

FRIDAY 5TH OCTOBER, 2018

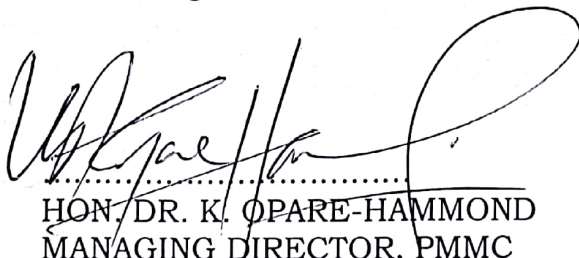
**JOINT PRESS STATEMENT BY THE GHANA MINeworkERS'
UNION AND THE PRECIOUS MINERALS MARKETING COMPANY
LIMITED**

Following a petition received from workers of the Precious Minerals Marketing Company Limited on Thursday October 4, 2018, the Ghana Mineworkers' Union and the Precious Minerals Marketing Company entered into immediate discussions on the petition on Thursday and Friday October 4 & 5, 2018, and notes the following:

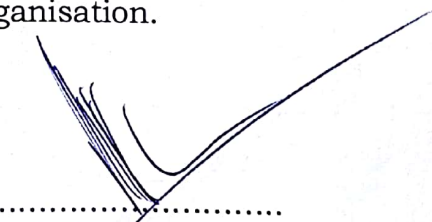
1. That some of the concerns raised by the workers in relation to policy infractions such as recruitment and promotions are matters which were already receiving attention by the Board.
2. That for some of the concerns that had already been dealt with but which were not in the domain of the workers, they were appropriately clarified.
3. That there are communication gaps between management and workers which largely contributed to the unfortunate impasse.

Consequently, the parties have agreed as follows:

1. That calm be restored with immediate effect and all workers are to return to their work posts.
2. That the parties shall work together to improve and deepen communication within the organisation. To this end, Management as an immediate response to the gaps in communication, shall set up an Employee Satisfaction Unit under the framework of the Whistle Blower Act, 2006, to complement the existing communication channels.
3. Management shall work assiduously to address all the concerns raised and the workers on their part shall observe and respect the grievance procedures within the organisation.



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HON. DR. K. OPARE-HAMMOND
MANAGING DIRECTOR, PPMC



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PRINCE W. ANKRAH
GEN. SECRETARY, GMWU

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING is made this 5th day of October, 2018

BETWEEN

PRECIOUS MINERALS MARKETING COMPANY LIMITED represented by the Managing Director, Hon. Dr. Kwadjo Opere-Hammond.

AND

GHANA MINEWORKERS' UNION represented by the General Secretary, Prince William Ankrah.

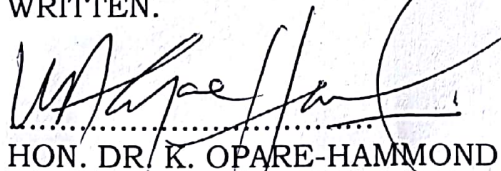
WHEREAS:

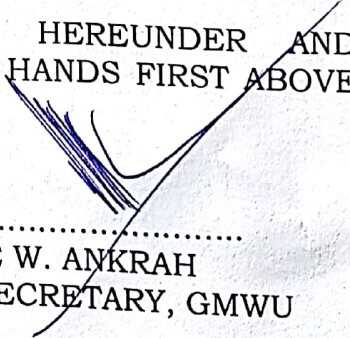
1. The parties executed a joint press statement on 5th October, 2018 following an impasse.
2. The parties have agreed to work together to improve and deepen communication within the organization.
3. The workers acknowledge that the demonstration was unlawful as it contravened laid down grievance procedures.

WHEREFORE THIS AGREEMENT WITNESSES AS FOLLOWS:

4. That in furtherance of the good faith with which the discussions on the resolution of the impasse were held, management shall ignore the workers' contravention of the grievance procedures.
5. That no worker shall be penalized by management for contravening the grievance procedure.
6. That the workers shall henceforth observe and respect the grievance procedure of the organization.

AS WITNESS WHEREOF THE PARTIES HEREUNDER AND HEREUNTO SUBSCRIBE THEIR NAMES AND HANDS FIRST ABOVE WRITTEN.


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HON. DR. K. OPARE-HAMMOND
MANAGING DIRECTOR, PMMC


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PRINCE W. ANKRAH
GEN. SECRETARY, GMWU