













































WHAT THE AGREEMENT MEANS FOR YOU IN REAL MONEY

Agreement reached under the auspices of the Chamber of Mines between Harmony, the NUM, UASA and Solidarity on 2 October 2015

Guaranteed pay (CAT 4 underground employees)

| YEAR | MONTHLY CASH REMUNERATION | | | | | | | MONTHLY BENEFITS | ADDITIONAL | TOTAL MONTHLY GUARANTEED PAY | |
|--------------------|---|---|--|--|---|--|--|--|---|---|--|
| NOW | Basic pay  | Holiday leave allowance/ 13th cheque  | Living out allowance  | Service increment  | Meal allowance  | Shift allowance  | Total cash remuneration  | Estimated medical  | Employer provident/ retirement  | Average overtime  |  |
| | R5,787 | R482 | R2,000 | R29 | R70 | R154 | R8,522 | R979 | R865 | R617 | R10,983 |
| 1 July 2015 | Increase on basic ▲ R600  | Holiday leave allowance/ 13th cheque  | Living out allowance  | Service increment  | Meal allowance  | Shift allowance  | Total cash remuneration  | Estimated medical  | Employer provident/ retirement  | Average overtime  | Total increase ▲ R1,011  |
| | R6,387 | R532 | R2,100 | R32 | R100 | R170 | R9,321 | R1,038 | R955 | R681 | R11,995 |
| 1 July 2016 | Increase on basic ▲ R625  | Holiday leave allowance/ 13th cheque  | Living out allowance  | Service increment  | Meal allowance  | Shift allowance  | Total cash remuneration  | Estimated medical  | Employer provident/ retirement  | Average overtime  | Total increase ▲ R955  |
| | R7,012 | R584 | R2,100 | R70 | R100 | R187 | R10,053 | R1,100 | R1,048 | R749 | R12,950 |
| 1 July 2017 | Increase on basic ▲ R650  | Holiday leave allowance/ 13th cheque  | Living out allowance  | Service increment  | Meal allowance  | Shift allowance  | Total cash remuneration  | Estimated medical  | Employer provident/ retirement  | Average overtime  | Total increase ▲ R997  |
| | R7,662 | R639 | R2,100 | R114 | R100 | R204 | R10,819 | R1,166 | R1,145 | R817 | R13,947 |

THE FIGURES ABOVE EXCLUDE MONTHLY PRODUCTION BONUSES WHICH COMPRISE A SIGNIFICANT PART OF AN EMPLOYEE'S WAGES