



REGISTERED TRADE UNION REG NO. LR 2/6/2/1499
AFFILIATED TO FEDUSA

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MEMORANDUM

TO: ALL MEMBERS OF UASA-THE UNION: SAMANCOR CHROME

**FROM: FRANZ STEHRING
DIVISIONAL MANAGER: MINERALS**

DATE: WEDNESDAY 11 MARCH 2020

SUBJECT: 9 MARCH 2020 SECTION 189 CONSULATION FEEDBACK

Voluntary Severance Packages (VSP's)

1. The Company agrees in principle to offer VSP's as an alternative to forced retrenchments. Due to the current financial situation the Company is facing, VSP's will include the following offering:

- Payment of 1 (one) week's remuneration for every completed year of service.
- Payment of 30 (thirty) days' notice in terms of each employee's employment.
- Payment of outstanding leave.
- This option will only be available to employees with up to 10 years of service.
- Once-off R7000 cash pay-out.

The VSP's will be available for limited period of 1 week (Thursday, 12 March 2020 until close of business on Friday, 19 March 2020).

Approval of a VSP is at management discretion on the basis that critical skills must be retained.

2. Working groups at the BU's will continue to discuss the number and category of positions possibly affected by the Section 189.

3. Forced retrenchment packages

- 1 x week for every completed year of service
- 18 month re-call period
- R10 000 worth of portable skills training (list of in-house training to be provided)

Yours faithfully

FRANZ STEHRING

DIVISIONAL MANAGER: MINERALS