OUR UMDONI TREE, VALUES, ETHOS AND STAKEHOLDER ENGAGEMENT

We represent our business ethos through the indigenous South African Umdoni tree. Our values are the fundamental roots of our organisation and provide a solid basis for the way we do business. The trunk of the tree (our people) represents the material strength of the company. The leaves on the branches represent all our stakeholders while the tree’s seeds and fruits signify the varying benefits and value that our success will bring to those stakeholders.

Stakeholder engagement is integrated into our business processes and guided by our iCARES values. The quality of stakeholder relationships determines our social licence to operate.

OUR PURPOSE, VISION AND STRATEGY

OUR PURPOSE
To safeguard global sustainability through our metals

OUR VISION
To be a leader in superior shared value for all stakeholders

OUR STRATEGY
To secure a distinctive position in the global resources sector as a progressive, forward-thinking provider of metals and energy solutions of strategic future global relevance
This report aims to demonstrate our contribution in South Africa by presenting our economic, social and environmental impacts on stakeholders and the country. Through this report, we aim to promote understanding of the Group’s long-term socio-economic and environmental impacts.

Our focus in this report is the year ended 31 December 2021 with selected comparative data provided for the five-year period from 2017 to 2021.

Additional, more detailed information on our impacts can be found in our Integrated Annual Report, which is available on our corporate website.

Sibanye-Stillwater has evolved to become geographically diversified with significant scale

A diverse portfolio of mining and processing operations, projects, and investments across five continents

**Listings**
- JSE share ticker: SSW
- NYSE ADR ticker: SBSW

**Precious metal output in 2021**
- 3.6Moz 6E PGMs and 1.1Moz gold
Contribution to Group production by metal in 2021

- Gold: 1.1 Moz
- 4E PGMs: 1.8 Moz
- 2E PGMs (US): 0.57 Moz
- 3E PGMs (recycling): 0.76 Moz

Contribution to Group Mineral Reserves by precious metal
(at 31 December 2021)

- US PGM (2E): 2.6 Moz
- SA* PGM (4E): 2.6 Moz
- SA* gold operations: 27.3 Moz
- SA* gold projects: 32.2 Moz
- DRDGOLD: 7.8 Moz

* Here SA refers to Southern Africa
OUR PROFILE IN SOUTH AFRICA

SALIENT FEATURES
As at 31 December 2021:

- One of world’s largest primary producers of platinum, palladium and rhodium
- A top-tier global gold producer
- Total gold Mineral Reserves of 13.1Moz (includes projects) and total PGM (4E) Mineral Reserves of 30.4Moz* in South Africa
- Workforce of 81,981 people at our South African operations

PGM OPERATIONS:
Located on the western limb of the Bushveld Igneous Complex in South Africa, our PGM operations are:
- Rustenburg
- Marikana
- Kroondal (50%)
- Platinum Mile* retreats surplus materials from the Rustenburg operation

Several exploration projects are currently underway in Limpopo, including Akanani, among others.

Processing facilities include 13 concentrator plants, a smelter complex, a base metal refinery and a precious metal refinery, ensuring a full mine-to-market PGM pipeline.

2021 PGM PRODUCTION Mined (4E):
1.7Moz

GOLD OPERATIONS:
Located on the western and southern portions of the Witwatersrand Basin in South Africa, our gold operations are:
- Kloof
- Driefontein
- Beatrix
- Surface gold tailings retreatment operations, held through our 50.1% stake in DRDGOLD Limited*
- Burnstone gold project (in development)

Processing facilities include six metallurgical gold plants.

2021 GOLD PRODUCTION:
1.1Moz

* While production from Platinum Mile and DRDGOLD is included here, their impacts are not included in this report.

Note:
Percentages in brackets indicate ownership interest held by Sibanye-Stillwater. Unless otherwise indicated, our holding is 100%.

The focus of this report is the impacts of our mining operations in South Africa. Exploration activities and projects, such as those in Mpumalanga, the Free State and Limpopo, are not included. With its focus on South Africa, this report does not cover the Mimosa joint venture (50%) which is located in Zimbabwe. Nor does this report cover assets on care and maintenance such as Blue Ridge and Cooke.
OUR PRODUCTS AND MARKETS

While this report focuses on our impacts that are mostly a result of the conduct of our business activities, the products we produce, namely gold and the platinum group metals (PGMs), also generate a variety of impacts, depending on the markets in which they are sold, and their use and application.

PRODUCTS

SA PGM operations:
- Primary metals produced are platinum, palladium, rhodium and gold (4E)
- Secondary PGMs – iridium, ruthenium – as well as chrome, copper and nickel produced as by-products

SA Gold operations:
- Primary product is gold
- Uranium oxide is yielded when certain reefs are mined

MARKETS

Sibanye-Stillwater sells the PGMs and by-products produced internationally to primary markets in Germany, Hong Kong, Japan, the United Kingdom and the United States.

PGMs are mostly sold in the form of refined bars, powder or sponge.

Primary uses of PGMs:
- Autocatalytic Convertors
- Jewellery
- Chemical Industry
- Glass Manufacture
- Electrical Industry
- Medical Applications

Gold ore is processed at the mines’ gold plants to produce doré (unrefined gold bars). The doré is refined by Rand Refinery to a purity of at least 99.5%, in accordance with the London Bullion Market Association’s standards of ‘good delivery’. The refined gold bars are sold directly to international bullion banks.

Principal areas of gold demand are:
- Jewellery, mainly India and China
- Central banks
- Investment – mostly institutional, including exchange traded funds
- Technological applications, especially nanotechnology (medicine, engineering and environmental management)
At Sibanye-Stillwater, we are keenly aware of the broad impacts of our business activities on people (social and economic impacts), and on the planet (environmental impacts). We are cognisant of our economic and social catalysts for ecosystems in which we operate and appreciate and welcome the obligation to ensure that we mine responsibly as we seek to balance the needs, interests, and expectations of all our stakeholders with those of the Group, in a robust and ongoing process.

These impacts, and our intention that they should be positive overall, are acknowledged in our purpose – to safeguard global sustainability through our metals – and by our vision to be a leader in superior shared value for all stakeholders.

We improve lives in many ways – from the more than 80,000 jobs we provide and the businesses we support and grow to our supply chain and the communities we sustain and invest in, and the meaningful financial contributions we make to local and national governments. Moreover, many of the metals we produce are vital in ensuring a cleaner, “greener,” and more sustainable world for all.

Our strategy aims to deliver on our purpose and vision by having as its strategic foundation the embedding of environmental, social, and governance (ESG) excellence in how we do business. This reinforces our commitment to excellence in our ESG performance.

Global crises and uncertainty have increased over the past two years – the covid-19 pandemic, climate change, and extreme weather, not to mention rising and volatile geopolitical tension. There has been a corresponding increase in the need for transparent reporting on a company’s impacts, particularly those that affect the socio-economic sustainability of communities, economic growth, environmental preservation and protection, safety and effective healthcare, and governance structures.

This Impact Report for South Africa, supplements our comprehensive Integrated Annual Report and other supporting reports, which provide comprehensive detail on Sibanye-Stillwater, and is intended to provide specific coverage of our broader economic, social, and environmental impacts, successes and challenges.

Themba Nkosi, Chief Sustainability Officer
GOVERNANCE OF OUR IMPACTS

Ultimately responsible for providing effective, responsible and ethical leadership and committed to ensuring that sound governance standards guide all that we do. Also responsible for strategic guidance, and oversight of risk, opportunities and overall performance. Responsibilities includes oversight of our economic, social and environmental impacts and of their mitigation when required. In overseeing these impacts, our Board is supported by the following sub-committees:

- Social, Ethics and Sustainability Committee
- Safety and Health Committee
- Risk Committee

RESPONSIBILITIES

- Oversee and monitor all matters affecting our standing as a responsible corporate citizen, including policies and performance relating to ethics, bribery and corruption, social matters, human rights, the environment (including climate change) and stakeholder engagement
- Monitor compliance in terms of the United Nations Global Compact (UNGC) and ICMM principles and ISO standards
- Guide formulation and reviews of relevant policies
- Ensure adherence to occupational health and safety laws, regulations and external standards
- Review relevant policies
- Monitor safety and health performance to ultimately minimise mining-related accidents and their impacts and improve employee health and well-being
- Ensure Group financial viability by evaluating and overseeing implementation of efficient risk management processes and controls to identify, monitor and mitigate risks and to act on opportunities identified
- Among risks covered are those related to our economic, social and environmental impacts

GOVERNANCE DOCUMENTS AND POLICIES IN PLACE

Overarching governance documents guiding our actions, activities and decision making

- CODE OF ETHICS
- ESG STRATEGY AND POLICY
- COMPLIANCE MANAGEMENT
- ETHICS AND CORPORATE GOVERNANCE
- RISK MANAGEMENT

Policies and policy statements

<table>
<thead>
<tr>
<th>SOCIETY</th>
<th>ENVIRONMENT</th>
<th>RESPONSIBLE SOURCING</th>
</tr>
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<tbody>
<tr>
<td>- Human rights</td>
<td>- Air quality</td>
<td>- Responsible sourcing of platinum and palladium</td>
</tr>
<tr>
<td>- Health and safety</td>
<td>- Biodiversity</td>
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<td>- Security</td>
<td>- Climate change</td>
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<td>- Stakeholder engagement</td>
<td>- Energy and decarbonisation</td>
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<td>- Partnership for development</td>
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<td></td>
<td>- Post-mining socio-economic sustainability and closure</td>
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<td></td>
<td>- Transparency of mineral revenues</td>
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<td>- Heritage</td>
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<td>- Indigenous people, host communities and mining</td>
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Position statements

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<th>SOCIETY</th>
<th>ENVIRONMENT</th>
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<tbody>
<tr>
<td>- Heritage</td>
<td>- Air quality</td>
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<td>- Indigenous people, host communities and mining</td>
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<td>- Partnership for development</td>
<td>- Climate change</td>
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<td>- Post-mining socio-economic sustainability and closure</td>
<td>- Energy and decarbonisation</td>
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<tr>
<td>- Transparency of mineral revenues</td>
<td>- Land management</td>
</tr>
<tr>
<td></td>
<td>- Mineral and non-mineral waste</td>
</tr>
<tr>
<td></td>
<td>- Water – conservation, demand management and stewardship</td>
</tr>
</tbody>
</table>

See our corporate website for the full list of policies, policy statements and position statements: www.sibanyestillwater.com/sustainability/reports-policies/
Our South African operations are located in areas with significant socio-economic challenges – poverty, inequality, high unemployment, especially among the youth, low levels of education and poor service delivery. As a significant employer, Sibanye-Stillwater makes meaningful contributions to help address these challenges. Direct impacts of our business include contributing to GDP and the national fiscus through the payment of taxes and royalties, creating employment, empowering employees, local procurement and investing in socio-economic development. Our procurement expenditure and employees’ disposable income in turn stimulate economic activity and employment in the broader economy.
In 2021, Sibanye-Stillwater was a significant:

**Contributor to GDP**

- **R62.4bn***

  Direct contribution to GDP
  
  *Gross domestic product (GDP) is the total monetary value of all goods and services sold in a country in a given period of time

  *Our direct economic contribution is calculated as being the sum of cost of sales (operating expenditure) and capital expenditure, that is R54.2bn (cost of sales before amortisation and depreciation) + R8.2bn (capital expenditure)

**Employer**

- **81,981**

  Total direct employees, including contractors, at end 2021

**Precious metals' producer**

- **2.8Moz**

  Produced 1.1Moz of gold and 1.7Moz* of PGMs
  
  *Excludes Mimosa
### Economic

**Invested in the long-term viability of our South African operations (capital expenditure)**

**R7.8bn**

*Excludes Mimosa*

**employees**

- **Salaries and wages paid**
  - **R22.5bn**

- **Training and development**
  - **R969m**

**Communities**

- **Procurement expenditure**
  - **R23.5bn**

  - Total in-country preferential procurement

- **Social investment**
  - **R16.4bn**

  - BEE procurement

- **Spent mostly on social and labour plan projects**

**Government**

- **R14.7bn**

  - Current taxation, royalties, property taxes

- **R4.0bn**

  - Personal income tax paid on behalf of employees

- **R4m**

  - Carbon tax

---

**R113.5bn**

Revenue generated by our South African operations – 66% of group revenue
CONTRIBUTING TO EMPLOYMENT

In 2021:
• 81,981 employees, including 18,043 contractors
• 18.6 million hours of training undertaken in total, an average of 72 hours per employee
• R969 million spent on training and development

Promoting diversity and inclusion
• 80% of workforce are South African nationals
• 28% of employees from local host (doorstep) communities
• 14.5% of workforce are women (including regional services). Our target is for 30% of the workforce to be women by 2025

Safety
• 18 fatalities
• Renewed focus on ensuring employee safety and total recordable injury frequency rate (TRIFR) to measure non-fatal incidents
• a TRIFR target of 4.0 per million hours worked has been set for 2025 – TRIFR of 7.10 reported for the SA operations for 2021
• All South African operations are ISO 45001 certified

Health and wellness
• At least one dose of covid-19 vaccine administered to 80% of employees
• 97% of employees at gold operations belong to a medical scheme and 99% at SA PGM operations
• Steady decline in number of cases reported of TB, silicosis and other occupational diseases

Representation by historically disadvantaged persons (HDPs) in our South African workforce is as follows:

<table>
<thead>
<tr>
<th>Category</th>
<th>Representation achieved 2021 (%)</th>
<th>Target 2023 (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive management</td>
<td>37.8</td>
<td>50</td>
</tr>
<tr>
<td>Senior management</td>
<td>40.5</td>
<td>60</td>
</tr>
<tr>
<td>Middle management</td>
<td>47.2</td>
<td>60</td>
</tr>
<tr>
<td>Junior management</td>
<td>57.1</td>
<td>70</td>
</tr>
<tr>
<td>Core and critical skills</td>
<td>74.4</td>
<td>60</td>
</tr>
</tbody>
</table>
CONTRIBUTING TO ECONOMIC GROWTH

• Procurement from companies supplying goods and services has far-reaching impacts – nationally, regionally and locally
• Growing database of local and host community suppliers
• Local economic development – including enterprise development – a particular focus of SLPs

Total discretionary procurement
R23.5bn
Of this, R16.4bn (70%) was BEE procurement and R2bn was spent with doorstep suppliers

SOCIAL IMPACTS 2021 CONTINUED

CONTRIBUTING TO SOCIETY

Our contributions to society include our social investment in and spend on socio-economic and local development projects, social and labour plan projects as well as corporate social responsibility initiatives.

