

PERFORMANCE AGAINST MINING CHARTER TARGETS

Description	Compliance at the end of 2015	Future plans, where required, and further information in the Sibanye Gold Integrated Annual Report 2015
		Page
Reporting Annual reporting to the Department of Mineral Resources	Fully compliant: Mining Charter annual reports for 2014 were submitted for all Sibanye operations. The 2015 Mining Charter annual reports are due for submission on 31 March 2016. Similarly, social and labour plan (SLP) annual reports for 2014 were submitted at the end of June 2015. The next SLP annual report (2015) is due for submission on 30 June 2016.	25, 34, 36, 55-57, 62 and 64
Ownership Minimum target for effective ownership by historically disadvantaged South Africans (HDSAs) of 26%	Fully compliant. Current effective ownership by HDSAs: <ul style="list-style-type: none"> • Beatrix, Driefontein and Kloof Operations: 26.75% • Cooke Operations: 26.00% 	29, 62-63 and 65
Housing and living conditions Minimum target for effective ownership by HDSAs of 26% <ul style="list-style-type: none"> • Reduction in occupancy to one person per room • Sibanye does not have a programme to convert hostels into family units. This strategy was abandoned in 2008. The Group opted to build freestanding family units instead. 	Fully compliant	64 13, 34, 56 and 64-65
Procurement and enterprise development Calculation of percentage expenditure on BEE entities: <ul style="list-style-type: none"> • Capital goods: 40% • Services: 70% • Consumables: 50% • Annual procurement from multinational entities: 0.5% 	<ul style="list-style-type: none"> • Fully compliant: 56% • Fully compliant: 76% • Fully compliant: 72% • Not applicable: Sibanye does not procure from multinationals 	65 and 83 65 and 83 65 and 83
Employment equity Percentage HDSA representation to represent South Africa's demographics at specified levels: <ul style="list-style-type: none"> • Top management: 40% • Senior management: 40% • Other senior management: 40% • Middle management: 40% • Junior management: 40% • Core skills: 40% 	<ul style="list-style-type: none"> • Not fully compliant: 31% • Fully compliant: 43% • Fully compliant: 42% • Not fully compliant: 30% • Fully compliant: 48% • Fully compliant: 65% 	83 and 63 83 and 63 83 and 63 83 and 63 83 and 63 63
Human resource development Percentage payroll expenditure on training as per target – 5% of total payroll (excluding annual statutory skills development levies) to be spent on human resource development	Fully compliant: Percentage payroll expenditure on training for all Sibanye operations is 5.28% for 2015	47-48
Mine community development Progress against the implementation of mine community development project commitments	Fully compliant: All local economic development (LED) projects are well in progress at all Sibanye operations	5, 24, 32-33, 55-57 and 61
Safety and health, environment and South African sampling Percentage implementation of tripartite plan: <ul style="list-style-type: none"> • Implementation of tripartite plan on safety and health • Approved environmental management programmes (EMPs) • Percentage of samples in South African facilities 	<ul style="list-style-type: none"> • Fully compliant: Tripartite action plan on safety and health implemented • Fully compliant: Approved EMPs fully implemented • Fully compliant: All samples analysed by South African laboratories 	8, 13-16, 24, 32-34, 37, 46, 52-56, 63, 65 and 67-68 61 58-59