

Social, Ethics and Sustainability Committee (SESC): Annual Work Plan: 2023

Item	Meeting taking place in			
	Q1	Q2	Q3	Q4
Ensure compliance with applicable international standards				
- Review compliance with applicable legislation and regulations on a region and global basis.		X		X
- Review compliance with the sustainability codes that Sibanye-Stillwater subscribes to.	X		X	
- Annual review of the Ethics Policy			X	
- Review and approval of the ESG Long Term Incentive Plan (LTIP) Scorecard.	X			
- Deep dive into Climate related disclosures		X		
- Deep dive into H1 ESG performance			X	
Protecting the company's Social licence to operate through compliance with regulatory requirements				
- Employment Equity Act as amended	X			
- BBBEE Act			X	
- Mining Charter as amended		X		X
- Social and Labour Plans			X	
Sibanye-Stillwater's standing in terms of the goals and purposes related to:				
- Contribution to socio-economic development of the communities in which its activities are predominantly conducted or within which its products or services are predominantly marketed.		X		X
- Social and economic development and review of impact reporting			X	

Item	Meeting taking place in			
	Q1	Q2	Q3	Q4
- progress regarding the Organisation of Economic Co-operation and Development ("OECD") recommendations regarding corruption;		X		X
- its record of sponsorship, donations and charitable giving;		X		X
- Compliance with Consumer Protection Act and relationships with consumers are upheld through advertising and public relations.		X		X
Labour and employment policies and practices: - Comply with International Labour Organisation Protocol on decent work and working conditions.		X		X
- Sibanye-Stillwater promotes equality, human rights, prevention of unfair discrimination and reduction of corruption		X		X
- contributes to educational development of its employees.			X	
Environment				
- The environment, particularly relating to climate change, health and public safety, including the impact of the Company's activities and of its products or services.	X		X	
- Details of monitoring and compliance inspections by environmental regulators, findings of non-compliance with environmental loss or criminal sanctions and prosecutions for such non-compliance to be disclosed by the Committee.	X		X	
General				
- Quarterly Anonymous Hotlines – Tip-Offs	X	X	X	X
- Review of Group ethical breaches	X	X	X	X
Review of the Group Sustainability Strategy	X			

Item	Meeting taking place in			
	Q1	Q2	Q3	Q4
- Review on a quarterly basis the sustainability and ESG performance of the Company against the priority areas defined in the Company's sustainability and ESG strategy.	X	X	X	X
- Oversee that such policies and procedures required for the Company to perform its responsibilities in respect of social and ethics matters are implemented and reviewed on an annual basis, or as required.				X
- Review reports on the Company's adherence to its compliance and ethics programmes, including anti-bribery, anti-corruption, sanctions, competition, fraud, market manipulation and anti-money laundering laws and regulations.		X		X
- Approve the social and ethics report in the Integrated Annual Report.	X			
- Annual Committee Assessment	X			
- Review of Committee Terms of Reference				X
- Approval of the Annual Work Plan for the following year				X

Note: The Committee will meet at least six times during the year being: four quarterly meetings outlined above, and two meetings scheduled for the deep dives in H1 and H2.