13 clinics and other health projects
17 roads and infrastructure
30 schools and education support
17 income-generating projects*
10 other community projects

In all, we have supported and contributed to the following since 2017:

Social return on investment
Every R1.00 spent on social investment by Sibanye-Stillwater in our South African operational footprint:
Yields a social return* on this investment of:
R8.00
Generates income per doorstep household** of:
R4.00
(given an average household size of 3.34 people)

* A Social Return on Investment Study, 2021

Social investment and spend in South Africa in 2021 was as follows:

Social and labour plan projects R2,085m
Socio-economic development projects R347m
Including:
• Corporate social responsibility R113m

Impact Report South Africa 2021

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Environment

LAND

Owned: 63,891ha

A footprint reduction programme is underway at our gold operations to sustainably close and rehabilitate mining infrastructure and impacted land. This will help reduce and mitigate environmental impacts and reduce our gross closure liabilities.

WATER

R10.2bn

Gross closure rehabilitation liabilities

(most of which is provided for, either in cash or guarantees)

COMMUNITY LAND DONATIONS

328.5ha

 donated to date – 75.5ha by gold operations and 253ha by PGM operations.

For South Africa operations as a whole, water use reduced by 6,250ML since 2017

Plans and targets in place to minimise use of purchased water and reduce dependency on the Vaal River system

If Monitoring of water quality is integral to water management

Total water use of 47,451ML

of which 20,871ML (or 44%) was purchased

Intensity of water use: 1.06kL/t treated

an improvement on the 1.22kL/t treated in 2020
Our energy and decarbonisation strategy outlines our commitment and defines our path to delivery on our goal to be carbon neutral by 2040. **Through this strategy, we aim to:**

- reduce absolute GHG emissions
- secure our energy supply
- enhance sustainability by reducing energy and carbon costs
- accelerate decarbonisation and
- support a just energy transition

**In particular, we aim to:**

- improve energy efficiency by 3% annually
- eliminate the use of diesel

Biodiversity action plans have been developed for 62% of our operations with specialist study updates scheduled for the remaining 38%.
IMPACTS BY OPERATING SEGMENT AND OPERATION
SOUTH AFRICA
GOLD OPERATIONS
Sibanye-Stillwater, one of the largest gold producers in the country, is a significant employer in and contributor to local economies and host communities. Of our three gold producing operations, two are located in the West Rand District Municipality, in Gauteng, and one in the Lejweleputswa District Municipality, in the Free State.

With an estimated population of 850,000, the West Rand District Municipality is the poorest in Gauteng. The mining sector is a key economic driver, contributing an estimated 30% to the district’s GDP. Socio-economic challenges in this district include unemployment – youth unemployment exceeds 60% – poverty, inequality (income, racial and spatial), and lack of service delivery, among others. Low levels of education and access to quality education are also major concerns.

In the Free State, mining accounts for an estimated 19% of formal employment in the Lejweleputswa District Municipality (estimated population of around 650,000) and 43% of its GDP. The Beatrix mine is one of the largest employers in the Masilonyana and Matjhabeng local municipalities. The decline in formal gold mining activity in the province is intensifying socio-economic challenges, which include high youth unemployment, largely due to low levels of education and lack of access to tertiary education, high rates of poverty, income inequality, and poor service delivery.

Sibanye-Stillwater also has environmental responsibilities in the Free State as 47% of the district’s area is designated as natural habitat with formal land-based wetland and ecological aqua areas being protected.

The Burnstone gold project, due to begin production in 2023, is close to the town of Balfour, in the district of Dipaleseng, Mpumalanga. This district’s main economic activities are farming and mining.

In the West Rand District Municipality youth unemployment exceeds 60%.

**ECONOMIC IMPACTS**

**Invested in operating, growing and sustaining our business**

*Direct contribution* to GDP 2021:

**R26.6bn**

**Annual capital expenditure 2017 – 2021 (Rm)**

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>3,410</td>
<td>2,248</td>
<td>2,066</td>
<td>2,997</td>
<td>4,380</td>
</tr>
</tbody>
</table>

**Total capital expenditure to sustain and grow the SA gold operations since 2017:**

**R16.10bn**

*Our direct economic contribution to the South African economy, that is to the Gross Domestic Product (GDP), can be measured as the sum of cost of sales (before amortisation and depreciation) plus capital expenditure, where cost of sales approximates operating expenditure. For the SA gold segment in 2021 this was: R22,255m + R4,380m = R26,645m or R26.6 billion (2020: R19,050m + R2,997m = R22,047m or R22.0bn).*

**Employment**

**Number of people (including contractors) employed in 2021:**

**31,142**

(equivalent to 33% of total workforce of 93,998* in the entire South African gold mining sector)

*Source: MCSA, Facts and Figures 2021*

**Wage and salaries paid (Rm)**

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>8,000</td>
<td>7,645</td>
<td>7,418</td>
<td>8,087</td>
<td>9,264</td>
</tr>
</tbody>
</table>

**Total paid in wages and salaries since 2017:**

**R40.4bn**

In 2021, the average annual salary paid per employee was approximately **R297,500**, which was 24% more than that paid in 2018.

*For other employee-related impacts, see Social Impacts*
Spend on social investment encompasses expenditure on social and labour plan (SLP) projects, local and other socio-economic development projects and corporate social responsibility (CSR) spend.

**Multiplier** impact in the South African economy 2021
Contribution to GDP: **R52.4bn**
Employment created:
- **59,966 direct jobs**
- **93,426 indirect jobs**

* Source: Minerals Council South Africa

**Total contribution to the national fiscus in 2021 was R2.0bn**

Since 2017, total discretionary procurement by the SA gold operations amounted to: **R37.6bn**

- of which **R26.7bn** or **71%** was BEE procurement and **R10.0bn** procurement with host suppliers (including joint ventures).

**Total amount spent on social investment since 2017 is as follows:**

- Social and labour plan projects: **R4.8bn**
- Socio-economic development projects: **R2.1bn**
  - Including: Corporate social responsibility: **R106m**

See social impacts for more information
**IMPACTS BY OPERATING SEGMENT – GOLD OPERATIONS CONTINUED**

**SOCIAL IMPACTS**

**Employees**

<table>
<thead>
<tr>
<th>Number of employees (including contractors)</th>
<th>26,000</th>
<th>27,000</th>
<th>28,000</th>
<th>29,000</th>
<th>30,000</th>
<th>31,000</th>
<th>32,000</th>
<th>33,000</th>
<th>34,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>33,335</td>
<td>31,768</td>
<td>30,943</td>
<td>31,142</td>
<td>31,142</td>
<td></td>
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<tr>
<td>2018</td>
<td>31,768</td>
<td>28,921</td>
<td>30,943</td>
<td>31,142</td>
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<tr>
<td>2019</td>
<td>28,921</td>
<td>28,921</td>
<td>30,943</td>
<td>31,142</td>
<td>31,142</td>
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<tr>
<td>2020</td>
<td>30,943</td>
<td>30,943</td>
<td>30,943</td>
<td>31,142</td>
<td>31,142</td>
<td></td>
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<td>2021</td>
<td>31,142</td>
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</table>

No. of employees in 2021: **31,142** of whom **81%** were permanent employees.

**Characteristics of employees 2021:**

- **13.5%** are women
- **73%** are South Africans – with the majority (61%) having their origins in the Eastern Cape (29%) and Gauteng, Free State and KwaZulu-Natal which combined account for **35%** of the workforce.
- Most non-South African employees are from Lesotho and Mozambique.
- **51%** of new appointments in 2021 were local recruits.
- **96%** of workforce has union representation.

**Training and skills development spend in 2021:**

- **R422m** was spent, up from **R357m** in 2018.

**Employee safety and health**

**Safety performance 2021:**

- **Number of fatalities:** 12
- **Lost-time injury frequency rate:** 5.7 per million hours worked
- **Total recordable injury frequency rate**: 6.9 per million hours worked
- **Medically treated injury frequency rate:** 1.2 per million hours worked
- **Investment in safety management initiatives, covering personal protective equipment (PPE), capital outlay and training:** **R338m**

*Note: a TRIFR target of 4 has been set for 2025*

**Health and well-being performance 2021:**

- **97%**
  - All SA gold employees are members of a medical scheme.

