

**STATEMENT ISSUED ON BEHALF OF:**

**AngloGold Ashanti | Gold Fields | Rand Uranium | Harmony Gold  
Evander Gold Mine | Sibanye Gold | Village Main Reef**

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

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**GOLD PRODUCERS RAISE OFFER**

***NUM, Solidarity, UASA declare dispute***

**Johannesburg, 24 July 2013:** Wage negotiations between gold producers (AngloGold Ashanti, Evander Gold Mine, Gold Fields, Harmony Gold, Rand Uranium, Sibanye Gold and Village Main Reef), and unions (Association of Mineworkers and Construction Union (AMCU), the National Union of Mineworkers (NUM), Solidarity and UASA) continued today.

Having carefully evaluated demands received from their four union counterparts in light of the industry's financial and operating position, the gold companies raised their offer in respect of wages and benefits to:

- a 5% increase in wages; and
- a 5% increase in accommodation-related allowances (living out allowance, housing allowance, first time buyer allowance).

The effect of this offer would be to raise the guaranteed pay of entry-level underground employees for major gold-producing companies to at least R9 000 per month. These figures *include* basic wage, living-out allowance, medical benefit and retirement contribution and *exclude* statutory benefits, other allowances, profit share, overtime and bonuses.

NUM, Solidarity and UASA have declared a dispute, and have referred the matter to the CCMA for mediation. This will give the parties an opportunity to engage with the assistance of a mediator for around a 30-day period.

AMCU has requested additional information which the producers will respond to.

**Queries:**

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