

RHINO POACHING SUSPECT IN THE DOCK



Potchefstroom – A 33-year old police constable, who police say was among a group of four suspects spotted in the act of poaching rhinos, was arrested and is now appearing before the Tlhabane Magistrates' Court to answer for his crimes.

Amukelani Nkuna, who made his first appearance in court on Thursday 16 January, was remanded in custody and is

expected back in the dock on 24 January. The state claims that during a crime intelligence operation implemented by the police on 14 January, the four suspects were intercepted at a game lodge in Boitekong while they were in the process of poaching rhinos.

"Upon realising that they were cornered, three of the suspects disappeared into thick bushes, but police managed to arrest one of them. Upon further investigations, the suspect was identified as being a

police constable," police spokesperson colonel Adèle Myburgh said.

"It is believed that the suspects are likely to be linked with more cases of rhino poaching, which have been reported in the Pilanesberg area. We expect to make more arrests in this regard," she added.

North West provincial commissioner, lieutenant general Sello Kwena, expressed his disappointment at the arrest of a fellow police officer.

"The law must still take its course," Kwena said.

RESTRUCTURING AT GLENCORE RUSTENBURG

Notice in terms of Section 189A of the LRA: Rustenburg Smelter NW Province South Africa ("Rustenburg Smelter")

Johannesburg - Glencore Alloys (the company) and Merafe Resources have commenced a Section 189A of the Labour Relations Act ("LRA") process and confirm that written notice has been given to its employees at the Rustenburg Smelter which is a Joint Venture.

This decision is a result of deteriorating operating and market

conditions across the South African Ferrochrome industry, including unsustainable electricity tariffs and interruptions, cross-subsidies and real cost inflation. These factors have also led to the displacement of significant volumes of Ferrochrome production to lower-cost competitors overseas. Despite significant investment to make the operation more competitive, the Rustenburg Smelter has suffered material financial losses which are expected to continue for the foreseeable future.

Before the commencement of the Section 189A process, the company engaged in extensive consultations with stakeholders, including employee representatives, local and regional government. This consultation process will continue to attempt to secure the future of the operation.

As part of the process outlined in the LRA, Glencore Alloys will apply for the appointment of a facilitator from The Commission for Conciliation, Mediation and Arbitration (CCMA) to guide and assist the parties to participate meaningfully in the consultation process. The company views its engagement with the employee representatives and recognised Trade Unions of Rustenburg Smelter as an ongoing process and all alternatives will be considered.

Further updates will be issued as appropriate.
Glencor press release, 17 January 2020



CONCLUSION OF THE S189 CONSULTATION PROCESS AT THE MARIKANA OPERATIONS

Johannesburg - Sibanye-Stillwater (Tickers JSE: SGL and NYSE: SBGL) advises that the consultation process with relevant stakeholders in terms of Section 189A (S189) of the Labour Relations Act, 66 of 1995 (LRA), regarding the proposed restructuring of its Marikana operation and associated services (previously Lonmin), as previously announced on 25 September 2019, has been concluded. The outcome of the S189 process, following consultations with stakeholders, is as follows:

- Shaft 1B and a specific sweeping and vamping project will continue with limited mining, sweeping and reclamation, until the end of December 2020 – resulting in the preservation of 329 jobs, provided that the projects continue to be profitable on a three-month average period.
- Job losses were reduced by identifying approximately 166 opportunities for affected employees to be transferred to other operations.
- Approximately 1,612 employees were granted Voluntary Separation Packages (VSPs), 53 employees proceeded on normal retirement and natural attrition accounted for 259 employees.
- Approximately 1,142 employees were ultimately retrenched, and contractors were reduced by 1,709.

Sibanye-Stillwater chief executive officer, Neal Froneman commented: "We are pleased with the outcome of the consultations with stakeholders, which despite the necessary closure of some end of life shafts, resulted in the preservation of a number of jobs. This will result in a more sustainable business which will secure employment for the majority of the Marikana workforce for a much longer period."

Sibanye-Stillwater press release. 16 January 2020



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