

AGREEMENT

between

THE NATIONAL UNION OF MINeworkERS

as principal and on behalf of its members as defined herein
(the "Union" or "NUM")

and

THE CHAMBER OF MINES OF SOUTH AFRICA

acting on behalf of the entities listed in Annexure A hereto
(the "Mines")

regarding

**THE 2003/2004 AND 2004/2005 REVIEW OF WAGES
AND OTHER CONDITIONS OF EMPLOYMENT**

ON

GOLD MINES

Handwritten signatures and initials in black ink, including a large signature at the bottom left and several smaller initials and signatures at the top right.

TABLE OF CONTENTS

1.	APPLICATION OF AGREEMENT	3
2.	WAGE INCREMENTS	3
3.	RETIREMENT FUND	4
4.	EQUALISATION	5
5.	JOB GRADING	5
6.	BONUSES AND ALLOWANCES	7
7.	CARE FOR THE DISABLED	7
8.	OUTSOURCING	7
9.	BARGAINING COUNCIL	7
10.	INTEGRATION OF BARGAINING UNITS	8
11.	FRAMEWORK ON WOMEN IN MINING	8
12.	FRAMEWORK OF PRINCIPLES ON ACCOMMODATION STRATEGY	10
13.	HEALTH CARE	10
14.	ANNUAL LEAVE	11
15.	FAMILY RESPONSIBILITY LEAVE	12
16.	LIVING OUT ALLOWANCE	12
17.	BASIC CONDITIONS OF EMPLOYMENT ACT (BCEA)	12
18.	SETTLEMENT OF WAGES AND OTHER CONDITIONS OF EMPLOYMENT	12
19.	DISPUTE SETTLEMENT PROCEDURES	13
20.	IMPLEMENTATION DATE	13

ANNEXURE A	ENTITIES COVERED BY THIS AGREEMENT
ANNEXURE B	CALCULATION OF AVERAGE INCREASE IN CPIX
ANNEXURE C	WAGE SCHEDULE: ANGLOGOLD
ANNEXURE D	WAGE SCHEDULE: GOLD FIELDS
ANNEXURE E	WAGE SCHEDULE: HARMONY AND FREEGOLD
ANNEXURE F	WAGE SCHEDULE: SOUTH DEEP

1. APPLICATION OF AGREEMENT

This agreement shall apply to the entities listed in Annexure A (the "Mines") and to the National Union of Mineworkers (the "Union" or "NUM"), as well as to members of the Union and all other employees employed at all relevant times in the Category 3-8 bargaining units for which the Union is recognised for collective bargaining purposes at the Mines (hereinafter referred to as "employees").

2. WAGE INCREMENTS

2.1 ANGLOGOLD, GOLD FIELDS, HARMONY AND FREEGOLD

2.1.1 Wage increments with effect from 1 July 2003

The minimum and actual wage rates of all employees, other than those receiving higher increases as per the attached wage tables, shall be increased by 10% with effect from 1 July 2003.

(Refer to Annexures C, D and E)

2.1.2 Wage increments with effect from 1 July 2004

The minimum and actual wages will be increased with the average year-on-year CPIX increase over the period April 2003 to March 2004 as calculated in Annexure B, plus 1%, provided that:

- a) the increase in the minimum and actual wage rates shall not be less than 7%; and
- b) any party will have the right to re-open the negotiations on wages only, should the calculated wage increase in terms of the above formula, exceed 9,5%.

2.1.3 Minimum Wage

A minimum wage of at least R2000 will apply with effect from 1 January 2004.

2.2 SOUTH DEEP

2.2.1 Wage increments with effect from 1 July 2003

The minimum and actual wage rates shall, with effect from 1 July 2003, be increased as follows:

- (a) an increase of 12,9% for Category 3 surface employees;
- (b) an increase of 9,5% for Category 4-8 employees.

(Refer to the Annexure F)

2.2.2 Wage increments with effect from 1 July 2004

Minimum and actual wages will be increased with the average year-on-year CPIX increase, over the period April 2003 to March 2004 as calculated in Annexure B, plus 1%, provided that:

- (a) the increase to the minimum and actual wage rates shall not be less than 7%; and
- (b) any party will have the right to reopen negotiations on wages only, should the calculated wage increase in terms of the formula above exceed 9,5%.

2.2.3 Minimum Wage

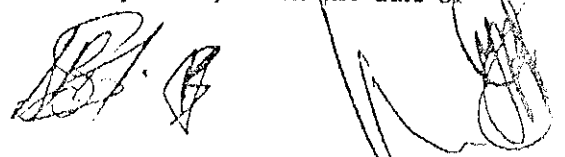
South Deep will have a minimum wage of at least R2000 with effect from 1 July 2004.

2.2.4 "Roll-up" of Category 3 Surface employees to Category 4

The basic wages of all Category 3 Surface employees will be "rolled-up" to Category 4, effective 1 July 2004. The above-stated employees will be scheduled to attend the appropriate training/up-skilling programmes in their respective disciplines/fields from April 2004.

3. **RETIREMENT FUND**

- 3.1 The demand relating to representation on the boards of the Sentinel and MEPF is accepted in principle and will be addressed by way of letters to the respective boards proposing representation of two trustees of the NUM on each board.
- 3.2 Acknowledging that mobility between funds would be compromised unless an incapacity benefit is included in the MPF, existing arrangements regarding the incapacity benefit as agreed upon in the 2001 agreement will remain in place until the 2005 wage review, or until the trustees have agreed on its incorporation, whichever is the earlier.
- 3.3 In respect of the terminally ill retirement benefit, the parties agree to recommend to the trustees that there should be an appropriate rule amendment whereby the death cover is extended from 12 to 24 months. Should the trustees agree to such a rule change, the current arrangements with regard to premiums will be extended accordingly.
- 3.4 The parties recommend to the trustees to consider increasing the funeral benefit from R4 000 to an amount not exceeding R10 000.
- 3.5 The employer contribution to the Fund will be increased to 13,5% on 1 July 2003 and to a level that is equal to the MEPF, i.e. 13,95% on 1 July 2004, or on the date of



incorporation, should the trustees agree to the incorporation of the incapacity benefit before 1 July 2004.

4. EQUALISATION

4.1 GOLD FIELDS

4.1.1 Gold Fields is committed to a process of equalization of earnings and benefits for the same occupations throughout its operations, which process will be completed by 1 January 2004.

4.2 HARMONY

4.2.1 Harmony is committed to the equalisation of earnings and benefits for the same occupations throughout the company.

4.2.2 The parties agree that Harmony, together with the NUM will commence with a consultation process with the aim of entering into an agreement to achieve the following:

4.2.2.1 Identifying differences or disparities in earnings and conditions of employment, that apply to employees employed in the Category 3-8 Bargaining Unit, as they exist at different mines within the Harmony Group.

4.2.2.2 Finding equitable solutions that will result in the equalisation of earnings and conditions of employment within the Category 3-8 Bargaining Unit.

4.2.2.3 Such a process will commence after the signature of this agreement with the aim of reaching an agreement by not later than 30 June 2004 at company level.

5. JOB GRADING

5.1 OPERATORS OTHER THAN MACHINE OPERATORS IN RESPECT OF ANGLOGOLD, GOLD FIELDS, HARMONY AND FREEGOLD

5.1.1 Understanding the NUM's concerns regarding the grading of certain operators, AngloGold, Gold Fields, Harmony and Freegold undertake to expedite the company level review of the job grading system.

5.1.2 In line with this undertaking, the company level reviews of the job grading system will be completed before the end of November 2003.

5.1.3 Immediately thereafter, the jobs of winch operators, loco drivers and front end loaders will be graded in terms of the new system. This must be done before the end of December 2003 and implementation will take place retrospectively with effect from 1 July 2003.

5.2 ANGLOGOLD MACHINE OPERATORS

5.2.1 AngloGold management has completed a job grading exercise in accordance with Paterson principles for machine operators in production related activities, and will upgrade the following machine operators to Category 5 with effect from 1 April 2003:

- Stoping and development drillers
- Drillers drilling support holes in stopes and gullies
- Drillers preparing pre-conditioning holes

5.2.2 Those machine operators affected by the upgrading will retain their service increment, and the upgrading will not affect the 1999 Framework on the Remuneration of Machine Operators for a quality drilling shift.

