

Picketing must be done according to the picketing rules established by the CCMA.

Sibanye-Stillwater will follow disciplinary action should any employees engage in acts of violence, intimidation or damage to property. The company will not condone or tolerate any breaches of the established picketing rules and our dangerous weapons policy.

PICKETING RULES

Where?



Union officials, convenors and marshalls know the exact locations of all 13 designated picketing points. It is everyone's responsibility to make sure that these are adhered to.

When?



Picketing in designated areas may only occur between 6am and 6pm, Monday to Friday.

How?

Pickers must always behave in a peaceful, unarmed and lawful manner, and must not interfere with the constitutional rights of other people.



Pickers can

Carry placards and hand out pamphlets

Chant, sing and dance

Be addressed by union officials and supporters

Wear union paraphernalia

Approach and peacefully engage suppliers, clients, customers, employees (but not essential or minimum service employees) and replacement workers to support the strike or oppose a lockout



Pickers must not

Incite violence

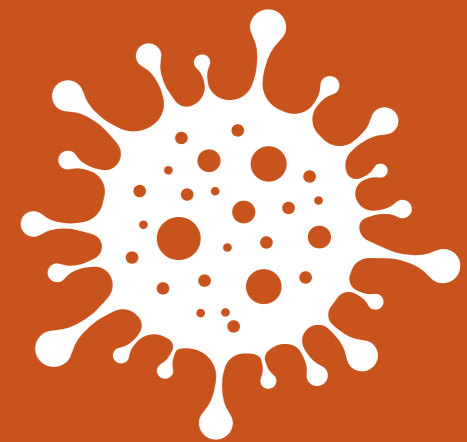
Use hate speech, defamatory speech

Block any roads leading to or around a picketing area

Carry dangerous weapons (knives, spears, pangas, bush knives or similar objects, sticks, knobkerries, whips, sjamboks, bricks, stones and flammable substances)

Forcefully prevent or appear to prevent suppliers, clients, customers, employees and replacement workers from entering or leaving company premises

Commit any unlawful act, including intimidation, coercion, threats or assault of a person, or threatening to damage any property



Remember that Covid-19 is still with us – please remember to wear face masks and maintain social distancing

