OUR SUSTAINABILITY STRATEGY

OUR IMPACT

VISION STATEMENT: To be a leader in superior shared value for all stakeholders.

we are one
Sibanye Stillwater

SUSTAINABILITY ANCHORS

ENVIRONMENTAL

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.

Objectives
1. Maintain environmental licence to operate through verifiable compliance
2. Effect continuous improvement to unlock opportunities to decarbonise our operations
3. Lead responsible use of environmental resources to preserve nature and improve biodiversity management
4. Drive environmental consciousness through awareness, stewardship and communication on environmental issues

SOCIAL

COMMUNITIES

Aspire to create value through socioeconomic development, by unlocking the potential of communities hosting our operations; institutional capacity building and creating local benefit that enables sustainable livelihoods and positive legacy beyond mining.

Objectives
1. Support communities to deliver local socio-economic benefits through economic empowerment and delivery on the mining charter and SLP commitments
2. Strengthen institutional capacity and unlock and mobilise partnerships and resources to resolve collective challenges
3. Deliver on programmes that retain sustainable benefits and the social impacts that are well understood by all stakeholders
4. Create shared value beyond compliance
5. Facilitate integrated spatial development by improving the living conditions and surrounding amenities for our workers

STAKEHOLDER ENGAGEMENT

Constructive engagement allowing for participative and informed decision-making.

Objectives
1. Foster proactive and meaningful engagements with stakeholders on all matters that could potentially affect them
2. Constructively engage stakeholders based on principles of inclusion, transparency and mutual respect (Good Neighbor Agreement)
3. Support engagement processes with effective measured mechanisms for seeking resolution of grievances
4. Engage from the principle of free, prior and informed consent
5. Stakeholder engagement on ESG management and performance

SAFETY AND HEALTH

Aiming to improve the holistic wellbeing of our workforce by monitoring safety and health factors and improving safety and health performance.

Objectives
1. Minimise work-related injuries and diseases through real risk reduction
2. Provide health services that enhance quality of life of all employees
3. Reduce exposure to occupational hygiene related risks such as dust, diesel particulate matter, radiation, noise, platinum salts and others
4. Eradicate epidemics such as TB and HIV and other communicable diseases
5. Improve holistic wellbeing of employees and the surrounding community
6. Provide world-class emergency response services
7. ISO 45001 occupational health and safety management standard certification

GOVERNANCE

Respecting human rights of stakeholders and conducting business with integrity, based on an ethical foundation, adhering to good governance principles and legal compliance.

Objectives
1. Implement practices that prevent unethical behaviour
2. Promote an understanding of human rights and its interlinkage with socio-economic rights, gender equality, security practices and decent working conditions
3. Establish effective processes to identify and evaluate compliance to all applicable legal requirements in host countries
4. Assess environmental, health, safety and social risks, its impacts and implement adequate controls to minimise or mitigate these risks
5. Publicly disclose our performance against sustainable development as guided by responsible mining principles

STRATEGIC CONSIDERATIONS

Develop a climate change resilient business

Environment	Social		Governance
1 3	Community	2	3 4
2 4	Stakeholder Engagement	1	
	Health & Safety	5 6	

ESG LTIP TARGETS
- Absolute reduction in GHG emissions and intensities per region (Scope 1+2) in tCO2e, adjusted for increasing output and recycle output
- **SA ops:** Reducing water reliance and moving towards water independence
- **US ops:** Increase water quality in system by active reduction in nitrogen and metal content
- Responsible sourcing
- Proactive management of tailings aligning to GISTM and reducing risk

Entrenching long term economic sustainability: Integrated post mining economy

Environment	Social		Governance
3 4	Community	1 2 4 5	3 4 5
	Stakeholder Engagement	1 2	
	Health & Safety	5	

ESG LTIP TARGETS
- Absolute reduction in closure liability as result of sustainable resolution methods
- Rebuild and rebase the relationship with all our communities across footprint
- Nature stewardship and net reduction in biodiversity footprint
- Deliver the socio-economic development strategy in South Africa for all areas of operation

Embedding human rights and ethics: Inside and out

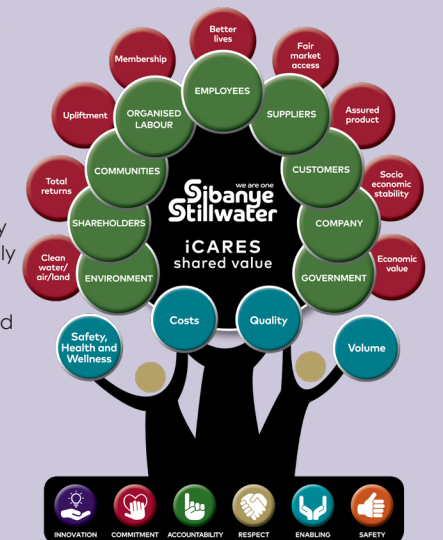| Environment	Social		Governance
4	Community	5	1 2 3
	Stakeholder Engagement	1 2 3 4	4 5
	Health & Safety	1 2 3 4 7	

ESG LTIP TARGETS
- Increase Health resilience of employees
- To increase the level of representation of women at all levels
- Embedding and compliance with international Human Rights requirements
- Increase awareness of safety as philosophy and systems to reduce fatalities

Data driven and considered decision making

Environment	Social		Governance
1 2	Community	2	3 4 5
4	Stakeholder Engagement	4 5	
	Health & Safety	7	

ESG LTIP TARGETS
- To build a strong governance framework
- Increase in robustness integrity of global Governance Framework

Supported by various key performance indicators and third party assurance processes.

GROUP PRIORITIES
- Responsible Sourcing and Supply Value chain integrity
- Diversity, equity, and inclusion
- Reduction in GHG emissions and intensity
- Reduction in water intensity across all our metals
- Reduction in reliance for potable water from high-value water
- Define and promote recycling across all of our metals
- Maintain global standing on Tailing operating standards and principles
- No net loss because of our investments
- Leveraging our assets for impact post mining planning across all our areas of operation
- TCFD reporting strategy and assessment globally
- IRMA disclosure – deliberate and detailed across all business
- Embed governance across all areas of operation

GUIDED BY: ICMM · FTSE4Good · IPA · IRMA · SUSTAINABLE DEVELOPMENT GOALS · ISO · KING IV · Cyanide Code · WORLD GOLD COUNCIL · TOGETHER FOR SUSTAINABILITY · LBMA · United Nations Global Compact · GRI · LPPM · BDP · EITI · Bloomberg Gender-Equality Index 2023