



## HOUSING SA REGION

December 2017

Providing employees with suitable accommodation as well as the facilitation of home ownership options remain an ongoing key deliverable for the SA region. Given employee needs we continue to provide the following housing and accommodation options for employees in the SA region:

- Single accommodation in complexes (previously called hostels)
- Family accommodation: houses and flats
- Single quarters
- Home ownership

### ACCOMMODATION

The past years have seen a significant amount of work been done to ensure appropriate single-room accommodation be made available for all employees. In terms of Mining Charter requirements, Beatrix, Kloof and Driefontein comply and have sufficient single accommodation available to cater for the demand of employees.

Sibanye-Stillwater currently accommodates 10,364 employees in single accommodation & single quarters in our Gold operations and 1,679 employees in our Platinum operations. At our Gold operations, 6,138 family units are being used by our employees and 1,421 units at our PGM operations.

Ongoing renovation including cosmetic changes of accommodation facilities continued in 2017, and this helped create employment and business opportunities for local small, medium and micro enterprises (SMMEs).

At the PGM operations, both single-room and family accommodation are available and employees will receive a living out allowance if they do not live in single-accommodation.

### HOUSING AND HOME OWNERSHIP

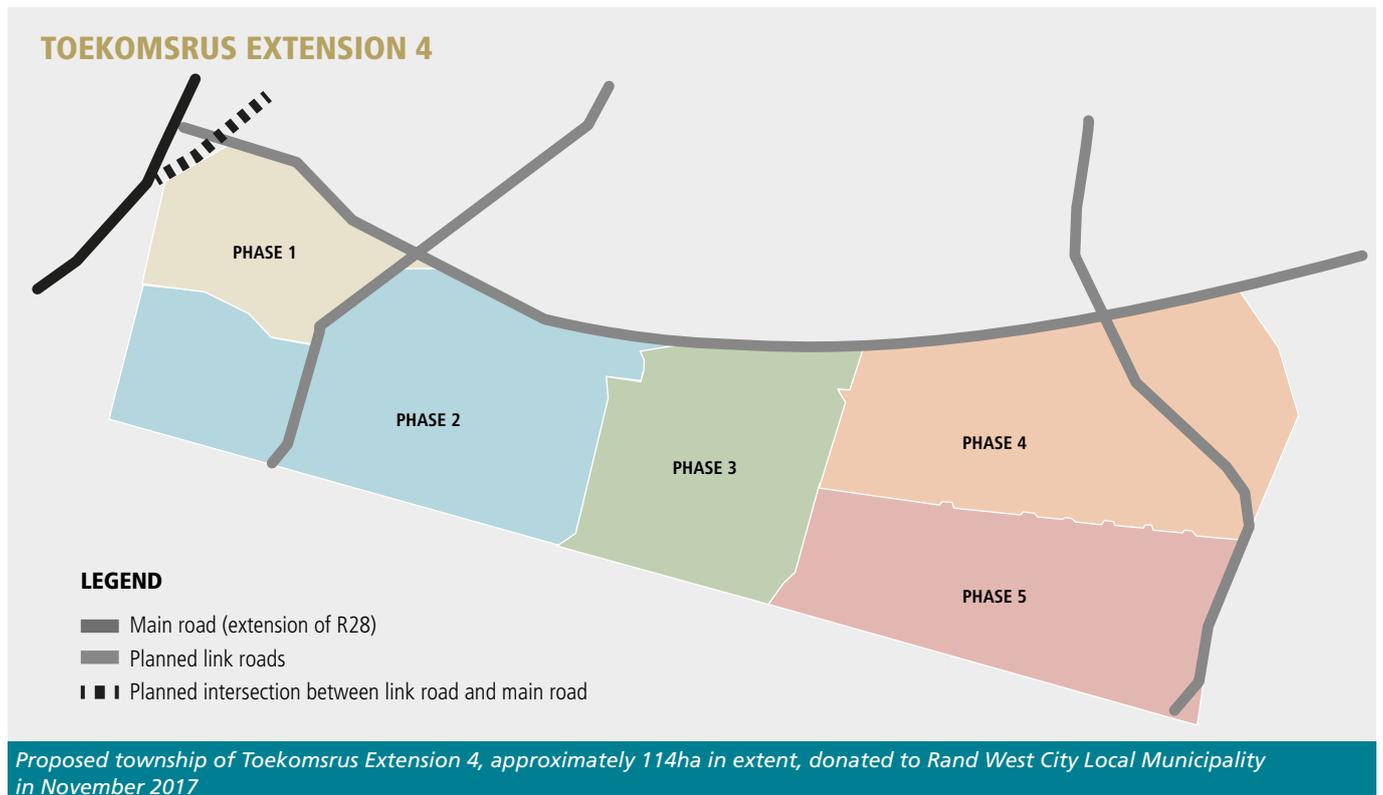
Since 2015 with the inception of the homeownership program the Company saw a total of 538 houses transfer ownership from Sibanye-Stillwater to employees. This number includes the 111 houses sold in 2017 to employees. These mine houses identified for sale are offered to mine employees at a discount to market pricing as determined, based on years of service, without obligation to buy. Houses made available for sale include, vacant houses available for higher level employees which are offered first to employees before they are put up for sale on the open market.

In order to cater for first time home ownership we launched our affordable home-ownership programme during September 2016. This programme is available to all employees and has as its primary purpose a structured bond repayment model which include assistance with registration costs, bond fees and fringe benefit tax. The houses are offered for sale to current occupants at a discount, based on years of service. In contributing to housing development, Sibanye-Stillwater has donated suitable available land. In November 2017, Sibanye-Stillwater donated approximately 114ha of land around the Toekomsrus Extension 4 township to Rand West City Local Municipality.

In meeting the demand for affordable housing, Sibanye-Stillwater has engaged with organised labour to determine the most appropriate design and layout of houses in Gauteng and the Free State. These houses will be available to Category 4-8 employees, whose living out allowances enable affordability with minimal subsidisation.

Despite our Care for iMali programme, which addresses issues around indebtedness, employees' success rate when applying for a bond is very low. This has necessitated an evaluation of alternative pricing and funding models which we undertake to investigate.

In an attempt to address national housing needs, a Chamber of Mines Accommodation Task Team has been established to engage with local and national government to discuss the issue of handing over our villages (which are on unproclaimed land) to local municipalities and also to obtain funding from government. The provision of housing is further complicated by limited access to traditional land, capacity constraints at municipalities, inadequate bulk infrastructure and a lack of co-ordination on the part of stakeholders, among others.



## Housing and accommodation – SA region

	2017	
<b>Percentage of employees living in</b>		
• Single accommodation complexes (mine employees)	<b>12,043</b>	13,844
• Family accommodation (houses)	<b>7,559</b>	8,008
• Private/other (balance of total workforce less single accommodation and family accommodation)	<b>32,079</b>	29,829
<b>Number of company-owned houses sold in 2017</b>		
Total	<b>111</b>	279
Employees	<b>93</b>	71
Private	<b>18</b>	208
<b>Number of company-owned houses sold since programme inception (2015)</b>		
Total	<b>538</b>	427
Employee	<b>252</b>	162
Private	<b>286</b>	265
<b>Number of houses built in 2017</b>	<b>0</b>	2
<b>Number of houses built since programme inception (2015)</b>	<b>36</b>	36
<b>Spend on accommodation maintenance/ renovations*</b>		
Family	<b>R56 million</b>	R64 million
Single	<b>R21 million</b>	R28 million
<b>Single accommodation upgrade spend since programme inception (2015)</b>	<b>R430 million</b>	R430 million

\* The cost of accommodation maintenance and renovations is comprehensive (not only painting). Spend on maintenance and renovation of single accommodation has decreased year-on-year as a result of the planned closure of some of units at Beatrix.

### Governance:

- Sibanye-Stillwater's Executive Committee and Social and Ethics Committee
- Accommodation Policy and Approval Framework
- Internal/external assurance: External audit, internal audit and Department of Mineral Resources' annual SLP audit
- Housing forums (including union representatives) at operational level
- Financial heads

### FUTURE FOCUS

The current Beatrix SLP commits Sibanye-Stillwater to build 41 houses in the Free State over the next three years.

#### For more information, contact:

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