

7 June 2016

1. When did the situation arise in the area of Northam's Zondereinde Platinum Mine in Limpopo Province?

The situation began on Sunday 5 June when a Northam employee was fatally injured in a shooting incident in the town of Northam, 20 kilometres from Zondereinde Platinum Mine. This was followed by sporadic outbreaks of violence in and around the area of the mine and, on the morning of 6 June, the death of a second employee, who was stabbed at the railway gate on the Thabazimbi/Northam road.

2. What was the immediate response of management at Northam Platinum?

Underground operations at the Zondereinde Mine were temporarily suspended. Mine security was increased and there was a heightened police presence. The company also immediately began discussions with employee representatives.

Mine management is assisting the authorities in their investigations into the killings where possible, and is seeking to administer to the needs of the families of the deceased.

3. To which union did the two people who were killed belong to?

First and foremost they were employees of Northam, with families, friends and colleagues. They are not defined by their union affiliation. However, according to our records, both men were members of the NUM.

4. The NUM says that the killing on Sunday brings the total number of its members who have been killed to 6.

Five people lost their lives last year in isolated criminal incidents. However they were not on mine property and are still under investigation by the SAPS. Although we can confirm they were NUM members it is worth noting that 80% of the employees are NUM members and the inference cannot be drawn that these incidents were the result of inter-union rivalry.

5. How long has this situation been brewing?

Zondereinde has experienced work stoppages/disruptions led by both NUM and AMCU which ended in peaceful returns to work. The killing in Northam town was unexpected and linking it

to any activity on the mine would not be helpful until the SAPS have conducted a thorough investigation.

- 6. AMCU claims that the group that came to attack their members was accompanied by police and security guards of the mine in a security vehicle. Can you confirm what really happened?**

Claims and counter claims are not unusual in situations like these. The SAPS and mine security on the scene were there to calm the situation and prevent further violence.

Heightened security has helped to reduce the violence and to restore calm, even though the situation remains tense.

- 7. What are the current NUM and AMCU representation percentages at Zondereinde?**

NUM is the majority union representing around 80% of employees. AMCU represents 6.47%. An independent verification process was undertaken by the CCMA in January 2016.

- 8. What is the stance of the company on this violence as there are claims and counter claims from the two unions involved?**

The company condemns any sort of violence in the strongest terms and has called on all parties to act responsibly and urges both NUM and AMCU to exercise leadership following these tragic incidents, in the interests of safety for all.

- 9. How will the company end this conflict and when can we expect things to go back to normal?**

The company has been engaging and continues to engage with union leadership in an attempt to find a solution to the issues. The company is committed to securing a safe return to work for all in the shortest possible time. Talks with all parties to reach a constructive conclusion to the current impasse continue.

- 10. What is the company's policy on who stays at the mine hostel and who does not? AMCU officials say their members were removed from the hostel and only NUM members are allowed to stay there.**

Every employee has the right to live in the hostel if they so wish. AMCU members have not been 'banned' from the hostel. Management has, in fact, sought to accommodate employees as best and as safely as possible, and is continuing to improve accommodation options.