



This position statement sets out Sibanye-Stillwater's approach to Land Management

LAND MANAGEMENT

Position statement



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY

ESG Position statement

Land management

This position statement sets out Sibanye-Stillwater's approach towards responsible land management. Our Vision for land management is to create a multifunctional landscape facilitating the integration of conflicting land uses for shared valued opportunities, where land capability attributes inform land use planning, while simultaneously adding value through land stewardship systems to obtain quality soil resource availability in support of sustainable rehabilitation, ecosystem services and land functionality during and post life of mine.

Our Vision statement

Superior value creation for all our stakeholders through the responsible mining of our mineral resources.

Our Environmental vision statement

Promoting natural resources and improving life – sustainable use through increased environmental consciousness and continual improvement, minimising environmental impacts with a measured transition to a low carbon future enabled by digital and adopting technologically innovative approaches.

ESG Policy reference

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.

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 drive environmental consciousness through awareness, stewardship, and communication on environmental issues.

Recognition statements

As a global precious metals mining company and a member of the International Council on Mining and Metals (ICMM), Sibanye-Stillwater recognises the importance of responsible land management. Sibanye-Stillwater recognise that:

- worldwide mining regions undergo abrupt and extensive land use change, the impacts of which pose significant management challenges for mining companies. These changes include, amongst others, extensive disruption of existing land use with the development of large-scale mining and associated infrastructure (tailings dams, opencast, etc.), indigenous vegetation clearance, ecosystem disturbances, resettlement and urbanization
- mining is often associated with conflicting land uses, for example with agriculture or residential development
- our operations are located in and around communities, many of which were established pre-mining and have utilised land for informal agriculture and livestock rearing and management
- there has also been encroachment of either rural or urban development onto or in close vicinity of mine-owned land, which has led to opposing and competing land uses



- historically livestock owned by our employees and communities have been allowed to roam on our mining rights and surface rights areas, in addition to utilisation of water resources and allowed to develop informal enclosures for livestock (kraals)
- this informal livestock management has resulted in many environmental impacts (destruction of biodiversity and rehabilitation, soil erosion, theft of fencing, vandalising of water pipes, illegal access to dirty water impoundments, road traffic safety, etc.), which compromises a mine's license to operate
- the keeping and rearing of livestock has cultural meaning in South Africa and elsewhere
- operational and non-operational land should be managed responsibly considering adjacent and future land uses
- greenfield sites are primarily considered when developing a mine, impacting vegetation, soils and ecosystem services
- soil is a non-renewable resource which needs to be conserved, protected and used wisely within the context of mining operations and especially mine rehabilitation and closure processes
- soil stockpiles are often not managed with care, become depleted of their nutrients and ability to sustain vegetation growth
- closure practices consider end-land use and should form part of land stewardship during the operational phases of our operations
- for sustainable closure, land use frameworks (during the operational phase) must take into account social closure objectives, and sustainable social projects
- utilization of land capability in determining land use frameworks is critical
- land stewardship encompasses a myriad of environmental aspects such as soils, biodiversity, ecosystem services, rehabilitation and restoration

Sibanye-Stillwater recognises that land management needs:

- an integrated, consistent, and defined process approach
- strong external stakeholder, community and neighbour relationships
- platforms for open and participative engagement
- innovative and creative ideas for land use and co-existence opportunities

Scope

This position statement sets out Sibanye-Stillwater's approach to land management and outlines the guiding principles, recognition statements and intent of the Group towards responsible land. This scope is applicable across all Sibanye-Stillwater operations and managed activities (including joint ventures and other partnerships), in jurisdictions where the Group operates.

Intent

This position statement encapsulates Sibanye-Stillwater's stance on, and approach to, responsible land management. It must be read in conjunction with applicable legislation on land management, soils and animals, associated regulations, standards, technical and other guidelines that augment legislation as well as appropriate guidelines and principles such as those from the ICMM, World Gold Council (WGC) and the UN Sustainable Development Goals (SDGs) to which Sibanye-Stillwater subscribe.

The position statement outlines the Group's position on responsible land management. The position statement



describes our commitment and plans to drive the principles of land management, development of land use frameworks suited to the needs of the area and community and foster co-existence opportunities which are all aligned to the inherent capability of the land. Sibanye-Stillwater is committed to:

- driving land stewardship by integrating a multitude of disciplines such as soil management, biodiversity, and rehabilitation initiatives to meet sustainable closure objectives
- providing opportunities for co-existent communities and businesses
- proactively managing soils

Governance

Management Structure

Responsible land management is an important strategic consideration for Sibanye-Stillwater land stewardship requirements and as part of Environmental Management has significant strategic, legal, cost, and reputational implications for the Group if not managed responsibly.

The Social, Ethics and Sustainability Committee and the Risk Committee, both Board-level committees, have a role in advising on responsible land management. The Committees provide strategic direction and oversight.

The Chief Technical Officer (CTO) reporting into the Chief Executive Officer (CEO) supports the CEO in key decision-making by ensuring that strategic land management objectives translate into operational targets. This takes place in conjunction with the Senior Vice President (SVP): Sustainability and SVP: Environment, who oversees the integration of sustainability and environmental considerations, respectively, across the business.

The SVP: Sustainability oversees and drives overall sustainability within the Group, and therefore any strategic issues on land also fall within his/her mandate.

The SVP: Environment, reporting into the CTO is responsible for setting and driving the strategic direction on a range of environmental issues, including land management. The SVP will assist, guide, and support the operational Executive Vice Presidents (EVPs), SVPs, and Vice Presidents (VPs) in driving strategic objectives on responsible land management and how best to deliver on the ESG strategic objectives and long-term environmental incentives.

The management, budgeting and operational compliance activities reside with each of the Executive Vice Presidents (EVPs) for the SA gold, SA PGM and US PGM operations, respectively. The EVPs and their respective management teams will take accountability for all land management initiatives and the costs thereof at their respective operations.

The Segment EVP is ably supported by the relevant operational SVPs (e.g. SVP: Technical Service) and VPs (e.g. VP: Engineering), who take operational responsibility for on-site land management. The land specialist together with the Environmental Group Manager executes the heritage resource management strategy and provides technical support to the operational teams for its implementation.

As an integral part of governance and under custodianship of the Group Risk Department, a comprehensive enterprise-wide risk management process is used to assess and rank, land related risks in the Group, and to implement strategies to eliminate, mitigate or control these risks.

In addition, Sibanye-Stillwater applies strong and transparent corporate governance by:



- publicly disclosing the Group's approach to land management
- allocating clear responsibilities and accountabilities for land management across all corporate, management and operational site levels
- disclosing management performance progress, material risks and opportunities at our operations

Strategic objectives

Key performance indicators (KPIs) on Land management drive sound management of these important resources in accordance with national and international industry best practice. Effective and responsible land management will deliver on the objectives listed below.

Objective 1: Demonstrate thought leadership in land management practices and governance.

Objective 2: Protect, conserve and enhance our non-renewable soil resources by applying a precautionary approach to managing environmental impacts to ensure sustainable mine closure.

Objective 3: Harmonise coexistence by providing environmental, economic, and social opportunities for mutual benefit during operational phases, closure and post closure, while maintaining and enhancing the quality of the land.

Objective 4: Facilitate engagement with internal and external stakeholders to enhance collaboration, ownership and responsibility.

Strategic initiatives

In order for us to meet the strategic objectives and performance heritage resource management, and to demonstrate commitment, the following strategic initiatives are pursued:

Strategic objectives	Strategic initiatives
<p>Objective 1: Demonstrate thought leadership in land management practices and governance.</p>	<ul style="list-style-type: none"> • Establish and lead working groups, with the aim to institutionalise, and promote discussions, knowledge sharing, and engagement with leadership on the concepts and value of land management • Active participation and engagement in external forums such as ICMM and conferences, including the writing of papers and presentations with a view to shape and influence industry approaches on land management • Active participation in the strategic deliberations at and activities of any Sibanye-Stillwater land steering committee or working group, where strategic and operational environmental aspects to land management are deliberated
<p>Objective 2: Protect, conserve and enhance our non-renewable soil resources by applying a precautionary approach to managing environmental impacts to ensure sustainable mine closure.</p>	<ul style="list-style-type: none"> • Identification of soil resources, and the development of the protection and preservation systems to limit sterilisation and enhance usability • De-risking of land/soil management and enhance risk review processes, mitigation, and monitoring • Training and awareness for internal and external stakeholders to ensure that they are informed and aware of land management requirements and impacts



	<ul style="list-style-type: none"> • Development of land and soil projects/programmes aligned to waste circularity to benefit land and soil resource quality by increasing nutrient availability and carbon sequestration ability • Develop and entrench performance criteria to protect and enhance availability of quality soils and land for further use and to ensure resource availability for sustainable ecosystem services on site
<p>Objective 3: Harmonise coexistence by providing environmental, economic, and social opportunities for mutual benefit during operational phases, closure and post closure, while maintaining and enhancing the quality of the land.</p>	<ul style="list-style-type: none"> • Land use planning development within the mine life cycle to form part of the Post Mine Closure Blue-Print Process • Review, update and undertake land capability assessments to inform land use frameworks and integrate co-existence initiatives • Improve on co-existence and social closure requirements by researching and developing various agribusiness opportunities (e.g. livestock management)
<p>Objective 4: Facilitate engagement with internal and external stakeholders to enhance collaboration, ownership and responsibility.</p>	<ul style="list-style-type: none"> • Develop an engagement and consultation programme, and collaboration platform with all stakeholders for land related projects/processes and to ensure responsible land management

Policy and other ESG references:

- Sibanye-Stillwater ESG policy statement
- Sibanye-Stillwater Environmental management policy statement
- Sibanye-Stillwater Stakeholder engagement policy statement
- Sibanye-Stillwater Community and indigenous peoples policy statement
- ICMM Principle 4 (Risk Management), 6 (Seek continual improvement of our environmental performance), 7 (Contribute to conservation of biodiversity and integrated approaches to land use planning), with the supporting performance expectations
- World Gold Council and Responsible Gold Mining Principle 2, 7, 8
- United Nations Global Compact Principles 7,8,9 and UN SDG 12 (Contribute to conservation of biodiversity and integrated approaches to land use planning) and 15 (the protection, restoration and promotion of sustainable use of terrestrial ecosystems)
- International Finance Corporation (IFC) - World Bank Group, Performance Standard 1 (Assessment and Management of Environmental and Social Risks and Impacts [2012]); 3 (Resource Efficiency), 6 (Biodiversity)
- Global Reporting Index (GRI) Standards, with the most relevant being the GRI 304, and GRI 307

The development and implementation of this position statement are guided by:



/s/ Neal Froneman
Chief Executive Officer

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