

Ministerial Visit **16 Days of Activism**

Proposed Guidelines for reacting to Media questions

This document has been drafted based on rumours that allegations have been leveled against Impala for the exploitation of women. This document is drafted as a pro-active measure to guide you in the event you are requested to respond to questions from the press at the proposed event taking place on 11 November 2010.

Please be aware that the only official spokespersons of Impala are Bob Gilmour and Alice Lourens . They can be contacted at Head office on the following numbers: 011 731 9013/33. The possibility of these issues being raised is minimal; however we should be prepared should issues arise.

Guidelines (in the event questions are raised)

Should allegations be raised, it is suggested that Management representatives adhere to the following guidelines:

- Impala embraces the concept of Women in Mining.
- Care and consideration has always been at the forefront when it comes to issues of prejudice and harassment.
- Impala will fully investigate claims of this nature and make sure that the necessary action takes place to remedy the situations.
- Policy, Procedure and Communications Campaigns have been put in place to ensure all our employees, specifically females are protected.

It would be preferred if all official response be made through our Head Office representatives mentioned above.