

## UPDATE ON GOLD WAGE NEGOTIATIONS:

3 JUNE 2022

- Employees have given the mandate to unions to accept CCMA wage settlement proposal
- Management and unions to finalise agreements (expected early next week)
- Once agreements have been finalised the strike and lockout will be lifted
- We will provide further updates on Monday, 6 June 2022
- Please do NOT return to work until you receive formal communication on return date from your line supervisor/manager

### Dear Colleagues

As you are aware, management, AMCU and the NUM have been engaging under the auspices of the CCMA. This process started on Thursday, 26 May 2022 and continued until Wednesday, 1 June 2022.

At a mass meeting at the Masizakhele Stadium today, members of AMCU and the NUM gave leadership a mandate to accept the CCMA proposal which would mean that:

- Category 4 – 8 employees would receive an increase of R1,000 in year 1; R900 in year 2; and R750 in year 3.
- Miners, Artisans and Officials would receive an increase of 5% in year 1; \*5.5% (or CPI if CPI is between 5% and 5.5%) in year 2; and 5% in year 3.

*\*If CPI is greater than 5.5%. then the increase will be 5.5%, if CPI less than 5% then increase will be 5%, or if CPI is between 5% and 5.5% then increase will be the same as CPI.*

In addition, Category 4 – 8 employees will receive a once off hardship allowance payment of R3,000 of which R1,200 will be a cash payment to employees and R1,800 will be allocated to reduction of debt or loans owing to the company.

We welcome this positive step towards ending the industrial action and look forward to resuming operations as soon as possible.

### Important steps still need to be concluded before we can all return to work and continue operations.

1. The agreement needs to be formally concluded by Sibanye-Stillwater management and the leadership of AMCU and the NUM. This should take place during the course of early next week.
2. Taking this into account, we ask all employees **NOT to return to work yet** until the company has formally communicated the return date.
3. Please note that the agreement will be extended to members of UASA and Solidarity.

We will continue to provide regular updates and will provide more detail on Monday, 6 June 2022 and during the course of next week.

We thank employees for making their voices heard and let us work together to return the SA gold operations to stability and profitability for the benefit of all stakeholders.



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

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



INNOVATION



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