

UPDATE ON GOLD WAGE NEGOTIATIONS:

22 APRIL 2022

Sibanye-Stillwater tables its final gold wage settlement offer

Dear Colleagues

We have remained open to honest engagements with AMCU and the NUM throughout the negotiation period.

We have adjusted our offer six times while AMCU and the NUM have not moved significantly from their initial demands. We will agree to sustainable wage increases and we will not enter into an agreement that will negatively impact all stakeholders, including our employees.

Making a Final Settlement Offer that is sustainable for all stakeholders including our employees:

The Company on Tuesday 19 April tabled a Final Settlement Offer to Labour Leadership to end the industrial action and return to work.

The Final Settlement Offer:

The Final Settlement Offer comprises a R800 increase in monthly basic wages for Category 4-8 employees annually for three years as well as a R50 increase in the annual monthly LoA for the same period. This R850 increase in monthly benefits will mean that:

- Category 4 – 8 employees will receive an average increase of 6.5% for year 1; 6.2% for year 2; and 5.9% for year 3, or an average increase of 6.2% over the three-year period
- Miners, Artisans and Officials will receive an average annual increase of 5% per annum over the three year period

For entry-level Category 4 employees, the Final Settlement Offer amounts to a 7.8% increase to the basic wage in year one; 7.2% in year two; and 6.8% in year three.

While the Final Settlement Offer has been extended to the unions that are currently striking and locked out of the SA gold operations, all employees, regardless of union affiliation will continue to be treated equally and all employees will qualify for, and receive, the same benefits.

We urge AMCU and NUM leadership and striking employees who are members of these unions to agree to the Final Settlement Offer.

We are deeply concerned about the severe impact this strike has on our employees and other stakeholders. We urge employees to engage with their union representatives and make their voices heard and exercise their rights as members.



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SA Gold Operations

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

