



Media Statement, 24 September 2025

NUM STATEMENT: RADEL'S DISCRIMINATION AND FAILURE OF REGULATORY BODIES.

The National Union of Mineworkers (NUM) strongly condemns the recent and deeply disturbing actions by **Radel management**. On September 18th and 19th, 2025, a manager engaged in a blatant act of disrespect and discrimination by following employees to the restroom to monitor the time they spent inside. Furthermore, the company has installed surveillance cameras in sensitive areas like changing rooms and kitchens used primarily by black employees.

These acts are a gross violation of privacy, human dignity, and fundamental employee rights. We are outraged and stand in full solidarity with our members who have been impacted by this senseless act of injustice. This behavior is a direct form of sexual harassment and racial discrimination, and we will not tolerate it.

Our Call to Action

NUM believes in fostering a workplace that is inclusive, tolerant, and free from all forms of discrimination. We are calling on the following bodies to urgently and thoroughly investigate Radel and hold those responsible accountable:

- The **Metal and Engineering Industries Bargaining Council (MEIBC)**
- The **Motor Industry Bargaining Council (MIBCO)**
- The **Department of Employment and Labour (DEL)**
- The **South African Human Rights Commission (SAHRC)**
- Law enforcement agencies

This incident is not an isolated one but a symptom of a broader issue: the ongoing failure of the MEIBC, MIBCO, and DEL to enforce compliance with labour laws. We urge our government to intervene immediately to ensure that Radek and other companies are held accountable for their actions and adhere to the law.

We call on the authorities to conduct a thorough investigation and ensure justice is served. It is crucial that all those responsible for this discrimination are held accountable for their actions. We also urge employees to come together in this difficult time and offer support to one another. Let us stand united against [violence/injustice/inequality] and promote peace and harmony in our workplace. We understand that this may be a difficult time for many, and we offer our support and resources to anyone who may need it. We stand with you and are here to help.

As an organization, we will continue to work towards creating a safe and inclusive workplace for all. We call on the MEIBC, MIBCO, Human Rights Commission, and Department of Employment and Labour to urgently investigate the above-mentioned company. The company manufactures Electrical Components for Heavy Vehicles, Alternator Regulators Motor Generator Inverters Power Electronics Design Services

Mining & Industrial

- Components
- HMI Panels & Interface Systems
- Circuit Breakers & Intelligent Power Distribution Systems
- Flow Sensors & Switches
- Cable Entry Systems

Defence

- Electronic Load Switches
- Electro Boxes
- Defence Harnessing
- Circuit Breakers
- CablesLevel and Temperature Sensors
- RADOX Cables
- Cable Entry Systems
- Central Tire Inflation System (CTIS)
- Enclosures

Rail

- Interior & External Lighting
- Electronics
- Railway Harnessing
- Interface Systems
- RADOX Cables
- Connectors & Contactors
- Design Services

NUM condemned the ill-treatment and the abuse of the Radel employees who stood by the company through its challenging times, who remained loyal, showed commitment and resilience during the company's most difficult times while most lost their marriages. Central to the Radel challenges, has been the ongoing failure of MEIBC, MIBCO and the Department of Employment and

Labour to enforce compliance. We are calling on our Government to intervene by ensuring the above company complies with the law. We are also calling on law enforcement agencies to act on the ongoing violation of the Act

We understand this is a difficult time for our members, and we offer our full support and resources to anyone affected. The loyalty and resilience of Radel's employees have been tested repeatedly, even through challenging times that have impacted their personal lives. It is a travesty that their loyalty has been repaid with such disrespect.

The NUM will continue to work tirelessly to ensure a safe and respectful workplace for all.

For further details, contact:

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