

Dear AngloGold Ashanti stakeholder,

In the interests of transparency, you may find the following document useful in regard to the efforts underway to resolve the strikes currently underway on several South African gold mines, including those owned and operated by AngloGold Ashanti. The statement was released earlier this evening in Johannesburg by the Chamber of Mines.

Regards,
AngloGold Ashanti

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MEDIA STATEMENT

FOR IMMEDIATE RELEASE

9 October 2012

CHAMBER, NUM, SOLIDARITY AND UASA MEET TO BRING NORMALITY AND STABILITY TO THE GOLD MINING INDUSTRY

The Chamber of Mines today met with the NUM, Solidarity and UASA in an attempt to bring normality and stability to the gold mining industry.

Dr Elize Strydom, Senior Executive: Employment Relations, said “it is critical that all the parties show leadership in restoring stability to the mining industry and bringing an end to the

unprotected industrial action that is besetting the industry. This is important not only for the companies, the unions and the mineworkers, but also for the economic and social well-being of the country as a whole”.

As agreed with the NUM and COSATU on 4 October, the parties have reiterated their commitment to the collective bargaining processes and to the sanctity of existing collective agreements. The Chamber has also confirmed its endorsement of the call made recently by COSATU for a commission of inquiry into the working and living conditions in the mining industry and also its willingness to participate in the process.

Speaking on behalf of AngloGold Ashanti, Gold Fields and Harmony, the Chamber indicated that it had, in terms of the commitment contained in the 2011 wage agreement, reviewed the working arrangements for entry levels and other job categories. It has recognised that there are certain anomalies that need to be addressed and has made proposals to address these.

The proposals include:

- doing away with Category 3 so that entry level in the gold mining industry becomes Category 4 with a consequential adjustment to the entry level rate;
- an allowance for rock drill operators;
- a new category for locomotive, loader, winch and water jet operators, including an improvement in remuneration; and
- some adjustments in pay for other employees so as to preserve the integrity of the current job grading framework.

The parties also re-committed themselves to finalise their discussions on the better utilisation of the mining assets and improved productivity by March 2013.

The unions have indicated that they will tomorrow address mass meetings in order to present the Chamber’s proposals to their members.

“We are hopeful that peace and stability will soon be restored to the mining industry” said Dr Strydom.

For enquiries please contact:

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