Gold Wage Negotiations

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we are one Sibanye Stillwater

UPDATE ON GOLD WAGE NEGOTIATIONS:

6 DECEMBER 2021

We ask employees to carefully consider our offer

Dear Colleagues

As you are aware, we have not yet reached an agreement with AMCU, the NUM, UASA and Solidarity under the auspices of the Commission for Conciliation, Mediation and Arbitration (CCMA).

On Wednesday, 24 November, the CCMA extended the conciliation process by a further two weeks to allow for the finalization of the picketing rules, a requirement before the CCMA can award a certificate of non-resolution and the CCMA process has been extended until 21 December to allow the CCMA commissioners to conduct inspections if they need to.

We will meet again under the auspices of the CCMA on 13 December to establish Picketing Rules.

While we are disappointed that we have not been able to reach an agreement yet, we remain hopeful that a responsible outcome can still be reached.

We ask all colleagues to carefully consider the offer we have made within the current circumstances. Our offer is fair and above inflation, takes into account the increase in cost of living and considers the sustainability of our Gold operations.

The offer would mean that:

- Category 4 – 8 employees would receive an increase of R520 in year 1, R610 in year 2 and R640 in year 3 which includes a R40 increase in the Living Out Allowance each year.
- Miners, Artisans and Officials would receive an increase of 4.1% in year 1, 4.7% in year 2 and 4.7% in year 3.

This offer means that over the next three years:

Entry-level Category 4 underground production employees will receive a *guaranteed income of:

Year 1:	Year 2:	Year 3:
R16,668	R17,411	R18,191

On average, a Category 5 Pump Operator will receive a *guaranteed income of:

Year 1:	Year 2:	Year 3:
R17,804	R18,546	R19,325

On average, a Category 9 Miner Stoper will receive a *guaranteed income of:

Year 1:	Year 2:	Year 3:
R28,494	R29,706	R30,974

On average, a Category 9 Electrician will receive a *guaranteed income of:

Year 1:	Year 2:	Year 3:
R42,056	R43,905	R45,839

* *Basic Pay" + "Holiday Leave Allowance" + "Living Out Allowance" + "Provident fund" + "Medical Subsidy"; excluding the service increment which differs from employee to employee based on the number of years' service*

If we collaborate better, mine safely, deliver on our production targets, manage our costs and avoid any further disruptions – employees can earn substantially more through performance bonuses which, as you know, is a big part of employees' take home pay.

We have thought very carefully about the offer, and after listening to feedback from the unions, have revised our offer five times because we genuinely want to reach an agreement that is in the best interests of employees, our Gold operations and the many stakeholders that depend on us.

As we have said on many occasions, an above inflation increase will have a negative impact on our Gold operations which will impact everyone who depends on them.

The union's demands amount to R2.5 billion, that is more than double our inflation-related offer. Acceding to these demands would be irresponsible because they are unsustainable and will jeopardise the future of Gold operations and the livelihoods of all stakeholders.

We hope that we can reach a responsible outcome and ask that you carefully consider our offer. Only by working together can we rebuild our operations and ensure that our employees receive a fair living wage, and if we do all the right things, ensure that employees benefit further through performance bonuses.

Richard Cox

Executive Vice President:
SA Gold Operations