

Sibanye Gold Limited
Trading as Sibanye-Stillwater
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Share code: SGL
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("Sibanye-Stillwater", "the Company" and/or "the Group")



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MEDIA RELEASE

Sibanye-Stillwater included in the Bloomberg 2020 Gender-Equality Index

Johannesburg, 21 January 2020: Sibanye-Stillwater is pleased to announce that it has been included in the Bloomberg 2020 Gender-Equality Index (GEI). The Group is one of 325 companies globally (and one of only eight South African companies) over 11 sectors which qualified to be included in index

The GEI tracks the financial performance of public companies committed to supporting gender equality through policy development, representation, and transparency. The reference index measures gender equality across five pillars: female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, sexual harassment policies, and pro-women brand. Nearly 6,000 companies across 84 countries and regions participated in the most recent process. For more information regarding GEI inclusion included <https://www.bloomberg.com/company/press/bloombergs-2020-gender-equality-index-expands-to-include-325-public-companies-globally>.

CEO, Neal Froneman commented: "The inclusion of Sibanye-Stillwater in the GEI is heartening and energises us to build on what we have achieved to date, to continue promoting gender equality throughout our business. We aim to establish a working environment, and instil a culture, that supports and proactively attracts women at all levels, and which accelerates gender equity through employee development and improved communication, promoting awareness and understanding of gender diversity and equity, and removing gender-related barriers to make the working environment more conducive for women. Every effort has been made to ensure that our HR policies are gender-neutral."

Peter T. Grauer, Chairman of Bloomberg, said: "Through disclosure of gender-related metrics using the GEI framework, the firms included in the 2020 GEI have provided a comprehensive look at their investment in workplace gender equality and the communities in which they operate. Sibanye-Stillwater was included in this year's index for scoring at or above a global threshold established by Bloomberg to reflect a high level of disclosure and overall performance across the framework's five pillars. Gender diversity is a business imperative. For companies, a commitment to gender inclusion creates a supportive work environment, which, in turn, fosters increased productivity and collaboration between employees with different backgrounds and perspectives. Ultimately, this sparks innovation and drives better business performance. I'd like to thank all of the companies that have disclosed their gender-related data and are thereby helping us expand the ESG data universe to increase market transparency and efficiency."

More about Bloomberg's Gender-Equality Index (GEI)

Bloomberg's gender reporting framework is an international standardized reporting and disclosure method for workplace gender data. At no cost, it arms companies with a blueprint for measuring how they promote gender equality across five dimensions: female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, sexual harassment policies, and pro-women brand.

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Both the framework and the GEI are voluntary and have no associated costs. The GEI is a reference index and is not for use as a financial benchmark. The index is not ranked. While all public companies are encouraged to disclose supplemental gender data for their company's investment profile on the Bloomberg Terminal, those that have a market capitalization of USD1 billion are eligible for inclusion in the index. To learn more please visit the GEI website at <https://www.bloomberg.com/gei/about/>. Bloomberg Terminal subscribers can access the GEI at {BGEI <GO>}.

Ends.

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FORWARD LOOKING STATEMENTS

The information in this announcement may contain forward-looking statements within the meaning of the "safe harbour" provisions of the United States Private Securities Litigation Reform Act of 1995. These forward-looking statements, including, among others, those relating to Sibanye Gold Limited's (trading as Sibanye-Stillwater) ("Sibanye-Stillwater" or the "Group") financial positions, business strategies, plans and objectives of management for future operations, are necessarily estimates reflecting the best judgment of the senior management and directors of Sibanye-Stillwater.

All statements other than statements of historical facts included in this announcement may be forward-looking statements. Forward-looking statements also often use words such as "will", "forecast", "potential", "estimate", "expect" and words of similar meaning. By their nature, forward-looking statements involve risk and uncertainty because they relate to future events and circumstances and should be considered in light of various important factors, including those set forth in this disclaimer and in the Group's Annual Integrated Report and Annual Financial Report, published on 29 March 2019, and the Group's Annual Report on Form 20-F filed by Sibanye-Stillwater with the Securities and Exchange Commission on 5 April 2019 (SEC File no. 001-35785). Readers are cautioned not to place undue reliance on such statements.

The Group undertakes no obligation to update publicly or release any revisions to these forward-looking statements to reflect events or circumstances after the date of this document or to reflect the occurrence of unanticipated events.