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**NORTHAM SEEKS TO ENGAGE NUM ON DISCIPLINE DISPUTE**

*Johannesburg, 28 July 2011.* Northam Platinum Limited (Northam) today sent a written appeal to the National Union of Mineworkers (NUM) to engage in discussions regarding deployment of key employees during days of mourning.

This follows a declaration of a dispute by the NUM relating to disciplinary action taken by management of Northam's Zondereinde Division against some key smelter employees who wilfully ignored a reasonable and lawful instruction to be present at work, and who instead walked off the job to mark past days of mourning.

The disciplinary action followed repeated unsuccessful attempts by management to engage with the NUM on:

- the substantial risk of irreversible damage being caused to the smelter by key smelter employees leaving their posts;
- the consequences of such damage for the future of the mine and all of its employees;
- an agreement in respect of essential service employees; and
- alternative, acceptable means for essential service employees to mark days of mourning.

General Manager Danny Gonsalves observed today that while the company has full empathy with employees wishing to mourn the death of a colleague, it believes that every employee also has the right not to have his/her job, his/her wellbeing and that of his/her family put at risk by irresponsible actions.

“Management remains available to engage with the NUM in a spirit of empathy and pragmatism, using the existing channels, to find an outcome in the interests of all stakeholders.”

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