

**Tiger Brands**



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PO Box 78056, Sandton 2146, Republic of South Africa

## MEMORANDUM OF UNDERSTANDING

### BETWEEN FOOD AND ALLIED WORKERS UNION AND TIGER BRANDS – BEVERAGES

#### 1. CENTRALISED BARGAINING ARRANGEMENT

Parties agreed that the Beverages wages negotiations forum is inappropriate to deliberate on this matter. It was further agreed to refer the issue to the National Forum whereby Snacks and Treats management and shop stewards would be invited.

#### 2. EMPLOYMENT OF ALL SEASONAL WORKERS

Parties agreed to appoint 12 seasonal employees to identified permanent positions; Roodekop x2, Phoenix x3 and Salt River x7 effective 1<sup>st</sup> October 2012 as per Tiger Brands normal recruitment policy (which includes criminal checks).

#### 3. WAGE INCREASE

The proposed settlement has been agreed as follows: 7% wage increase effective 1<sup>st</sup> August 2012 and a further 0.5% increase effective 1<sup>st</sup> December 2012 subject to ratification by the union membership.

Thus signed at Johannesburg, on this 19<sup>th</sup> day of July 2012.

For and on behalf of Tiger Brands – Beverages

**TIGER BRANDS LIMITED** Registration No. 1944/017881/06

**Directors**

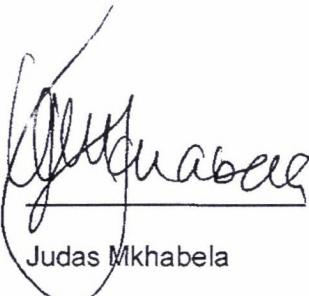
Non Executive: A C Parker (Chairman), B L Sibiya (Deputy Chairman), S L Botha, M J Bowman, R M W Dunne (British), M P Nyama,

M Makanjee, K D K Mokhela, R D Nisbet

Executive:

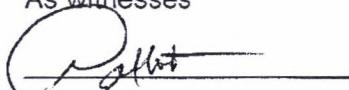
P B Matlare (Chief Executive Officer), O Ighodaro (Chief Financial Officer) (Nigerian); C F H Vaux

Company Secretary: I W M Isdale



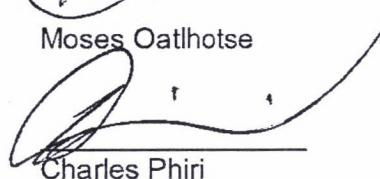
Judas Mkhabela

As witnesses



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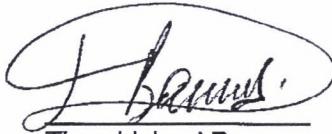
Moses Oatlhotse



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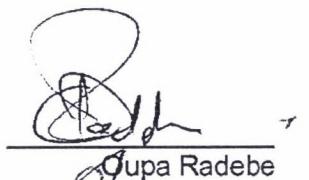
Charles Phiri

For and on behalf of FAWU



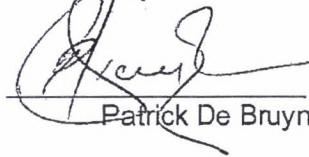
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Thembinkosi Baca



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Cupa Radebe



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Patrick De Bruyn