



MINeworkERS UNION OF NAMIBIA M.U.N.

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PETITION ON SALARY NEGOTIATIONS 10 JANUARY 2006

Messrs. Managing Director Mike Leech and General Manager Commercial Rehabeam Hoveka the workers demand the immediate conclusion of the 2006 Salary Negotiations.

We can no longer tolerate that the Company only select certain issues as Industry practices and ignore the other good industry practices that is beneficial to the workers.

When Inflation is high the Company ignore high increases motivated by inflation on the other hand if the inflation is low the Company use it as a directive for low salary increases, this is a bad faith practice and must be stopped immediately.

Although the mining industry around the world complained about the currency exchange, the pressure of the US\$ versus the other currencies around the world; yet Rio Tinto declare 2004 the best profit year of the Organisation in many years. This was mainly achieved by the suffering and sacrifices of the mass mining workers around the world.

How can you expect total commitment in productivity if there is no commitment from you when you allow such low salary increases.

For 2004 we only got 5% salary increase for the last four months of the year.

For 2005 you only allow 7% salary increase.

For 2006 we demand 8% plus N\$1850.00 or 9% across the board.

The management employees will get their increase on the Total Package this means you allow for yourselves a double increase at the expense of the suffering masses.

In conclusion

We the workers trust that you will look at our plight and give in to our demand with a good heart, remember your response will determine our future action; it is not a threat but a humble request from your hungry workers.

Yours, in the good spirit of Mine Extension.