5.3 GOLD FIELDS ROCK DRILL OPERATORS

5.3.1 Pending the completion of the new job grading exercise, Gold Fields has evaluated the new job profile of production rock drill operators in accordance with Paterson principles, and will implement the new grade of Category 5 with effect from 1 July 2003. The rock drill operators affected by the regrading will retain their service increment.

5.4 HARMONY AND FREEGOLD MACHINE/ROCK DRILL OPERATORS

5.4.1 Harmony and Freegold management have completed a job grading review exercise for machine/rock drill operators. The parties therefore agree that the machine/rock drill operators will be upgraded to Category 5 with effect from 1 July 2003. The machine/rock drill operators affected by the regrading will retain their service increment.

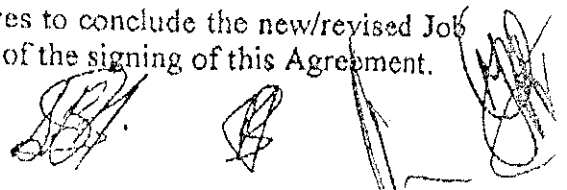
5.4.2 Machine / rock drill operators will also be graded in terms of the new system with the involvement of the NUM before the end of December 2003.

5.5 SOUTH DEEP

5.5.1 The parties acknowledge the following:

- (a) That they concluded a Job Grading Agreement in 1996. To this end, the Mine has since then been grading all jobs throughout the organisation in terms of the above-stated Agreement, including the positions of rock drill operators (to level 5) and others.
- (b) That the NUM has put a proposal to review the above-stated Agreement in February 2003 and that the parties are in a process of concluding negotiations in this regard.

5.5.2 To this end, the parties commit themselves to conclude the new/revised Job Grading Agreement within three months of the signing of this Agreement.



6. BONUSES AND ALLOWANCES

The parties agree that there should be no unfair discrimination in the payment of bonuses and allowances and where it does exist, it should be identified and eliminated at Mine level.

7. CARE FOR THE DISABLED

The parties agree that:

- 7.1 Projects that will offer employment opportunities to a number of persons disabled by occupational injuries or diseases, should be established;
- 7.2 A joint task team should be formed to explore the matter, including the roles of different stakeholders, to learn from best practices and to explore avenues for improved co-operation;
- 7.3 Targets should be set, for instance, 60% of the workers in such an initiative being paraplegics and other seriously injured workers, 20% women and 20% other able bodied workers;
- 7.4 Gold mining companies will assist in ensuring that the projects are run along sound business principles.

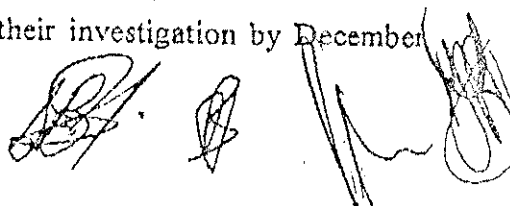
8. OUTSOURCING

The parties agree that:

- 8.1 The main employer will take responsibility for the actions of their contractors in the area of Health and Safety standards, training and enforcement.
- 8.2 Sub-contractors would be expected to register in terms of COIDA and for the ODMWA, and must provide proof that they are paying the required assessments and levies in terms of these Acts.
- 8.3 Tenders will require that contractors give undertakings that they will provide health care, death and retirement benefits, which are similar to those provided by the gold mining industry.

9. BARGAINING COUNCIL

- 9.1 In terms of an agreed terms of reference, the Chamber and the NUM will appoint a task team of experts to do an investigation into an appropriate bargaining dispensation/bargaining council for the gold and coal mining industry.
- 9.2 The experts will be tasked to submit the results of their investigation by December 2003.



- 9.3 Discussions between the Chamber and the recognised unions regarding a new bargaining dispensation/bargaining council for the gold and coal mining industry, will be finalised by June 2004.

10. INTEGRATION OF BARGAINING UNITS

- 10.1 With the intention of integrating various bargaining units and improving bargaining arrangements, the parties agree in principle to a review of the current bargaining units.
- 10.2 Within three months of signature of this agreement, all recognised unions and associations will meet to discuss the integration.
- 10.3 The above-stated process should be completed within 6 months thereafter.
- 10.4 No union/association will have veto power in respect of the decisions taken.

11. FRAMEWORK ON WOMEN IN MINING

11.1. PREAMBLE

The parties agree as follows regarding women in mining and related aspects affecting female employees:

11.2. PRINCIPLES

The parties hereby acknowledge that:

- 11.2.1 The industry needs to increase the percentage of women employed in the workplace;
- 11.2.2 Women working underground face particular challenges that require co-operation and concerted efforts in dealing with them;
- 11.2.3 An environment should be created that facilitates the employment of women and which seeks to remove obstacles to their employment;
- 11.2.4 Women can play a role at all occupational levels and there is a need to accelerate the process of building capacity for women in the workplace;
- 11.2.5 The process of creating an enabling environment for women in mining is ongoing.

11.3. TERMS OF AGREEMENT

Therefore, the parties agree that:

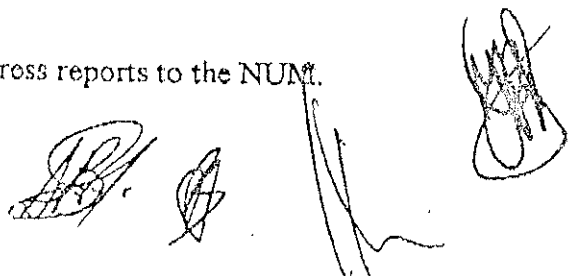
- 11.3.1 Physiological strain experienced by women working underground should be investigated at industry level and the results obtained be compared with

those of male mineworkers involved in similar tasks. Women structures of the union should be involved in this investigation;

- 11.3.2 The Mines shall within three months of the signing of this agreement, develop a policy on sexual harassment, and shall:
- (a) educate employees on the existence of such policy as a component of annual induction programmes; and
 - (b) ensure that this policy is implemented.
- 11.3.3 Measures shall be taken to ensure that the special needs of female employees are taken into account in relation to pregnancy, breastfeeding and reproductive health, through minimising exposure to hazards.
- 11.3.4 They will determine, in consultation with the Health and Safety Committee at the Mines, the design of safe systems of work, to ensure health and safety for women employees, particularly pregnant women.
- 11.3.5 The Mines will continue to adhere to high standards of protection of all employees, particularly pregnant women.
- 11.3.6 Safety equipment must take into account the ergonomic requirements of different users, including women.
- 11.3.7 The maternity benefit to which a female employee is entitled in terms of Schedule 3 of the Unemployment Insurance Act, shall for a period of 4 months, be supplemented by the payment of an additional amount which increases the basic rate of such employee to 100%.
- 11.3.8 The Mines agree to create a conducive environment for women in mining and to address the lack of facilities for women within 6 months. The Employment Equity Forum will, in terms of this proposal, be directed to address issues relating to childcare, pre-schooling, breast-feeding and ablution facilities.

11.4. PROCESSES

- 11.4.1 Women must have representation on the Employment Equity forums of the Mines;
- 11.4.2 The capacity and involvement of Mine level Employment Equity structures should be strengthened to deal with issues related to women in mining;
- 11.4.3 Women in the workplace should be a regular item on the agendas of the Employment Equity forums or other suitable forums, and special attention should be given to this issue; and
- 11.4.4 The Mines will annually submit progress reports to the NUM.



12. FRAMEWORK OF PRINCIPLES ON ACCOMMODATION STRATEGY

- 12.1 The parties have committed in terms of the Mining Charter, to establish measures to improve the standard of accommodation for mineworkers, including the upgrading of hostels, conversion of hostels into family units and the promotion of home ownership for all employees.
- 12.2 50% of employees should be in a position to exercise accommodation options, including family accommodation, by the end of 2009.
- 12.3 The parties commit themselves to normalise mining communities and allow normal accommodation options by the end of 2013.
- 12.4 The criteria for the allocation of housing will be changed to ensure that Category 3-8 employees are not excluded from the allocation of family accommodation.
- 12.5 Employees from SADC countries shall not be treated differently from other Category 3-8 employees in respect of the provision of family accommodation.
- 12.6 No employee will be entitled to double benefits, for instance, free company-provided accommodation as well as a living out allowance.
- 12.7 This Framework Agreement shall be implemented at Mine level and parties agree to engage with local and other levels of government where appropriate.
- 12.8 The Accommodation Forum at Mine level will play a special role to implement this agreement and to develop appropriate accommodation options.
- 12.9 The parties will co-operate in building the capacity of Accommodation Forum members through training, to enable them to acquire the necessary skills for them to participate meaningfully in the planning and ongoing development of accommodation strategies at Mine level.
- 12.10 The Accommodation Forum at Mine level should develop guidelines/codes regulating the utilisation of loaned monies for purposes of purchasing or building houses, and to ensure that employees utilise living out allowances and housing loans for accommodation purposes.
- 12.11 The parties will be involved in educational programmes to train employees in issues relating to accommodation.

13. HEALTH CARE

13.1 PRINCIPLES

The Mines agree in principle that they will develop health care arrangements for immediate dependants, taking into account the following principles:

- 13.1.1 The first priority is to develop arrangements for registered dependants in the area of the Mines.



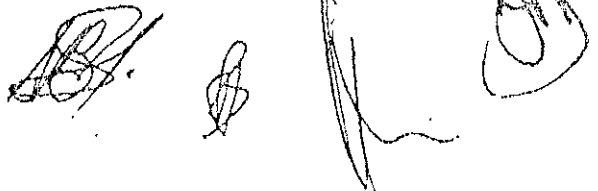
- 13.1.2 The Mines will examine and develop arrangements whereby health care can be provided to registered dependants in other areas.
- 13.1.3 The provision of health care to employees and such dependants will be subject to the principle of co-contributions on a 50:50 basis by both employers and employees.
- 13.1.4 The agreement is subject to no overlapping benefits or double contributions.
- 13.1.5 The Mines agree to explore co-operation between companies in the provision of health care.
- 13.1.6 The timeframe and implementation programme for the provision of health care to dependants will be determined at company level within 12 months of the date of signature of this agreement.

13.2 BOARD OF TRUSTEES OF MEDICAL SCHEMES

- 13.2.1 In respect of medical schemes where they are represented or have employees who are members, employers will ensure that labour is informed timeously of upcoming elections of representatives on such boards.
- 13.2.2 The parties note that legislation and the associated model rules in terms of the Medical Schemes Act, require representatives on such boards to be elected by members of the schemes.
- 13.2.3 The NUM will encourage its members who are members of the medical scheme, to nominate candidates for election.
- 13.2.4 Election of trustees will be held regularly at the Annual General Meeting of the scheme, as per its Constitution.
- 13.2.5 Employers will facilitate, through medical schemes, the necessary training for newly elected trustees.
- 13.2.6 Recognising that direct appointment of unions to Boards of Trustees of medical schemes is not possible in terms of current legislation, employers will in respect of companies that have in-house medical schemes, ensure that nominees put forward by the unions will participate in elections for such Boards.

14. ANNUAL LEAVE

In an effort to normalise annual leave, Gold Fields and Harmony will move to 28 days' annual leave on 1 July 2003, and these companies as well as South Deep, Freegold and AngloGold will move to 29 days on 1 January 2004 and to 30 days on 1 July 2004.



15. FAMILY RESPONSIBILITY LEAVE

A female employee may take 5 days paid family responsibility leave per annum for the first two years after the birth of her child. The purpose of this is to deal with the sickness of the child, and the employee should provide the employer with reasonable proof of an event for which leave was required.

16. LIVING OUT ALLOWANCE

Noting the NUM's demand for a R1200 living out allowance as well as a need for mineworkers to access decent rented accommodation, the parties agree that the living out allowance is an issue that, for the duration of this agreement, must be determined at Mine level.

17. BASIC CONDITIONS OF EMPLOYMENT ACT (BCEA)

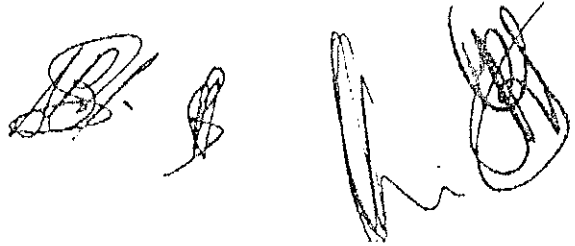
The Union hereby pledges its support for an application by the Chamber of Mines on behalf of the Mines for a determination to vary, for the period 1 October 2003 to 30 September 2005, the following provisions of the BCEA insofar as they apply to the Mines:

- 17.1 Section 12(2)(b) – Variation to permit overtime of up to ten hours per week where ordinary hours of work are averaged;
- 17.2 Section 15(1)(a) – Variation to permit periodic daily rest periods of less than twelve hours for the purposes of rapid shift changeovers; and
- 17.3 Section 17(1) – Variation to the effect that shifts commencing at or after 04h00 are not regarded as night work

18. SETTLEMENT OF WAGES AND OTHER CONDITIONS OF EMPLOYMENT

18.1 This agreement (including any annexure hereto) shall amend the existing terms and conditions of employment of the employees concerned to the extent set out herein and is in full and final settlement of wages and terms and conditions of employment for the period from 1 July 2003 to 30 June 2005. Conditions of employment that are not amended by this Agreement shall continue to apply.

18.2 With the exception of the issues referred for negotiation at Mine or company level in terms of this agreement, no party shall in respect of the period 1 July 2003 to 30 June 2005, seek to review wages and other conditions of employment. Neither the Mines nor the Union, nor any of its members shall call for, encourage, or participate in any industrial action on the Mines in respect of any demand or proposal to amend the wages and other conditions of employment of employees for the duration of this Agreement. In this regard the Union shall take such measures as may be reasonable, to ensure that its members comply with this clause.



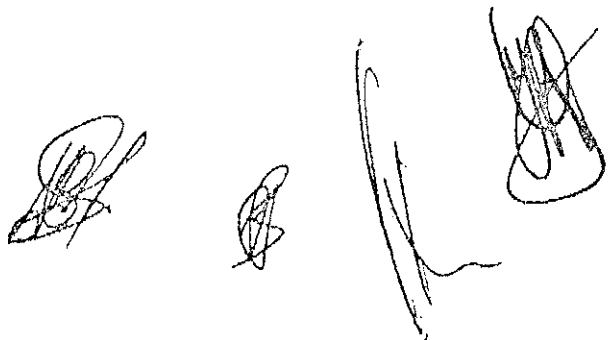
19. DISPUTE SETTLEMENT PROCEDURES

In the event of any dispute about the interpretation or application of this Agreement including any annexure hereto:

- 19.1 Any party intending to refer the dispute for conciliation in terms of clause 19.2 below, shall make a reasonable effort to resolve the dispute before such referral.
- 19.2 Should the procedure mentioned in clause 19.1 above fail to resolve the dispute, the procedure for resolving the dispute shall be referred by either party, first to conciliation and if still unresolved, to arbitration by a single arbitrator agreed to by the parties.
- 19.3 Should the parties fail to agree on either a conciliator or arbitrator, either of them may request the Managing Director of Tokiso Dispute Settlement (Pty) Ltd to make a suitable appointment, which shall not exclude the possibility of appointing a panellist from the Commission for Conciliation, Mediation and Arbitration.
- 19.4 The decision of the arbitrator shall not be subject to appeal. The parties however, will be entitled to exercise their right of review under the common law. The Arbitration Act is excluded by agreement.
- 19.5 Each party to any arbitration proceedings conducted in terms of this Agreement shall bear its own costs and shall contribute equally to the costs of the arbitration.

20. IMPLEMENTATION DATE

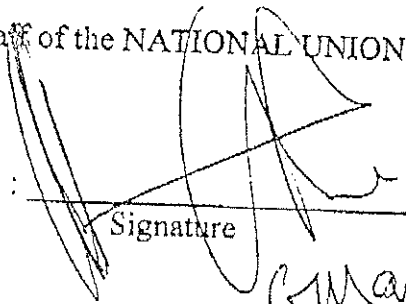
Unless otherwise stated, the wage increases and other changes in conditions of employment referred to in this Agreement and the annexures hereto, shall be implemented with effect from 1 July 2003.



Signed at JOHANNESBURG on this 1st day of August 2003.

For and on behalf of the NATIONAL UNION OF MINeworkERS:

Name


Signature

General Secretary
Designation:

G. Mantake

As witness:

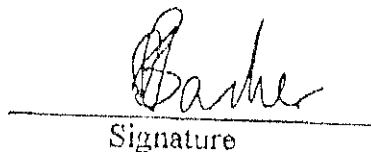
Name


Signature

CHAIRPERSON
Designation:

For and on behalf of the CHAMBER OF MINES OF SOUTH AFRICA, acting on behalf of the Mines:

FS Barker:


Signature

Designation: Senior Executive
(Chamber of Mines)

As witness:

Name:


Signature

Gold Chairman
Designation:

Annexure A

ENTITIES COVERED BY THE AGREEMENT

GROUP/MINE		NAME OF ENTITY
ANGLOGOLD	1.1	Business Services
	1.2	Metallurgical Services
	1.3	Business Units
	1.3.1	Vaal River
	1.3.1.1	Great Noligwa Mine
	1.3.1.2	Kopanang Mine
	1.3.1.3	Moab Khotsong Mine
	1.3.1.4	Tau Lekoa Mine
	1.3.2	West Wits
	1.3.2.1	Mponeng Mine
	1.3.2.2	Savuka Mine
	1.3.2.3	Tau Tona Mine
	1.4	Other Entities
	1.4.1	AngloGold Health Services
1.4.2	Igolide Healthcare Access	
GOLD FIELDS	3.1	Driefontein
	3.2	Kloof
	3.3	Beatrix
	3.4	Gold Fields Health Services
	3.5	Gold Fields Protection Services
	3.6	Gold Fields Training Services
	3.7	Gold Fields Shared Services
HARMONY	4.1	Harmony (Free State)
	4.2	Masimong Mine
	4.3	Elandskraal
	4.4	Evander Gold Mines
	4.5	Kalgold
	4.6	Randfontein Estates Limited
	4.7	Freggold Joint Venture
	4.7.1	Bambanani Mine
	4.7.2	Joel Mine
	4.7.3	Majhabeng Mine
4.7.4	St Helena Mine	
4.7.5	Tshepong Mine	
PLACER DOME WESTERN AREAS JOINT VENTURE	5	South Deep

ANNEXURE B

CALCULATION OF AVERAGE INCREASE IN THE CONSUMER PRICE INDEX EXCLUDING INTEREST RATES ON MORTGAGE BONDS (CPIX)

Set out below is the method to calculate the average increase in the CPIX as referred to in clauses 2.1.2 and 2.2.2

Period April 2003 to March 2004	"CPIX"*
April 2002-April 2003%
May 2002- May 2003%
June 2002- June 2003%
July 2002- July 2003%
Aug 2002- Aug 2003%
Sept 2002- Sept 2003%
Oct 2002- Oct 2003%
Nov 2002- Nov 2003%
Dec 2002- Dec 2003%
Jan 2003- Jan 2004%
Feb 2003- Feb 2004%
March 2003- March 2004%
TOTAL

Total divided by 12 = Average increase in CPIX%
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* "CPIX" is the monthly year-on-year percentage change in the Consumer Price Index excluding interest rates on mortgage bonds for the historical metropolitan and other urban areas for all expenditure groups as reflected in Statistics South Africa's monthly statistical release PO141.1.

ANGLOGOLD : CATEGORY 3-8 NUM MEMBERS : 2003 REVIEW OF WAGES

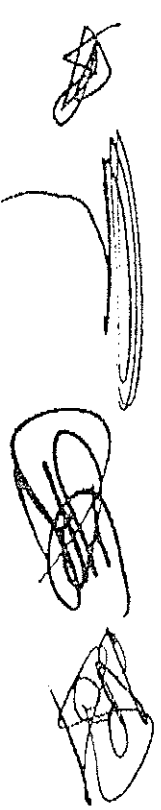
C A T		Non-staff Underground	Non-staff Surface	Staff Underground	Staff Surface
3	Current Minimum	2000	1740	(a)	1802
	Quantum Increase	200	174		180
	Percentage Increase	10%	10%		10%
	Revised Minimum	2200	1914		1982
4	Current Minimum	2137	1871	2158	1969
	Quantum Increase	214	187	216	197
	Percentage Increase	10%	10%	10%	10%
	Revised Minimum	2351	2058	2374	2166
5	Current Minimum	2443	2103	2475	2236
	Quantum Increase	244	210	248	224
	Percentage Increase	10%	10%	10%	10%
	Revised Minimum	2687	2313	2723	2460
6	Current Minimum	2809	2456	(a)	2634
	Quantum Increase	281	246		263
	Percentage Increase	10%	10%		10%
	Revised Minimum	3090	2702		2897
7	Current Minimum	3216	2878	(a)	3033
	Quantum Increase	322	288		303
	Percentage Increase	10%	10%		10%
	Revised Minimum	3538	3166		3336
8	Current Minimum	3729	3331	(a)	3435
	Quantum Increase	373	333		344
	Percentage Increase	10%	10%		10%
	Revised Minimum	4102	3664		3779

