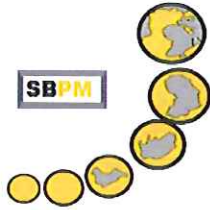


## BRIEF TSEBISO INCWADI



UNION MINE



**To : All SBPM Employees**  
**From : Hobson Jantjies – General Manager**  
**Date : 25 March 2020**  
**Subject : COVID-19 Communication Update: Remuneration during the 21 days lock down period**

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Good day everyone,

In line with the President's address on 23 March 2020, regarding a national lock down in an effort to curb the COVID-19 pandemic, Siyanda Bakgatla Platinum Mine fully supports the government endeavours to curb the spread of COVID-19 and it will be closing all non-essential services from 26 March 2020 until 16 April 2020.

With regard to the *Employee salaries*, Siyanda Bakgatla Platinum Mine would like to announce the following:

- The company has committed to pay employees' salaries in line with the company's policies and procedures as per normal, for the month of March 2020.
- The company will pay only the basic pay for the 21 days lock-down announced by the President.
- Due to the Payroll Office being closed, the payment of March production bonuses; March/April overtime, stand-by allowances, etc. will be delayed. Such payments due date will be communicated at the earliest possible time.
- Should there be any changes, the company will revert to the employees through existing structures and directly to employees.

**We appeal to all our employees to heed the President's call and stay at home during this lock down period.**

Yours in Safe Profitable Platinum Production,



**Hobson Jantjies**  
**General Manager**