

**SETTLEMENT WAGE AGREEMENT 2014/2015**

**BETWEEN**

**Breakfast Cereals Atlantis Operating Unit and ProNutro Wadeville  
Operating Unit as part of  
Pioneer Foods Groceries Business  
(herein referred to as the COMPANY)**

**AND**

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

**(herein referred to as the UNION)**

**COLLECTIVELY REFERRED TO AS "THE PARTIES"**

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1

WHEREAS the parties have agreed to negotiate Wages and Conditions of Employment for employees designated as the bargaining unit within the company for the Breakfast Cereals Atlantis Operating Unit and ProNutro Wadeville Operating Unit.

1. **DURATION OF AGREEMENT & IMPLEMENTATION**

This agreement shall come into force on 01<sup>st</sup> of August 2014 and shall apply until end 30<sup>th</sup> of June 2015. The parties agree that the contents of this document are the final outcome of the negotiation process concluded in the year 2014.

2. **UNDERTAKING**

The parties confirm that they are mandated to sign this Agreement and that they shall be bound by its terms.

3. **APPLICATION**

This agreement shall only apply to the bargaining units of Breakfast Cereals Operating Unit (Atlantis) and ProNutro Operating Unit (Wadeville).

4. **WAGE INCREASE**

The Company shall pay a 7.50% increase on Cost to Company, across the board for employees at Breakfast Cereals Operating Unit and ProNutro Operating Unit as from 01 August 2014.

An one month monetary value of increase as a once off ex-gracia payment with August 2014 pay run.

An additional increase of 0.25% effective from 1 January 2015.

Increase percentage negotiated effective from 1 January 2015 for Operating Unit Sugarbird and Operating Unit Safari Nut, 50% of this agreed percentage will be implemented for Operating Unit Moirs, Operating Unit Cereals and Operating Unit ProNutro from 1st July 2015.

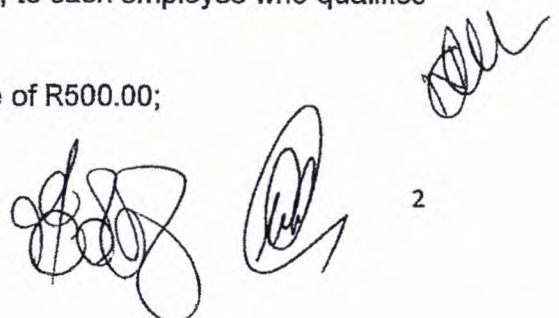
5. **AGENCY SHOP AGREEMENT – Annexure “A”**

The parties agreed to implement the Agency Shop Agreement as a stand-alone agreement, as signed on 18 August 2010.

6. **LONG SERVICE AWARDS**

The Company will pay a Long Service Award, to each employee who qualifies for such an award on date of entry:

- a) 5 years of service – watch/gift to the value of R500.00;





- b) 10 years of service – one month's salary;
- c) 15 years of service – a gift equal to R2000.00 or his/her salary whichever is the least;
- d) 20 years of service – one month's salary;
- e) 25 years of service – a gift to R2000.00 or his/her salary whichever is the least;
- f) 30 years of service – one month's salary;
- g) 35 years of service - a gift to R2000.00 or his/her salary whichever is the least;
- h) As from 01October 2002 the values referred to in b, d and f above will increase to one month's total package. No retrospective payments will be made prior to 1<sup>st</sup> October 2002.

**7. ANNUAL BONUS**

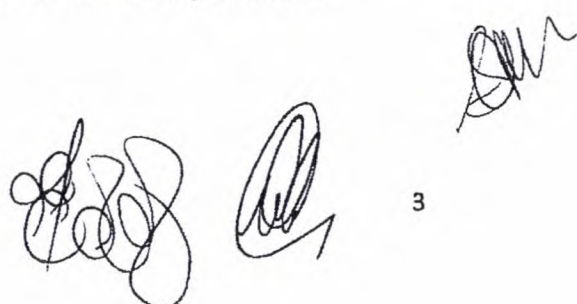
Pioneer Foods (Pty) Ltd Human Resources Policy will apply, i.e;

You will qualify for an annual bonus equal to one month's salary, payable on the 15<sup>th</sup> of December each year, or the nearest Friday if the 15<sup>th</sup> falls over a weekend. New employees joining the Company after January will be paid pro-rata bonus (Example if starting 1 July will qualify for half of the bonus). Employees leaving the Company employment for whatever reason during the year will be paid a pro-rata bonus in line with Pioneer Foods Policy.

**8. WORKING HOURS**

The parties agree to the following:

- a) the normal working hours of an employee will be equivalent to 45 hours per week;
  - b) to keep the status quo for those employees that are not working according to (a) above: (Extrusion production);
  - c) to accept the principle of non-payment of meal intervals;
  - d) conditions for a 4-shift system will be as per standard 4-shift agreement currently in use.
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- e) Any changes to current shift patterns to be discussed at plant level.



**9. MEAL BREAK AND TEA BREAK**

- a) An employee, excluding a shift employee, will be allowed an unpaid meal break of not more than 30 minutes per working day. This is however not applicable on a Friday in Breakfast Cereals (Atlantis) re. Agreement of CCMA 19/06/2006 ;( see attached award – Annexure "B"), i.e;
- i. An employee, excluding a shift employee, will be allowed a tea break of not more than 15 minutes in the morning and 15 minutes in the afternoon;
  - ii. A shift employee who works a 12 hour shift will be allowed a 3 x 30 minutes meal break of which 2 x 30 minutes will be paid;
  - iii. A shift employee who works an 8-hour shift will be allowed a 30 minutes paid meal break.

**10. SHIFT ALLOWANCE FOR SHIFT WORKERS –**

- 10.1 At shift allowance calculated on the basic hourly rate of pay will be paid to employees performing rotating shift work, for all authorized hours worked
- 10.2 8% for day shift
- 10.3 8.25% for the afternoon shift between 18h00 and 24h00.
- 10.4 8.50% night shift between 24h00 and 06h00
- 10.4 No shift allowance is payable to employees who do not work rotating shifts.

**11. OVERTIME**

The Company will pay an employee who worked overtime according to the BCEA.

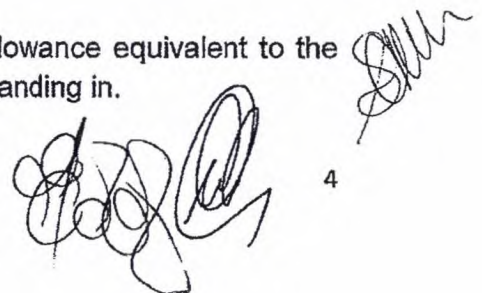
**12. MEAL ALLOWOWANCE**

An overtime meal allowance will be paid on the following basis:

- a) R45.00 to an employee of a production unit who works for 3 hours or more overtime after completion of his normal shift;
- b) R45.00 to an employee of a non-production unit who works for less than 3 hours overtime after completion of his normal shift.

**13 ACTING ALLOWANCE**

The Company shall pay an employee an acting allowance equivalent to the minimum wage rate of the position for which he is standing in.



4



The Company shall only pay an employee an acting allowance for the acting period when he/she is required to act in a higher grade/position by the responsible manager. To qualify for acting allowance the employee should have at least acted in a higher grade or position for at least ONE full shift. During the monthly shop steward management meeting an acting report must be submitted in respect of acting within the bargaining unit, as defined.

See attached guidelines- Annexure "C".

**14. BIN ALLOWANCE**

A worker, who cleans the interior of a bin or bins during a shift, will receive a bin allowance of R35.00 (thirty five rand) per shift, applicable to the Breakfast Cereals (Atlantis) and ProNutro (Wadeville) factories.

