

MEDIA RELEASE

23 April 2019

HILLSIDE ALUMINIUM RESTRUCTURE AGREED

South32 Hillside Aluminium today announced that the consultation on a restructure of the business, which commenced in February 2019 under Section 189 of the Labour Relations Act, has concluded with an agreement between all parties to be ratified in the coming weeks.

The objectives of the restructure at Hillside are to ensure the smelter is sustainable and more resilient to volatility in commodities markets.

Hillside Aluminium Vice President Operations, Calvin Mkhabela, said: “The decision to restructure Hillside was not taken lightly. However, it was a necessary step to ensure Hillside’s long-term sustainability as a business and for all those in Richards Bay and surrounding communities whose livelihoods depend on the smelter.”

“Job losses from the restructure have been mitigated by employee applications for early retirement and voluntary separation packages. Furthermore, an agreed salary freeze for the next three years provides certainty on labour costs while we continue to implement other cost saving initiatives,” Mr Mkhabela concluded.

Ends

About South32

South32 is a globally diversified mining and metals company. We produce bauxite, alumina, aluminium, energy and metallurgical coal, manganese, nickel, silver, lead and zinc at our operations in Australia, Southern Africa and South America. We are also the owner of a high-grade zinc, lead and silver development option in North America and have several partnerships with junior explorers with a focus on base metals. Our purpose is to make a difference by developing natural resources, improving people’s lives now and for generations to come, and to be trusted by our owners and partners to realise the potential of their resources.

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Further information on South32 can be found at www.south32.net.