

# REPORTING IN LINE WITH GRI

## GRI CONTENT INDEX

Sibanye has adopted the G4 guidelines of the Global Reporting Initiative (GRI) in preparing this report, and reports 'in accordance' with the core option, including the GRI's G4 Mining and Metals Sector Supplement, to communicate the Group's economic, environmental, and social and governance impacts.

Certain non-financial key performance indicators within this report have been assured by KPMG Services, and are presented in the **Statement of Assurance** in the **Sibanye Gold Integrated Annual Report 2015**. Key sustainability performance data selected by Sibanye for assurance by KPMG Services can be found under **Assured Data**.

## GENERAL STANDARD DISCLOSURES

		Pages in the Sibanye Gold Integrated Annual Report 2015
<b>STRATEGY AND ANALYSIS</b>		
<b>G4-1:</b> Provide a statement from the most senior decision-maker of the organisation (such as CEO, chair or equivalent senior position) about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability	Chief Executive's review	14-17
<b>G4-2:</b> Provide a description of key impacts, risks and opportunities	<ul style="list-style-type: none"> <li>• About Sibanye's reports</li> <li>• Strategy</li> <li>• Perspective from the Chair</li> <li>• Chief Executive's review</li> <li>• CFO's report</li> <li>• Capitals overview and business model</li> <li>• Material issues</li> <li>• Optimise and integrate operations</li> <li>• Develop a productive, skilled and engaged workforce</li> <li>• Project development and capital allocation</li> <li>• Health and safety focus</li> <li>• Social upliftment and community development</li> <li>• Manage environmental impact</li> <li>• Transformation</li> <li>• Secure alternative energy sources</li> <li>• Modernisation and technological innovation</li> <li>• Acquisitions and funding model</li> <li>• Corporate governance</li> <li>• Board committees</li> <li>• Board and Executive Committee</li> <li>• Summarised remuneration report</li> <li>• Statement of Mineral Resources and Mineral Reserves – a summary</li> </ul>	2 9 12-13 16-17 19 24-25 28, 30-37 40 46-47 49-50 52-54 55-57 58-61 62-63, 65 66 67-68 69 70-71 74 75 77 89, 91

		Pages in the Sibanye Gold Integrated Annual Report 2015
<b>ORGANISATIONAL PROFILE</b>		
<b>G4-3:</b> Report the name of the organisation	Throughout the report	
<b>G4-4:</b> Report the primary brands, products and services	<ul style="list-style-type: none"> <li>• Group profile 6</li> <li>• Strategy 8-9</li> <li>• Key features – five-year review 10-11</li> <li>• Perspective from the Chair 12-13</li> <li>• Chief Executive's review 14</li> <li>• CFO's report 18-19</li> <li>• Capitals overview and business model 24-27</li> <li>• Material issues 29-30, 32-37</li> <li>• Optimise and integrate operations 40-45</li> <li>• Project development and capital allocation 49-51</li> <li>• Social upliftment and community development 55-57</li> <li>• Manage environmental impact 58-61</li> <li>• Secure alternative energy sources 66</li> <li>• Modernisation and technological innovation 67-68</li> <li>• Acquisitions and funding model 69</li> <li>• Statement of Mineral Resources and Mineral Reserves – a summary 84-91</li> </ul>	
<b>G4-5:</b> Report the location of the organisation's headquarters	<ul style="list-style-type: none"> <li>• Group profile 6</li> <li>• Administration and corporate information IBC</li> </ul>	
<b>G4-6:</b> Report the number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report	Group profile	6-7
<b>G4-7:</b> Report the nature of ownership and legal form	Group profile	6-7
<b>G4-8:</b> Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	Group profile	6
<b>G4-9:</b> Report the scale of the organisation, including:	<ul style="list-style-type: none"> <li>• Salient features 5</li> <li>• Total number of employees                             <ul style="list-style-type: none"> <li>• Group profile 6-7</li> </ul> </li> <li>• Total number of operations                             <ul style="list-style-type: none"> <li>• Key features – five-year review 10-11</li> </ul> </li> <li>• Net sales (for private-sector organisations) or net revenues (for public-sector organisations)                             <ul style="list-style-type: none"> <li>• Chief Executive's review 14-17</li> <li>• CFO's report 18-19</li> </ul> </li> <li>• Total capitalisation broken down in terms of debt and equity (for private-sector organisations)                             <ul style="list-style-type: none"> <li>• Capitals overview and business model 26-27</li> <li>• Consolidated statement of financial position 21</li> </ul> </li> <li>• Quantity of products or services provided                             <ul style="list-style-type: none"> <li>• Optimise and integrate operations 40-45</li> <li>• Develop a productive, skilled and engaged workforce 46-47</li> <li>• Project development and capital allocation 51</li> <li>• Manage environmental impact 60-61</li> <li>• Transformation 64</li> <li>• Statement of Mineral Resources and Mineral Reserves – a summary 84-91</li> </ul> </li> </ul>	

**ORGANISATIONAL PROFILE** continued

**G4-10:**

a. Report the total number of employees by employment contract and gender	<ul style="list-style-type: none"> <li>• Key features – five-year review</li> </ul>	10-11
b. Report the total number of permanent employees by employment type and gender	<ul style="list-style-type: none"> <li>• Develop a productive, skilled and engaged workforce</li> <li>• Transformation</li> </ul>	46-48 63-64
c. Report the total workforce by employees and supervised workers and by gender		
d. Report the total workforce by region and gender		
e. Report whether a substantial portion of the organisation's work is performed by workers who are legally recognised as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors		
f. Report any significant variations in employment numbers		

<b>G4-11:</b> Report the percentage of total employees covered by collective bargaining agreements	<ul style="list-style-type: none"> <li>• Chief Executive's review</li> <li>• Material issues</li> <li>• Develop a productive, skilled and engaged workforce</li> </ul>	15 30 48
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<b>G4-12:</b> Describe the organisation's supply chain	<ul style="list-style-type: none"> <li>• Key features – five-year review</li> <li>• Chief Executive's review</li> <li>• Material issues</li> <li>• Project development and capital allocation</li> <li>• Manage environmental impact</li> <li>• Transformation</li> </ul>	11 16 32-33, 36 51, 55-57 60 62-63, 65
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<b>G4-13:</b> Report any significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain, including:	<ul style="list-style-type: none"> <li>• Salient features</li> <li>• Group profile</li> <li>• Strategy</li> </ul>	5 6 9
<ul style="list-style-type: none"> <li>• Changes in the location of, or changes in, operations, including facility openings, closings, and expansions</li> <li>• Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private-sector organisations)</li> <li>• Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination</li> </ul>	<ul style="list-style-type: none"> <li>• Key features – five-year review</li> <li>• Perspective from the Chair</li> <li>• Chief Executive's review</li> <li>• CFO's report</li> <li>• Capitals overview and business model</li> <li>• Material issues</li> <li>• Optimise and integrate operations</li> <li>• Project development and capital allocation</li> <li>• Social upliftment and community development</li> <li>• Transformation</li> <li>• Secure alternative energy sources</li> <li>• Modernisation and technological innovation</li> <li>• Acquisitions and funding model</li> <li>• Board and Executive Committee</li> <li>• Statement of Mineral Resources and Mineral Reserves – a summary</li> </ul>	10-11 12 16-17 18-19 25-27 32-33, 36 40-45 49-51 56 63-65 66 67-68 69 76 90

		Pages in the Sibanye Gold Integrated Annual Report 2015	
<b>ORGANISATIONAL PROFILE</b> continued			
<b>G4-15:</b> List externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses	<ul style="list-style-type: none"> <li>• About Sibanye's reports</li> <li>• Group profile</li> <li>• Key features – five-year review</li> <li>• Perspective from the Chair</li> <li>• Chief Executive's review</li> <li>• Capitals overview and business model</li> <li>• Material issues</li> <li>• Develop a productive, skilled and engaged workforce</li> <li>• Social upliftment and community development</li> <li>• Manage environmental impact</li> <li>• Transformation</li> <li>• Secure alternative energy sources</li> <li>• Modernisation and technological innovation</li> <li>• Corporate governance</li> <li>• Board and Executive Committee</li> <li>• Summarised remuneration report</li> <li>• Statement of Mineral Resources and Mineral Reserves – a summary</li> </ul>	<ul style="list-style-type: none"> <li>3</li> <li>6</li> <li>11</li> <li>12-13</li> <li>15-17</li> <li>25</li> <li>29-34, 36-37</li> <li>47-48</li> <li>55-57</li> <li>58-59, 61</li> <li>62-65</li> <li>66</li> <li>67-68</li> <li>70-71</li> <li>74</li> <li>77</li> <li>91</li> </ul>	
<b>G4-16:</b> List memberships of associations (such as industry associations) and national or international advocacy organisations in which the organisation:	<ul style="list-style-type: none"> <li>• Holds a position on the governance body</li> <li>• Participates in projects or committees</li> <li>• Provides substantive funding beyond routine membership dues</li> <li>• Views membership as strategic</li> </ul>	<ul style="list-style-type: none"> <li>• About Sibanye's reports</li> <li>• Group profile</li> <li>• Key features – five-year review</li> <li>• Chief Executive's review</li> <li>• Material issues</li> <li>• Optimise and integrate operations</li> <li>• Develop a productive, skilled and engaged workforce</li> <li>• Social upliftment and community development</li> <li>• Manage environmental impact</li> <li>• Transformation</li> <li>• Modernisation and technological Innovation</li> </ul>	<ul style="list-style-type: none"> <li>3</li> <li>6</li> <li>11</li> <li>15, 17</li> <li>29-30, 32-34, 36-37</li> <li>40</li> <li>47-48</li> <li>56-57</li> <li>59</li> <li>62, 65</li> <li>67-68</li> </ul>