**COVID-19 VACCINATIONS AT 31 DECEMBER 2021:**

- **74%** of workforce fully vaccinated with an additional 10% being partially vaccinated; **84%** of the workforce vaccinated.

**Other key health statistics**

- **Number of cases reported in 2021:**
  - **Silicosis:** 61, down from 73 in 2020
  - **Noise-induced hearing loss:** 172, up from 93 in 2020
  - **Chronic obstructive pulmonary disease:** 6, down from 29 in 2018
  - **TB (new and relapse cases):** 249, down from 382 in 2018
  - **No. of active employees on highly active antiretroviral therapy (HAART):** 6,834, down from 7,203 in 2020

**R1,756m** has been invested in employee training and development in total since 2017.

Impact Report South Africa 2021

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In 2021, total discretionary procurement for the year was R8.2bn – R5.8bn (71%) was BEE procurement with R0.5bn of this being procurement from host suppliers (including joint ventures).

Additionally in 2021, supplier and enterprise development received funding support through the CEO Enterprise Development Fund and the Supplier Development Fund amounting to R87m. This funding supported, among others, 71 female and 67 youth entrepreneurs and contributed to the creation of 1,236 jobs.

Spend on socio-economic development projects of R146m included:
- R33m on CSR initiatives

Furthermore, the gold operations:
- Awarded 326 bursaries
- Supported 172 interns and 1,146 trainees in the learnership programme
- Provided adult education and training to 1,135 participants and, since 2017, portable skills training to 1,404 people
- Allocated 546 cadetships to community members

* Including joint ventures

In 2021:
Total SLP spend of R1,151m by the SA gold operations was as follows:
- Communities:
  - R63m on local economic development
  - R50m on community development
- Employees:
  - R372m on employee development
  - R666m on employee housing and living conditions
  - R0.1m on alternative skills training relating to downscaling and retrenchments

* Includes spend on CSR initiatives

# The provision of employee housing is a key element of our SLP deliverables
IMPACTS BY OPERATING SEGMENT – GOLD OPERATIONS CONTINUED

ENVIRONMENTAL IMPACTS

All gold operations are ISO 14001 certified

Energy consumption

Electricity consumption in 2021 was 3.47 TWh, down from 4.16 TWh in 2017.

GHG emissions

In 2021, the gold segment’s greenhouse gas (GHG) emissions and intensity data were as follows:

Scope 1 and 2 emissions: 4,020t CO₂e

Scope 3 emissions of 560t CO₂e, although higher in recent years, is 45% lower than in 2017.

Emissions intensity (Scope 1 and 2): 0.27t CO₂e/t treated

Corresponding decline in energy intensity to 0.83 GJ/t treated from 0.93 GJ/t treated in 2020.

Regular surface dust monitoring is conducted in close proximity to our operations.

Impact Report South Africa 2021

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IMPACTS BY OPERATING SEGMENT – GOLD OPERATIONS CONTINUED

Water use
In 2021, 97,060ML of water were withdrawn, with 23,563ML being used.

Water efficiency continued to improve with water use intensity declining by more than 12% to 1.56kL/t treated in the year – and by 26% since 2017.

The gold operations’ reliance on purchased potable water fell by 17% or 1,279ML year-on-year in 2021 to 6,288ML.

This compares favourably with our reduction target of 7.5%.

Annual water use and intensity: (2017 - 2021)

<table>
<thead>
<tr>
<th>Year</th>
<th>Water used (000ML)</th>
<th>Water use intensity (kL treated)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>40.0</td>
<td>2.16</td>
</tr>
<tr>
<td>2018</td>
<td>39.0</td>
<td>2.07</td>
</tr>
<tr>
<td>2019</td>
<td>35.5</td>
<td>1.97</td>
</tr>
<tr>
<td>2020</td>
<td>25.5</td>
<td>1.78</td>
</tr>
<tr>
<td>2021</td>
<td>13.5</td>
<td>1.56</td>
</tr>
</tbody>
</table>

Air quality
Nitrogen oxide (NOx) emissions have declined steadily – from 459t in 2017 to 190t in 2021. The corresponding emissions intensity data also declined – from 24.12g/t treated in 2017 to 12.5g/t treated in 2021.

Surface dust comes largely from tailings storage facilities and haul roads at the gold operations where dust fallout compliance was maintained at 97% in 2021.

<table>
<thead>
<tr>
<th>Year</th>
<th>Surface dust produced (t)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>7,152</td>
</tr>
<tr>
<td>2018</td>
<td>13,340</td>
</tr>
<tr>
<td>2019</td>
<td>11,306</td>
</tr>
<tr>
<td>2020</td>
<td>12,150</td>
</tr>
<tr>
<td>2021</td>
<td>2,152</td>
</tr>
</tbody>
</table>

Waste management
In addition to the management of tailings and waste rock, both products of our mining and processing activities, other waste streams were as follows in 2021:

- Waste to landfill:
  - General waste: 24.9Mt
  - Hazardous waste: 0.1Mt

- Waste recycled, reused and refurbished:
  - General waste: 8.3Mt
  - Hazardous waste: 2.3Mt

Land and rehabilitation

Land owned: 47,015ha

Gross rehabilitation liabilities: R4.65bn

Land disturbed at our SA gold operations:
- Area disturbed by waste rock dumps and stockpiles: 463.4ha
- Area covered by tailings: 1,917.0ha

Impact Report South Africa 2021 www.sibanyestillwater.com
Kloof is one of Sibanye-Stillwater’s three operating gold mines in South Africa and one of two on the West Rand in Gauteng. The mine sector is a significant employer and contributor to economic activity in the West Rand District Municipality, the poorest in Gauteng. Socio-economic challenges, include high youth unemployment, high rates of poverty, income inequality, and poor service delivery.

Kloof began gold production in 1968 and has been in operation for more than five decades. Sibanye Gold was established in 2013 with the unbundling of Kloof, Driefontein and Beatrix from Gold Fields.

In 2021, this operation produced 352,000oz of gold, equivalent to 33% of total gold production. It employs 11,389 people, including 1,982 contractors.
CONTRIBUTING TO EMPLOYMENT

Number of employees (including contractors)

<table>
<thead>
<tr>
<th>Year</th>
<th>Employees</th>
<th>Contractors</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>9,581</td>
<td>1,407</td>
</tr>
<tr>
<td>2018</td>
<td>9,612</td>
<td>1,650</td>
</tr>
<tr>
<td>2019</td>
<td>9,841</td>
<td>1,271</td>
</tr>
<tr>
<td>2020</td>
<td>9,549</td>
<td>2,055</td>
</tr>
<tr>
<td>2021</td>
<td>9,407</td>
<td>1,982</td>
</tr>
</tbody>
</table>

Salaries and wages paid (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2,183</td>
<td>1,978</td>
<td>2,088</td>
<td>2,083</td>
<td>2,468</td>
</tr>
</tbody>
</table>

Training and development (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>111</td>
<td>143</td>
<td>129</td>
<td>114</td>
<td>152</td>
</tr>
</tbody>
</table>

Employment created in the economy in 2021:
Direct jobs: 28,221
Indirect jobs: 5,946

Total paid to employees in salaries and wages since 2017:
R10.8bn

Total spent on training and development since 2017:
R649m

Employee safety and health

Number of fatalities

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>3</td>
<td>8</td>
<td>0</td>
<td>1</td>
<td>6</td>
</tr>
</tbody>
</table>

LTIFR per million hours worked

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>8.26</td>
<td>8.91</td>
<td>7.56</td>
<td>5.70</td>
<td>5.37</td>
</tr>
</tbody>
</table>
**CONTRIBUTING TO ECONOMIC GROWTH**

**Direct contribution to GDP (Rm)**

- 2017: 5,763
- 2018: 6,365
- 2019: 6,873
- 2020: 6,880
- 2021: 7,045

**Employee tax contributions* (Rm)**

- 2017: 378
- 2018: 316
- 2019: 339
- 2020: 363
- 2021: 434

**Total local and BEE procurement (Rm)**

- 2017: 1,745
- 2018: 1,835
- 2019: 1,822
- 2020: 1,348
- 2021: 1,810

* Includes personal income tax (PAYE), the skills development levy and contributions to the Unemployment Insurance Fund (UIF)

**Supplier development spend* (Rm)**

- 2017: 0
- 2018: 1
- 2019: 5
- 2020: 19
- 2021: 8

**Surface dust generated (tonnes)**

- 2017: 48
- 2018: 179
- 2019: 1,905
- 2020: 2,158
- 2021: 2,328

In 2021, BEE procurement accounted for **76%** of Kloof’s total preferential procurement.

**CONTRIBUTING TO SOCIETY**

**Social investment (Rm)**

- 2017: 242
- 2018: 343
- 2019: 353
- 2020: 340
- 2021: 426

**ENVIRONMENT – Air quality**

**Total spent on SLP projects since 2017:** **R1,692m**
Driefontein is one of Sibanye-Stillwater’s three operating gold mines in South Africa and one of two on the West Rand in Gauteng. The mine sector is a significant employer and contributor to economic activity in the West Rand District Municipality, the poorest in Gauteng. Socio-economic challenges include high youth unemployment, high rates of poverty, income inequality, and poor service delivery.

Driefontein began gold production in 1952 and has been in operation for seventy years. Sibanye Gold was established in 2013 with the unbundling of Kloof, Driefontein and Beatrix from Gold Fields.

In 2021, this operation produced 298,000oz of gold, equivalent to 28% of total gold production. It employs 10,171 people, including 1,690 contractors.
CONTRIBUTING TO EMPLOYMENT

Number of employees (including contractors)

<table>
<thead>
<tr>
<th>Year</th>
<th>Employees</th>
<th>Contractors</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>4,000</td>
<td>1,495</td>
</tr>
<tr>
<td>2018</td>
<td>5,000</td>
<td>1,072</td>
</tr>
<tr>
<td>2019</td>
<td>6,000</td>
<td>1,138</td>
</tr>
<tr>
<td>2020</td>
<td>7,000</td>
<td>1,537</td>
</tr>
<tr>
<td>2021</td>
<td>8,000</td>
<td>1,690</td>
</tr>
</tbody>
</table>

Employment created in the economy in 2021:
- **Direct jobs:** 25,443
- **Indirect jobs:** 5,070

Salaries and wages paid (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2,462</td>
<td>2,133</td>
<td>1,908</td>
<td>1,881</td>
<td>2,274</td>
</tr>
</tbody>
</table>

Total paid to employees in salaries and wages since 2017: **R10.7bn**

Training and development (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>132</td>
<td>135</td>
<td>98</td>
<td>102</td>
<td>131</td>
</tr>
</tbody>
</table>

Total spent on training and development since 2017: **R598m**

Employee safety and health

Number of fatalities

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

LTIFR per million hours worked

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>7.89</td>
<td>6.82</td>
<td>5.48</td>
<td>6.07</td>
<td>5.87</td>
</tr>
</tbody>
</table>
CONTRIBUTING TO ECONOMIC GROWTH

Direct contribution to GDP (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Value</td>
<td>6,204</td>
<td>5,709</td>
<td>4,439</td>
<td>4,864</td>
<td>5,691</td>
</tr>
</tbody>
</table>

Employee tax contributions* (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Value</td>
<td>366</td>
<td>346</td>
<td>282</td>
<td>325</td>
<td>409</td>
</tr>
</tbody>
</table>

Total local and BEE procurement (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Value</td>
<td>1,938</td>
<td>1,736</td>
<td>1,773</td>
<td>1,003</td>
<td>1,200</td>
</tr>
</tbody>
</table>

Supplier development spend* (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Value</td>
<td>0</td>
<td>1</td>
<td>3</td>
<td>4</td>
<td>21</td>
</tr>
</tbody>
</table>

CONTRIBUTING TO SOCIETY

Social investment (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Value</td>
<td>302</td>
<td>404</td>
<td>415</td>
<td>362</td>
<td>377</td>
</tr>
</tbody>
</table>

ENVIRONMENT – Air quality

Surface dust generated (tonnes)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Value</td>
<td>591</td>
<td>1,655</td>
<td>5,130</td>
<td>5,130</td>
<td>1,238</td>
</tr>
</tbody>
</table>

In 2021, BEE procurement accounted for 71% of Driefontein’s total preferential procurement.

Total spent since 2017:

- SLP projects: R1,869m
- SED projects: R800m
- CSR: R38m
Beatrix, is one of Sibanye-Stillwater’s three operating gold mines in South Africa and the only one in the Free State province where the mine is a significant employer in the Masilonyana and Matjhabeng local municipalities.

The decline in formal gold mining activity in the province is intensifying socio-economic challenges, which include high youth unemployment, high rates of poverty, income inequality, and poor service delivery.

Beatrix began gold production in 1983 and has been in operation for almost four decades. Sibanye Gold was established in 2013 with the unbundling of Kloof, Driefontein and Beatrix from Gold Fields.

In 2021, Beatrix produced 205,000oz of gold, equivalent to almost 20% of total gold production. It employs 8,423 people, including 1,868 contractors.
CONTRIBUTING TO EMPLOYMENT

Number of employees (including contractors)

<table>
<thead>
<tr>
<th>Year</th>
<th>Employees</th>
<th>Contractors</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>7,086</td>
<td>923</td>
</tr>
<tr>
<td>2018</td>
<td>7,325</td>
<td>929</td>
</tr>
<tr>
<td>2019</td>
<td>6,340</td>
<td>732</td>
</tr>
<tr>
<td>2020</td>
<td>6,577</td>
<td>1,579</td>
</tr>
<tr>
<td>2021</td>
<td>6,655</td>
<td>1,868</td>
</tr>
</tbody>
</table>

Salaries and wages paid (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1,798</td>
<td>1,512</td>
<td>1,510</td>
<td>1,389</td>
<td>1,753</td>
</tr>
</tbody>
</table>

Training and development spend (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>73</td>
<td>77</td>
<td>88</td>
<td>100</td>
<td>136</td>
</tr>
</tbody>
</table>

Employee safety and health

Number of fatalities

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>3</td>
<td>1</td>
<td>0</td>
<td>2</td>
<td>6</td>
</tr>
</tbody>
</table>

LTIFR per million hours worked

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>5.49</td>
<td>6.33</td>
<td>4.94</td>
<td>7.49</td>
<td>7.23</td>
</tr>
</tbody>
</table>

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CONTRIBUTING TO ECONOMIC GROWTH

Direct contribution to GDP (Rm)

Employee tax contributions* (Rm)

Total local and BEE procurement (Rm)

Supplier development spend* (Rm)

CONTRIBUTING TO SOCIETY

Social investment (Rm)

ENVIRONMENT – Air quality

Surface dust generated (tonnes)

Total spent since 2017:
- SLP projects R1,072m
- SED projects R697m
- CSR R22m

* Includes personal income tax (PAYE), the skills development levy and contributions to the Unemployment Insurance Fund (UIF)

In 2021, BEE procurement accounted for 74% of Beatrix’s total preferential procurement

Impact Report South Africa 2021

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SOUTH AFRICA
PGM OPERATIONS
Our three PGM mining operations in South Africa, all in the Bojanala Platinum District Municipality in North West Province, are significant economic contributors to the Rustenburg and Madibeng local municipalities, which have a combined estimated population of 1.2 million people.

Mining accounts for 30% of economic activity in the province and 73% of that in the Rustenburg Local Municipality. It is also by far the largest employer, providing 35% of total employment in the province.

There has been rapid urbanisation in the district and public service delivery has been unable to keep pace with the growth in informal settlements. Access to clean water and sanitation are particular concerns, as is the lack of suitable housing options (both on- and off-mine) for migrant populations.

Other challenges include a lack of access to formal education, unemployment, especially among the youth, significant poverty and inequality, a high prevalence of HIV, a governance deficit and an extreme overdependence on mining.

Our PGM operations are significant contributors in the province and more importantly in the municipalities in which they are located – they are a significant employer, consumer of goods and services, contributor to government, and investor in the community. Our investment in prolonging the life of our business is beneficial for those whom we impact positively.

In addition, we have several exploration projects in the province of Limpopo.

As our PGM operations in South Africa are located in a water-stressed region, we are keenly aware of the need for water conservation and demand management. Our aim is to reduce our dependence on external potable water infrastructure.

A key community concern is the surface dust generated by our activities, especially that blown off tailings storage facilities and from haul roads. Implementation of a five-year dust management plan for the Rustenburg and Kroondal sites is currently underway.

Our PGM operations are significant contributors in the province and more importantly in the municipalities in which they are located – they are a significant employer, consumer of goods and services, contributor to government, and investor in the community. Our investment in prolonging the life of our business is beneficial for those whom we impact positively.

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A key community concern is the surface dust generated by our activities, especially that blown off tailings storage facilities and from haul roads. Implementation of a five-year dust management plan for the Rustenburg and Kroondal sites is currently underway.
Our total contribution to the national fiscus in 2021 was: **R16.7bn**

Since 2017, total discretionary procurement by the SA PGM operations has amounted to: **R50.59bn**

of which **R38.44bn** or **76%** was BEE procurement and **R4.63bn** procurement with host suppliers (including joint ventures).

**Multiplier* impact in the South African economy 2021**

**Contribution to GDP:** **R71.2bn**

**Employment created:**
- **91,634 direct jobs**
- **138,012 indirect jobs**

* Source: Minerals Council South Africa

**Impact Report South Africa 2021**

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IMPACTS BY OPERATING SEGMENT – PGM OPERATIONS

SOCIAL IMPACTS

Employee safety and health

Safety performance 2021:

- Number of fatalities: 6
- Lost-time injury frequency rate: 6.2 per million hours worked
- Total recordable injury frequency rate*: 7.1 per million hours worked
- Medically treated injury frequency rate: 0.9 per million hours worked

* The group target is 4 by 2025

Investment in safety management initiatives, covering personal protective equipment (PPE), capital outlay and training: R616m

Health and well-being performance 2021:

99% of SA PGM employees are members of a medical scheme

COVID-19 VACCINATIONS AT 31 DECEMBER 2021:

74% of workforce is fully vaccinated with an additional 6% being partially vaccinated, amounting to 80% of the workforce having been vaccinated.

Other key health statistics

- Number of cases reported in 2021:
  - Silicosis: 32, down from 106 in 2018
  - Noise-induced hearing loss: 122, down from 167 in 2018
  - Chronic obstructive pulmonary disease: 24, down from 41 in 2018
  - TB (new and relapse cases): 197, down from 284 in 2019
  - Number of active employees on highly active antiretroviral therapy (HAART): 8,326, up from 3,090 in 2018

Combined healthcare funding (company, medical schemes, industry compensation, etc) totalled R1,213 million in 2021.

Employees

Number of employees (including contractors)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>22,807</td>
<td>22,667</td>
<td>44,096</td>
<td>46,385</td>
<td>46,004</td>
</tr>
</tbody>
</table>

No. of employees in 2021: 46,004 of whom 77% were permanent employees

Characteristics of employees 2021:

- 13.5% are women
- 83% are South Africans – with the majority (61%) having their origins in either the Eastern Cape (28%) or North West Province (33%)
- Most non-South African employees are from Lesotho and Mozambique
- 34% of new appointments were recruited locally
- 88% of workforce has union membership

Training and skills development spend in 2021:

- R547m was spent, up from R366m in 2018

R2,158m has been invested in employee training and development in total since 2017.

Impact Report South Africa 2021

www.sibanyestillwater.com
In 2021, total discretionary procurement for the year was R15.31bn – R10.64bn (69%) was BEE procurement with R1.52bn of this being procurement from host suppliers (including joint ventures).

Additionally in 2021, supplier and enterprise development received funding support through the CEO Enterprise Development Fund and the Supplier Development Fund amounting to R100m. This funding supported, among others, 35 female and 42 youth entrepreneurs and contributed to the creation of 1,495 jobs.

In 2021:
- Total SLP spend of R934m by the SA PGM operations was as follows:
  - Communities
    - R76m on local economic development
    - R44m on community development
  - Employees
    - R529m on employee development
    - R285m on employee housing and living conditions
  - R0.1m on alternative skills training relating to downscaling and retrenchments

Spend on socio-economic development projects of R200m included:
- R81m on CSR initiatives

Furthermore, the PGM operations:
- Awarded 554 bursaries
- Had supported 425 interns and 970 trainees in the learnership programme since 2016
- Provided adult education and training to 3,081 participants and portable skills training to 1,833 people since 2016
- Allocated 220 cadetships to community members since 2016
**IMPACTS BY OPERATING SEGMENT – PGM OPERATIONS CONTINUED**

**ENVIRONMENTAL IMPACTS**

All SA PGM operations are **ISO 14001 certified**

---

**Energy consumption**

Electricity consumption in 2021 was **2.75TWh**

The increase in electricity consumption from 2017 to 2021 was largely due to the acquisition of the Marikana operation.

---

**Related GHG emissions**

The PGM segment’s greenhouse gas (GHG) emissions and intensity data for 2021 were as follows:

- **Scope 1 and 2 emissions:** 3,023t CO₂e
- **Scope 3 emissions:** 823t CO₂e

These emissions have declined since a high of 995t CO₂e in 2018.

Over the past three years, the Scope 1 and 2 emissions intensity has remained steady at **0.10t CO₂e/t treated**.
**Air quality**

_Sulphur dioxide (SO₂) emissions were at a three-year low in 2021:_

SO₂ emissions of **1,743t** were recorded with a corresponding emissions intensity of **58.5g/t** treated.

Nitrogen oxide (NOx) emissions were regretfully at a high of **1,198t** but, although the related emissions intensity was marginally higher at **40.2g/t** treated, this was well below the emissions level recorded in 2018 of **45.0g/t** treated.

The location of our PGM operations in a dry, water scarce region exacerbates the surface dust from tailings storage facilities and haul roads. Phase 1 of a five-year dust management plan for the Rustenburg and Kroondal sites began in October 2020 with phase 2 due to begin in early 2022.

Surface dust fallout compliance was maintained at **95%** for the SA PGM operations in 2021.

