

**Sibanye**GOLD  
We are One

| United Nations Global Compact Index



## REPORTING PROGRESS ON COMPLIANCE WITH THE UNITED NATIONS GLOBAL COMPACT (UNGC)

Sibanye Gold seeks to fulfil the GC Advanced level requirements and report 'in accordance' with GRI at the same time. The following Communication on Progress (COP) has been developed with this in mind.

### 1. High level commitment and strategy

Sibanye Gold's, CEO, Neal Froneman has:

- Publicly and explicitly stated and demonstrated personal leadership on sustainability and commitment to the UN Global Compact.
- Promoted initiatives to enhance sustainability of the company's sector and led development of industry standard.
- Led executive management team in development of corporate sustainability strategy, defining goals and overseeing implementation.

See the following  
G4 indicators: G4-1 and G4-2

### 2. Context of operation and verification

- Legal structure
- Countries of operation
- Markets served
- Primary products
- Direct and indirect economic value generated

See the following  
G4 indicators: G4-3, G4-4, G4-5, G4-6, G4-7, G4-8, G4-9, G4-10, G4-11, G4-12, G4-13, G4-28, G4-29, G4-30, G4-31, G4-32, G4-33

### 3. Governance

- Board of directors assumes responsibility and oversight for long-term corporate sustainability strategy and performance.
- Board committees that have responsibility for corporate sustainability.
- Board and committees' approval of formal reporting on corporate sustainability.

See the following G4 indicators:  
G4-34 and G4-56

### 4. Stakeholder engagement

- Public recognition of responsibility for company's impacts on internal and external stakeholders.
- Defining sustainability strategy, goals, and policies in consultation with stakeholders.
- Consulting stakeholders in dealing with implementation dilemmas and challenges and invite them to take active part in reviewing performance.
- Establishing channels to engage with employees and other stakeholders, and to protect whistle blowers.

See the following G4 indicators:  
G424, G4-25, G4-26, G4-27

## 5. Disclosure of practical actions, results and outcomes

Criterion	Description	G4 indicators	Section and page number
<b>IMPLEMENTING THE TEN PRINCIPLES INTO STRATEGIES AND OPERATIONS</b>			
<b>Criterion 1</b>	The COP describes mainstreaming into corporate functions and business units	G4-34 and G4-56	Integrated Report 2013: Corporate governance, Reporting parameters, IFC, 36 to 43, 49 to 54
<b>Criterion 2</b>	The COP describes value chain implementation	G4-12, G4-13, G4-EC9, G4-EN17, G4-EN32, G4-LA6, G4-LA14, G4LA15, G4-HR4, G4-HR6, G4-HR10, G4-SO9, G4-SO10	Group profile, IFC, Financial capital: Goods and services procured by the Group, Human capital: Collective bargaining and employee relations, Human capital: People, Safety and Health, Natural capital, 22 to 25, 30 to 32, 35 to 36, 40 to 45, 69
<b>ROBUST HUMAN RIGHTS MANAGEMENT POLICIES AND PROCEDURES</b>			
<b>Criterion 3</b>	The COP describes robust commitments, strategies or policies in the area of human rights	DMA: Human rights. Human rights aspects	Financial capital, Human capital: Collective bargaining and employee relations, Human capital: Human resource development, 23, 27, 44 to 47
<b>Criterion 4</b>	The COP describes effective management systems to integrate the human rights principle	DMA: Human rights. Human rights aspects	Financial capital, Human capital: Collective bargaining and employee relations, Human capital: Human resource development, 23, 27, 44 to 47
<b>Criterion 5</b>	The COP describes effective monitoring and evaluation mechanisms of human rights integration	DMA: Human rights. Human rights aspects	Financial capital, Human capital: Collective bargaining and employee relations, Human capital: Human resource development, 23, 27, 44 to 47

Criterion	Description	G4 indicators	Section and page number
<b>ROBUST LABOUR MANAGEMENT POLICIES AND PROCEDURES</b>			
<b>Criterion 6</b>	The COP describes robust commitment, strategies or policies in the area of labour	DMA: Labour practices and decent work Labour practices and decent work aspects.Aspects under labour practices and decent work.	Human capital: 23, 26 to 32, 34 to 41, 46 to 47
<b>Criterion 7</b>	The COP describes effective management systems to integrate the labour principles	DMA: Labour practices and decent work.Labour practices and decent work aspects	Human capital: 23, 26 to 32, 34 to 41, 46 to 47
<b>Criterion 8</b>	The COP describes effective monitoring and evaluation mechanisms of labour principles integration	Labour practices and decent work aspects. Labour practices and decent work aspects	Human capital: 23, 26 to 32, 34 to 41, 46 to 47
<b>ROBUST ENVIRONMENTAL MANAGEMENT POLICIES AND PROCEDURES</b>			
<b>Criterion 9</b>	The COP describes robust commitments, strategies or policies in the area of environmental stewardship	DMA: Environmental performance Environmental aspects	Financial capital, Natural capital, 23, 58 to 71
<b>Criterion 10</b>	The COP describes effective management systems to integrate the environmental principles	DMA: Environmental performance Environmental aspects	Financial capital, Natural capital, 23, 58 to 71
<b>Criterion 11</b>	The COP describes effective monitoring and evaluation mechanisms for environmental stewardship	DMA: Environmental performance Environmental aspects	Financial capital, Natural capital, 23, 58 to 71
<b>ROBUST ANTI-CORRUPTION MANAGEMENT POLICIES AND PROCEDURES</b>			
<b>Criterion 12</b>	The COP describes robust commitment, strategies or policies in the area of anti-corruption	DMA: Society. Society aspects. Aspects under Society. G4-56	Human capital: Sibanye as an employer, 27
<b>Criterion 13</b>	The COP describes effective management systems to integrate the anti-corruption principle	DMA: Society. Society aspects. Aspects under Society. G4-56	Human capital: Sibanye as an employer, 27
<b>Criterion 14</b>	The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption	DMA: Society. Society aspects. Aspects under Society. G4-56	Human capital: Sibanye as an employer, 27
<b>TAKING ACTION IN SUPPORT OF BROADER UN GOALS AND ISSUES</b>			
<b>Criterion 15</b>	The COP describes core business contributions to the UN goals and issues	DMAs: Economic, Environmental, Social (Labour practices and decent work, human rights, society, product responsibility).Aspects under human rights.Aspects under environment.	Group profile, Review of the year by CEO, Neal Froneman, Determining sustainability, Human capital: Sibanye as an employer, 5, 8, 19, 27
<b>Criterion 16</b>	The COP describes strategic social investments and philanthropy	DMAs: Economic, Environmental, Social (Labour practices and decent work, human rights, society, product responsibility).Aspects under human rights.	Engaging with stakeholders, Financial capital, Human capital: collective bargaining and employee relations, Human capital: Sibanye as an employer, Human capital: Safety, Natural capital, Social capital, 13, 23, 25, 27, 33, 48 to 55 and 71
<b>Criterion 17</b>	The COP describes advocacy and public policy participation	DMAs: Economic, Environmental, Social (Labour practices and decent work, human rights, society, product responsibility).Aspects under human rights.	Engaging with stakeholders, Determining sustainability, Determining materiality, Sustainability strategy, 10 to 17, 18 to 21
<b>Criterion 18</b>	The COP describes partnerships and collective action	DMAs: Economic, Environmental, Social (Labour practices and decent work, human rights, society, product responsibility).Aspects under human rights.	Group profile, Financial capital, Human capital: Sibanye as an employer, Social capital, 4 to 5, 23 to 25, 27, 49 to 55
<b>CORPORATE SUSTAINABILITY GOVERNANCE AND LEADERSHIP</b>			
<b>Criterion 19</b>	The COP describes CEO commitment and leadership	G4-1, G4-2	Reporting parameters, IFC, 36 to 43, 49 to 54
<b>Criterion 20</b>	The COP describes Board adoption and oversight	G4-1, G4-2 G4-34 and G4-56	Reporting parameters, Determining sustainability, Review of the year by CEO, Neal Froneman, Integrated Report 2013: Corporate Governance, IFC, 8 to 11, 19, 36 to 43, 49 to 54
<b>Criterion 21</b>	The COP describes stakeholder engagement	G4-24 to G4-27	Engaging with stakeholders, 12, 14 to 17