

MEMORANDUM OF A WAGE AGREEMENT

ENTERED INTO BETWEEN

FAWU
(Hereinafter referred to as "The Union")

and

BEESTEPAN BOERDERY (PTY) LTD
(Hereinafter referred to as "The Employer")

1. **WAGE AGREEMENT:**

In this part, unless otherwise stated, "Wage Agreement" means a written agreement concerning terms and conditions of employment concluded by FAWU o.b.o the employees, on the one hand and, BEESTEPAN BOERDERY (PTY) LTD. FAWU being a registered trade union existing in the workplace and the recognized trade union. In other words this agreement shall remain in force for the period of duration of implementation.

2. **WAGES:**

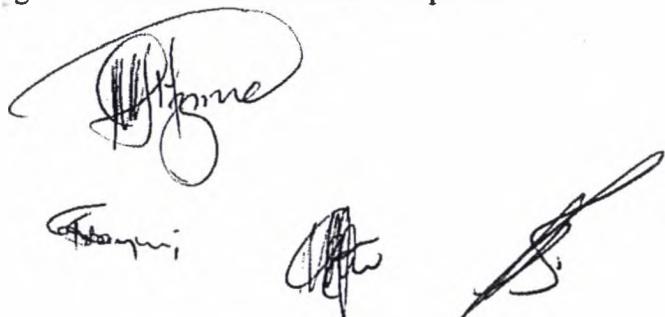
The parties agreed that all employees will receive a 10% (ten percent) across the board increase based on the June 2014 basic wage, effective 1st September 2014.

3. **OTHER SUBSTANTIVE:**

The parties agreed that the status quo remain on other substantive issues.

4. **PERIOD OF IMPLEMENTATION:**

The period of implement of this agreement will be valid from 1st September 2014 until 30 June 2015.

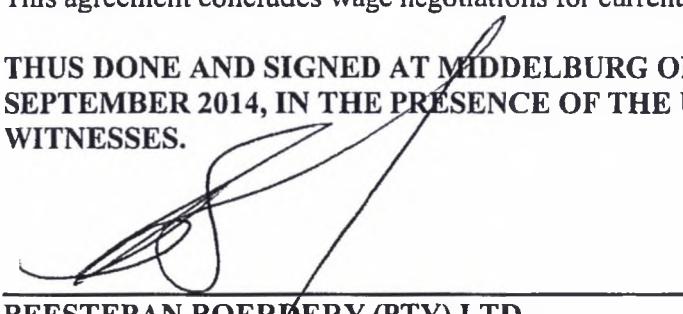


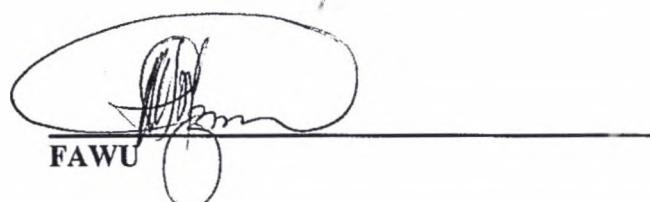
5. For the record a 6.4% across the board wage increase was implemented on the 1st July 2014 and paid for the months July and August 2014, while final wage increases were being negotiated.

The above constitutes a collective agreement in terms of Section 23 of the Labour Relations Act. All Employees and the Employer are bound by the provisions thereof. This agreement will remain in force for the period of implementation.

This agreement concludes wage negotiations for current year of implementation.

**THUS DONE AND SIGNED AT MIDDELBURG ON THIS 15TH DAY
SEPTEMBER 2014, IN THE PRESENCE OF THE UNDERSIGNED
WITNESSES.**


BEESTEPAN BOERDERY (PTY) LTD


FAWU


SHOP STEWARD


SHOP STEWARD