



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.

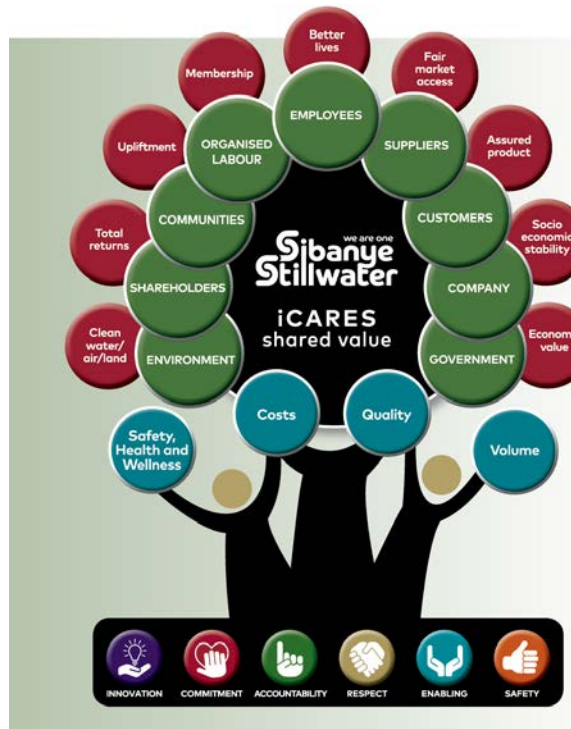
In 2020 Sibanye-Stillwater reviewed the UN SDGs, categorising them by our potential for both positive and negative impact. SDGs are not to be seen as binary (pass or fail targets), but rather as an injunction to implement a sequence of actions which cumulatively impact human developmental in a certain area. It stands to reason that there will be a number of SDGs of relevance to the mining industry, given that mining employs a lot of people and has extensive effects on the environment.

(🌐 See www.sibanyestillwater.com/sustainability/).

In 2021 we refined our approach by viewing them through the lens of our Sustainability strategy, and more specifically, through the lens of our four sustainability themes. These are: Developing a climate change-resilient business; Entrenching long-term economic sustainability; Integrated post-mining economies; Embedding human rights and ethics inside and out; Data driven and considered decision-making.

During 2021 and 2022, we further refined our work and chose one of the 17 UN SDGs as an 'anchor' for each sustainability theme: Developing a climate change-resilient business (13 Climate Action); Entrenching long-term economic sustainability: Integrated post-mining economies (15 Life On Land); Embedding human rights and ethics inside and out (5 Gender Equality); Data driven and considered decision-making (16 Peace, Justice, and Strong Institutions).

The SDG dashboard below demonstrates our progress against the SDGs, and particularly the four 'anchor' SDGs. However, we also include our progress against other secondary SDGs that are relevant in terms of our impacts. The dashboard also demonstrates which stakeholders benefit and how they benefit. As part of our ongoing efforts to track our progress against the SDGs, we are developing a financial model to monitor our investments made to the SDGs, and in particular to the ones that are relevant to our sustainability themes (🌐 See *Integrated report*, www.sibanyestillwater.com/newsinvestors/report/annual/).



Our strategic differentiators	Unique global portfolio of green metals and energy solutions that reverse climate change
Sustainability theme	Developing a climate change-resilient business
13 CLIMATE ACTION 	SDG benchmark: Science-based emission reduction in line with a 1.5°C pathway 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries SDG KPI: CO ₂ e intensity (Refer to SDG 7 below)
Who benefits	The following stakeholders represented on our Umdoni tree: environment, communities, employees, shareholders, company and government
Policy and position statement	ESG policy Position statement: Climate change Position statement: Energy and decarbonisation Position statement: Water conservation and water demand management (🌐 See www.sibanyestillwater.com/sustainability/reports-policies/)



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UN Sustainable Development Goal			Sibanye-Stillwater performance to the primary anchor SDG 13					
SDGs	SDG target	SDG KPI	2022	2021	2020	Year on year	Further detail	
13 CLIMATE ACTION 	13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	Proportion of local governments that adopt and implement local disaster risk reduction strategies in line with national disaster risk reduction strategies	<p>See our Energy and decarbonisation strategy is designed to deliver on carbon neutrality by 2040 and is supported by aligned policies, interim targets, carbon budgets, and linked incentive programmes. See Integrated report, page 190.</p> <p>In 2021 we completed a TCFD diagnostic assessment. Recommendations from the assessment formed the basis of our TCFD project we embarked on early 2023. The focus is on climate-related risks, considering climate-related scenarios (our previous scenarios are from 2019) and enhancing our resilience to climate change. Our annual disclosure to the CDP is the mechanism by which we took the first steps to align with TCFD compliance. See Integrated report, page 232.</p>					<p>Supplementary report: Climate change-related disclosure available at www.sibanyestillwater.com/newsinvestors/report/annual</p>
	13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	Extent to which (i) global citizenship education and (ii) education for sustainable development are mainstreamed in (a) national education policies; (b) curricula; (c) teacher education; and (d) student assessment	<p>We recently entered into a partnership with Gift of the Givers (a humanitarian NGO) to grow the capacity of our SA region to respond to disasters like flooding, which might occur as a result of climate change, page 221 of the Integrated Report.</p> <p>At both the SA gold and SA PGM operations we have trained NGOs, CEF, municipal officials and councillors, school learners and teachers, farmers and farm workers on tailings management in accordance with the social requirements of the Global Industry Standard on Tailings Management. See the tailings management fact sheet.</p>					
7 AFFORDABLE AND CLEAN ENERGY 	7.2: To increase substantially the share of renewable energy in the global energy mix	Renewable energy share in total final energy consumption	Total energy consumption by operation (PJ)				See Integrated report, page 192	
			SA gold	10.42	12.66			↓
			SA PGM	11.66	11.11			↓
			US PGM	2	2.08			↓
			Total energy consumption by source (PJ) Group					
Grid-supplied electricity (Non-renewable)	18.69	20.43	↓					
Grid-supplied electricity (Renewable)	2.13	2.28	↓					
Grid-supplied electricity (Nuclear)	1.11	1.02	↑					
Diesel	1.3	1.26	↑					
Biodiesel	0.02	0.02	↔					
Other	0.8	0.84	↔					
	Production of green metals		Refer to green metals strategic theme and strategic differentiators				See Integrated report, page 32-35	
	7.3 To double the global rate of improvement in energy efficiency	Energy intensity	Energy intensity (GJ/tonne milled)				See Integrated report, page 193	
			SA gold	1.05	0.83	0.93	↑	
			SA PGM	0.302	0.37	0.37	↓	
			US PGM	1.58	1.35	1.4	↑	
			Group	0.48	0.56	0.6	↓	



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UN Sustainable Development Goal			Sibanye-Stillwater performance to the primary anchor SDG 13					
SDGs	SDG target	SDG KPI	2022	2021	2020	Year on year	Further detail	
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	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 ₂ emission per unit of value added	Total CO₂e emissions: Scope 1 and 2 (000t CO₂e)					See Integrated report, page 188
			SA gold	3,272	4,020	3,835	↓	
			SA PGM	3,123	3,023	2,601	↑	
			US PGM	285	259	259	↑	
			Group	6,686	7,302	6,695	↓	
 11 SUSTAINABLE CITIES AND COMMUNITIES	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	Direct economic loss attributed to disasters in relation to global domestic product (GDP)	On 13 June 2022 our US operations have experienced regional floods affecting a widespread region surrounding our operations in Montana. Several bridges in the vicinity of our Stillwater mine were damaged and sections of the primary access road from Nye to the Stillwater mine have been severely eroded, restricting access to the mine and requiring rerouting of water, tailings and other piping. PGM supply from North America was affected by the flooding reducing production from the region by approximately 60k 2Eoz from 2022. The US operations incurred costs of R26 million related to the significant flood event which occurred at the Stillwater mining operations in Montana. See Climate change disclosure supplementary report.					See Our purpose, vision, strategy and values section, in our Integrated report, page 32 and 33 and Q3 operating results booklet
 1 NO POVERTY	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							
 2 ZERO HUNGER	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	Hectares donated for agricultural initiatives					See Integrated report, page 219
			Refer to our BRR project in the Integrated report					
 6 CLEAN WATER AND SANITATION	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	Water use Intensity (kl/tonne treated)					See Integrated report, page 198
			SA gold	1.68	1.56	1.78	↑	
			SA PGM	0.83	0.80	0.9	↑	
			US PGM	0.18	0.13	0.21	↑	
			Group	1.02	1.02	1.18	↑	
Key references	Managing our risks and opportunities within the environment: See Integrated report, page 37 Opportunities: See Integrated report, page 65 Engaging with our stakeholders: See Integrated report, page 74 Remuneration report: See Integrated report, page 261							



Our strategic essential	Embedding ESG as the way we do business
Sustainability theme	Entrenching long-term economic sustainability: Integrated post-mining economies
	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
AB¹	
Who benefits	The following stakeholders benefit - as reference in our Umdoni tree - environment, communities, government and employees
Policy and position statements	ESG policy Position statement: Partnership for development Position statement: Post-mining socioeconomic sustainability and closure



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UN Sustainable Development Goal			Sibanye-Stillwater performance to the primary anchor SDG 15								
SDGs	SDG target	SDG KPI	Performance	2022	2021	2020	Year on year	Further detail			
 15 LIFE ON LAND	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	Total land disturbed by waste rock and stockpiles (Ha)					See Integrated report, page 208			
			SA gold	463.38	463.38		↔				
			SA PGM	686.25	686.25		↔				
			US PGM	35.2	35.2		↔				
			Group	1,190.83	1,184.83		↑				
			Total area covered by tailings (Ha)						See Integrated report, page 208		
			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		↔				
			BDP assessment results, percentage positive as based on hectare equivalents							See our Biodiversity management fact sheet – available at www.sibanyestillwater.com/news-investors/reports/annual	
						% Positive 2022					% Change from baseline
			Mine								
				Beatrix		10					0
				Burnstone		20					0
				Blue Ridge		39					0
				Kroondal		8					0
				Driefontein		14					0
				Kloof		10					0
				Marikana (both)		10					0
				Rustenburg		8					0
				Ezulwini		6					0
				Rand Uranium (Cooke)		5					0
	East Boulder		79		8.85						
	Stillwater		84		10.5						
Total land area protected (Ha)						See Integrated report, page 211					
Group			Not operating in protected land								
Total land rehabilitated (Ha)											
	SA gold		22.6								
	SA PGM		0.0								
	US PGM		43.1								
	Group		71.7								
Closure liability provision (gross closure cost) R million							See Integrated report, page 211				
	SA gold		5,011	4,647	↑						
	SA PGM		6,227	5,506	↑						
	US PGM		1,179	991	↑						
Footprint closure liability								See Integrated report, page 211			
	SA operations Rmillion reduction		717	199	↑						
	SA % liability reduction, based on 2021 baseline		7.06	3	↑						



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SDGs	SDG target	SDG KPI	Performance	2022	2021	2020	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 national and international indexes) in biodiversity assessments	Yes	Yes	Yes		 See our <i>Biodiversity management</i> fact sheet – available at www.sibanyestillwater.com/news-investors/reports/annual
	SDG 12.2 Achieve the sustainable management and efficient use of natural resources	Material footprint: material footprint per capita, and material footprint per GDP	Operating statistics production					See Integrated report, page 4
			SA gold (gold) Koz	621	983	933	↓	
			SA PGM (4E PGM) Moz	1.7	1.6	1.6	↑	
			US PGM (2E PGM) Koz	421	603	593	↓	
			Materials consumed (Group)					See Integrated report, page 205
			Timber (t)	30,358.05	85,018	71,338	↓	
			Cyanide (t) ²	1,409.4	2,979	2,244	↓	
			Explosives (t)	35,867.3	30,525	24,536	↑	
			Hydrochloric acid (t)	1,086.5	1,714.1	3,726	↓	
			Caustic soda (t)	10,210	4,308	5,261	↑	
			Lime (t)	74,748.54	71,438	69,241	↓	
			Cement (t)	39,258.88	45,768	29,468	↓	
			Diesel (kL) ³	34,985.005	34,105	29,539	↑	
			Lubricating and hydraulic oil (kL)	8,014.31	8,476	7,293	↓	
			Grease (t)	96.35	126.5	121	↓	
	12.5 Substantially reduce waste generation through prevention, reduction, recycling and reuse	National recycling rate, tons of material recycled	General waste recycled, reused and refurbished (t)					See Integrated report, page 208
			SA gold	72,745.6	8,261.7		↑	
			SA PGM	46,436.3	23,215.0		↑	
			US PGM	2,891	402.0		↑	
			Total	119,181.9	31,878.8		↑	
			Hazardous waste recycled, reused and treated (t)					See Integrated report, page 208
			SA gold	3,177.38	2,256.54		↑	
			SA PGM	34,794.04	28,817.32		↓	
			US PGM	1	0		↑	
			Total	37,971.42	31,073.86		↓	
	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	Marikana renewal project BRR investment					See Integrated report, page 211



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UN Sustainable Development Goal			Sibanye-Stillwater performance to the primary anchor SDG 15					
SDGs	SDG target	SDG KPI	Performance	2022	2021	2020	Year on year	Further detail
 1 NO POVERTY	1.1 a 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 total government spending on essential services (education, health and social protection)	Total SLP expenditure (R million) by Sibanye-Stillwater					See Integrated report, page 222
			SA gold	146.20	146.0	78.6	↑	
			SA PGM	216.19	200.48	116.4	↑	
 4 QUALITY EDUCATION	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	Human Resource Development (gender split referenced in IR: 165)					See Integrated report, page 162
			Internships	374	354	78,537,799	↑	
			Bursaries	563	691	22,945,245	↓	
			AET (employees)	906	1,295	114,785,814	↓	
			AET (community)	212	463	3,339,305	↓	
			Engineering learnerships	767	700	97,509,953	↑	
			Mining learnerships	847	1,195	85,338,721	↓	
			LO A-Stream	62	55	11,509,402	↑	
			Portable skills (employees)	497	603	3,742,953	↓	
			Portable skills (community)	379	517	1,203,353	↓	
			Leadership development	19,100	16,223	6,400,180	↑	
			Core skills training	405,048	164,088	334,109,206	↑	
			Cadet training	1,048	803	3,092,508	↑	
			Coaches/mentorship training	500	1,148	1,110,702	↓	
			Employee indebtedness (CARE for iMali)	37,797	32,532	2,308,128	↑	
Community maths and science	0	0	0	↔				
Support and research (METF)	0	0	6,762,287	↔				
Other	3,998	37,489	17,167,124	↓				
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	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	Literacy levels					See Integrated report, page 227
			SA gold	94 %	Not measured in 2021	69 %	↑	
			SA PGM	83 %	Not measured in 2021	47 %	↑	
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	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 with a loan or line of credit	Total funds disbursed in support of local entrepreneur development		R160,740,905	R94,314,100	↑	See Integrated report, page 227



