

UPDATE ON GOLD WAGE NEGOTIATIONS:

16 FEBRUARY 2022

Dear Colleagues

After the mass meeting on Sunday, 13 February unions AMCU, the NUM, UASA and Solidarity requested a meeting with management, which was held this afternoon, 16 February. We are aware from media speculation about possible strike action. During our meeting today management re-confirmed to the Union Leadership that our current offer is our final offer which is fair and in the interests of all stakeholders for the long term and also took into consideration current inflationary living costs. Wage increases that are higher than inflation are not sustainable, not in your interests and will not be considered.

As a reminder, the final offer is for three years and would mean that:

- Category 4 – 8 employees will receive an average increase of 6.0% in year 1 translating to R800; 5.7% in year 2, translating to R800; and 5.4% in year 3, translating to R800. The R800 includes a R100 increase in the Living Out Allowance each year.
- Miners, Artisans and Officials will receive an increase of 5% in years 1, 2 and 3.

The final wage offer would mean that the average annual guaranteed income for Category 4 entry-level underground production employees will increase by around R11,600 each year. This means that by 1 July 2023, the average annual guaranteed income for this group of employees would increase by R34,971 over three years.

As an organisation we are not intimidated by the threats of strike action.

Strike action will severely impact all stakeholders. You – our employees – your families and our communities stand to lose so much. There is no benefit from a strike – and in a very short time, you will lose any gains that you would have received from the current wage offer we have made.

Please consider the consequences of a strike carefully. These consequences are far reaching and will affect you, your families, your colleagues and our communities.

That said, we respect the rights of employees to engage in a protected strike and picketing should you choose to do so. However, the picketing rules that have been established by the Commission for Conciliation, Mediation and Arbitration (CCMA) and applicable to all parties must be adhered to at all times as these are in place to protect the health and safety of employees and communities, and to prevent acts of lawlessness, violence, intimidation or damage to property.

Please think carefully about our collective future and make sure your voice is heard.

The choice is yours.



Richard Stewart

Group Chief
Operating Officer



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY