



COMPANY VALUES

Accountability and ownership – We accept our individual and team responsibility for our performance and our actions that influence the lives of our customers, employees and other stakeholders. We make and support business decisions through experience and good judgement.

Respect - We have mutual respect and sensitivity for the unique backgrounds, viewpoints, skills and talents of every employee and other stakeholder at **African Sun Mining (Pty) Ltd.** We value the importance of contributions that flow from our diversity, and by the productivity of our relationships, our imagination, determination and dedication, which are essential to environment of team work, value creation and growth. We recognize and respect the critical contribution, of our families and of our respective believes and cultures, in our personal and organizational success.

Collaboration - We promote and support a diverse, yet unified, team. We work together to meet our common goals. Our team is supportive of each other's efforts, loyal to one another, and care for each other both personally and professionally. We believe the succeeding as one enterprise is as important as succeeding independently. Balancing empowerment and interdependence makes us strong.

Integrity - The relationships that are critical to our success depend entirely on maintaining the highest ethical and moral standards, demonstrating honesty and fairness, not compromising the truth, in every action that we take.

Innovation – We anticipate change and capitalize on the many opportunities that arise. We believe that meaningful, productive change-solving problems only comes by looking at challenges and opportunities from new angles, prudent risk taking and exercising our curiosity.

Quality and Service excellence – We are dedicated to satisfying customer and other stakeholder needs and honouring commitments that we have made to them. We show pride, enthusiasm and dedication in everything we do, thereby delivering superior value to our shareholders.

Agility - We believe our future depends on speed and flexibility – mental, emotional and physical. Responding resourcefully to industry's fast changing needs is the only road to success. We will meet the forces of change with power and grace. We will make course corrections that demonstrate flexibility as well as courage, and that highlight our ability to keep ourselves aligned with a world in motion.

Empowerment – We are dedicated in empowering our talented employees to be efficient and effective in what they do, to take initiative with the authority to lead, the creativity to inspire, the will to foster positive sustainable change and do what's right.

Open communication – We practice an open door management style to encourage and enhance that all team members can openly share their opinions and views.

Loyalty – Mutual trust to build relationships, motivation to celebrate success, recognizing and rewarding the achievements of individuals and teams and treating people in a manner worthy of their efforts is the glue that delivers loyalty and commitment at ASM. We believe by sustainable growth, through reducing costs and improving quality, enriching value and raising productivity and delivering solid value creation, we can retain investors, customers and employee loyalty and commitment.

MANAGING DIRECTOR:
PT KHOSOLO

Date: 07/01/2014

EXECUTIVE DIRECTOR:
JM LESO

Date: 07/01/2014

AFRICAN SUN MINING (PTY) LTD
Reg No. 2011/011308/07
VAT No. 4080259387
P O Box 12554 | Hatfield | 0028 |
Tel: 012 346 3325 | Cel: 084 800 1515 |
E-mail: paul@africansunmining.com |
Website: www.africansunmining.com



Directors:
P.T Khosolo (Managing Director)
J.M Leso (Executive Director)