

African Underground Mining Services (AUMS) is committed to providing a harmonious place of work for all its employees. It will manage its employee relations with respect to the labour laws and the contract of employment in place, in a manner which will provide a competent and productive workforce that is dedicated to the smooth and efficient operation of all sites.

The Company has established policies, programs and training to facilitate professional and pleasant working relationships among managers, supervisors and employees that do not tolerate workplace bullying and harassment and ensure any grievance or dispute is dealt with promptly in a controlled manner.

AUMS key employee relations objectives are to:

- Provide a harmonious work environment which is conducive to both retaining contented employees and achieving management's operational goals;
- Prevent or minimise any industrial problems with its employees;
- Achieve no lost time due to industrial action;
- Promote effective use of our dispute resolution process at all times;
- Attempt to isolate AUMS's activities from any external union activity or industrial disputes;
- Providing equal opportunity and a workplace free of discrimination and harassment regardless of age, gender, race, colour, religious belief, political opinion or affiliation, physical impairment, marital or family status or pregnancy.



Blair Sessions
Chief Operating Officer
May 2018