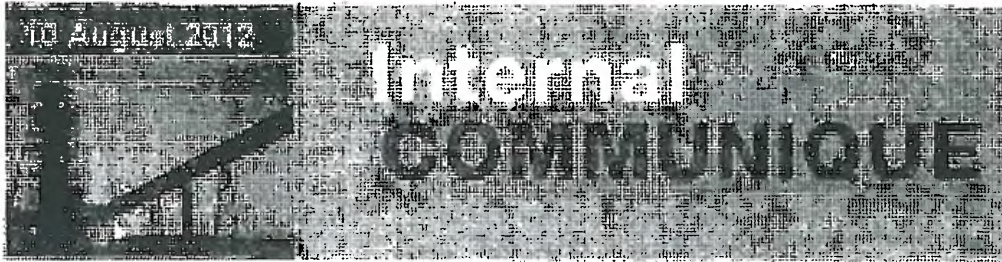




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## INSTRUCTION TO STOP THE UNPROTECTED MARCH AND WORK STOPPAGE

An illegal march has taken place in which a group of employees have marched to LPD.

Management has communicated with you several times about the unacceptability of unprotected work stoppages and issued you with a warning not to proceed with your planned march. You have willfully and deliberately ignored management's instruction not to march as intended.

Your actions constitute the following:

- a. A refusal to obey a reasonable and lawful instruction.
- b. A breach of the agreements with unions in terms of the dispute resolution provisions.
- c. Organising and participation in an unprotected industrial action.
- d. A breach of the Gatherings Act.

The above-mentioned breaches are of a very serious nature and will lead to disciplinary action of a serious nature.

You are instructed to stop the march and immediately report to your respective work stations. Failure to comply with this instruction will lead to the termination of your employment.

**MOJELA KGOTLE**

Executive Manager: Human Capital

RP