## REPORTING IN LINE WITH GRI CONTINUED

		Pages in the Sibanye Gold Integrated Annual Report 2015
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b>		
<b>G4-17:</b>		70-71
a. List all entities included in the organisation's consolidated financial statements or equivalent documents	<ul style="list-style-type: none"> <li>• Corporate governance</li> <li>• Board and Executive Committee</li> </ul>	74
b. Report whether any entity included in the organisation's consolidated financial statements or equivalent documents is not covered by the report		
<b>G4-18:</b>		
a. Explain the process for defining the report content and the Aspect Boundaries	<ul style="list-style-type: none"> <li>• About Sibanye's reports</li> <li>• Strategy</li> </ul>	2-3 9
b. Explain how the organisation has implemented the Reporting Principles for Defining Report Content	<ul style="list-style-type: none"> <li>• Capitals overview and business model</li> <li>• Material issues</li> </ul>	24-27 28-37
<b>G4-19:</b> List all the material Aspects identified in the process for defining report content	<ul style="list-style-type: none"> <li>• About Sibanye's reports</li> <li>• Material issues</li> </ul>	2-3 28-37
<b>G4-20:</b> For each material Aspect, report the Aspect Boundary within the organisation, as follows:	<ul style="list-style-type: none"> <li>• About Sibanye's reports</li> <li>• Material issues</li> </ul>	2-3 28-37
<ul style="list-style-type: none"> <li>• Report whether the Aspect is material within the organisation</li> <li>• If the Aspect is not material for all entities within the organisation (as described in <b>G4-17</b>), select one of the following two approaches and report either:                             <ul style="list-style-type: none"> <li>• The list of entities or groups of entities included in <b>G4-17</b> for which the Aspect is not material or</li> <li>• The list of entities or groups of entities included in <b>G4-17</b> for which the Aspects is material</li> </ul> </li> <li>• Report any specific limitation regarding the Aspect Boundary within the organisation</li> </ul>		
<b>G4-21:</b> For each material Aspect, report the Aspect Boundary outside the organisation as follows:	<ul style="list-style-type: none"> <li>• About Sibanye's reports</li> <li>• Material issues</li> </ul>	2-3 28-37
<ul style="list-style-type: none"> <li>• Report whether the Aspect is material outside of the organisation</li> <li>• If the Aspect is material outside of the organisation, identify the entities, groups of entities or elements for which the Aspect is material, and describe the geographical location where the Aspect is material for the entities identified</li> <li>• Report any specific limitation regarding the Aspect Boundary outside the organisation</li> </ul>		
<b>G4-22:</b> Report the effect of any restatements of information provided in previous reports and the reasons for such restatements	<ul style="list-style-type: none"> <li>• Key features – five-year review</li> <li>• Project development and capital allocation</li> <li>• Statement of Mineral Resources and Mineral Reserves – a summary</li> </ul>	11 51 90
<b>G4-23:</b> Report significant changes from previous reporting periods in the Scope and Aspect Boundaries	<ul style="list-style-type: none"> <li>• About Sibanye's reports</li> <li>• Material issues</li> <li>• Social upliftment and community development</li> <li>• Statement of Mineral Resources and Mineral Reserves – a summary</li> </ul>	2 28-37 56 90-91

## REPORTING IN LINE WITH GRI CONTINUED

		Pages in the Sibanye Gold Integrated Annual Report 2015
<b>STAKEHOLDER ENGAGEMENT</b>		
<b>G4-24:</b> Provide a list of stakeholder groups engaged by the organisation	Material issues	32-33
<b>G4-25:</b> Report the basis for identification and selection of stakeholders with whom to engage	Material issues	32-33
<b>G4-26:</b> Report the organisation's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	Material issues	32-33
<b>G4-27:</b> Report key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting, and report the stakeholder groups that raised each of the key topics and concerns	<ul style="list-style-type: none"> <li>• About Sibanye's reports</li> <li>• Group profile</li> <li>• Strategy</li> <li>• Perspective from the Chair</li> <li>• Chief Executive's review</li> <li>• Capitals overview and business model</li> <li>• Material issues</li> <li>• Develop a productive, skilled and engaged workforce</li> <li>• Social upliftment and community development</li> <li>• Manage environmental impact</li> <li>• Transformation</li> <li>• Secure alternative energy sources</li> <li>• Modernisation and technological innovation</li> <li>• Acquisitions and funding model</li> </ul>	<ul style="list-style-type: none"> <li>2</li> <li>6</li> <li>8-9</li> <li>13</li> <li>14-15</li> <li>24-25</li> <li>28-37</li> <li>48</li> <li>55, 57</li> <li>58</li> <li>62-65</li> <li>66</li> <li>67-68</li> <li>69</li> </ul>
<b>REPORT PROFILE</b>		
<b>G4-28:</b> Reporting period (such as fiscal or calendar year) for information provided	About Sibanye's reports	2
<b>G4-29:</b> Date of most recent previous report	About Sibanye's reports	2
<b>G4-30:</b> Reporting cycle (such as annual, biennial)	Throughout the report	2
<b>G4-31:</b> Provide the contact point for questions regarding the report or its contents	About Sibanye's reports	2
<b>G4-32:</b>		
a. Report the 'in accordance' option the organisation has chosen	<ul style="list-style-type: none"> <li>• About Sibanye's reports</li> <li>• Statement of assurance</li> </ul>	<ul style="list-style-type: none"> <li>2</li> <li>80-83</li> </ul>
b. Report the GRI Content Index for the chosen option	<ul style="list-style-type: none"> <li>• Reporting in line with GRI</li> </ul>	
c. Report the reference to the External Assurance Report		
<b>G4-33:</b>		
a. Report the organisation's policy and current practice with regard to seeking external assurance for the report	<ul style="list-style-type: none"> <li>• About Sibanye's reports</li> <li>• Statement of assurance</li> </ul>	<ul style="list-style-type: none"> <li>2</li> <li>80-83</li> </ul>
b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided		
c. Report the relationship between the organisation and the assurance providers		
d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organisation's sustainability report		

## REPORTING IN LINE WITH GRI CONTINUED

		Pages in the Sibanye Gold Integrated Annual Report 2015
<b>GOVERNANCE</b>		
<b>G4-34:</b> Report the governance structure of the organisation, including committees of the highest governance body, and identify any committees responsible for decision-making on economic, environmental and social impacts	<ul style="list-style-type: none"> <li>• Corporate governance</li> <li>• Board and Executive Committee</li> </ul>	70 72-76
<b>G4-51:</b>		
a. Report the remuneration policies for the highest governance body and senior executives for the following types of remuneration:	Summarised remuneration report	77-79
<ul style="list-style-type: none"> <li>• Fixed pay and variable pay:               <ul style="list-style-type: none"> <li>• Performance-based pay</li> <li>• Equity-based pay</li> <li>• Bonuses</li> <li>• Deferred or vested shares</li> </ul> </li> <li>• Sign-on bonuses or recruitment incentive payments</li> <li>• Termination payments</li> <li>• Clawbacks</li> <li>• Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees</li> </ul>		
b. Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives		
<b>G4-52:</b> Report the process for determining remuneration, whether remuneration consultants are involved in determining remuneration and whether they are independent of management, and report any other relationships which the remuneration consultants have with the organisation	Summarised remuneration report	77-79
<b>ETHICS AND INTEGRITY</b>		
<b>G4-56:</b> Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	<ul style="list-style-type: none"> <li>• Strategy</li> <li>• Chief Executive's review</li> <li>• Capitals overview and business model</li> <li>• Material issues</li> <li>• Optimise and integrate operations</li> <li>• Develop a productive, skilled and engaged workforce</li> <li>• Health and safety focus</li> <li>• Social upliftment and community development</li> <li>• Manage environmental impact</li> <li>• Transformation</li> <li>• Modernisation and technological innovation</li> <li>• Corporate governance</li> <li>• Board and Executive Committee</li> <li>• Summarised remuneration report</li> <li>• Statement of Mineral Resources and Mineral Reserves – a summary</li> </ul>	8 14 24 32, 34, 36 40 46-48 52-54 55 58-59, 61 62, 64 67 70-71 74-75 77 91

