

## UPDATE ON GOLD WAGE NEGOTIATIONS:

10 JUNE 2022

### Dear Colleagues

**Last week, AMCU and the NUM received a mandate from their members to accept a three-year wage proposal made by the CCMA at a mass meeting at Masizakhele Stadium, Driefontein. This proposal followed extensive engagement between the Company and the Unions, facilitated by the CCMA.**

The CCMA proposal was:

- Category 4-8 employees will receive an increase of R1,000 in year 1 (amounting to a 7.7% increase); R900 in year 2 (amounting to a 6.5% increase); and R750 in year 3 (amounting to a 5.2% increase).
- Miners, Artisans and Officials will 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 is less than 5% then the increase will be 5%. Or if CPI is between 5% and 5.5% then the increase will be the same as CPI.*

Category 4-8 employees would also 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.

The Company has committed to honouring the terms of the CCMA proposal outlined alongside. These were included along with other provisions in a draft agreement which was shared with AMCU and the NUM on 3 June 2022, following the mass meeting.

Despite extensive engagement between the Company and the Unions during the past week to finalise the agreement, certain terms in the draft agreement have not been agreed by the parties and remain unresolved.

Unfortunately, until such time as the full agreement has been signed by all parties, the wage dispute has not been concluded, and as such the Company is not in a position to lift the lock-out.

We remain hopeful that an agreement will be reached soon, so that you, our colleagues will be able to return to work.



**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



COMMITMENT



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