



Definitions for sustainability/ESG indicators



REPORTING CRITERIA

Definitions for the sustainability / environmental, social and governance (ESG) indicators which have been included and assured in the 2021 Integrated report

No	Selected sustainability / ESG information	Unit of measurement	Criteria
Environment			
1	Total CO ₂ equivalent emissions: Scope 1 and 2	'000 tCO ₂ 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"> • Petrol • Diesel • Helicopter fuel • Methane used for instrument calibration • Acetylene • LPG • Blasting agents • Coal • Refrigerants • Light cycle oil • Lubricants • Paraffin • Mine methane • Waste to on-site landfill • Wastewater treatment • Propane • Natural gas <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>



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY



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Environment			
2	Total CO ₂ equivalent emissions: Scope 3	'000 tCO ₂ 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 are 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 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 might affect the environment.</p> <p>Incidents where there is no or limited short-term and non-ongoing impacts are considered level 1 or 2 environmental incidents, and incidents with moderate to significant and short to long term environmental impacts are classified as level 3, 4 and 5 environmental incidents.</p>
5	Total water withdrawn	'000 ML	<p>The sum of total water abstracted from groundwater sources, surface water 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>Surface water is sourced from surface water schemes such as dams, rivers and irrigation boards.</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 ₂ emissions	Tonnes SO ₂	An air pollutant emitted by Sibanye-Stillwater, and a source of air emissions released to the environment from the platinum smelters due to the processing of sulphide rich ores.



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Health			
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 & 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 resubmitted NIHL 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"> the shift in percentage loss of hearing is greater than 10% from baseline on diagnostic audiometry occupational noise exposure equal to or above 85Db over 8 hours is confirmed during the reporting period. <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 pulmonary diseases (COPD) 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, heart 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 tuberculosis (TB) 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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Safety			
14	Total recordable injury frequency rate (TRIFR)	Rate	<p>A recordable injury is an occupational injury of severity that requires medical treatment beyond first aid or that results in the worker's inability to perform his or her routine work functions on the next calendar day. This includes all fatalities, lost-time injuries and medical treatment injuries.</p> <p>The total recordable injury frequency rate (TRIFR) is calculated for the recording period as the total recordable injuries (TRI) * 1,000,000 / worked hours.</p>
15	Number of fatalities	Number	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.
Social			
16	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"> 1. Social and labour plan (SLP) expenditure on mine community development and investment includes: <ol style="list-style-type: none"> i. Local Economic Development (LED) project expenditure, and includes spend on the following: <ol style="list-style-type: none"> a. Infrastructure investment and development b. Income generating projects ii. Human resource development (HRD) programmes for community members i.e. 18.2 programmes 2. Corporate Social Investment (CSI) which contribute to: <ol style="list-style-type: none"> i. education support ii. conservation and environment iii. arts and culture iv. health care support v. sport vi. donations, charitable giving and gifts in-kind vii. community development.



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17	Total approved social and labour plan (SLP) project spend	R million	Total spend linked to the elements of the SLP as defined in the DMRE'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: <ol style="list-style-type: none"> HRD (18.1 and 18.2) LED projects Enterprise and supplier development Employee housing and living conditions Management of downscaling and retrenchments – portable skills training
18	Woman in the workforce / Women in Mining (WiM)	%	Number of women in employment in the Sibanye-Stillwater Group as a percentage of the total number of employees in the Sibanye-Stillwater Group.
19	HDP representation in: <ul style="list-style-type: none"> top Management (Board) executive management senior management middle management junior management 	% % % % %	Representation of Historically Disadvantaged People (HDP) on various management levels within the organisation. 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 (a), any juristic person other than an association, in which persons contemplated in paragraph (a) own and control a majority of the issued capital and members' votes. <ul style="list-style-type: none"> Top management refers to % HDP representation on the Board Executive management refers to % HDP representation in Executive Management Senior management refers to % HDP representation in Senior Management Middle management refers to % HDP representation in Middle Management Junior management refers to % HDP representation in Junior Management
20	Total BEE procurement spend	R million	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 / affidavit at any time during the reporting period. 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 (a), any juristic person other than an association, in which persons contemplated in paragraph (a) own and control a majority of the issued capital and members' votes.

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