

**Social, Ethics and Sustainability Committee (SESC): Annual Work Plan: 2022**

Item	Reporting Responsibility	Functional Responsibility	Meeting taking place in			
			Q1	Q2	Q3	Q4
<b>Ensure compliance with applicable international standards</b>						
- Ensure that the 10 Principles of International Council on Mining and Metals adequately reflected and addressed by Sibanye-Stillwater through its various management processes including policies, procedures and practices:	ESG Committee	ESG Chairman	X	X	X	X
- Ensure compliance with the UN Global Compact 10 Principles of the United Nations Global Compact are adequately reflected and addressed by Sibanye-Stillwater through its various management processes including policies, procedures and practices	ESG Committee	ESG Chairman	X	X	X	X
- Annual review of the Ethics Policy	SESC Committee	CFO			X	
- Review and approval of the ESG Long Term Incentive Scorecard.	SESC Committee	ESG Committee	x			
- Deep dive into Climate related disclosures	SESC Committee	ESG Committee			x	
<b>Sibanye-Stillwater's standing in terms of the goals and purposes related to:</b>						
- Employment Equity Act.	ESG Committee	ESG Chairman	X	X	X	X
- BBBEE Act.	ESG Committee	ESG Chairman	X	X	X	X
- Contribution to development of the communities in which its activities are	ESG Committee	ESG Chairman	X			

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predominantly conducted or within which its products or services are predominantly marketed.						
- Agri-economy and agriculture SLP projects	ESG Committee	ESG Chairman	X	X	X	X
- Compliance with Consumer Protection Act and relationships with consumers are upheld through advertising and public relations.	Audit Committee	Legal/Investor Relations		X		
Labour and employment policies and practices: - Comply with International Labour Organisation Protocol on decent work and working conditions.	ESG Committee	ESG Chairman	X			
- Sibanye-Stillwater contributes to educational development of its employees. -	ESG Committee	ESG Chairman	X			
<b>General:</b>						
- Quarterly Crime Report and Anonymous Hotlines – Tip-Offs	Audit Committee	Protection Services	X	X	X	X
- Annual Committee Assessment.	SESC	Company Secretary	X			
- Review of the ESG Strategy	ESG Committee	ESG Chairman	X			
- Review of Committee Terms of Reference.	SESC	Company Secretary				X
- Approval of the Annual Work Plan for the following year	SESC	Company Secretary				X