



Village Main Reef (Pty) Ltd
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Company Release

02 September 2020

Completion of S189 Process and Prepare for Start-up

Village Main Reef (Pty) Ltd (the “Company”) embarked on a consultative process as contemplated in Sections 189 and 189A of the Labour Relations Act, No. 66 of 1995 on 20 April 2020, following the issue by the Company of a notice contemplated in Section 189(3) of the LRA on 17 April 2020. Following various communications between the Trade Unions and the Company, both oral and in writing, and as facilitated by the Commission for Conciliation, Mediation and Arbitration (“**CCMA**”), the Company hereby records that the consultative process has been concluded, as confirmed by the CCMA on 25 August 2020.

As a result of the significant effort of all parties during the consultation process, the Company has been able to significantly reduce the number of impacted employees for retrenchment, while securing the sustainability of the operations, as well as the job security of the remaining employees which comprise the majority of the Company’s work force.

Accordingly, the Company has prepared notices of the termination of services, via letter and message, for those employees that have been selected for retrenchment.

With the completion of Section 189 process, the Company has now officially started the preparation process to re-start the operations. The Company hopes to have the support of our employees and all stakeholders, to assist a smooth start-up process.

Yours safe and sustainable mining,

Village Main Reef Proprietary Limited
