

WAGE AGREEMENT

ENTERED INTO BY AND BETWEEN

FAWU obo MEMBERS

(Herein referred to as the "Union")

And

AH-VEST LIMITED t/a ALL JOY FOODS

(Herein referred to as the "Company")

1. The Parties have agreed to the following during wage negotiations:

a) **Wage Increase:**

It has been agreed that an increase of **7.25%** across the board.

2. The above agreement is effective from **01 August 2014 to 31 July 2015**.
3. The parties will only engage in wage negotiations again during July 2015 to be implemented 01 August 2015.
5. The agreement is regarded as the only agreement of its kind between the parties and no alteration, amendment, or addition thereto, will be of full force and effect unless reduced to writing and signed by both parties or their duly authorised representatives.
6. No extensions of time frames as contained in this agreement, will be of any force or effect unless agreed to in writing and signed by both parties hereto or their duly authorised representatives.
7. Both parties agree that none of the parties will have any further obligations of any nature towards the other party.

This duly signed at Brasovlei on this 12 day of August 2014.

 P.MI P.M MR. MS PM J
E.M

Pulane Maine.

On behalf of FAWU & Members

Tomashi

Witness 1

Pross

Witness 2

Atsuroko

Witness 3

Masamine

Witness 4

Hor

Witness 1

Tomatsu

Witness 2

Pross
On behalf of The Company