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UN Sustainable Development Goal			Sibanye-Stillwater performance to the primary anchor SDG 15						
SDGs	SDG target	SDG KPI	Performance	2022	2021	2020	Year on year	Further detail	
11 SUSTAINABLE CITIES AND COMMUNITIES 	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	Number of company-owned houses sold (total)	306	284	290	↓	See Integrated report, page 169	
	11.4 Strengthen efforts to protect and safeguard the world's cultural and natural heritage	11.4.1 Total per capita expenditure on the preservation, protection and conservation of all cultural and natural heritage, by source of funding (public, private), type of heritage (cultural, natural) and level of government (national, regional, and local/municipal)	Position statement on land management and Position statement on heritage management					See www.sibanyestillwater.com/sustainability/reports-policies/	
6 CLEAN WATER AND SANITATION 	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	Potable water purchased (MI)					See Integrated report, page 197	
				SA gold	5,351	6,288	7,567	↓	
				SA PGM	12,051	12,027	12,372	↑	
				US PGM	69	73.35	140	↓	
				Group	26,502	18,388.35	20,079	↓	
	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 domestic and industrial wastewater flows safely treated	Compliance (%) to the water use licence limits (legal limits)					See Integrated report, page 201	
				Beatrix (treated effluent)	70	75	80	↓	
				Burnstone	94	91	92	↑	
				Driefontein (underground water)	95	99	97	↑	
				Driefontein (treated effluent)	90	85	89	↑	
				Ezulwini (underground water)	60	58	64	↑	
				Kloof (combined underground water and effluent)	92	91	91	↑	
				Kloof (treated effluent)	84	85	84	↓	
				Cooke (underground water)	50	53	51	↓	
				Marikana (treated effluent)	97	93	88	↑	
				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: See Integrated report, page 37 Opportunities: See Integrated report, page 65 Engaging with our stakeholders: See Integrated report, page 74 Remuneration report: See Integrated report, page 261								



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Our strategic differentiators	Inclusive, diverse and bionic Recognised as a force for good
ESG theme	Embedding human rights and ethics inside and out
5 GENDER EQUALITY 	SDG benchmark: Gender balance at all levels of management
Who benefits	Stakeholders as represented on our Umdoni tree: employees, company, communities
Policy and position statements	ESG policy Human Rights Policy Policy Statement: Health and safety Sexual harassment Policy

UN Sustainable Development Goal			Sibanye-Stillwater performance to the primary anchor SDG 5					
SDGs	SDG target	SDG KPI	Performance	2022	2021	2020	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	Sexual harassment policy in place; GBV campaigns	Yes	Yes	Yes		See Integrated report, page 156
	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 occurrence	Number of sexual harassment	24	2			See Integrated report, page 157
	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	% of women per management level at SA operations					See Integrated report, page 158
			Board	30.8	30.8		↔	
			Executive	15.2	13.5		↑	
			Senior management 1	16.0	19.0		↓	
			Middle management 1	28.4	15.3		↑	
			Junior management 1	23.2	26.4		↓	
			Core and critical skills 1	13.3	11.6		↑	
			Non-core 1	41.6	33.5		↓	

Human rights inside: Gender, diversity and inclusivity



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UN Sustainable Development Goal			Sibanye-Stillwater performance to the primary anchor SDG 5					
SDGs	SDG target	SDG KPI	Performance	2022	2021	2020	Year on year	Further detail
10 REDUCED INEQUALITIES 	10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard	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	1	2		↔	See Integrated report, page 157
	10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality	Labour share of GDP, comprising wages and social protection transfers	Country/Region minimum wage per hour as defined by legislation					See Integrated report, page 166
			Average entry employee wage per hour					
8 DECENT WORK AND ECONOMIC GROWTH 	8.5 Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	Average hourly earnings of female and male employees, by occupation, age and persons with disabilities	Country/Region minimum wage per hour as defined by legislation	SA operations 5000	R21.69			See Integrated report, pages 157 and 254
			Average entry employee wage per hour	US operations US\$9.95/hr	8.75			
3 GOOD HEALTH AND WELL-BEING 	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	Proportion of women of reproductive age (15-49) who have their need for family planning satisfied with modern methods	Average entry employee wage per hour	SA operations 22806	R51.29			See Integrated report, pages 157 and 254
			Country/Region minimum wage per hour as defined by legislation	US operations US\$63.08	\$ 55.48			
			Of our top 10% compensated employees, 15.84% are women.					See Integrated report, page 139.

Human rights inside: Gender, diversity and inclusivity



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UN Sustainable Development Goal			Sibanye-Stillwater performance to the primary anchor SDG 5					
SDGs	SDG target	SDG KPI	Performance	2022	2021	2020	Year on year	Further detail
Human rights: Inside – Safety and wellbeing	 3.3 End the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases	Number of new HIV infections per 1,000 uninfected population, by sex, age and key populations	SA operations: HIV, VCT and HAART					See Integrated report, page 142
			VCT test-positive					
			SA gold	267	354	505	↓	
			SA PGM	393	449	326	↓	
			HAART patients alive and on treatment, total employees					
			SA gold	5,824	6,834	7,203	↓	
			SA PGM	8,796	8,326	7,960	↑	
			SA operations: number of new and retreatment cases of TB					See Integrated report, page 141
			TB					
				SA gold	201	249	237	↓
		SA PGM	203	197	257	↓		
		Cardiorespiratory TB						
		SA gold	183	223	202	↓		
		SA PGM	193	183	225	↓		
		SA operations: TB rates per 1,000 employees						
		SA gold	5.7	6.6	6.64	↓		
		SA PGM	4.4	3.99	5.36	↓		
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	Suicide mortality rate	For 2022, the off-site EAP engagement rate at our SA operations was 4.2%. High-risk cases for 2022 constituted 3.7% of the total engagement rate (including employee dependents). This compares to the high-risk cases of 2021 which was at 3.9%. The key drivers for high-risk cases in 2022 were mental health, relationship difficulties and financial problems.					See Integrated report, page 141
		Coverage of essential health services	% employees on medical scheme/medical insurance					See Integrated report, page 139
	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		SA gold	100 %	97 %	22 %	↑	
			SA PGM	98 %	99 %	96 %	↑	
		US PGM	97 %	98 %	100 %			
		Total	99 %					



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UN Sustainable Development Goal			Sibanye-Stillwater performance to the primary anchor SDG 5					
SDGs	SDG target	SDG KPI	Performance	2022	2021	2020	Year on year	Further detail
 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	Fatal and non-fatal occupational injuries per 100,000 workers, by sex and migrant status	Fatal injury frequency rate					See Integrated report, page 134 Sibanye-Stillwater calculates frequency rates: per million hours worked. Total number of accidents x 1,000,000 hours worked.
			SA gold	0.04	0.19	0.06	↓	
			SA PGM	0.03	0.07	0.06	↓	
			US PGM	0.03	0.44	0	↓	
			Total	0.03	0.13	0.06	↓	
			Lost-time injury frequency rate					
			SA gold	4.48	5.72	5.65	↓	
			SA PGM	4.36	6.21	5.37	↓	
			US PGM	4.03	6.77	7.98	↓	
			Total	4.41	6.02	5.56	↓	
	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	Socio-economic development expenditure: Education (SA R million; US - \$)					See Integrated report, page 222
			SA gold	2.39	2.20	3.30	↑	
			SA PGM	25.90	6.44	2.3	↑	
			US PGM	143,740	100,000	59,730	↑	
 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	Number of dependents and beneficiaries supported (injured or fatal injured)					See Integrated report, page 170
			SA gold (Matshediso)	136	134		↑	
			SA PGM (Lonmin Memorial Fund)	90	89		↑	
			SA PGM (Sixteen Eight Memorial Trust)			139		



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UN Sustainable Development Goal			Sibanye-Stillwater performance to the primary anchor SDG 5					
SDGs	SDG target	SDG KPI	Performance	2022	2021	2020	Year on year	Further detail
4 QUALITY EDUCATION 	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, see Social and Labour Plans: Summary of projects in South Africa					See Integrated report, page 221
	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	9.2 Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries	Manufacturing employment as a proportion of total employment	Workforce number				
2 ZERO HUNGER 	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					See Integrated report, page 221 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 environment: See Integrated report, page 37 Opportunities: See Integrated report, page 65 Engaging with our stakeholders: See Integrated report, page 74 Remuneration report: See Integrated report, page 261							



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Our strategic essential	Embedding ESG as the way we do business
Sustainability theme	Data driven and considered decision-making
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	Peace, justice and strong institutions
Who benefits	Stakeholders as per the Umdoni tree: shareholders, company, government
Policy and position statements	ESG policy Code of ethics

UN Sustainable Development Goal			Sibanye-Stillwater performance to the primary anchor SDG 16					
SDGs	SDG target	SDG KPI	Performance	2022	2021	2020	Year on year	Further detail
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	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. See <i>Integrated report</i> , page 20 Security practices aligned to the Voluntary Principles on human rights and security					See Integrated report, page 20, 82 and 230
	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	Anonymous calls in SA and US operation Fraud Breach of company policy# Procurement fraud Corruption Illegal mining Theft of mine property Time and attendance fraud Industrial action Theft of GBM Arson Trespassing Human resource related issues Copper theft Other Total	79 68 10 16 25 19 2 1 4 0 0 3 17 41 289	114 85 10 22 11 13 2 0 7 0 1 13 2 29 312	106 108 6 14 21 14 1 0 6 1 0 8 2 20 309	↓ ↓ ↔ ↓ ↑ ↑ ↔ ↑ ↓ ↔ ↓ ↓ ↔ ↑ ↓	See Integrated report, page 230
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	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	Community and social projects in the SA region to be supported by including free and secure Wi-Fi for employees and free Wi-Fi for surrounding schools and communities					See Integrated report, page 178



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UN Sustainable Development Goal			Sibanye-Stillwater performance to the primary anchor SDG 16					
SDGs	SDG target	SDG KPI	Performance	2022	2021	2020	Year on year	Further detail
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	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.					See Integrated report, inside cover
	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.					See Integrated report, page 231
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	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	Digital transformation investment cost (group)					See Integrated report, page 172
			Rand	R125.1 million	R55 million	R52 million	↓	
17 PARTNERSHIPS FOR THE GOALS 	17.16 Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries	Number of countries reporting progress in multi-stakeholder development effectiveness monitoring frameworks that support the achievement of the Sustainable Development Goals	Responsible mining practices	We have aligned ourselves to the principles of the ICMM, WGC and recently aligned to IRMA all working towards responsible mining practices at the heart of Integrated Reporting requirements.				See Integrated report, page 231
Key references	Managing our risks and opportunities within the environment: See Integrated report, page 37 Opportunities: See Integrated report, page 65 Engaging with our stakeholders: See Integrated report, page 74 Remuneration report: See Integrated report, page 261							



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SIBANYE- STILLWATER'S ALIGNMENT TO THE UNITED NATIONS GLOBAL COMPACT CRITERIA

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.

Our commitment to the Ten Principles of the UNGC is endorsed by the CEO (see 2022 IR, page 14, www.sibanyestillwater.com/news-investors/reports/annual/), and explained across the supplementary documents referenced in this fact sheet. Our ESG relevant policies on human rights, labour, and environment, and our Code of ethics, are available at: www.sibanyestillwater.com/sustainability/reports-policies/

Sibanye-Stillwater seeks to fulfil the Global Compact advanced level requirements on the annual Communication on Progress as part of the 2022 IR. We have aligned to the 2023 Communication on Progress requirements which is part of our supplementary disclosure, the Sustainability content index, see www.sibanyestillwater.com/news-investors/reports/annual/). Our submission to the UNGC online platform will be made by Q2 of 2023.

FOR MORE INFORMATION, CONTACT:

James Wellsted

Executive Vice President:
Investor Relations and Corporate Affairs

Email: ir@sibanyestillwater.com
Website: www.sibanyestillwater.com



To be a leader in superior shared value for all stakeholders