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SOCIAL AND LABOUR PLANS: SUMMARY OF PROJECTS IN SOUTH AFRICA



Sibanye-Stillwater – creating shared value for our communities.

Social and labour plans (SLPs) are a regulatory requirements for socioeconomic development and transformation in South Africa. They are legally-binding commitments and targets set out for a mining right holder as part of the conditions of government-approved mining rights. An SLP lodged with and approved by the Department of Mineral Resources and Energy (DMRE) remains binding on a mining right holder until the issuing of the mine closure certificate or the lapse, cessation or withdrawal of the mining right to which an SLP relates. Non-compliance with SLPs could result in the loss of the mining right concerned. The key elements of the SLPs (in keeping with the broad aims of the Mining Charter) are human resources development (HRD), employment equity, mine community development, procurement, enterprise and supplier development, and financial provisions to fund the commitments.

In this report we provide feedback on 22 SLPs that have been inherited or delivered by Sibanye-Stillwater. The contribution to community development and social services is achieved through infrastructure, skills and economic development projects delivered in collaboration with government and communities. Through inherited and newly developed SLPs, the SA PGM operations have taken responsibility for 109 projects in total since 2013, of which 77 have been completed, 19 are in progress and 13 have not yet started. The SA gold operations have a total of 32 projects, of which seven have been completed, 10 are in progress and 15 are awaiting DMRE approval.



Our SLP projects are derived from the socioeconomic needs of communities and are aligned to the Integrated Development Plans (IDPs) of local municipalities. IDPs are legal instruments for municipal planning, which intersect with national and provincial spheres of government. Infrastructure projects are undertaken in collaboration with relevant government departments, which are responsible for operational and maintenance support once projects are handed over.

Our projects include local economic development (LED) projects – including infrastructure investment and income generating projects – and human resource development (HRD) programmes for community members. These HRD programmes are sometimes referred to as “18.2 programmes”, this is a reference to Section 18.2 of the Skills Development Act (1997), which relates to unemployed learners. The primary aims of LED projects are to:

- Implement sustainable socioeconomic programmes in host communities and areas where the industry historically sourced labour
- Promote enterprise development
- Implement skills-development programmes to promote employability and alleviate poverty
- Assist with the development of social infrastructure (such as schools and clinics/healthcare)
- Improve community environmental management and food security

Shared value

The sustainability of economic projects beyond the SLP cycle is critical. However, these social enterprises are not immune to the economic climate in which they operate. To support their success we enlisted the support of the University of Pretoria’s Centre for Entrepreneurship to support these enterprises in best-practice for entrepreneurial endeavour. Our model is based on shared value, which also requires shared accountability. The aim is to enable these enterprises to sustain themselves, and to generate developmental outcomes and to remain sustainable beyond incubation.

While we cannot guarantee the ongoing success of the projects once we have handed them over, we believe that the commitment of the project owners, the support of government and the partnership with the University of Pretoria will go a long way in assisting these enterprises to position themselves for success and to grow from development projects to sustainable enterprises in the future.

Handover

At the end of the five-year SLP cycle or at completion, projects are handed over to the project participants/beneficiaries and the LED departments at local municipalities or the receiving department. In terms of LED projects, the handover plan takes into account that the project received adequate funding, that the entrepreneurs (participants) received appropriate training, and that they were connected to the relevant markets.

In terms of infrastructure projects, upon completion, projects are handed over to the relevant government department to operationalise and maintain them as part of the IDP. That said, maintenance of infrastructure remains a challenge for government.

CURRENT SLP STATUS

The following SLPs are at varying stages of implementation. The projects include current SLPs, backlog projects inherited from acquired companies, and those awaiting DMRE approval.

SLPs for the SA gold operations:

1. Driefontein SLP (2017–2021)

The Driefontein 2017–2021 SLP was approved in April 2019, and includes various projects that are underway: Blybank multi-purpose hall, farmer out-grower scheme, a nursery, and a manufacturing incubator, which commenced post COVID-19 lockdown. Other projects have been handed over to the beneficiaries. Four shearing sheds were constructed in the Chris Hani district municipality in the Eastern Cape and two additional shearing sheds were constructed in the Emalahleni local municipality and handed over with equipment in 2021. A 2012–2016 SLP backlog project in the Eastern Cape (JS Skenjana senior secondary school in Idutywa) was completed in December 2022. This was a shared SLP project between Driefontein, Kloof and Beatrix.

2. Driefontein SLP (2022–2026)

From July to December 2021, Driefontein conducted a broad-based stakeholder engagement process to identify developmental needs for the mine community, as part of the development section of the 2022–2026 SLP cycle. This SLP was submitted to the DMRE in April 2022 for approval. Engagement continues with the DMRE to finalise its approval.

3. Beatrix SLP (2017–2021)

All local projects have been completed. One project in the Eastern Cape shared with Kloof and Driefontein awaits S93 approval.

4. Beatrix SLP (2022–2026)

The SLP was submitted to the DMRE in April 2022 for approval. Engagement continues with the DMRE to finalise its approval.

5. Kloof SLP (2017–2021)

The Kloof SLP 2017–2021 was approved in November 2019. Out of five projects, two have been completed and three remain in progress. A backlog project from 2012–2016 is in progress and another is partially fulfilled. Sibanye-Stillwater had committed to equip a science laboratory at the newly built Simunye Secondary School, however whilst the school was being constructed, Sibanye-Stillwater donated mobile laboratory equipment to cater for the immediate need. In 2023, the government indicated that no further support is required at the school as government will cover the total cost of the school including the new laboratory therefore and in agreement with the Department of Education, Sibanye-Stillwater can identify a new school to benefit from the balance of the allocated budget for the science laboratory.

A technical and vocational education and training (TVET) college project in partnership with Goldfields and the South Deep Trust, has faced implementation challenges, and is set to be completed in 2025.



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6. Kloof SLP (2022–2026)

The SLP was submitted to the DMRE in April 2022 for approval. Engagement continues with the DMRE to finalise its approval.

7. Cooke 1, 2 and 3 and Ezulwini SLPs (2022–2026)

All projects from the 2012–2016 SLP were completed by 2020. A closure process of underground operations for the Cooke 1, 2 and 3, and Ezulwini shafts was initiated in 2017. However, we have submitted new SLPs for both operations in October 2023 as part of the social closure programme and to give effect to one of our sustainability sub-themes: promoting long-term economic sustainability and postmining economies.

8. Burnstone SLP (2017–2021)

This SLP has not yet been approved by the DMRE. In consultation with Dipaleseng Local Municipality (DLM) and Mpumalanga's Department of Agriculture Rural Development and Environmental Affairs (DARDEA), a farmer production unit project was adopted. Implementation of the project commenced in October 2022 and will be completed in 2024.

9. Burnstone SLP (2022–2026)

The Burnstone broad-based stakeholder engagement process to identify developmental needs for the community for the 2022–2026 SLP cycle) was challenging and delayed due to disruptions of engagements by community leaders and disagreements with the Dipaleseng Local Municipality (DLM). The matter was referred to Mpumalanga DMRE for intervention. The process was reset and the SLP was submitted in April 2022.

10. Southern Free State Wits Gold (2017–2021)

As development of the mine has not commenced, an SLP has not been implemented.

SLPs for the SA PGM operations:

11. Kroondal SLP (2011–2015)

This SLP was inherited (after the acquisition of Aquarius in 2016). Out of five projects, three have been completed, one is in progress and one on hold due to a pending relocation of the community.

12. Pool and share area (PSA) SLP (2016–2020)

As per the pool and share agreement, the LED projects are being implemented by Amplats, with all the other SLP elements to be implemented by Sibanye-Stillwater.

13. Rustenburg SLP (2016–2020)

23 projects have been completed, one is in progress.

14. Rustenburg and PSA SLP (2021–2025)

The SLPs were approved in November 2023 and implementation has commenced in line with implementation plan submitted to the Regulator.

15. Marikana EPL/WPL (SLP 2014–2018)

The Group is implementing the backlog SLP (2014–2018); out of 33 projects, 30 are completed and three are in progress.

16. Marikana – EPL/WPL SLP (2019–2023)

The current SLP was approved in April 2022. Out of 13 projects, four are complete, seven in progress and two not started.

17. Marikana EPL/WPL SLP (2024–2028)

New SLPs for the period 2024–2028 were submitted to the DMRE for approval in December 2023 and engagements continue for finalisation.

19. Marikana Pandora SLP (2023–2027)

New SLPs for the period 2023–2027 were submitted to the DMRE for approval in December 2023 and engagements continue for finalisation.

20. Marikana Messina SLP (2016–2020)

Out of seven projects, six are completed and one is in progress.

21. Marikana Messina SLP (2021–2025)

New SLPs for period 2021–2025 were submitted to the DMRE for approval on 1 April 2022. Awaiting approval from DMRE.

22. Blue Ridge SLP (2019–2023)

A new SLP was submitted for approval on 1 April 2022.



SA GOLD OPERATIONS

PROJECT	STATUS 2023	OUTCOMES	BENEFICIARIES	IMPACTS	BUDGET/SPEND
EASTERN CAPE PROVINCE					
Driefontein, Kloof and Beatrix					
1. Great Kei skills academy¹					
Establishment of agriculture and maritime skills for unemployed youth and other community members of the Amathole district. This project is being co-funded by several parties	<ul style="list-style-type: none"> The original project was deemed not feasible by the stakeholders and the Group was provided with a replacement project; Great Kei Municipality selected a waste recycling project as a replacement. A section 102 amendment was submitted to the DMRE in 2020 and approval was received from the Free State in 2024 and is pending approval from DMRE Gauteng 	<ul style="list-style-type: none"> Even though implementation has continued, formal S102 approval was approved from DMRE Free State and still pending from DMRE Gauteng 	<ul style="list-style-type: none"> Local community in Great Kei Municipality 	<ul style="list-style-type: none"> Job creation and creation of a viable waste management system 	<ul style="list-style-type: none"> Total budget: R8,800,000 Spend to date: R6,777,116 Spend in 2023: R6,427,116
2. Skenjana senior secondary school²					
New school required to replace dilapidated facilities in Idutywa, a labour-sending area, to create an environment conducive to learning	<ul style="list-style-type: none"> The project was completed, and handed over to stakeholders in 2023 	<ul style="list-style-type: none"> Access to educational facilities for approximately 1,600 learners from five feeder schools 	<ul style="list-style-type: none"> Approximately 1,600 learners from five feeder schools Local community will benefit from job and business opportunities during the construction of the school 	<ul style="list-style-type: none"> Access to an environment conducive to learning 	<ul style="list-style-type: none"> Total budget: R30,000,000 Spend to date³: R65,459,749 Spend in 2023 for Driefontein, Kloof and Beatrix: R327,923
GAUTENG PROVINCE					
Driefontein, Kloof and Cooke					
3. Manufacturing incubator¹					
Establishment of incubation hub to train SMMEs	<ul style="list-style-type: none"> The sourcing of implementing partner has been concluded. Part of the incubation will be the identification of opportunities for the local SMMEs in the programme. The incubation will be completed in 2025 	<ul style="list-style-type: none"> Appointment of specialist implementing partner completed, including the identification of additional 16 SMMEs from Merafong 	<ul style="list-style-type: none"> 30 SMMEs in West Rand communities and 16 from Merafong 	<ul style="list-style-type: none"> Skills development Enterprise development Local manufacturing capacity 	<ul style="list-style-type: none"> Total budget: R8,000,000 Spend to date: R773,340 Spend in 2023: R0



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PROJECT	STATUS 2023	OUTCOMES	BENEFICIARIES	IMPACTS	BUDGET/SPEND
GAUTENG PROVINCE continued					
Kloof					
4. Westcol Technical and Vocational Education and Training (TVET) college²					
Sibanye–Stillwater, in partnership with Gold Fields South Deep mine, Westonaria Community Trust, and South Deep Education Trust committed to co-fund the establishment of a TVET college in Westonaria to provide relevant skills for economic activities (backlog project in 2012– 2016 SLP). Other partner are Westcol TVET College and Rand West Local Municipality.	<ul style="list-style-type: none"> The TVET college project in partnership with Goldfields and South Deep Trust, has continued to face challenges in terms of implementation, and is set to be completed in 2025 	<ul style="list-style-type: none"> Education infrastructure Skills development 	<ul style="list-style-type: none"> Communities of West Rand district 	<ul style="list-style-type: none"> Skills development aimed at supporting an alternative economy to mining in the region 	<ul style="list-style-type: none"> Sibanye-Stillwater contributed 14 hectares of land and its financial contribution is R7,100,000 Spend to date (since 2015): R2,481,336 Spend in 2023: R0
5. Resourcing of the business hives in Toekomsrus¹					
Through the resourcing of the centre, Sibanye-Stillwater will equip the community to access necessary information and support skills development	<ul style="list-style-type: none"> Project completed in 2023 	<ul style="list-style-type: none"> Functional information and skills development centre to benefit youth and SMMEs 	<ul style="list-style-type: none"> Youth situated in Toekomsrus 	<ul style="list-style-type: none"> Resourcing information needs and identification of skills required 	<ul style="list-style-type: none"> Total budget: R1,000,000 Spend to date: R731,971 Spend in 2023: R102,572
6. Simunye school¹					
Installation of science laboratory and provision of equipment	<ul style="list-style-type: none"> Mobile laboratory equipment donated to Simunye Secondary School in 2019, and teacher training was done. A new school is being identified to benefit from the balance of the allocated budget as the government has undertaken to equip Simunye Secondary School. If approved by the DMRE, the identified school is expected to be equipped by end 2024 	<ul style="list-style-type: none"> Resourced science laboratory to benefit science students 	<ul style="list-style-type: none"> Learners from Rand West City Local Municipality 	<ul style="list-style-type: none"> Enhanced STEM education 	<ul style="list-style-type: none"> Total budget: R2,000,000 Spend to date: R415,612 Spend in 2023: R0
7. Farmer out-grower scheme¹					
The project entails establishing four agricultural production units on 20 hectares of land allocated by Sibanye-Stillwater (It is linked to the Bokamoso Ba Rona agri-industrial initiative)	<ul style="list-style-type: none"> Appointment of implementing agent concluded; the site establishment and infrastructure development underway; and identification and selection of beneficiary SMMEs to be concluded in 2024 	<ul style="list-style-type: none"> Participating smallholding farmers will be allocated land and linked to commercial farmers who are part of the mega-agriculture development programme 	<ul style="list-style-type: none"> Communities situated in Rand West City 	<ul style="list-style-type: none"> Food security Profitable and sustainable enterprise Job creation (full and part time) 	<ul style="list-style-type: none"> Total budget: R9,467,893 Spend to date: R6,663,889 Spend in 2023: R5,332,254
8. Waste management¹					
The project will apply an integrated approach of protection, restoration and sustainable management of natural resources, to manage waste disposal within the municipality	<ul style="list-style-type: none"> Feasibility study concluded and service provider appointed to implement the recommendations 	<ul style="list-style-type: none"> Improved waste management in Rand West City 	<ul style="list-style-type: none"> Waste management SMMEs in Rand West City 	<ul style="list-style-type: none"> Environmental preservation through waste management Develop sustainable SMMEs Job creation (full and part time) 	<ul style="list-style-type: none"> Total budget: R7,092,427 Spend to date: R1,106,704 Spend in 2023: R66,704



PROJECT	STATUS 2023	OUTCOMES	BENEFICIARIES	IMPACTS	BUDGET/SPEND
Driefontein					
9. Blybank multi-purpose hall¹					
Build a multi-purpose hall to cater for community gatherings (recreational, cultural and educational activities)	<ul style="list-style-type: none"> Construction in progress. Disputes between Joint Venture (JV) partners adversely affected project progress. By December 2023, construction of concrete columns was underway. Project to be completed in 2024 	<ul style="list-style-type: none"> Various community- related uses 	<ul style="list-style-type: none"> Community of Blybank 	<ul style="list-style-type: none"> Access to a social facility to be used as a social centre Educational activities, arts and culture, sports and recreation activities 	<ul style="list-style-type: none"> Total budget: R9,000,000 Spend to date: R5,376,422 Spend in 2023: R4,747,224
10. Establish a nursery¹					
Propagate trees and other seedlings to support food security	<ul style="list-style-type: none"> Land secured and scoped. Implementing agent appointed and site establishment completed. Infrastructure development underway 	<ul style="list-style-type: none"> Germinate seeds and sell seedlings to the community 	<ul style="list-style-type: none"> Communities situated in Merafong City Local Municipality 	<ul style="list-style-type: none"> Food security Environmental management Job creation 	<ul style="list-style-type: none"> Total budget: R3,000,000 Spend to date: R1,536,472 Spend in 2023: R958,272
11. Farmer out-grower scheme¹					
Establishment of four farmer production units on 20 hectares of land, which will be donated by Sibanye-Stillwater. Project aimed at developing small local farmers	<ul style="list-style-type: none"> Land secured and scoped. Implementing agent appointed and site establishment completed. Infrastructure development completed 	<ul style="list-style-type: none"> Participating smallholding farmers will be allocated land and linked to the commercial farmers who are part of the mega-agriculture development programme 	<ul style="list-style-type: none"> Communities situated in Merafong City Local Municipality 	<ul style="list-style-type: none"> Food security Job creation Skills development 	<ul style="list-style-type: none"> Total budget: R10,000,000 Spend to date: R4,208,735 Spend in 2023: R2,894,300
Burnstone					
12. Establishment of farmer production unit¹					
Establish market-driven support for subsistence farmers by creating a transition from subsistence farming to market-oriented production	<ul style="list-style-type: none"> Implementing agent appointed. Site establishment and infrastructure development completed. Project site manager and farm labourers appointed 	<ul style="list-style-type: none"> Link the small-scale farmers to buyers and commercial farmers who have access to markets 	<ul style="list-style-type: none"> Emerging or subsistence farmers in Dipaleseng local municipality 	<ul style="list-style-type: none"> Food security Job creation Skills development 	<ul style="list-style-type: none"> Total budget: R3,500,000 Total spend to date: R3,141,346 Spend in 2023: R2,225,652
FREE STATE					
Beatrix					
13. Road infrastructure¹					
13.1 Various infrastructure development projects will address priorities articulated in the Matjhabeng municipality's Integrated Development Plan	<ul style="list-style-type: none"> The resealing of roads project completed and handed over to the municipality 	<ul style="list-style-type: none"> Skills development Improvement of local road infrastructure 	<ul style="list-style-type: none"> Community members Local businesses During the construction work, 37 temporary jobs were created 	<ul style="list-style-type: none"> Improved Infrastructure for local communities Increased ease of doing business 	<ul style="list-style-type: none"> Total budget: R27,000,000 Spend to date: R27,548,355 Spend in 2023: R0
13.2 Road infrastructure and water reticulation projects in Masilonyana Local Municipality	<ul style="list-style-type: none"> The water reticulation project, which included sewage pipes and 416 household toilets, has been completed and handed over to the municipality. The roads resealing project has been completed 	<ul style="list-style-type: none"> Skills development Improvement of local road infrastructure and water delivery systems 	<ul style="list-style-type: none"> 38 temporary jobs in the water reticulation project created 	<ul style="list-style-type: none"> Improved Infrastructure for local communities Increased ease of doing business 	<ul style="list-style-type: none"> Total budget: R27,000,000 Spend to date: R27,804,177 Spend in 2023: R3,224,680



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PGM OPERATIONS

PROJECT	STATUS 2023	OUTCOMES	BENEFICIARIES	IMPACTS	BUDGET/SPEND
NORTH WEST PROVINCE					
Kroondal operations					
1. Partnership in facilitating Kroondal/Ikemeleng resource centre¹					
1.1 Establishment of digital resource centre	<ul style="list-style-type: none"> The construction of one facility was completed and handed over in 2022; second facility in progress and is expected to be completed in 2024 	<ul style="list-style-type: none"> Establishment of the digital resource centre facility at Lefaragatlhe community, resourcing of the facility with required equipment and materials and technical training for the beneficiaries 	<ul style="list-style-type: none"> Youths from both Lefaragatlhe and Bobuantswa communities 	<ul style="list-style-type: none"> Improvement of ICT in the communities and job creation for the youths 	<ul style="list-style-type: none"> Total Budget: R2,000,000 Spend to date: R1,270,968 Spend in 2023: R23,540
1.2 Formalisation of Ikemeleng Township	<ul style="list-style-type: none"> The project has been completed 	<ul style="list-style-type: none"> Formalisation of Ikemeleng Informal Settlement and transfer to Rustenburg Local Municipality 	<ul style="list-style-type: none"> Rustenburg Local Municipality and Ikemeleng community 	<ul style="list-style-type: none"> Enable access to service delivery by the community and revenue for the municipality 	<ul style="list-style-type: none"> Total Budget: R587,000 Spent to date: R870,681 Spend in 2023: R238,563
1.3 Ikemeleng VIP Toilets	<ul style="list-style-type: none"> The project has been completed 	<ul style="list-style-type: none"> Improvement of sanitation system for Ikemeleng Community 	<ul style="list-style-type: none"> 1,235 households in Ikemeleng township 	<ul style="list-style-type: none"> Improvement of sanitation system for the community 	<ul style="list-style-type: none"> Total Budget: R4,830,006 Spent to date: R1,925,844.30 Spend in 2023: R816,547.30
Rustenburg operations					
2. Enterprise Development (ED) support to the development of the Boitekong Piggery¹					
Expansion of the existing piggery project. It entailed constructing breeding facilities, and buying farmers sows so they can breed their own piglets	<ul style="list-style-type: none"> The project is facing sustainability challenges due to management issues and is being reset with the support of a specialist team 	<ul style="list-style-type: none"> Minimal profits so far 	<ul style="list-style-type: none"> Seven co-operative members (two males and five females) 	<ul style="list-style-type: none"> Our impact study suggests that the this project did not have the desired result 	<ul style="list-style-type: none"> Total budget: R3,400,000 Spend to date: R3,620,789 Spend in 2023: R314,175
3. Installation of high mast light¹					
Installation of high mast light	<ul style="list-style-type: none"> Project was completed during February 2023 Awaiting final Termination of Account Certificate from Eskom Anticipate handover to Rustenburg Local Municipality (RLM) during Q2 2024 	<ul style="list-style-type: none"> Installation of high mast light within RBA area (18) and RLM area (four) 	<ul style="list-style-type: none"> Royal Bafokeng Administration and Rustenburg Local Municipality areas- Lefaragatlha/Bobuantswa, Bokamoso and four RLM informal settlements 	<ul style="list-style-type: none"> Provision of safe environment to the community 	<ul style="list-style-type: none"> Total Budget: R11,800,000 Spend to date: R12,733,390 Spend in 2023: R1,655,324
4. Access road to Tlapa					
Access road to Tlapa	<ul style="list-style-type: none"> The project is completed 	<ul style="list-style-type: none"> Construction of 850m paved access road 	<ul style="list-style-type: none"> Rustenburg Local Municipality, Royal Bafokeng Administration and Tlapa community 	<ul style="list-style-type: none"> To provide a safe walking and good transporting access facility for the community of Tlapa 	<ul style="list-style-type: none"> Total Budget: R5,000,000 Spend to date: R9,005,975.57 Spend in 2023: R8,244,631



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Rustenburg operations <i>continued</i>					
5. Provision of additional classroom at David Brink					
Construction of additional classrooms at David Brink Primary School	<ul style="list-style-type: none"> Professional service consultants appointed, project is underway. To be completed end of 2024 	Construction of Early Childhood Development block	Rustenburg Local Municipality, East End community	To improve the education system	<ul style="list-style-type: none"> Total Budget: R9,600,000 Spend to date: R675,000.00 Spend in 2023: R675,000.00
6. Stormwater Project (Photsaneng)					
Construction of storm water management system at Photsaneng community	<ul style="list-style-type: none"> Professional services consultants appointed and project underway 	Construction of storm water management system at Photsaneng community	Rustenburg Local Municipality, Photsaneng community	To improve the stormwater management system	<ul style="list-style-type: none"> Total Budget: R8,800,000 Spend to date: R405,000.00 Spend in 2023: R405,000.00
7. High Mast Lights					
Installation of High Mast Lights (30M, LED lights at Dinnie Estate)	<ul style="list-style-type: none"> Professional services consultants appointed and project underway 	Installation of High Mast Lights (30M, LED lights at Dinnie Estate)	Rustenburg Local Municipality, Dinnie Estate community	Contribution towards safe environment and possible reduction on crime activities	<ul style="list-style-type: none"> Total Budget: R2,000,000 Spend to date: R112,500.00 Spend in 2023: R112,500.00
8. Support to District Hospital (JST)					
Contribution towards improved health infrastructure and access to health Services	<ul style="list-style-type: none"> Professional services consultants appointed and project underway 	Contribution towards improved health infrastructure and access to health Services	Rustenburg Local Municipality, Rustenburg surrounding communities	Access to health services and improved infrastructure	<ul style="list-style-type: none"> Total Budget: R6,000,000 Spend to date: R158,895.00 Spend in 2023: R158,895.00
9. Mfidikwe Clinic Generator					
Mfidikwe Clinic Generator	<ul style="list-style-type: none"> Project completed 	Provision of furniture and basic renovations	Department of Health, Mfidikwe Community	Improved health care services for the community of Mfidikwe	<ul style="list-style-type: none"> Total Budget: R400,000 Spend to date: R286,133.38 Spend in 2023: R58,800.13
Marikana operations					
10. Subsistence agriculture					
Subsistence Agriculture	<ul style="list-style-type: none"> The infrastructure component is complete Livestock improvement programme delayed owing to dry weather condition and resultant unfitnes of cattle to under go artificial insemination. Our Partner, Agricultural Research Council (ARC) is considering viable options 	<ul style="list-style-type: none"> Construction and equipment of breeding camps 	<ul style="list-style-type: none"> Local livestock farmers 	<ul style="list-style-type: none"> Improved breed for commercialisation Creation of jobs, 30 temporary jobs created 	<ul style="list-style-type: none"> Total budget: R6,500,000 Total spend to date: R4,943,515 Spend in 2023: R48,000
11. Bee farming – honey production					
Bee farming	<ul style="list-style-type: none"> The project harvested 150kg of honey in 2023. The project is being commercialised with the support of the University of Pretoria and handover is planned for end 2024 	<ul style="list-style-type: none"> Training on bee farming, procurement of bee hives, production and sale of honey 	<ul style="list-style-type: none"> Five beneficiaries from Bapo Ba Mogale community 	<ul style="list-style-type: none"> Income generation for five local beneficiaries 	<ul style="list-style-type: none"> Total budget: R3,600,000 Total spend to date: R1,549,757 Spend in 2023: R869,752



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Marikana operations <i>continued</i>					
12. Rhode school upgrade					
Rhode school upgrade	<ul style="list-style-type: none"> Completed in June 2023 	<ul style="list-style-type: none"> Renovation of two blocks of classrooms, one old heritage classroom, kitchen, ablution facilities and construction of a septic tank 	<ul style="list-style-type: none"> Eastern Cape Department of Education 655 learners 12 educators 	<ul style="list-style-type: none"> Improved environment for provision of quality education, teaching and learning 	<ul style="list-style-type: none"> Total budget: R4,500,000 Total spend to date: R4,309,439 Spend in 2023: R3,908,639
13. Bapong and Wonderkop Clinics sewage system upgrade					
Upgrade of Bapong and Wonderkop clinics sewage systems	<ul style="list-style-type: none"> Completed in December 2023 	<ul style="list-style-type: none"> Construction of a new septic tank at Bapong Clinic Extension of existing septic tank at Wonderkop Clinic 	<ul style="list-style-type: none"> Department of Health 	<ul style="list-style-type: none"> Improved sanitation system Improved environment for provision of health services 	<ul style="list-style-type: none"> Total budget: R3,000,000 Total spend to date: R1,759,255 Spend in 2023: R1,509,015
14. Tebogo primary school upgrade					
Upgrade of Tebogo primary school	<ul style="list-style-type: none"> Completed in March 2023 	<ul style="list-style-type: none"> Renovation of existing mobile classrooms, kitchen, constructions of a guard house and construction of ablution facilities for Grade R learners 	<ul style="list-style-type: none"> Department of Education 	<ul style="list-style-type: none"> Improved environment for provision of quality education, teaching and learning 	<ul style="list-style-type: none"> Total budget: R4,000,000 Total spend to date: R3,169,198 Spend in 2023: R1,342,370
15. Sonop primary school upgrade					
Upgrade of Sonop primary school	<ul style="list-style-type: none"> Completed in March 2023 	<ul style="list-style-type: none"> Repairs of the roof of the admin building, construction of a staffroom, provision of mobile classrooms for Grade R learners and construction of a precast perimeter fence 	<ul style="list-style-type: none"> Department of Education Communities and vulnerable people mostly benefiting from this project 	<ul style="list-style-type: none"> Improved and safe environment for provision of teaching and learning 	<ul style="list-style-type: none"> Total budget: R5,000,000 Total spend to date: R4,762,235 Spend in 2023: R937,024
16. Conversion of Marikana clinic into community health centre²					
Construction of Marikana Community Health Centre	<ul style="list-style-type: none"> Phase 1 of the project completed in June 2023 and phase 2 of the project is underway and is expected to be completed in Q1 2025 	<ul style="list-style-type: none"> Access to improved 24-hour health and social services 	<ul style="list-style-type: none"> Recipients of 45 short-term jobs 19,522 community members from Marikana and surrounding areas 	<ul style="list-style-type: none"> Improved access to health and social services 	<ul style="list-style-type: none"> Total budget: R24,513,970 Total spend to date: R28,943,578 Spend in 2023: R5,938,573



INNOVATION



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY

PROJECT	STATUS 2023	OUTCOMES	BENEFICIARIES	IMPACTS	BUDGET/SPEND
Marikana operations <i>continued</i>					
17. Construction of Leokeng and Majakaneng schools²					
17.1 Construction of new school and sports field in Leokeng/Bapong	<ul style="list-style-type: none"> Project completed in March 2022 Due to natural cause the roof was repaired and completed 2023 The repaired costs were included in a contract agreement of another project. 	<ul style="list-style-type: none"> Construction of a new school with 20 classrooms, a computer laboratory, science laboratory, library, administration block, kitchen and sports fields 	<ul style="list-style-type: none"> 720 learners Recipients of approximately 18 permanent jobs and 96 temporary jobs 	<ul style="list-style-type: none"> Improved and easy access to a safe school infrastructure and improved recreation facilities Improved education 	<ul style="list-style-type: none"> Total budget: R38,350,000 Total spend to date: R36,732,233 Spend in 2023: R0
17.2 Construction of new school and sports facilities in Majakaneng	<ul style="list-style-type: none"> Project completed in December 	<ul style="list-style-type: none"> Construction of a new school with 20 classrooms, administration block, hall, Grade R classroom and construction of new sport facilities 	<ul style="list-style-type: none"> 720 learners and educators Temporary job creation during construction 	<ul style="list-style-type: none"> Improved and easy access to a safe school infrastructure and improved recreation facilities Improved education 	<ul style="list-style-type: none"> Total budget: R38,350,000 for school and R39,700,000 for sport facility Total spend to date: R38,343,008 Spend in 2023: R281,401
18. Bapong and Modderspruit bulk water supply²					
Construction of bulk water pipelines and installation of water storage facilities in Bapong and Modderspruit	<ul style="list-style-type: none"> Company has completed its portion of the project. However, project remains incomplete due to the local municipality not fulfilling its obligations on the finalisation of the project. Matter has been escalated and if government completes its portion, the project will be completed in 2024 	<ul style="list-style-type: none"> Drilling of borehole and pipelines to an existing reservoir 	<ul style="list-style-type: none"> Approximately 20,000 community members Recipients of approximately 46 temporary jobs 	<ul style="list-style-type: none"> Improved bulk supply to access clean water 	<ul style="list-style-type: none"> Total budget: R16,890,000 Total spend to date: R12,788,526 Spend in 2023: R813,854
19. Dithabaneng Clinic					
Dithabaneng Clinic: Construction of a clinic in partnership with the Department of Health	<ul style="list-style-type: none"> Site handed over to the appointed Contractor, however there has been delays owing to the tribal disputes on land earmarked for the construction. The project has been reset and is expected to be completed in Q1 2025 	<ul style="list-style-type: none"> Construction of a new clinic at Dithabaneng Village 	<ul style="list-style-type: none"> Social and Health services delivery to Dithabaneng and surrounding communities 	<ul style="list-style-type: none"> New health care facility to enable better health care services 	<ul style="list-style-type: none"> Total budget: R6,900,000 Total spend to date: R1,397,539 Spend in 2023: R520,000

¹ New or current SLP

² Backlog from previous SLP

Numbers quoted exclude value-added tax (VAT)

³ The project is a historical backlog from Generation 1 SLP and the expenditure takes into cost escalations in line with project requirement



The projects outlined above include only those that were in scope in 2023, full details of approved SLPs are available on www.sibanyestillwater.com/sustainability/community



For more information on our actions to minimise our environmental impact, please refer to the 2023 Integrated report, www.sibanyestillwater.com/news-investors/report/annual

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OUR VISION:

To be a leader in superior shared value for all stakeholders