

Statement issued on behalf of:

AngloGold Ashanti | Harmony | Sibanye

WAGE NEGOTIATIONS FOR THE GOLD INDUSTRY 2015

collectively representing the gold producers who are represented in wage negotiations by the **CHAMBER OF MINES**

LABOUR APPEAL COURT DISMISSES AMCU'S APPEAL AGAINST LABOUR COURT JUDGMENT

Johannesburg, 24 March 2016: The Chamber of Mines acting on behalf of gold producers, AngloGold Ashanti, Harmony and Sibanye Gold, welcomes the decision by the Labour Appeal Court to dismiss the appeal by the Association of Mineworkers and Construction Union (AMCU) against the 2014 decision of the Labour Court in favour of the Chamber of Mines.

The appeal was heard on 21 August 2015.

On 23 June 2014, the Labour Court confirmed an interim order preventing AMCU from embarking on protected strike action at certain operations owned by AngloGold Ashanti, Harmony and Sibanye. This followed an application to the Labour Court by the Chamber of Mines, acting on behalf of its members, in January 2014 requesting the Labour Court to declare strike action by AMCU on wages and other conditions of service unprotected on the basis that AMCU was bound by a collective agreement prohibiting a strike for the period 1 July 2013 to 30 June 2015 on these issues.

Commenting on behalf of the Chamber of Mines, Dr Elize Strydom welcomed the decision as it was in the best interests of both employees and the industry.

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