## SPECIFIC STANDARD DISCLOSURES

		Pages in the Sibanye Gold Integrated Annual Report 2015
<b>MATERIAL ASPECTS</b>		
<b>DISCLOSURES ON MANAGEMENT APPROACH (DMA) AND INDICATORS</b>		
<b>Category: ECONOMIC</b>		
<b>Aspect: ECONOMIC PERFORMANCE</b>		
<b>G4-EC1:</b> Direct economic value generated and distributed	<ul style="list-style-type: none"> <li>• Salient features</li> <li>• Group profile</li> <li>• Strategy</li> <li>• Key features – five-year review</li> <li>• Perspective from the Chair</li> <li>• Chief Executive’s review</li> <li>• CFO’s report</li> <li>• Consolidated statement of financial position</li> <li>• Consolidated statement of cash flows</li> <li>• Capitals overview and business model</li> <li>• Optimise and integrate operations</li> <li>• Develop a productive, skilled and engaged workforce</li> <li>• Project development and capital allocation</li> <li>• Social upliftment and community development</li> <li>• Manage environmental impact</li> <li>• Transformation</li> <li>• Acquisitions and funding model</li> </ul>	<ul style="list-style-type: none"> <li>5</li> <li>6</li> <li>9</li> <li>10-11</li> <li>12-13</li> <li>14-17</li> <li>18-19</li> <li>21</li> <li>22</li> <li>26-27</li> <li>40-45</li> <li>46-48</li> <li>49-51</li> <li>55-57</li> <li>60</li> <li>62-65</li> <li>69</li> </ul>
<b>G4-EC2:</b> Financial implications and other risks and opportunities for the organisation’s activities due to climate change	<ul style="list-style-type: none"> <li>• Key features – five-year review</li> <li>• Chief Executive’s review</li> <li>• Consolidated statement of financial position</li> <li>• Consolidated statement of cash flows</li> <li>• Manage environmental impact</li> <li>• Modernisation and technological innovation</li> </ul>	<ul style="list-style-type: none"> <li>11</li> <li>17</li> <li>21</li> <li>22</li> <li>58-61</li> <li>68</li> </ul>
<b>G4-EC3:</b> Coverage of the organisation’s defined benefit plan obligations	<ul style="list-style-type: none"> <li>• Group profile</li> <li>• Key features – five-year review</li> <li>• Material issues</li> <li>• Consolidated statement of financial position</li> <li>• Develop a productive, skilled and engaged workforce</li> <li>• Transformation</li> <li>• Summarised remuneration report</li> </ul>	<ul style="list-style-type: none"> <li>6</li> <li>10-11</li> <li>30, 32</li> <li>21</li> <li>48</li> <li>63, 64</li> <li>77-79</li> </ul>
<b>Aspect: MARKET PRESENCE</b>		
<b>G4-EC5:</b> Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	<ul style="list-style-type: none"> <li>• Salient features</li> <li>• Material issues</li> <li>• Develop a productive, skilled and engaged workforce</li> </ul>	<ul style="list-style-type: none"> <li>5</li> <li>30</li> <li>48</li> </ul>
<b>G4-EC6:</b> Proportion of senior management hired from the local community at significant locations of operation	<ul style="list-style-type: none"> <li>• Develop a productive, skilled and engaged workforce</li> <li>• Transformation</li> </ul>	<ul style="list-style-type: none"> <li>47</li> <li>63</li> </ul>

