



## A HELPING HAND FOR LEARNERS

Sibanye-Stillwater employees, in partnership with A&R Engineering, recently donated over 200 pairs of school shoes and bags to Rooipoort Primary Farm School in Carletonville, Gauteng. The handover will ensure that learners go to school with dignity.

Additionally, in March, Sibanye-Stillwater and A&R Engineering donated 101 pairs of school shoes and dignity packs to learners at Seabo Primary School in Thabong, Welkom in the Free State. Speaking at the event, Cllr Veronica Ntakumba, Executive Mayor of the Lejweleputswa District Municipality, expressed her gratitude to Sibanye-Stillwater and A&R Engineering, saying such partnerships turn community needs into real solutions.

The Rooipoort Primary Farm School campaign was driven by staff at the Driefontein Pitseng Shaft Engineering Department, which mobilised Sibanye-Stillwater employees to donate school shoes, school bags and stationery for learners in need. These initiatives highlight the strength of collaboration with key stakeholders and reflects

Sibanye-Stillwater's continued commitment to improving the wellbeing of host communities.

### Isandla sokunceda abafundi

Abasebenzi baseSibanye-Stillwater, besebenzisana ne-A&R Engineering, kutshanje banikele ngezihlangu ezingaphezu kwe-200 zesikolo neebhegi kwiRooipoort Primary Farm School, eCarletonville, eGauteng. Ukunikezelwa kwazo kuya kuqinisekisa ukuba abafundi baya esikolweni benesidima.

Ukongezelela, ngoMatshi, iSibanye-Stillwater kunye ne-A&R Engineering banikele ngezihlangu zesikolo eziyi 101 kunye neepakethi zesidima kubafundi baseSeabo Primary School, eThabong, eWelkom eFree State. Ethetha kulo msitho, uCllr Veronica Ntakumba, uSodolophu oLawulayo kaMasipala weSithili saseLejweleputswa, ubulele uSibanye-Stillwater kunye no-A&R Engineering, esithi

olo hlobo lwentsebenziswano luguqula iimfuno zoluntu zibe zizisombululo zokwenene. Iphulo le-Rooipoort Primary Farm School liqhutywa liSebe lezobuNjineli iDriefontein Pitseng Shaft, eliye lahlab'ikhwelo kubasebenzi baseSibanye-Stillwater ukuba banikele ngezihlangu zesikolo, iibhegi

zesikolo kunye neencwadi nezinto zokubhala besenzela abafundi abasweleyo. La manyathelo abonisa amandla okusebenzisana nabathathi-nxaxheba abaphambili ibe abonisa ukuzibophelela okughubekayo kweSibanye-Stillwater ekuphuculeni impilo ntle yabahlali.



Left: School shoes donated to Rooipoort Primary Farm School in Carletonville, Right: School shoes and dignity packs donated to Seabo Primary School in Thabong



Representatives from the Lejweleputswa District Municipality, Seabo Primary School, A&R Engineering and Sibanye-Stillwater at the dignity packs and school shoes handover



INNOVATION



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY

# Enhancing water access with renewable energy



Solar infrastructure installed at schools in the Dipaleseng Municipality

Sibanye-Stillwater recently installed solar panels at four schools in the Dipaleseng Municipality, Mpumalanga at a cost of R1 million. The schools, Isifisoethu Secondary School, Laerskool Grootvlei, Mlamankunzi Primary School and Nthoroane Secondary School previously benefited from the drilling of boreholes by the Sibanye-Stillwater Foundation.

In addition, the company also purchased and installed JoJo tanks at two early childhood development (ECD) centres in the area, Ubuhlebemfundo Day Care Centre and Ebuhleni Day Care Centre. The installation will improve water reliability and promote health and hygiene at these schools.

## Ho ntlafatsa mokgwa wa ho fumana metsi ka matla a itsosolosang

Sibanye-Stillwater e sa tswa kenya diphanele tsa letsatsi dikolong tse nne Masepaleng wa Dipaleseng, Mpumalanga ka ditshenyehelo tse etsang R1 million. Dikolo tsena, Isifisoethu Secondary School, Laerskool Grootvlei, Mlamankunzi Primary School le Nthoroane Secondary School di ruile molemo metsing a tshikilweng fatshe, ho entsweng ke Sibanye-Stillwater Foundation.

Ho phaella moo, khamphani e ile ya boela ya reka le ho kenya ditanka tsa JoJo ditsing tse pedi tsa diiti tsa ntshetsopele ya bana ba banyenyane (ECD) sebakeng seo, e leng Ubuhlebemfundo Day Care Centre le Ebuhleni Day Care Centre. Sena se tla ntlafatsa

phepelo ya metsi le ho tlisa bophelo bo botle le bohleweki dikolong tsena.



## Improving maths and science education in host communities

Since 2021, Sibanye-Stillwater has implemented a maths and physical science programme at 34 secondary schools in host communities. The programme includes remedial afterschool classes for grades 10 to 12, Saturday revision classes for Grade 12s, quarterly training for educators and is aligned to the national curriculum. It supports the Department of Basic Education to achieve a higher pass rate in maths and physical science and encourages learners to choose maths and physical science to improve their future career opportunities.

In 2025, schools supported by the programme outperformed the 67% maths and 76.5% physical science pass rate in Gauteng and that of the Free State which stood at 63.3% for maths and 74.5% for physical science, respectively.

Marematlou Secondary School in Virginia (94.9%), Randfontein Secondary School, located in the West Rand (83.3%) and Tswasongu Secondary School in Carletonville (78.3%) outperformed the two provinces' pass rates by over 10%. On the physical science side, Reatlehile Secondary School in Virginia (100%), Randfontein Secondary School in Randfontein (94.7%) and Virginia Secondary School in Virginia (91.7%) were the top performing schools

supported by the programme. Additionally, schools supported by the programme received one distinction in mathematics and two for physical science in the Free State, and six for mathematics and three for physical science in Gauteng.

Sibanye-Stillwater supported teaching and training programmes in combination with other complementary efforts to construct schools, renovate maths and science labs and build school playgrounds and sports facilities, to enhance access to quality education and empower host communities.

## Ho ntlafatsa thuto ya dipalo le saense metseng e haufi

Ho tloha ka 2021, Sibanye-Stillwater e kentse tshebetsoeng lenaneo la dipalo le saense ya dintho tse bonwang dikolong tse 34 tse phahameng metseng e haufi. Lenaneo lena le kenyetse ditlase tse eketsehileng tsa ka mora sekolo bakeng sa dihlola tsa 10 ho ya ho 12, ditlase tsa ho ikgopotsa ka Moqebelo bakeng sa sehlopha sa 12, kwetliso ya matichere e etswang ka kotara tumellanong le lenaneo la thuto la naha. Sena se tshehetsa Lefapha la Thuto ya Motheo ho finyella tekanyo e phahameng ya dipalo



Youth tutors being trained by TLOU Institute



Learners in class at the Spring Revision Camp in the Free State



Educators during one of the educator development sessions

le saense ya dintho tse bonwang le ho kgothalletsa baiithuti ho kgetha dipalo le saense ho hodisa menyetta ya bona ya mosebetsi nakong e tlang.

Ka 2025, dikolo tse tsheheditsweng ke lenaneo lena di ile tsa feta 67% dipalong le 76.5% saenseng ya dintho tse bonwang Gauteng le Free State eo e neng e le 63.3% bakeng sa dipalo le 74.5% bakeng sa saense ya dintho tse bonwang, ka ho latellana.

Sekolo se Phahameng sa Marematlou se Virginia se fumane (94.9%), Sekolo se Phahameng sa Randfontein se West Rand (83.3%) le Sekolo se Phahameng sa Tswasongu se Carletonville (78.3%) se ile sa feta diprofinse tse pedi ka hoo e kabang 10%. Ha ele fisiksing teng, Sekolo se Phahameng sa Reatlehile se

Virginia sa thola (100%), Sekolo se Phahameng sa Randfontein se Randfontein (94.7%) le Sekolo se Phahameng sa Virginia se Virginia (91.7%) e bile likolo tse sebetlang hantle ka ho fetisisa tse tshehelitsweng ke lenaneo lena. Ho phaella moo, dikolo tse tsheheditsweng ke lenaneo lena di ile tsa fumana naleli e le nngwe dipalong le tse pedi fisiksing Free State, le tse tsheletsweng dipalong le tse tharo fisiksing Gauteng.

Sibanye-Stillwater e ile ya tshehetsa mananeo a thuto le kwetliso hammoho le boiteko bo bong bo fetang boo ka ho haha dikolo, ho ntjhafatsa dilaboratori tsa dipalo le saense le ho haha mabala a dipapadi a dikolo le diiti tsa dipapadi, ho fana ka thuto ya boleng bo hodimo le ho matlafatsa setjhaba se haufi.

# Boosting maths and science education



New equipment installed at Refhletse Combined School

Sibanye-Stillwater recently handed over new maths and computer labs to Refhletse Combined School in Verkeerdevlei, Free State. The project gives learners a chance to learn by doing. It helps them understand their homework better, think for themselves, and come up with new ideas. The project also included the construction of a top-quality computer lab to help students learn science and technology in a fun way.

Refhletse Combined School, built in 1948, serves grades R to 12 across 18 classes with just 12 educators in a semi-rural area with limited resources. "This handover marks a pivotal step toward bridging resource gaps and preparing Refhletse learners for a tech-driven future," expressed Mpho Kaibe, Principal of Refhletse Combined School.

This project, implemented in partnership with Forge

Academy, brings much needed change. A standout feature is the flagship Virtual Reality (VR) computer lab, which is a practical tool to transform how learners engage with science and technology. The lab addresses key equipment cost and access barriers, allowing students to experiment, explore, and discover safely. Educators will also undergo training to ensure the technology is effectively used.

## Ukunyusa izinga lezibalo kunye nemfundo yesayensi

ISibanye-Stillwater kutshanje inikezele ngeelebhu ezintsha zezibalo nekhompyutha kwiRefhletse Combined School eVerkeerdevlei, eFree State.

Le projekthi inika abafundi ithuba lokufunda ngokwenza.

Kubanceda bawuqonde ngcono umsebenzi wabo wesikolo, bazicingele baze bakwazi ukuza neembono ezintsha. Le projekthi ikwaquka ukwakhiwa kwelebhu yekhompyutha ekumgangatho ophezulu ukunceda abafundi bafunde isayensi kunye netekhnoloji ngendlela emnandi, besenza izinto abazifundayo.

Isikolo esiDibeneyo saseRefhletse, esakhiwa ngo-1948, sisebenza kumabanga R ukuya kwi-12 kwiiklasi eziyi 18 inootitshala abayi 12 kuphela kwindawo esemaphandleni. "Oku kunikezelwa kuphawula inyathelo elibalulekileyo lokuvala izikhewu zezibonelelo nokulungiselela abafundi baseRefhletse kwikamva eliqhutywa ngetekhnoloji," utshilo uMpho Kaibe, iNqununu

yeSikolo esiDityanisiweyo saseRefhletse.

Le projekthi, iphunyezwe ngokubambisana neFORGE Academy, izisa utshintsho olufunekayo. Into ebalaseleyo yilebhu yekhompyutha ebalulekileyo yeVirtual Reality (VR), eyilebhu Esisixhobo esisebenzayo sokuguqula indlela abafundi abazibandakanya ngayo kwezesayensi kunye netekhnoloji. Ilebhu ijongene neendleko eziphambili zezixhobo kunye nemiqobo yokungena, evumela abafundi ukuba bazame, bahlolise, baze bafumane ngokukhuselekileyo. Ootitshala baza kuqeqeshwa ukuqinisekisa ukuba itekhnoloji isetyenziswa ngokufanelekileyo.



Representatives from Sibanye-Stillwater, Forge Academy and Refhletse Combined School at the handover of the newly equipped maths and computer labs

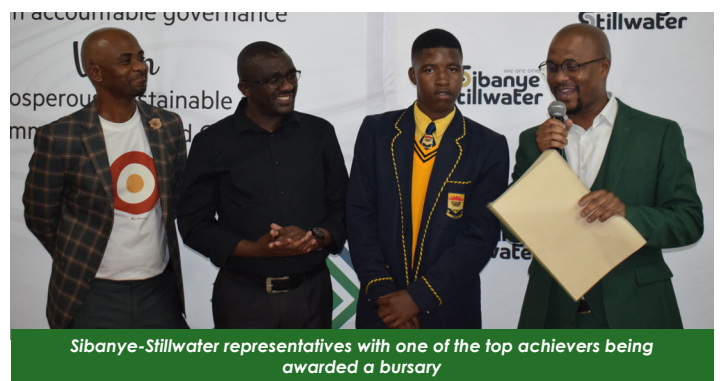
## Opening doors to education

As part of our effort to improve community access to quality education and opportunities, Sibanye-Stillwater has provided 1,669 bursaries across our South African operations since 2016.

Our Top Achievers Programme, run between 2019 and 2025, formed part of this, providing bursaries to top performing matriculants. It supported 72 learners, 32 across our gold operations, of which 18 are female.



Top achievers who were awarded bursaries pictured with their parents at the launch in 2019

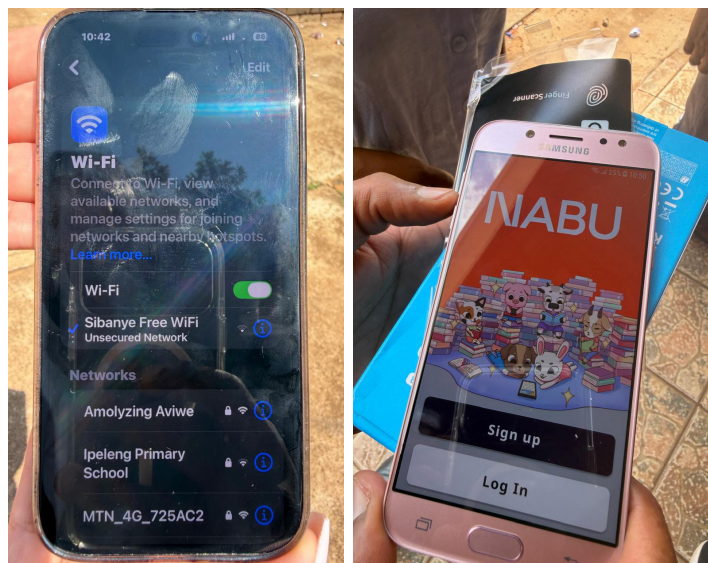


Sibanye-Stillwater representatives with one of the top achievers being awarded a bursary

Currently 18 of these learners are supported in the fields of accounting and finance (13), electrical engineering (four), law (two) and even psychology and social work with one each. Eight learners covered by the programme

have since graduated, all of whom were absorbed as interns, five completing accounting degrees, one each in the fields of chemical engineering, computer science and supply chain.

# Giving learners access to internet



Learners can easily access programmes such as the NABU digital learning platform with their cellphones through Sibanye-Stillwater's partnership with NABU and GSM Systems

Sibanye-Stillwater, together with Gauteng Department of Education officials, recently visited 10 schools in the West Rand to install free-fast Wi-Fi. Schools benefiting included Letsatsing Combined School and Fochville Secondary School in Carletonville; Seatlile Secondary School, Laerskool Glenharvie, Sedimosang Primary School, Sethlolela Farm School and Itumeleng LSEN School in Rand West City; and Khutsong South Primary School, Retlile Primary School and Thuto Bokamoso Primary School in Merafong.

The connectivity provided will improve school administration and classroom-based teaching and learning.

It has seen Wi-Fi access extended beyond administration offices into classrooms, facilitating their

use in teaching and curriculum development. Filters were installed to allow for content monitoring, and connectivity is maintained to ensure reliability and performance. In addition, as part of the programme's partnership with NABU, which is an NGO focusing on digital literacy through native languages, learner devices were also donated to Seatlile Primary School.

These will be supplied together with GSM Systems, which specialises in device refurbishments, promoting sustainability. Through initiatives such as these, Sibanye-Stillwater is collaborating to increase access to digital learning resources, improve the delivery of Mathematics and Science, and ensure learners can learn in their home languages.

## Ho fa baithuti monyetla wa ho kena inthaneteng

Sibanye-Stillwater, hammoho le basebeletsi ba Lefapha la Thuto la Gauteng, re sa tswa etela dikolo tse 10 tsa West Rand ho kenya Wi-Fi ya mahala e lebelo le hodimo. Dikolo tse ruileng molemo ebile Letsatsing Combined School le Fochville Secondary School e Carletonville; Seatlile Secondary School, Laerskool Glenharvie, Sedimosang Primary School, Sethlolela Farm School le Itumeleng LSEN School e Rand West City; le Khutsong South Primary School, Retlile Primary School le Thuto Bokamoso Primary School e Merafong.

Kgokahano ena e tla nolofatsa tsamaiso ya sekolo le ho ruta le ho ithuta ka tlelaseng.

Ho fumanwe Wi-Fi e sa felleng feela diofising tsa tsamaiso empa e fetela ditlelaseng, ho tshetsetsa mekgwa ya bona ya ho ruta le ntshetsopela ya kharikhulamo. Disefe di ile tsa kenngwa ho sefa boitsebiso bo

ka shebuwang, mme Project Isizwe e hlokomela kgokahano ho netefatsa hore e ka tsheptjwa le hore e sebetse hantle. Ho phaella moo, e le karolo ya lenaneo ka tshabelisanommoho le NABU, eo e leng mokhatlo oo eseng wa mmuso o shebaneng le thuto ya dijithale ka lipuo tse antsweng letsweleng, ho ile ha boelwa ha fanwa ka disebediswa tsa ho ithuta sekolong sa Seatlile Primary School.

Tsena di tla fanwa ka Ditsamaiso tsa GSM, tse sebetsehang ka ho ntjhafatsa disebediswa le ho di sebedisa hape, ho kgothaletsa botsitso. Ka mehato e kang ena, Sibanye-Stillwater e etsa dilekane ho ntlafatsa ho fumaneha ha mehlodi ya disebediswa tsa ho ithuta dijithale, ho ntlafatsa ho tsamaiswa ha mananeo a Dipalo, Saense, le ho netefatsa hore baithuti ba ka ithuta ka dipuo tsa habo bona.



Sibanye-Stillwater representatives with officials from the Gauteng Department of Education and Project Isizwe during the visit at Seatlile Primary School



**WE ENABLE MINDS,  
NOT JUST MINES**

**MORE THAN 12 YEARS OF TRANSFORMING LEARNING  
ENVIRONMENTS AND SUPPORTING TEACHERS**



Scan the QR code or visit [www.sibanyestillwater.com/sustainability](http://www.sibanyestillwater.com/sustainability) to access our Social and Labour Plan project reports, available under the 'References' section on the page

# Building the next generation of mining leaders

Sibanye-Stillwater recently hosted our annual Bursary and Vocational Student Seminar at the Kloof Academy in Westonaria, Gauteng. The seminar marked the end of a month-long vacation placement at our South African operations in December 2025, during which students gained hands-on exposure to all aspects of our operations.

The seminar also provided a platform for the students to present new research and rewarded students who develop innovative ideas. Mhlali Mtalalisi (1<sup>st</sup> place) presented a project focused on effective water management and pumping systems. Adivhaho Mphephu (2<sup>nd</sup> place) analysed ways of improving tramming systems, and Michael de Beer (3<sup>rd</sup> place) showcased a study on effective pillar extraction systems.

José Zulu, Mining Manager Operations at the Driefontein operation and a judge at the event, highlighted the value of the discussions generated. "This seminar brought thought-provoking discussions to the table that we will take back to the operations and ask ourselves: If this is the reality we are living with, how do we overcome these challenges as an industry?"

Since 2016, our South African operations have awarded 1,669 bursaries, and 10,985 individuals have taken advantage of the mining and engineering

opportunities we provided. This forms part of our efforts to empower the youth, increase access to education and training, and ensure that we remain a modern mining company which is able to retain talent and incorporate new technologies and understandings to improve safety and efficiency.

## Ho aha moloko o latelang wa baetapele ba merafo

Sibanye-Stillwater e sa tswa tshwara Seboka sa dihlapiso le Mosebetsi sa selemo le selemo mane Kloof Academy e Westonaria, Gauteng. Seboka sena se tshwale ho fela ha nako ya phomolo ya kgwedi kaofela merafong ya rona ya Afrika Borwa ka Tshitwe 2025, moo baithuti ba ileng ba fumana monyetla wa ho tseba dikarolo tsohle tsa mesebetsi ya rona.

Seboka sena se ile sa boela sa fana ka monyetla wa hore baithuti ba bontshe diphuputso tsa tsona tse ntjha mme ha putswa baithuti ba hlalishitseng boqapi bo botjha. Mhlali Mtalalisi (boemeng ba pele) o ile a hlalosa morero o mabapi le tsamaiso e sebetsang ya metsi le tsamaiso ya ho pompa. Adivhaho Mphephu (boemong ba bobedi) o ile a hlalosa di-tsela tsa ho ntlafatsa tsamaiso ya ho thotha, ha Michael de Beer



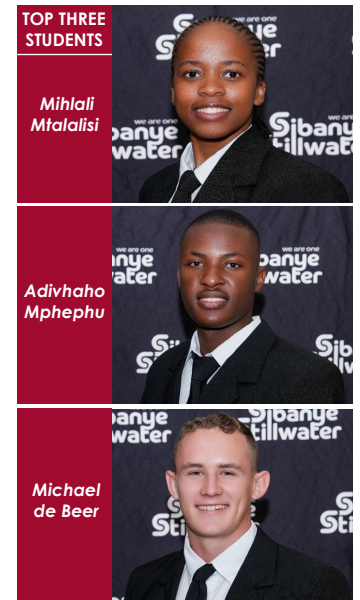
Bursary and vocational students were recognised for their completion of a month-long practical learning experience at Sibanye-Stillwater

(boemong ba boraro) yena a ile a bontsha thuto e mabapi le mekgwa e sebetsang ya ho rafa dipilara.

José Zulu, Motsamaisi Merafong wa Driefontein e bile e le moahlodi ketsahalong eo, o ile a totobatsa bohlokwa ba dipuisano tse bileng teng. "Seboka sena se beile dipuisano tse susumetsang monahano tafoleng tseo re tla ya le tsona mesebetsing le ho ipotsa: Haeba ena ke nnete eo re ke keng ra e qoba, re le indasteri re ka hlola mathata aa jwang?"

Ho tloha ka 2016, merafo ya rona Afrika Borwa e fane ka di-bursary tse 1,669, mme batho ba 10,985 ba sebedisitse monyetla ya merafo le boenjiniere eo re faneng ka yona. Sena ke karolo ya boiteko ba rona ba ho matlafatsa batjha, ho fana ka thuto le kwetliso, le ho netefatsa hore re dula re le khamphani

ya merafo ya sejwalejwale e kgonang ho boloka talenta le ho kenyeletsa theknoloji e ntjha le kutlwisiso ho ntlafatsa polokeho le katleho.



## Empowering communities through local investments

### Ukuxhobisa uluntu ngotyalo-mali lwasekuhlaleni

Sibanye-Stillwater believes in empowering communities around our operations through partnerships with local communities and investments, all in the cooperative pursuit of local economic revitalisation and sustainable development.

Since our formation in 2013, our mines have completed over 110 Social and Labour Plan (SLP) projects in the fields of infrastructure, education, healthcare and social welfare in host communities. These are being implemented to improve access to quality healthcare, boost educational performance, contribute to social infrastructure and service delivery provision, and enhance community wellbeing and small businesses.

Guided by community needs, these projects ensure that the benefit of our presence extends beyond the life of our mining operations.



Rebuilt Blybank Clinic to include additional facilities (West Rand)

Sibanye-Stillwater ikholelwa ekuxhobiseni uluntu kwimisebenzi yethu ngokubambisana noluntu lwasekuhlaleni nangotyalo mali, konke oku kubangelwe kukuvuselelwa koqoqosho lwasekuhlaleni kunye nophuhliso oluzinzileyo.

Ukususela ekusungulweni kwethu ngo-2013, imigodi yethu igqibe iiprojekthi ezingaphezu kwe-110 zeSicwangciso seNtalo nezeMisebenzi (SLP) kwiziseko zophuhliso, ezemfundo, ezempilo nezentlalo-ntle kuluntu. Ezi zinto ziphunyezwa ukuze kuphuculwe ukufikeleleka kwezempilo esemgangathweni, kuphuculwe ukusebenza kwezemfundo, kube negalelo kwiziseko zentlalo nasekunikezelweni kweenkonzo, kuphuculwe nempilo-ntle yentsapho namashishini amancinci.

