

# NEWS RELEASE

2 September 2009

## Wage negotiation update

EMBARGO: For immediate release

<p><b>Ticker symbols:</b> JSE: Imp LSE: Ipla ADRs: Impuy</p> <p><b>www.implats.co.za</b></p> <p><b>Queries:</b></p> <p><b>Johan Theron</b> +27 11 731 9073 +27 82 809 0166</p> <p><b>Bob Gilmour</b> +27 11 731 9013 +27 82 453 7100</p>	<p>Impala Platinum Holdings Limited (Implats) and the National Union of Mineworkers (NUM) have met on several occasions to resolve the current wage dispute and strike action. Some of the NUM branches have accepted the current offer and have returned to work.</p> <p>Implats wishes to place on record the details of the current offer to the NUM.</p> <p><b>1. WAGES</b></p> <table> <tr> <td>A-level</td> <td>10% increase</td> </tr> <tr> <td>B-level</td> <td>10% increase</td> </tr> <tr> <td>C-level</td> <td>10% increase</td> </tr> </table> <p><b>2. NEW MINIMUM WAGE</b></p> <table> <tr> <td>A3 Underground</td> <td>R5000</td> </tr> <tr> <td>A3 Surface</td> <td>R4573</td> </tr> </table> <p><b>3. MEDICAL SUBSIDY</b></p> <table> <tr> <td>Principal Member</td> <td>Increase from R265 to R300</td> </tr> <tr> <td>1<sup>st</sup> Dependant</td> <td>Increase from R165 to R200</td> </tr> <tr> <td>Other Dependants</td> <td>Increase from R110 to R120</td> </tr> </table> <p><b>4. TRANSPORT</b></p> <p>A task team will be created to investigate transport issues and come up with proposals.</p> <p><b>5. HOUSING</b></p> <p>A task team will be established to investigate alternative funding models to make home ownership more accessible.</p> <p style="text-align: right;">[more]</p>	A-level	10% increase	B-level	10% increase	C-level	10% increase	A3 Underground	R5000	A3 Surface	R4573	Principal Member	Increase from R265 to R300	1 <sup>st</sup> Dependant	Increase from R165 to R200	Other Dependants	Increase from R110 to R120
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Employees have been asked to note the following principles which will be applied during the entire strike period:

- No work no pay.
- Disciplinary action will be taken against individuals guilty of intimidation, violence and property damage.
- The Recognition Agreement regarding Essential Services remains in place and employees in this area are urged to comply with this agreement.
- The company reserves the right to “lock-out” employees during this period.

Implats believes that in light of the current economic situation, other recent settlements, and the decline in CPI to 6.7%, that this is a fair and reasonable offer. Furthermore, D and E level employees have accepted a 0% increase in an effort to contain costs and preserve jobs.

Further announcements will be made in due course.

[ends]