



Sibanye believes that decent accommodation is important for employee wellbeing and morale. In providing housing and accommodation for employees, Sibanye is guided by the Mineral and Petroleum Resources Development Act and the Broad-Based Socio-Economic Empowerment Charter for the South African Mining and Minerals Industry (Mining Charter).

Of the 32,463 permanent employees in Sibanye's Gold Division in 2016:

- 37% live in high-density residences
- 21% live in other Group accommodation, including family units built by Sibanye
- 42% have opted to receive a living-out allowance



### SIBANYE'S HOME-OWNERSHIP PROGRAMME

Sibanye is actively pursuing an employee home-ownership programme to enable employees to own their houses.

#### Sale of company-owned houses

The home-ownership programme began in 2015 using a two-pronged approach to occupied and vacant mine-owned houses:

Houses were offered for sale to current occupants at a discount, based on years of service, with no obligation to buy

Vacant houses in the higher grade levels are first offered to all Sibanye employees and then placed for sale on the open market

**A total of 427 houses owned by Sibanye have been sold to date – 162 to employees and 265 private sales.**

#### Affordable home ownership

Building on the demand for new affordable houses, Sibanye has been extensively involved in stakeholder engagement with organised labour regarding the designs and layout of prototype show houses in Gauteng and in the Free State.

This programme provides affordable homes to Sibanye's category 4-8 employees that can be funded from living-out allowances with minimal subsidisation.

To keep costs low, in-house project management and construction are used. In addition, local contractors are employed whenever possible.

**Four show houses and 32 houses built for sale have been completed.**

### Sibanye's housing programme and local economic development

Through its housing programme, Sibanye is facilitating the creation of employment as well as opportunities for local small, medium and micro enterprises (SMMEs) supporting youth and women. SMMEs also stand to benefit from planned incubation centres that support our employee home ownership scheme, as well as the housing programmes of local municipalities. To this end, a brick manufacturing facility employing 20 people from surrounding communities is already producing and stockpiling high quality bricks. The selection process for another 25 to 30 SMMEs is complete and their training will commence early in 2017. These SMMEs will be trained in carpentry, welding and spray painting and in the manufacture of roof trusses and roof tiles to enable them supply the company's housing programme. Once accredited, the SMMEs will be qualified to start their own businesses and operate in mainstream industries. Sibanye has spent R4.5 million on the project to date, mainly on the refurbishment and equipping of the incubation centre.

### HIGHLIGHTS OF HOUSING PROGRAMME

- 427 company-owned houses sold to date
- Affordable home-ownership programme: 32 houses built to date of 120 planned
- Approximately R430 million spent on high-density residence upgrades over eight years

## HIGH-DENSITY ACCOMMODATION

High-density residence upgrades have been completed at the Beatrix, Driefontein and Kloof operations at a cost of approximately R430 million over eight years. In line with Mining Charter requirements, the occupancy rate of one person per room was achieved in 2015. This is a significant improvement on the previous average of six people per room.



Sibanye supports the Mining Charter's aim to accommodate as many families as possible by building new family units in viable, integrated communities, given that high-density residences are not suitable for families.

### Progressive accommodation upgrade and houses built as at 31 December 2016

	High-density residence rooms		Family units Category 4-8 houses*	
	Planned	Completed	Planned	Completed
Beatrix	813	813	60	-
Cooke	539	155	168	99
Driefontein	1,400	1,574	350	350
Kloof	1,705	1,778	462	462
<b>Total</b>	<b>4,457</b>	<b>4,320</b>	<b>1,040</b>	<b>911</b>

\* Various unskilled and semi-skilled employees



### High-density residence occupancy (excluding contractor employees) as at December 2016



#### BEATRIX



**2,496**

(Total number of employees: 7,884)



#### COOKE



**837**

(Total number of employees: 3,788)



#### DRIEFONTEIN



**4,531**

(Total number of employees: 10,941)



#### KLOOF



**4,160**

(Total number of employees: 9,858)

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