

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 DECLARE DISPUTE WITH SOLIDARITY

Dispute referred to CCMA

Johannesburg, 19 August 2015: Gold companies represented by the Chamber of Mines (AngloGold Ashanti, Evander Gold Mines, Harmony and Sibanye Gold) advise that the companies have declared a dispute with Solidarity, and will refer the matter to the Commission for Conciliation, Mediation and Arbitration (CCMA) for mediation.

On 13 August 2015, all four unions – AMCU, the NUM, Solidarity and UASA – rejected the final offer made by the companies on 30 July 2015, and responded with a number of counter demands. The final offer was made on the condition that it was accepted by all four unions. This condition was not met and therefore Solidarity's indication on 17 August that the union intended to accept the final offer, was not possible.

AMCU, the NUM and UASA have subsequently declared formal disputes with the gold producers and have referred the matter to the CCMA.

Speaking on behalf of the Chamber of Mines, Dr Elize Strydom, said: "The gold producers will seek to continue our engagement with all four unions under the auspices of the CCMA in a constructive manner, with a view to concluding an agreement that will take into account the sustainability of the industry for the benefit of the employers, employees, our communities and the country as a whole."

Should you have any queries please contact:

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