(a) The mining house does not have this category

HARMONY AND FREE GOLD: CATEGORY 3 TO 8 NUM MEMBERS : STAFF SURFACE

	C	A	T																
3	Current Minimum Quantum Increase Percentage Increase Revised Minimum	1786 179 10% 1965	1802 180 10% 1982	1730 173 10% 1903	1754 175 10% 1929	1754 175 10% 1929	1779 178 10% 1957	1754 175 10% 1929	1583 175 10% 1779	1722 196 12.4% 1894	HARMONY Elandsdraal	HARMONY Freegold (b)	HARMONY Freegold (c)	HARMONY Free State	HARMONY Kalgold	HARMONY Lentle	HARMONY Masimong	HARMONY REL	HARMONY Winkelhaak & Kinross
4	Current Minimum Quantum Increase Percentage Increase Revised Minimum	1960 196 10% 2156	1969 197 10% 2166	1904 190 10% 2094	1959 195 10% 2155	1959 195 10% 2155	1950 195 10% 2143	1959 196 10% 2155	1761 176 10% 1889	1894 176 10% 1894									
5	Current Minimum Quantum Increase Percentage Increase Revised Minimum	2226 223 10% 2449	2236 224 10% 2460	3164 316 10% 3480	2122 212 10% 2394	2122 212 10% 2394	3194 319 10% 3513	2224 222 10% 2446	2024 202 10% 2226	2878 202 10% 3462									
6	Current Minimum Quantum Increase Percentage Increase Revised Minimum	2622 262 10% 2884	2634 263 10% 2897	3328 333 10% 3661	2397 240 10% 2637	2397 240 10% 2637	3355 336 10% 3691	(a)	2353 236 10% 2599	3462 336 10% 3641									
7	Current Minimum Quantum Increase Percentage Increase Revised Minimum	3019 302 10% 3321	3033 303 10% 3336	3627 363 10% 3990	2687 269 10% 2956	2687 269 10% 2956	3648 365 10% 4013	(a)	2774 277 10% 3051	3608 361 10% 3969									
8	Current Minimum Quantum Increase Percentage Increase Revised Minimum	3419 342 10% 3761	3435 344 10% 3779	3724 372 10% 4096	3210 321 10% 3531	3210 321 10% 3531	3741 374 10% 4115	(a)	3218 322 10% 3540	3704 370 10% 4074									

- (a) The mining house does not have this category
- (b) Barabani, Iod, Matjhalberg, Tshpong
- (c) St Helena



SOUTH DEEP: CATEGORY 3 TO 8 NUM MEMBERS

C A T		Non-Staff Underground	Non-Staff Surface	Staff Surface
3	Current Minimum	(a)	1568	1568
	Quantum Increase		202	202
	Percentage Increase		12.9%	12.9%
	Revised Minimum		1770	1770
4	Current Minimum	2003	1761	1761
	Quantum Increase	190	167	167
	Percentage Increase	9.5%	9.5%	9.5%
	Revised Minimum	2193	1928	1928
5	Current Minimum	2302	2008	2024
	Quantum Increase	219	191	192
	Percentage Increase	9.5%	9.5%	9.5%
	Revised Minimum	2521	2199	2216
6	Current Minimum	2662	2329	2325
	Quantum Increase	233	221	221
	Percentage Increase	9.5%	9.5%	9.5%
	Revised Minimum	2915	2550	2546
7	Current Minimum	3066	2712	2770
	Quantum Increase	291	258	263
	Percentage Increase	9.5%	9.5%	9.5%
	Revised Minimum	3357	2970	3033
8	Current Minimum	3586	3158	3214
	Quantum Increase	341	300	305
	Percentage Increase	9.5%	9.5%	9.5%
	Revised Minimum	3927	3458	3519

(a) The mining house does not have this category

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