

Harmony Gold Mining Company Limited  
Registration number 1950/038232/06  
Incorporated in the Republic of South Africa  
ISIN: ZAE000015228  
JSE share code: HAR  
("Harmony" or "the company")

**Threatened strike by AMCU declared unprotected by Labour Court interim interdict**

Harmony Gold Mining Company Limited ("Harmony" and/or "the Company") is pleased to advise that South Africa's Labour Court has today ruled that a strike threatened by the Association of Construction and Mineworkers Union (AMCU) at the Kususalethu and Masimong mines would be unprotected, and that employees should continue to proceed to work. The ruling given by Judge Edwin Molahlegi, on behalf of Judge Hamilton Cele, ruled that AMCU must return to court on 14 March 2014 to explain why this interim interdict that was applied for by the Chamber of Mines should not be made permanent.

AMCU sought to proceed with strike action on a number of gold mining operations with effect from 20 January 2014 in relation to the wage agreement that was finalised in September 2013 in the gold sector between the employers and the National Union of Mineworkers, UASA and Solidarity and which was applied to all employees in the represented bargaining units. Together, these three unions represented 72% of employees in the sector. The agreed increases and improved benefits were backdated to 1 July 2013 and all employees, irrespective of union affiliation, have been in receipt of these since September 2013.

An urgent interdict brought to the court by the gold producers was heard on 19 January, and Judge Cele ordered that strike action be held in abeyance until today's ruling.

Chief executive officer, Graham Briggs welcomed this interim ruling and remained firm in the company's belief that the wage agreement is fair and valid. He urged AMCU to encourage its members to adhere to the court ruling.

"Our message to all unions is this: together we can get this industry working. By actively contributing to the success of the company, employees can and will share in its fortunes."

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