



SIBANYE-STILLWATER'S ALIGNMENT TO THE UNITED NATIONS GLOBAL COMPACT AND SUSTAINABLE DEVELOPMENT GOALS

1. UNITED NATIONS GLOBAL COMPACT (UNGC): COMMUNICATION ON PROGRESS

Sibanye-Stillwater joined the United Nations Global Compact (UNGC) at a Participant engagement level in October 2020. We share our progress in aligning with the SDGs and the UNGC in this document, with supplementary disclosure in the Group's Integrated Annual Report (IAR).

Our commitment to the Ten Principles of the UNGC is endorsed by the Chief Executive Officer and is provided on page 84 of the 2020 IAR available at <https://www.sibanyestillwater.com/news-investors/reports/annual/>, together with other supplementary documents referenced in this fact sheet.

Sibanye-Stillwater seeks to fulfil the Global Compact (GC) advanced level requirements on the annual Communication on Progress (COP) as part of the 2020 IAR. The content in the IAR is in accordance to the Core option of the GRI standards. The Report complies with the International Integrated Reporting Council's (IIRC's) International Integrated Reporting Framework, the King IV Report on Corporate Governance for South Africa, 2016 (King IV), the JSE Listing Requirements, and the South African Companies Act 71 of 2008, as amended (Companies Act). Furthermore, in line with our listing on the NYSE, a Form 20-F is filed with the United States Securities and Exchange Commission (SEC).

External assurance on specific labour and environmental indicators is performed by PwC and the assurance opinion is available on page 307 of the IAR.

1.1 Communication on Progress of Sibanye-Stillwater's activities against the UNGC principles and GC advanced level criteria

UNGC Principle	Disclosure on our action towards the principle and criterion	Reference to additional information
HUMAN RIGHTS		
Principle 1 Business should support and respect the protection of internationally proclaimed human rights.	<p>The respect for human rights is fundamental to the culture of Sibanye-Stillwater and is reflected in our CARES value proposition. Sibanye-Stillwater conducts its business in line with national legislation, including the Constitution and the Labour Relations Act, as well as the International Labour Organization guidelines.</p> <p>To strengthen our commitment to human rights, in 2020 our Human Rights Policy Statement was reviewed to align to the ICMM, United Nations Global Compact and World Gold Council Responsible Mining Principles. The commitments of the Policy Statement include, amongst others, that the Group will eliminate harassment in all forms as well as bullying and discrimination in the workplace and will respect freedom of association. The policy also aims to take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour as per the UN SDG 8.7.</p>	<p><i>Empowering our workforce:</i> Pages 183 - 185</p> <p><i>Social upliftment and community development:</i> Pages 237 - 238</p> <p>Human Rights Policy Statement: https://www.sibanyestillwater.com/sustainability/reports-policies/</p>



UNGC Principle	Disclosure on our action towards the principle and criterion	Reference to additional information
HUMAN RIGHTS		
Principle 2 Make sure that they are not complicit in human rights abuses	<p>Within our standard terms and conditions applicable to all supply and outsourcing contracts, suppliers and contractors are required to adhere to a range of legislation relevant to human rights. They are also required to adhere to our own policy statements and Code of Business Ethics. Should a supplier or contractor fail to comply with the Company standards it would be considered a breach of contract and due process will be followed.</p> <p>During 2020, Sibanye-Stillwater circulated a questionnaire to all existing vendors, requiring them to answer a set of questions relating to ESG matters, which included questions specifically relating to human rights matters such as child labour, fair wages and forced labour practices.</p>	<p><i>Social upliftment and community development:</i> Pages 237 - 238</p> <p><i>Empowering our workforce:</i> Page 192</p>
Best practice criterion as subset of the principle		
Criterion 3	The COP describes robust commitments, strategies or policies in the area of human rights	<p>Human Rights Policy Statement: https://www.sibanyestillwater.com/sustainability/reports-policies/</p> <p><i>Social upliftment and community development:</i> Pages 237 - 238</p> <p><i>Empowering our workforce:</i> Page 192</p> <p>GRI 407-1, 408-1, 409-1, 410-1, 412-2</p>
Criterion 4	The COP describes effective management systems to integrate the human rights principles	<p><i>Social upliftment and community development:</i> Pages 231 - 232</p> <p><i>Empowering our workforce:</i> Pages 182 - 188; 191 - 192</p> <p><i>Corporate governance:</i> Pages 107 - 108</p> <p>GRI 407-1, 408-1, 409-1, 410-1, 412-2</p>
Criterion 5	The COP describes effective monitoring and evaluation mechanisms of human rights integration	<p><i>Social upliftment and community development:</i> Pages 237 - 238</p> <p><i>Remuneration report:</i> Pages 146 - 147</p> <p>GRI 407-1, 408-1, 409-1, 410-1, 412-2</p>
LABOUR		
Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	The Group's human rights policy statement and Code of Ethics promotes respect of employees' freedom of association and promotes respect for fair labour practices. Sibanye-Stillwater's recognition of freedom of association is reflected in the fact that 87% of the Group's employees in both South Africa and the US are members of a trade union movement.	<p><i>Empowering our workforce:</i> Page 198</p> <p>Human Rights Policy Statement: https://www.sibanyestillwater.com/sustainability/reports-policies/</p>



