

## UPDATE ON GOLD WAGE NEGOTIATIONS:

9 MARCH 2022

# IMPORTANT NOTICE TO ALL EMPLOYEES: PICKETING RULES

### Dear Colleagues

We respect the rights of employees to engage in industrial action and picketing if they choose to do so. But, **it must be done according to the picketing rules established by the CCMA.**

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

Agreements are in place for the provision of priority services. We expect that this agreement is respected and adhered to.

## PICKETING RULES

### WHERE must picketing take place?

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 will picketing take place?

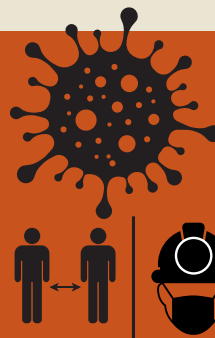
Picketing in designated areas may only occur between 6am and 6pm, Monday to Friday.

### HOW must picketing take place?

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

### Picketers are not permitted to:

- Incite violence
- Use hate speech or 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**



**RICHARD COX**  
EXECUTIVE VICE PRESIDENT:  
SA GOLD OPERATIONS

Please contact this toll-free number if you have any questions or queries 0800 0070 68



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY