



F. DAWOOD & SON

CO. REG. NO: 91/04451/07

(PTY) LTD.

ANNUAL WAGE AGREEMENT

MARCH 2012 – FEBRUARY 2013

WAGE INCREASE

New wage agreement for current year 9.25% across the board.

ANNUAL LEAVE

Status quo remains (Three Weeks)

ANNUAL BONUS

Status quo remains (Employees currently enjoy 4.33 weeks annual bonus)

MATERNITY LEAVE

As per BCEA

LONG SERVICE AWARDS/ALLOWENCES

(1 to 2yrs) Basic

(2 to 5yrs) Basic + R80.00 - Increased from R70.00 to accommodate FAWU funeral plan

(5 to 10yrs) Basic + 5% of basic + R80.00 + 1extra weeks leave pay at the time of annual leave

(10 to 15yrs) Basic + 10% of basic + R80.00 + 2 extra weeks leave pay at the time of annual leave

(15 to 20yrs) Basic + 12.5% of basic + R80.00 + 2extra weeks leave pay at the time of annual leave

(20+yrs) Basic + 15% of basic + R80.00 + 2extra weeks leave pay at the time of annual leave

Signed at Boksburg on 20 March 2013

Iqbal Faki for F Dawood & Son (Pty) Ltd.

Willie Ditjoe for FAWU

Edward Mabala as Shop Steward

Stone Modise as Shop Steward

For a Shopping Experience in Frozen Foods

Corner Main Reef & Commissioner Ext.
Dunswart - Benoni 1500
P.O. Box 5069
Benoni South 1502
Telephone: (011) 914-1943/4/5
Facsimile: (011) 914-2882



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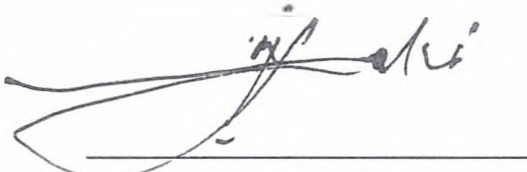
(PTY) LTD.

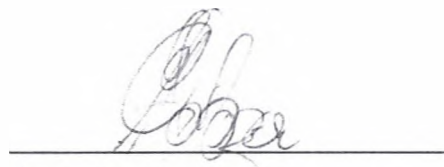
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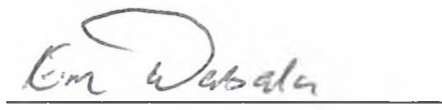
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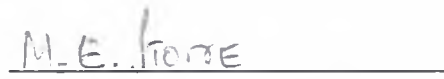
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