

# DEFINITIONS OF SUSTAINABILITY/ESG INDICATORS

## REPORTING CRITERIA

Definitions for the sustainability/environmental, social and governance (ESG) indicators which have been included in the 2019 Integrated report

No	Selected sustainability (ESG) information	Unit of measurement	Criteria
<b>Environment</b>			
1	Total CO <sub>2</sub> equivalent emissions: Scope 1 and 2	'000 tCO <sub>2</sub> e	<p>Direct emissions from energy sources that are owned or controlled by Sibanye-Stillwater are referred to as scope 1 emissions.</p> <p>Direct emission sources applicable to Sibanye-Stillwater include:</p> <ul style="list-style-type: none"> <li>• Petrol</li> <li>• Diesel</li> <li>• Helicopter fuel</li> <li>• Methane used for instrument calibration</li> <li>• Acetylene</li> <li>• Blasting agents</li> <li>• Coal</li> <li>• Refrigerants</li> <li>• Wood</li> <li>• Paraffin</li> <li>• Mine methane</li> <li>• Waste to on-site landfill</li> <li>• Wastewater treatment</li> <li>• Propane</li> <li>• Natural gas</li> </ul> <p>Scope 2 indirect emissions result from the activities of Sibanye-Stillwater but are generated at sources owned or controlled by another organisation. In the context of this indicator, indirect emissions refer to greenhouse gas emissions from the generation of electricity, heat, or steam that is imported and consumed by Sibanye-Stillwater.</p>
2	Total CO <sub>2</sub> equivalent emissions: Scope 3	'000 tCO <sub>2</sub> e	<p>Other indirect (Scope 3) emissions are a consequence of the activities of the organisation, but occur from sources not owned or controlled by the organisation.</p> <p>Scope 3 emissions is based on the reporting requirements of the 'GHG Protocol Corporate Accounting and Reporting Standard' and the 'GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard', provided by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).</p>
3	Electricity consumed	TWh	The quantum of electricity energy used on site or in an operation for own consumption, purchased from external electricity suppliers.
4	Number of environmental incidents: level 3 and higher	Number	<p>Sibanye-Stillwater classifies environmental incidents on a scale of 1 to 5 based on the severity with which it affects the environment.</p> <p>Incidents where there is no or limited and non-ongoing impacts are considered level 1 or 2 environmental incidents, and incidents with moderate to significant and ongoing environmental impacts are classified as level 3, 4 and 5 environmental incidents.</p>

## DEFINITIONS OF SUSTAINABILITY/ESG INDICATORS CONTINUED

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No	Selected sustainability (ESG) information	Unit of measurement	Criteria
5	Total water withdrawn	'000 ML	<p>The sum of total water abstracted from groundwater sources and total purchased water over the course of the calendar year.</p> <p>Groundwater is water recovered from an underground formation and includes water abstracted from the shafts and opencast areas for dewatering purposes and boreholes whose function serves as an abstraction point.</p> <p>Purchased water is water from external sources such as regional municipalities.</p>
6	Diesel	TJ	Diesel energy (diesel, biodiesel and dyed diesel) used by an operation for mining and other purposes linked to mining.
7	SO <sub>2</sub> emissions	Tonnes SO <sub>2</sub>	A significant air pollutant emitted by the organisation and sources of significant air emissions release to the environment from the platinum smelters.
<b>Health</b>			
8	Number of new and resubmitted silicosis cases reported	Number of cases	Number of employees and contractors (in total) that are suffering from silicosis due to operational work as confirmed by chest X-ray showing nodulation in the lungs as a result of inhaling silica dust and diagnosed by an occupational medical practitioner with occupational lung disease as defined in COIDA and ODMWA. Cases counted include new incident cases as well as resubmission cases in a defined reporting period.
9	Number of new and resubmitted noise induced hearing loss (NIHL) cases reported	Number of cases	<p>Number of new and resubmission cases of employees and contractors (in total) who have been diagnosed in the defined reporting period, by an occupational medical practitioner, with NIHL where:</p> <ul style="list-style-type: none"> <li>the shift in percentage loss of hearing is greater than 10% from baseline on diagnostic audiometry</li> <li>occupational noise exposure equal to or above 85Db over 8 hours is confirmed, during the reporting period</li> </ul> <p>These cases are submitted to the relevant compensation bodies, e.g. Rand Mutual Assurance (RMA, FEM or Workmen's Compensation (WCA)) for assessment.</p>
10	Number of new and resubmitted chronic obstructive airways diseases (COAD) cases reported	Number of cases	Number of new and resubmission cases of employees and contractors (in total) who have been diagnosed by an occupational medical practitioner in the defined reporting period, in accordance with COIDA & ODMWA, with irreversible damage to lung tissue (in the form of chronic bronchitis and emphysema) as a result of prolonged silica dust exposure in addition to other factors e.g. environmental air pollutants.
11	Number of new and retreatment Cardiorespiratory tuberculosis (TB) cases reported	Number of cases	Number of new and retreatment cases of employees and contractors (in total) who have been diagnosed by an occupational medical practitioner with cardio-respiratory TB affecting the lungs, hearts and their coverings as defined in COIDA & ODMWA (>200 shifts of exposure to silica dust) within the reporting period.
12	Number of new and relapse TB incidence cases reported	Number of cases	Number of new and relapse cases of employees and contractors (in total) who have been diagnosed by a medical practitioner with any form of TB as defined in the International Classification of Diseases 10th edition (ICD10) within the defined reporting period. This will include both pulmonary and all forms of extra-pulmonary TB cases.
13	Highly-active antiretroviral treatment (HAART) patients on treatment and active employment	Number of patients	HIV+ patients (employees only) alive, and on anti-retroviral drug treatment in active employment in the defined reporting period.

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No	Selected sustainability (ESG) information	Unit of measurement	Criteria
<b>Safety</b>			
14	Lost time injury frequency rate (LTIFR)	Rate	<p>This is a measurement of the number of injuries that require time off work per million hours worked.</p> <p>LTIFR = LTIs x 1 000 000 / hours worked (includes fatalities and serious injuries).</p> <p>A lost time/day Injury is an injury sustained by an employee, contractor or contractor employee whilst at work which incapacitates that employee to the extent that they are unable to perform their normal or similar occupation for a period of one or more days.</p> <p>Refer below for definition of fatal injuries.</p>
15	Medically treated injury frequency rate (MTIFR)	Rate	<p>This is a measurement of the number of less significant injuries per million hours worked</p> <p>MTIFR = MTI's x 1 000 000 / hours worked.</p> <p>A Medically Treated Injury is a minor injury sustained by an employee, contractor or contractor employee whilst at work which does not incapacitate that employee and who, after having received medical treatment, is deemed fit to immediately resume duties or fit to resume duties on the next working day.</p>
16	Number of fatalities	Number	<p>Any Sibanye-Stillwater employee, contractor, contractor employee or visitor, who is involved in an incident whilst performing his duties on mine premises and who sustains terminal injuries shall constitute a Fatal Injury.</p>
<b>Social</b>			
17	Total socio-economic development (SED) spend	R million	<p>This indicator is about investment in socio-economic development in host and labour sending communities. It includes:</p> <ol style="list-style-type: none"> <li>1. Social &amp; labour Plan (SLP) expenditure on mine community development and investment includes: <ol style="list-style-type: none"> <li>i. Local Economic Development (LED) Projects expenditure, and includes spend on the following: <ul style="list-style-type: none"> <li>• Infrastructure investment and development</li> <li>• Enterprise development</li> </ul> </li> <li>ii. HRD programmes for community members i.e. 18.2 programmes</li> </ol> </li> <li>2. Corporate Social Investment (CSI) <ol style="list-style-type: none"> <li>i. Education support</li> <li>ii. Conservation and environment</li> <li>iii. Arts and culture</li> <li>iv. Health care support</li> <li>v. Sport</li> <li>vi. Donations, Charitable giving and gifts in – kind</li> </ol> </li> </ol>

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No	Selected sustainability (ESG) information	Unit of measurement	Criteria
18	Total approved social and labour plan (SLP) project spend	R million	<p>Total spend linked to the elements of the SLP as defined in the DMR's approved SLP's for a period of five years. All the elements within approved SLP's have allocated budgets to which spend is linked. The elements combined are:</p> <ol style="list-style-type: none"> <li>HRD (18.1 &amp; 18.2)</li> <li>LED Projects</li> <li>Enterprise Development, Supplier Development</li> <li>Employee Housing and Living Conditions</li> <li>Management of Downscaling and Retrenchments – Portable Skills Training</li> </ol>
19	<p>HDP representation in:</p> <ul style="list-style-type: none"> <li>• Top Management (Board);</li> <li>• Senior Management (Executives);</li> <li>• Middle Management (E-band); and</li> <li>• Junior Management (D-band).</li> </ul>	<p>%</p> <p>%</p> <p>%</p> <p>%</p>	<p>Representation of Historically Disadvantaged People (HDP) on various management levels within the organisation.</p> <p>Historically disadvantaged person means – (a) any person, category of persons or community, disadvantaged by unfair discrimination before the Constitution took effect; (b) any association, a majority of whose members are persons contemplated in (c) any juristic person other than an association, in which persons contemplated in paragraph (a) own and control a majority of the issued capital or members'.</p> <ul style="list-style-type: none"> <li>• Top Management refers to % HDP representation on the Board</li> <li>• Senior Management refers to % HDP representation in Executives</li> <li>• Middle Management refers to % HDP representation in the E-band</li> <li>• Junior Management refers to % HDP representation in the D-band</li> </ul>
20	Total BEE procurement spend	R million	<p>Discretionary procurement spend to suppliers that are more than 25% owned by Historically Disadvantaged People (HDP) and who held a valid black economic empowerment (BEE) certificate at any time during the reporting period.</p> <p>Historically disadvantaged person (HDP) means – (a) any person, category of persons or community, disadvantaged by unfair discrimination before the Constitution took effect; (b) any association, a majority of whose members are persons contemplated in (c) any juristic person other than an association, in which persons contemplated in paragraph (a) own and control a majority of the issued capital or members'.</p>