

## FACT SHEET

### 31 December 2018

A key pillar supporting Sibanye-Stillwater's business strategy is the safety, health and well-being of our employees (the most vital of our stakeholders).

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## HOLISTIC WELLNESS STRATEGY: HOUSING

Our approach is rooted in our CARES values – commitment, accountability, respect, enabling and safety – and our purpose to improve lives.

In line with this, we have adopted a holistic, values-driven approach to creating shared value and we are transforming every department of the organisation accordingly.

Our refreshed approach considers the socio-economic perspectives presented by each person at the mine gate every day. As such, we have revised our housing and accommodation strategy to facilitate home ownership and access to mortgages, which remains a priority for the majority of our employees, while we continue to upgrade on-mine accommodation.

For the benefit of our host communities at large, we also continue to engage with government, through the Minerals Council South Africa, regarding the donation of our villages (on unproclaimed land) to municipalities. In 2018, Sibanye-Stillwater donated approximately 123 hectares of land, mostly in the Rand West municipal district.

In 2018, we hosted the Department of Human Settlements, and some local government officials, on a tour of our villages on unproclaimed land. We wanted to show our guests how many houses we have on unproclaimed land and the need to incorporate these villages into their current bulk infrastructure plans.

### HOME OWNERSHIP

As part of our housing strategy, we have assigned a professional valuer to revalue all our properties, beginning with the gold operations in order to sell the properties at an affordable cost to employees. In 2019, the re-evaluation of properties will be rolled out at the SA PGM employees to facilitate home ownership.

For employees at our SA gold operations, we partnered with IEMAS Financial Services to facilitate home loans and finance for home improvements.

Since 2015, ownership of another 538 houses has been transferred from Sibanye-Stillwater to employees, including 138 vacant mine houses sold to employees in 2018. Mine houses identified for sale are offered to mine employees at a discount to market pricing, based on years of service.

### ACCOMMODATION

Beyond Mining Charter requirements, our SA gold operations currently provide single accommodation for 10,003 employees and 6,001 family units while 1,647 single rooms and 1,511 family units are used by employees at our SA PGM operations.

Since 2015, R430 million has been spent on upgrading single accommodation at our mines.

Ongoing renovations, including cosmetic changes to accommodation facilities, continued in 2018, and this helped create employment and business opportunities for local small, medium and micro enterprises (SMMEs).

Employees who choose not to live in single accommodation receive a living out allowance.

## SA operations: Housing and accommodation

	2018	2017
<b>Number of employees living in</b>		
Single accommodation complexes(mine employees)	11,650	12,043
Family accommodation (houses)	7,512	7,559
Private/other (balance of total workforce less single accommodation and family accommodation)	31,410	32,079
<b>Number of company-owned houses sold</b>		
Total	138	111
Employees	103	93
Private	33	18
<b>Number of company-owned houses sold since programme inception (2015)</b>		
Total	676	538
Employees	355	252
Private	321	286
Number of houses built during the year	0	0
Number of houses built since programme inception (2015)	36	36
<b>Spend on accommodation maintenance/renovations*</b>		
Family	R90 million	R99 million
Single	R47 million	R46 million
<b>Spend on accommodation maintenance/renovations (excluding labour costs)**</b>		
Family	R50 million	R56 million
Single	R22 million	R21 million
<b>Single accommodation upgrade spend since programme inception (2015)</b>	<b>R430 million</b>	R430 million

For information on our workforce and social upliftment, refer to our 2018 Integrated Annual Report.

### RATES AND TAXES ASSOCIATED WITH COMPANY HOUSING

Sibanye-Stillwater owns a large number of houses on proclaimed and unproclaimed land at great cost in terms of the rates and taxes levied by the municipalities. As a consequence, the valuations are monitored and, where appropriate, objections are lodged and appeals are referred to the relevant Valuation Appeal Board.

The monthly accounts are monitored to ensure that the correct tariffs, exemptions and rebates are applied.

### FOR MORE INFORMATION, CONTACT:

**James Wellsted**

Senior Vice President: Investor Relations

Email: [ir@sibanyestillwater.com](mailto:ir@sibanyestillwater.com)

Website: [www.sibanyestillwater.com](http://www.sibanyestillwater.com)