**Waste management**

_In addition to the management of tailings and waste rock, both products of our mining and processing activities, other waste streams were:_

**Waste to landfill:**
- General waste: **31.1Mt**
- Hazardous waste: **68.6Mt**

**Waste recycled, reused and refurbished:**
- General waste: **23.2Mt**
- Hazardous waste: **28.8Mt**

**Land and rehabilitation**

- **16,876ha**
- **R5.51bn**

**Surface dust produced (t)**

<table>
<thead>
<tr>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>14.0</td>
<td>16.0</td>
<td>19.3</td>
<td>23.0</td>
<td>22.9</td>
</tr>
</tbody>
</table>

**Waste management**

<table>
<thead>
<tr>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.184</td>
<td>5.232</td>
<td>25.629</td>
<td>156.416</td>
<td></td>
</tr>
</tbody>
</table>

**Water use**

In 2021, **24,190ML** of water were withdrawn, with **23,890ML** being used.

Water efficiency improved with water use intensity declining by more than **11%** to **0.80kL/t** treated for the year.

57% of the water used in 2021 was recycled.

**Annual water use and intensity**

<table>
<thead>
<tr>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.69</td>
<td>0.78</td>
<td>0.74</td>
<td>0.9</td>
<td>0.9</td>
</tr>
</tbody>
</table>

**Impact Report South Africa 2021**

**www.sibanyestillwater.com**
Kroondal, one of three Sibanye-Stillwater PGM operations in South Africa, is located in the Bojanala Platinum District Municipality in North West Province. Together with the other two PGM operations, it is a significant economic contributor to the Rustenburg and Madibeng local municipalities. The socio-economic challenges of high youth unemployment, high rates of poverty, income inequality, and poor service delivery are compounded by the high rates of population growth and rapid urbanisation.

Kroondal began production in the late 1990s. In April 2016, Sibanye-Stillwater acquired a 50% stake in Kroondal which is currently operated under a 50:50 pool and share agreement with Anglo American Platinum. In January 2022, Sibanye-Stillwater announced it had entered into an agreement to acquire full ownership of Kroondal.

In 2021, this operation produced 227,000oz of PGMs (4E), equivalent to 12% of total SA PGM production and employs 8,536 people, including 3,139 contractors.
CONTRIBUTING TO EMPLOYMENT

### Number of employees (including contractors)

<table>
<thead>
<tr>
<th>Year</th>
<th>Employees</th>
<th>Contractors</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>2,846</td>
<td>5,697</td>
</tr>
<tr>
<td>2018</td>
<td>2,809</td>
<td>5,853</td>
</tr>
<tr>
<td>2019</td>
<td>3,069</td>
<td>5,724</td>
</tr>
<tr>
<td>2020</td>
<td>3,155</td>
<td>5,489</td>
</tr>
<tr>
<td>2021</td>
<td>3,139</td>
<td>5,397</td>
</tr>
</tbody>
</table>

Employment created in the economy in 2021:

- **Direct jobs:** 16,191
- **Indirect jobs:** 9,417

### Salaries and wages paid (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1,758</td>
<td>1,776</td>
<td>1,953</td>
<td>1,748</td>
<td>2,108</td>
</tr>
</tbody>
</table>

Total paid to employees in salaries and wages since 2017:

- **R9.3bn**

### Training and development spend (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>25</td>
<td>69</td>
<td>77</td>
<td>79</td>
<td>86</td>
</tr>
</tbody>
</table>

Total spent on training and development since 2017:

- **R346m**

### Employee safety and health

#### Number of fatalities

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

#### LTIFR per million hours worked

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>4.83</td>
<td>6.36</td>
<td>4.24</td>
<td>6.83</td>
<td>4.87</td>
</tr>
</tbody>
</table>

Impact Report South Africa 2021
CONTRIBUTING TO ECONOMIC GROWTH

Direct contribution to GDP (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>191</td>
<td>141</td>
<td>213</td>
<td>188</td>
<td>268</td>
</tr>
</tbody>
</table>

Employee tax contributions* (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>224</td>
<td>379</td>
<td>441</td>
<td>380</td>
<td>479</td>
</tr>
</tbody>
</table>

Total local and BEE procurement (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2,236</td>
<td>2,236</td>
<td>2,236</td>
<td>2,236</td>
<td>2,236</td>
</tr>
</tbody>
</table>

Supplier development spend* (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>9</td>
<td>8</td>
<td>4</td>
<td>6</td>
<td>8</td>
</tr>
</tbody>
</table>

* Includes personal income tax (PAYE), the skills development levy and contributions to the Unemployment Insurance Fund (UIF)

In 2021, BEE procurement accounted for 84% of Kroondal's total preferential procurement

CONTRIBUTING TO SOCIETY

Social investment (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>62</td>
<td>71</td>
<td>79</td>
<td>81</td>
<td>89</td>
</tr>
</tbody>
</table>

Total spent on SLP projects since 2017: R387m

ENVIRONMENT – Air quality

Surface dust generated (tonnes)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>875</td>
<td>1,097</td>
<td>1,621</td>
<td>6,325</td>
<td>6,332</td>
</tr>
</tbody>
</table>

Impact Report South Africa 2021

www.sibanyestillwater.com
One of three Sibanye-Stillwater PGM operations in South Africa, the Rustenburg operation is located in the Bojanala Platinum District Municipality in North West Province. Together with the other two PGM operations, it is a significant economic contributor to the Rustenburg and Madibeng local municipalities. The socio-economic challenges of high youth unemployment, high rates of poverty, income inequality, and poor service delivery have been compounded by the high rates of population growth and rapid urbanisation.

The operation’s first vertical shaft was constructed in 1929. The Rustenburg operation was acquired in November 2016.

In 2021, the Rustenburg operation produced 672,000oz of PGMs (4E), or 38% of total South African PGM production and employs 16,092 people, including 3,283 contractors.
CONTRIBUTING TO EMPLOYMENT

Number of employees (including contractors)

<table>
<thead>
<tr>
<th>Year</th>
<th>Employees</th>
<th>Contractors</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>2,049</td>
<td>1,994</td>
</tr>
<tr>
<td>2018</td>
<td>2,354</td>
<td>2,023</td>
</tr>
<tr>
<td>2019</td>
<td>1,704</td>
<td>1,458</td>
</tr>
<tr>
<td>2020</td>
<td>3,047</td>
<td>2,578</td>
</tr>
<tr>
<td>2021</td>
<td>3,283</td>
<td>2,840</td>
</tr>
</tbody>
</table>

Employment created in the economy in 2021:

Direct jobs: 38,127
Indirect jobs: 9,588

Total paid to employees in salaries and wages since 2017:
R19.5bn

Salaries and wages paid (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>4,154</td>
<td>3,689</td>
<td>3,821</td>
<td>3,450</td>
<td>4,227</td>
</tr>
</tbody>
</table>

Total spent on training and development since 2017:
R820m

Training and development spend (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>138</td>
<td>133</td>
<td>155</td>
<td>165</td>
<td>229</td>
</tr>
</tbody>
</table>

Employee safety and health

Number of fatalities

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2</td>
<td>2</td>
<td>4</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

LTIFR per million hours worked

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>4.57</td>
<td>3.83</td>
<td>4.55</td>
<td>4.74</td>
<td>5.11</td>
</tr>
</tbody>
</table>
**CONTRIBUTING TO ECONOMIC GROWTH**

### Direct contribution to GDP (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>6,686</td>
<td>6,180</td>
<td>7,404</td>
<td>8,197</td>
<td>11,464</td>
</tr>
</tbody>
</table>

*Operating expenditure & Capital expenditure*

### Employee tax contributions* (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>795</td>
<td>685</td>
<td>873</td>
<td></td>
</tr>
</tbody>
</table>

*Includes personal income tax (PAYE), the skills development levy and contributions to the Unemployment Insurance Fund (UIF)*

