



IMPALA PLATINUM HOLDINGS LIMITED  
(Incorporated in the Republic of South Africa)  
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### **Implats' Rustenburg and Marula operations reach wage settlement**

**Johannesburg, 31 October 2016:** Subsidiary operating companies of Implats, Impala's Rustenburg operations and Marula, have signed a three year wage settlement with the Association of Mineworkers and Construction Union (AMCU). This deal is effective 1 July 2016.

Implats Chief Executive, Terence Goodlace, commented, "This agreement is good news for all our stakeholders as it provides confidence and a level of comfort that we can better plan for the future sustainability of both the Rustenburg and Marula operations. More specifically, it ensures an element of certainty and security for employees, and specifically those colleagues in the lower pay-brackets who stand to benefit most from this settlement with a R1000 increase in basic salary. On behalf of our Board, I must commend and congratulate the role players in this process for arriving at a collective agreement without any debilitating labour disruption."

The settlement agreement allows for employees over the next three years to receive:

- A monthly basic salary increase of R1000 for A & B-level and 7% for C-level employees within the bargaining unit;
- Living out and home ownership allowances increase by R150 per month for each year of the three year agreement in Rustenburg and by R150 per month in year two and three for Marula;
- An increase in Implats' medical aid contributions to employees of 6% in year 1 and 7% in the following 2 years of the wage agreement

With this agreement in place, Implats' operating entities at Rustenburg and Marula can focus on ensuring safe and sustainable operations.

#### **Queries:**

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**ENDS**