



UNITED NATIONAL BREWERIES (SA) (PTY) LIMITED

Gallagher Estates, Richards Drive, MIDRAND. P.O. BOX 9353, CENTURION 0046
Telephone: (011) 315-7337 Fax No. (011) 315-0238

AGREEMENT

between

**UNITED NATIONAL BREWERIES (SA) (PTY) LTD
(UNB)**

and

**FOOD AND ALLIED WORKERS UNION
(Union)**

2012/2013

[Handwritten signatures and notes]
Michael
06/03/2012
06.03.12
Madiba
Piet FIA
Thyagar
Gute

1. **AGREEMENT:** Parties to negotiations 2012 hereby record their agreement after exhaustive substantive negotiations as reached on the 06 March 2012 in Johannesburg. Here below are details;
2. **DURATION:** This agreement is valid and effective from **1 April 2012 to 31 March 2013.**
3. **WAGES:** Parties agreed to increase the wages as follows:

GRADE	CURRENT RATE	INCREASE (R)	% INCREASE	RATE
A1	R4550	R351	7.71	R4901
A2	R4590	R351	7.65	R4941
B1	R4660	R351	7.53	R5011
B2	R4900	R351	7.16	R5251

4. **ALLOWANCES:**
- | | |
|------------------|--------------------|
| Night Shift | 25% of shift rate |
| Afternoon Shift | 15 % of shift rate |
| Continuous Shift | 15% of shift rate |
5. **Maternity Leave** : Parties to this agreement acknowledge the importance of maternity leave and thus undertake to annually explore ways to improve it.
5. **OTHER CONDITIONS:** All other conditions not covered here remain as is.

This agreement is signed at Johannesburg on this 06 day of March 2012.

06/03/2012.

06-03-12

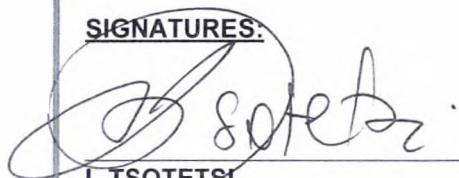
Madiba

P.E.T.

Malabale

Thyana

Michael

SIGNATURES:


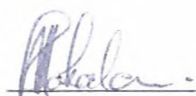
L. TSOTETSI
For Company

Date : 06 MARCH 2012.

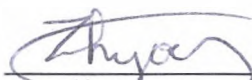


S. MAKHAYE
For Union

Date :

WITNESSES:


Name:



Name:



Name:



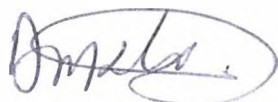
Name:



Name:



Name:




Michael