



COMMITMENT



ACCOUNTABILITY



RESPECT



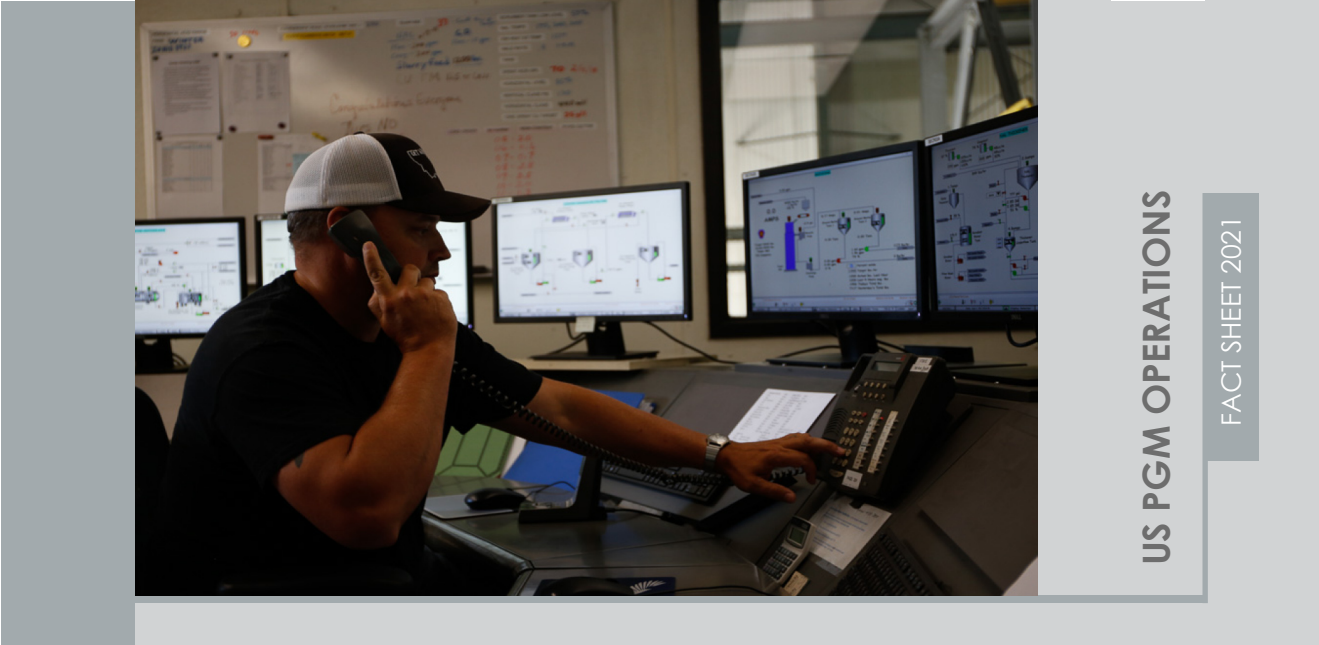
ENABLING



SAFETY



# The Good Neighbor Agreement



## 2021 marks a significant milestone achievement for Sibanye-Stillwater's Montana, US operations.

In 2000, Stillwater signed the GNA with three local stakeholder organisations: the Northern Plains Resource Council, the Stillwater Protective Association, and the Cottonwood Resource Council.

The GNA, unique within the mining industry, provides an innovative framework for the protection of the natural environment while encouraging responsible economic development. It contractually binds Sibanye-Stillwater to certain commitments and holds us to a higher standard than that required by federal and state regulatory processes.

Our commitments include transparent and productive interaction with all affected stakeholders, using the GNA as a vehicle for dispute resolution and positive stakeholder engagement.

In 1990, the Stillwater mine was looking to build a new tailings facility, downstream from the mine. The related exploratory work upset local residents who sought litigation. Realising that litigation would be arduous and costly, residents initiated negotiations with the mine to address their concerns.

These negotiations laid the foundation for a constructive relationship with local residents and resulted in the creation of the GNA.

Each of Sibanye-Stillwater's mine sites in the US has a Good Neighbor Oversight Committee that meets three times a year. In addition to these formal, minuted meetings, the Technology Committee and other working groups meet as needed. One such working group to address water quality generally communicates at least weekly to address ongoing projects.

*"The GNA is a legally binding contract, that has over the years evolved and become a living collaborative document."*

The GNA is a legally binding contract, that has over the years evolved and become a living collaborative document that the parties are willing to adapt as the need requires. Members also meet socially throughout the year. In recent years, the Stillwater Protective Association has hosted a barbecue for the community at which Sibanye-Stillwater provides a site update and answers community questions. During the COVID-19 pandemic the parties have continued to engage remotely. The collective view is that the personal and social relationships are important to the GNA and that the parties look forward to when those can resume.



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The GNA funds mining and water experts who advise the group, allowing the citizens' organisations to understand the US business in enough detail to fully assess potential environmental and social impacts, and to engage in the science and technology behind Sibanye-Stillwater's US operations. Such understanding enables the Group to provide feedback on the areas of permitting and mine planning in advance of formal comment periods so that permitting strategy can be adjusted to address neighbours' concerns where necessary. This system reduces permitting delays and largely eliminates negativity during public comment periods.

In the 21 years of the GNA's existence, there has been no formal conflict, no arbitration and no environmental litigation – a significant achievement for any mining company.

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“Through the GNA, we are working with the Stillwater Protective Association and Cottonwood Resource Council to develop a stakeholder-driven, independent water monitoring and assurance plan aligning with the goals and objectives of the GNA.”

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## FOCUS AREAS

### TRAFFIC

The GNA includes traffic restrictions, which are frequent subjects of conversation among the parties. A logistics coordinator focuses on consolidating commercial loads to reduce traffic to the Stillwater mine and signage, erected by Sibanye-Stillwater, on the way to the mine to encourage motorists to reduce their travelling speeds. In addition, employees are encouraged to travel to the mine in buses provided by the organisation.

### TAILINGS FACILITIES

Review of long-term tailings storage facility (TSF) design and siting alternatives has been and will continue to be a focus of the GNA.

Design and permitting of new TSFs (Lewis Gulch TSF and Hertzler Stage 4/5) continued in 2021. Construction of Stage 6 of the East Boulder tailings facility commenced in 2021 and will continue for multiple years. Emergency planning exercises were conducted with local emergency response authorities. In addition, community TSF informational meetings were hosted by the individual mine operations.

These activities and efforts were all completed in collaboration with stakeholders including the Good Neighbor Agreement Councils, regulatory agencies, independent tailings review board, and local communities. The GNA is helping this process run more smoothly and efficiently, especially bearing in mind that tailings storage facilities with a 40- to 50-year life are required.

### WATER QUALITY

The GNA Councils and Sibanye-Stillwater completed the first annual review of the adaptive management plan (AMP) that tracks water quality metrics in the GNA. GNA water quality requirements are generally more protective than existing state and federal regulatory standards.

Under the AMP, mitigation activities may be triggered even when levels of water contaminants are well below state and federal trigger limits and thus offer a proactive method for flagging potentially impacted areas.

For more information on our engagement with stakeholders, refer to our 2021 Integrated Annual Report. Also see the biodiversity fact sheet on our fisheries monitoring programme we do via the GNA.

## FOR MORE INFORMATION, CONTACT:

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OUR VISION

**To be a leader in superior shared value for all stakeholders**