

Wage Settlement Agreement:

20-5-2014

Entered into between

Normandien Farms (Pty)Ltd

And

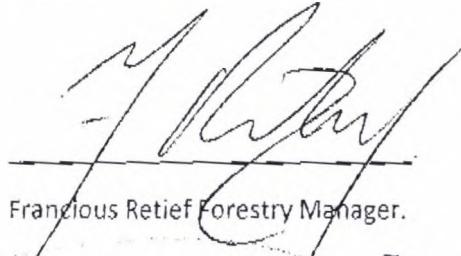
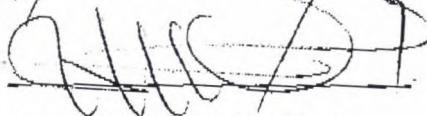
FAWU

Whereas:

Subsequent to the wage negotiations held between the parties during May 2014 the parties have reached agreement as follows:

1. The effective date is 1/5/2014 notwithstanding the date of signature hereof.
2. The agreement shall remain in force for a period of 12 months.
3. The wage shall increase by 9%. This will raise the minimum wage to R 2420.00 per month.
4. 1,5 weeks severance package will apply.
5. One overall has been issued. A further overall will be issued and there after should an overall wear out, it will be exchanged when the old one is handed in.
6. Other terms of employment are governed by the Basic Conditions of Employment Act as amended.

Signed at Newington on the 20<sup>th</sup>day of May 2014.

  
Francious Retief Forestry Manager.  
Aaron Mametja FAWU Official  
Witness.  
Shop Steward.

SALARY = R 2040-00  
NOW = R 2420-00

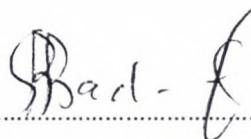
TOTAL INCREMENT = R 380-00

AGREEMENT  
BETWEEN  
VAN DEN BERG KWEKERY  
AND  
FAWU obo MEMBERS

It is agreed that:

1. Employees will be granted an 8% increase on basic wages
  - 5.8% increase effective 1 February 2014
  - Additional 2.2% effective 1 March 2014
2. All other conditions of employment remain unchanged

Signed at Witbank on 19 March 2014



Obo Employer



obo Employees



Witness

Witness