



NKOMATI JOINT VENTURE

A PARTNERSHIP BETWEEN AFRICAN RAINBOW MINERALS LIMITED AND NORILSK NICKEL AFRICA (PTY) LIMITED

PO Box 562, Machadodorp, 1170
Slaaihoek Farm 540JT, Waterval Boven District
Phone: +27 13 712 8200, Fax: +27 13 712 8300
VAT Registration number: 4820229435

Dear Lourens Grobler,

21 February 2013

Appointment and Functions of the Nkomati Noise Adoption Team

An Nkomati Noise Adoption Team has been established to facilitate the MOSH process on adopting the industry's Leading Practices with regard to prevention of noise induced hearing loss (NIHL). This team will focus on the following:

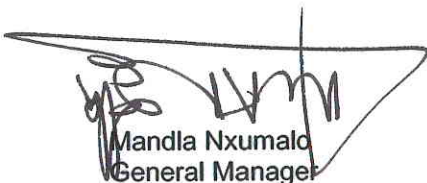
1. Identifying the employees and contractors that are exposed to noise levels above the OEL of 85dB(A);
2. Identifying all noise sources on Nkomati;
3. Investigate engineering controls to reduce machinery noise below the DMR Milestone criteria of 110dB(A);
4. Developing new noise reduction initiatives;
5. Updated multimedia training, educational, awareness and motivational materials for the prevention/elimination of noise-induced hearing loss (NIHL), aimed at all levels of mine employees;
6. Utilising the MHSC guidance in selecting the correct hearing device protection equipment (HDPE) for employees and contractors;
7. Monitor NIHL through medical surveillance.

The committee will be comprised of the following members:

- a) Health & Hygiene Superintendent
- b) HRD Superintendent
- c) NUM Health & Safety Chairperson
- d) Full-time Health & Safety Representative
- e) Occupational Hygiene Assistant
- f) Occupational Medical Practitioner – only by invitation
- g) Engineer (Engineering Services)
- h) Project Engineer
- i) Production Superintendent (OPUG)
- j) Drill & Blast Superintendent (OPOP)
- k) MCC Safety Manager
- l) Production Superintendents Concentrator plants

The committee will be responsible to implement the leading practices as prescribed by the MOSH Dust COPA where applicable to Nkomati Mine.

You have been selected to be part of this committee by virtue of your responsibility within the company. Your co-operation is required to ensure that the committee is fully functional and that each member contributes to the protection of all employees and contractors to noise induced hearing loss.



Mandla Nxumalo
General Manager

AFRICAN RAINBOW MINERALS LTD

Directors: PT Molesepe (Executive Chairman), MP Schmidt (Chief Executive Officer), F Abbott*, M Arnold, Dr MMM Bakane-Tuane**, TA Boardman**, AD Botha**, JA Chissano (Mozambican)**, WM Gule, MW King**, AK Maditsi**, Dr RV Simelane**, ZB Swanepoel**, AJ Wilkens
(*Non-executive **Independent non-executive)
Company secretary: AN D'Oyley (Canadian)

NORILSK NICKEL AFRICA (PTY) LTD

Directors: RS Panov (Chairman)(Russian), JW Venter (Managing Director), DE Furling (Irish), DV Lafitsky (Russian)