



IN THE LABOUR COURT OF SOUTH AFRICA
HELD AT JOHANNESBURG

Not Reportable
CASE NO: 2025-168006

In the matter between:

ARM ANDALUSITSE (PTY) LTD

Applicant

and

NATIONAL UNION OF MINE WORKERS
(AND ITS STRIKING EMPLOYEES EMPLOYED BY THE APPLICANT)

Respondent

Heard: 23 September 2025

Delivered: 23 September 2025

EX TEMPORE JUDGMENT

Having heard counsel and having read the documents filed, for the brief reasons given in court.

IT IS ORDERED THAT:

1. This above Honourable Court dispenses with the time periods and rules pertaining to the bringing of an application of the current nature and to hear and adjudicate this application on an urgent basis.
2. Pending the finalisation of the dispute referred by the Applicant against the Respondent in terms of Section 69(8) between the Applicant and the

Respondent, either by way of conciliation under Section 69(10), or adjudication under Section 69(11), the agreed Picketing Rules dated 26 August 2025 are amended as follows:

- 2.1 The striking and picketing individual Respondents are ordered to remain at least 500 meters from the business premises of the Applicant and all access roads leading thereto, for the duration of the strike and the picket and the designated picketing areas as per the Picketing Rules are removed;
 - 2.2 The individual striking and picketing Respondents are directed to comply with the agreed picketing rules (as amended) forthwith and pending the finalisation of the dispute as referred to under Section 69(8).
3. That prayer 2 will operate as an interim interdict with immediate effect, pending the outcome of the Section 69(8) referral.
4. That that South African Police Service and other relevant law enforcement agencies are requested to assist in ensuring compliance with the terms of this Court order in the event of non-compliance by any individual Respondents with the terms and the contents thereof.
5. An order authorising service of this Court order on the Respondent by:
 - 5.1 Serving the order on the trade union NUM by email and WhatsApp (and by hand if possible);
 - 5.2 Affixing copies of the order to all entrance gates of the Applicant's business premises and by displaying it at the two picketing areas as per the contents of the agreed Picketing Rules as well as by serving it on the strike marshals as per the Picketing Rules; and

- 5.3 Reading out the contents of the order to the individual Respondents should they be present at the business premises of the granting of the order.
6. The determination of any cost award is postponed pending the outcome of the section 69(8) referral. Either party may enrol the matter for argument and may file any supplementary supporting, answering and replying affidavits relevant to the determination of costs, which must be filed timeously before the matter is enrolled for argument.



Judge R Lagrange
23 September 2025

Appearances:

For the Applicant: Advocate E. van Graan

Instructed by: AJ Stone Attorneys

For the Respondent: MC Malematje

Instructed by: Mashabela Attorneys Incorporated

LABOUR COURT