



# Human Rights Policy

Sibanye-Stillwater will adopt and implement policies, practices and systems based on the United Nations Global Compact principles, the United Nations Universal Declaration on Human Rights, the United Nations Guiding Principles on Business and Human Rights, the Voluntary Principles on Security and Human Rights and applicable constitutional statutes in South Africa and the US in which we operate. We will strive to ensure that the rights and freedoms stated below are honoured throughout the Company.

Sibanye-Stillwater commits to:

## Proactive Principles – the company will<sup>1</sup>:

- avoid causing, contributing or being complicit in, adverse human rights impacts or abuses through our own activities or through our business relationships and enable remediation when such impacts occur
- commit to protect especially women, minorities, persons with disabilities, Indigenous People and other groups, linked to our operations, whose circumstances may render them particularly vulnerable to adverse impacts on their rights
- not subject any employee or contractor to modern slavery and forced or compulsory labour in our operations and in our supply chains
- not employ children and prevent all forms of human trafficking in our operations and in our supply chains
- eliminate harassment (in all forms), bullying and discrimination in the workplace
- treat employees and contractors with respect, consistency and fair employment practices free from discrimination and abusive labour practices

## All employees, contractors and stakeholders<sup>2</sup>:

- can freely participate in the cultural life of their choice
- have freedom of conscience, religion, sexual orientation, political affiliation, thought, belief and opinion
- have freedom of expression (subject to considerations of confidentiality, prohibition of hate speech, incitement to cause harm and prohibition of statements by employees that may unlawfully compromise the company and/or the good standing of the company)

- can assemble peacefully (subject to authority as required under the law)
- have freedom of association, movement, to join or to refrain from joining labour organisations of their choice and collective bargaining without discrimination or retaliation
- have access to decent work, and a safe and healthy work environment
- will not be arbitrarily deprived of property or possessions
- will not be subjected to arbitrary arrest or detention

## Monitoring – the company will<sup>3</sup>:

- provide a confidential mechanism through which employees and others associated with our activities may raise ethical concerns and which will provide protection from retaliation for those who raise concerns in good faith
- implement a due diligence process and conduct regular and systematic reviews to identify, prevent, mitigate and account for how the company addresses its impact on human rights, corruption and conflict risks associated with our activities

## Governance – the company will<sup>4</sup>:

- comply with all legal and regulatory requirements, voluntary obligations and responsible mining principles
- Provide the board with oversight over the company's performance against this policy, procedures and practices

**/s/ Neal Froneman**  
**Chief Executive Officer**

**Date: June 2021**

<sup>1</sup> ICMM principle 1, 2, 3 / <sup>2</sup> ICMM principle 2, 3 / <sup>3</sup> ICMM principle 3, 4, 9 / <sup>4</sup> ICMM principle 1

<sup>1</sup> WGC principle 5.2, 6.2, 6.3, 6.6 / <sup>2</sup> WGC principle 6.4 / <sup>3</sup> WGC Principle 2.3, 2.5, 6.7 / <sup>4</sup> WGC Principle 1.1



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY