

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**

EMPLOYERS TABLE FINAL OFFER

Johannesburg, 27 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, have today made a final offer to all unions in respect of wages and other terms and conditions of employment.

The employers have offered an increase in basic wages of 6.5% for Category 4 and 5 employees (including rock drill operators). An offer of 6% on basic wage has been made to Category 6 to 8, as well as to Miners & Artisans, and Officials. In addition, living-out/accommodation allowances will be increased in accordance with CPI. These offers have been made to unions engaged in negotiations under the auspices of the CCMA (Association of Mineworkers and Construction Workers' Union and Solidarity), as well as to unions which are in possession of certificates of non-resolution (National Union of Mineworkers and UASA).

Further, the employers have offered all employees within the bargaining unit the opportunity to earn an additional 1% on basic wages by way of a 'Gain Share' proposal. Harmony Gold is proposing a continuation of the 1% profit share agreement, and Rand Uranium has offered a 0.5% 'Gain Share'. It is proposed that each of the companies will develop a 'Gain Share' proposal in line with the company's objectives and maturity, which may be gold price, profit, revenue, gold produced or cost-related.

The above offer is for a two-year period, with the same increase offered for the second year.

Dr Elize Strydom, chief negotiator for the gold producers reiterated that the gold industry remains in a perilous financial position, and can ill-afford further increases or indeed industrial action. "We need a sustainable agreement that will preserve our mines, and consequently jobs. At an entry level this increase translates into guaranteed remuneration of R9,170 per month."

Queries:

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