OUR MINING IMPROVES LIVES

UNGC Principle	Disclosure on our action towards the principle and criterion	Reference to additional information
LABOUR		
Principle 4 The elimination of all forms of forced and compulsory labour	Our human rights policy statement includes provisions upholding the elimination of all forms of forced and compulsory labour.	<i>Social upliftment and community development:</i> Pages 237 - 238 Human Rights Policy Statement: https://www.sibanyestillwater.com/sustainability/reports-policies/
Principle 5 The effective abolition of child labour	Our human rights policy statement includes provisions prohibiting all forms of child labour.	<i>Social upliftment and community development:</i> Pages 237 - 238 Human Rights Policy Statement: https://www.sibanyestillwater.com/sustainability/reports-policies/
Principle 6 The elimination of discrimination in respect of employment and occupation	<p>Sibanye-Stillwater is committed to transforming and diversifying its workforce so that it is not only more inclusive but more broadly reflective of the demographics of the countries in which we operate.</p> <p>Our transformation journey in South Africa is guided and determined by the Mining Charter. The main objectives of this policy document are to deracialise ownership of the industry, expand business opportunities for historically disadvantaged persons, redress the imbalances of historical injustices, and enhance the social and economic welfare of employees and mine communities.</p> <p>Diversity training is provided during on boarding of employees as well as refresher training when an employee returns from leave.</p>	<i>Empowering our workforce:</i> Page 185; 193 <i>Corporate governance:</i> Page 109 <i>Remuneration report:</i> Page 133
Best practice criterion as subset of the principle		
Criterion 6:	The COP describes robust commitments, strategies or policies in the area of labour	<i>Our strategy and strategic delivery :</i> Pages 19 - 23 <i>Corporate governance:</i> Pages 104 - 111 <i>Empowering our workforce:</i> Pages 183 - 184 GRI 102-41,408-1,409-1,410-1,401-1-2,403-1-3,404-1-3
Criterion 7:	The COP describes effective management systems to integrate the labour principles	<i>Empowering our workforce:</i> Pages 183 - 188 <i>Our purpose, vision and values:</i> Page 6 GRI 102-41,408-1,409-1,410-1,401-1-2,403-1-3,404-1-3
Criterion 8:	The COP describes effective monitoring and evaluation mechanisms of labour principles integration	<i>Corporate governance:</i> Pages 104 - 111 <i>Empowering our workforce:</i> Pages 190 - 194 GRI 102-41,408-1,409-1,410-1,401-1-2,403-1-3,404-1-3



UNGC Principle	Disclosure on our action towards the principle and criterion	Reference to additional information
ENVIRONMENT		
Principle 7 Businesses should support a precautionary approach to environmental challenges	Sibanye-Stillwater acknowledges that mining, by its very nature, is a destructive activity. We have therefore incorporated a vision into our Environmental priority of the Group's environmental, social and governance (ESG) strategy to improve life through the sustainable use of our natural resources, drive environmental consciousness continuous improvement, and a adopt measured transition to a carbon neutral future.	Our environmental policy statements are available on our website https://www.sibanyestillwater.com/sustainability/environment/ <i>Managing our risks and opportunities within the external operating environment:</i> Pages 26 - 27; 34; 46; 50; 53 <i>Our material issues:</i> Pages 68 - 70 <i>Minimising our environmental impact page:</i> Page 245 <i>Fact sheet: Environmental incidents in 2020</i>
Principle 8 Undertake initiatives to promote greater environmental responsibility	We have embedded ESG excellence as a central theme of our strategy and in the way we do business. We have also pursue a range of initiatives and programmes that seek to mitigate our environmental impact and also ensure greater responsibility of the environment and the resources we consume. These initiatives specifically relate to the areas of: <ul style="list-style-type: none"> • Carbon management • Energy efficiency • Sustainable water use • Proper and effective waste management • Promotion of biodiversity 	<i>Our purpose, vision and strategy:</i> Page 6 <i>Minimising our environmental impact:</i> Page 246 <i>Harnessing continuous innovation:</i> Pages 278 - 279 <i>Fact sheet: Biodiversity management</i>
Principle 9 Encourage the development and diffusion of environmentally-friendly technologies	As a Group, we play a fundamental role in the support and development of environmentally-friendly technologies and thereby participate in the global fight against climate change. The PGMs we produce are used in the production of catalytic converters in automobiles to remove noxious gases from exhaust fumes which thereby limit emissions and promote cleaner air quality. As the world's largest primary producer of PGMs, and one of the largest recyclers of catalytic converters, we are committed to further expanding this role and in discovering new ways in which our products can provide cleaner and more sustainable environments and improve lives.	<i>Minimising our environmental impact:</i> Pages 251 - 253; 255; 265; 267 <i>Fact sheet: Generating clean energy: Beatrix Methane Project</i> <i>Embedding ESG excellence:</i> Pages 62 - 67
Best practice criterion as subset of the principle		
Criterion 9:	The COP describes robust commitments, strategies or policies in the area of environmental stewardship	<i>Minimising our environmental impact:</i> Page 246 Various environmental policies: https://www.sibanyestillwater.com/sustainability/reports-policies/ <i>Embedding ESG excellence:</i> Pages 62 - 67 GRI 102-11, 102-15, 102-12,102-18,102-16, 201-2,201-4, 203-2, 301-1-2, 302-1-5, 303-1-3, 304-1-4, 305-1-5 MM1,2,3 &10



