



Union Resources Limited

A.B.N. 40 002 118 872

Tel: +61 2 9233 4750
Fax: +61 2 9233 4749

Suite 201, Level 2, Watson House, 300 George Street,
Sydney, NSW, Australia

Postal Address:
GPO Box 1494
Sydney NSW 2001
Australia

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Company Announcements Office
Australian Securities Exchange

Managing Director – Appointment and Remuneration

Union Resources Limited (“the Company”) announced the appointment of Mr. Chris Jordinson as Managing Director on a temporary basis in March last year and he has been serving in that capacity since. The Company is pleased to advise that Mr. Jordinson has now been appointed the Company’s permanent Managing Director.

The key terms and conditions of Mr. Jordinson’s employment contract with the Company, which take effect from 1 January 2011, are as follows:

- (i) base salary of A\$250,000 per annum;
- (ii) subject to shareholder approval, an option package of up to 48,500,000 options which will only vest on the following terms:
 - 30% (14,550,000 options) – upon completion of the Definitive Feasibility Study in respect of the Sandpiper Phosphate Project in Namibia (“**Sandpiper Project**”)
 - 30% (14,550,000 options) – upon Mehdiabad Zinc Company being granted a valid licence to exploit the Mehdiabad Zinc Project in Iran
 - 20% (9,700,000 options) – upon the completion of Phase 1 of the Development of the Sandpiper Project
 - 20% (9,700,000 options) – upon first commercial shipment of beneficiated phosphate from the Sandpiper Project

The above options will have the following terms:

- Exercise period 2 years from vesting event; and
- Exercise price based on 60 days Value Weighted Average Price (“VWAP”) of the Company’s shares on the ASX at the vesting event.

Yours faithfully

UNION RESOURCES LIMITED

Ian Ross
Chairman