



Environmental, Social and Governance Policy

Sibanye-Stillwater conducts its business in an ethical and responsible manner for the benefit of all stakeholders in accordance with the Group's Integrated Governance Framework.^{1, 6}

The Group seeks to build a sustainable post-mining economy, within its geographical footprint through the development of programmes that contribute and support our ESG strategy.

Sibanye-Stillwater commits to:

Integration²

- Craft an ESG strategy and operating framework with clear performance targets and objectives.
- Embed ESG interests in Company decisions.
- Measure ESG performance at Board and Executive level with clear CEO accountability.
- Incentivise continuous improvement in ESG performance.
- Establish management systems, supported by enabling technologies.
- Engage openly and transparently with all stakeholders in regard to ESG disclosure.
- Work with business partners and suppliers to create an enhanced consciousness in responsible mining practices.

Environmental³

- Protect the environment, prevent incidents and minimise harm through proactive management.
- Design and implement a closure plan that incorporates concurrent rehabilitation and post-mining land uses in conversation with local communities and government.
- Drive resilience of ecosystems supporting a net gain in biodiversity.
- Respect legally protected areas and heritage sites.
- Sustainably use and source water resources through conservation and effective and efficient management programmes and initiatives.
- Manage air quality proactively to reduce emissions in line with global protocols.
- Promote awareness and drive initiatives to combat the impact of global warming and climate change.
- Reduce, re-use and recycle all types of wastes and products containing metals and minerals where practical and economically feasible.
- Apply a comprehensive risk-based management approach to tailings storage facilities through all stages of their lifecycles.

Social⁴

- Invest in and support the institutional development of affected communities with the intent to ensure that the economic benefit uplifts communities.
- Respect and value fundamental human rights, cultural heritage and indigenous traditions of the workforce, communities and other stakeholders.

- Understand the local socio-economic context for engaging with Indigenous Peoples and host communities in line with the human rights principle of free, prior and informed consent (FPIC).
- Ensure that any resettlement that cannot be avoided is undertaken such that resettled parties are constructively engaged and treated fairly.
- Adopt responsible health, safety and labour practices.
- Train workers on their health and safety responsibilities.
- Implement monitoring programmes based on occupational exposures.
- Drive environmental, health and safety education and awareness initiatives to improve all stakeholder livelihoods.

Governance⁵

- Ensure that the Board comprises knowledge, skill, experience, diversity and independence for it to discharge its governance role and responsibilities objectively and effectively.⁶
- Comply with all legal and regulatory requirements and voluntary obligations and responsible mining principles the company subscribes to.
- Deploy effective risk management strategies, taking into consideration ESG risks and stakeholder perceptions of risks.
- Adhere to the requirements as set out in Sibanye-Stillwater's policies, position statements and procedures.
- Ensure that the company's performance targets include financial and non-financial measures and supports its values in being a responsible corporate citizen.⁸
- Ensure that the organisation remunerates fairly, responsibly and transparently to promote the achievement of strategic objectives and positive outcomes in short, medium and long term.⁹
- Ensure that assurance services and functions enable an effective control environment and that these support the integrity of information for internal decision-making and of the organisation's external reports.¹⁰

/s/ **Neal Froneman**

Chief Executive Officer

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¹ ICM principle 1 / ² ICM principle 1,2,5,6 and 10 / ³ ICM principle 7 and 8 / ⁴ ICM principle 2,3,5 and 9 / ⁵ ICM principle 1,3 and 10

¹ WGC principle 1 and 7.3 / ² WGC principle 1.7, 2.1,2.2 and 7.1 / ³ WGC Principle 2.4, 8.1, 8.2, 8.5, 9.1, 9.4, 10.1, 10.3 and 10.4 / ⁴ WGC Principle 2.4, 4.4, 5.1, 7.2, 7.6 and 7.7 / ⁵ WGC principle 1.1, 1.7, 2.1 and 9.4

⁶ King IV, Principle 1 / ⁷ King IV, Principle 7 / ⁸ King IV, Principle 3 / ⁹ King IV, Principle 14 / ¹⁰ King IV, Principle 15