UNGC Principle	Disclosure on our action towards the principle and criterion	Reference to additional information
ENVIRONMENT		
Best practice criterion as subset of the principle		
Criterion 10:	The COP describes effective management systems to integrate the environmental principles	<i>Minimising our environmental impact:</i> Page 247 GRI 102-11, 102-15, 102-12, 102-18, 102-16, 201-2, 201-4, 203-2, 301-1-2, 302-1-5, 303-1-3, 304-1-4, 305-1-5 MM1, 2, 3 & 10
Criterion 11:	The COP describes effective monitoring and evaluation mechanisms for environmental stewardship	<i>Minimising our environmental impact:</i> Pages 247 - 273 GRI 102-11, 102-15, 102-12, 102-18, 102-16, 201-2, 201-4, 203-2, 301-1-2, 302-1-5, 303-1-3, 304-1-4, 305-1-5 MM1, 2, 3 & 10
ANTI-CORRUPTION		
Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery	Sibanye-Stillwater's Code of Ethics requires the reporting of any contraventions to and instances of non-compliance with relevant legislation and regulations. Supported by a whistle-blowing policy, the Code includes procedures to address corruption and bribery that are aligned with the related UNGC principles. The Group also makes use of independent external assurance of anti-corruption programmes. Furthermore, the Code of Ethics forbids Sibanye-Stillwater from making donations either in cash or in kind to political organisations. In addition to being illegal in South Africa, facilitation payments are forbidden in terms of the Code of Ethics.	<i>Corporate governance:</i> Pages 108 - 109 <i>Code of Ethics:</i> https://www.sibanyestillwater.com/sustainability/reports-policies/
Best practice criterion as subset of the principle		
Criterion 12:	The COP describes robust commitments, strategies or policies in the area of anti-corruption	<i>Corporate governance:</i> Page 108 <i>Code of Ethics:</i> https://www.sibanyestillwater.com/sustainability/reports-policies/ GRI 102-16, 102-17, 205-1-3, 206-1
Criterion 13:	The COP describes effective management systems to integrate the anti-corruption principle	<i>Corporate governance:</i> Pages 107 - 108 GRI 102-16, 102-17, 205-1-3, 206-1
Criterion 14:	The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption	<i>Corporate governance:</i> Page 109 GRI 102-16, 102-17, 205-1-3, 206-1



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UNGC Principle	Disclosure on our action towards the principle and criterion	Reference to additional information
SUPPORTING THE BROADER UN GOALS AND ISSUES THROUGH ITS INTEGRATION TO STRATEGIES AND OPERATIONS		
Best practice criterion as subset of the principle		
Criterion 1:	The COP describes mainstreaming into corporate functions and business units	<p><i>How we create value – our business model:</i> Pages 8 - 11</p> <p><i>Managing our risks and opportunities within the external environment:</i> Pages 26 - 59</p> <p><i>Our material issues:</i> Pages 68 - 71</p> <p><i>Embedding ESG excellence:</i> Pages 62 - 67</p> <p>GRI 102-9,102-10,102-18,204-1,407-1</p>
Criterion 2:	The COP describes value chain implementation	<p><i>Our purpose, vision and strategy:</i> Page 6</p> <p><i>Embedding ESG excellence:</i> Pages 62 - 67</p> <p><i>Corporate governance:</i> Page 114</p> <p><i>Empowering our workforce:</i> Page 182</p> <p><i>Health, well-being and occupational hygiene:</i> Page 216</p> <p><i>Social upliftment and community development:</i> Page 228</p> <p><i>Minimising our environmental impact:</i> Page 244</p> <p>GRI 408-1,409-1</p>
Criterion 15:	The COP describes core business contributions to UN goals and issues	<p><i>Alignment to the UNGCs and SDGs (this document)</i></p> <p><i>Empowering our workforce:</i> Pages 182; 192; 198; 200</p> <p><i>Health, well-being and occupational hygiene:</i> Pages 216; 219 - 222</p> <p><i>Social upliftment and community development:</i> Pages 228; 233; 235; 237; 241</p> <p><i>Minimising our environmental impact:</i> Pages 245; 247; 251; 261; 267 - 268</p> <p>GRI 102-12, 102-13, 102-15</p>



OUR MINING IMPROVES LIVES

UNGC Principle	Disclosure on our action towards the principle and criterion	Reference to additional information
SUPPORTING THE BROADER UN GOALS AND ISSUES THROUGH ITS INTEGRATION TO STRATEGIES AND OPERATIONS		
Best practice criterion as subset of the principle		
Criterion 16:	The COP describes strategic social investments and philanthropy	<i>COVID-19 – impact and response: Page 12</i> <i>Social upliftment and community development: Pages 228 - 243</i> GRI 413-1-2
Criterion 17:	The COP describes advocacy and public policy engagement	<i>Corporate governance: Pages 107 - 108</i> <i>Embedding ESG excellence: Pages 62 - 67</i> <i>Code of Ethics: https://www.sibanyestillwater.com/sustainability/reports-policies/</i> GRI 415-1
Criterion 18:	The COP describes partnerships and collective action	<i>Social upliftment and community development: Pages 231; 233</i> <i>Health, well-being and occupational hygiene: Page 221</i> <i>Engaging with our stakeholders: Pages 74; 79</i> <i>Fact sheet: Good Neighbor Agreement</i> GRI 102-21,102-43
Criterion 19:	The COP describes CEO commitment and leadership	<i>Leadership view: Page 84</i> <i>Embedding ESG excellence: Pages 62 - 67</i> <i>Empowering our workforce: Page 191</i>
Criterion 20	The COP describes Board adoption and oversight	<i>Corporate governance: Pages 114; 120</i> <i>Inside cover of the Integrated Annual Report</i>
Criterion 21:	The COP describes stakeholder engagement	<i>Engaging our stakeholders: Pages 72 - 82</i> <i>Corporate governance: Pages 108 - 109</i> <i>Social upliftment and community development: Pages 231 - 232</i>



1.2 Communication on Progress of Sibanye-Stillwater's activities against the SDGs

The United Nations Sustainable Development Goals (SDGs) are a collection of 17 broad-based global goals designed to be a "blueprint to achieve a better and more sustainable future for all". The SDGs were set in 2015 by the United Nations' General Assembly and are intended to be achieved by the year 2030. Essentially, the SDGs act as a collaborative framework to deliver on environmental, social and governance (ESG) matters. It has been described as "the closest thing the Earth has to a Strategy".

Delivering on these goals by 2030 is an aspirational target and cannot be achieved by the public sector alone. The SDGs call for worldwide action among governments, business and civil society to end poverty and create a life of dignity and opportunity for all. More specifically, the SDGs explicitly call on all business to apply their abilities to solve the sustainable development challenges.

SUSTAINABLE DEVELOPMENT GOALS



The icon has been added to the Integrated Annual Report pages where information related to the UN SDGs can be found.

The following SDGs are addressed within the IAR:

Sustainable Development Goal	Disclosure on our action towards the Sustainable Development Goal
SDG 1: End poverty in all its forms everywhere	<i>Social upliftment and community development:</i> Pages 233; 235 <i>Fact sheet: Social and Labour Plans 2020:</i> https://www.sibanyestillwater.com/newsinvestors/reports/annual
SDG 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture	<i>Social upliftment and community development:</i> Pages 233; 235 <i>Fact sheet: Social and Labour Plans 2020:</i> https://www.sibanyestillwater.com/newsinvestors/reports/annual
SDG 3: Ensure healthy lives and promote well-being for all at all ages	<i>COVID-19 – Impact and response:</i> Page 12 <i>Health, well-being and occupational hygiene:</i> Pages 216 - 221
SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	<i>Empowering our workforce:</i> Pages 196 - 198 <i>Social upliftment and community development:</i> Pages 231; 234 - 235 <i>Fact sheet: Social and Labour Plans 2020:</i> https://www.sibanyestillwater.com/newsinvestors/reports/annual
SDG 5: Achieve gender equality and empower all women and girls	<i>Empowering our workforce:</i> Pages 191 - 193 <i>Corporate governance:</i> Page 110
SDG 6: Ensure availability and sustainable management of water and sanitation for all	<i>Minimising our environmental impact:</i> Page 261
SDG 7: Ensure access to affordable, reliable, sustainable and modern energy for all	<i>Minimising our environmental impact:</i> Page 251 <i>Fact sheet: Generating clean energy: Beatrix Methane Capture Project:</i> https://www.sibanyestillwater.com/newsinvestors/reports/annual



