

ATT IREN Halkwayo'

ANNUAL SALARY AGREEMENT 2014

BETWEEN

SCHOONWATER FARM

(HEREINAFTER REFERRED TO AS "THE COMPANY")

AND

FOOD AND ALLIED WORKERS UNION (FAWU)

(HEREINAFTER REFERRED TO AS "THE UNION")



Whereas the Parties concluded its annual wage negotiations for 2014 on the 21st of April 2014 and came to an agreement thereof, the Parties therefore wish to state as follows:

1. All employees within the bargaining unit shall receive an **8% (eight percent)** increase as from the **1st of March 2014**, to be paid by the end of March 2014 on the employees' normal payday.
2. The Company agrees to ensure that all employees within the bargaining unit be required to work at least **35 (thirty five) hours per week (150 (hundred and fifty) hours per month)**.

In the event that employees worked less than the said **35 (thirty five) hours per week (150 (hundred and fifty) hours per month)** due to no fault of the employee, the employees shall still be paid as if the employees worked the said **35 (thirty five) hours per week (150 (hundred and fifty) hours per month)**.

Employees will be required to fulfil the 35 hours in any tasks as determined by the Manager on the farm.

3. The hours worked on a **Sunday and a Public Holiday** will be included in the calculation of the **35 (thirty five) normal hours per week and/or the 150 (hundred and fifty) hours per month** as stated above on the following conditions:

3.1. The employees shall be paid an additional **0.5 hour for every hour so worked on Sunday**, as a Sunday being a normal day of work, or alternatively **credited with an additional 30 minutes** as part of the calculation of normal hours worked; and

3.2. The employees shall be paid an additional **one (1) hour for every hour worked on a Public Holiday**, or alternatively **credited with an additional 60 minutes** as part of the calculation of normal hours worked.

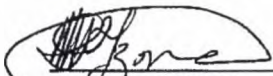
4. The Company shall retain for the period of this agreement the current arrangement as with regards to the transport of employees to Machadodorp.

5. The Company shall retain for the period of this agreement the current arrangements as with regards the payment of rental by employees for the accommodation provided by the Company.

6. The Company undertakes to recalculate the salaries of employees for the period January 2014 to April 2014 with due reference to payment for Sundays and Public Holidays worked and make adjustments where required after consultation with the shopstewards

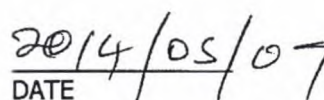
This duly signed on this day of 2014 at

FOR THE COMPANY



FOR THE UNION

DATE



DATE

SHOPSTEWARD

DATE

SHOPSTEWARD

DATE