



TO:	All US PGM Operations' Employees	DATE:	25 August 2021
RE:	<b>REVISITING COVID-19 SAFETY PROTOCOLS</b>		

Dear Colleagues,

Despite extensive vaccine availability, the Delta variant of COVID-19, which is even more contagious than the original virus, has seen infection and hospitalization numbers grow to a level which increases risk of exposure to the virus significantly. The most notable trend is that only about 10% of those in hospital with COVID or who die of COVID are vaccinated, while the vast majority of significant COVID cases are in unvaccinated people.

If COVID risk indicators in our local counties continue to rise over the next few weeks, we will be forced to re-establish our COVID-19 Action Plan, including social distancing and masking when social distancing is not possible. As a precaution we are in the process of developing a plan which involves the phasing in of various safety measures – including pre-shift health screenings, a step up in hygiene measures, social distancing and the wearing masks on company property. The key objective of this plan will be to protect ourselves, our families and our business.

We are monitoring the Covid risk indicators in our surrounding counties and we are in discussions with our health professionals in order to guide the timing and execution of this plan.

On Monday, the U.S. Food and Drug Administration (FDA) fully approved the Pfizer-BioNTech COVID-19 vaccine. To obtain full licensure, Pfizer had to provide more information about the manufacturing process at its facilities and submit to in-depth FDA inspections. Moderna's COVID-19 vaccine also is expected to receive full FDA approval soon. Also noteworthy this week, the Center for Disease Control (CDC) advises those who received the Pfizer and Moderna vaccines to get a booster shot eight months following their second vaccine. CDC officials said that people who received the Johnson & Johnson vaccine will also need a booster, with timing still to be determined.

For the past seventeen months, we have watched not only the numbers of COVID cases rise, but we have witnessed lives lost too soon, life-long unknown health effects following the recovery from the virus, and the economic impact of the loss of businesses upon which the Montana economy is dependent. Vaccines are the best solution to individual and community protection!

Together, we can do it! We can all help eradicate COVID-19 together, but it will take each and every one of us doing our individual part and getting vaccinated. The current trend is solely a pandemic for the unvaccinated. Thank you for your support and continued trust.

Sibanye-Stillwater, We are One!

**WAYNE ROBINSON**  
EXECUTIVE VICE PRESIDENT

