

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 WAGE NEGOTIATIONS UPDATE: *AMCU and NUM formally reject final offer* *NUM declares dispute*

Johannesburg, 13 August 2015: Gold companies (AngloGold Ashanti, Evander Gold Mines, Harmony and Sibanye Gold) advise that following a two-day mediated process during which the companies engaged with all the unions on repackaging the *final offer*, both the Association of Mineworkers and Construction Union (AMCU) and the National Union of Mineworkers (NUM) rejected the offer. The *final offer* tabled on 30 July 2015 by the companies was made on the basis that it was accepted by all unions.

In line with conditions shared with the unions, the gold companies have reverted to the *firm offer* made on 29 June 2015. The NUM, in turn, has advised that it will formally declared a dispute and refer the matter to the Commission for Conciliation, Mediation and Arbitration (CCMA) for mediation.

The *firm offer* proposes that entry-level employees receive wage increases of between 7% and 13%.

Speaking on behalf of the Chamber of Mines, Dr Elize Strydom, said: “At the outset of wage negotiations we made our intention clear to secure a wage agreement that would ensure the sustainability of the industry. We welcome the opportunity to continue to engage with the unions under the auspices of the CCMA in a constructive manner.”

Should you have any queries please contact:

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