Zikhokelwa zizidingo zentsapho, ezi projekthi ziqinisekisa ukuba inzuzo yobukho bethu ingaphaya kobomi bemisebenzi yethu yemigodi.



Road infrastructure project implemented in Masilonyana



Supporting local farming in host communities



Construction of a school hall in Embonisweni Primary School (Thabong)

## Supporting the community through enhancing safety

Sibanye-Stillwater recently erected a high brick and mortar boundary wall around the Itireleng Association for the Physically Disabled in Mohlakeng in the Rand West City Local Municipality, Gauteng.

The centre, which opened in 1994, provides day care for many

people living with disabilities, offering them education and job opportunities.

In recent times the facility has been troubled by break-ins, which have impacted on the lives and wellbeing of its staff and beneficiaries and hampered its ability to operate.



Representatives from Sibanye-Stillwater, Rand West City Local Municipality and the Itireleng Association for the Physically Disabled gathered to mark the completion of the perimeter wall

## Ho tshehetsa setjhaba ka ho ntlafatsa tshireletseho

Sibanye-Stillwater e sa tswa hahle lerako la ditene le bolelele ho potoloha Itireleng e leng Mokgatlo wa Batho ba nang le Bokowa Mohlakeng, Masepaleng wa Selehae wa Rand West City, Gauteng.

Setsi sena, se ileng sa bulwa ka 1994, se fana ka tlhokomelo bathong ba bangata ba nang le

bokowa, se ba fa thuto le ho ba bulela menyetta ya mosebetsi.

Morao tjena ho ntle ha e-ba le ditlokotsebe tse ngata tse thuang sebakeng sena, mme sena se behile bophelo ba basebetsi ba sona le ba ba ruang melemo ho sona kotsing hammoho le ho sitisa bokgoni ba sona ba ho sebetse.



**STAY INFORMED ABOUT OUR JOB OPPORTUNITIES**

### ACCESS JOB OPPORTUNITIES ON THE ULWAZI APP

Make the Ulwazi community engagement platform your trusted source for vacancies and recruitment updates at Sibanye-Stillwater.

- Use the app to:
  - access current job opportunities
  - stay informed and protected from job scams

**REMEMBER:** Sibanye-Stillwater will never charge fees for jobs, interviews, or medicals.

Report any suspicious job adverts or people selling jobs by calling our tip-offs anonymous on 0800 001 987



Register by scanning the QR code or by dialling \*134\*20042# or by visiting <https://ulwazi.datafree.co>

It only takes a few easy steps to get connected.

## Empowering small businesses Ukuxhobisa amashishini amancinci



SMME's attending information sharing sessions organised by Sibanye-Stillwater in partnership with local municipalities

Sibanye-Stillwater, in collaboration with the West Rand District Municipality's Local Economic Development (LED) and Merafong City Local Municipality recently held information sharing sessions for local Small, Micro & Medium Enterprises (SMMEs). These events, which were held at the Westonaria and Carletonville Civic Centres, were attended by approximately 300 small community-owned businesses.

Sibanye-Stillwater's Enterprise and Supplier Development (ESD) unit provided information on our

policies and processes, grievance mechanisms, legal administrative compliance, tendering adverts and on how the company processes bids. Businesses were also informed on how they could access ESD training. Our partner, Phakamani Impact Capital, also provided information on the funding processes for successful Sibanye-Stillwater order recipients. In addition, issues regarding difficulties in accessing the Coupa procurement system, obtaining vendor numbers and registering were also resolved.



Sibanye-Stillwater representative addressing SMME's at the information sharing session



Phakamani Impact Capital representative presenting on Sibanye-Stillwater ESD opportunities

Sibanye-Stillwater, isebenzisana neSebe Lezaqoqosho Lasekuhlaleni likaMasipala waseRand West City (i-LED) noMasipala Wasekuhlaleni waseMerafong City kutshanjwe wabamba iiseshoni zokwabelana ngenkcazelo kumashishini asekuhlaleni amancinci, ama-Micro & Medium Enterprises (SMMEs). La matheko, abeqhutywa kumaziko aseWestonaria naseCarletonville Civic Centres, abekho malunga namashishini amancinci angama-300 asekuhlaleni.

Iyunithi yeSibanye-Stillwater yoPhuhliso loShishino kunye nabaThengisi (i-ESD) inikezele ngenkcazelo ngeepolisi

neenkqubo zethu, iindlela zokukhalaza, ukuthotyelwa kwezomthetho kwezolawulo, izibhengezo zethenda nendlela inkampani eyenza ngayo amathenda. Amashishini axelwe nangendlela anokufumana ngayo uqeqesho lweESD. Inkampani esisebenzisana nayo, iPhakamani Impact Capital, ikwanike inkcazelo ngeenkqubo zenkxaso-mali yabamkeli beodolo beSibanye-Stillwater abaphumeleleyo. Iingxaki abajamelana nazo mayela nobunzima bokufikelela kwinkqubo yokuthengwa kweCoupa, ukufumana iinombolo zabathengisi nokubhalisa nayo isonjululwe ngaloo mini.

# Keeping communities safe

## Ho boloka setjhaba se bolokehile



Learners at Greenpark Primary School receiving information on tailings dams and cyanide awareness

As part of our ongoing commitment to community safety, Sibanye-Stillwater's Driefontein operations recently held Dams and Cyanide Awareness Campaigns at Greenspark, Kokosi and Retlile Primary Schools in the Merafong City Local Municipality, and Thuto-Kitso Comprehensive School in the Mogale City Local Municipality. The sessions engaged learners from Grades four to seven, sharing key safety messages highlighting the importance of staying away from tailings and slime dams, which may contain hazardous waste.

Learners were also educated about the steps to take in the unlikely event of an emergency.

These informative sessions, safety drills, and distributions of emergency planning materials focus on preparedness, quick action, and effective communication. The intervention will continue to be rolled out in community settings across our operations throughout the upcoming quarter.

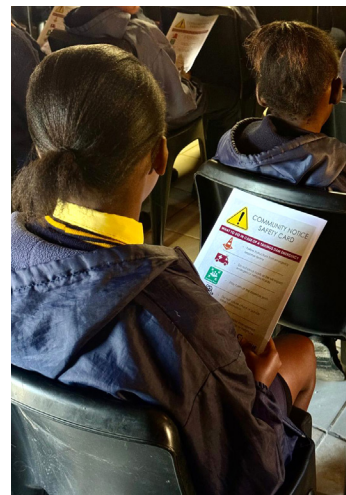
Sibanye-Stillwater upholds the highest standards in ensuring that our Tailings Dams are stable and will not collapse and that the communities around these tailings' facilities are safe. We are working with the community to ensure that communities near our mine dams are safe and know what to do in an emergency.

E le karolo ya boitlamo ba rona bo tswelang pele ba polokeho ya setjhaba, Merafo ya Driefontein ya Sibanye-Stillwater haufinyane e phatlalalitse Letsholo la rona la Tlhokomediso ya Matamo le Cyanide ho dikolong tsa Greenspark, Kokosi le Retlile Primary Masepaleng wa Selehae wa Merafong City, le ko Thuto-Kitso Comprehensive School, Masepaleng wa Selehae wa Mogale City. Lenaneo lena le ile la kenyelletsa baithuti ba tswang sehlopheng sa bone ho isa ho sa bosupa, ba arolelana molaetsa wa bohlokwa wa polokeho ho totobatsang bohlokwa ba ho bapalla hole le matamo a masaletsa le matamo a seretse, a ka bang le diithshila tse kotsi.

Baithuti ba ile ba boela ba rutwa ka mehato eo ba lokelang ho e nka haeba ho ka hlaha boemo

ba tshohanyetso. Mananeo ana a rutang, dithupelo tsa polokeho le ho aba boitsebiso ba ho itukisetsa maemo a tshohanyetso a bua haholo ka ho itokisa, ho nka kgato kapele le ho buisana ka katleho. Kgato ena e tla tswela pele ho etsa dibakeng tsa setjhaba ho pholletsa le merafo ya rona ho phunyaletsa kotarang e tlang.

Sibanye-Stillwater e boloka ditekanyetso tse phahameng ka ho fetisisa ho netefatsa hore matamo a rona a masaletsa a tsitsitse mme a ke ke a phatloha le hore sechaba se potapotileng matamo a masaletsa se bolokehile. Re sebetsa le setjhaba ho etsa bonnete ba hore baahi ba haufi le matamo a rona a merafo ba sireletsehile mme ba tseba seo ba lokelang ho se etsa ha ho e-na le boemo ba tshohanyetso.



Learners at Retlile and Kokosi Primary Schools receiving information on tailings dams and cyanide awareness



# Supporting road safety efforts

Sibanye-Stillwater recently held our annual Road Safety campaign across our Kloof, Driefontein and Beatrix operations, focusing on raising awareness of road-use hazards and reinforcing the importance of obeying traffic rules during peak travel periods. It also aimed to promote a culture of vigilance and care among road users and pedestrians by reinforcing the importance

of safety compliance and responsible behavior near busy transport routes.

The campaign was in collaboration with Safety, Transport and Protection Services departments. It was supported by key stakeholders including organised labour, West Rand District Municipality, the Rand West City Local Municipality, Merafong Public

Transport, Gauteng Traffic Police and the South African Police Service (SAPS) amongst others. Executive Mayor Cllr. William Matsheke (Rand West City Local Municipality), together with Executive Mayor, Cllr. Denis Thabe (West Rand District Municipality), also participated in the initiative, leading the call to obey the rules of the road and arrive alive.



Representatives from local municipalities and organised labour joined Sibanye-Stillwater and the Department of Transport in road safety campaigns across our gold operations



# Step-by-step guide to complaints and grievance procedure

To log a grievance, email [communityrelations@sibanyestillwater.com](mailto:communityrelations@sibanyestillwater.com)

Report unethical behaviour at [sibanyestillwater@tip-offs.com](mailto:sibanyestillwater@tip-offs.com)

**STEP 1**



## Receive grievance/complaint

- **Walk-ins:** ESD Centres and Community Affairs Department offices
- **Anonymous hot-line:** 0800 495 400
- **Email:** [communitycomplaints@sibanyestillwater.com](mailto:communitycomplaints@sibanyestillwater.com) or [communityrelations@sibanyestillwater.com](mailto:communityrelations@sibanyestillwater.com)
- **Third party referrals:** i.e. South Africa Human Rights Commission, Local Councilors, Municipal offices, Traditional Authority, Community Leaders, Non-Governmental Organisations/ Community Based Organisations the Department of Mineral and Petroleum Resources (DMPR)

**STEP 2**



## 48 hours grievance/complaint registered and acknowledged

- Registration of grievance/complaint into the Issue Register/Pivot
- Acknowledgement of receipt to complainant by Community Affairs Department in language and form of communication complainant is comfortable with

**STEP 3**



## 48 hours internal review of grievance/complaint

- Assess nature of grievance/complaint
- Allocation to relevant department

**STEP 4**



## Depending on nature of grievance/complaint, investigation process outlined by department

- Community Affairs Department to liaise with the department assigned to investigate the grievance/complaint if additional information required from complainant
- Department representatives assigned to the case to provide feedback within 5 working days

**STEP 5**



## Investigation and fact finding

- Investigation to commence led by the department representatives assigned to the case
- Department representative to provide outcome of the investigation to Community Affairs Department then Community Affairs Department to liaise with the complainant to schedule a suitable time to give feedback on the outcome of the investigation

**STEP 6**



## Feedback to complainant on outcome of investigation

- Feedback provided to complainant in a set-up that is most suitable to them such as a meeting, written (letter or email) or telephone feedback depending on the nature of complaint/grievance
- Feedback provided in a language preferred by the complainant
- Feedback from complainant to be documented. Issue remains closed once feedback has been provided to the complainant

**STEP 7**



## Grievance/complaint resolved

- Community Affairs Department to liaise with complainant(s) if satisfied with the outcome of the investigation and the response from the business
- If complainant (s) is/are satisfied with outcome of the investigation the Community Affairs Department will capture the issue as resolved/closed in Issue Register/Pivot

**STEP 8**



## Grievance/complaint not resolved

- If complainant(s) is/are not satisfied with the outcome of the investigation, the issue will be captured as open on the Issue Register/Pivot and escalated to the management representative for the responsible department
- The alternative step following failure to resolve the issue internally is to be referred to an independent mediator/ facilitator

**STEP 9**



## Independent mediation/facilitation

- Following outcome of the mediation efforts, if the complainant(s) is/are satisfied with outcome, the issue will be captured as closed on the system and the recommendations implemented by Sibanye-Stillwater

**STEP 10**



## Litigation

- If complainant(s) is/are not satisfied with outcome from independent mediator/facilitator they can exercise their right to approach the courts to litigate against Sibanye-Stillwater

## HELP US STOP JOB SELLING SCAMS

Don't be fooled by scammers;

## SPOT THE SIGNS

All Sibanye-Stillwater job adverts and learning opportunities are advertised on [www.sibanyestillwater.com/careers/job-openings/](http://www.sibanyestillwater.com/careers/job-openings/) in newspaper ads and by direct recruitment by TEBA.

Sibanye-Stillwater does not charge any fees or payment for jobs, an interview, or medical check-ups.

Sibanye-Stillwater does not advertise jobs on social media or by sending an SMS.

A genuine recruiter or employer will not ask you for money. If any job offer requires you to pay a fee in advance, it is probably a scam.

## Contact us:

### COMMUNITY ENGAGEMENT AND DEVELOPMENT

#### West Rand

**Kefilwe Mofokeng (Driefontein)**  
[Kefilwe.Mofokeng@sibanyestillwater.com](mailto:Kefilwe.Mofokeng@sibanyestillwater.com)

**Lucas Moloto (Kloof and Cooke)**  
[Lucas.Moloto@sibanyestillwater.com](mailto:Lucas.Moloto@sibanyestillwater.com)

#### Dipaleseng

**Nkosinathi Khuzwayo (Burnstone)**  
[Nkosinathi.Khuzwayo@sibanyestillwater.com](mailto:Nkosinathi.Khuzwayo@sibanyestillwater.com)

#### Free State

**Letlhogonolo Mohosh (Beatrix)**  
[Letlhogonolo.Mohosh@sibanyestillwater.com](mailto:Letlhogonolo.Mohosh@sibanyestillwater.com)

### ENTERPRISE & SUPPLIER DEVELOPMENT (ESD)

#### Gauteng

4 McGregor Street, Westonaria

**Razaro Jele**  
[Razaro.Jele@sibanyestillwater.com](mailto:Razaro.Jele@sibanyestillwater.com)

#### Free State

Leeuwbul No 52, District Theunissen, 9461

**Gina Haega**  
[Gina.Haega@sibanyestillwater.com](mailto:Gina.Haega@sibanyestillwater.com)

To register to be a vendor or to access tenders, please visit  
[www.sibanyestillwater.com/suppliers/](http://www.sibanyestillwater.com/suppliers/)