



Ben Magara
CEO



25 June 2015

RELEASE OF THE FARLAM REPORT

Dear Colleagues

Today we welcome the release of the much-anticipated and long-awaited report on the findings of the Farlam Commission. It is our fervent hope that the publication of this report will be a vital step in the healing process after the tragedy of Marikana.

While we search for answers and decide as a nation what to do next, we also remember those who died or were injured, and their families. This report is ultimately about the 46 people who died in our midst between 9 and 16 August 2012: men who were sons, brothers, fathers, husbands, partners, colleagues and friends.

In the wake of this unprecedented tragedy, we have worked hard over the past two and a half years to build a more open, transparent and mutually trustworthy environment, and in the process make Lonmin a safer, better place to work.

It hasn't always been a comfortable process, but I believe that together with our partners in organised labour and our community stakeholders, we have made significant progress. We have placed particular emphasis on living conditions and employee indebtedness, two burning issues that we believe will have a profound impact on the wellbeing of our employees and much work has been done in this regard. This is in addition to our obligations to the widows and children of the employees who died during that fateful week. While we can never replace their loved ones, we have offered employment opportunities to the families of the deceased employees and every child of school going age is a beneficiary of the 1608 Education Trust.

We are now well on the way towards fixing relationships and re-establishing trust. I commend all those who have been willing to walk this journey with us – a journey of hope and healing that I trust will continue in our effort to build a sustainable business capable of creating value that can be shared.

People will look to this report for answers; for explanations of what happened and details of how. That's understandable and it's vital for those seeking closure. But we must not forget the most important thing that the publication of the Judge's report does today – it is a milestone on the road to ensuring that nothing like this can ever be allowed to happen again. It is my wish that this report will help all stakeholders to reflect on what needs to change to ensure that no-body ever has to go through this ever again.

Let us also be mindful of the fact that it will generate painful memories for many people. It is all of our responsibility not to lose sight of our common humanity, not to destroy the good work already done, and to conduct ourselves respectfully and with due restraint and empathy so that peace and tolerance prevail.

Sincerely

Ben Magara
CEO