

MANUFACTURING

SUBSTANTIVE WAGE AGREEMENT

ENTERED INTO BETWEEN TWO PARTIES, BEING:

QUANTUM FOODS (PTY) LTD t/a NULAID, SONGLOED FARM

(Employer)

And

FOOD AND ALLIED WORKERS UNION

(Union)

A representative union for Nulaid, Broncon Farm's employees

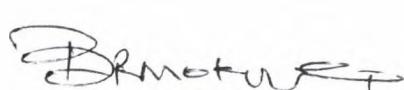
1. The parties agree that the contents of this document is a final outcome of the negotiation process concluded on 5 March 2014
2. This agreement will be in force from 1 March 2014 up to and including 28 February 2015.

3 Wages

- 3.1 With regard to the wage increases applicable as from 1 March 2014, see attached schedule
- 3.2 That a wage increase as an amount or % for 2014 is forfeited to accommodate the closure of gaps
- 3.3 That the increases as reflected on the attached schedule for March 2014 will be paid as an ex-gratia with the payment for April 2014

4 Closure Of Gaps

- 4.1 The closure of gaps will or can be accommodated through any settlement reached by both parties regarding wage increases being it an amount or a % ATB
- 4.2 The closure of gaps to be finalized in 2016, should the wage increases being settled on by both parties prior to 2016 and 2016 included, accommodated such







final closure of gaps

5 Conditions Of Employment

5.1 Status quo regarding the conditions as stipulated by Pioneer Foods (Pty) Ltd

Thus signed at BROOKERSPRUIT on the 12 day of MARCH
2014

WITNESSES:

COMPANY

1 Bernardus
2 Wusin



Thus signed at BROMHORSTBEN on the 12 day of MARCH
2014

WITNESSES:

FAWU

1 ✓

2 ✓

John M. Johnson

 J. H. H. Brink

Classific.:

Payroll area	PO	Wages Payroll
Company code	7065	Nulaid
Personnel area	AEGG	Agri-Eggs
Pers. subarea	NBRO	Broncon breed

INDIVIDUAL WT EVALUATION
in period 01.01.2014 - 31.01.2014 :

Currency ZAR
Vals from RT

Wage type	Perf.no.	Name	PP/YYYY	Number	Amount	INCREASE	TOTAL
0160 Cash Amount							
10632774 Botlholo Aboleleng	11/2014			0.00	3,188.97	158-00	3,346.97
10633921 Hiany Mamokifile	11/2014			0.00	2,756.97	278-00	3,034.97
10618045 Kgopa Modupi Jonas	11/2014			0.00	4,165.67	158-00	4,270.67
10632772 Leboko Morongoa vi	11/2014			0.00	3,196.30	158-00	3,354.30
10631474 Mabuela Kwena Cair	11/2014			0.00	3,196.32	158-00	3,354.32
10631788 Mabye Tlou Solomon	11/2014			0.00	3,196.49	158-00	3,354.49
10632534 Mashabela Mokgaeli	11/2014			0.00	3,196.30	158-00	3,354.10
10634527 Maswazi Rendani Th	11/2014			0.00	2,756.97	278-00	3,034.97
10618048 Matjila Angelina	11/2014			0.00	4,052.95	218-00	4,270.95
10641301 Mavuso Sizwe Willy	11/2014			0.00	2,806.12	228-00	3,034.12
10625955 Mazenze Nozinja El	11/2014			0.00	3,465.42	95-00	3,560.42
10632773 Modiba Maphuhi Wal	11/2014			0.00	3,196.30	158-00	3,354.30
10631777 Mokganyetsi Katleg	11/2014			0.00	3,196.49	158-00	3,354.49
10631807 Mokoena Calvin Mal	11/2014			0.00	3,196.49	158-00	3,354.49
10618047 Msiza Adam	11/2014			0.00	4,049.80	218-00	4,267.80
10642623 Mthimunye Bathini	11/2014			0.00	2,587.49	447-00	3,034.49
10618057 Mtshehali Phikwa Sim	11/2014			0.00	4,165.67	105-00	4,270.67
10629321 Ndlovu Charles Thu	11/2014			0.00	2,756.97	278-00	3,034.97
10638926 Nelufulo Thinawang	11/2014			0.00	4,326.60	258-00	4,584.60
10631778 Ngobeni McDonald M	11/2014			0.00	3,196.49	158-00	3,354.49
10629329 Ngxongo Thembisile	11/2014			0.00	2,756.97	278-00	3,034.97
10618054 Pandelani Nthambal	11/2014			0.00	4,165.67	105-00	4,270.67
10629577 Phashla Ngwanamale	11/2014			0.00	2,756.97	278-00	3,034.97
10631903 Ramashala Malsela	11/2014			0.00	3,196.30	158-00	3,354.30
10632775 Sebanyoni Magareth	11/2014			0.00	3,196.30	158-00	3,354.30
10631779 Thobejane Joseph F	11/2014			0.00	3,196.49	158-00	3,354.49
10631177 Tshukelelo Rinah	11/2014			0.00	2,756.97	278-00	3,034.97
10632776 Tshukelelo Thabiso	11/2014			0.00	3,196.30	158-00	3,354.30
****Total for w.type 0160				0.00	91,872.75	28	
						5501-00	
****Total for sort group				0.00	91,872.75	28	

Brmawen
softwash

W.H.

Q

IBAD