

AGREEMENT ON WAGES AND TERMS AND CONDITIONS OF EMPLOYMENT

entered into by and between

THE EMPLOYER'S ORGANIZATION FOR THE GRAIN INDUSTRY
(The Employer Party herein)

AND

FOOD AND ALLIED WORKERS UNION
NATIONAL UNION OF FOOD, BEVERAGE, WINE, SPIRITS AND ALLIED WORKERS
(The Employee Party herein)

1. Application

This agreement shall apply to all employees within the recognized Bargaining Unit (TASK Grade 1 – 4) who are members of the Employee Party employed by members of the Employer Party, excluding the following:

- (a) Employees with less than six (6) months service with any of the employers.
- (b) Seasonal workers, casual and temporary workers.
- (c) Employees whose main source of income is derived from commission (e.g. Insurance and Mechanization Representatives).
- (d) Employees covered by other Bargaining Councils.
- (e) Employees who are on formal learnerships.

2. Night shift allowance

A 10% night shift allowance on basic salary will be paid to employees who are requested to work night shift as defined by the Basic Conditions of Employment Act, 75, 1997 ("the Act" herein).

3. Acting allowance

That an acting allowance of ten percent of the employee's own rate of pay will be paid on condition that the employee acts on an instruction from management in a higher job grade, after acting for a period of five consecutive working days, where-upon it will be back dated to the first day of acting. The employer party was requested to be particularly careful that there will be no abuse of the system.

J.S. SPM QM J.S.

4. Leave

(a) Family responsibility leave

Employers will provide employees with 3 days family responsibility leave per year, and a further 2 days for compassionate leave in case of death of a family member as defined by the Act herein.

In case of OVK Limited, the employer will grant 3 days family responsibility leave per year, with a further 2 days granted at the discretion of management, which will not unreasonably be refused. The leave will be granted in line with the provisions of the Act herein.

(b) Office bearer's leave

Office bearers will be granted 6 days paid and 6 days unpaid leave per year for attending to official union business.

(c) Shop Stewards leave

Shop Stewards will be granted 4 days paid and 4 days unpaid leave per year in order to attend to official union business.

5. Hours of work

The industry recognizes that 45 hours is the normal working hours per week.

6. Health and Safety

(a) All trained Health and Safety representatives' names will be provided to the Council each year to be reported at the last Board meeting of the Council.

(b) The Employer Party will forward names of all employees who underwent medical examination, to the Council, to be reported at the last Board meeting each year.

7. Remuneration

(a) The minimum wage for the Industry will be R 2 200-00 (two thousand two hundred rand) per month, on a cost to company basis.

(b) Increases

(i) Grade 1 -4

Suidwes 8.5%

OVK 8.5%

NWK 8.6% and R 120-00 per month per employee at the Feedmill Factory will be added to the remuneration inlieu of bus tickets.

The Other Parties 8%.

AB
MS SEM CW
SF

8. Extension

The Employer Party will extend the terms of this agreement to Employees who are not members of any of the Employee Parties to this agreement within the Bargaining Unit.

9. Implementation date

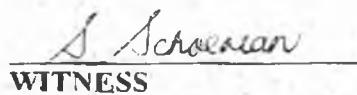
This agreement will be implemented on the normal implementation date of respective Employers as illustrated below:

GWK Limited	01 July 2008
MGK Limited	01 March 2008
NTK Limited	01 March 2008
NWK Limited	01 March 2008
OVK Limited	01 April 2008
Senwes Limited	01 May 2008
Suidwes Limited	01 March 2008
VKB Limited	01 March 2008 and will be valid for a period of 12 months after implementation as referred to above per employer.

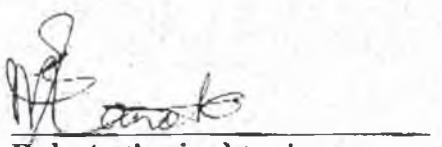
DATED AND SIGNED AT PRETORIA ON THIS THE 28 DAY OF FEBRUARY 2008.



Duly Authorized to sign on behalf of The Employer Party



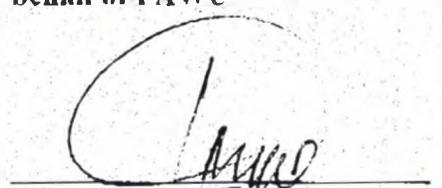
WITNESS



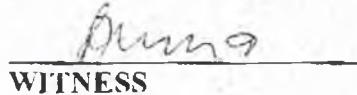
Duly Authorized to sign on behalf of FAWU



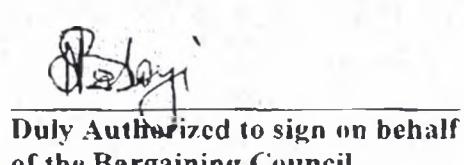
WITNESS



Duly Authorized to sign on behalf of NUFBWSAW



WITNESS



Duly Authorized to sign on behalf of the Bargaining Council

UNION MEMBERSHIP – END OF DECEMBER 2008

G.W.K. Limited	657 members
M.G.K. Limited	608 members
N.T.K. Limited	762 members
N.W.K. Limited	1720 members
O.V.K. Limited	927 members
Senwes Limited	1580 members
Suidwes Limited	496 members
V.K.B. Limited	504 members