

**SETTLEMENT AGREEMENT**

ON

**SUBSTANTIVE CONDITIONS OF EMPLOYMENT ENTERED**

INTO AND BETWEEN

**EPOL, A DIVISION OF RAINBOW FARMS (Pty) LTD**

(HEREINAFTER REFERRED TO AS "THE COMPANY")

AND

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

(HEREINAFTER REFERRED TO AS "THE UNION")

**1. PREAMBLE:**

This agreement records the terms and conditions reached following negotiations held between the company and the union, as set out herein below:

**2. COMMENCEMENT DATE AND DURATION:**

The provisions of this agreement, unless specified differently, shall be effective from 01 October 2014 till 30 September 2015.

**3. WAGE INCREASE:**

Parties agree that an adjustment of 6.00% across the board will be given to all employees within the bargaining unit. (A further meeting to be held by end January 2015 to relook at the possibility of any improvement in the business which may lead to possible improvement on the company's current offer)

**4. UNION OFFICE SPACE**

Handwritten signatures of representatives from both parties, including a signature that appears to be 'G. S. ...' and another that appears to be 'N. Fagan'. There are also several initials and a small number '1' written near the signatures.

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FAWU

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Parties agree that this point be referred back to plant level

5. HEAVY DUTY ALLOWANCE

Heavy duty allowance is improved to R25.00 per week for bags weighing 50kg and more for micro tube fillers, micro stores assistants, pre mix tippers, tippers and tremmers.

6. LONG SERVICE AWARDS:

Parties agree that employees covered by this agreement will enjoy the long service awards arrangement as per the Rainbow Bargaining Unit employees, (20 years service: a month's salary and a voucher currently valued at ZAR1700.00). Parties agree to engage further on this matter at the NWF. (National Working Forum)

7. OVERTIME MEAL ALLOWANCE

Parties agree that a meal allowance of R25.00 will be provided to employees who are requested to work overtime at short notice.

8. CHRISTMAS VOUCHER

Parties agree to maintain the status quo (R220 in December each year). Will be deliberated on further at the National Working Forum.

9. PRECARIOUS EMPLOYMENT

Parties agree to hold a special meeting to discuss this in more detail. The meeting is scheduled for 27 and 28 October 2014.

10. SILO/BIN ALLOWANCE

Parties agree on a payment of R65.00 per day for a minimum of 3 hours worked in a silo/bin.

11. TRANSPORT

Parties agree on a status quo and the point to be discussed further at local plant level.

12. FIRE TEAM ALLOWANCE

Fire Team allowance is increased to R50.00 per month for all trained fire team members

13. FUTURE DISPUTES

A collection of handwritten signatures and initials in black ink, located at the bottom right of the document. The signatures are stylized and appear to be from multiple individuals, likely representing the parties to the agreement.

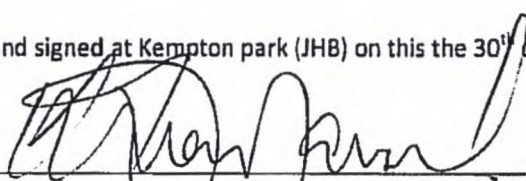
Parties further commit that any dispute arising out of this agreement must first be referred to the negotiating forum for further deliberations before being referred to outside dispute resolution bodies.

#### 14. SETTLEMENT

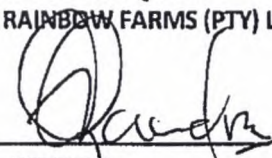
This is the whole agreement on wages and substantive conditions for permanent employees in the Bargaining unit for the period 2014/2015. No amendments will be made unless agreed to and recorded in writing by both parties.

The representatives of the parties who are signatories to this agreement confirm that they are mandated to bind their principals to the terms of this agreement. This agreement is entered into in full and final settlement of all the demands and proposals relating to this agreement on the annual substantive and wage increases as well as full and final settlement on any additional issues raised during the negotiations process. All other conditions not specifically mentioned remain unchanged.

Entered into and signed at Kempton park (JHB) on this the 30<sup>th</sup> day of September 2014.


  
FOR AND ON BEHALF OF EROL, A DIVISION OF RAINBOW FARMS (PTY) LTD

1.   
WITNESS

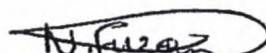
2.   
WITNESS

  
FOR AND ON BEHALF OF FOOD AND ALLIED WORKERS UNION (FAWU)

  
SHOPSTEWARD PMB

  
SHOPSTEWARD RUSTENBURG

  
SHOPSTEWARD WORCESTER

  
SHOPSTEWARD BERLIN

  
SHOPSTEWARD PRETORIA WEST