

WAGE NEGOTIATIONS FOR 2015 AGREEMENT

DR. OETKER S.A.
and
FAWU OBO its members at Dr Oetker.

27 October 2014

This serves to confirm that parties named below in Section 1 have reached agreement on the issues detailed below in Section 2 in respect of the 2015 wage negotiations.

SECTION 1 PARTIES

FAWU

Represented By:

Thabo Mabe, Provincial Organiser.
Dineo Chitsurura, Shop Steward.
Cecil Mulaudzi, Shop Steward.
Calvin Vhengani, Shop Steward.

Dr Oetker

Represented by:

Henk Rykhaart , Manager.
Helen Bahari, Financial.
John Khoza , Manager.
Jane Holdsworth, Human Resources.

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SECTION 2 ISSUES AGREED

2.1 WAGES

It is agreed that wages will be increased with effect from 1 January 2015 on staggered basis such that:

- Group One: This represents an anomaly in that they have already had increases in the past two months and will be reviewed again in the January 2016 wage negotiations. At this time they will all receive a further award of 7,15 % increase.
- Group Two: An overriding objective in staggering has been to establish a higher minimum wage of R3 500 per month. In the attached list this has been achieved for Group Two with an 11.1% increase.
- Group Three are all well above the minimum and have therefore been awarded increases of 7% and in a few cases 6%.

2.2 BONUS

The basic principles of the bonus awarded at the end of 2015 will remain the same.

This refers to the principle that the bonus is entirely discretionary and will be declared by senior management in terms of affordability to the Company.

2.3 VOUCHER

The voucher issued at year end, in lieu of a Christmas party has been increased to an amount of R 300 per person for both 2014 and 2015.

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dc *et*

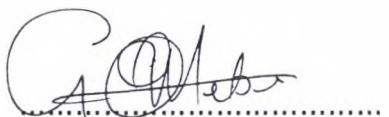
Thus done and signed at Selby on this the 29th day of October 2014.



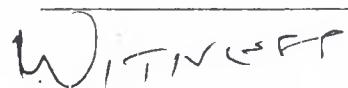
For and on behalf of the Company



Thus done and signed at Selby on this the 29th day of October 2014.



For and on behalf of FAWU OBO Members



1. Meagan Cannon
2. Muhammed Ceci
3. G. Madelstrom
4. Dino Chitsuraga



R.C

D.C
C.M. F.K