### Total local and BEE procurement (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>6,649</td>
<td>7,923</td>
<td>8,197</td>
<td>7,404</td>
<td>5,000</td>
</tr>
</tbody>
</table>

*Includes BEE procurement & Other*

### Supplier development spend* (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1,080</td>
<td>1,080</td>
<td>1,080</td>
<td>1,080</td>
<td>1,080</td>
</tr>
</tbody>
</table>

*Includes SLP projects & CSR*

---

**CONTRIBUTING TO SOCIETY**

### Social investment (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>187</td>
<td>298</td>
<td>324</td>
<td>347</td>
<td>337</td>
</tr>
</tbody>
</table>

Total spent on SLP projects since 2017: **R1,725m**

### Environment – Air quality

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1,781</td>
<td>1,403</td>
<td>2,249</td>
<td>1,662</td>
<td>1,038</td>
</tr>
</tbody>
</table>

---

www.sibanyestillwater.com
One of three Sibanye-Stillwater PGM operations in South Africa, the Marikana operation is located in the Bojanala Platinum District Municipality in North West Province. Together with the other two PGM operations, it is a significant economic contributor to the Rustenburg and Madibeng local municipalities. The socio-economic challenges of high youth unemployment, high rates of poverty, income inequality, and poor service delivery have been compounded by the high rates of population growth and rapid urbanisation.

Marikana was first commissioned in 2002 and was acquired by Sibanye-Stillwater in June 2019.

In 2021, the operation produced 765,000oz of PGMs (4E), or 43% of total SA PGM production and employs 21,376 people, including 3,413 contractors.
CONTRIBUTING TO EMPLOYMENT

**Number of employees (including contractors)**

<table>
<thead>
<tr>
<th>Year</th>
<th>Employees</th>
<th>Contractors</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>7,814</td>
<td>3,855</td>
</tr>
<tr>
<td>2018</td>
<td>7,153</td>
<td>3,413</td>
</tr>
<tr>
<td>2019</td>
<td>3,385</td>
<td>2,300</td>
</tr>
<tr>
<td>2020</td>
<td>6,934</td>
<td>1,798</td>
</tr>
<tr>
<td>2021</td>
<td>6,571</td>
<td>1,961</td>
</tr>
</tbody>
</table>

Employment created in the economy in 2021:
- **Direct jobs**: 53,889
- **Indirect jobs**: 10,239

**Salaries and wages paid (Rm)**

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>8,159</td>
<td>8,575</td>
<td>8,880</td>
<td>6,934</td>
<td>6,571</td>
</tr>
</tbody>
</table>

Total paid to employees in salaries and wages since 2017: **R39.2bn**

**Training and development spend (Rm)**

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>170</td>
<td>178</td>
<td>197</td>
<td>228</td>
<td>232</td>
</tr>
</tbody>
</table>

Total spent on training and development since 2017: **R1,005m**

**Number of fatalities**

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>2</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td></td>
</tr>
</tbody>
</table>

**LTIFR per million hours worked**

- 2017: 4.30
- 2018: 4.07
- 2019: 5.04
- 2020: 5.27
- 2021: 7.56

**Note:** Certain information on Marikana is reported for 2017, 2018 and 2019 in full even though Sibanye-Stillwater acquired Marikana in June 2019.

**Employee safety and health**

**Impact Report South Africa 2021**

www.sibanyestillwater.com
CONTRIBUTING TO ECONOMIC GROWTH

Direct contribution to GDP (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2019*</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>8,440</td>
<td>13,232</td>
<td>16,561</td>
</tr>
</tbody>
</table>

Employee tax contributions* (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1,287</td>
<td>1,348</td>
<td>1,618</td>
<td>1,142</td>
<td>1,294</td>
</tr>
</tbody>
</table>

Total local and BEE procurement (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2019*</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>4,364</td>
<td>6,073</td>
<td>4,499</td>
</tr>
</tbody>
</table>

Supplier development spend* (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2019*</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0.33</td>
<td>0.5</td>
<td>0.15</td>
</tr>
</tbody>
</table>

CONTRIBUTING TO SOCIETY

Social investment (Rm)

<table>
<thead>
<tr>
<th>Year</th>
<th>2019*</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>214</td>
<td>355</td>
<td>425</td>
</tr>
</tbody>
</table>

ENVIRONMENT – Air quality

Surface dust generated (tonnes)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>422</td>
<td>255</td>
<td>255</td>
<td>272</td>
<td>263</td>
</tr>
</tbody>
</table>

* 2019 data here is for the seven months from June to December

* Includes personal income tax (PAYE), the skills development levy and contributions to the Unemployment Insurance Fund (UIF)

Total spent on SLP projects since acquisition in 2019: R994m

* 2019 data here is for the seven months from June to December

In 2021, BEE procurement accounted for 71% of the Marikana operation’s total preferential procurement

* 2019 data here is for the seven months from June to December
IMPACTS
BY LABOUR-SENDING AREA
EASTERN CAPE 2021
To honour its commitment to improve the lives of all stakeholders, our socio-economic development roadmap outlines plans to provide long-term support of socio-economic development in host communities and labour-sending communities. In South Africa, our most significant labour-sending area is the Eastern Cape, where historically many employees reside. In 2021, the Eastern Cape was home to some 28% of our South African workforce of 64,034 people (permanent employees).

Our socio-economic contribution in the Eastern Cape includes, among others, projects aimed at improving the teaching and learning environment (building of schools), and livestock improvement and food security programmes. We also provide technical training for livestock farmers to ensure the long-term sustainability of our investments in the province.

The areas in which we are active are the Chris Hani, Alfred Nzo, OR Tambo and Amathole district municipalities. The towns on which we focus have a combined population of around 700,000 and include, among others, Engcobo, Lady Frere, Idutywa and Matatiele.

28% of our South African workforce reside in the Eastern Cape

Value of investment in socio-economic development projects in the Eastern Cape to date: R106.3m
Livestock infrastructure development project

This R8.6m project involved the construction and equipping of six shearing sheds supported by training to empower sheep subsistence farmers in the Eastern Cape. It has boosted economic activity by facilitating the participation of beneficiaries in the commercial wool production value chain with beneficiaries securing an offtake agreement with the Eastern Cape Communal Wool Growers Association. This project has been completed and handed over to the beneficiaries in the villages of Mnxe, Beyele, Esikhobeni, Emamfengwene, Mount Arthur and Bangidlala.

Provision of sanitation

This R16m project aims to promote a healthy living environment, safety, security and dignity for everyone by providing access to proper and safe sanitation facilities. This is done by improving access to basic sanitation and hygiene with the construction of new toilets at seven schools in the Alfred Nzo and OR Tambo district municipalities.

Vegetable tunnels

Our aim with this project is to mitigate the impact of HIV/AIDS by promoting small-scale farming to improve community food security and livelihoods by constructing agricultural tunnels for vegetable production in Silindini village, near the town of Engcobo.

The beneficiaries previously ran the local HIV/AIDS centre and the aim of the vegetable tunnels is to enable them, their families and the local community to be self-sufficient in terms of food.

Other projects underway are:

- A school renovation in Mount Ayliff (R3.0m)
- Construction of three new shearing sheds, Libode (R2.8m)
- Construction of a new school – Skenjana Secondary School, Idutywa (R65.3m)
- Waste recycling project at Komga (R8.6m)
IMPACT REPORT SOUTH AFRICA 2021

www.sibanyestillwater.com

OUR ESG CREDENTIALS
The indices in which we are currently included are:
- FTSE/JSE Responsible Investment
- Bloomberg Gender-Equality Index

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