

# **SUBSTANTIVE AGREEMENT**

## **2014 / 2015**

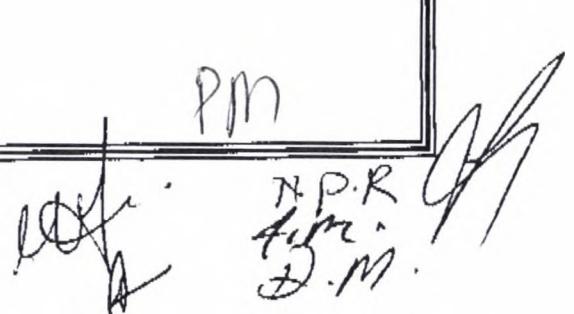
BY AND BETWEEN

**WILMAR CONTINENTAL OILS AND**  
**FATS (PTY.) LTD.**  
(“The Company”)

AND

**FOOD AND ALLIED WORKERS UNION -**  
**RANDFONTEIN**  
(“The Union”)

PM



**1. PERIOD AND SCOPE**

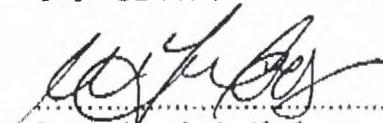
The period of this agreement shall be from 01 June 2014, to 28 February 2015 with agreed back payment of June increment in July 2014.

The agreement will apply to all Union members as per the Recognition Agreement - Randfontein and to bring into effect an agreed increase in wage rates to employees in respect of multiple hours worked according to the terms and conditions of agreement.

**2. RATE OF PAY INCREASE**

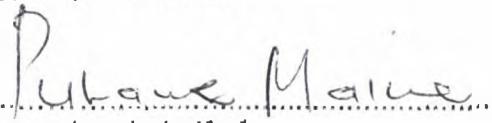
An Increase of 7% across-the-board on Cost-to-Company rate. All increases in accordance with the period and scope agreed.

SIGNED AT RANDFONTEIN THIS 24TH DAY OF JUNE 2014

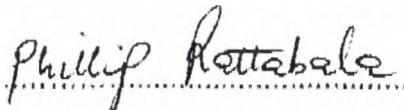
  
for and on behalf of  
**WILMAR CONTINENTAL OILS AND  
FATS (PTY) LTD.,**

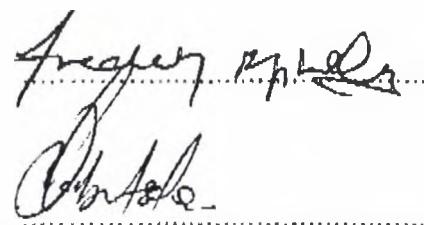
WITNESS:



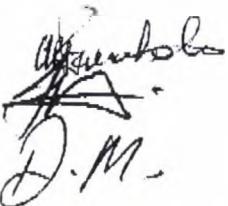
  
for and on behalf of  
**FOOD AND ALLIED WORKERS  
UNION - RANDFONTEIN**

WITNESS:





  
PM

  
D.M.