

**WAGE SETTLEMENT AGREEMENT ENTERED INTO BETWEEN**  
**FAWU**  
**ON BEHALF OF IT'S MEMBERS**  
**AND**  
**Cremona and Sons Cheese Factory**

The following undersigned parties record their settlement agreement of the above in the following manner:-

- The Company will increase the employee's wages effective from 15 September 2014 with 9 percent and the Provident Fund with 3 percent.
- A minimum rate of R2500.00 per month will apply to all employees below this amount before the increase is added.

- The Company will place all employees on the Liberty Provident Fund.
- The joining date will be from date of engagement less the 8 month waiting agreement.
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**Parties further agree that:-**

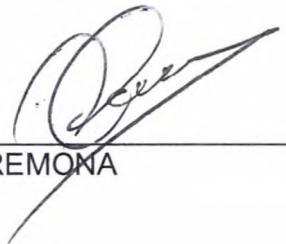
- The parties accept that this is the final wage increase for the year 2014-2015 and there will be no recourse from either party.

Signed at CREMONA CHEESE on this 09 day of October 2014.

SHOP STEWARD  
Portia

M.P

P. M BE

  
CREMONA

CB Caswell

SHOP STEWARD  
Caswell

Pulani

FAWU OFFICIAL  
Pulani Maine

WITNESS