

'RETURN TO WORK' OFFER

THIRD AND FINAL OFFER

02 April 2019



The Company will pay the striking employees a salary advance of **R5500**. They will be required to repay the salary advance over a 12 Month period.



The Company will assist in the transportation of striking employees back to work at the Company's expense.



The Company agrees to assist striking members to consolidate their debt, if required.



The Company will not seek to recover costs paid towards accommodation, food, medical aid and pension funds provided during the strike.



The Company will offer employment to a relative of an employee who passed away due to strike related violence.



The Company will reinstate employees who were dismissed for strike related misconduct, however these employees will be subjected to a formal disciplinary hearing.

ACCEPTANCE OF THIS OFFER MEANS:

- Striking workers will return within 7 days
- Proper induction and heat screening will be conducted
- The above conditions will only be provided to members who return to work within 7 days of signing the settlement agreement



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY