

**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:**



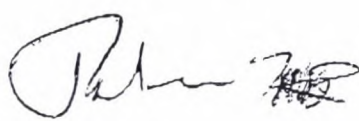



The provisions of this agreement, unless specified differently, shall be effective from 01 October 2013 till 30 September 2014.

**3. WAGE INCREASE:**

Parties agree that an increase of 6.00% across the board will be given to all employees within the bargaining unit

**4. SHIFT ALLOWANCE:**

Parties agree that the status quo remains on this point. [current shift allowance 2.5% morning; 5% afternoon; 10% night]

      1

5. HEAVY DUTY ALLOWANCE

Heavy duty allowance is improved to R20.00 per week for bags weighing 50kg and above having to be carried by employees for a period.

6. OVERTIME MEAL ALLOWANCE

Parties agree that a meal allowance of R20 will be provided to employees who are requested to work overtime at short notice.

7. TRANSPORT ALLOWANCE

Matter to be discussed further at National Working Forum

8. GRADING

Parties agree that further engagement is needed and the matter is thus deferred to the NWF.

9. PRECARIOUS EMPLOYMENT

Parties note and agree on the work being done to date on insourcing and filling of positions permanently, but will engage further on the conditions for insourcing (qualifications, criminal record) for temporary employees currently working in the business at the National Working Forum.

10. SILO/BIN ALLOWANCE


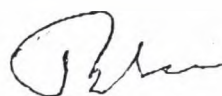
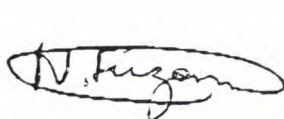
Parties agree on a payment of R50 per day for a minimum of 3 hours worked in a silo/bin.

11. LONG SERVICE AWARD

Parties agree on the status quo to remain and the matter to be discussed further in the NWF. The union notes the company's proposal of improving the voucher by R100.

12. CONSOLIDATION OF PREVIOUS AGREEMENTS

All previous agreements to be consolidated into one comprehensive document and the draft document to be circulated before the next sitting of the NWF.

### 13. SETTLEMENT


This is the whole agreement on wages and substantive conditions for permanent employees in the Bargaining unit for the period 2013/2014. 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 04<sup>th</sup> day of October 2013.

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

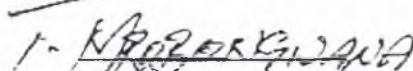
1.   
WITNESS

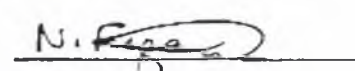
2.   
WITNESS


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

  
SHOPSTEWARD PMB

  
SHOPSTEWARD RUSTENBURG

  
SHOPSTEWARD WORCESTER

  
SHOPSTEWARD BERLIN

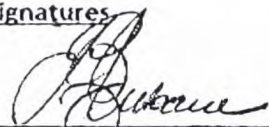
  
SHOPSTEWARD PRETORIA WEST



## Addendum A

Berlin, Pretoria-West, Pietermaritzburg, Rustenburg & Worcester Mills				
Minimum Wage Table for the period 01 October 2013 to 30 September 2014 (Permanent Employees)				
Grade	Employees employed before 1 January 2010		Employees employed on or after 1 January 2010 (Aligned to Chicken BU rates)	
	(45 hour week Mills)	(42.5 hour week Mills)	(45 hour week Mills)	(42.5 hour week Mills)
A1	R7224.66	R6823.29	R5346.16	R5044.58
A2	R7299.20	R6893.69	R5346.16	R5044.58
A3	R7392.79	R6982.08	R5391.88	R5087.72
B1	R7484.78	R7068.96	R5460.53	R5152.50

### Signatures



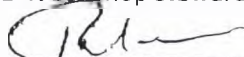
FAWU



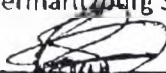
Berlin Shop Steward



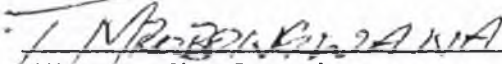
Pretoria-West Shop Steward



Pietermaritzburg Shop Steward



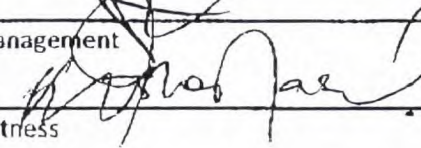
Rustenburg Shop Steward



Worcester Shop Steward



Management



Witness