Sustainable Development Goal	Disclosure on our action towards the Sustainable Development Goal
SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	<i>Social upliftment and community development:</i> Pages 241 - 242 <i>Empowering our workforce:</i> Pages 185; 191
SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation	<i>Minimising our environmental impact:</i> Pages 248 - 251 <i>Harnessing continuous innovation:</i> Page 280
SDG 10: Reduce inequality within and among countries	<i>Empowering our workforce:</i> Pages 191 - 193; 200 <i>Fact sheet: Care for iMali:</i> https://www.sibanyestillwater.com/newsinvestors/reports/annual
SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable	<i>Empowering our workforce:</i> Page 200
SDG 12: Ensure sustainable consumption and production patterns	<i>Minimising our environmental impact:</i> Pages 267 - 268
SDG 13: Take urgent action to combat climate change and its impacts	<i>Embedding ESG excellence:</i> Pages 62 - 67 <i>Minimising our environmental impact:</i> Pages 247 - 251 <i>Fact sheet: Generating clean energy: Beatrix Methane Capture and Destruction Project:</i> https://www.sibanyestillwater.com/newsinvestors/reports/annual
SDG 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development	<i>Minimising our environmental impact:</i> Pages 270 - 271 <i>Fact sheet: Biodiversity management:</i> https://www.sibanyestillwater.com/newsinvestors/reports/annual
SDG 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	<i>Minimising our environmental impact:</i> Pages 270 - 271 <i>Fact sheet: Biodiversity management:</i> https://www.sibanyestillwater.com/newsinvestors/reports/annual
SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	<i>Corporate governance:</i> Pages 107 - 109
SDG 17: Strengthen the means of implementation and revitalise the global partnership for sustainable development	<i>Social upliftment and community development:</i> Page 233 <i>Embedding ESG excellence:</i> Pages 62 - 67 <i>Health, well-being and occupational hygiene:</i> Page 221 <i>Engaging with our stakeholders:</i> Pages 74; 79 <i>Fact sheet: Good Neighbor Agreement:</i> https://www.sibanyestillwater.com/newsinvestors/reports/annual
Advancing the SDGs against	Disclosure on our action towards the Sustainable Development Goal
Opportunities and responsibilities	<i>Embedding ESG excellence:</i> Pages 62 - 67
Where the company's priorities lie with respect to one or more SDGs	<i>Embedding ESG excellence:</i> Pages 62 - 67
Goals and indicators	See information in this document
How one or more SDGs are integrated into the company's business model	<i>How we create value – our business model:</i> Pages 8 - 10
The outcomes and impact of your company's activities related to the SDGs	<i>Empowering our workforce:</i> Pages 192; 198; 200 <i>Minimising our environmental impact:</i> Pages 247; 251; 261; 267 - 268 <i>Social upliftment and community development:</i> Pages 233; 235; 237 - 238; 241 <i>Harnessing continuous innovation:</i> Page 280 <i>Health, well-being and occupational health:</i> Pages 216 - 221
Collaboration with other stakeholders on SDGs	<i>Social upliftment and community development:</i> Page 233 <i>Embedding ESG excellence:</i> Pages 62 - 67
Emerging best practices	We recently joined the UNGC and signed up to the SDG ambition and acceleration programme, which commenced in January 2021. The programme enables companies to move beyond incremental progress and step-up transformative change to achieve the SDGs



2. UNDERSTANDING THE SDGs

Unlike many other sectors there is no primary point of connection between mining and a single SDG. Instead, operations have the extraordinary potential to contribute to several different goals at any one time.

It is in this context that Sibanye-Stillwater undertook a review of the SDGs and has subsequently categorised them by positive contributions as well as the potential negative impacts that could result while conducting our business activities. We assessed our impact on the SDGs by applying a few lenses to gain a deeper understanding. It is important for Sibanye-Stillwater to understand the interconnectivity between the SDGs and the Group's ESG strategy (available on the website at <https://www.sibanyestillwater.com/sustainability/>) as, for a starting point, we wish to anchor the SDGs in strategy and our governance aspects.

The lenses applied to gain a deeper understanding of the SDGs on our business:

1	The ICMM principles and how it supports the delivery of the SDGs
2	The Sustainable Accounting Standards Board approach to the SDGs
3	Consideration were also given to a study on the SDGs performed by PWC
4	Business lens of applying the SDGs in the context of the business model, and the ESG strategy

The review highlighted that some of the SDGs are more connected with our business than others. However, owing to the nature of the SDGs and the interconnectivity between the SDGs, the review found that the support of one goal will likely have a positive impact on others. Proactively managing these connection points aids in building holistic platforms and solutions that accelerate progress.

The schematic on the following pages demonstrates the interconnectivity between the SDGs relating to the Group's ESG strategy and objectives:

E Environmental

CASE STUDY: BEATRIX METHANE CAPTURING




The Beatrix methane capture project, situated adjacent to Sibanye-Stillwater's Beatrix mine in the Free State province of South Africa, has been in operation since 2011. The system has been designed and built to extract and flare (on surface) 400 litres per second of methane gas, which is extracted from sealed-off working areas within the Beatrix South section. It also entails the extraction and flaring of methane from five surface exploration boreholes off the mine property. Through flaring, the methane is transformed into carbon dioxide and thereby reduces the greenhouse gas effect. One tonne of methane has an equivalent greenhouse gas effect of 23 tonnes of carbon dioxide. Not only is the methane effectively destroyed, it is harnessed to generate electricity for the Beatrix operation.

Refer to our *Beatrix Methane Fact Sheet* (<https://www.sibanyestillwater.com/newsinvestors/reports/annual/>) for further information.



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UN Sustainable Development Goal			Sibanye-Stillwater linkage to the SDGs		
SDGs	SDG target	SDG KPI	ESG priority	ESG specific objective	ESG target
	To increase substantially the share of renewable energy in the global energy mix	Renewable energy share in the total final energy consumption	Responsible use of environmental resources Effect continuous improvement Drive environmental consciousness through awareness, stewardship and communication on environmental issues	Achieve sustainable, environmental footprint management and efficient use of resources, including energy	To procure renewable energy on a commercially-viable basis, initially through the first 50MW phase of the solar photovoltaic project (Refer to Energy and decarbonisation section of the IAR: Pages 251 - 254)
	To upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities	CO ₂ emission per unit of value added		Reduce emissions and strengthen resilience to climate change	Group to achieve net-zero emissions target by 2040 (Refer to Energy and decarbonisation section of the IAR: Pages 251 - 254)
	Integrate climate change measures into national policies, strategies and planning	Number of countries that have communicated the establishment or operationalisation of an integrated policy/strategy/plan which increases their ability to adapt to the adverse impacts of climate change, and foster climate resilience and low greenhouse gas emissions development in a manner that does not threaten food production (including a national adaptation plan, nationally determined contribution, national communication, biennial update report or other)		Reduce emissions and strengthen resilience to climate change	Develop a climate change response programme that includes awareness on mitigation and adaptation (IAR: Pages 247 - 250)



"help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality"



"upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies"



"reduce exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters"



E Environmental

**CASE STUDY:
BIOLOGICAL
DIVERSITY**

Sibanye-Stillwater has much biological diversity to celebrate from Bighorn sheep around the Stillwater operation in the US, African Bullfrogs in the wetlands surrounding our SA operations to Marula trees that not only provide shade and shelter but also provide a sanctuary for insect and bird life.


We recognise the importance of our role in the protection and preservation of all life as a part of our broader ESG strategy and environmental vision to promote our natural resources and improve life.

We are dedicated to moving beyond compliance to focus on all aspects related to biodiversity management in line with the goals of the Convention on Biological Diversity to ensure present and future generations may also benefit from this invaluable resource.

Sibanye-Stillwater aims to manage the catchments within which it operates in an integrated manner, this is done through the implementation of several initiatives:

- Biomonitoring
- Catchment water balances
- Ground and surface water Interactions
- Non-point source pollution quantification and management
- Integration with stakeholders

Detailed disclosure about these topics can be found in the *Fact sheet: Biodiversity management* available at <https://www.sibanyestillwater.com/newsinvestors/reports/annual> and IAR Pages 270 - 271

UN Sustainable Development Goal			Sibanye-Stillwater linkage to the SDGs		
SDGs	SDG target	SDG KPI	ESG priority	ESG specific objective	ESG target
 <p>6 CLEAN WATER AND SANITATION</p>	<p>Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.</p> <p>Substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.</p>	<p>Proportion of wastewater safely treated</p> <p>Change in water-use efficiency over time</p>	<p>Maintain environmental licence to operate</p> <p>Effect continuous improvement</p> <p>Responsible use of environmental resources</p> <p>Drive environmental consciousness through awareness, stewardship and communication</p>	<p>Reduce water risks, including cost, and enhance water security and its quality</p>	<p>An annual reduction of 7.5% of purchased potable water by the gold operations</p> <p>An annual reduction of 3% of purchased potable water by the PGMs operations</p>





"upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities"



OUR MINING IMPROVES LIVES



UN Sustainable Development Goal			Sibanye-Stillwater linkage to the SDGs		
SDGs	SDG target	SDG KPI	ESG priority	ESG specific objective	ESG target
	Decrease the direct economic losses relative to global gross domestic product caused by disasters, including water-related disasters, with a focus on protecting the poor and people in vulnerable situations.	Number of deaths, missing persons and persons affected by disaster per 100,000 people	Maintain environmental licence to operate Effect continuous improvement Responsible use of environmental resources	Align management of tailings storage facilities to global tailings standards	Adopt Group tailings governance standard
	Strengthen efforts to protect and safeguard the world's cultural and natural heritage Ensure the conservation of mountain ecosystems, including their biodiversity, in order to enhance their capacity to provide benefits that are essential for sustainable development. Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity	Total expenditure (public and private) per capita spent on the preservation, protection and conservation of all cultural and natural heritage Coverage of the protected areas of important sites for mountain biodiversity Red List Index	Drive environmental consciousness through awareness, stewardship and communication	Reduce the degradation of natural habitats, halt the loss of biodiversity and protect species on land and water	Development of a biological diversity position statement
	Achieve the sustainable management and efficient use of natural resources.	Material footprint, material footprint per capita, and material footprint per GDP		Achieve sustainable environmental footprint management and efficient use of resources, including energy	The target of a 2-3% reduction in electricity consumption per year
	Substantially reduce waste generation through prevention, reduction, recycling and reuse. Achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.	National recycling rate, tons of material recycled		Encourage sound environmental management of chemicals and all waste	SO ₂ capturing and cleaning efficiency from 80% to 90% by 2027 and to 99% by 2030 at the Marikana operations Innovative solutions for waste management and reduce waste to landfill with our aim to reach zero waste to landfill in the longer term



"upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities"



S Social

**CASE STUDY:
SOCIAL AND
LABOUR PLANS**

Sibanye-Stillwater seeks to contribute meaningfully to the socio-economic development of communities around its operations. SLPs, which include a mine community development plan, are delivered through Local Economic Development projects, undertaken in accordance with the implementation plans agreed in the specific SLPs of each mining right. In order to ensure sustainability, the projects are sourced from government's integrated development plans and in agreement with relevant government departments that provide operational support for these projects beyond the SLP timeframes. For more information, refer to the *Fact sheet: Social and labour plans summary*.

What facilitated the improvement in SLP delivery during 2020 – notwithstanding the challenges posed by the COVID-19 pandemic – has been the capacity building and training programmes initiated in 2019 and partially continued during the year under review. In particular, we completed a capacity building programme for local municipalities, NPOs and NGOs to equip them with the necessary skills and knowledge to effectively contribute to the management of our SLP initiatives once we have completed the development and implementation thereof.

(Refer to IAR: Pages 232 - 233)

UN Sustainable Development Goal			Sibanye-Stillwater linkage to the SDGs		
SDGs	SDG target	SDG KPI	ESG priority	ESG specific objective	ESG target
 2 ZERO HUNGER	Ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality	Proportion of agricultural area under productive and sustainable agriculture	In terms of communities impacted by our operations, Sibanye-Stillwater aspires to create value by unlocking their potential through socioeconomic development, institutional capacity building and creating local benefit that enables sustainable livelihoods and a positive legacy beyond mining	Support communities to deliver local socioeconomic benefits through economic empowerment and delivery on the Mining Charter and SLP commitments	Contribute to the development of modern mining towns by building the capacity of local stakeholders to participate in high-impact sustainable programmes in environmental management and agriculture (IAR: Pages 200 - 201) Leverage the parallel economic initiatives such as Bokamoso ba Rona to create new jobs and build skills that will sustain communities beyond life of mine (IAR: Page 233) Collaborate with other companies to sponsor the West Rand Technical and Vocational Education and Training (TVET) College and ensure appropriate resourcing to create the requisite skills (Fact sheet: <i>Social and Labour Plans</i> 2020 and IAR: Page 233)


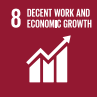




"Ensure significant mobilisation of resources from a variety of sources, including through enhanced development cooperation, in order to provide adequate and predictable means for developing countries, in particular least developed countries, to implement programmes and policies to end poverty in all its dimensions."



OUR MINING IMPROVES LIVES



UN Sustainable Development Goal			Sibanye-Stillwater linkage to the SDGs		
SDGs	SDG target	SDG KPI	ESG priority	ESG specific objective	ESG target
	Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	Proportion of youth and adults with information and communications technology (ICT) skills, by type of skill	In terms of communities impacted by our operations, Sibanye-Stillwater aspires to create value by unlocking their potential through socioeconomic development, institutional capacity building and creating local benefit that enables sustainable livelihoods and a positive legacy beyond mining	Deliver on programmes that retain sustainable benefits and the social impacts that are well understood by all stakeholders	Good Neighbor Agreement: Work towards vision 2025 of behaving like and being perceived as a good neighbor in our operating environments:
	Substantially reduce the proportion of youth not in employment, education or training	Proportion of youth (aged 15-24 years) not in education, employment or training			Social Compact: Agreement with regional role-players and stakeholders to work together towards meaningful development and more strategic, high-impact development initiatives in the region – capacity building, strong institutions, and active citizenship. (IAR: Page 234)
	Promote inclusive and sustainable industrialisation and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries	Manufacturing value added as a proportion of GDP and per capita		Strengthen institutional capacity and unlock and mobilise partnerships and resources to resolve collective challenges	Redesign the employee housing landscape, policy and practice and optimise capital expenditure through collaboration with other partners to facilitate employee home ownership (IAR: Page 200)
	Enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries.	Ratio of land consumption rate to population growth rate		Facilitate integrated spatial development by improving the living conditions and surrounding amenities for our workers	





"Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality."



OUR MINING IMPROVES LIVES



UN Sustainable Development Goal			Sibanye-Stillwater linkage to the SDGs		
SDGs	SDG target	SDG KPI	ESG priority	ESG specific objective	ESG target
	Achieve universal health coverage, including financial risk protection, access to quality essential health care services and access to safe, effective, quality and affordable essential medicines and vaccines for all. End the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases.	Number of people covered by health insurance or a public health system per 1,000 population	With regard to safety and health, we aim to improve the holistic well-being of our workforce through the pursuit of risk-based monitoring of safety and health factors and the improvement in safety and health performance	Provide health services that enhance the quality of life of all employees Eradicate epidemics such as TB and HIV and other communicable diseases	Compulsory medical scheme membership policy for all employees with cover of mother and child benefits (IAR: Pages 216 - 219) UNAIDS 90-90-90 targets by 2024 for TB: 90% of the population to be screened, 90% of people diagnosed with TB to be initiated on treatment and 90% of those treated for TB should be cured (IAR: Pages 220 - 222)
	Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.	Amount of United States dollars committed to public-private and civil society partnerships	Our stakeholders will be heard through transparent engagements and by incorporating the knowledge gained into our business	Constructively engage stakeholders based on principles of inclusion, transparency and mutual respect (Good Neighbor Agreement)	Good Neighbor Agreement and Social Compact (IAR: Pages 234; 239 - 240)

G Governance

CASE STUDY: FINANCIAL LITERACY EFFORTS

South Africa has high levels of personal debt which can have a potentially ruinous effect on citizen's lives. Recognising this, Sibanye-Stillwater put in place its "CARE for iMali" initiative, a financial literacy and awareness programme. This has grown into one of the Group's most successful employee initiatives.

The programme was launched in 2014 following an employee survey that highlighted the importance of personal finance. Their concerns ranged from understanding salary advice notices to more complex issues such as the implications of signing credit agreements, or what to do when debt becomes unaffordable. The complexity of the problem was evident in the high number of garnishee orders – a court order that effectively allows a person's bank to make payments to any third party to whom that person owes money. This can drastically reduce employees' take-home pay.




And so Sibanye-Stillwater designed the CARE for iMali initiative around the concerns and interests of its employees. The financial literacy and awareness programme encourages employees to embrace financial management and helps them address the high levels of indebtedness that, in some cases, severely reduces their ability to support themselves and their families.

Following the implementation of the second phase of this programme in 2015, the initiative focused on investigating and auditing garnishee orders, improving debt management, and providing focused coaching for debt-stressed employees. Garnishee management has, however, helped employees to save over R1.7 million since 2014 to date. The overall saving for employees at the SA operations in 2020 was R96,754.28 (R43,173.34 for SA gold employees and R53,580.94 for SA PGM employees), which would have been illegally deducted from or overcharged to employee salaries.



OUR MINING IMPROVES LIVES



UN Sustainable Development Goal			Sibanye-Stillwater linkage to the SDGs		
SDGs	SDG target	SDG KPI	ESG priority	ESG specific objective	ESG target
	Substantially reduce corruption and bribery in all their forms Develop effective, accountable and transparent institutions at all levels	Proportion of persons who had at least one contact with a public official and who paid a bribe to a public official, or were asked for a bribe by those public officials, during the previous 12 months Primary government expenditures as a proportion of original approved budget, by sector (or by budget codes or similar)	Respecting human rights of stakeholders and doing our business with integrity and from an ethical foundation by adherence to good governance principles and legal compliance	Implement practices that prevent unethical behaviour	Transparent disclosure The Board, as the guardian of governance, subscribes to the following principles: <ul style="list-style-type: none"> • fairness and integrity in all business dealings that are free of bribery and corruption • respect for human rights and the dignity of all • acceptance of diversity – cultural, religious, racial, disability, gender and sexual orientation • honesty and accountability (Responsible sourcing policy https://www.sibanyestillwater.com/sustainability/reports-policies/)
	Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels	Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment		Promote an understanding of human rights and its interlinkage with socio-economic rights, gender equality, security practices and decent working conditions	Establish a Women-in-Mining working group (IAR Pages 191 -192)
	Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	Proportion of people living below 50 per cent of median income, by age, sex and persons with disabilities			Our transformation journey in South Africa is guided and determined by the Mining Charter



"Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value."

"Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms."



"Ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education."

Ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university."



"Create sound policy frameworks at the national, regional and international levels, based on pro-poor and gender-sensitive development strategies, to support accelerated investment in poverty eradication actions."



"The Sibanye-Stillwater reporting suite that includes the various fact sheet and annexure reports supports the SDG goal of "the encouragement of companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle."