



GRI CONTENT INDEX

This report has been prepared in accordance with the GRI Standards.

Foundation 2021

Stakeholder inclusiveness	As part of our material issues process and our preparation of the Integrated Report (and supplementary fact sheets), we gather and analyse media reports, NGO assessments, stakeholder feedback, minutes of engagement forums and research reports. We also include statistics and details on complaints and our responses to them. How we define our stakeholders influences what we consider to be of material ethical significance.
Sustainability context	Our sustainability context is provided in the section Managing our risks and opportunities within the external operating environment. Our context is in part determined by what we value and how we plan to include stakeholders in our story of value creation.
Completeness	The integrated report provides sufficient detail in terms of how we impact our environment and society. We align to global third-party ESG standards and provide our scores on these for stakeholders to examine.
Accuracy	Qualitative and quantitative data are provided in line with reporting guidelines and using best practice guidance where possible. Data measurements and bases for calculations are provided where required and limitations explained. Some specific indicators have also been assured as indicated. The Statement of assurance: Page 274
Balance	The report contains both positive and negative aspects of performance. Yearly comparisons are included, regardless of whether metrics improved or deteriorated. And statistical information is presented in a balanced and appropriate way. Notwithstanding the generally positive tone of the report, there is no attempt to hide uncomfortable facts.
Clarity	Professional writers and graphic designers have been tasked with communicating the information in a way that ordinary people can understand. The information is themed around the story of value creation and depletion. Noting that protecting value (or at least mitigating its depletion) is as important as creating value.
Comparability	Our operations in southern Africa account for 85% of ounces produced, 97% of the workforce and for the vast majority of ESG-related activities. Therefore, the report must reflect a southern African - and more specifically a South African - bias. The report includes detailed information of how we compare, as against our past, and how we compare as against competitors and how we compare as against the global ESG standards of the day. And we do not change the framework of our comparability, but endeavour to keep it consistent, from one year to the next. Precedent is important.
Verifiability	External assurance is provided across a range of key performance indicators.
Timeliness	The Integrated Report is published annually timeously as per the reporting guidelines which provides performance data to interested parties.

For more information on GRI, please visit www.globalreporting.org/information/about-gri/Pages/default.aspx

Those indicators in **blue** is non-core



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GRI Standard	Disclosure	Section and page number references for the Integrated Annual Report 2021 and additional commentary
General Disclosures		
GRI 2: General Disclosures 2021	Organisational and its reporting practices	
	2-1 Organisational details	Front cover, inside front cover Throughout the Integrated Annual Report 2021 About this report: Page 2 Administration and corporate information: Page 281 About Sibanye-Stillwater: Page 4-6
	2-2 Entities included in the organisation's sustainability reporting	About this report: Page 2 About Sibanye-Stillwater: Page 5 Our timeline: Page 6
	2-3 Reporting period, frequency and contact point	Integrated report 2021 - 22 April 2022 Index and directors statement: Page 1 About this report: Page 2 Administration and corporate information: Page 281 Annual Financial Report 2021: Front page, inside cover, 161
	2-4 Restatements of information	Minimising environmental impact: Page 183, 189, 193 and 198
	2-5 External assurance	About this report: Page 2 Corporate governance: Page 18-20 Statement of assurance: Page 274
	2-6 Activities, value chain and other business relationships	About Sibanye-Stillwater: Page 4-6 How we create value – our business model: Page 80-83 Mineral resources and mineral reserves – a summary: Page 112-122 Engaging with our stakeholders: Page 73 Chief Financial Officer's report: Page 91 Socioeconomic development: Page 217 - 219 Governance in sustainability: Our considered decision making: Page 224-225 <i>Annual Financial Report 2021</i> : Page 7-8 Further information is also available at: www.sibanyestillwater.com/suppliers/
	2-7 Employees	Our timeline: Page 6 Empowering our workforce: Page 158, 160 Four-year statistical review: Page 266
	2-8 Workers who are not employees	About Sibanye-Stillwater: Pages 4-6 Empowering our workforce: Pages 158, 160



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GRI Standard	Disclosure	Section and page number references for the Integrated Annual Report 2021 and additional commentary
General Disclosures		
GRI 2: General Disclosures 2021 continued	Governance	
	2-9 Governance structure and composition	Board and executive leadership: Pages 7 - 11 Corporate governance: Page 15 Detail of Board committees: Page 262 Detailed biographies and information on other public directorships are available on our corporate website www.sibanyestillwater.com
	2-10 Nominating and selection of the highest governance body	Corporate governance: Page 14 Detail of Board committees: Pages 262, 264 Detailed biographies and information on other public directorships are available on our corporate website www.sibanyestillwater.com
	2-11 Chair of the highest governance body	Corporate governance: Page 14 Board and executive leadership: Pages 7-10
	2-12 Role of highest governance body in overseeing the management of impacts	Corporate governance: Pages 12,14,16 Social, Ethics and Sustainability Committee Chair report: Page 175 Remuneration report: Pages 242 - 245
	2-13 Delegating of responsibility to managing impacts	Corporate governance: Page 15 Managing our risks and opportunities within the external environment: Page 58-67
	2-14 Role of the highest governance body in sustainability reporting	Index: Page 1 Our material issues: Page 71
	2-15 Conflicts of interest	Corporate governance: Pages 12-13 Code of Ethics: www.sibanyestillwater.com/about-us/governance/
	2-16 Communicating critical concerns	Corporate governance: Page 12-13 Socioeconomic development: Page 221-222
	2-17 Collective knowledge of highest governance body	Board and executive leadership: Page 7 - 11
	2-18 Evaluation of the performance of the highest governance body	Corporate governance: Pages 16 - 17
	2-19 Remuneration policies	Remuneration report: Pages 227-248
	2-20 Process for determining remuneration	Remuneration report: Pages 248 - 251
2-21 Annual total compensation ratio	Remuneration report: Pages 248 - 251 Empowering our workforce: Page 168	



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GRI Standard	Disclosure	Section and page number references for the Integrated Annual Report 2021 and additional commentary
General Disclosures		
Strategy, policies and practices		
GRI 2: General Disclosures 2021 continued	2-22 Statement on sustainable development strategy	Social, ethics and sustainability: Chairman report: Pages 175 - 176 Leadership view: Pages 28 - 37
	2-23 Policy commitments	Empowering our workforce: Pages 160 - 161 Socioeconomic development: Pages 215-221 Governance in sustainability: Our considered decision-making: Pages 224-226 🔗 See ESG policy and Human Rights policy www.sibanyestillwater.com/sustainability/reports-policies/
	2-24 Embedding policy commitments	Our sustainability strategy: A summary : Page 178 Socioeconomic development: Pages 221-222
	2-25 Processes to remediate negative impacts	Supplementary information - Environmental incidents 2021 Corporate governance: Page 12 Socioeconomic development: Pages 211-212, 217, 221-222 🔗 See grievance procedure – https://www.sibanyestillwater.com/sustainability/reports-policies/
	2-26 Mechanisms for seeking advice and raising concerns	Corporate governance: Page 12 Code of Ethics available at https://thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf
	2-27 Compliance with laws and regulations	Corporate governance: Page 20
	2-28 Membership associations	Using the Integrated Report: Page 1 Governance in sustainability: Our considered decision-making: Pages 224-226 Our Sustainability strategy: a summary: Pages 178 Supplementary information: Processing the UN's SDGs Supplementary information: ICMM self-assessment



GRI Standard	Disclosure	Section and page number references for the Integrated Annual Report 2021 and additional commentary
General Disclosures		
GRI 2: General Disclosures 2021 continued	Stakeholder engagement	
	2-29 Approach to stakeholder engagement	Engaging with stakeholders: Pages 73 - 79 Our material issues: Pages 71-72 Continuous safe production: Pages 134-135 Minimising our environmental impact: Pages 186,189, 191 and 203 Socioeconomic development: Page 215
	2-30 Collective bargaining agreements	Empowering our workforce: Page 168
GRI 3 Disclosure on material topics 2021	Disclosures on material topics	
	3-1 Process to determine material topics	Our material issues: Pages 71 - 72
	3-2 List of material topics	Our material issues: Page 72 In 2021, we listed the ten most material issues. Eight of the material issues reported in 2020 remained on the most material issues list with climate change as a material issue being combined with energy supply and consumption which was reported as separate issues previously. A new material issue relating to technology was listed due to its risk component and key strategic underlying aspects.
	3-3 Management of material topics	Our material issues: Pages: 71 - 72 Continuous safe production: Pages 131- 142 Chief financial officer's report: Pages 90 - 102 Minimising our environmental impact: Pages 179 - 206 Socioeconomic development: Pages 207 - 223 Empowering our workforce: Pages 153 - 174 Corporate governance: Pages 12 - 22 Harnessing continuous innovation: Pages 123 - 129 Capital trade-offs: strategic management for optimum value chain: Pages 84-88 How we create value: our business model: Pages: 80 - 83



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GRI Standard	Disclosure	Section and page number references for the Integrated Annual Report 2021 and additional commentary
Material Topics		
GRI 200 Economic Standard Series		
Economic Performance		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3.
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	How we create value – our business model: Pages 80 - 83 Remuneration report: Pages 227 - 261 Leadership view: Pages 28 - 37 Chief Financial Officer's report: Pages 90 - 102 Delivering value from our operations and projects: Pages 104 - 111 Socioeconomic development: Pages 214, - 220 Four-year statistical review: Pages 266 - 273 Statement of assurance: Pages 274 - 276 Annual financial statements: Pages 49 - 53 (with supporting notes)
	201-2 Financial implications and other risks and opportunities due to climate change	Managing our risks and opportunities within the external operating environment: Pages 42, 68 Our material issues: Page 72 Chief financial officer's report: Page 95 Governance in sustainability: our considered decision making: Page 224 Minimising our environmental impact: Pages 182, 184, 186 - 188, 191 <i>Supplementary information: Climate change related disclosure: TCFD</i>
	201-3 Defined benefit plan obligations and other retirement plans	Remuneration report: Page 238 - 247 Empowering our workforce: Page 169
	201-4 Financial assistance received from government	None Shareholder information: Pages 277-279
GRI 3-3: Management of material topics	3-3 Explanation of the material topic and its boundary	See reference in this table on 3-3.
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Remuneration report: Pages 249 - 250 Empowering our workforce: Pages 161, 168
	202-2 Proportion of senior management hired from the local community	Empowering our workforce: Page 163 During 2021, 33 recruited management level employees were from the local community



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GRI Standard	Disclosure	Section and page number references for the Integrated Annual Report 2021 and additional commentary
Material Topics continued		
GRI 200 Economic Standard Series continued		
Anti-corruption		
GRI 3-3: Management of material topics	3-3 Management of material topics	See reference in this table on 3-3.
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Corporate governance: Pages 12-13 Managing our risks and opportunities within the external operating environment: Page 46 Socioeconomic development: Pages 221-222 Governance in sustainability: our considered decision making: Page 225 Additional information: Code of ethics – available at https://thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf
	205-2 Communication and training about anti-corruption policies and procedures	Corporate governance: Page 12 Additional information: Our code of ethics are incorporated in annual refresher training that employees undergo when returning from leave Empowering our workforce: Page 164 General terms and conditions – see https://www.sibanyestillwater.com/suppliers/
	205-3 Confirmed incidents of corruption and actions taken	Corporate governance: page 20 Socioeconomic development: Pages 221- 222
GRI 206: Anti-competitive behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Corporate governance: Page 20
GRI 3-3: Management of material topics	3-3 Management of material topics	See reference in this table on 3-3.
GRI 207 Tax 2019	207-1 Approach to tax	Corporate governance: Pages 13 - 14 Social, ethics and sustainability committee: Chairman's report: Pages 175 - 176 Policy statement: Tax risk management – https://www.sibanyestillwater.com/about-us/governance/
	207-2 Tax governance, control, and risk management	Corporate governance: Pages 12 - 13 Annual Financial Reporting 2021: Page 13-14; 25; Note 11 Audit Committee terms of reference - https://thevault.exchange/?get_group_doc=245/1606140443-ssw-2021-terms-reference-audit-committee.pdf
	207-3 Stakeholder engagement and management of concerns related to tax	Corporate governance: Page 12 Governance in sustainability: our considered decision making: page 224 We engage with stakeholders when approached on tax matters
	207-4 Country-by-country reporting	Annual Financial Reporting 2021: Page 19-20, 61- 63



GRI Standard	Disclosure	Section and page number references for the Integrated Annual Report 2021 and additional commentary
Material Topics continued		
GRI 300 Environmental Standards Series		
Materials		
GRI 3-3 Management of material issues	3-3 Management of material topics	See reference in this table on 3-3.
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Minimising our environmental impact: Page 187, 198
	301-2 Recycled input materials used	Minimising our environmental impact: Page 201
	301-3 Reclaimed products and their packaging materials	Omission: Insignificant in the products Sibanye-Stillwater sells
Energy		
GRI 3-3 Management of material issues	3-3 Management of material topics	See reference in this table on 3-3.
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Minimising our environmental impact: Pages 186 - 187 Four-year statistical review: Page 268 - 269 <i>Supplementary report: Climate change related disclosure: TCFD</i>
	302-2 Energy consumption outside of the organisation	Minimising our environmental impact: Page 183, 188 <i>Supplementary report: Climate change related disclosure: TCFD</i>
	302-3 Energy intensity	Minimising our environmental impact: Page 188
	302-4 Reduction of energy consumption	Minimising our environmental impact: Page 185 - 186
	302-5 Reductions in energy requirements of products and services	Not applicable to our operations



GRI Standard	Disclosure	Section and page number references for the Integrated Annual Report 2021 and additional commentary
Material Topics continued		
GRI 300 Environmental Standards Series continued		
Water		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3.
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	Social, ethics and sustainability committee: Chairman's report: Pages 175-177 Governance in sustainability: our considered decision-making: Pages 224 - 226 Remuneration report: Pages 245-246 Minimising the environmental impact: Pages 180,191 - 194 Socioeconomic development: Page 222 <i>Supplementary disclosure: Social and labour plans - summary of projects in SA</i> <i>Fact sheet: Biodiversity management</i> <i>Fact sheet: Working together - the Good Neighbor Agreement</i>
	303-2 Management of water discharge-related impacts	Minimising the environmental impact: Pages 191 - 192, 195 - 198 <i>Fact sheet: Biodiversity management</i>
	303-3 Water withdrawal	Minimising our environmental impact: Pages 193-194
	303-4 Water discharge	Minimising our environmental impact: Pages 193 - 197 <i>Supplementary disclosure: Environmental incidents 2021</i>
	303-5 Water consumption	Minimising our environmental impact: Pages 191 - 194 <i>Fact sheet: Biodiversity management</i>



GRI Standard	Disclosure	Section and page number references for the Integrated Annual Report 2021 and additional commentary
Material Topics continued		
GRI 300 Environmental Standards Series continued		
Biodiversity		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3.
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Minimising our environmental impact: Page 204 <i>Fact sheet: Biodiversity management</i>
	304-2 Significant impacts of activities, products and services on biodiversity	Minimising our environmental impact: Pages 201 - 203 <i>Fact sheet: Biodiversity management</i>
	304-3 Habitats protected or restored	Minimising our environmental impact: Page 204 <i>Fact sheet: Biodiversity management</i>
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	<i>Fact sheet: Biodiversity management 2021 and 2020 (the 2020 fact sheet contains the red list species table)</i>
MM1: Amount of land (owned or leased and managed for production activities or extractive use) disturbed or rehabilitated		Minimising our environmental impact: Page 204
MM2: The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria and the number (percentage) of those sites with plans in place		<i>Fact sheet: Biodiversity management</i>



GRI Standard	Disclosure	Section and page number references for the Integrated Annual Report 2021 and additional commentary
Material Topics continued		
GRI 300 Environmental Standards Series continued		
Emissions continued		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3.
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Minimising our environmental impact: Page 183 - 184 Four-year statistical review: Page 268 - 269 Statement of assurance: Page 274-276 <i>Supplementary disclosure: Climate change related disclosure: TCFD</i>
	305-2 Energy indirect (Scope 2) GHG emissions	Minimising our environmental impact: Page 183-184 Statement of assurance: Page 274-276 Four-year statistical review: Page 268-269 <i>Supplementary disclosure: :Climate change related disclosure: TCFD</i>
	305-3 Other indirect (Scope 3) GHG emissions	Minimising our environmental impact: Page 183 - 184 Statement of assurance: Pages 274 - 276 <i>Supplementary disclosure: :Climate change related disclosure: TCFD</i>
GRI 305: Emissions 2016	305-4 GHG emissions intensity	Minimising our environmental impact: Page 183 Four-year statistical review: Page 268-269 <i>Supplementary disclosure: Climate change related disclosure: TCFD</i>
	305-5 Reduction of GHG emissions	Minimising our environmental impact: Pages 185-188
	305-6 Emissions of ozone-depleting substances (ODS)	Sibanye-Stillwater does not produce CFC-11, or any other ODS for that matter. Sibanye-Stillwater also does not import or export any ODS
	305-7 Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	Health and well-being and occupational hygiene: Pages 151-152 Minimising our environmental impact: Pages 189 - 190 Four-year statistical review: Pages 268-269



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GRI Standard	Disclosure	Section and page number references for the Integrated Annual Report 2021 and additional commentary
Material Topics continued		
GRI 300 Environmental Standards Series continued		
Waste		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3.
GRI 306: Waste 2021	306-1 Waste generation and significant waste-related impacts	Minimising the environmental impact: Pages 198 -201 <i>Supplementary disclosure: Environmental incidents in 2021</i> Fact sheet: Tailings management
	306-2 Management of significant waste-related impacts	Minimising the environmental impact: Pages 198 -201 <i>Supplementary disclosure: Environmental incidents in 2021</i> Fact sheet: Tailings management
	306-3 Waste generated	Minimising our environmental impact: Page 201
	306-4 Waste diverted from disposal	Minimising our environmental impact: Page 199- 201
	306-5 Waste directed to disposal	Minimising our environmental impact: Page 201



GRI Standard	Disclosure	Section and page number references for the Integrated Annual Report 2021 and additional commentary
Material Topics continued		
GRI 300 Environmental Standards Series continued		
Compliance		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3.
GRI 307: Environmental compliance 2016	307-1 Non-compliance with environmental laws and regulations	Corporate governance: Page 22 Supplementary disclosure: <i>Environmental incidents in 2021</i>
GRI 400 Social Standards Series		
Supplier assessment		
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	Socioeconomic development: Page 222
	308-2 Negative environmental impacts in the supply chain and actions taken	Socioeconomic development: Page 222
MM3: Total amounts of overburden, rock, tailings, and sludges and their associated risks		Minimising our environmental impact: Page 201 <i>Fact sheet: Tailings management</i>
Employment		
GRI 3-3: Management of material topics	3-3 Management of material topics	See reference in this table on 3-3.
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Empowering our workforce: Page 159
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Remuneration report: Page 241 Empowering our workforce: Page 169 - 173 Health and well-being and occupational hygiene: Page 145
	401-3 Parental leave	Empowering our workforce: Page 155 Socioeconomic development: Page 221



GRI Standard	Disclosure	Section and page number references for the Integrated Annual Report 2021 and additional commentary
Material Topics continued		
GRI 400 Social Standards Series continued		
Labor/Management Relations		
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	<p>The minimum notice period given to employees on operational changes varies depending on the type and scale of significant change being contemplated at our SA operations:</p> <ol style="list-style-type: none"> 1) Restructuring due to Operational Requirements: The minimum notice of 60 days is provided for in the Section 189 A(3) requirement of the Labour Relations Act of 1995 2) Changing and/or negotiating salary increases typically 4 weeks "a months" notice 3) Changes or amendments to collective agreements require a 30 days notice 4) Other significant changes to operations: No defined minimum period but in practice typically 4 weeks <p>Our collective agreements i.e. recognition agreements do not define the minimum period but for restructuring due to operational reasons Section 189 of the Labour Relations Act is the standard that is being followed.</p>
Occupational Health and Safety		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3.
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Continuous safe production: Page 134
	403-2 Hazard identification, risk assessment and incident investigation	Continuous safe production: Page 132 - 136 Health, well-being and occupational hygiene: Page 144, 149 - 152
	403-3 Occupational health services	Health, well-being and occupational hygiene: Page 144, 149 - 152
	403-4 Worker participation, consultation, and communication on occupational health and safety	Empowering our workforce: Page 156- 157 Continuous safe production: Page 132, 135 Health, well-being and occupational hygiene: Page 144
	403-5 Worker training on occupational health and safety	Empowering our workforce: Page 156-157, 164 Continuous safe production : Page 133-135 Health, well-being and occupational hygiene: Page 151
	403-6 Promotion of worker health	Health, well-being and occupational hygiene: Page: 143, 145 - 147 Fact sheet: Care for iMali - Taking care of personal finance <i>Note: Our operations are not located in malaria prone areas</i>