## REPORTING IN LINE WITH GRI CONTINUED

		Pages in the Sibanye Gold Integrated Annual Report 2015
<b>Category: ECONOMIC</b> continued		
<b>Aspect: INDIRECT ECONOMIC IMPACTS</b>		
<b>G4-EC7:</b> Development and impact of infrastructure investments and services supported	<ul style="list-style-type: none"> <li>• Salient features</li> <li>• Perspective from the Chair</li> <li>• Social upliftment and community development</li> <li>• Transformation</li> </ul>	5 13 55-57 62-65
<b>G4-EC8:</b> Significant indirect economic impacts, including the extent of impacts	<ul style="list-style-type: none"> <li>• Salient features</li> <li>• Perspective from the Chair</li> <li>• Chief Executive's review</li> <li>• Social upliftment and community development</li> <li>• Manage environmental impact</li> <li>• Transformation</li> </ul>	5 13 16 55-57 60-61 62-65
<b>Aspect: PROCUREMENT PRACTICES</b>		
<b>G4-EC9:</b> Proportion of spending on local suppliers at significant locations of operation	<ul style="list-style-type: none"> <li>• Salient features</li> <li>• Perspective from the Chair</li> <li>• Material issues</li> <li>• Social upliftment and community development</li> <li>• Transformation</li> <li>• Performance against Mining Charter targets</li> </ul>	5 13 32-33 55-57 62-63, 65 www.sibanyegold.co.za/investors/financial-reporting/annual-reports/2015
<b>Category: ENVIRONMENTAL</b>		
<b>Aspect: MATERIALS</b>		
<b>G4-EN1:</b> Materials used by weight or volume	<ul style="list-style-type: none"> <li>• Capitals overview and business model</li> <li>• Manage environmental impact</li> </ul>	26-27 58-61
<b>G4-EN2:</b> Percentage of materials used that are recycled input materials	<ul style="list-style-type: none"> <li>• Capitals overview and business model</li> <li>• Manage environmental impact</li> </ul>	26 58-59, 61
<b>Aspect: ENERGY</b>		
<b>G4-EN3:</b> Energy consumption within the organisation	<ul style="list-style-type: none"> <li>• Key features – five-year review</li> <li>• Perspective from the Chair</li> <li>• Chief Executive's review</li> <li>• CFO's report</li> <li>• Capitals overview and business model</li> <li>• Material issues</li> <li>• Optimise and integrate operations</li> <li>• Manage environmental impact</li> <li>• Secure alternative energy sources</li> <li>• Modernisation and technological innovation</li> <li>• Summarised remuneration report</li> </ul>	10-11 12 17 18 25-26 30, 35 40 60-61 66 68 78
<b>G4-EN5:</b> Energy intensity	Manage environmental impact	60

## REPORTING IN LINE WITH GRI CONTINUED

		Pages in the Sibanye Gold Integrated Annual Report 2015
<b>CATEGORY: ENVIRONMENTAL</b> continued		
<b>G4-EN6:</b> Reduction of energy consumption	<ul style="list-style-type: none"> <li>• Capitals overview and business model</li> <li>• Material issues</li> <li>• Chief Executive's review</li> <li>• Optimise and integrate operations</li> <li>• Manage environmental impact</li> <li>• Secure alternative energy sources</li> <li>• Modernisation and technological innovation</li> </ul>	25 30, 35 17 40 60-61 66 68
<b>Aspect: WATER</b>		
<b>G4-EN8:</b> Total water withdrawal by source	<ul style="list-style-type: none"> <li>• Key features – five-year review</li> <li>• Capitals overview and business model</li> <li>• Manage environmental impact</li> </ul>	10 26 58
<b>G4-EN9:</b> Water sources significantly affected by withdrawal of water	Manage environmental impact	58
<b>G4-EN10:</b> Percentage and total volume of water recycled and reused	Manage environmental impact	58
<b>Aspect: BIODIVERSITY</b>		
<b>MM1:</b> Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	<ul style="list-style-type: none"> <li>• Capitals overview and business model</li> <li>• Manage environmental impact</li> </ul>	26 59-61
<b>MM2:</b> The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place	Manage environmental impact	61
<b>Aspect: EMISSIONS</b>		
<b>G4-EN15:</b> Direct greenhouse gas (GHG) emissions (Scope 1)	<ul style="list-style-type: none"> <li>• Key features – five-year review</li> <li>• Capitals overview and business model</li> <li>• Manage environmental impact</li> </ul>	10-11 26 60
<b>G4-EN16:</b> Energy indirect GHG emissions (Scope 2)	<ul style="list-style-type: none"> <li>• Key features – five-year review</li> <li>• Manage environmental impact</li> </ul>	10-11 60
<b>G4-EN17:</b> Other indirect GHG emissions (Scope 3)	<ul style="list-style-type: none"> <li>• Key features – five-year review</li> <li>• Manage environmental impact</li> </ul>	11 60
<b>G4-EN18:</b> GHG emissions intensity	<ul style="list-style-type: none"> <li>• Key features – five-year review</li> <li>• Capitals overview and business model</li> <li>• Manage environmental impact</li> </ul>	11 26 60
<b>G4-EN19:</b> Reduction of GHG emissions	<ul style="list-style-type: none"> <li>• Key features – five-year review</li> <li>• Manage environmental impact</li> <li>• Modernisation and technological innovation</li> </ul>	11 59-61 68
<b>G4-EN21:</b> NOx, SOx, and other significant air emissions	<ul style="list-style-type: none"> <li>• Key features – five-year review</li> <li>• Capitals overview and business model</li> <li>• Manage environmental impact</li> </ul>	11 26 59-60

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		Pages in the Sibanye Gold Integrated Annual Report 2015
<b>CATEGORY: ENVIRONMENTAL</b> continued		
<b>Aspect: EFFLUENTS AND WASTE</b>		
<b>G4-EN22:</b> Total water discharge by quality and destination	<ul style="list-style-type: none"> <li>• Capitals overview and business model</li> <li>• Manage environmental impact</li> </ul>	25 58
<b>G4-EN24:</b> Total number and volume of significant spills	Manage environmental impact	58, 61
<b>MM3:</b> Total amounts of overburden, rock, tailings, and sludges and their associated risks	<ul style="list-style-type: none"> <li>• Capitals overview and business model</li> <li>• Optimise and integrate operations</li> <li>• Project development and capital allocation</li> <li>• Manage environmental impact</li> <li>• Statement of Mineral Resources and Mineral Reserves – a summary</li> </ul>	27 40-45 50-51 59, 61 84-91
<b>CATEGORY: SOCIAL – LABOUR PRACTICES AND DECENT WORK</b>		
<b>Aspect: EMPLOYMENT</b>		
<b>G4-LA1:</b> Total number and rates of new employee hires and employee turnover by age group, gender and region	<ul style="list-style-type: none"> <li>• Develop a productive, skilled and engaged workforce</li> <li>• Transformation</li> </ul>	47 63
<b>G4-LA2:</b> Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	<ul style="list-style-type: none"> <li>• Group profile</li> <li>• Consolidated statement of financial position</li> <li>• Consolidated statement of cash flows</li> <li>• Develop a productive, skilled and engaged workforce</li> <li>• Transformation</li> </ul>	6 21 22 48 63
<b>Aspect: LABOUR/MANAGEMENT RELATIONS</b>		
<b>G4-LA4:</b> Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	Develop a productive, skilled and engaged workforce	47
<b>Aspect: OCCUPATIONAL HEALTH AND SAFETY</b>		
<b>G4-LA5:</b> Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes	Health and safety focus	52
<b>G4-LA6:</b> Type of injury and rates of injury, occupational diseases, lost days and absenteeism, and total number of work-related fatalities, by region and by gender	<ul style="list-style-type: none"> <li>• Key features – five-year review</li> <li>• Perspective from the Chair</li> <li>• Chief Executive's review</li> <li>• Capitals overview and business model</li> <li>• Develop a productive, skilled and engaged workforce</li> <li>• Health and safety focus</li> </ul>	10-11 13 14-15 26 47 52-54
<b>G4-LA7:</b> Workers with high incidence or high risk of diseases related to their occupation	<ul style="list-style-type: none"> <li>• Chief Executive's review</li> <li>• Health and safety focus</li> </ul>	15 52-54
<b>G4-LA8:</b> Health and safety topics covered in formal agreements with trade unions	Material issues	32

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<b>CATEGORY: SOCIAL – LABOUR PRACTICES AND DECENT WORK</b> continued		
<b>Aspect: TRAINING AND EDUCATION</b>		
<b>G4-LA9:</b> Average hours of training per year per employee by gender, and by employee category	<ul style="list-style-type: none"> <li>Develop a productive, skilled and engaged workforce</li> </ul>	47-48
<b>G4-LA10:</b> Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	<ul style="list-style-type: none"> <li>Salient features</li> </ul>	5
	<ul style="list-style-type: none"> <li>Capitals overview and business model</li> </ul>	26
	<ul style="list-style-type: none"> <li>Develop a productive, skilled and engaged workforce</li> </ul>	46-48
	<ul style="list-style-type: none"> <li>Social upliftment and community development</li> </ul>	55-57
	<ul style="list-style-type: none"> <li>Transformation</li> </ul>	63
<b>G4-LA11:</b> Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	<ul style="list-style-type: none"> <li>Develop a productive, skilled and engaged workforce</li> <li>Corporate governance</li> </ul>	46-48 71
<b>Aspect: DIVERSITY AND EQUAL OPPORTUNITY</b>		
<b>G4-LA12:</b> Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	<ul style="list-style-type: none"> <li>Transformation</li> <li>Board and Executive Committee</li> </ul>	63 72-76
<b>CATEGORY: SOCIAL – HUMAN RIGHTS</b>		
<b>Aspect: INVESTMENT</b>		
<b>G4-HR2:</b> Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Develop a productive, skilled and engaged workforce	47
<b>Aspect: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>		
<b>G4-HR4:</b> Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	<ul style="list-style-type: none"> <li>Perspective from the Chair</li> </ul>	13
	<ul style="list-style-type: none"> <li>Chief Executive's review</li> </ul>	15
	<ul style="list-style-type: none"> <li>Capitals overview and business model</li> </ul>	24
	<ul style="list-style-type: none"> <li>Material issues</li> </ul>	30, 32, 34
	<ul style="list-style-type: none"> <li>Develop a productive, skilled and engaged workforce</li> </ul>	47-48
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<b>Aspect: CHILD LABOUR</b>		
<b>G4-HR5:</b> Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour	Develop a productive, skilled and engaged workforce	47
<b>Aspect: FORCED OR COMPULSORY LABOUR</b>		
<b>G4-HR6:</b> Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour	Develop a productive, skilled and engaged workforce	47
<b>Aspect: SECURITY PRACTICES</b>		
<b>G4-HR7:</b> Percentage of security personnel trained in the organisation's human rights policies or procedures that are relevant to operations	Develop a productive, skilled and engaged workforce	47

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<b>CATEGORY: SOCIAL – SOCIETY</b>		
<b>Aspect: LOCAL COMMUNITIES</b>		
<b>G4-S01:</b> Percentage of operations with implemented local community engagement, impact assessments, and development programmes	<ul style="list-style-type: none"> <li>• Salient features</li> <li>• Perspective from the Chair</li> <li>• Chief Executive's review</li> <li>• Capitals overview and business model</li> <li>• Material issues</li> <li>• Develop a productive, skilled and engaged workforce</li> <li>• Social upliftment and community development</li> <li>• Manage environmental impact</li> <li>• Transformation</li> </ul>	5 13 16 26-27 32-33, 35, 36 47-48 55-57 58 63-65
<b>G4-S02:</b> Operations with significant actual and potential negative impacts on local communities	<ul style="list-style-type: none"> <li>• Material issues</li> <li>• Social upliftment and community development</li> <li>• Manage environmental impact</li> <li>• Transformation</li> </ul>	31, 33, 35-37 55-57 58-59, 61 63
<b>Aspect: ANTI-CORRUPTION</b>		
<b>G4-S03:</b> Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	<ul style="list-style-type: none"> <li>• Material issues</li> <li>• Develop a productive, skilled and engaged workforce</li> </ul>	37 47
<b>G4-S04:</b> Communication and training on anti-corruption policies and procedures	<ul style="list-style-type: none"> <li>• Material issues</li> <li>• Optimise and integrate operations</li> <li>• Develop a productive, skilled and engaged workforce</li> </ul>	37 40 47
<b>G4-S05:</b> Confirmed incidents of corruption and actions taken	Develop a productive, skilled and engaged workforce	47
<b>Aspect: RESETTLEMENT</b>		
<b>MM9:</b> Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	<ul style="list-style-type: none"> <li>• Salient features</li> <li>• Material issues</li> <li>• Social upliftment and community development</li> <li>• Transformation</li> </ul>	5 34-36 55-57 64-65
<b>Aspect: CLOSURE PLANNING</b>		
<b>MM10:</b> Number and percentage of operations with closure plans	<ul style="list-style-type: none"> <li>• Social upliftment and community development</li> <li>• Manage environmental impact</li> </ul>	56 61