

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**

UPDATE:

- **EMPLOYERS RAISE OFFER TO 6% FOR CAT 4 AND 5 EMPLOYEES, AND FOR RDOS**
- **NUM AND UASA APPLY FOR CERTIFICATE OF NON-RESOLUTION**
- **DISCUSSIONS WITH AMCU AND SOLIDARITY CONTINUE**

Johannesburg, 21 August 2013: The gold producers (AngloGold Ashanti, Gold Fields, Rand Uranium, Harmony Gold, Evander Gold, Sibanye Gold, Village Main Reef), represented by the Chamber of Mines, continued their discussions in respect of wage negotiations and conditions of employment today under the auspices of the Commission for Conciliation, Mediation and Arbitration (CCMA).

Attempts were made by the employers to address some of the many demands that have been tabled by the various unions in an effort to resolve and reduce the extent of the issues under discussion. Further, the employers tabled a revised offer of 6% for category 4 and 5 employees, and for Rock Drill Operators (RDOs). In addition, the offer in respect of living-out or accommodation allowances will be increased in line with inflation. The offer would increase the basic wage for underground entry level employees to R5,300 per month, and the living-out allowance to around R1,730 per month. In terms of this offer, the guaranteed wage for entry level employees will be R9,120 per month.

Both the National Union of Mineworkers (NUM) and UASA have applied for a Certificate of non-resolution, which has been issued by the CCMA. The employers will continue to seek to engage with both unions.

Discussions with the Association of Mineworkers and Construction Workers' Union (AMCU) and Solidarity will continue on Monday, 26 August.

Queries:

Dr Elize Strydom, Chamber of Mines, +27 (0) 11 498 7409 or +27 (0) 82 773 9533

Charmane Russell, on behalf of the Gold Producers, +27 (0)11 880 3924 or

+ 27 (0) 82 372 5816