

SUBSTANTIVE AGREEMENT

Entered into between

NATIONAL BRANDS LIMITED

And

FOOD AND ALLIED WORKERS UNION

For the period ending

30 June 2013

in respect of employees at the following worksites:

Durban Tea Factory

Westmead Biscuit Factory

Isando Biscuit Factory

Isando Coffee and Creamer Factory

Isando Distribution Centre

Redhill Distribution Centre

ABK
ABP
SK
M.M.T.
EF
T.F.G. *TP*
M.H. *TP*
JM *TS* *TD* *IC*

1. WAGES

All basic wages will be increased by 8% (eight percent) with effect from 1 July 2012.

A schedule of the minimum wages, per site, per grade in the Bargaining Unit is annexed to this Agreement marked "A", reflecting both the minimum wages before and after the adjustment of 1 July 2012. This schedule will be deemed to form part of the Agreement.

2. CHRISTMAS HAMPER

The value of the Christmas Hamper will be increased to R350.

3. LABOUR BROKER EMPLOYEES

The Parties agree that all vacancies for permanent employment that arise within the Bargaining Unit will be filled permanently within 30 days, but if not practically possible such vacancies will be filled no later than 90 days. The Parties agree that the shop stewards at site level will be part of the interview process.

Should it however be necessary to place a vacancy on hold, the Company will consult with the site appointed shop stewards. The Company agrees to conduct monthly discussions about recruitment with the shop stewards.

4. SEVERANCE PACKAGES

Should an employee be dismissed for operational reasons, he/she shall be entitled to 2 (two) weeks of remuneration per completed year of service. *mlm*

5. EMPLOYMENT EQUITY AND SKILLS DEVELOPMENT

The Company will comply with the Employment Equity Act.

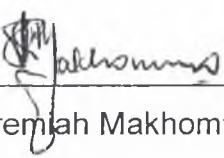
of service.
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Equity Act.
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6. OTHER CONDITIONS

All other conditions of employment not specifically referred to and agreed in this Agreement will remain as currently in force.

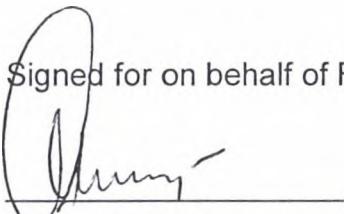
The Parties agree that this agreement constitutes full settlement of the 2012 substantive negotiations for the period ending 30 June 2013 and that it shall be extended to all permanent employees in the bargaining unit represented by FAWU.

Signed for and on behalf of National Brands Limited on 5 September 2012 at Johannesburg



Jeremiah Makhomu

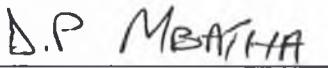
As duly authorised



Sifiso Makhaye

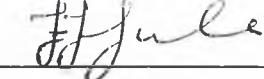
As duly authorised

Witnessed by:



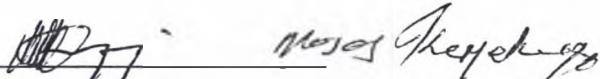
D.P. Mbatha

Isando Biscuits



J. J. Jule

Isando Distribution



Moses Kerehgo

Isando Coffee & Creamer



T.D. Kourie

Durban Tea



Mike

Westmead Biscuits



Redhill Distribution

Redhill

MAT

SK

ET



B. M. T. F. G. A. D. K. C. S. I. M.

Site	Grade																	
	A1		A2		A3		B1		B2		C1		C2		D1		D2	
	Minimum pre-July 2012	Minimum post-July 2012 + 8%	Minimum pre-July 2012	Minimum post-July 2012 + 8%	Minimum pre-July 2012	Minimum post-July 2012 + 8%	Minimum pre-July 2012	Minimum post-July 2012 + 8%	Minimum pre-July 2012	Minimum post-July 2012 + 8%	Minimum pre-July 2012	Minimum post-July 2012 + 8%	Minimum pre-July 2012	Minimum post-July 2012 + 8%	Minimum pre-July 2012	Minimum post-July 2012 + 8%	Minimum pre-July 2012	Minimum post-July 2012 + 8%
Logistics Support Services	3,400.00	3,672.00	0.00	0.00	5,300.64	5,724.69	5,300.64	5,724.69	5,650.00	6,102.00	6,805.25	7,349.67	0.00	0.00	0.00	0.00	0.00	0.00
Isando Biscuits - rates for employees who joined before September 2008	6,701.52	7,237.64	6,985.10	7,543.91	7,355.66	7,944.11	7,801.96	8,426.12	8,297.05	8,960.81	8,847.24	9,555.02	9,467.02	10,224.38	0.00	0.00	0.00	
Isando Biscuits - rates for employees who joined after September 2008	6,318.32	6,823.79	6,601.90	7,130.05	6,972.51	7,530.31	7,418.75	8,012.25	7,913.85	8,546.96	8,463.99	9,141.11	9,083.86	9,810.57	0.00	0.00	0.00	
Westmead Biscuits - rates for employees who joined before September 2008	6,780.72	7,323.18	7,064.30	7,629.44	7,434.88	8,029.67	7,881.17	8,511.66	8,376.26	9,046.36	8,926.43	9,640.54	0.00	0.00	0.00	0.00	0.00	
Westmead Biscuits - rates for employees who joined after September 2008	5,929.50	6,403.86	6,192.08	6,687.45	6,535.21	7,058.03	6,948.44	7,504.32	7,406.82	7,999.37	7,916.24	8,549.54	0.00	0.00	0.00	0.00	0.00	
Durban Tea	6,315.98	6,821.26	6,473.97	6,991.89	6,663.28	7,196.34	6,925.73	7,479.79	7,268.74	7,850.24	7,735.78	8,354.64	8,088.28	8,735.34	0.00	0.00	0.00	
Isando Coffee	6,350.48	6,858.52	6,503.14	7,023.39	6,722.16	7,259.93	7,116.47	7,685.79	7,940.57	8,575.82	8,530.65	9,213.10	10,747.14	11,606.91	12,280.77	13,263.23		