

- **Monday – Friday:** from R116.37 to R125.10 per day of standby;
- **Saturday:** from R154.34 to R165.92 per day.
- **Sunday/Public Holidays:** from R182.50 to R196.19 per day of standby.

1.5 OTHER ALLOWANCES

All other allowances will remain as per NSA.

1.6 OTHER BENEFITS

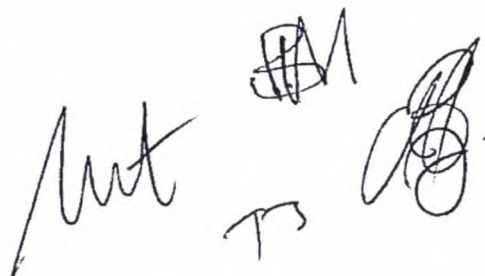
1.6.1 BABEREKI DIGNITY FUNERAL PLAN

The Company has agreed regarding the above as follows:

- No subsidy will be provided;
- To provide the stop order facility, the terms and conditions of such facility have been attached as annexure "A". Although such terms and conditions have been agreed in principle, there will be further discussions regarding implementation and incorporation into the SLA later.

1.6.2 MILEAGE CLAIM FOR CASUAL USERS

Parties acknowledge that the reimbursement for business kilometres is a policy issue which can only be changed at the discretion of the Directors. Whereas the union has raised some concerns regarding the current rate and requested that it be increased, the company has undertaken to increase the current rate of R3.13 to R3.35. The figure to be incorporated into clause 15.1.3 of NSA.

The block contains three handwritten signatures or initials in black ink. On the left is a long, flowing signature. In the center are the initials 'TS'. On the right is a circular signature or stamp.

SAB NSA 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 ("the Company")

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 7.5% increase to bargaining unit employees with a 60/40 performance related pay split.

1.2 CHRISTMAS VOUCHER

The Christmas voucher will increase by 7.5% from R556.40 to R598.13.

1.3 TOOL ALLOWANCE

The Tool Allowance will increase by 7.5% from R3 113.96 to R3 347.51 per annum and from R252.50 to R271.44 per month.

1.4 STANDBY ALLOWANCE

The Standby Allowance will increase by 7.5% from R918.69 to R987.59 per full week standby.



2. PRODUCTION BONUS

This matter is deferred to a special forum consisting of ten representatives from either side.

3. OVERLAPPING HOURS

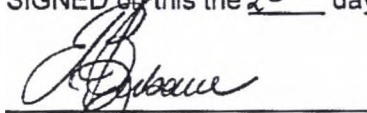
This matter is deferred to a special forum consisting of ten representatives from either side.

4. FORMALISATION OF THE 2014/2015 NSA

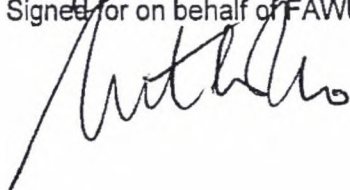
The parties will meet on the 03 June 2014 to formalize and sign the NSA.

This agreement is in full and final settlement of all issues raised by the parties in the 2014 national substantive negotiations.

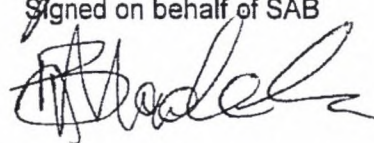
SIGNED on this the 20th day of May 2014 at Randburg



Signed for on behalf of FAWU



Signed on behalf of SAB



T3

ANNEXURE A

FAWU Scheme Terms and Condition

- That in order to make these changes cost effective and efficient , the following conditions have to be met :
 - That the Union should recruit at least 35% of their members to join the scheme
 - That at any given time the membership to the scheme should not fall below the 35% threshold
 - That in circumstances where the membership to the scheme falls below 35 %, members should make alternative arrangement with the scheme regarding payments of their subscription as the Company would cease to provide the stop order facility.
 - In the event of reduction in membership numbers below the threshold, the Company will give FAWU ninety days' notice.
- In agreeing to the scheme , the Company does not accept any liability delictually and otherwise which could result in any delays in paying subscription to the scheme
- The Company herewith ONLY accepts the responsibility to provide a stop order facility.
- The Union will be responsible for recruiting and selling the scheme to its members.
- The scheme is solely designed for FAWU members within and outside the bargaining unit.
- Where a beer division employee who has joined the scheme gets appointed into a role in ABI, such an employee would have to make special arrangements with the scheme in order to make subscription deductions as the Company would not be able to provide the stop order to such an employee, due to systems configurations.
- The agreement to provide a stop order facility does not in any way replace the current compulsory Company Funeral Scheme.
- The Company will engage Babereki Brokers and the SAB FAWU NEF members in order to agree on the Service Level Agreement (SLA).
- The Company will allow access to Babereki Brokers' representatives in accordance with the relevant provisions in the NRA relating to access to the workplace.
- This scheme will effectively go live on 25th August 2014. This means that the necessary documentation should have been submitted to the Company by the 31st July 2014. Should there be any further systems delay, the Company will advise FAWU accordingly.

