief Executive Officer

12 March 2021

Policy to be reviewed annually by the anniversary date.



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY