

Statement issued on behalf of:

AngloGold Ashanti | Harmony | Sibanye
Evander Gold Mine | 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**

UNION REPRESENTATION IN GOLD SECTOR

Johannesburg, 23 June 2015: Gold companies, AngloGold Ashanti, Evander Gold Mines, Harmony, Sibanye Gold and Village Main Reef note the statements made by the Association of Construction and Mineworkers Union (AMCU) in respect of union representation at the various companies. This issue was raised for the record during the first day of the plenary session of gold wage negotiations, with AMCU alleging unprocessed claims caused its membership representation to be lower than that reported.

Union representation is dealt with at company level and does not fall within the ambit of the wage negotiations process. The companies have nevertheless committed to expeditiously and transparently review these claims and provide feedback as soon as possible.

By way of background:

- Information relating to union membership representation is dealt with separately by each mine.
- Union membership submissions may not be valid because:
 - Forms and details are incomplete or incorrect.
 - Duplicate and even triplicate submissions are sometimes made.
 - Employees often apply for dual membership (which is acceptable from a stop-order perspective, but a single union must be nominated by the individual for representation).
 - They may not be current.

All companies have agreed verification methodologies with the unions, and look to correct errors wherever possible. Verification of union membership may also be undertaken by the CCMA, as has occurred on a number of occasions.

Queries:

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Union membership applications must be verified with the individuals on whose behalf the application has been made, and this is typically done within a month of receipt.

Membership representation information is provided to all unions on a monthly basis and any related issues can be raised with each company, or at mine level, at any time. The membership representation data for each company reflects actual payroll deductions of union dues totalling hundreds-of-thousands of rands paid by each company to the relevant unions on a monthly basis. These payments are subject to rigorous financial scrutiny and audit.

No independent verification process undertaken to date has revealed any untoward calculations or reporting. Any discrepancies have been minor.

Representation details are provided on the gold wage negotiations website which may be accessed at: www.goldwagene negotiations.co.za/facts-and-figures.

Should you have any queries please contact:

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