

WAGE AGREEMENT

between

THE CHAMBER OF MINES OF SOUTH AFRICA

acting on behalf of the entities listed in Annexure A hereto
(hereinafter referred to as the "Companies" or "Employers")

and

THE NATIONAL UNION OF MINeworkERS

and

UASA – THE UNION

and

SOLIDARITY

and

NATIONAL UNION OF METAL WORKERS OF SOUTH AFRICA

as principals and on behalf of their members as defined herein
(hereinafter respectively referred to as the "NUM", "UASA", "Solidarity" and "NUMSA")
(collectively, the unions will hereinafter be referred to as "the Unions")
(collectively, the Companies and Unions will hereinafter be referred to as "the Parties")

Regarding

THE 2017 – 2020 REVIEW OF SALARIES AND OTHER CONDITIONS OF EMPLOYMENT

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TABLE OF CONTENTS

1.	APPLICATION OF AGREEMENT.....	3
2.	SALARY INCREASES	3
3.	HOUSING ALLOWANCE AND LIVING OUT ALLOWANCES.....	5
4.	COMMUTING ALLOWANCE	6
5.	TRAVEL FOR BUSINESS PURPOSES	7
6.	LEAVE.....	7
7.	WELLNESS ISSUES.....	7
8.	SEVERANCE PAY.....	8
9.	CONTRACTORS	8
10.	MULTI TASK ALLOWANCE FOR MULTI LICENCE HOLDERS ...	8
11.	DUST EXPOSURE	9
12.	ACTING.....	9
13.	CORE CODES FOR OFFICIALS.....	9
14.	COMPANY SPECIFIC ISSUES	9
15.	DEFERRED ISSUES.....	9
16.	FRAMEWORK AGREEMENT TO GOVERN THE 2017 WAGE NEGOTIATIONS	9
17.	BASIC CONDITIONS OF EMPLOYMENT ACT (BCEA).....	9
18.	DISPUTE SETTLEMENT PROCEDURES.....	10
19.	EXTENSION OF THE AGREEMENT.....	10
20.	IMPLEMENTATION DATE	10

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2 | Page

1. APPLICATION OF AGREEMENT

This agreement shall apply to the Companies listed in Annexure A hereto, and to the Unions, including members of the Unions and all other employees employed at all relevant times by the Companies in the Category 4 to 8, Miners & Artisans and Officials recognition units.

2. SALARY INCREASES

2.1 Increases in 2017

The Companies will increase basic salaries (or, where applicable, remuneration packages) by the following in 2017:

2.1.1 Anglo American Coal SA

Cat 4 – 8

July 2017	Jan 2018
R600	R500

Miners, Artisans and Officials: 7.5%

2.1.2 Exxaro Coal Mpumalanga

A and B Levels

July 2017
R1100

Miners, Artisans and Officials: 7.5%

2.1.3 Glencore Operations SA

Cat 4 – 8

July 2017	Jan 2018
R600	R500

Miners, Artisans and Officials: 7.5%

2.1.4 Msobo Coal

Cat 4 – 8

July 2017	Jan 2018
R600	R250

Miners, Artisans and Officials 5%

2.1.5 Koorfontein Mines

B and C Levels 6%

3 | Page

2.1.6 Delmas Coal

Cat 4 to 9	7.5%
Miners, Artisans and Officials	5.5%

2.2 Increases in 2018

The Companies will increase basic salaries (or, where applicable, remuneration packages) by the following in 2018:

2.2.1 Anglo American Coal SA

Cat 4 – 8	CPI + 1% or 7.5% whichever is greater
Miners, Artisans and Officials:	CPI + 1% or 7.5% whichever is greater

2.2.2 Exxaro Coal Mpumalanga

A and B Levels	CPI + 1% or 7.5% whichever is greater
Miners, Artisans and Officials:	CPI + 1% or 7.5% whichever is greater

2.2.3 Glencore Operations SA

Cat 4 – 8	CPI + 1% or 7.5% whichever is greater
Miners, Artisans and Officials:	CPI + 1% or 7.5% whichever is greater

2.2.4 Msobo Coal

Cat 4 – 8	CPI + 0.5% or 7% whichever is greater
Miners, Artisans and Officials	CPI + 0.5% or 6% whichever is greater

2.2.5 Koorfontein Mines

B and C Levels	CPI + 0.5% or 6% whichever is greater
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2.2.6 Delmas Coal

Cat 4 to 9	CPI + 1%
Miners, Artisans and Officials	5%

2.3 Increases in 2019

The Companies will increase basic salaries (or, where applicable, remuneration packages) by the following in 2019:

2.3.1 Anglo American Coal SA

Cat 4 – 8	8.5%
Miners, Artisans and Officials:	8%



4 | Page

2.3.2 Exxaro Coal Mpumalanga

A and B Levels CPI + 1% or 7.5% whichever is greater

Miners, Artisans and Officials: CPI + 1% or 7.5% whichever is greater

2.3.3 Glencore Operations SA

Cat 4 – 8 CPI + 1% or 7.5% whichever is greater

Miners, Artisans and Officials: CPI + 1% or 7.5% whichever is greater

2.3.4 Msobo Coal

Cat 4 – 8 CPI + 1% or 7.5% whichever is greater

Miners, Artisans and Officials CPI + 0.5% or 7% whichever is greater

2.3.5 Koorfontein Mines

B and C Levels CPI or 7% whichever is greater

2.3.6 Delmas Coal

Cat 4 to 9 7.5%

Miners, Artisans and Officials 5%

3. HOUSING ALLOWANCE AND LIVING OUT ALLOWANCES

3.1 Anglo American Coal SA

In terms of the 2015 wage agreement Anglo Coal has already effected the 2017 increase to the Housing allowance. The 2018 increase will be effected in January 2018. The company will discuss the future of the housing allowance with the unions at company level. These discussions will be finalised by the end of March 2018.

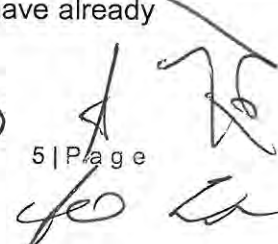
3.2 Exxaro Coal Mpumalanga

The company offers to increase the Living out Allowance to R3 978.00 in 2017, to R4 489.00 in 2018 and to R5 000.00 in 2019.

The 2017 Housing Allowance was implemented as per the 2015 wage agreement. For 2018 and 2019 respectively, the company offers an increase of CPI + 1% or 7.5% whichever is greater.

3.3 Glencore Operations SA

In terms of the 2015 wage agreement, Glencore agreed to a process to harmonise the Living out Allowances which will culminate in 2021. The 2017 increases have already been effected.



3.4 Msobo Coal

Msobo Coal offers to increase the Living out Allowance by 7% for 2017. The increase for 2018 is CPI + 0.5% or 7% whichever is greater. The increase for 2019 is CPI +1% or 7.5% whichever is greater.

3.5 Koorfontein Mines

With regards to Koorfontein Mines, the company is on total package which covers everything except the medical aid subsidy. Therefore, Koorfontein Mine's offer is covered by the offer on wages.

3.6 Delmas Coal

In terms of the 2015 wage agreement Delmas Coal effected an increase to the Housing Allowance in July of 2017. Delmas Coal offers to increase the Housing Allowance by R1000 for 2018 and by R800 for 2019.

4. COMMUTING ALLOWANCE

The commuting allowance will increase as follows:

4.1 Anglo American Coal SA

The commuting allowance will increase by 7.5% for 2017 and by CPI + 1% or 7.5% whichever is greater, for 2018. The increase for 2019 is 8%.

4.2 Exxaro Coal Mpumalanga

The commuting allowance will increase by 7.5% for 2017 and by CPI + 1% or 7.5% whichever is greater, for 2018 and 2019 respectively.

4.3 Glencore Operations SA

The commuting allowance will increase by 7.5% for 2017 and by CPI + 1% or 7.5% whichever is greater, for 2018 and 2019 respectively.

4.4 Msobo Coal

The commuting allowance will increase by 5% for 2017 and by CPI + 0.5% or 6% whichever is greater for 2018 and 2019 respectively.

4.5 Delmas Coal

The commuting allowance will increase by 6% for 2017 and 2018 and by 7% for 2019.

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5. TRAVEL FOR BUSINESS PURPOSES

The companies agree to pay at least at South African Revenue Services (SARS) rates.

6. LEAVE

6.1 Maternity Leave

With effect from the date of signature of the wage agreement, all the companies will pay female employees four months paid maternity leave.

7. WELLNESS ISSUES

7.1 Medical Aid

7.1.1 Exxaro Coal Mpumalanga

The Parties agree to extend the medical aid offering in order for members to belong to any one of the accredited schemes at the Employer and can choose any option of such schemes. The accredited schemes are Umvuzo, Sizwe, Discovery and Bonitas.

7.1.1.1 Contribution

The Parties agree that the medical aid contribution will be 60% Employer contribution and 40% Employee contribution for main member only. Contributions in respect of dependents will be 50% Employer contribution and 50% Employee contribution.

7.1.2 Koorfontein Mines

The company will increase the medical aid subsidy as follows linked to an adjustment to the timing, the increases to the subsidy are awarded which would be aligned with other coal producers and the annual adjustments by the medical aid schemes that applies from January each year.

Current	July 2017 (6%)	Jan 2018 (3%)	Jan 2019 (6%)	Jan 2020 (6%)
R1563.00	R1657.00	R1707.00	R1810.00	R1919.00

7.1.3 Delmas Coal

Delmas Coal will increase the medical aid contribution by 7.5% for 2017, CPI + 1% for 2018 and 7% for 2019.

7.2 Medical Incapacity Payments

The companies will increase the medical incapacity benefit by R5000 to R70 000 on 1 July 2017.

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The companies will increase the medical incapacity benefit by R7500 to R77 500 on 1 July 2018.

The companies will increase the medical incapacity benefit by R12 500 to R90 000 on 1 July 2019.

7.3 Post incapacity medical expenses

The companies will increase the once off payment for medical incapacity terminations to R6000 in 2017.

The companies will increase the once off payment for medical incapacity terminations to R8000 in 2018.

The companies will increase the once off payment for medical incapacity terminations to R10 000 in 2019.

8. SEVERANCE PAY

8.1 Anglo American Coal SA; Delmas Coal; Exxaro Coal Mpumalanga; Glencore Operations SA and Koorfontein Mines and Msobo Coal

The companies agree to increase the current minimum guaranteed severance package of R30 000 by the following amounts:

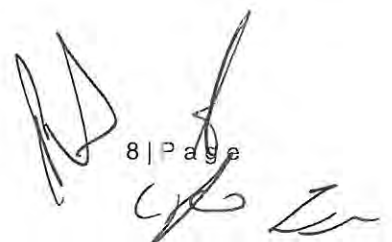
R5000 in 2017 to a total of R35 000.
R6000 in 2018 to a total of R41 000
R9000 in 2019 to a total of R50 000

9. CONTRACTORS

- The parties commit to the principle that contractors should meet minimum conditions of employment legislation.
- Contractors will be required to comply with applicable legislation, including the Labour Relations Act (LRA), Basic Conditions of Employment Act (BCEA), Unemployment Insurance Act (UIA) and Mine Health and Safety Act.
- The companies will ensure that all future arrangements involving contractors include clauses in commercial agreements which will make provision for market related salaries and fair and equitable labour practices.
- Sub-contracting shall be a standard item in union/management meetings or where applicable, dealt with in other relevant structures at operations level.

10. MULTI TASK ALLOWANCE FOR MULTI LICENCE HOLDERS

The companies undertake to continuously examine the optimal deployment of skills and people in the workplace and where there are any challenges and shortcomings, they will be rectified.



8 | Page

11. DUST EXPOSURE

The companies believe that this discussion resides under the Mine Health and Safety Council (MHSC) and propose that it be referred there.

12. ACTING

The parties agree to discuss the principles around the acting allowance at company level.

13. CORE CODES FOR OFFICIALS

Issues relating to the Core code for officials will be addressed at company level as and when they are raised.

14. COMPANY SPECIFIC ISSUES

Company specific issues are addressed in Annexures B to H.

15. DEFERRED ISSUES

The issues that have been deferred to company level will be read in conjunction with outstanding issues from the 2015 to 2017 wage agreement, where applicable.

16. FRAMEWORK AGREEMENT TO GOVERN THE 2017 WAGE NEGOTIATIONS

Attached as Annexure I.

17. BASIC CONDITIONS OF EMPLOYMENT ACT (BCEA)

The unions hereby pledge their support for an application by the Chamber of Mines on behalf of the Companies, for a determination to vary for the period 22 November 2017 to 21 October 2020, the following provisions of the BCEA insofar as they apply to the Companies in respect of Category 4-8, Miners, Artisans and Officials:

- 10(2) To retain the collectively bargained arrangements in respect of compensation for overtime on ordinary working days in respect of Miners, Artisans and Officials.
- 12(2)(b) To average hours of work over the agreed period with an average of ten hours' overtime per week.
- 15(1)(a) To reduce the daily rest period to less than twelve hours, but not less than eight hours, for the purposes of rapid shift changeovers, with details to be worked out at mine level.
- 16(1) To retain the collectively bargained arrangements in respect of compensation for irregular work on Sundays in respect of Miners, Artisans and Officials.

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Where relevant, the practicalities of the implementation of the BCEA variations will be discussed at Company level.

18. DISPUTE SETTLEMENT PROCEDURES

In the event of any dispute between a union or unions on the one hand, and the Companies on the other (the parties to the dispute) about the interpretation, application or implementation of this agreement, including any annexure hereto:

- 18.1 The party intending to refer the dispute for conciliation shall make a reasonable effort to resolve the dispute before such referral.
- 18.2 Should the procedure mentioned in clause 18.1 above fail to resolve the dispute, the dispute shall be referred to the CCMA.

19. EXTENSION OF THE AGREEMENT

- 19.1. The Chamber of Mines, acting on behalf of the Employers, and the Unions further agree that this Agreement shall, by virtue of the provisions of section 23(1)(d) of the Labour Relations Act 66 of 1995, as amended ("the LRA"), bind all other employees employed by the Employers, whether or not they are members of the Unions, who are employed in the above-mentioned recognition units in the workplace of each respective Employer, as defined in Annexure A hereto.
- 19.2 It is hereby recorded that the Unions collectively have as their members the majority of employees employed in the workplace of each respective Employer.

20. IMPLEMENTATION DATE

- 20.1. Unless otherwise stated, the salary increases and other changes to conditions of employment and benefits referred to in this agreement and the Annexures hereto, will be implemented with effect from 1 June 2017 (Officials) and 1 July 2017 (Category 4-8 employees and Miners and Artisans) at all Companies with the exception of Koorfontein Mines which will implement on 1 July 2017 and Delmas Coal which will implement on 1 July 2017 for all employees.
- 20.2. Where the implementation date is stated as 2018 and 2019, the dates referred to in clause 20.1 will apply with all the necessary changes.

Signed at JOHANNESBURG on this 22 day of November 2017.

For and on behalf of NUM:

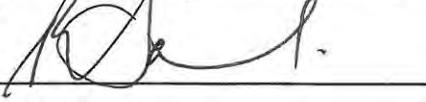
Name: P Bailey Signature: [Signature]

Name: Priyanka Hoshi Signature: [Signature]

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For and on behalf of UASA:

Name: DOUG ENLER Signature: 

Name: RICHARD SAMUEL Signature: 

For and on behalf of SOLIDARITY:

Name: CONNIE PRINSLOO Signature: 

Name: JAN DU PLESSIS Signature: 

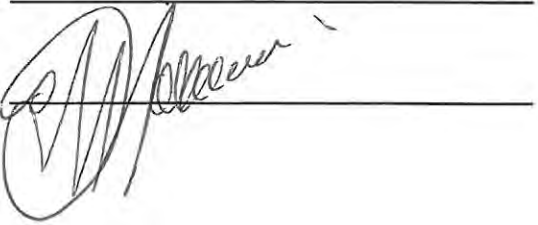
For and on behalf of NUMSA:

Name: _____ Signature: _____

Name: _____ Signature: _____

For and on behalf of the CHAMBER OF MINES OF SOUTH AFRICA, acting on behalf of the Companies:

Name: P. Y. WILLIAMSON Signature: 

Name: P. M. MOTLHAMME Signature: 





COMPANIES COVERED BY THE 2017 COAL WAGE AGREEMENT

ANGLO AMERICAN COAL SA	1.1	Goedehoop Colliery
	1.2	Greenside Colliery
	1.3	Kriel Colliery
	1.4	New Denmark Colliery
	1.5	New Vaal Colliery
	1.6	Khwezela Colliery
	1.7	Centralised Services
	1.8	Zibulo Colliery
	1.9	Isibonelo Colliery

EXXARO COAL MPUMALANGA (PTY) LTD	2.1	Arnot Colliery
	2.2	North Block Complex
	2.3	Matla Coal

GLENCORE OPERATIONS SA	3.1	Tweefontein Complex
	3.2	iMpunzi Complex (Excluding employees on the Gate Wage)
	3.3	Goedgevonden Complex
	3.4	Group Services, Witbank

KOORNFONTEIN MINES	4.1	Koorfontein Mines
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KUYASA MINING	5.1	Delmas Coal (Pty) Ltd
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MSOBO COAL	6.1	Msobo Coal (Pty) Ltd
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ANGLO AMERICAN COAL Issues deferred to company level for NUM

1. Roll-ups

Anglo Coal is willing to continue engagements on the CM operators and Artisan Grading and agree to conclude these discussions within 3 months of signing the wage agreement.

2. Golden Handshake

3. Treatment of B Band Employees

4. Child Care

5. 4 x 4 Shift System

6. ESOPS

7. Artisan Grading

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ANGLO AMERICAN COAL Issues deferred to company level for Solidarity

1. Bonus: Lamp Room Employees

Anglo Coal commits to engage Solidarity on this issue three months after signing the wage agreement. The company commits to arrange the first engagement to take place two weeks after signing wage agreement.

2. Shift Allowance: Lamp Room Employees

Anglo Coal commits to engage Solidarity on this issue three months after signing the wage agreement. The company commits to arrange the first engagement to take place two weeks after signing wage agreement.

3. Technicians

Anglo Coal commits to engage Solidarity on this issue three months after signing the wage agreement. The company commits to arrange the first engagement to take place two weeks after signing wage agreement.

4. Non-Shift Employees

Anglo Coal commits to engage Solidarity on this issue three months after signing the wage agreement. The company commits to arrange the first engagement to take place two weeks after signing wage agreement

5. Double Pay / Sunday Pay

Anglo Coal commits to engage Solidarity on this issue three months after signing the wage agreement. The company commits to arrange the first engagement to take place two weeks after signing wage agreement.

6. Cell Phone Allowance

Anglo Coal commits to engage Solidarity on this issue three months after signing the wage agreement. The company commits to arrange the first engagement to take place two weeks after signing wage agreement.

7. Stand-by Allowance

Anglo Coal commits to engage Solidarity on this issue three months after signing the wage agreement. The company commits to arrange the first engagement to take place two weeks after signing wage agreement.

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EXXARO Issues deferred to company level

1. Electricity Allowance

The company will address this issue at Matla Mine within three months of signing of the wage agreement.

2. Kriel Bus


The company will address the Kriel Bus issue at Matla Mine within three months of signing of the wage agreement.

3. Substituting Allowance

The issue will be addressed at Matla Mine within three months of signing of the wage agreement.

4. Long Service Award

The Employer will introduce 1 (one) Kruger Rand for 15 years' service with effect from the qualifying period starting 1 October 2018.

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15 | Page


GLENCORE Issues deferred to company level

1. Home Ownership Policy

The Company commits to reviving the housing committee and discuss principles around promotion of home ownership at company level.

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DELMAS COAL Issues deferred to company level

1. Employee Share Ownership Schemes (ESOPS)

The company is willing to engage at company level with regard to this issue.

2. Roll-ups

2.1 Delmas Coal is willing to continue discussions at company level on the Shuttle car operators and CM operators and to conclude these discussions by the end of January 2018.

2.2 Miners and Artisans C3

This issue will be discussed at company level.

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17 | Page
 

KOORNFONTEIN MINES Issues deferred to company level

1. Employee Share Ownership Schemes (ESOPS)

Koornfontein: An ESOP was in place as at 30 March 2016. In terms of this ESOP, Optimum Coal Holdings served as the vehicle. Three payments had been made and OCH went into business rescue. No further payments could be made and in fact, employees would have had to pay in. It was explained to unions. This is now a shareholder issue and Koornfontein cannot speak on behalf of the new shareholder.

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MSOBO COAL Issues deferred to company level

1. Employee Share Ownership Schemes (ESOPS)


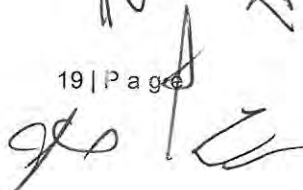
The company is willing to engage on ESOPS within the framework of the revised mining Charter.

2. Plant mimic operator


This issue will be discussed at company level.

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19 | Page


FRAMEWORK AGREEMENT/PROTOCOL TO GOVERN THE 2017 COAL WAGE
NEGOTIATIONS

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20 | Page
 

FRAMEWORK AGREEMENT/PROTOCOL TO GOVERN THE 2017 COAL WAGE NEGOTIATIONS

Preamble

The parties recognise the following principles:-

- The right to engage in collective bargaining.
- The right to freedom of association, including the freedom to disassociate.
- The right to strike and to lockout.
- The right to assemble, demonstrate and picket peacefully and unarmed.
- The right to freedom and security of individuals.

The parties acknowledge the necessity to create a governance framework that sets the rules of engagement, and that regulate the conduct of the parties and their representatives before and during the wage negotiations.

This Framework Agreement is intended to provide a binding regulatory framework for conduct during the 2017 coal wage negotiations, the resolution of disputes, as well as acceptable behaviour in the event of industrial action arising out of or in connection with the wage negotiations process.

As a general principle, the parties commit:-

- To respect all other parties and to uphold the principles of good faith bargaining and the law.
- The representatives of all the stakeholders and their members to conduct themselves in a respectful and peaceful manner and in compliance with this Framework Agreement throughout the process; during the course of negotiations, dispute resolution processes and/or strike or lockout action.
- Their representatives to the principle of mutual respect for one another and for the representatives of every other party.

1. Central Bargaining Forum

- 1.1. In the event that there are issues with regard to the conduct or behaviour of any party or the process is rendered dysfunctional for any reasons related to conduct and or behaviour, the parties shall appoint a suitably qualified, independent, competent and reputable person to Chair the process.
- 1.2. The parties will endeavour, as far as possible, to ensure that their negotiators remain the same throughout the course of negotiations and that they are properly mandated to modify their demands and responses as may be necessary.

2. Preparing for negotiations

The parties should, in preparation for wage negotiations, and to the extent that it is necessary:-

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- 2.1 Deal with the disclosure of information in accordance with the provisions of Section 16 of the LRA.
- 2.2 Consider settlement rates generally and specific to the coal sector.
- 2.3 Consider whether the demand or response or the extent of the demand or response cannot be obtained differently through a reconfiguration of the demand.

3. Demands and Response to Demands

- 3.1 All demands and responses to those demands from a party should be in writing.
- 3.2 The demands should:
 - 3.2.1 Be in a clear and concise form.
 - 3.2.2 Include any request for or response to a request for the disclosure of relevant information.
 - 3.2.3 A proposed timetable for the negotiations which should include alternative dates and times for a pre-negotiation meeting.
- 3.3 The party in receipt of written demands should: –
 - Acknowledge receipt of the demands in writing.
 - Agree or propose alternative dates and times for the pre-negotiation meeting.
 - Draw up a synopsis in terms of the previous wage agreement and compliance thereof.
 - Submit to the other parties any demands of its own.
 - Provide written responses to the proposed timetable for the negotiations.

4. Commencement of negotiations

The parties agree to hold pre-negotiation meeting/s to:–

- 4.1 Agree to a timetable for the negotiations.
- 4.2 Present a full motivation for the demands.
- 4.3 Consider any request(s) for disclosure of information made in terms of the LRA and this Framework Agreement.

5. Conduct during the Wage negotiations process

The parties undertake to:-

- 5.1 Promote trust and develop mutual understanding and constructive engagement in negotiating with each other, keeping in mind the best outcome for employees in a sustainable manner.

