

SAB STRIKE SETTLEMENT AGREEMENT

between

FOOD AND ALLIED WORKERS UNION

(“the Union”)

and

SOUTH AFRICAN BREWERIES (PTY) LTD

and

SOUTH AFRICAN BREWERIES MALTINGS (PTY) LTD

together referred to as (“SAB”)

1. The parties agree to the following amendments to The National Substantive Agreement the terms of which in summary provide that:

1.1 WAGE INCREMENT

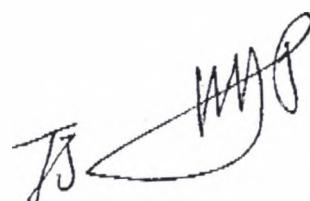
SAB will pay a 7.0% increase to bargaining unit employees with a 60/40 performance related pay split

1.2 CHRISTMAS VOUCHER

The Christmas voucher will increase by 7% from R520.00 to R556.40.

1.3 TOOL ALLOWANCE

The Tool Allowance will increase by 7% from R2 910.24 to R3 113.96 per annum and from R242.52 to R259.50 per month.



3. PAYMENT DURING THE STRIKE / NO WORK NO PAY PRINCIPLE

The Company hereby records that the principle of "No work No Pay" will apply for the duration of the strike.

4. ESTABLISHMENT OF SECTOR/INDUSTRY BARGAINING COUNCIL

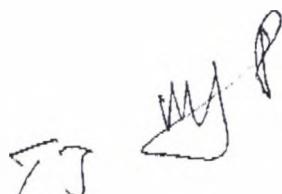
The parties will engage in an Extended NEF forum including FAWU NOB and SAB senior management to meet and discuss this demand by the union

5. RETURN TO WORK

FAWU will immediately inform its members that the strike has ended and all striking members must, unless for good cause shown tender to return to work by no later than Wednesday 06th November 2013. Individuals may be required to commence work on a staggered basis. Management will accommodate FAWU feedback sessions on the morning of the 05th November 2013 and only issue its communiqué by 11H00.

6. PERFORMANCE RELATED PAY (PRP)

Without variance to the Union's agreement to PRP, the parties will meet within two weeks after the formal signing of the NSA, to discuss the Union's concerns about the application of the Company's performance related pay system.

Handwritten signatures of FJ and SP, likely initials of the parties involved in the negotiations.

1.4 TRANSPORT ALLOWANCE

The Transport Allowance will increase by 7% from R134.73 to R144.16.

1.5 OTHER ALLOWANCES

All other allowances will remain as per NSA.

1.6 BENEFITS**1.6.1 UNION MEMBERS REPRESENTATION ON PROVIDENT FUND AND MEDICAL AID BOARD OF TRUSTEES**

The parties will engage in an Extended NEF forum including FAWU NOB and SAB senior management to meet and discuss this demand by the union.

1.6.2 100% DISABILITY COVER

The parties will engage in an Extended NEF forum including FAWU NOB and SAB senior management to meet and discuss this demand by the union

2. BACK-PAY

2.1 All salaries and wages for the Bargaining Unit Employees to be backdated (that is the difference in salaries/wages) as per paragraphs 1.1; 1.3 and 1.4 to the 01st July 2013

2.2 The company will by no later than 15th November 2013 arrange a special pay run to pay workers their back pay.

TJ MJ

7. FORMALISATION OF THE 2013/2014 NSA

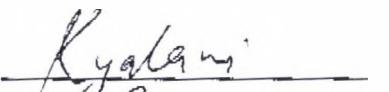
The parties will meet on the 12th November 2013 to formalize and sign the NSA.

This agreement is in full and final settlement of all issues raised by the parties in the 2013 national substantive negotiations.

SIGNED on this the 12 day of November 2013 at



Signed for on behalf of FAWU



Signed on behalf of SAB