

**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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## **COSATU, NUM, Chamber of Mines Agree Framework for Discussions**

**COSATU, NUM, The Chamber of Mines and the Gold Company members' leadership met today, the 04 October 2012, as part of the on-going efforts to stabilize the current situation and bring a lasting solution to the on-going unprotected strikes by workers in the gold mines.**

The parties agreed on a framework that must guide our action in the discussions that have commenced between the Chamber of Mines and the union. The framework is as follows:

1. Firstly our actions seek to protect the legitimacy of collective bargaining and industrial relations in our country. We fully support the discussions that started yesterday the 03 October 2012 between the Chamber of Mines and the unions. We understand, will honour and respect the existing wage agreements. This wage agreement signed 02 August 2011 gives us an opportunity to respond to the demands workers have been making recently. In doing so we will be guided by the difficult competitive position of the gold mining industry including to the need to ensure sustainability and jobs retention. In terms of the existing wage agreement we have a commitment to review the appropriate entry level wages and job categories potential – essentially this means a job re-grading exercise. This work will commence on the 09 October 2012, and we have set a deadline to end of October for its conclusion.
2. We have endorsed the call made by COSATU recently for a commission of inquiry into the working and living conditions in the mining industry. We will cooperate to propose its terms of reference. It is important that this process be underpinned by independent verification to give necessary credibility to its work and findings.

3. The parties agree to investigate different working arrangements that will improve productivity and competitive position of the industry, with associated profit share agreements for employees. The associated benefit from this work would enhance operations, reward workers efforts, preserve jobs and extend the lives of the mines.

We are also encouraged that the platinum sector will convene tomorrow the 5<sup>th</sup> October 2012 to broadly consider establishment of centralised structures for the bargaining as well as other issues we are dealing with in this framework. They have outlined clear timeframes towards the conclusion of these issues by the end of October 2012.

The Chamber believes that this framework forms a basis for a favourable consideration for workers to return to work. The NUM will be consulting its members in this regard.

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