



# 1. Progressing the UN's Sustainable Development Goals (SDGs)

Unlike many other sectors there is no primary point of connection between mining and a single SDG. Instead, operations have the potential to contribute to several different goals at any one time.

In 2020 Sibanye-Stillwater reviewed the SDGs, categorising them by our potential for impact, positive and negative. We assessed our impact on the SDGs by applying different lenses (conceptual frameworks). A key theme in working with the SDGs is how they intersect with our Sustainability strategy (available on the website at [www.sibanyestillwater.com/sustainability/](http://www.sibanyestillwater.com/sustainability/)).

The lenses applied to gain a deeper understanding of the SDGs:

- 1 How the ICMM principles support delivery of the SDGs
- 2 The Sustainable Accounting Standards Board approach to the SDGs
- 3 PwC's study on the SDGs
- 4 Applying the SDGs in the context of our business model and ESG Strategy

In 2021 we anchored the Sustainability strategy's core themes to primary SDGs. The SDG dashboard demonstrates our progress against the SDGs, anchored in our Sustainability cross-cutting themes. It demonstrates who benefits from our stakeholders as represented by our symbolic Umdoni tree. The dashboard shows: 1) The primary SDG that relates to the sustainability theme 2) SDGs where we offer a primary positive contribution 3) The SDGs where we offer a secondary positive contribution 4) SDGs where we minimise the negative impact 5) The associated policy and position statements to each theme and primary SDG. The Integrated Report (IR) reference in this supplementary report is available at [www.sibanyestillwater.com/newsinvestors/report/annual](http://www.sibanyestillwater.com/newsinvestors/report/annual).



<b>Our strategic focus areas 2021</b>	Building an operating portfolio of green metals and related technologies / Embedding ESG excellence as the way we do business
<b>Sustainability theme</b>	Developing a climate resilient business
<b>13 CLIMATE ACTION</b>  "C1"	SDG benchmark: Science based emission reduction in line with a 1.5°C pathway <b>13.1</b> Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries <b>13.2</b> Integrate climate change measures into policy and planning SDG KPI: CO <sub>2</sub> e intensity (Refer to SDG 7 below)
<b>Who benefits</b>	The following stakeholders represented on our Umdoni tree - environment, communities, employees, shareholders, company and government
<b>Policy and position statement</b>	ESG policy Position statement: Climate change Position statement: Energy and decarbonisation Position statement: Water conservation and water demand management <a href="http://www.sibanyestillwater.com/sustainability/reports-policies/">Refer: www.sibanyestillwater.com/sustainability/reports-policies/</a>

1. A = act to prevent, B = benefit, C = contribute for solution



UN Sustainable Development Goal			Sibanye-Stillwater performance to the primary goal SDG 13							
SDGs	SDG target	SDG KPI	2021	2020	2019	Year on year	Further detail			
	13.1 Integrate climate change measures into national policies, strategies and planning	Number of countries with national and local disaster risk reduction strategies	Refer to climate change response plan, page 182 of IR					Supplementary report: Climate change related disclosure: TCFD recommendation available at <a href="http://www.sibanyestillwater.com/newsinvestors/report/annual">www.sibanyestillwater.com/newsinvestors/report/annual</a>		
	13.2 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	Number of countries that have communicated the establishment or operationalisation of an integrated plan which increases their ability to adapt to the adverse impacts of climate change, foster climate resilience and low-emissions development in a manner that does not threaten food production (including a national adaptation plan, nationally determined contribution, national communication, biennial update report or other)	Refer to Sustainability strategy, page 178 of IR Climate change response plan and Group energy and decarbonisation strategy, page 182, 185 of IR Carbon neutral target by 2040, page 185 of IR							
	7.2: To increase substantially the share of renewable energy in the global energy mix	Renewable energy share in total final energy consumption	<b>Total energy consumption by operation (PJ)</b>				↑	IR: page 187		
			SA gold	12.66	12.51					
	SA PGM	11.11	9.61			↑	IR: page 187			
	US PGM	2.08	2.09			↓				
	<b>Total energy consumption by source (PJ)</b>				↑	IR: page 187				
	Grid-supplied electricity (Non-renewable)	20.43	22.29							
	Grid-supplied electricity (renewable)	2.28								
Grid-supplied electricity (Nuclear)	1.02									
Diesel	1.26	1.11			↑					
Biodiesel	0.02									
Other	0.84	0.83			↑					
		Production of green metals	Refer to green metals strategic theme and strategic differentiators					IR: page 26 and 27		
	7.3 To double the global rate of improvement in energy efficiency	Energy intensity	<b>Energy intensity (GJ/tonne milled)</b>				↓	IR: page 188		
SA gold	0.83	0.93	0.85							
SA PGM	0.37	0.37	0.34		↔					
US PGM	1.35	1.4	1.41		↓					
Group	0.56	0.6	0.56		↓					
	9.4 To upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities	CO <sub>2</sub> emission per unit of value added	<b>Total CO<sub>2</sub>e emissions: Scope 1 and 2 (000t CO<sub>2</sub>e)</b>				↓	IR: page 183		
			SA gold	4020	3835	4014				
			SA PGM	3023	2601	3148				↑
			US PGM	259	259	251				↓
			Group	7302	6695	7413				↑



UN Sustainable Development Goal			Sibanye-Stillwater performance to the primary goal SDG 13					
SDGs	SDG target	SDG KPI	2021	2020	2019	Year on year	Further detail	
 <b>11 SUSTAINABLE CITIES AND COMMUNITIES</b>	11.5 Significantly reduce the number of deaths and the number of people affected and substantially decrease the direct economic losses relative to global gross domestic product caused by disasters, including water-related disasters, with a focus on protecting the poor and people in vulnerable situations	Number affected by natural disaster	Refer to page 213 - 217 of our socioeconomic development section in IR.				Our purpose, vision, strategy and values, page 23-26	
	 <b>1 NO POVERTY</b>	1.5 Build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters						
 <b>2 ZERO HUNGER</b>	2.4.1 Ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality	Proportion of agricultural area under productive and sustainable agriculture	<b>Hectares donated for agricultural initiatives</b>  Refer to our BRR project in the main report				IR: page 214	
 <b>6 CLEAN WATER AND SANITATION</b>	6.4.1 Substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity	Change in water-use efficiency over time	<b>Intensity (kL/tonne treated)</b>				IR: page 193	
			SA gold	1.56	1.78	1.97		↑
			SA PGM	0.80	0.90	0.74		↑
			US PGM	0.13	0.21	0.63		↑
			Group	1.02	1.18	1.17		↑
Key references	Managing our risks and opportunities within the external environment: IR page 38 Opportunities: page 68 Engaging with our stakeholders: page 73 Remuneration Report: 246							
<b>Our strategic focus</b>	Embedding ESG excellence as the way we do business							
<b>Sustainability theme</b>	Entrenching long-term economic sustainability: Integrated post-mining economies							
 <b>15 LIFE ON LAND</b>	We anchor our theme of entrenching long-term economic sustainability (and integrating post-mining economies) with SDG 15. For us it is about beginning with the end in mind. This theme is based on the ethos of sustainability. SDG 15 is about protecting, restoring and promoting terrestrial ecosystems. This includes sustainably managing forests, as well as reducing desertification, land degradation and biodiversity loss. This theme is not only about how we use our land assets, it's also about our partnerships with communities in creating environmentally and socially sustainable post-mining economies							
<b>Who benefits</b>	The following stakeholders benefit - as reference in our Umdoni tree - environment, communities, government and employees							
<b>Policy and position statements</b>	ESG policy Position Statement: Partnership for development Position Statement: Post-mining socioeconomic sustainability and closure							



UN Sustainable Development Goal			Sibanye-Stillwater performance to the primary goal SDG 15					
SDGs	SDG target	SDG KPI	Performance	2021	2020	2019	Year on year	Further detail
 <p><b>15</b> LIFE ON LAND</p>	15.3.1 combat desertification, restore degraded land and soil, including land affected by desertification, drought and floods, and strive to achieve a land degradation-neutral world	Proportion of land that is degraded over total land area	<b>Total land disturbed by waste rock and stockpiles (Ha)</b>					IR: page 204
			SA gold	463.38	463.38		↔	
			SA PGM	686.25	686.25		↔	
			US PGM	35.2	35.2		↔	
			Group	1,184.83	1,184.83		↔	
			<b>Total area covered by tailings (Ha)</b>					IR: page 204
			SA gold	1,917.02	1,917.02		↔	
			SA PGM	2,799	2,799		↔	
			US PGM	140.7	140.7		↔	
			Group	4,856.72	4,856.72		↔	
			<b>BDP assessment results, percentage positive as based on hectare equivalents</b>					Refer to our Biodiversity Management fact sheet - available at <a href="http://www.sibanyestillwater.com/newsinvestors/report/annual">www.sibanyestillwater.com/newsinvestors/report/annual</a>
			<b>Mine</b>	<b>% Positive</b>	<b>% Change from baseline</b>			
			Beatrix	10	0			
			Burnstone	20	0.21			
			Blue Ridge	39	0			
Kroondal	7	0						
Driefontein	14	0						
Kloof	10	0						
Marikana (both)	10	0						
RPM	8	0						
Ezulwini	6	0						
RU	5	0						
EBM	66.1	20.8						
SWM	74.1	18.3						
<b>Total land area protected (Ha)</b>					IR: page 204			
Group	Not operating in protected land							
<b>Total land rehabilitated (Ha)</b>								
SA gold	2,380.4							
SA PGM	3,485.3							
US PGM	43.1							
Group	5,908.8							
<b>Closure liability provision (gross closure cost) R million</b>					IR: page 205			
SA gold	4,647	4,597		↑				
SA PGM	5,506	5,511		↓				
US PGM	67	46		↑				
<b>Footprint R million reduction of closure liability</b>					IR: page 204			
SA operations	295							
SA % liability reduction	3							



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY



UN Sustainable Development Goal			Sibanye-Stillwater performance to the primary goal SDG 15					
SDGs	SDG target	SDG KPI	Performance	2021	2020	2019	Year on year	Further detail
	15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity	Red List Index	Consideration of Red list both from national and international indexes in biodiversity assessments	Y	Y	Y	↔	Fact Sheet: Biodiversity management Supplementary information refer to our GRI Both available at <a href="http://www.sibanyestillwater.com/newsinvestors/report/annual">www.sibanyestillwater.com/newsinvestors/report/annual</a>



UN Sustainable Development Goal			Sibanye-Stillwater performance to the primary goal SDG 15					
SDGs	SDG target	SDG KPI	Performance	2021	2020	2019	Year on year	Further detail
	SDG 12.2 Achieve the sustainable management and efficient use of natural resources	Material footprint: material footprint per capita, and material footprint per GDP	<b>Operating statistics production</b>					IR: page 4
			SA gold (gold) Koz	1,073	983	933	↑	
			SA PGM (4E PGM) Moz	1.8	1.6	1.6	↑	
			US PGM (2E PGM) Koz	570	603	593	↓	
			<b>Materials consumed (Group)</b>					IR: page 198
			Timber (t)	85,018	71,338	67,951	↑	
			Cyanide (t) <sup>2</sup>	2,979	2,244	2,509	↑	
			Explosives (t)	30,525	24,536	35,146	↑	
			Hydrochloric acid (t)	1,714.1	3,726	5,472	↑	
			Caustic soda (t)	4,308	5,261	3,242	↓	
			Lime (t)	71,438	69,241	73,356	↑	
			Cement (t)	16,523	29,468	50,719	↓	
			Diesel (kL) <sup>3</sup>	34,105	29,539	29,847	↑	
			Lubricating and hydraulic oil (kL)	8,476	7,293	8,777	↑	
			Grease (t)	126.5	121	220	↑	
12.5 Substantially reduce waste generation through prevention, reduction, recycling and reuse	National recycling rate, tons of material recycled		<b>General waste recycled, reused and refurbished (t)</b>					IR: page 201
			SA gold	8,261.7	7,323.5		↑	
			SA PGM	23,215.0	12,692.4		↑	
			US PGM	402.0	357.0		↑	
			Total	31,878.8	20,372.9		↑	
			<b>Hazardous waste recycled, reused and treated (t)</b>					IR: page 201
			SA gold	2,256.54	529.8		↑	
			SA PGM	28,817.32	38,594.3		↓	
			US PGM	0	0		↔	
			Total	31,073.86	39,124.1		↓	
	17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships	Amount of United States dollars committed to public-private and civil society partnerships	<b>Marikana renewal project BRR investment</b>					IR: page 214
	1.1a Ensure significant mobilisation of resources from a variety of sources, including through enhanced development cooperation, in order to provide adequate and predictable means for developing countries, in particular least developed countries, to implement programmes and policies to end poverty in all its dimensions	Proportion of resources allocated by the government directly to poverty reduction programmes	<b>Total SLP expenditure (R million) by Sibanye-Stillwater</b>					IR: page 216
			SA gold	146.01	78.6	59	↑	
			SA PGM	200.48	116.42	93	↑	



UN Sustainable Development Goal			Sibanye-Stillwater performance to the primary goal SDG 15								
SDGs	SDG target	SDG KPI	Performance	2021	2020	2019	Year on year	Further detail			
	4.4 Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	Proportion of youth and adults with information and communications technology (ICT) skills, by type of skill  Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by sex	<b>Human Resource Development (gender split referenced in IR: 165)</b>					<a href="#">IR: page 165</a>			
			Internships	354	304	278	↑				
			Bursaries	691	479	314	↑				
			AET (employees)	1,295	870	1,067	↑				
			AET (community)	463	294	293	↑				
			Engineering learnerships	700	454	497	↑				
			Mining learnerships	1,195	819	638	↑				
			LO A-Stream	55	41	34	↑				
			Portable skills (employees)	603	238	554	↑				
			Portable skills (community)	517	81	310	↑				
			Leadership development	16,223	1,019	2,105	↑				
			Core skills training	164,088	70,746	127,256	↑				
			Cadet training	803	300	511	↑				
			Coaches/mentorship training	1,148	2,185	789	↑				
			Employee indebtedness (CARE for iMali)	32,532	4,234	6,583	↑				
			Community maths and science	0	0	0	↔				
			Support and research (METF)	0	0	0	↔				
			Other	37,489	17,263	12,524	↑				
				4.6 Ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy	Percentage of population in a given age group achieving at least a fixed level of proficiency in functional (a) literacy and (b) numeracy skills, by sex	<b>Literacy levels</b>					
						SA gold	Not measured in 2021		69 %	71 %	
SA PGM	Not measured in 2021	47 %				40 %					
	9.3 Increase the access of small-scale industrial and other enterprises, in particular in developing countries, to financial services, including affordable credit, and their integration into value chains and markets	Proportion of small-scale industries in total industry value added	<b>Total funds disbursed in support of local entrepreneur development</b>					<a href="#">IR: page 218</a>			
			R94,314,100	R59,589,583			↑				



UN Sustainable Development Goal			Sibanye-Stillwater performance to the primary goal SDG 15					
SDGs	SDG target	SDG KPI	Performance	2021	2020	2019	Year on year	Further detail
	11.3 Enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries	11.3.1 Ratio of land consumption rate to population growth rate	<b>Number of company-owned houses sold (total)</b>	284	290	179	↓	IR: page 169
	11.4 Strengthen efforts to protect and safeguard the world's cultural and natural heritage	11.4.1 Total expenditure (public and private) per capita spent on the preservation, protection and conservation of all cultural and natural heritage, by type of heritage (cultural, natural, mixed and World Heritage Centre designation), level of government (national, regional and local/municipal), type of expenditure (operating expenditure/investment) and type of private funding (donations in kind, private non-profit)	Position statement on land management and Position statement on heritage management					www.sibanyestillwater.com/sustainability/reports-policies/
	6.1 By 2030, achieve universal and equitable access to safe and affordable drinking water for all	Proportion of population using safely managed drinking water services	<b>Potable water purchased (MI)</b>	IR: page 193				
			SA gold	6,288	7,567	8,735	↓	
			YoY % decrease SA gold	(17)%				
			SA PGM	12,027	12,372	13,860	↓	
			YoY % decrease SA PGM	(3)%				
			US PGM	73.35	140	147	↓	
			YoY % decrease US PGM	(3)%				
			Group	18,388.35	20,079	22,742	↓	
			YoY % decrease group	(8)%				
			6.3 Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally	Proportion of wastewater safely treated	<b>Compliance (%) to the water use licence limits (legal limits)</b>	IR: page 195		
Beatrix (treated effluent)	75	80			91	↓		
Burnstone	91	92			89	↓		
Driefontein (underground water)	99	97			98	↑		
Driefontein (treated effluent)	85	89			90	↓		
Ezulwini (underground water)	58	64			66	↓		
Kloof (combined underground water and effluent)	91	91			95	↔		
Kloof (treated effluent)	85	84			79	↑		
Cooke (underground water)	53	51			52	↑		
Marikana (treated effluent)	93	88			100	↑		
Stillwater mine (treated effluent)	100	100	100	↔				
East Boulder mine (treated effluent)	100	100	100	↔				
Key references	Managing our risks and opportunities within the environment IR page 38 Opportunities: page 68 Engaging with our stakeholders: page 73 Remuneration report: 227							



<b>Our strategic focus</b>	Embedding ESG excellence as the way we do business
<b>ESG theme</b>	Embedding human rights and ethics inside and out
<b>5 GENDER EQUALITY</b> 	SDG benchmark: Gender balance at all levels of management
<b>C1</b>	
<b>Who benefits</b>	Stakeholders as represented on our Umdoni tree: employees, company, communities
<b>Policy and position statements</b>	ESG policy Human Rights Policy Policy Statement: Health and safety Sexual harassment Policy

UN Sustainable Development Goal			Sibanye-Stillwater performance to the primary goal SDG 5					
SDGs	SDG target	SDG KPI	Performance	2021	2020	2019	Year on year	Further detail
5 GENDER EQUALITY 	5.1 End all forms of discrimination against all women and girls everywhere	Whether or not legal frameworks are in place to enforce non-discrimination on the basis of sex	<b>Sexual harassment policy in place; GBV campaigns</b>	Y	Y	Y		IR: page 160; 215
	5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, particularly trafficking and sexual exploitation	Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of	<b>Number of sexual harassment</b>	14				IR: page 161
	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	Proportion of women in managerial positions	<b>% of women per management level</b>					IR: page 160
			Board	30.8	25.0		↑	
			Executive management	13.5	14.7		↓	
			Senior management	19.0	17.9		↑	
			Managerial management	15.3	14.7		↑	
			Junior management	26.4	24.0		↑	
			Skills and competencies	11.6	10.4		↑	
			Non-core	33.5	34.9		↓	

Human rights inside: Gender, diversity and inclusivity



UN Sustainable Development Goal			Sibanye-Stillwater performance to the primary goal SDG 5						
SDGs	SDG target	SDG KPI	Performance	2021	2020	2019	Year on year	Further detail	
Human rights inside: Gender, diversity and inclusivity	 <p>10.3 Proportion of the population reporting having personally felt discriminated against or harassed within the previous 12 months on the basis of a ground of discrimination prohibited under international human rights law</p> <p>16b.1 Promote and enforce non-discriminatory laws and policies for sustainable development</p>	Proportion of the population reporting having personally felt discriminated against or harassed within the previous 12 months on the basis of a ground of discrimination prohibited under international human rights law	Number of discrimination cases	two	two		↔	IR: page 161	
				<b>Country/Region minimum wage per hour</b>					
	10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality			SA operations	R21.69				
	8.5 Average hourly earnings of female and male employees, by occupation, age and persons with disabilities			US operations	US\$8.75				
Human rights inside: Gender, diversity and inclusivity	 <p>3.7 Ensure universal access to sexual and reproductive healthcare services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes</p>	Proportion of women of reproductive age (15-49) who have their need for family planning satisfied with modern methods	US operations health benefits refer to page 146 of IR						
			<b>SA operations: HIV, VCT and HAART</b>						
Human rights inside: Safety and wellbeing	 <p>3.3 End the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases</p>	Number of new HIV infections per 1,000 uninfected population, by sex, age and key populations	<b>VCT test-positive</b>						
			SA gold	354	505	281	↓		
			SA PGM	449	326	1,327	↓		
			<b>HAART patients alive and on treatment, total employees</b>						
			SA gold	6,834	7,203	7,013	↓		
	SA PGM	8,326	7,960	3,731	↑				
	Tuberculosis incidence per 1,000 population			<b>SA operations: number of new and retreatment cases of TB</b>					IR: page 147
	<b>TB</b>								
	SA gold	249	237	269	↑				
	SA PGM	197	257	284	↓				
<b>Cardiorespiratory TB</b>									
SA gold	223	202	221	↑					
SA PGM	183	225	270	↓					
<b>SA operations: TB rates per 1,000 employees</b>									
SA gold	6.6	6.64	7.39	↓					



UN Sustainable Development Goal			Sibanye-Stillwater performance to the primary goal SDG 5					
SDGs	SDG target	SDG KPI	Performance	2021	2020	2019	Year on year	Further detail
Human rights: Inside - Safety and wellbeing	3.4 Reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being	Rates of suicide, cardiovascular disease, cancer, diabetes, chronic respiratory disease	SA PGM	4.0	5.36	5.3	↓	We have wellness teams, social workers, ICAS and network providers to support employees. IR: page 147 Page 147: IR.
	3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all	Number of people covered by health insurance or a public health system per 1,000	<b>% employees vaccinated against COVID-19</b>					IR: page 146
			SA gold	84.00				
			SA PGM	80.00				
			US PGM	37.49				
				Total	79.63			
	<b>% employees on medical scheme</b>					IR: page 145		
				SA gold	97 %	22 %	22 %	↑
				SA PGM	99 %	96 %	94 %	↑
				US PGM	95 %	99 %	97 %	↓
			Total	98 %				
Human Rights: Outside	8 DECENT WORK AND ECONOMIC GROWTH 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women, migrants, and those in precarious employment	Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status	<b>Fatal injury frequency rate</b>					IR: page 140
			SA gold	0.18	0.06	0.00	↑	
			SA PGM	0.07	0.06	0.06	↑	
			US PGM	0.07	0	0	↑	
				Total	0.13	0.06	0.04	↑
	<b>Lost-time injury frequency rate</b>							
				SA gold	5.72	5.65	5.62	↑
				SA PGM	6.21	5.37	4.77	↑
				US PGM	6.77	7.98	10.13	↓
				Total	6.02	5.56	5.23	↑
8.6 Substantially reduce the proportion of youth not in employment, education or training	Proportion of youth (15-24) not in education, employment or training	<b>Socio-economic development expenditure: Education (SA R million; US - \$)</b>					IR: page 216	
		SA gold	2.20	3.29	1.30	↓		
		SA PGM	6.44	2.27	1.5	↑		
			US PGM	100,000	59,730	118,380	↑	
1 NO POVERTY 1.3 Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable	Proportion of population covered by social protection; by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, newborns, work-injury victims and the poor and the vulnerable	<b>Number of dependents and beneficiaries supported (injured or fatal injured)</b>					IR: page 172	
		SA gold (Matshediso)	152	314				
		SA PGM (Lonmin Memorial Fund)	89	89				
		SA PGM (SixteenEight Memorial Trust)		139				



UN Sustainable Development Goal			Sibanye-Stillwater performance to the primary goal SDG 5																																
SDGs	SDG target	SDG KPI	Performance	2021	2020	2019	Year on year	Further detail																											
	4.2 Ensure that all children can access decent early childhood development so they are ready for primary education	Proportions of girls and of boys, under 5 who are developmentally on track in health, learning and psychosocial wellbeing.	ECD infrastructure supported					IR: page 215																											
			<table border="1"> <thead> <tr> <th colspan="6">Workforce number</th> </tr> </thead> <tbody> <tr> <td>SA gold</td> <td>31,142</td> <td>30,943</td> <td>28,921</td> <td></td> <td>↑</td> </tr> <tr> <td>SA PGM</td> <td>46,004</td> <td>46,385</td> <td>44,096</td> <td></td> <td>↓</td> </tr> <tr> <td>US PGM</td> <td>2,904</td> <td>1,881</td> <td>2,842</td> <td></td> <td>↑</td> </tr> <tr> <td>Group</td> <td>84,981</td> <td>84,775</td> <td>81,793</td> <td></td> <td>↑</td> </tr> </tbody> </table>					Workforce number						SA gold	31,142	30,943	28,921		↑	SA PGM	46,004	46,385	44,096		↓	US PGM	2,904	1,881	2,842		↑	Group	84,981	84,775	81,793
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	2.1 End hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round	Prevalence of undernourishment	Refer to the SLP supplementary report on programmes related to food security					IR: page 215 and supplementary information: Social and Labour Plans: Summary of projects in SA																											
			2.2 End all forms of malnutrition, including achieving, by 2025, the internationally agreed targets on stunting and wasting in children under 5 years of age, and address the nutritional needs of adolescent girls, pregnant and lactating women and older persons	Prevalence of malnutrition (weight for height >+2 or <-2 standard deviation from the median of the WHO Child Growth Standards) among children under 5 years of age, by type (wasting and overweight)																															
Key references	Managing our risks and opportunities within the external environment IR page 38 Opportunities: page 68 Engaging with our stakeholders: page 73 Remuneration Report: 227																																		



<b>Our strategic focus area</b>	Embedding ESG excellence as the way we do business
<b>Sustainability theme</b>	Data driven and considered decision making
<b>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</b>  <b>C<sup>1</sup></b>	Peace, justice and strong institutions
<b>Who benefits</b>	Stakeholders as per the Umdoni tree: shareholders, company, government
<b>Policy and position statements</b>	ESG policy Code of Ethics

UN Sustainable Development Goal			Sibanye-Stillwater performance to the primary goal SDG 16					
SDGs	SDG target	SDG KPI	Performance	2021	2020	2019	Year on year	Further detail
	16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all	Proportion of victims of violence in the previous 12 months (as per credible reports).	Grievance mechanism in place, page 213: IR Security practices aligned to the Voluntary Principles on human rights and security					IR: page 222
	16.5 Substantially reduce corruption and bribery in all their forms	Proportion of persons who had at least one contact with a public official and who paid a bribe to a public official, or were asked for a bribe by those public officials, during the previous 12 months	<b>Anonymous calls in SA and US operation</b>					IR: page 222
			Fraud	114	106	78	↑	
			Breach of Procurement	85	108	53	↓	
			Corruption	10	6	33	↓	
			Illegal mining	22	14	13	↑	
			Theft of mine	11	21	14	↓	
			Time and Industrial action	13	14	19	↓	
			Theft of GBM	2	1	7	↑	
			Arson	0	0	20	↔	
			Trespassing	7	6	3	↑	
			Human resource	0	1	1	↓	
			Copper theft	1	0	3	↑	
			Other	13	8	3	↓	
			Total	2	2	1	↔	
				29	20	2	↑	
				312	309	250	↑	



UN Sustainable Development Goal			Sibanye-Stillwater performance to the primary goal SDG 16													
SDGs	SDG target	SDG KPI	Performance	2021	2020	2019	Year on year	Further detail								
	16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements	Number of countries that adopt and implement constitutional, statutory and/or policy guarantees for public access to information	Refer to POPIA					IR: page 21								
	12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	Number of companies publishing sustainability reports	We report on sustainability in our Integrated Report													
	12.8 Ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature	Extent to which (i) global citizenship education and (ii) education for sustainable development (including climate change education) are mainstreamed in (a) national education policies; (b) curricula; (c) teacher education; and (d) student assessment	We are members of various responsible mining organisations					IR: page 224								
	9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending	Research and development expenditure as a proportion of GDP	<table border="1"> <thead> <tr> <th colspan="5">Digital transformation investment cost (group)</th> </tr> </thead> <tbody> <tr> <td>Rand</td> <td>R55 million</td> <td>R52 million</td> <td>R39.7 million</td> <td>↓</td> </tr> </tbody> </table>	Digital transformation investment cost (group)					Rand	R55 million	R52 million	R39.7 million	↓			
Digital transformation investment cost (group)																
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Key references		Managing our risks and opportunities within the external operating environment IR page 38 Opportunities: page 68 Engaging with our stakeholders: Page 73 Remuneration Report: 246														



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## SIBANYE- STILLWATER'S ALIGNMENT TO THE UNITED NATIONS GLOBAL COMPACT AND SUSTAINABLE DEVELOPMENT GOALS

### 2. UNITED NATIONS GLOBAL COMPACT (UNGC): COMMUNICATION ON PROGRESS

Sibanye-Stillwater joined the United Nations Global Compact (UNGC) at a Participant engagement level in October 2020. We share our progress in aligning with the SDGs and the UNGC in this document, with supplementary disclosure in the Group's Integrated Annual Report (IAR).

Our commitment to the Ten Principles of the UNGC is endorsed by the Chief Executive Officer and is provided on page xx of the 2021 IAR (available at <https://www.sibanyestillwater.com/news-investors/reports/annual/>), together with other supplementary documents referenced in this fact sheet. Our ESG relevant policies on human rights, labour, environment and our code of ethics are available at: <https://www.sibanyestillwater.com/sustainability/reports-policies/>

Sibanye-Stillwater seeks to fulfil the Global Compact advanced level requirements on the annual Communication on Progress (COP) as part of the 2021 IAR. The content in the IAR has reported the information cited in the GRI content index for 2021, with reference to the GRI standards. The Report complies with the International Integrated Reporting Council's (IIRC's) International Integrated Reporting Framework, the King IV Report on Corporate Governance for South Africa, 2016 (King IV), the JSE Listings Requirements, and the South African Companies Act 71 of 2008, as amended (Companies Act). Furthermore, in line with our listing on the NYSE, a Form 20-F is filed with the United States Securities and Exchange Commission (SEC).

External assurance on specific labour and environmental indicators is performed by PwC and their assurance opinion is available on page 274 of the IAR.

#### 1.1 Communication on Progress of Sibanye-Stillwater's activities against the UNGC principles and Global Compact advanced level criteria

UNGC Principle	Disclosure on our action towards the principle and criterion	Reference to additional information
<b>HUMAN RIGHTS</b>		
<b>Principle 1</b> Business should support and respect the protection of internationally proclaimed human rights	<p>The respect for human rights is fundamental to the culture of Sibanye-Stillwater and is reflected in our CARES value proposition. Sibanye-Stillwater conducts its business in line with national legislation, including the Constitution and the Labour Relations Act, as well as the International Labour Organization guidelines</p> <p>To strengthen our commitment to human rights, in 2021 our Human Rights Policy Statement was updated to align to the ICMM, United Nations Global Compact and World Gold Council Responsible Mining Principles. The commitments of the Policy Statement include, amongst others, that the Group will eliminate harassment in all forms as well as bullying and discrimination in the workplace and will respect freedom of association. The policy also aims to take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour as per the UN SDG 8.7</p>	<p>Empowering our workforce: Pages 160 - 161</p> <p>Socioeconomic development: Pages 221-222</p> <p>Our sustainability strategy: A summary - Page 178</p> <p>Human Rights Policy: <a href="https://www.sibanyestillwater.com/sustainability/reports-policies/">https://www.sibanyestillwater.com/sustainability/reports-policies/</a></p>



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UNGC Principle	Disclosure on our action towards the principle and criterion	Reference to additional information
<b>HUMAN RIGHTS</b>		
<p><b>Principle 2</b></p> <p>Make sure that they are not complicit in human rights abuses</p>	<p>Within our standard terms and conditions applicable to all supply and outsourcing contracts, suppliers and contractors are required to adhere to a range of legislation relevant to human rights. They are also required to adhere to our own policy statements and Code of Business Ethics. Should a supplier or contractor fail to comply with the Company standards it would be considered a breach of contract and due process will be followed</p> <p>During 2021, Sibanye-Stillwater circulated a questionnaire to all existing vendors, requiring them to answer a set of questions relating to ESG matters, which included questions specifically relating to human rights matters such as child labour, fair wages and forced labour practices. Validation was also undertaken</p>	<p>Socioeconomic development: Page 222</p> <p>Empowering our workforce: Page 160 - 161</p>
<i>Best practice criterion as subset of the principle</i>		
<p>Criterion 3</p>	<p>The COP describes robust commitments and policies in the area of human rights</p>	<p>Human Rights Policy: <a href="http://www.sibanyestillwater.com/sustainability/reports-policies/">www.sibanyestillwater.com/sustainability/reports-policies/</a>.</p> <p>Socioeconomic development: Pages 221- 222</p> <p>Empowering our workforce: Page 160</p>
<p>Criterion 4</p>	<p>The COP describes effective management systems to integrate the human rights principles</p>	<p>Socioeconomic development: Pages 212- 213</p> <p>Empowering our workforce: Pages 155, 160-161</p> <p>Corporate governance: Pages 12- 13</p>
<p>Criterion 5</p>	<p>The COP describes effective monitoring and evaluation mechanisms of human rights integration</p>	<p>Socioeconomic development: Pages 212 -213, 221-222</p> <p>Remuneration report: Page 246</p>
<b>LABOUR</b>		
<p><b>Principle 3</b></p> <p>Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</p>	<p>The Group's human rights policy statement and Code of Ethics promotes respect for employees' freedom of association and promotes respect for fair labour practices. Sibanye-Stillwater's recognition of freedom of association is reflected in the fact that 90.52% of the Group's employees in both South Africa and the US are members of a trade union movement</p>	<p>Empowering our workforce: Page 167</p> <p>Human Rights Policy: <a href="https://www.sibanyestillwater.com/sustainability/reports-policies/">https://www.sibanyestillwater.com/sustainability/reports-policies/</a></p>



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UNGC Principle	Disclosure on our action towards the principle and criterion	Reference to additional information
<b>LABOUR</b>		
<p><b>Principle 4</b></p> <p>The elimination of all forms of forced and compulsory labour</p>	<p>Our human rights policy statement includes provisions upholding the elimination of all forms of forced and compulsory labour</p>	<p>Socioeconomic development Pages 221 - 222</p> <p>Human Rights Policy: <a href="https://www.sibanyestillwater.com/sustainability/reports-policies/">https://www.sibanyestillwater.com/sustainability/reports-policies/</a></p>
<p><b>Principle 5</b></p> <p>The effective abolition of child labour</p>	<p>Our human rights policy statement includes provisions prohibiting all forms of child labour</p>	<p>Socioeconomic development: Pages 221 - 222</p> <p>Human Rights Policy: <a href="https://www.sibanyestillwater.com/sustainability/reports-policies/">https://www.sibanyestillwater.com/sustainability/reports-policies/</a></p>
<p><b>Principle 6</b></p> <p>The elimination of discrimination in respect of employment and occupation</p>	<p>Sibanye-Stillwater is committed to transforming and diversifying its workforce so that it is not only more inclusive but more broadly reflective of the demographics of the countries in which we operate</p> <p>Our transformation journey in South Africa is guided and determined by the Mining Charter. The main objectives of this policy are to deracialise ownership of the industry, expand business opportunities for historically disadvantaged persons, redress the imbalances of historical injustices, and enhance the social and economic welfare of employees and mine communities</p>	<p>Empowering our workforce: Pages 154, 155 - 161</p> <p>Corporate governance: Page 12</p> <p>Remuneration report: Page 246</p>
<b>Best practice criterion as subset of the principle</b>		
<p>Criterion 6</p>	<p>The COP describes robust commitments and policies in the area of labour</p>	<p>Progress on our strategy in 2021 : Page 27</p> <p>Corporate governance: Page 12</p> <p>Empowering our workforce: Pages 155, 167</p>
<p>Criterion 7</p>	<p>The COP describes effective management systems to integrate the labour principles</p>	<p>Empowering our workforce: Pages 153 - 173</p> <p>Health, well-being and occupational hygiene: Pages 143 - 152</p> <p>Continuous safe production: Pages 131 - 142</p> <p>Our purpose, vision, strategy and values: Pages 23 - 26</p>
<p>Criterion 8</p>	<p>The COP describes effective monitoring and evaluation mechanisms of labour principles integration</p>	<p>Corporate governance: Pages 29- 21</p> <p>Empowering our workforce: Page 156</p>



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UNGC Principle	Disclosure on our action towards the principle and criterion	Reference to additional information
<b>ENVIRONMENT</b>		
<b>Principle 7</b>	Sibanye-Stillwater acknowledges that mining, by its very nature, is a destructive activity. Our ESG strategy therefore includes a vision to improve human life and the environment that sustains it. We do so through stewardship of natural resources, as well as education and edification about nature, and a commitment to a measured transition to carbon neutrality	Our environmental policy statements are available on our website <a href="https://www.sibanyestillwater.com/sustainability/reports-policies/">https://www.sibanyestillwater.com/sustainability/reports-policies/</a> Managing our risks and opportunities within the external environment: Page 38 - 70 Our material issues: Pages 71 - 72 Minimising our environmental impact:: Pages 179 - 206 Supplementary information: Environmental incidents in 2021
<b>Principle 8</b>	We have embedded ESG excellence as a central theme of our strategy and in the way we do business. We have also pursued a range of initiatives and programmes that seek to mitigate our environmental impact and also ensure greater responsibility of the environment and the resources we consume. These initiatives specifically relate to the areas of: <ul style="list-style-type: none"> <li>• Carbon management</li> <li>• Energy efficiency</li> <li>• Sustainable water use</li> <li>• Proper and effective waste management</li> <li>• Promotion of biodiversity</li> </ul>	Our purpose, vision, strategy and values: Pages 23 - 26 Minimising our environmental impact: Page 179 - 206 Harnessing continuous innovation: Pages 123 - 129 Fact sheet: Biodiversity management
<b>Principle 9</b>	As a Group, we play a fundamental role in the support and development of innovations to support a low-carbon future (e.g. lithium-ion batteries). The PGMs we produce are used in the production of catalytic converters in automobiles to remove noxious gases from exhaust fumes, which thereby limit emissions and promote cleaner air quality. As the world's largest primary producer of PGMs, and one of the largest recyclers of catalytic converters, we are committed to further expanding this role and in discovering new ways in which our products can contribute to a zero-emissions future	Minimising our environmental impact: Pages 185 - 187 Harnessing continuous innovation: Page 125 Our purpose, vision, strategy and values: Pages 23 - 26
<i>Best practice criterion as subset of the principle</i>		
Criterion 9	The COP describes robust commitments and policies in the area of environmental stewardship	Minimising our environmental impact: Pages 179 - 206 Various environmental position statements: <a href="https://www.sibanyestillwater.com/sustainability/reports-policies/">https://www.sibanyestillwater.com/sustainability/reports-policies/</a> Our Sustainability strategy: a summary: Page 178



