

## GGML acquires newly-elected TAMICO GGML branch leadership, executive, women's and youth committee members



*The newly appointed TAMICO Branch Chairman, Julius King Stephen, and his recently appointed TAMICO Branch Secretary, Nicholaus Lucas Mlowe, pledge to serve their people.*

The Tanzania Mining and Construction Workers Union (TAMICO) Geita Gold Mining Limited branch held its constitutional elections that had been postponed for almost two years owing to unavoidable circumstances in the fourth quarter of 2022. Julius King Stephen from HSE & T was elected as the new TAMICO Branch Chairman on November 24<sup>th</sup>, 2022, while Nicholas Mlowe from Geology was elected as the Branch Secretary.

Dorice Rwhura from the Process Plant was elected Women Committee Chair, while Datus Kyobya from the Engineering Department was elected Youth Committee Chair. Meanwhile, Josephat Magesa from the Engineering department was elected secretary of the Youth Committee.

*Before the official introduction meeting to the newly elected committee members, there was a "Meet and Greet" meeting held by TAMICO Branch leaders and GGML Management on the 3rd of January 2023 in the main Administration boardroom. The purpose of this meeting was to share a few concerns in line with the pension issues raised during the previous Union meeting with GGML management as well as issues raised during the recent "Listening Session."*

Extension of Union representation, evaluation and reform of the payment system, job grades, promotions, building of relationships, medical, food, and in-house resolutions were among the challenges presented to the Management.

In addition, it was argued that management should have a total commitment to union affairs, union involvement in the provision of social services to employees and contractors, taxes on awards, a roster for day-to-day permanent employees, leave benefits, and the implementation of an "Adaptation Policy."

In response to the issues raised by the Union branch leaders, GGML's top management pledged to provide maximum cooperation to the branch leaders in order to foster symbiotic and sustainable relationships, as recommended by the Employment and Labor Relation Act of 2004, the Access Agreement, and the Recognition Agreement of 2013.

GGML Top Management committed to ensuring that all pending and issues raised during the “Listening Session” will be addressed appropriately in the official meeting calendar beginning in early 2023, although some issues have already been addressed, such as the transport issue, where Blue Coast Investment has been working since December 23<sup>rd</sup>, 2022, but committed to making continuous improvements as the need arises.



**Julius King Stephen, recently appointed TAMICO Branch Chairman, shakes hands with Terry Strong, Managing Director of GGML (centre). The senior manager for human resources, Charles Masubi, the TAMICO branch secretary, Nicholaus Lucas Mlowe, and the GGML manager, Charles Bundala, are observing.**

“We must live our values by maintaining Safety as OUR FIRST VALUE, treating each other with dignity, respecting diversity, and ensuring that anyone who joins GGML follows the principles outlined in the company’s rules. There will be ZERO tolerance for anyone who violates “DON’T CROSS THE LINE” and Safety Leadership Program principles in order to avoid physical altercation,” said Julius King Stephen the recently appointed TAMICO Branch Chairman.

Meanwhile, on January 4<sup>th</sup>, 2023, officials from the Tanzania Mining and Construction Workers Union (TAMICO) headquarters paid an official visit to Geita Gold Mine to introduce the newly elected Union branch leaders and various committees to the GGML management. During the visit, Union officials presented a number of issues to the GGML management, including the extension of Union representation due to the expansion of operations, an appeal to the two terminated Union Reps, the removal of blacklisting, and management appeal to alleged offenders who has been found without guilt by the hearing committees as well as reform of Internal Mediation Committee.

The GGML Managing Director, Terry Strong, was enthused to host the TAMICO officials, particularly at the start of the year, and he recognized and congratulated Julius Stephen (Chairman) and Nicholas Mlowe (Secretary) for a very productive meeting aimed at maintaining a good work environment.

Terry Strong stated, “We look forward to working together to ensure that all union-related issues are addressed in a timely manner, and I pledge my entire cooperation and that of the GGML management to meet the primary goals of both parties to promote staff harmony.”