GRI Standard	Disclosure	Section and page number references for the Integrated Annual Report 2021 and additional commentary
Material Topics continued		
GRI 400 Social Standards Series continued		
Occupational Health and Safety continued		
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our Sustainability Strategy: a summary: Page 178 Continuous safe production: Page 207 Socioeconomic development: Page 222 Governance in sustainability: our considered decision-making: Page 135
	403-8 Workers covered by an occupational health and safety management system	Continuous safe production: Page 134
	403-9 Work-related injuries	Continuous safe production: Pages 133 -141 Four-year statistical review: Pages 266 - 267 Statement of assurance: Pages 274 - 276
	403-10 Work-related ill health	Health, well-being and occupational hygiene: Pages 150 -152 Four-year statistical review: Pages 266 - 267 Statement of assurance: Pages 274-276



GRI Standard	Disclosure	Section and page number references for the Integrated Annual Report 2021 and additional commentary
Material Topics continued		
GRI 400 Social Standards Series continued		
Training and Education		
GRI 3-3: Management of material topics	3-3 Management of material topics	See reference in this table on 3-3.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Empowering our workforce: Page 166
	404-2 Programmes for upgrading employee skills and transition assistance programmes	Empowering our workforce: Pages 164-167
	404-3 Percentage of employees receiving regular performance and career development reviews	Empowering our workforce: Page 164



GRI Standard	Disclosure	Section and page number references for the Integrated Annual Report 2021 and additional commentary
Material Topics continued		
GRI 400 Social Standards Series continued		
Diversity and Equal Opportunity		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Corporate governance: Pages 160-161 Empowering our workforce: Pages 12; 14
	405-2 Ratio of basic salary and remuneration of women to men	Empowering our workforce: Page 161 Remuneration report: Page 150
Non-discrimination		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Empowering our workforce: Page 161 Socioeconomic development: Page 221
Freedom of Association and Collective Bargaining		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Socioeconomic development: Page 222-223
GRI 408: Child labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	Empowering our workforce: Page 155 Socioeconomic development: Page 221
GRI 409: Forced or compulsory labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Socioeconomic development: Page 221
MM4	Number of strikes and lock-outs exceeding one week's duration, by country	Leadership view: Page 32 Empowering our workforce: Page 168 🔗 Refer to https://www.sibanyestillwater.com/features/gold-wage-negotiations-2021/



GRI Standard	Disclosure	Section and page number references for the Integrated Annual Report 2021 and additional commentary
Material Topics continued		
GRI 400 Social Standards Series continued		
Security Practices		
	410-1 Security personnel trained in human rights policies or procedures	Socioeconomic development: Page 221-222 <i>Fact sheet: Combatting illegal mining</i> Additional information: https://thevault.exchange/?get_group_doc=245/1559314624-SS-policy-statement-security.pdf
GRI 410: Security Practices 2016		
Rights of indigenous people		
GRI 411: Rights of indigenous people 2016	411-1 Incidents of violations involving rights of indigenous peoples	None. Socioeconomic development: Page 209 and 215
MM5	Total number of operations taking place in or adjacent to indigenous people's territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities	Empowering our workforce: Page 171 Socioeconomic development: Page 215- 216
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	Socioeconomic development: Page 212
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights or local communities and Indigenous Peoples, and the outcomes.	Socioeconomic development: Page 212 - 213
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	None. Socioeconomic development: Page 222



GRI Standard	Disclosure	Section and page number references for the Integrated Annual Report 2021 and additional
Material Topics continued		
GRI 400 Social Standards Series continued		
Human Rights Assessment		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3.
GRI 412: Human Rights 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	Socioeconomic development: Page 222 Governance in sustainability: our considered decision-making: Page 224 - 226
	412-2 Employee training on human rights policies or procedures	Our purpose, vision, strategy and values: Page 25 Corporate governance: Page 12 Empowering our workforce: Page 164 Socioeconomic development: Page 221 Our induction incorporates a module on human rights
	412-3 Significant investments agreements and contracts that include human rights clauses or that underwent human rights screening	Socioeconomic development: Page 222 Governance in sustainability: our considered decision-making: Page 225
Local Communities		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programmes	Socioeconomic development: Page 209 - 220
	413-2 Operations with significant actual and potential negative impacts on local communities	Socioeconomic development: Page 208
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	Socioeconomic development: Page 222
	414-2 Negative social impacts in the supply chain and actions taken	Socioeconomic development: Page 222
Public Policy		
GRI 3-3: Management of material topics	3-3 Management of material topics	See reference in this table on 3-3.
GRI 415: Public Policy 2016	415-1 Political contributions	Corporate governance: Page 12



GRI Standard	Disclosure	Section and page number references for the Integrated Annual Report 2021 and additional commentary
Material Topics continued		
GRI 400 Social Standards Series continued		
Customer health and safety		
GRI 416: Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and services categories	<p>On the physical Platinum ingots, we have the London Platinum and Palladium Market (LPPM) requirements which indicates that we must have the company name/logo, metal, weight, purity, and unique batch reference pin stamped – we have this in place.</p> <p>Address label with air waybill number and known cargo stamp (with company name), containers or ingot reference numbers, security seal sticker. This is a civil aviation authority requirement.</p> <p>Spec sheet, packing list and signed dispatch letters (from senior manager) with container numbers, purity, destination address etc. goes to the customer. This is not a regulatory requirement but part of our procedures. All of the above are in our SR01 procedures. Our precious metal refinery is Good Delivery accredited by the LPPM (for ingots) and has received sponge accreditation for Pt and Pd from the LPPM.</p>
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	We stopped packaging in tins to improve safe handling as a complaint was received about a cut whilst opening a tin container.
GRI 417: Marketing and labelling 2016	417-1 Requirements of product and service information and labelling	None in 2021
	417-2 Incidents of non-compliance concerning product and service information and labelling	None in 2021
	417-3 Incidents of non-compliance concerning marketing communications	<p>On the physical Platinum ingots, we have the LPPM requirements which indicates that we must have the company name/logo, metal, weight, purity, and unique batch reference pin stamped – we have this in place.</p> <p>Address label with air waybill number and known cargo stamp (with company name), containers or ingot reference numbers, security seal sticker. This is a civil aviation authority requirement.</p> <p>Spec sheet, packing list and signed dispatch letters (from senior manager) with container numbers, purity, destination address etc. goes to the customer. This is not a regulatory requirement but part of our procedures.</p> <p>All of the above are in our procedures.</p>
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	None in 2021



GRI Standard	Disclosure	Section and page number references for the Integrated Annual Report 2021 and additional commentary
Material Topics continued		
GRI 400 Social Standards Series continued		
Customer health and safety continued		
GRI 3-3 Management of material topics	3-3 Management of material topics	Refer to 3-3 of this index
GRI 419: Socio-economic compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	Corporate governance: Page 20 Supplementary disclosure: <i>Social and Labour Plans: Summary of projects in SA</i>
Artisanal and Small-scale Mining		
MM8: Number (and percentage) of company operating sites where artisanal and small-scale mining takes place on, or adjacent to, the site, the associated risks and the actions taken to manage and mitigate these risks		<i>Fact sheet: Combatting illegal mining</i>
Closure Planning		
MM10: Number and percentage of operations with closure plans		Minimising our environmental impact: Pages 203 - 204
Material stewardship		
MM11: Programs and progress relating to material stewardship		Engaging with our stakeholders: Page 79 Socioeconomic development: Page 222 Governance in sustainability: our considered decision making: Page 224