



# Stakeholder Engagement Policy

Sibanye-Stillwater understands that stakeholders are an integral part of our business and can contribute to the success and sustainability of our business. We therefore believe in open and constructive engagement allowing for participative and informed decision making. It is our intent to ensure appropriate and meaningful engagement consultation throughout all components of our business.

Sibanye-Stillwater commits to:

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

- adopt a stakeholder inclusive approach that balances the needs, interests and expectations of internal and external stakeholders in the best interest of the organisation over time<sup>4</sup>
- embed a culture of effective engagement within the organisation
- develop and implement systems that are mutually beneficial to relevant stakeholders
- create appropriate platforms for open, participative and constructive engagement
- engage at the earliest practical stage with likely affected parties in response to issues and conflict
- accurately understand our impact on stakeholders and their potential impact on us, whether it be positive or negative, to enhance the engagement process and incorporate it into decision making

- ensure conscientious and proactive stakeholder engagement on sustainable development challenges and opportunities through responses that are timely, accurate and relevant

## **Monitoring – the company will<sup>2</sup>:**

- ensure that we continue to engage on issues that are material to our stakeholders and have an effective grievance mechanism in place
- continuously improve our engagement activities through review processes

## **Governance – the company will<sup>3</sup>:**

- comply with all legal and regulatory requirements, voluntary obligations and responsible mining principles

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

**Date: June 2021**

<sup>1</sup> ICMM principle 2, 9, 10 / <sup>2</sup> ICMM principle 9 / <sup>3</sup> ICMM principle 1

<sup>1</sup> WGC principle 2.2, 7.1 / <sup>2</sup> WGC Principle 2.2 / <sup>3</sup> WGC Principle 1.1

<sup>4</sup> King IV, Principle 16