

Sibanye Gold Limited
Trading as Sibanye-Stillwater
Reg. 2002/031431/06
Incorporated in the Republic of South Africa
Share code: SGL
ISIN – ZAE000173951
Issuer code: SGL
("Sibanye-Stillwater", "the Company" and/or "the Group")



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MEDIA RELEASE

Referral of the Platinum wage negotiations dispute to the CCMA for Sibanye-Stillwater's Rustenburg and Marikana operations

Johannesburg, 30 September 2019: Sibanye-Stillwater (Tickers JSE: SGL and NYSE: SBGL) confirms that it has received notice that the Association of Mineworkers and Construction Union (AMCU) has referred the current wage negotiation process for the Rustenburg and Marikana operations to the Commission for Conciliation, Mediation and Arbitration (CCMA) for conciliation.

This is another stage in the negotiation process which follows internal dispute resolution processes. The Company continues to engage constructively with AMCU in an attempt to conclude a fair and sustainable wage agreement. The notice of referral of the dispute requires CCMA to appoint a commissioner who will assist the parties in an attempt to resolve the dispute within the required statutory period of 30 days.

For more information on the current SA PGM wage offer please refer our website at <https://www.sibanyestillwater.com/news-investors/news/pgm-negotiations/> and for more on facts and trends of the SA PGM industry, please refer to <http://www.platinumwagene negotiations.co.za/>.

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requirements of, the Securities Act. There will be no public offering of securities in the United States or any other jurisdiction.

The securities have not been approved or disapproved by the US Securities and Exchange Commission, and state securities commission in the United States or any other US regulatory authority. Any representation to the contrary is a criminal offence in the United States.

FORWARD LOOKING STATEMENTS

This announcement contains “forward-looking statements” within the meaning of the “safe harbour” provisions of the United States Private Securities Litigation Reform Act of 1995. Forward-looking statements may be identified by the use of words such as “target”, “will”, “would”, “expect”, “can”, “potential”, “could” and other similar expressions that predict or indicate future events or trends or that are not statements of historical matters. These forward-looking statements, including among others, those relating to our future business prospects, financial positions, debt position and our ability to reduce debt leverage, plans and objectives of management for future operations, plans to raise capital through streaming arrangements or pipeline financing, our ability to service our Bond Instruments (High Yield Bonds and Convertible Bonds), our ability to achieve steady state production at the Blitz project and the anticipated benefits and synergies of our acquisitions are necessarily estimates reflecting the best judgement of our senior management and involve a number of known and unknown risks, uncertainties and other factors, many of which are difficult to predict and generally beyond the control of Sibanye-Stillwater, that could cause Sibanye-Stillwater’s actual results and outcomes to be materially different from historical results or from any future results expressed or implied by such forward-looking statements. As a consequence, these forward-looking statements should be considered in light of various important factors, including those set forth in the Group’s Annual Integrated Report and Annual Financial Report, published on 30 March 2018, and the Group’s Annual Report on Form 20-F filed by Sibanye-Stillwater with the Securities and Exchange Commission on 2 April 2018 (SEC File no. 001-35785). These forward-looking statements speak only as of the date of this announcement. Sibanye-Stillwater undertakes no obligation to update publicly or release any revisions to these forward-looking statements to reflect events or circumstances after the date of this announcement or to reflect the occurrence of unanticipated events, save as required by applicable law.