

POLICY STATEMENT

PRIVACY

Sibanye-Stillwater is committed to respecting and protecting the privacy of our employees, vendors, contractor employees, visitors, customers and third parties ("our people"). We endeavour to protect their constitutional- and legal right to have their personally identifiable information processed in a lawful manner.

The Group:

- accepts joint responsibility and accountability with our people to responsibly manage and protect their personally identifiable information;
- undertakes to collect personally identifiable information as far as possible directly from our people or from reputable third-party sources;
- undertakes to be open and transparent regarding the personally identifiable information being collected, the reason for and manner of collection of such information;
- undertakes to only process personally identifiable information that is absolutely necessary:
 - for the purpose of concluding and executing on contracts and agreements;
 - to comply with our legal obligations as employer;
 - to protect the legitimate interests of our people; and
 - to protect the Group's legitimate interest.
- undertakes to only share personally identifiable information with third parties, regulating bodies and government departments with a direct interest in the information;
- undertakes to safeguard and protect the personally identifiable information in our possession;
- undertakes not to retain personally identifiable information longer than is required as determined by:
 - legal, contractual or other obligations to retain personally identifiable information as part of an investigation or for litigation purposes;
 - information retention legislation;
 - requirement to maintain accurate business and financial records in line with relevant legislation; and
 - specific business requirements.
- undertakes to, should we become aware of any breach of security or operational measures that may potentially lead to the unauthorised access, loss, destruction, alteration or misuse of our people's personally identifiable information, we will, as soon as reasonably possible, investigate the matter and notify the affected parties, as well as regulators, of such breach, in the prescribed manner and form, and will take reasonable steps to mitigate against any risks resulting from such breach; and
- undertakes to respect people's rights to:
 - request access to and correction of their personally identifiable information;
 - request rectification, deletion or destruction of their personally identifiable information;
 - request restriction of processing of their personally identifiable information;
 - withdraw their consent to process their personally identifiable information;
 - object to processing of their personally identifiable information; and
 - object to their personally identifiable information being used for automated decision making.

/s/ Neal Froneman
Chief Executive Officer

Date: June 2021

