

UPDATE ON GOLD WAGE NEGOTIATIONS:

14 MARCH 2022

Dear Colleagues

We have received and accepted notice from UASA and Solidarity of their unconditional acceptance of the final offer made to all unions forming part of the coalition on Friday, 4 February 2022.

As a result, as of 14 March 2022, members of UASA and Solidarity will no longer be affected by the lock-out which came into effect at 22:00 on Thursday, 10 March 2022.

We continue to urge ALL employees, irrespective of bargaining unit or union affiliation - except those providing priority services during the strike or as instructed by management – to continue not to report to the SA gold operations until further notice. The company will continue to provide regular updates to employees in this regard.

The lock-out and the principle of 'No work. No pay' continues to apply to all employees who are members of AMCU and the NUM until the final offer is accepted by these unions who represent the majority of employees in the bargaining unit.

There is nothing to be gained from a strike. It will only serve to jeopardise the sustainability of our gold operations and will severely impact all stakeholders, particularly employees.

We urge members of AMCU and the NUM to carefully consider our collective future and to engage with your union representatives to end this action by accepting the final offer.



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