



NAMDEB
ON DIAMONDS WE BUILD

BRIEFING GROUP : ALL EMPLOYEES
LOCATION : MINE-WIDE
INITIATED BY : HEAD: HR
DATE : 19 AUGUST 2011
SPECIAL BRIEF : LOCKOUT NOTICE

This serves as notice of the Company's intention to lockout all employees in the Bargaining Unit, except essential services employees. This means that effective Sunday 21 August 2011 at 17h00 all employees in the Bargaining Unit will not be permitted to enter their workplace. As prescribed in terms of Section 76 of the Labour Act No. 11 of 2007 the principle of **No Work No Pay** also applies during a lockout.

THIS LOCKOUT WILL NOT APPLY TO ESSENTIAL SERVICES EMPLOYEES AS DEFINED IN THE STRIKE RULES, PICKETING RULES AND ESSENTIAL SERVICES AGREED BY THE COMPANY AND THE MUN.

We will allow locked-out employees to come to work when they sign acceptance of the Company's last proposal related to the affected Bogenfels employees. This return to work will mean the full and final settlement of the Bogenfels dispute in respect of such employee. This means that once an employee has signed he/she cannot go out and strike again on this issue.

You are reminded that the Company's proposal is as follows:

- Affected Bogenfels employees can either opt for company accommodation; OR
- Affected Bogenfels employees can retain their Housing and Utility Allowances and pay nominal rent.

Examples of the above are: - a B-Band employee who receives a Housing Allowance and Utility Allowance of N\$2475 per month will pay rental from as little as N\$424 per month and keep the difference of N\$2052.

Similarly, a C3 employee who receives a Housing Allowance and Utility Allowance of N\$3 975 per month will pay rental from as little as N\$424 per month and keep the difference of N\$3 552.

Namdeb Management doors remain open to talk to our MUN representatives to resolve this dispute amicably.

Should employees require further clarity they can contact the Employee Relations Offices at telephone 237086 or at 237094.

Ophelia Netta