

Date : 22 February 2022

NEWSFLASH

Twefontein Working-in Arrangements **Saturday, 26 February 2022**

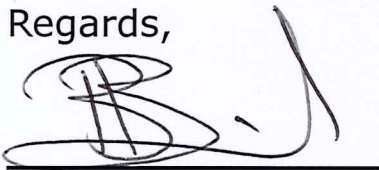
All employees at Twefontein are informed of the following working-in arrangements:

1. Due to production losses incurred on Friday, 18 February 2022 employees are to work Saturday, 26 February 2022 as per terms stipulated.
2. It is a mandatory shift for employees who did not proceed to their working place on 18 February 2022.
3. The working-in shift will be for normal pay and not an overtime shift.
4. Employees who worked on Friday, 18 February 2022 will however receive an overtime shift for the Saturday, 26 February 2022.
5. We request that the afternoon shift and night shift employees volunteer for an overtime shift on 26 February 2022.

All morning shift employees not working on Saturday, 26 February 2022 will be booked AWOP and normal disciplinary action will follow.

Morning shift employees at Twefontein are urged to adhere to the working-in arrangements and ensure that there is a 100% attendance for Saturday, 26 February 2022.

Regards,



Bertus Brink
General Manager