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14 May 2013

## **PRESS RELEASE**

### **SWAKOP URANIUM HUSAB PROJECT CIF AND MANWU SIGNS PROJECT LABOUR AGREEMENT ADDENDUM**

The Construction Industries Federation of Namibia (CIF) and the Metal Allied Namibia Workers Union (MANWU) have recently signed off the first addendum to the Project Labour Agreement (PLA) applicable to the Swakop Uranium Husab Project.

The addendum is about fair and reasonable improvements relevant to the employee's terms and conditions of employment on the Swakop Uranium Husab Project JV. Namibian labour legislation applies to all employers and their respective employees on the project. All relevant industry agreements apply, unless otherwise specified in the PLA. The PLA will be contractually binding.

The PLA applies to all contractors, sub-contractors and their employees. This includes CIF and MANWU members as well as unorganized employees and employers, for the duration of the construction and commissioning phase of the project.

Negotiations between the CIF and MANWU regarding the revalidation of the PLA commenced in February 2013 after the PLA was initially signed off on 30<sup>th</sup> May 2011. The recent negotiations were facilitated by Mr. Eddie Fourie, the Project IR Manager for HPJV and he was assisted by Mr. Dan Dippenaar, the Contractors IR Coordinator.

Dr. Peng Xinjian, Swakop Uranium's Senior Vice President of HR and Business Support attended the signing ceremony, together with Ms. Justina Jonas, General Secretary of MANWU, Ms. Renate Schmidt and Mr. Malte Beierdörffer, as representatives on behalf of CIF. Other attendees from MANWU, Swakop Uranium and HPJV were also present during the signing of the agreement.

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