

SOCIOECONOMIC DEVELOPMENT

WHAT WE DID IN 2023

SUCCESSSES


- Sibanye Foundation funded the first projects in SA and EU regions
- Agreement with the National Department of Cooperative Governance and Traditional Affairs (CoGTA) to enable capacity building programmes for local government
- US and SA regions completed their first human rights due diligence assessments, and have started integrating human rights risks into management plans from 2024

CHALLENGES


- Sociopolitical challenges exacerbating poverty and unemployment around operations in South Africa
- Community safety and health



TARGETS AND KEY OBJECTIVES

	Status	See 
Group		
<ul style="list-style-type: none"> • Equivalent of 1.5% of declared dividends to be invested in social upliftment projects 	In progress	Page 214
SA region		
<ul style="list-style-type: none"> • Collaborated with CoGTA on capacity building programmes for our host municipalities 	In progress	Page 218
<ul style="list-style-type: none"> • Mining Charter III: minimum of 70% of total mining goods procurement spend on SA-manufactured and SABS-approved goods 	Met	Page 223
<ul style="list-style-type: none"> • Mining Charter III: 5% (of the 70%) of total mining goods procurement spend on women- or youth-owned or -controlled companies 	Not met	Page 223
<ul style="list-style-type: none"> • Socioeconomic coalition agreement with multiple stakeholders towards the development of post mining economies 	In progress	Page 218

ALIGNMENT WITH SDGs

1, 2, 3, 4, 5, 8, 9, 12, 16, 17 

Our sustainability themes:

Entrenching long term economic sustainability: integrated post mining economies

See *Progressing the UN's SDGs*, www.sibanyestillwater.com/newsinvestors/reports/annual 

MATERIAL MATTERS

- M3** Licence to operate
- M6** Sociopolitical

SOCIOECONOMIC DEVELOPMENT continued

APPROACH

While our US, EU and Australian regions are characterised by relatively good socioeconomic conditions, the same cannot be said for the SA region, where host communities and government look to Sibanye-Stillwater for basic services.

This is reflected in at least three of our material issues: Sociopolitical instability; Water management; and Energy supply/security. South Africa suffers from high levels of unemployment, poverty and inequality, which of course puts pressure on businesses to fulfil the role of government. Our presence in each operating region brings direct and indirect positive impacts and benefits that will be felt throughout our tenure as well as beyond mining.

Therefore our social sustainability strategy involves:

- Leveraging assets for impact
- Economic sustainability
- Stakeholder engagement



(See *Social, Ethics and Sustainability Committee, Chairman's report*, page 181).

Employee volunteerism

Employees can participate in the Employee Volunteerism Scheme through financial contributions that will be matched by Sibanye-Stillwater. In 2023, a total of R363,385.80 was donated (R446,184 in 2022) by employees, this in addition to the Group's R1 million seed fund. Furthermore, employees contributed 51,000 minutes (36,022 minutes in 2022) in volunteering time to assist communities. Various initiatives were implemented, of which many focused on vulnerable stakeholders. These initiatives include the mitigation of gender-based violence and femicide (GBVF) and support of early-childhood development. Partnerships are a key part of our strategy and for example we partnered with the Merafong Local municipality, the South African Police Services, the Departments of Health and Social Development and a local NGO to observe International Men's Day and work with men on the issue of male suicide and GBVF.

The Sibanye Foundation NPC registration was completed in H2:2023 with a total allocation to date of R212 million of which the SA and EU regions utilised R42 million. The majority of the projects that the SA region will embark on utilising the Foundation's investment are focused on education. The Group also partnered with Breadline Africa and Gift of the Givers, an international humanitarian organisation to improve quality of learning at disadvantaged schools around our operations in SA.

SA region: Social and labour plans and mining charter

In South Africa our commitment to socioeconomic development is regulated through social and labour plans (SLPs). According to South Africa's Mineral and Petroleum Resources Development Act (2002), the state is the custodian of the country's mineral resources, to the benefit of all citizens.

The role of the Department of Mineral Resources and Energy (DMRE), amongst others, is to ensure that mining generally benefits the people of the country, and specifically benefits employees surrounding communities. In other words, the DMRE manages mining rights, and one of the ways it does so is through SLPs.

When a company applies for a mining right it must include a SLP in its application, demonstrating how it plans to benefit employees and local communities and/or labour sending areas. In drawing up the SLP, the mining company must consult with those communities

whom it plans to benefit. Once the DMRE approves the application, then the SLP becomes a legally-binding commitment. The mine owner must then submit annual reports to the DMRE on SLP progress, and it must submit new SLPs every five years, noting that SLPs have a five-year lifecycle. The SLP should be aligned to Municipal Integrated Development Plans and to the National Development Plan.

The main areas of the SLP are:

- Mine community development
- Human resources development (HRD)
- Employment equity
- Procurement, enterprise and supplier development
- Housing and living conditions
- Management of downscaling and retrenchment

Although Sibanye-Stillwater invests in socioeconomic interventions that fall outside of SLPs, SLPs are the most important aspect of our socioeconomic commitments, in terms of both expenditure and reputational risk/opportunity.

Of the 109 mine community development projects at our SA PGM operations, 77 have been completed, 19 are in progress and 13 have not yet started. At our SA gold operations, out of 32 projects, seven have been completed, ten are in progress and 15 were submitted to the DMRE in 2023 and await approval. On closure of the mine, or scaling back of mine activity, the mine owner should ensure its SLPs are complete, and it should impart skills for its workforce and communities to build a sustainable economy post-mining.

To ensure transparency, SLPs are translated into Setswana, Sepedi, isiXhosa and other local languages, and shared with stakeholders at different platforms. See *Social and Labour Plans: Summary of projects in SA*, www.sibanyestillwater.com/news-investors/reports/annual/; See *Social and Labour plans: Summary of projects in South Africa fact sheet*.



South African mining companies must also adhere to the Mining Charter III (a guiding policy to transform the South African mining industry) targets and to the Broad-Based Black Economic Empowerment Act 53 of 2003, aimed at facilitating economic participation of historically disadvantaged persons (HDPs).

Consultation process

Mining Charter III requires a broad engagement approach that includes segments of communities (women, youth, traditional leaders, NGOs, and vulnerable people such as women and people living with disabilities) in addition to the alignment with Integrated Development Plans developed by government.

New projects must be accompanied by a stakeholder engagement plan to ensure that we keep all relevant parties updated on how projects are developed.

Through our open-door policy any member of the community can contact a representative of the Group, ask for support/advice, or request information in line with POPI Act. They can also engage the company in person at quarterly community engagement forum, as well as other ad hoc engagement platforms.

SOCIOECONOMIC DEVELOPMENT continued

US region: Good Neighbor Agreement

In 2000, Stillwater signed the Good Neighbor Agreement (GNA) with three local organisations, the Northern Plains Resource Council, the Stillwater Protective Association, and the Cottonwood Resource Council. The GNA contractually binds Sibanye-Stillwater to certain responsible mining commitments and hold the company to a higher standard than required by federal and state regulatory process. Social upliftment is part of the US and Montana regulatory structures, and is included in permitting requirements and tax structures. Every ounce of metal we produce provides specific financial benefits to local counties.

Montana's Hard-Rock Mining Impact Act (HRMIA 1981) ensures that large-scale mineral developments do not burden local taxpayers.



For further information, see *The Good Neighbor Agreement fact sheet* www.sibanyestillwater.com/news-investors/reports/annual

AUS region: Gulf Communities Agreement

Century operations is a party to the Gulf Communities Agreement (GCA). This "native title agreement" was established in 1997 in connection with the grant of the mining lease at Century operations and contains the benefits that are shared with traditional owners of the lands impacted by the mining operations. The GCA includes a requirement for the establishment of the Aboriginal Development

Benefits Trust. The trust receives funding from Century operations to enhance Aboriginal economic development in the Gulf Communities.

EU region: Public consultation for new industrial projects

In Europe, the environmental permitting application process of most of mining and industrial projects typically includes an important phase of public consultation. Local stakeholders are asked to provide opinion and their feedback plays an important part in determining the nature of the permit. Sandouville and Keliber have successfully completed this process.

SA REGION: B-BBEE VERIFICATION

The Group supports and contributes to an inclusive economy where all have equal opportunity to decent livelihoods. The SA region completed B-BBEE verification and scored level 6 (which is an improvement from level 7 in 2022).

Our priority is to continue contributing to socioeconomic development, and to improve our enhanced performance in this area, giving effect to our vision of superior shared value for all stakeholders.

B-BBEE Scorecard

Element	Points	2023 Scoring	2022 Scoring	Comment
Ownership	25	19	15.73	+3.27
Management control	19	10.17	8.84	+2.03
Skills development	20+5 bonus points	10.17	10.87	-0.7
Procurement	27+2 bonus points	25.95	26.24	-0.29
Supplier development	10+1 bonus point	2.80+1	0.70+1*	2.1
Enterprise development	5+1 bonus point	0.53+1	0.70+1*	-0.17
Socioeconomic development	5	5	5	0
Total	111+9	75.62	70.08	+5.54
B-BBEE level		5	6	
Discounting applied		Yes	Yes	
Recognised B-BBEE level		6	7	



* Indicates scores below minimum targets, see page 224 relating to our enterprise development and supplier development programme

ACCOUNTABILITY, GOVERNANCE AND ASSURANCE

GOVERNANCE

ACCOUNTABILITY

Board

- Social, Ethics and Sustainability Committee
- Audit Committee

Executive Committee and C-suite

- The Chief Sustainability Officer holds the Group accountable for social performance and reports to the CEO
- Each region has an executive or VP position holding oversight responsibility for stakeholder relations and socioeconomic development programmes
- The management-led Social licence to operate committee reports to management in the SA region and is responsible for monitoring the impact of Sibanye-Stillwater's socioeconomic activities at all SA operations, in support of our social licence to operate
- Internal governance of SLPs is undertaken through multi-stakeholder forums at our mining operations
- Each region has an implementation structure for social commitments
- Sibanye Foundation with appointed trustees

RELEVANT LEGISLATION AND REGULATIONS

(list not exhaustive, only key regulations listed)

South Africa

- Mineral and Petroleum Resources Development Act 28 of 2002
- Broad-Based Black Socio-Economic Empowerment Charter for the South African Mining and Minerals Industry (Mining Charter III), 2018
- Codes of Good Practice on Broad-Based Black Economic Empowerment (B-BBEE)

United States

- Montana's Hard-Rock Mining Impact Act (1981)

Europe

- German Act on Corporate Due Diligence Obligations for Prevention of Human Rights Violations in Supply Chains (*Lieferkettensorgfaltspflichtengesetz* or "LkSG")
- European union's Corporate Sustainable Due Diligence Directive

Finland

- Act on the Contractor's Obligations and Liability when Work is Contracted Out (1233/2006)

Australia

- Native Title Act 1993 (Cth)
- Modern Slavery Act 2018 (Cth)
- Aboriginal Cultural Heritage Act 2003 (Qld)
- Torres Strait Islander Cultural Heritage Act 2003 (Qld)
- Aboriginal Heritage Act 1975 (Tas)

ASSURANCE AND REVIEWS

Group

Various independent and self-assessment reviews are performed against responsible mining principles, including IRMA, ICMM and WGC.

At the SA and US regions, independent third-party human rights due diligence assessments were performed.

SA region

Regulatory inspections are performed by the DMRE on various regulatory elements.

Audits relating to specific material social performance areas are performed by Internal audit and externally assured (limited assurance) by KPMG (See *Statement of assurance, page 285*).

The social performance advisory committee (which includes external experts) reviews the implementation of the social sustainability strategy.

Key supporting policies and policy statements:

- ESG policy
- Position statements on partnerships for development, and on indigenous people and mining, detailing technical requirements for policy commitments. See www.sibanyestillwater.com/about-us/governance
- A stakeholder engagement policy statement guides engagement supported by grievance mechanisms
- SA region: social performance toolkit

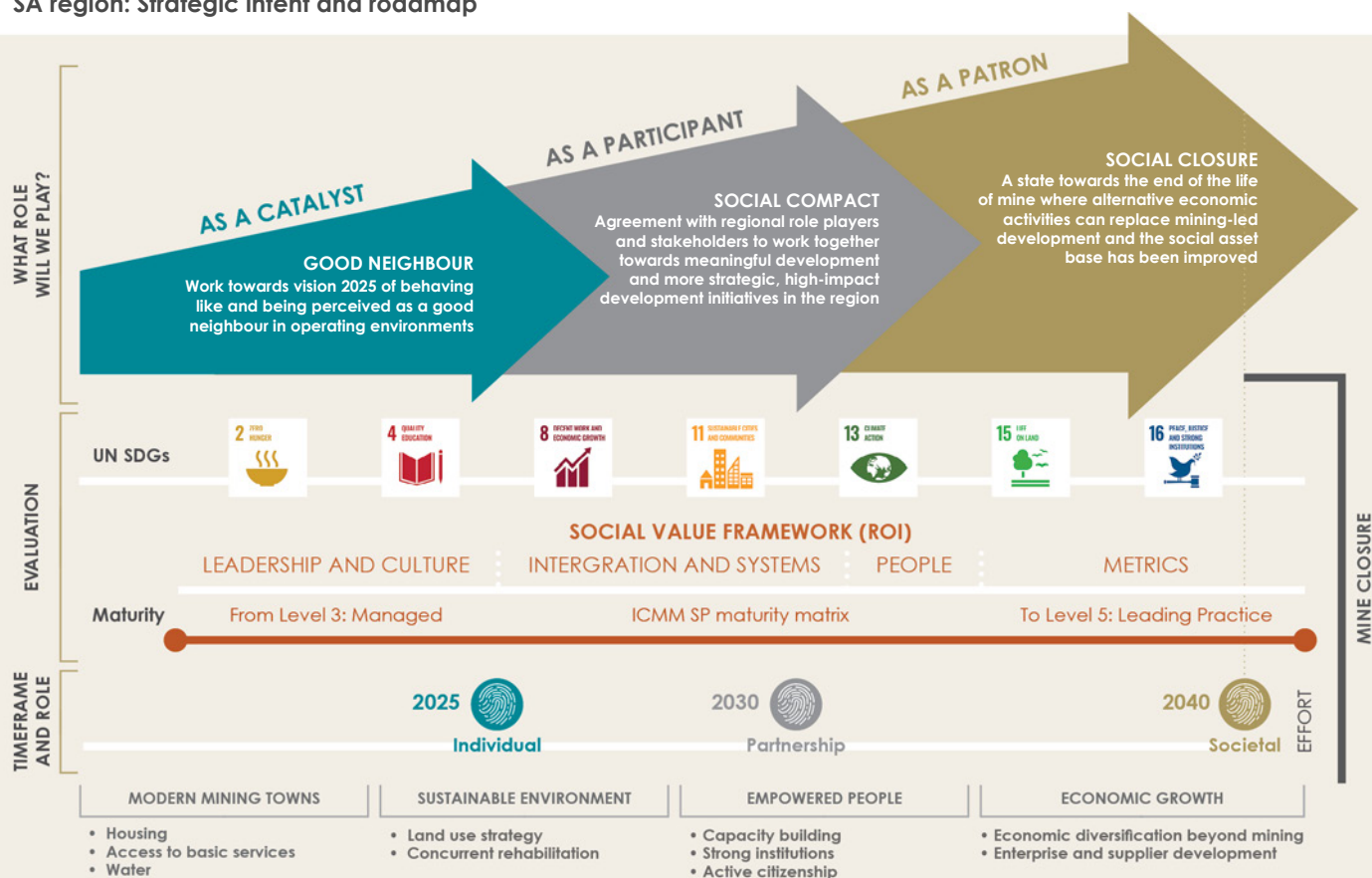
STRATEGY

SA region

The Group's vision is to be a leader in superior shared value for all stakeholders. In terms of our social closure commitments, this superior shared value has four pillars:

1. Modern mining towns: building and improving infrastructure that will support prosperity for communities during mining operations and after mine closure.
2. Sustainable environment: reduce negative impacts on the environment; post-closure, reverse damage done; work with local partners to rehabilitate the environment.
3. Economic development: build alternative, parallel economies that will exist beyond the life of mine. Crucial to this is the development of enterprises in adjacent and alternative industries to mining.
4. Empowered people: focus on development needs of key stakeholders that can drive sustainable transformation.

SA region: Strategic intent and roadmap



PERFORMANCE

SA region

Facilitating a just transition to sustainable post-mining economies

Over decades, mining – while contributing immensely to livelihoods – has created dependency, whereby mine closure leaves communities with limited economic prospects.

Our vision for post-mining is shared value, which includes socioeconomic upliftment and sustainable alternative economies. We have a number of projects at different stages of implementation, which are part of a broader thrust to surpass compliance requirements around social closure, and to help diversify the economies of mining towns.

The first step is to establish a baseline of the socioeconomic status of the communities and the state of the natural environment.

Our socioeconomic status assessments consider population size, employment levels, migration patterns, education levels, poverty and inequality, service delivery of basic needs (water and electricity), priorities of the municipalities, as well as the land and spatial aspects of the area. This provides insight into what is required to create a feasible, substitutive economy post-mining, dovetailing with UN SDG 1 (the eradication of poverty in all forms, everywhere), and with UN SDG 1a, which calls for the mobilisation of resources for developing countries to end poverty.

The mine closure strategy includes a detailed roadmap to closure planning, integrating social closure. We also consider land use scenarios and the utilisation of land for alternative economies. (See *Land management*, page 210, page 218).

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SOCIOECONOMIC DEVELOPMENT continued

Collaboration and partnerships

In addition to delivering SLPs and socioeconomic programmes, the SA region continues to pursue opportunities to collaborate with government and development partners to support institutional capacity in delivering basic services. Engagements on a broad-based municipal capacity agreement were concluded with the signing of a formal partnership agreement with the Department of Cooperative Governance and Traditional Affairs. Host municipalities and communities will benefit greatly from this programme.

The SA region has also initiated programmes on gender-based violence and femicide (GBVF) and on community health, with pilot projects at Marikana and Rustenburg. In partnership with Sibanye-Stillwater through the GBV programme 86 faith-based leaders received training, who are now implementing GBV programmes to bring positive social changes within their local churches, communities, clinics, schools and other institutions. Out of these, 71 churches have been designated as GBV support centres. In addition to capacity building, we are participating in the Minerals Council led partnership with the National Prosecuting Authority Sexual Offences and Community Affairs (NPA SOCA) unit and the GBVF Response Fund. In 2023, we pledged R750,000 to the NPA SOCA in support of establishing the Thuthuzela Care Centre in Merafong Local Municipality to serve the community and mine employees.

Leveraging land for impact**Land Strategy**

Our land management strategy is focused on realising value from the land we own, both for ourselves and our stakeholders. In the SA region, we seek to leverage land to create sustainable post-mining economies while ensuring concurrent rehabilitation. To realise the objective of the land strategy, we have developed a Land Management Master Plan to accurately identify where value can most appropriately be unlocked.

In 2019 we set up the Bokamoso Ba Rona (BBR) Programme, a mega agri-industrial programme aimed at creating jobs and sustainable industries in the West Rand. Partnerships with the government, private sector and funders has resulted in unlocking value through commercial agri-industrial programmes. Due to programme implementation challenges, BBR has since been restructured to facilitate more efficient decision making and project delivery. We anticipate that this restructure will provide an appropriate platform for more effective implementation of projects that create value for both ourselves and our stakeholders, as contemplated in our land management strategy.

Our aim is to create sustainable economic programmes that will outlive the life of our operations and we do this through partnerships with key industry players to catalyse and grow the local economies through meaningful programmes using our land as an enabler. See also the Group impact supplement,



www.sibanyestillwater.com/news-investors/reports/annual/

We continue to deal with illegal land invasions which we respond to using formal legal processes. All land claims on our properties are managed through a formal legal process.

Economic development projects**Solar Photovoltaic project**

As part of our commitment to a just energy transition and supporting Government's efforts to achieve its renewable energy goals, we have made 1,348 hectares of land available for the development of the Merafong Local Municipality's Solar Photovoltaic Cluster Project. This is a partnership comprising the Far West Rand Dolomitic Water Association, Sibanye-Stillwater, the Merafong Local

Municipality, the Gauteng Infrastructure Finance Agency and Independent Power Producers. The project is aligned with the Gauteng Government's Green Strategic Programme and Energy Security Strategy in that it has the potential to produce 1,034 MW and will create up to 600 employment opportunities. Agreements are currently being negotiated with the Independent Power Producers to give effect to the future construction of solar plants on our land.

Training and Development

In order to promote the development of emerging farmers, we will be donating 1,004 hectares of land and buildings to the University of South Africa located in the West Rand District Municipality. The land and infrastructure will be utilised for purposes of an agriculture experiential farm, including practical training programmes that will be carried out for both undergraduate and postgraduate students, using cutting-edge research and applied sciences. In addition, the farm will also be used to provide agricultural training to ex-mine workers and local schools, thereby facilitating the upskilling and empowerment of members of the local communities in preparation for a post-mining agricultural economy. This project is aligned with our land management strategy for regional economic diversification in the West Rand.

Special Economic Zones

Special Economic Zones (SEZ's) within South Africa are geographic areas designated for targeted economic activities, with a view of promoting national economic growth and exports. Support measures implemented within the SEZ's are designed to attract both domestic and foreign investments, as well as facilitate the development of technology. In 2023, we made 84 hectares available for the West Rand SEZ and assessments are currently being carried out in our PGM and Gold segments to make further land available for the establishment of additional SEZ projects.

Agriculture

Job creation and economic programmes are central to our strategy, and we currently have allocated and entered into lease agreements with local commercial farmers covering around 10,000 hectares to allow for agricultural activities to take place on our land. This includes agriculture programmes implemented as part of the Social and Labour Plan

Marikana Agriculture Hub and Safe-Hub

As part of developing an integrated agricultural cluster in Marikana, 16 hectares of land and infrastructure has been made available for the Marikana Agricultural Hub. The project comprises crop production, egg laying, recycling and a Social Employment Programme. The project was officially launched on 12 May 2023 with the aim of advancing socioeconomic development in communities through agriculture. See Group impact supplement 2023, www.sibanyestillwater.com/news-investors/reports/annual/

A further 8.8 hectares of land has been made available in Wonderkop Marikana for the establishment of a D-Lab by DBSA and Amandla aimed at providing raining and skills development for youth and the surrounding community in employment readiness, after school programmes, agriculture and business development.

Beatrix animal husbandry project

The primary objective of the project is to formalise informal farming activities on site with the ultimate development of commercial farming opportunities, to limit the impact of livestock at our operations and ultimately relinquishing land to beneficiaries. Up to 430 hectares of land have been made available for the first phase

SOCIOECONOMIC DEVELOPMENT continued

of the project. See Group impact supplement 2023, www.sibanyestillwater.com/news-investors/reports/annual/

Land for human settlements and social amenities

There are several land portions currently in the process of being transferred as part of the donation of land to the government for the delivery of a number of socioeconomic upliftment programmes and service delivery within the Gauteng and Mpumalanga Provinces: A total of 816 hectares has been allocated for donation to local municipalities. To date, 189 hectares has been transferred and 627 hectares is in the progress of being transferred. The use of the land earmarked includes human settlements, cemeteries, sewer pump station, landfill sites, transportation facilities and farmer out grower projects.

Corporate social investment (CSI)

As distinct from our legislated SLP commitments, we also run CSI (sometimes referred to as "CSR") programmes across various focus areas: welfare of vulnerable people (women, children, persons living with disabilities), education and skills, youth development, health, sports, food security.

Among other projects, we supported the Department of Health, the Department of Education, and the Department of Social Development with capacity and resources. In 2023, we donated three prefabricated units to the Free State Department of Health to extend their clinic facilities in the municipalities of Matjhabeng and Masilonyana; in Rustenburg we upgraded a clinic and donated an industrial generator to lessen the effects of loadshedding. For the municipal support programme, we donated road maintenance and storm water drainage machinery and waste truck to the Rand West and Merafong municipalities to improve service delivery.

Sibanye-Stillwater participated in the President's SAFE (Sanitation Appropriate for Education) initiative, under whose auspices we built ablution facilities for Eastern Cape schools. In August 2023, new ablution facilities were handed over to the seven schools in the Eastern Cape. We believe that our R16 million contribution to SAFE will enhance the efforts to bring dignity and ensure safety at schools.

In the field of ECD, we trained 72 practitioners and distributed toys and educational materials to 76 ECD centres. We further provided 144 tablets in promoting digital learning and skills development in 4IR tools.

PROJECT SPEND AND IMPLEMENTATION

In 2023 we spent R2,201.9 million on our SLPs (2022: R2,194.8 million), a figure that includes R203.6 million of our socioeconomic development spend. In 2023, we spent in the SA region R605 million on socioeconomic development (R362 million in 2022). See *Social and labour plans: Summary of projects in South Africa fact sheet*.

As part of our socioeconomic development spend, R409.8 million went into CSI (2022: R115.7 million), which is over and above our mandatory SLP programmes. The spend benefited municipalities, educational institutions, healthcare facilities, and NPOs (e.g. faith-based organisations, schools, ECD organisations). Note: for the SA region we include CSI as part of our socioeconomic development initiatives, but not as part of our SLPs; for the US region CSI spend is over and above the social spend mandated by taxation.

SOCIAL UPLIFTMENT AND COMMUNITY DEVELOPMENT**Marikana Renewal**

Sibanye-Stillwater continues its renewal around its Marikana Operations aimed at building a new legacy through healing and renewal. The programme focuses on families of the deceased miners and the broader community:

- SixteenEight Memorial Trust: three graduates from this programme are permanently employed at SSW, and seven are part of a 12-month experiential learning programme
- 15 houses have been completed, for families that did not benefit from the AMCU programme. One house outstanding due to the beneficiary widow opting out of the standard programme. Health support for elderly parents of the deceased has been initiated. Consultations on the Memorial at the Koppie in progress
- All 44 families have a replacement as part of the agreement to ensure continuation of benefits and livelihoods

Regular Pitsos (Sesotho word for "traditional assembly") continued with the principle to foster dialogue and build trust; As part of the programme faith-based leaders, critical change agents, have been empowered to facilitate interventions addressing GBV and substance abuse.

See www.sibanyestillwater.com/features/marikana-commemoration

1.3, 2.4, 4.4, 5.1 17.17

**Measuring performance****Social return on investment**

Sibanye-Stillwater strives to create sustainable shared value for all stakeholders and that is measured at a local level in terms of our economic contribution to the local economy and the benefit to households in areas around our operations.

The social return on investment study conducted in 2023, indicated that the SA region contributed R15.33 (a gain of R7.33 from the R8.00 benchmark we set), which means for every investment made we leave behind R4.58 income per household (household size, 3.34 as per the census of 2021). See the Group impact supplement report, available www.sibanyestillwater.com/news-investors/reports/annual/

Measuring our social performance

We commissioned independent experts to formulate a social impact index (also known as a social value index). This index measures the impact of our various socioeconomic development projects against alignment with our sustainability strategy.

67 projects, across 7 portfolios, were evaluated using the social value index, with a social value score for each. The portfolios, and the projects therein, correspond to UN SDGs:

- Education (UN SDG 4: Quality Education; 6: Clean Water and Sanitation; 9: Industry, Innovation and Infrastructure)
- Social development (UN SDG 1: No Poverty; 3: Good Health and Well-Being; 5: Gender Equality)
- Healthcare (UN SDG 3: Good Health and Well-Being)
- Municipal support
- Social infrastructure
- Income generation (UN SDG 1: No Poverty; 2: Zero Hunger; 4: Quality Education; 10: Reduced Inequalities)
- Community resilience

1, 2, 3, 4, 5, 6, 9, 10



SOCIOECONOMIC DEVELOPMENT continued

OUR SVI FORMULA TAKES INTO CONSIDERATION:

$$\text{SCORE} = ((\text{benefits \%} + \text{beneficiary \%}) + \text{vulnerability \%})$$

The benefits are calculated using a standardised set of focus area/ funding portfolio specific indicators. These indicators are categorised into short terms/instant benefits and longer term/ deeper outcomes, the latter slightly weighting to reflect the increased importance of deeper impacts. The indicators source is informed by both the project feedback and the extensive indicator library compiled over the past decade.

The *beneficiary* is based upon a combination of the “breadth” and “depth” of beneficiary or stakeholder groups. For income generation, the volumes of beneficiaries reached are also less than in other focus areas, as these projects tends to affect smaller groups

in general. In many cases fewer than 10 beneficiaries formed part of the project. The one exception is the Platinum Incubator has a large number of SMMEs and interns.

Vulnerability is obtained from the socioeconomic vulnerability index computed for settlements by the CSIR as part of their Green Book project. This index accounts for various demographic and poverty related dimensions. (The scores were normalised to percentages before used in the formula).

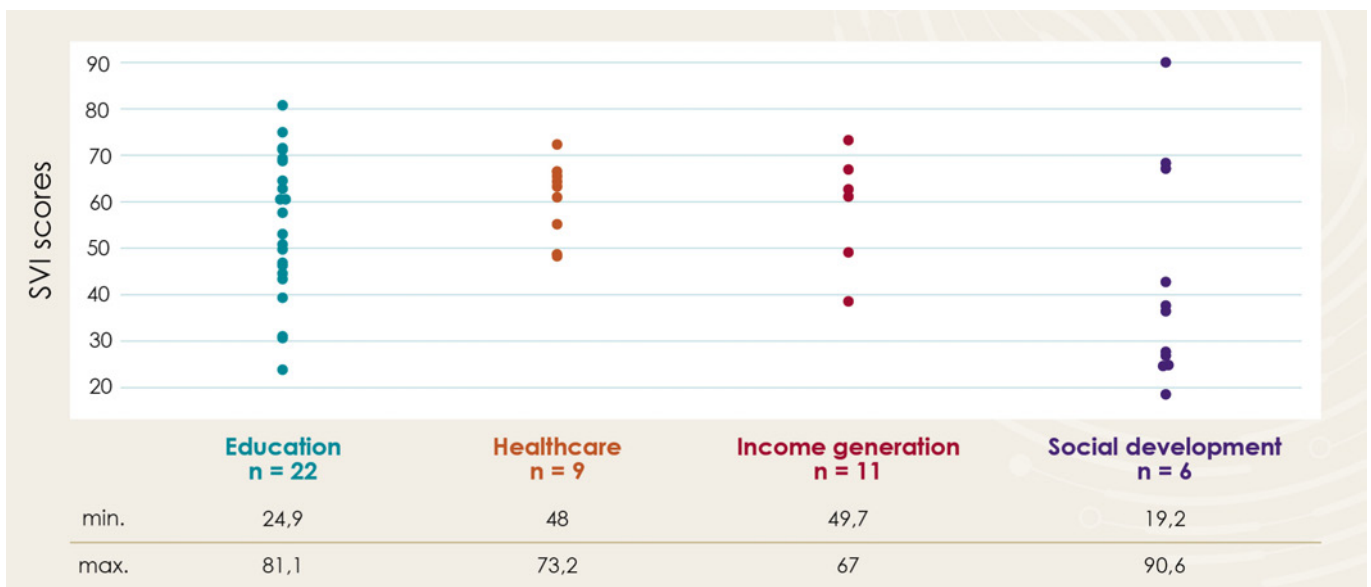
Values are relative to a portfolio area and is rather an indication of the change that we are able to affect with a project than the projects overall successful delivery. Although these aspects are naturally linked. Large scale project can naturally generate more

value in a community, however smaller scale projects, also have a place in a well rounded portfolio. Project with relatively high spend and lower value indicates ways in which the organization can learn and improve.

The *GreenBook* is an online planning support tool designed to look at the factors contributing to risk in settlements and provide scientific evidence and information that can be used to better understand local risks and describes and quantify, where possible, the inherent vulnerability of people, infrastructure, services, economic activities and natural resources.

Education is the portfolio with the most projects (22) evaluated. Sibanye-Stillwater makes a significant contribution in the education sector. Complete new school constructions, such as the new Majakaneng primary and JS Skenjana secondary school, were able to generate high value in the communities. Healthcare projects are relatively similar in nature and often include clinic renovations, or additional resources. Therefore this focus area also show a smaller range in values, with most SVI scores between 48 and 73, On average, these projects therefore generate great value for our host communities. The Social development portfolio, similarly to the Health projects, show high values corresponding to the size of the investment. Direct support to vulnerable communities are achieved through these projects. While our Sheep sheering sheds project created outstanding value for a labour sending community. The graph below shows distribution scores per portfolio. The lowest value was achieved with income-generating project which were historically structured as development projects rather that social enterprises. Most of them are challenged with sustainability post handover and the company has enlisted specialist support from the University of Pretoria to assist with their resuscitation and sustainability.

Distribution of SVI scores per portfolio



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SA region: Socioeconomic development (SED) expenditure (R million)

	2023			2022			2021		
	Total	Gold	PGMs	Total	Gold	PGMs	Total	Gold	PGMs
Local economic development projects ¹	59.6	26.3	33.3	122.4	49.9	72.5	139.1	63.3	75.8
Human resource development									
Communities ¹	143.5	50.3	93.2	130.9	54.9	76.0	93.9	49.9	44.0
Health	45.7	18.0	27.7	21.1	17.6	3.5	11.3	10.6	0.7
Education	37.3	11.2	26.1	28.3	2.4	25.9	8.6	2.2	6.4
Sport	22.2	12.8	9.5	12.9	9.6	3.3	9.7	9.7	—
Conservation and environment	8.4	2.0	6.4	6.6	—	6.6	6.7	—	6.7
Donations and charitable gifts	273.5	11.4	262.1	34.1	10.1	24.0	70.2	8.2	62.0
Community development	15.3	—	15.3	6.2	1.8	4.4	6.9	2.1	4.7
Total SED	605.4	132.0	473.5	362.4	146.2	216.2	346.5	146.0	200.5

¹ Line item also included in the SLP definition

SA region: SLP spend 2023 (R million)

	2023			2022		
	Total	Gold	PGMs	Total	Gold	PGMs
Local economic development projects	59.6	26.3	33.3	122.4	49.9	72.5
Human resource development – communities	143.5	50.3	93.2	130.9	54.9	76.0
Human resource development – employees ¹	901.6	413.3	488.3	946.6	354.5	592.1
Housing and living conditions expenditure ¹	1089.8	720.6	369.2	993.0	636.8	356.2
Management of downscaling and retrenchments (provision of alternative skills training) ²	7.5	7.49	0.0	1.9	0.9	1.0
Total SA SLP spend	2,201.9	1,218.0	983.9	2,194.8	1,097.0	1,097.8

¹ Excluded from the updated definition from the SED expenditure on the previous table

Corporate social responsibility in 2023 (R million)¹

	Group	¹ US region	EU region	AUS region	² SA region	Gold	PGMs
2023	409.8	6.5	0.9	0.0	402.4	55.4	347.0
2022	115.7	6.3	0.2		109.2	41.4	67.7
2021	119.4	5.9			113.5	32.8	80.6

¹ The annual CSR investment by the US region is over and above the social spend by the US government enabled by taxes paid. Exchange rates used to convert US PGM expenditure per year in 2023 is R18.42/US\$ is (R16.37/US\$ in 2022). For EU region, Keliber exchange rate used to convert to rand is R19.94/€

² CSR investment for the SA operations is included in the socioeconomic development table above

COMMUNITY TRUSTS

Our BEE scheme for Marikana includes a 0.9% stake for the Lonplats Marikana Community Development Trust (MCT) and a 0.9% stake for the Bapo Ba Mogale Local Economic Development Trust.

With the acquisition of the Rustenburg operations in 2016, Sibanye-Stillwater concluded a 26% B-BBEE transaction. In terms of this transaction, 26% of the Rustenburg entity is held jointly (at the following share values) by the Sibanye-Stillwater Rustenburg Mines Community Development Trust (24.8%), the Rustenburg Mine Employees Trust (30.4%), Bakgatla-ba-Kgafela Investment Holdings (24.8%), and Siyanda Resources (20%).

During 2023, dividends to the value of R370.22 million were paid out to the Sibanye Rustenburg Mine Community Development (SRMCD) Trust and Sibanye Rustenburg Mine Employees Trust. The SRMCD Trust's primary objective is to carry out public benefit activities through development programmes that empower communities adjacent to our mines. In Marikana in 2023, dividends to the value of R186.55 million were paid out to Bapo Ba Mogale LED Trust, Lonplats Marikana Community Development Trust and Lonplats Employee Share Ownership Trust (R225 million in 2022). The trusts play a key role in community upliftment through offering bursaries to local learners and support for small business development, agriculture, Early childhood development, health, as well as crime prevention and GBVF prevention. Monies from the trusts were also used to donate ambulances and first-responder patient transporters for benefit of communities.

1.1a, 2.1, 2.2, 4.2, 8.6



SOCIOECONOMIC DEVELOPMENT continued

US region

Social operating context

Through our compliance to Montana's Hard Rock Mining Impact Act (HRMIA) we meet infrastructure needs for schools and other public services.

The US region also contributes significantly to local economic activity. An independent economic impact study by the Bureau of Business and Economic Research stated that in 2022 we created an output of US\$6 billion, 5% of Montana's economic output. The success of this study has laid the foundation to complete economic impact studies, based on the economic model followed in the US, to other regions in the Group.

Our CSI initiatives include the Community Giving Team, led by charitable employees dedicated to helping those in the surrounding community.

In 2023, CSI initiatives in the US region provided US\$400,000 (US\$388,000 in 2022) to support local non-profit organisations. We also received a further US\$151,643 from our financing partner Wheaton Precious Metals (US\$168,653 in 2022) for CSI.

The US PGM operations focus their CSR on rural emergency and healthcare services, education, community improvement, and environmental stewardship. Our "Community giving team" meets once a month to review requests and select a "community giving spotlight" within the above four focus areas.

We encourage employees to participate in local fundraisers, and to volunteer their time and talents in service to others. Our Volunteer of the Year award recognises the three standout givers. Winners are awarded funding to give to their non-profit of choice.

US region: Social activities and related expenditure (US\$)

	2023	2022	2021
Community projects (48%)	192,000	141,010	148,000
Education (27%)	108,650	143,740	100,000
Emergency and rural healthcare services (15%)	60,800	81,500	92,000
Environmental stewardship (10%)	38,550	21,750	60,000
Total	400,000	388,000	400,000

US local procurement expenditure¹

	Total procurement (US\$m)	Local procurement spend (US\$m)	% of local procurement
2023	555	256	46
2022	459	212	46
2021	439	223	51

¹ Local procurement spend reflects the state of Montana. The 2021 figure has been updated to reflect only the state of Montana.

EU REGION

Social operating context and stakeholder engagement

Keliber lithium project

In 2023, Sibanye's Foundation donated EUR 30 000 to repair the stairs of the local Folks' Art Center. Keliber donated in aggregate approximately EUR 10 000 to support child and youth athletics, education and culture.

Sandouville

In 2023, Sandouville supported the local La Havre soccer team and promoted breast cancer awareness.

EU region: social activities and related expenditure (€)

	EU region		
	2023	Sandouville	Keliber
Community projects	49,360	9,360	40,000

EU region: local procurement (€)

	Total procurement (€)	Local procurement spend (€)	% local procurement
Sandouville	5,923,300	1,074,500	18.1

SOCIOECONOMIC DEVELOPMENT continued

AUSTRALIAN REGION

Social operating context and stakeholder engagement

Century operations

The Gulf Communities Agreement establishes a suite of community and stakeholder engagement forums to address matters of particular concern and interest to the Traditional Owners of the lands and waters impacted by the Century operations.

In 2023, Century operations facilitated and participated in the following formal engagements with the stakeholders in the lower gulf communities:

- Aboriginal Development Benefits Trust (six meetings)
- Century Environmental Committee (four meetings)
- Century Employment and Training Committee (four meetings)
- Century Liaison and Advisory Committee (one meeting)

Among these formal engagements, Century operations maintains regular informal and semi-formal contact with other community stakeholder groups including the Burke and Carpentaria Shire Councils, local landowners, State and Federal Parliamentarians, the Queensland Government and other interested stakeholders from the lower Gulf of Carpentaria.

Mt Lyell

No formal engagement regime has been established at Mt Lyell however, regular ongoing engagement with stakeholders is ongoing as part of the feasibility investigations.

AUS region: Gulf Communities Agreement (A\$m)

	Century
Employment and training programmes for indigenous communities	1.7
Environmental activities and engagement with indigenous communities	0.2
Economic development initiatives with indigenous communities	1.6
Land-based compensation payments to indigenous communities	1.1
Administrative payment for implementing the Gulf communities agreement	0
Stakeholder and community engagement	0
Total	4.6

AUS region: Local procurement (A\$m)

	Total procurement (A\$m)	Local procurement spend (A\$m)	% local procurement
Total AUS region	303.0	186.6	61.6

PROCUREMENT, ENTERPRISE AND SUPPLIER DEVELOPMENT

Through the purchase of goods and services we have an opportunity to include marginalised people into the mainstream economy and to promote socioeconomic development. Procurement is managed at a local level, as we seek to procure as much as possible from doorstep communities, which forms part of our strategic differentiator to build pandemic-resilient ecosystems.

SA region

In South Africa, Mining Charter III calls for mining to leverage procurement in the interests of including HDPs (historically disadvantaged persons), women, and youth in the economy.

With the gazetting of the third iteration of the Mining Charter in September 2018, the procurement targets, particularly as they relate to goods and services spend with women- and youth-owned companies, was considerably revised. The targets are to be achieved over a five-year period for mining goods and within a two-year period for services rendered.

The five-year transitional targets include:

- A minimum of 70% of mining goods procurement must be spent on South African manufactured goods, of which 70% shall be allocated as follows:
 - 21% allocated to South African manufactured goods produced by HDP-owned companies
 - 5% allocated to women- or youth-owned companies
 - 44% on B-BBEE-compliant companies
- A minimum of 80% of services rendered must be spent by sourcing from South African-based suppliers, of which 80% shall be allocated as follows:
 - 50% spent on services supplied by HDP-owned companies
 - 15% spent on services supplied by women-owned companies
 - 5% spent on youth-owned companies
 - 10% spent on B-BBEE-compliant companies

Mining Charter III targets for mining goods were achieved for the majority of our operations; while targets for services were not achieved. Achieving these procurement targets is important for regulatory compliance and to give meaning to our ESG commitments. However, suppliers who fit the criteria are not always available. Through preferential procurement of services we have improved our HDP score for black women and youth-owned companies from 48% in 2022 to 56% in 2023. Below we detail various initiatives to address the shortfall that remains.

Coupa business spend management platform

Our Coupa business spend management platform handles a range of functions, including procurement. Our database includes some 900 doorstep suppliers, helping to ease these entrepreneurs and small companies into our procurement process and encourage the growth of micro-, small- and medium-sized enterprises (SMMEs). In 2023, a total of R3,667 million of the procurement budget was spent through our doorstep suppliers and doorstep JVs (R2,905 million in 2022).

SOCIOECONOMIC DEVELOPMENT continued

SA region: Discretionary BEE procurement¹ (%)

	2023						2022	
	Total Mining Goods Spend	Total Services Spend	Valid Mining Goods Spend	Valid Services Spend	Mining goods	Services	Mining goods	Services
	R'm	R'm	R'm	R'm	Target 70 %	Target 80%	Target 70%	Target 80%
Gold								
Beatrix	496	766	374	397	76	52	72	60
Cooke 1, 2 and 3	276	288	133	195	48	68	54	62
Cooke 4	194	240	147	204	76	85	66	57
Driefontein	1027	1151	790	637	77	55	74	64
Kloof	1148	1195	839	775	73	65	76	75
PGM								
Kroondal	944	2,193	787	1,921	83	88	86	89
Rustenburg	2,090	5,401	1,647	4,429	79	82	80	81
Marikana	2,128	4,364	1,587	2,835	75	65	79	58
Total	8,303	15,598	6,305	11,394	76	72	78	72

¹ The Mining Charter's procurement targets apply to procurement that 'excludes non-discretionary procurement expenditure' – this excludes expenditure that cannot be influenced, such as procurement from the public sector and state enterprises. Procurement targets therefore apply to discretionary expenditure over which Sibanye-Stillwater has influence

SA region: Total empowerment spend

	2023		2022	
	R million	% of total spend	R million	% of total spend
Black-owned¹ (historically disadvantaged South African) businesses				
Male-owned	16,411	50	13,713	48
Women-owned	7,754	24	6,299	22
Total	24,165	74	20,012	70

¹ Ownership greater than 51%

SA region: Local discretionary and BEE procurement expenditure

	Total discretionary procurement (Rm)	¹ HDP Local BEE procurement spend (Rm)	% of BEE procurement
2023	R32,742	R25,018	76
2022	R28,373	R21,415	75
2021	R23,496	R16,442	70
2020	R17,649	R12,656	72

¹ HDP ownership greater than 25%

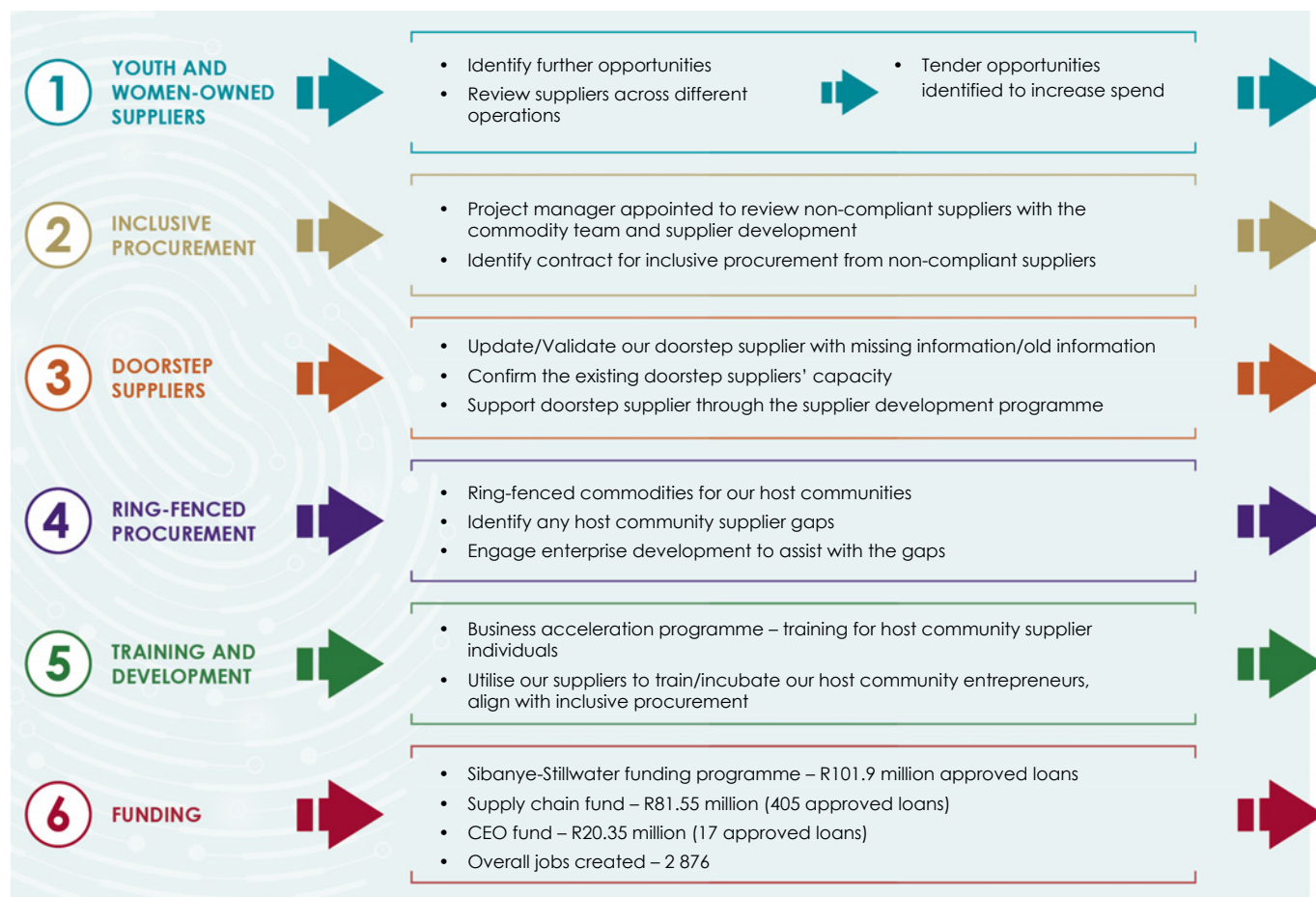
Supplier development

The SA region assesses community suppliers to enrol them in our supplier development programme. These suppliers are monitored monthly, reviewed annually, and need to graduate within three years. The benefits we offer these suppliers include:

- Support from operations
- Support in onboarding
- Opportunity for funding
- Business training
- Shorter payment terms
- Assistance in submitting invoices and in pricing

We have engaged a third party (Phakamani) to offer coaching and assessments in a range of areas, including financial management. In 2023, we paid for 354 people from our host community to attend their business accelerator programme (453 in 2022). In 2023, 1,059 people participated in supplier development training programmes (1,216 in 2022) and 422 loans were disbursed, totalling R101.9 million (R97.3 million in 2022), to support suppliers. Also see detailed case studies in our Group impact supplement report 2023, <https://www.sibanyestillwater.com/news-investors/reports/annual/>

SOCIOECONOMIC DEVELOPMENT continued



A local economic development initiative at Marikana (on which we spent R27 million in 2023) promotes entrepreneurs from the community. We also have a programme to develop solar apprentices, who can set up their own business and sell their services to the Group. In terms of our strategic differentiator Pandemic-resilient ecosystems, localisation of our supply chain is important. We are improving our relationships with suppliers, including large suppliers; and we are focused on how to share in some of their processes, like for example sending them our waste products, which they use in their business as inputs. We use such opportunities to improve our value chain and our market intelligence.

CEO Enterprise Development Fund

Our CEO Enterprise Development Fund helps local entrepreneurs join our supply chain. The fund is mainly for SMMEs who need capital to purchase assets or goods to fulfil an order. The fund is capitalised to the value of R103 million.

	Supply chain fund	CEO Fund	Total
2023			
Loan target	72	—	72
Number of loans approved	405	17	422
Funds approved by investment committee R million	R82	R20	R102
Number of jobs created and sustained	2,502	374	2,876
Number of SMMEs supported	126	11	137
Female entrepreneurs supported	182	11	193
Youth entrepreneurs supported	172	5	177
Enterprise development transactions	32	4	36
Total funds disbursed (Sibanye-Stillwater and IDF) R million	R109	R103	R212
New venture creation (NVC) training	96	—	96
Business accelerator programme (BAP) training	1,967	—	1,967
Coupa training	883	—	883
New enterprise development supplier introduced	—	—	—
Enterprise development validation	—	—	—
Funds recovered (2023 transaction) R million	R57	R5	R61
Funds recovered (total for Sibanye-Stillwater) R million	R306	R62	R368
Recovery rate	0.00%	0.00%	94.86%



SOCIOECONOMIC DEVELOPMENT continued

Human rights and ethics: inside and out**Human rights**

Respect for human rights is fundamental to the culture of the Group and is reflected in our iCARES values. We adhere to national legislation and our Human rights policy statement is aligned to the ICMM, to the UNGC, and to the WGC Responsible Mining Principles. Our Code of Ethics has been updated to include human rights requirements. Our harassment procedure, anti-harassment guidelines, leave policy and disciplinary procedure are examples of other human rights-related policies. These include provisions on harassment, bullying, discrimination, freedom of association, forced labour, modern slavery, human trafficking, and child labour, in alignment with UN SDG 8.7 (Eradicate forced labour, modern slavery, and human trafficking). The AUS region prepared a modern slavery statement, which is a regulatory requirement.



8.7, 16.3

The oversight responsibility for supporting and respecting internationally proclaimed human rights is the duty of the Social, Ethics and Sustainability Committee of the Board.

Our learning management system has modules for ethics, fraud awareness, and human rights. Since the introduction of the modules 5,653 employees completed the training. Further to this, during 2023, 76% employees received refresher training on our Human rights policy, and on safety and health.



See *Empowering our workforce*, page 160.

Human rights due diligence

Sibanye-Stillwater is committed to respecting the rights of individuals and institutions in all its operating ecosystems. It has in place policies and procedures that guide how it manages its direct and indirect impacts relative to human rights. It subscribes to human rights principles including the local instruments that guide human rights compliance on the basis of protect, respect and remedy framework.

In 2023, Sibanye-Stillwater conducted a Human Rights Due Diligence analysis in the US and SA, aimed at identifying and assessing its human rights impacts and any associated risks with its operations. This assessment enabled the company to stress test its policies, practices and impacts. This process included engagement with stakeholders that could be impacted and affected by any potential human rights impacts.

This is in line with the UN Guiding principles that require business to respect human rights and ensure that there are remedial measures in case of breaches.

Of the 31 principles of the UN Guiding principles on business and human rights and the 30 articles of the Universal declaration on human rights assessed, five areas indicated gaps and improvement opportunities that need to be closed through policy they include: safety and security, gender, socioeconomic development, environmental and occupational safety.

It is important to highlight that no material human rights violations were identified during the reporting period.

Stakeholders are encouraged to report any potential violations directly to Sibanye-Stillwater, to independent complaints system or to local Human Rights authorities.

The five areas were highlighted for improvement:

- **Safety and Security**

Illegal mining is a serious risk to the Group, specifically to the SA region. Sibanye-Stillwater Protection Services takes a proactive approach to crime prevention and is working with authorities to try and apprehend the crime syndicates (See our *Illegal mining fact sheet*, and the *Safe production section*, page 130). However, social impacts of illegal mining are multifaceted and create undue hardships and exacerbates criminality in mining communities. Further work is needed to deal with collusion by our own employees partaking in illegal activities. Broader spectrum of engagement on the matter is required.



16.1



- **Gender Equality**

Sibanye-Stillwater's dedication to equal rights, and protection of women in the workforce are underpinned through various initiatives such as the establishment of Gender-based violence protection centres, and the Women of Sibanye-Stillwater initiatives. (See *Empowering our workforce*, page 156). However in the workplace and surrounding communities, intimidation and harassment are still prevalent. We will continue to work diligently to address any form of intimidation and harassment in our workplace.



5.2



- **Socioeconomic development**

Sibanye-Stillwater is a significant employer and directly and indirectly creates economic benefits. Investment in socioeconomic development programmes is made and alternative economic models are being developed as part of the post mining and closure plans. (See *Socioeconomic development*, page 218). Unemployment and economic disparity are key factors in the SA region's operating context driving the need for skills development, further local procurement and employment opportunities. Further work needs to be undertaken to engage with local stakeholders and continue to invest in post-mining economies given the historical challenges around mining operations.



10.3



- **Environmental**

We are committed to minimising environmental degradation on a broad spectrum of environmental aspects. Green metals will likely play an important role in enabling a lower carbon future. See *Minimising our environmental impact*, page 187). However, greater community participation and engagement is required to actively address environmental related concerns. Enhancing partnerships with host communities are crucial to integrated broader environmental management strategies.



12.2



- **Occupational safety**

Elimination of fatal incidents remain the focus and the immediate priority in achieving our culture of care. Despite our efforts eleven fatalities still occurred at our operations in 2023. We remain dedicated to embedding an operational safety culture that enables our teams to work to standards and block the path to death and mine without fatalities.

8.8



SOCIOECONOMIC DEVELOPMENT continued

Supply chain

Our terms and conditions for suppliers require that they follow human rights legislation and adhere to our policy statements and Code of ethics. Online ethics as well as free UN Global Compact sustainability training is available to our suppliers. To date 803, suppliers completed the ethics training and 387 entries initiated via our online platform to the free UN Global Compact. Furthermore, 80% of our SA region's suppliers responded to our ESG-related questionnaire. We continued to audit 50 suppliers a year against ESG criteria which include carbon management, water management, human rights, fair labour practices. See www.sibanyestillwater.com/suppliers/, also see *Minimising our environmental impact*, page 191 where we commit to screening suppliers to establish their emissions profiles, enhancing the management of our scope 3 emissions.

Sibanye-Stillwater has prioritised supplier contract coverage, with having a target of 55% contract coverage of our discretionary spend with suppliers. We achieved 55.9% contract coverage. This is important as these agreements highlights the rights and responsibilities of each party. It further decrease risks such as strategic, reputational, compliance, regulatory and ESG. Sibanye-Stillwater has a stringent registration process, each supplier is screened and vetted prior to transacting.

Security staff training on human rights

	2023		2022		2021	
	Employees	Contractors	Employees	Contractors	Employees	Contractors
SA PGM	536	781	699	514	264	408
SA gold	400	799	167	259	615	194
US PGM	N/A	14	N/A	26	N/A	26
Total	936	1,594	866	799	879	628

Anti-bribery, anti-corruption and whistleblowing

The Group has policies for anti-bribery and corruption, anti-money laundering and counter-terrorism, and on whistleblowing. The policies confirm the Group's zero-tolerance for illicit behaviour, including terrorist financing. The policies apply across all regions; training on them is scheduled for early 2024. We have a whistleblowing toll-free number, postal address, website and email to report unethical or undesirable behaviour. Communication is handled by an independent third party and identities are protected. We also have a Whistleblowing policy and Fraud response plans, applicable to the jurisdiction of operation.

We are committed to conducting business with customers, suppliers, distributors, counterparties and agents involved in legitimate business activity and whose funds are derived from legitimate sources. Our risk assessments include screening suppliers and the investigation of anonymous bribery and corruption tip-offs. We report the outcome of these investigations.

In 2023, Anonymous tip-offs hotlines were introduced for the EU and the AUS regions.

Performance

In all, 723 incidents (2022: 348) relating to employee dishonesty (fraud and assisting illegal mining) were reported at Sibanye-Stillwater's gold operations in 2023, leading to 764 (2022: 368) employees, including contractors, being subject to discipline. At our SA PGM operations, 110 incidents of corruption (2022: 108) were reported, with 27 employees (2022: 69) charged and disciplined in terms of our Code of ethics.

A total of 305 anonymous calls (2022: 289) were received during 2023 at the SA and US regions, with most of these relating to fraud

Security and human rights

Sibanye-Stillwater's Protection services (SA region), as well as the security function for our US operations are aligned to the Voluntary Principles on Security and Human Rights (a multi-stakeholder initiative to guide best practice on human rights in mining and other industries). During the contracting process, security service providers must show that they adhere to the Code of Conduct for Security Service Providers (prescribed under South Africa's Private Security Industry Regulation Act, 2003) and that their employees are trained in human rights. They must also adhere to our Human rights policy statement and our Code of ethics (among other stipulations) which is managed within the terms and conditions agreed to between the parties. Security service providers are audited annually regarding compliance. Due to the high crime levels and illegal mining in South Africa (which often result in attacks on employees and damage to our assets) it became a necessity to improve the specialist skills of our tactical response, and first responder teams. See *Combating illegal mining fact sheet*, www.sibanyestillwater.com/news-investors/reports/annual/

and corruption. Many of the calls provided valuable leads, which were investigated.

Those concerned were charged and disciplined in terms of our Code of ethics, as well as being subject to criminal investigation if their misdemeanour included law-breaking. Crimes are recorded on the crime incident and investigation management system, and are investigated.

16.3, 16.5

**Anonymous calls in SA and US operations**

Area	2023 ¹	2022 ¹
Fraud	66	79
Breach of company policy	73	68
Procurement fraud	29	10
Corruption	27	16
Illegal mining	39	25
Theft of mine property	10	19
Time and attendance fraud	11	2
Industrial action	0	1
Theft of GBM	2	4
Arson	0	0
Trespassing	1	0
Human resource related issues	13	3
Theft of PGM ²	2	4
Copper theft	1	17
Other	31	41
Total	305	289

¹ Includes US PGM operations – five incidents: one for theft of MP, one for BOCP (breach of company policy), two are HR-related and one for assault

SOCIOECONOMIC DEVELOPMENT continued

Heritage

Sibanye-Stillwater has over 851 heritage sites across our SA and US operations, including grave sites, iron age and stone age sites, historical mine buildings and structures that are over 60 years old. Our AUS region has documented the heritage sites as part of the Gulf Communities Agreement and our project in Finland have considered heritage sites in the area planning. In 2023, the rollout of the monitoring checklist continued with the rest of the operations in the SA gold and PGM operations in accordance with the Heritage management awareness plan. The checklist was incorporated into the Pivot/Synchro mine system, for ease of use by the relevant internal teams when doing site inspections, but also to systemise and track non-conformances and actions emanating from such site inspections.

We developed a chance find protocol for SA gold operations, which informs employees on what to do should sub-surface heritage resources be encountered during excavation, construction, rehabilitation, reclamation, mining or maintenance activities. We performed training sessions (for employees) on heritage management plans for the SA region in Q3 of 2023.

In 2023, we commenced and completed the process to exhume and re-bury the human remains in 10 graves found within the catchment of the return water dam at K3. All necessary approvals and permits for the exhumation and reburial were obtained from the relevant local and national authorities, and the necessary consent was obtained from the affected families. The relocation close-out report was finalised and was submitted to the South African Heritage Resources Agency.

Our measures are commensurate with the National Heritage Resources Act 25 of 1999.

 (See *Minimising our environmental impact*, page 210).

Resettlements

There were no resettlements of communities (or plans to resettle communities) in 2023. The Group notes that in the life of its operations it might need to resettle communities. To this end, and when resettlement cannot be avoided, the Group commits to undertake resettlement constructively and treat parties fairly. A resettlement framework is included in our SA region's social performance toolkit.

Fair labour practices



We commit to promoting the aims of UN SDG 8.8 (Protect labour rights and promote safe and secure working environments of all workers, including migrant workers, particularly women migrants, and those in precarious employment).

All employees are subject to vetting procedures, including the verification of age, criminal record checks, and medical fitness assessments. We support collective bargaining and freedom of association, as per the labour legislation in the areas that we operate and as per the International Labour Organisation Protocol on decent work and working conditions. See *Empowering our workforce*, page 163.

In Europe, both French and Finnish subsidiaries operate according to European labour rules. In France, employees are represented by a labour committee (CSE in the French abbreviation), aimed at optimising working conditions, they also have a dedicated budget allocated to training, leisure and social projects.

FUTURE FOCUS

AUS REGION	<ul style="list-style-type: none"> • Continued compliance with the requirements of the Gulf Communities Agreement at Century operations • Develop and execute progressive rehabilitation and closure plan for Century operations in accordance with Queensland legislative requirements • Investigate the restart of the Mt Lyell Copper Mine in Tasmania and the opportunities for socioeconomic contributions that it can unlock
EU REGION	<ul style="list-style-type: none"> • Complete the ICMM self-assessment of mining principles and performance expectations • Investigate socio-economic project opportunity to fund with through Sibanye-Stillwater foundation
SA REGION	<ul style="list-style-type: none"> • Complete a Group socioeconomic study, • Continue with implementation of socioeconomic programmes through partnerships
US REGION	<ul style="list-style-type: none"> • Advance rural vitality by bringing cultural experiences and connections to our rural and indigenous communities through our curated Community Giving collaborations with local non-profits, our Community Giving Team, and our generous commercial partners • Enhance human rights efforts to create inclusive workplaces and inclusive communities through business resource group work, contractor and employee training, and a focus on more flexible work arrangements • Connect employees and workplaces with communities and families through enhanced employee communications and community engagement events