

## NEWS RELEASE

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### **NUM dispute with Implats re benefits**

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Impala Platinum Holdings Limited wishes to place on record accurate information in respect of the dispute declared by the NUM against Impala Platinum Limited's Rustenburg operations regarding funeral benefits.

The facts are as follows:

All Impala employees are covered for an amount of R5 000 for funeral benefits, irrespective of the cause of death. Historically, however, additional funds have been made available for other expenses, including transport for mourners to funerals, transport of the body, from a welfare fund. Income from this fund was generated through sales at company-owned recreational facilities on-mine. Over time, this source of funding has far been exceeded by the demands placed upon it. This has been exacerbated by the tragic increase in deaths as a result of HIV/AIDS and the decreasing use of these facilities as fewer and fewer employees choose to live on-mine.

Although the company continued to fund the significant shortfalls within this fund for some years, this was not sustainable in the long-term. In addition, as part of the company's ongoing strategy to focus on profitable core business, these loss-making recreational facilities were outsourced last year.

In anticipation of the welfare funds' financial crisis, Impala management drew these problems to the attention of the four branch committees in 1999. Protracted discussions were held and both parties brought a number of possible solutions to the problem to the table. Due to the impending insolvency of the "welfare" fund, several deadlines were set by the company to resolve the issue, most of which were not met. Finally, in October 2002, three of the branch committees put forward a proposal that would involve the voluntary purchase of additional cover through a union-selected service provider. One branch committee would not support the proposal.

Following further discussions, the regional office of the NUM declared a dispute with Impala on 18 December 2002, and referred the matter to the CCMA on 3 January 2002. Although no date has been set for the hearing by the CCMA, it is anticipated that this will occur within the 30 day period from which the dispute was referred to it.

The dispute has had no impact on operations. Impala and the NUM are engaged in a normal process to resolve a complex and emotive issue and the company is convinced that a satisfactory outcome should emerge in the near-future.

Note that all of the above applies to death benefits in the event that an employee dies as a result of a non-work related accident.