



AngloGold Ashanti Limited

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News Release

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AngloGold Confirms Receipt of Strike Notice at South Africa Mines

(Johannesburg)--AngloGold Ashanti confirms that the Association of Mineworkers and Construction Union (AMCU) has served notice that it intends to call a strike by its members at the company's South Africa operations, starting Thursday, 23 January 2014. The strike will also affect some mines owned and operated by other large, South African gold producers covered by the industry's collective bargaining structure.

The strike has been called in respect of the 2013 wage negotiations. These negotiations were concluded on 10 September 2013 when a multi-year agreement was reached between South Africa's major gold producers, represented in a collective bargaining forum by the Chamber of Mines, and three of the four unions (the National Union of Mineworkers, United Association of South Africa and Solidarity), representing 72% of the gold sector's employees at the time. AMCU, which represented about 17% of employees at the time and participated in the central level negotiations, did not accept the agreement.

The September 2013 agreement was made applicable to all employees who form part of the bargaining unit, irrespective of their trade union affiliation. The agreed increase, of between 7.5% and 8% in the first year, was backdated to 1 July 2013. AMCU members have all benefited from this increase.

AMCU's certificate applying to this strike was obtained from the Council for Conciliation, Mediation and Arbitration in September 2013, prior to the agreement being made applicable to all employees in the bargaining unit.

In terms of the 'peace clause' contained in the existing wage agreement: there can be no strike action regarding terms and conditions of employment during the existence of the agreement; the issue of conditions of employment has been settled for the duration of the agreement; and no demands may be made during the course of the agreement. Accordingly, any strike action about terms and conditions of employment during the existence of the agreement will be in contravention of the 'peace clause', and thus unprotected.

Any strike action by AMCU members will be opposed by the gold producers covered in the wage agreement.

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