



Employee
BRIEF

Employee Brief



To: Employees of Sibanye-Stillwater MT Operations

Date: June 1, 2021

Re: One Year Later: Operating in a Changing Environment & Updated COVID-19 Employee Leave Guidance

Dear Colleagues,

For more than a year, the world has reacted to and adjusted for COVID-19. Now with the arrival of COVID-19 vaccines, individuals and companies are planning for and transitioning to pre-pandemic life. I remain cognizant that we are at a critical juncture, and as such, it is important to recognize that guidelines and best practices are still evolving. Identifying and incorporating various safety precautions advised by the Centers for Disease Control (CDC), our county public health departments, and the region's medical partners have protected us over the past fourteen months and will continue to successfully guide us.

Sibanye-Stillwater's support for the use of any COVID-19 vaccine for our employees and families has followed the recommendations of leading public health authorities. The more people in a community who are vaccinated, the more likely herd protection will be reached. This means that even if a person spreads the disease, there are fewer people who will get sick from it. This will eventually stop the spread of the virus and is the key to an end of the pandemic. With vaccines being widely available to adults at no cost, I urge you to get vaccinated at your earliest opportunity. We provide paid time off for employees to do so, and also to recover when necessary. Please work with your site HR for questions or to coordinate time off.

Furthermore, because the vaccine is now widely available, we have decided that the COVID-pay provisions first addressed in our COVID-19 Action Plan in March 2020 (and in the subsequent revisions) are no longer necessary. Effective July 1, 2021, the COVID modifications to the company's leave policies as they relate to being away from work due to being uncomfortable, isolated or quarantined will end and the company will revert to the pre-pandemic policies related to work absences (see attached exhibit). As of July 1, 2021:

- The company will no longer pay employees' base wages for missed shifts if quarantined or isolated due to COVID-19. Employees will be required to use existing allocated sick leave in these situations.
- Employees wishing to use vacation or other personal time must make a request in advance and in accordance with their department's procedures and/or the CBA . Unscheduled vacation time will no longer be available to cover absences related to COVID isolation or quarantine.
- Employees who were uncomfortable being at work for any reason during the pandemic will be required to return to work. These employees will be contacted directly by Human Resources and a return to work date will be determined in conjunction with the supervisor and HR.

The leadership team and I are in discussions with our numerous stakeholders regarding our COVID-19 Action Plan measured against the current lowered levels of risk to our employees and business, with a view to transitioning to pre-pandemic normalcy. We believe that the greater number of us who are vaccinated, the safer our workplaces will be. Such a transition will evolve in coordination with our numerous stakeholders. I commit to you that we will lead by example and do what is best to protect you and the company as we've done since the onset of the pandemic.

Now, we must apply the can-do spirit that kept our operations running, our customers well-served, and our people safe. Together, let's watch out for one another keep moving forward.

Respectfully,

WAYNE ROBINSON
EXECUTIVE VICE PRESIDENT, MONTANA OPERATIONS



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY