

**COLLECTIVE AGREEMENT ENTERED
INTO BETWEEN**

**FOOD & ALLIED WORKERS' UNION
(FAWU)**

AND

CLOVER SA (PTY) LTD

Tim M.R. T.S. NG
[Signature]

1. DURATION AND SCOPE OF THE AGREEMENT

- 1.1 This agreement is binding for the period of twelve months – from 01 July 2014 to 30 June 2015.
- 1.2 This agreement is applicable to all union members in the bargaining unit, and in the employment of the company as on 30 June 2014.

2. HOUSING ALLOWANCE

- 2.1.1 The parties agree that a Housing Allowance of R70.00 per month will be payable to all union members in the bargaining unit earning less than R10 000.00 per month.
- 2.1.2 Should a recipient of this allowance reach a basic salary of R10000 per month, he/she will not qualify for any further increase to this amount. The value of the individual's allowance at that point in time, will be retained as a housing allowance.

3. AGENCY SHOP

- 3.1.1 The Parties agree that the legal right to implement an Agency Shop agreement will be tested by submitting the matter to the CCMA for conciliation / arbitration regarding the interpretation of Section 25 of the Labour Relations Act as far as the union's present representation is concerned.
- 3.1.2 The parties further agree that prior to the date of setdown a pre-arbitration meeting will be held.
- 3.1.3 The parties agree that the outcome of the award will be implemented as per the Commissioner's finding.

4. SALARY INCREASE

- 4.1.1 The Parties agree that basic wages will increase by 7%.
- 4.1.2 Minimum wages will increase as follows:

Current Minimum	Increase	New Minimum
A2 R4500 per month	8.8%	R4900 per month
A3 R4500 per month	11.0%	R5000 per month
B1 R4700 per month	9.5%	R5150 per month
B2 R5247 per month	7.0%	R5614 per month
B3 R5990 per month	7.0%	R6409 per month
B4 R7575 per month	7.0%	R8105 per month
B5 R9186 per month	7.0%	R9829 per month

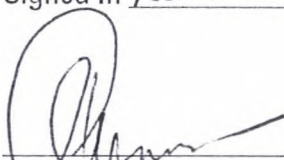
- 4.1.3 The Company agrees that the 63 union members on grade C1 who despite not being part of the bargaining unit will be granted a 7% increase per month. This is done as a last resort in an attempt to avoid a deadlock.

Handwritten signatures and initials: M.R. SR, T.M., and a large signature with 'MC' above it.

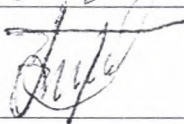
5. DISPUTE PROCEDURE


- 5.1.1 This agreement is binding and no changes thereto shall be enforceable unless reduced to writing and signed by all the parties.
- 5.1.2 Any dispute about its implementation or interpretation shall be dealt in terms of the provisions of Section 24 of the Labour Relations Act.
- 5.1.3 All other terms and conditions of employment shall remain in place until changes thereto are reduced to writing and signed by all the parties.


Signed in Johannesburg on this TH day of July 2014.

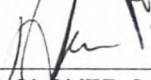

FAWU


FAWU WITNESS


FAWU WITNESS


S.P. Botna
CLOVER SA (PTY) LTD


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