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- 5.2 Promote maximum participation and accountability in the preparations for the conduct and conclusion of negotiations.
- 5.3 Engage each other in a constructive manner and not to conduct themselves, prior to or during negotiations, in a manner that has the effect of unreasonably delaying negotiations, by failing to agree to dates and times for negotiation meetings, failing to attend agreed meetings, changing negotiators, failing to secure a mandate or refusing to modify demands.
- 5.4 Attend agreed negotiation meetings unless there is a good reason for not attending, in which case the party that cannot attend should give reasonable notice of its non-attendance to avoid wasteful expenditure and inconvenience to the other party or parties.
- 5.5 To disclose, when requested to do so, any relevant information subject to confidentiality and the provisions of the LRA on disclosure of information.
- 5.6 Engage in good faith with the sincere intention of concluding an agreement, in a timeous manner without undue delay to the process.
- 5.7 Promote orderly and effective collective bargaining, which will include measures to proactively and constructively resolve disputes prior to industrial action and to explore all genuine options to resolve any disputes that may arise as speedily as possible.
- 5.8 Conduct the negotiations in a rational and courteous manner, avoid engaging in disruptive or abusive behaviour, and treat the negotiators and negotiating teams of the other parties with respect.
- 5.9 Avoid any conduct that could in any way undermine the negotiations.
- 5.10 Endeavour to present the demands and responses provided by the other side as accurately as possible when seeking mandates from members/principals respectively.
- 5.11 Remain open to continue engagements even after a dispute has been declared and during industrial action.
- 5.12 Ensure that the negotiation focus on facts/issues in a constructive manner.
- 5.13 Consider the appointment of a facilitator/s by mutual agreement to facilitate negotiations at any time during the process, if this could assist the successful conclusion of the negotiations, particularly in order to break a deadlock.

6. Disputes

The parties agree to refer any dispute or deadlock that might arise during the wage negotiations for facilitation either by the CCMA or by an independent mediator paid for by the Chamber.

7. Strikes, Lockouts and Picketing

The parties:

- 7.1 Accept that the exercise of the right to strike and to lockout must be peaceful, free of intimidation and violence, in accordance with the Labour Relations Act, 66 of 1995.

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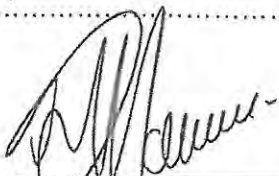
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- 7.2 Declare that violence, intimidation or damage to property, under any circumstances and more particularly during strikes, lockouts, pickets and protest action will not be tolerated;
- 7.3 Commit to take all necessary measures to prevent violence, intimidation and damage to property and, if it does occur, to take all the steps necessary to discourage such conduct and to comply with any court orders interdicting the violence, intimidation or damage to property.
- 7.4 Undertake that they will adhere to the provisions of the Code of Good Practice on Picketing (LRA).
- 7.5 During the wage negotiations the parties will conclude an agreement on picketing rules.


SIGNED ON THIS 18TH DAY OF JULY 2017



 For Employers



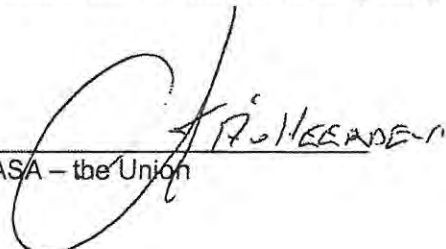
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 National Union of Mineworkers (NUM)



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 UASA – the Union




 Witness




 Solidarity



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 National Union of Metal Workers of South Africa (NUMSA)



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FORMULA FOR CALCULATING CPI

1. CPI is the headline consumer inflation published from time to time by Statistics South Africa.
2. CPI will be determined as follows:
 - 2.1 the CPI figures for the month of December 2017 to May 2018 will be examined;
 - 2.2 the months with the highest and lowest CPI will be discounted;
 - 2.3 the CPI for the remaining four months will be averaged; and
 - 2.4 the resulting figure based on this formula will be deemed to be the CPI for the purposes of this agreement.
3. The above formula will be used with the necessary changes for increases for 2019.







