

Statement issued on behalf of:

AngloGold Ashanti | Harmony | Sibanye
Evander Gold Mines | Village Main Reef

WAGE NEGOTIATIONS FOR THE GOLD INDUSTRY 2015

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

GOLD PRODUCERS AND UNIONS MEET TO CONFIRM 2015 WAGE NEGOTIATIONS PROCESS

Engagement to begin on 22 June 2015

Johannesburg, 9 June 2015: Representatives from AngloGold Ashanti, Evander Gold Mines, Harmony, Sibanye Gold and Village Main Reef met today with representatives from the Association of Mining and Construction Workers Union (AMCU), the National Union of Mineworkers (NUM), Solidarity and Uasa to discuss the parties' approach to the 2015 wage negotiations and the process to be followed.

Chamber of Mines Chief negotiator, Dr Elize Strydom, notes that "the industry is at a crossroad. We need a measured and strategic conversation between partners with the aim of jointly considering ways to achieve a sustainable industry that attracts investment and offers a level of employment security within realistic parameters.

"This clearly requires a different approach to negotiations - an approach that provides for in-depth, focussed engagements and joint solution-seeking discussions. The gold companies will be tabling a proposal on an Economic and Social Sustainability Compact for the long-term benefit of all the stakeholders."

With this in mind, the gold producers proposed to the unions that:

- Engagement be conducted at a venue that provides for both large plenary and focussed meetings that cannot be provided for in the Chamber of Mines building, and
- Independent chairperson/s.

These proposals were accepted by all four unions. On this basis, the companies advise that gold wage negotiations will commence on 22 June 2015, and are scheduled for three days. Further dates and details regarding the venue and chairperson/s will be advised in due course.

Queries:

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