



CHAMBER OF MINES
of South Africa

MEDIA STATEMENT

For immediate release

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WAGE AGREEMENT REACHED IN COAL

Agreement concluded between producers and the NUM, UASA and Solidarity

Johannesburg, 13 October 2015: Coal producers represented by the Chamber of Mines in wage negotiations (Anglo Coal, Delmas, Exxaro, Kangra, Koorfontein, Msobo and Glencore) are pleased to announce that an agreement has been reached in terms of wages and conditions of service with the National Union of Mineworkers (NUM) today. The NUM has signaled the end to the industrial action that started on 4 October 2015, and all employees are expected to return to work by no later than Wednesday, 14 October 2015.

Both UASA and Solidarity indicated their members' acceptance of the offer table on 14 September 2015.

The agreement was signed at the Chamber of Mines today by the producers and the NUM, UASA and Solidarity.

Motsamai Motlhamme, head of Employment Relations of the Chamber of Mines said: "Given that the industry is facing subdued demand and both price and cost pressures, the agreement reached is at the limit of what is affordable. After months of negotiations, we have reached a settlement which represents a reasonably balanced outcome in the best interests of employees and the industry."

The agreement is for two years effective 1 July 2015, in terms of which:

- Most category 4-8 employees will receive increases, staggered over a period of time, of between R750 and R1,000 per month in year 1 and guaranteed increases of 7.5% in year 2.
- Most employees in the higher categories will receive increases of between 5.0% and 7.5% in both years.
- Increases to the living out allowance and housing allowance vary from company-to-company.

Motsamai Motlhamme commended all parties for the peaceful conduct during the strike almost without exception.

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