



# SECURITY

Sibanye-Stillwater strives to protect its people, its products, its assets and its business interests in a manner that is just and adheres to internationally recognised practices. To this end, we endeavour to ensure that the safety and security of employees, contractors, visitors and the Business, will be delivered within the rule of law, and with due regard to the human rights and dignity of others.

Sibanye-Stillwater is committed to:

- creating a safe and secure environment for all our employees, contractors and visitors
- providing a governance framework encompassing, but not limited to, a Code of Ethics, Policies and Procedures, and a Disciplinary Code of Conduct
- maintaining, developing and appropriate resourcing as an integral part of the Business, and mandating service providers to, *inter alia*:
  - evaluate criminal and security threats facing the Company
  - identify and evaluate potential risks that will negatively impact the Company
  - mitigate the Company's security and criminal risk exposure through the delivery of a holistic protection strategy, and through the implementation of security best practice principles
- abiding by the law and partnering with all stakeholders to uphold the rule of law within the jurisdiction of the Company
- assisting the authorities, where required, necessary and possible, in the investigating of crime, suspected criminal individuals, structures, and groupings in as far as such criminal acts impact the Business of Sibanye-Stillwater
- maintaining a zero tolerance response to criminal and/or anti-social behaviour within the Company or on its precinct
- maintaining a zero tolerance response to fraudulent and/or corrupt activities of employees, contractors, and visitors in all operations of the Company
- maintaining a zero tolerance approach to employees, contractors or visitors who obstruct SPS in the execution of their duties, and
- enforcing a zero tolerance approach to employees, contractors or visitors who may undermine, bypass, and/or damage any security process, control, mechanism or device.

Employees, contractors and visitors working and present on Sibanye-Stillwater operations play a fundamental role in achieving safety and security objectives through:

- their right to work in an environment that is safe, secure and free from criminal activity, and their duty to report such persons or activities either in person or through the available anonymous reporting platforms with no adverse consequences when reporting in good faith
- taking ownership of security in the workplace and complying with documented policies, standards and procedures, including the Code of Ethics and the Fraud Response Plan, and
- acknowledging and co-operating with Company officials charged with executing the security function on behalf of the Company.

Signed:

**Neal Froneman**  
Chief Executive Officer

August 2017



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY