

**WAGE AGREEMENT BETWEEN**  
**FOOD AND ALLIED WORKERS UNION (FAWU)**  
**AND**  
**KANHYM ESTATES (PTY) LTD (KANHYM)**

The parties to this agreement acknowledge and agree as follows:

**1.0 DURATION**

The implementation of the change to certain conditions of employment will take effect from 22 August 2014 till 21 August 2015.

**2.0 BASIC REMUNERATION**

There will be an across the board increases for members of the bargaining unit for the period 22 August 2014 to 21 August 2015 as follows:

Patterson Grades A1 to B4 (6.8 % ATB Increase)

**3.0 NIGHT SHIFT ALLOWANCE**

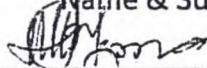
R13-00 per shift.

Agreed and signed at Middelburg (Kanhym) on the 15 - 09 2014

For and on behalf of FAWU by

Moses Thijs

Name & Surname



Signature

Witness 1

Antoinette mulaudzi

Name & Surname



Antoinette mulaudzi

Signature



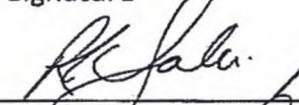
Witness 2

Pen

Name & Surname

Peter Makwana

Signature



For and on behalf of KanhyM by

R.F.G. LACA

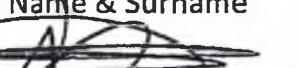
Name & Surname



Signature

Jack Matonya

Name & Surname



Signature

Witness

