

REPRESENTATIVE TRADE UNIONS

The AECI Group subscribes to the freedom of association principle and recognises the right of all employees to join a trade union of their choice. Representative trade unions are recognised as one of the Group's stakeholders.

SOUTH AFRICA	47% of employees unionised.
OTHER COUNTRIES	59% of employees unionised.

UNIONS WITH WHOM AECI HAS FORMAL RECOGNITION AGREEMENTS IN PLACE (2017)

COUNTRY	TRADE UNION
BOTSWANA	Botswana Mine Workers Union ("BMWU")
BURKINA FASO	Organisation nationale des syndicats libres ("ONSL")
DEMOCRATIC REPUBLIC OF CONGO	Union Nationale des Travailleurs du Congo ("UNTC") Confederation Democratique du Travail ("CDT")
GHANA	Branch Union of Ghana Mine Workers Union ("GMWU") Chemical Workers Union ("GTPCWU") Professional and Management Staff Union ("PMSU") of the GMWU
GUINEA	Union Nationale des Travailleurs du Guinea ("UNTG")
INDONESIA	SPTP Sangatta
MALI	Union Nationale des Travailleurs du Mali ("UNTM")
SOUTH AFRICA	Chemical, Energy, Paper, Printing, Wood and Allied Workers Union ("CEPPWAWU") General Industries Workers Union of South Africa ("GIWUSA") South Africa Chemical Workers' Union ("SACWU") Solidarity
ZAMBIA	National Union of Commercial and Industrial Workers ("NUCIW")
ZIMBABWE	Zimbabwe Congress of Trade Unions ("ZCTU")