



NEWS RELEASE

13 October 2012

Implats calls for peace and stability in union/worker relationships

EMBARGO: For immediate release

<p>Ticker symbols: JSE: Imp LSE: Ipla ADR: Impuy</p> <p>Queries: Implats Bob Gilmour +27 11 731 9013/43 +27 82 453 7100</p> <p>Website: www.implats.co.za</p>	<p>Today, Saturday 13 October 2012, Impala Platinum Holdings Limited (Implats) received a memorandum from the National Union of Mineworkers (NUM) at their head office in Johannesburg.</p> <p>A spokesperson for Implats said, “we would like to thank the NUM marshals and the JMPD officers for their professional organisation of a peaceful and disciplined march of between 300-400 supporters. We will study the list of demands, and continue to engage with their leadership at our operations and through the industry-wide negotiations at the Chamber of Mines.</p> <p>“As a country and an industry we need to stabilize the relationship between workers, unions, and in communities, to achieve a lasting solution that safeguards the interests of the entire industry and all who depend on it.</p> <p>“The NUM is an important part of the workers’ leadership at Implats’ South African operations, and for the whole industry. We believe we need to establish a new multi-union industrial relations dispensation with lower barriers to entry in our operations, while moving towards a centralized wage engagement process for the platinum mining industry.</p> <p>[more]</p>
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“All role-players should focus on reducing tensions in the industry. The most important thing should be to ensure **peace, stability and order** in mines and mining communities and in so doing create an environment for safe production. The NUM should ask themselves how they can blame all of the industry’s problems on an 18% wage adjustment for miners which was implemented last year after discussion and consultation with local and national NUM leadership. The focus of workers’ leaders, government and mines should be on improving the relationships and communication with workers.

“The origins and causes of the current tensions in the mining industry are extremely complex and multifaceted, and stretch back over a number of years to when the first signs of disunity amongst workers emerged.

“We need to create a situation across the industry where workers and their representatives are able to conduct themselves freely and engage peacefully and constructively with management and government.

“We are committed to continue engaging with unions, government and other stakeholders, and we urge all parties to work together to find a peaceful and lasting solution.

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