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UNGC Principle	Disclosure on our action towards the principle and criterion	Reference to additional information
<b>ENVIRONMENT</b>		
<i>Best practice criterion as subset of the principle</i>		
Criterion 10	The COP describes effective management systems to integrate the environmental principles	Minimising our environmental impact: Pages 179 - 206
Criterion 11	The COP describes effective monitoring and evaluation mechanisms for environmental stewardship	Minimising our environmental impact: Page 181
<b>ANTI-CORRUPTION</b>		
<b>Principle 10</b> Businesses should work against corruption in all its forms, including extortion and bribery	Sibanye-Stillwater's Code of Ethics (the Code) requires that we self-report non-compliance to regulators and third-party assurers. Supported by a whistle-blowing policy, the Code includes procedures to address corruption, bribery and human rights abuses. The Group has external assurance of anti-corruption programmes  Furthermore, the Code forbids Sibanye-Stillwater from making donations (either in cash or in kind) to political organisations. Facilitation payments are illegal in South Africa and forbidden by the Code	Corporate governance: Page 12  Code of Ethics: <a href="https://www.sibanyestillwater.com/about-us/governance/">https://www.sibanyestillwater.com/about-us/governance/</a>
<i>Best practice criterion as subset of the principle</i>		
Criterion 12	The COP describes robust commitments and policies in the area of anti-corruption	Corporate governance: Page 12  Code of Ethics: <a href="https://www.sibanyestillwater.com/about-us/governance/">https://www.sibanyestillwater.com/about-us/governance/</a>
Criterion 13	The COP describes effective management systems to integrate the anti-corruption principle	Corporate governance: Pages 12
Criterion 14	The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption	Corporate governance: Page 12  Socioeconomic development: Pages 221- 222



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UNGC Principle	Disclosure on our action towards the principle and criterion	Reference to additional information
<b>SUPPORTING THE BROADER UN GOALS AND ISSUES THROUGH ITS INTEGRATION TO STRATEGIES AND OPERATIONS</b>		
<b>Best practice criterion as subset of the principle</b>		
Criterion 1	The COP describes main streaming into corporate functions and business units	How we create value – our business model: Pages 80 - 83 Managing our risks and opportunities within the operating environment: Pages 38 - 70 Our material issues: Pages 70 -71 Our Sustainability strategy: a summary: Page 178
Criterion 2	The COP describes value chain implementation	Our purpose, vision, strategy and values: Page 23 - 26; Our Sustainability strategy: a summary: Page 178 Social, Ethics and Sustainability Committee: Chairman's report: Pages 175 - 177
Criterion 15	The COP describes core business contributions to UN goals and issues	Supplementary information on our progressing the UN's Sustainable Development Goals (SDGs) Empowering our workforce: Page 153 Health, well-being and occupational hygiene: Page 143 Socioeconomic development: Page 207 Minimising our environmental impact: Page 179



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**UNGC Principle**

**Disclosure on our action towards the principle and criterion**

**Reference to additional information**

**SUPPORTING THE BROADER UN GOALS AND ISSUES THROUGH ITS INTEGRATION TO STRATEGIES AND OPERATIONS**

**Best practice criterion as subset of the principle**

Criterion 16	The COP describes strategic social investments and philanthropy	Socioeconomic development: Page 215
Criterion 17	The COP describes advocacy and public policy engagement	Corporate governance: Pages 12 Minimising our environmental impact: Page 186 Code of Ethics: <a href="https://www.sibanyestillwater.com/about-us/governance/">https://www.sibanyestillwater.com/about-us/governance/</a>
Criterion 18	The COP describes partnerships and collective action	Socioeconomic development Page 214 Health, well-being and occupational hygiene: Page 146 Engaging with our stakeholders: Page 73 Our Sustainability strategy: a summary: Page 178 Fact sheet: Good Neighbor Agreement
Criterion 19	The COP describes CEO commitment and leadership	Leadership view: Page 28 Our Sustainability strategy: a summary, page 178 Social, Ethics and Sustainability Committee: Chairman's report, page 175
Criterion 20	The COP describes Board adoption and oversight	Corporate governance: Page 15 Detail on Board committees: Page 262 Inside cover of the Integrated Report
Criterion 21	The COP describes stakeholder engagement	Engaging with our stakeholders: Page 73 Socioeconomic development: Pages 210 - 214

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