A trained worker, who cleans the interior of the silo in terms of the definition above during a shift, will receive a bin allowance of R35.00 (thirty five rand) per shift.

**15. PUBLIC HOLIDAYS**

All statutory public holidays will be afforded to each employee according to the BCEA.

**16. ANNUAL LEAVE (in line with Pioneer Foods (Pty) Ltd Human Resources Policy)**

- a) After completion of one year service, an employee will be afforded 22 working days annual leave;
- b) After completion of ten (10) years of service, an employee will be afforded 24 working days annual leave.
- c) Pioneer Policy will apply effective from signature of this agreement.
- d) In line with changes to Pioneer Foods policy the parties acknowledge the following changes, to annual leave policy, will be amended for new wages employees as from 01 August 2014.

- e) With reference to annual leave entitlement for wages employees joining the Company from 1 March 2014 and onwards will be as follows;

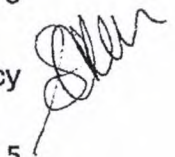
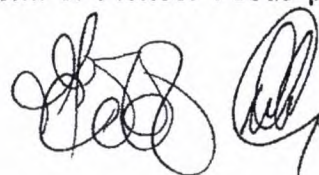
- 5 day work employee -> 15 working days annual leave

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- 6 day work employee -> 18 working days annual leave

- This leave quota will then increase by 5 working days after five years continuous service to 20 days and 23 days for 5 day worker and 6 day work employees respectively

- f) The above changes to annual leave in term of Pioneer Foods policy



5

does not apply to current permanent employees appointed before 01 August 2014.

**17. STUDY LEAVE**

Study leave will be afforded to an employee on the following basis:

Three (3) days for preparation prior to examination and one (1) day for writing the exams.

This will apply for a maximum of twelve (12) days per year.

**18. FAMILY RESPONSIBILITY LEAVE**

The Company will afford eight (8) days paid family responsibility leave per duration of this agreement. The leave will be granted on the following basis to a maximum of four (4) days per incident:

- a) when the employee's child is born;
- b) when the employee's child is sick or;
- c) in the event of the death of immediate family, including in-laws, according to the BCEA.
- d) definition of in-laws, includes only the employee's spouses parents, excluding ex-parents in-laws.
- e) in the event of hospitalization and terminal illness of the spouse the Factory Manager to approve.
- f) in case of serious illness each case will be treated on its merits.

**19. SICK LEAVE**

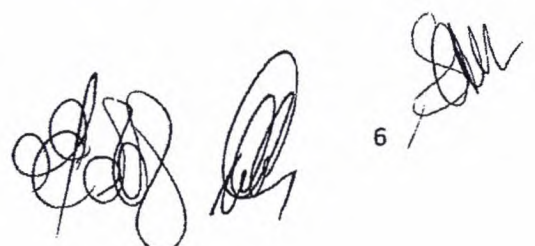
(Applicable to Breakfast Cereals (Atlantis) only):

An employee will be afforded 12 working days sick leave per year accumulated to 36 days in a 36-month cycle.

(Applicable to ProNutro (Wadeville) – the Company will pay an employee sick leave according to the provisions of the BCEA.

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A medical certificate must be produced to each case of the sick leave of more than two (2) days. Such certificate must be issued and authorised by a Registered Medical Practitioner stating the ailment and duration of illness.





**20. CUSTOMARY LEAVE (in line with Pioneer Foods (Pty) Ltd Human Resources Policy)**

The Company will afford an employee two (2) months customary leave (unpaid) to practice any ritual or attend any sabbatical in line with his recognised religion.

**21. MATERNITY LEAVE (in line with Pioneer Foods (Pty) Ltd Human Resources Policy)**

- a) A female worker will be granted maternity leave for a requested period up to four (4) months. The first three (3) months of maternity leave will be paid at 78.00% of a workers basic wage and the Company will pay the insured benefits to the Provident/Retirement fund equivalent to 5.5% of the workers pensionable wage;
- b) An employee has to complete a maternity leave application form three (3) months before such maternity leave commences;
- c) If necessary, the Company will assist the employee in obtaining U.I.F benefits;
- d) A female employee will be allowed time off for pre-natal care without the loss of earnings is she resumes work on that same day;

If an employee, who attended a pre-natal clinic does not resume work on that day of the clinic visit, such time off will be treated a sick leave for the day;

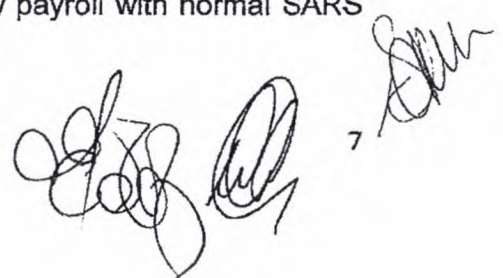
In both cases, an employee has to produce a certificate that she attended a pre-natal clinic;

The Company will allow pregnant women to do suitable duty on recommendation of the Occupational Health Sister;

- e) An employee on maternity leave will not be prejudiced by having broken service during her period of unpaid maternity leave;
- f) Annual leave and bonus will also be afforded in full to an employee on maternity leave. Such bonus and leave, will though, only be paid out when it is normally due.

**23 YEAR END VOUCHER**

The Company will issue a Year End voucher to the value of R350 per employee that will replace the year end function. This will be processed through the SAP remuneration system in January payroll with normal SARS law applicable.





#### **24. BROAD BANDING – JOB GRADING**

This forms part of the stand-alone agreement, see attached annexure "D".

#### **25 PAY SCALES – BROAD BANDING**

The minimum total package as per point 24 per broadband levels will be negotiated at a later stage, but not later than end October 2014 and if agreed will be an addendum to this agreement:

- Unskilled Labour ( task grade 1&2)
  - i. Minimum Total Package
- Semi-Skilled Labour (task grade 3&4)
  - i. Minimum Total Package?
- Skilled Labour (Task Grade 5&6)
  - i. Minimum Total Package?

Refer to the stand-alone Broad Banding agreement see Annexure "D".

#### **26 BARGAINING UNIT**

The parties agree to extend the Cereals Bargaining Forum to include the Moirs, Werda, Sugarbird and Safari Nuts Operating Units as part of the Cereals Bargaining Forum.

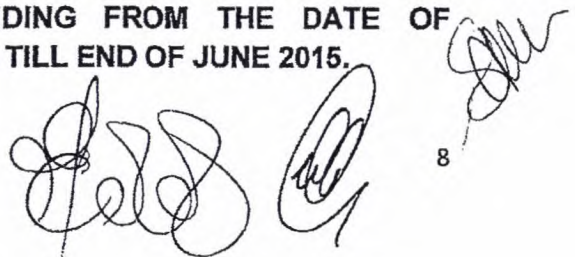
The parties further agree that all conditions of employment and pay scales structures (based on existing wage agreements per Operating Units) that were not subject to these negotiations will remain binding and unchanged for period 01 July 2014 till the end of June 2015.

Establishment of the bargaining forum:

- Operating Units: Cereals (Atlantis), Moirs (Ndabeni), ProNutro (Wadeville), Safari Nuts (Pietermaritzburg), Sugarbird (Malmesbury) and Werda (Bonnievale).
- New negotiations period JAN – DEC commencing in January 2015.
- New conditions of service must be negotiated before January 2015.
- New recognition agreement must be negotiated before January 2015.

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**THE ABOVE REPRESENTS THE FINAL AND TOTAL AGREEMENT BETWEEN THE PARTIES AND SHALL REMAIN BINDING FROM THE DATE OF SIGNATURE, BUT NOT BEFORE 01 JULY 2014 TILL END OF JUNE 2015.**



8



This agreement is signed at SUBBANKVILLE on this 30 day of JULY 2014

As Witnesses:

1. [Signature]

2. \_\_\_\_\_

3. \_\_\_\_\_

[Signature]  
PIONEER FOODS GROCERIES BUSINESS

As Witnesses

1. \_\_\_\_\_

Chairperson Pronutro

2. [Signature]

Chairperson Cereals

\_\_\_\_\_  
THE UNION (FAWU)

Personnel Area	Personnel Subarea	Personnel Number	Last Name	Initials	6522 ~ FAWU	6505 ~ Agency Shop Agreement
Groceries Cereals	Cereals Atlanti	10626462	Abrahams	D	-106.94	0.00
Groceries Cereals	Cereals Atlanti	10637473	Abrahams	DA	0.00	-98.96
Groceries Cereals	Cereals Atlanti	10637489	Abrahams	EW	0.00	-98.96
Groceries Cereals	Cereals Atlanti	10625843	Abrahams	F	0.00	-98.96
Groceries Cereals	Cereals Atlanti	10625856	Abrahams	F	0.00	-103.60
Groceries Cereals	Cereals Atlanti	10632301	Abrahams	M	-98.96	0.00
Groceries Cereals	Cereals Atlanti	10636990	Abrahams	N	0.00	-98.96
Groceries Cereals	Cereals Atlanti	10637475	Adendorf	TE	-98.96	0.00
Groceries Cereals	Cereals Atlanti	10628815	Africa	SDA	-106.94	0.00
Groceries Cereals	Cereals Atlanti	10624766	Alexander	ER	0.00	-98.96
Groceries Cereals	Cereals Atlanti	10624258	Andreas	E	-106.94	0.00
Groceries Cereals	Cereals Atlanti	10631294	April	ED	-106.94	0.00
Groceries Cereals	Cereals Atlanti	10628819	April	LC	-98.96	0.00
Groceries Cereals	Cereals Atlanti	10631885	Arends	T	0.00	-98.96
Groceries Cereals	Cereals Atlanti	10631089	Armstrong	V	-98.96	0.00
Groceries Cereals	Cereals Atlanti	10631297	Bailey	GR	-98.96	0.00
Groceries Cereals	Cereals Atlanti	10631085	Bastiaan	C	0.00	-106.94
Groceries Cereals	Cereals Atlanti	10628924	Boks	E	0.00	-98.96
Groceries Cereals	Cereals Atlanti	10627527	Booyesen	CB	0.00	-98.96
Groceries Cereals	Cereals Atlanti	10627018	Brandt	ES	0.00	-106.94
Groceries Cereals	Cereals Atlanti	10631884	Brandt	GJ	0.00	-98.96
Groceries Cereals	Cereals Atlanti	10631083	Brown	AJ	-98.96	0.00
Groceries Cereals	Cereals Atlanti	10622158	Carolus	DS	-106.94	0.00
Groceries Cereals	Cereals Atlanti	10628867	Ceasar	RA	-98.96	0.00
Groceries Cereals	Cereals Atlanti	10637637	Chali	K	-99.08	0.00
Groceries Cereals	Cereals Atlanti	10621899	Charlies	RS	-106.94	0.00
Groceries Cereals	Cereals Atlanti	10631304	Cloete	BL	0.00	-106.94
Groceries Cereals	Cereals Atlanti	10631301	Coerecius	AF	-98.96	0.00
Groceries Cereals	Cereals Atlanti	10610533	Cupido	VH	-97.76	0.00
Groceries Cereals	Cereals Atlanti	10630119	Damons	FC	-98.96	0.00
Groceries Cereals	Cereals Atlanti	10624263	Daniels	JJ	-106.94	0.00
Groceries Cereals	Cereals Atlanti	10619275	Davids	CP	-108.81	0.00
Groceries Cereals	Cereals Atlanti	10637486	Davids	IJ	-98.96	0.00
Groceries Cereals	Cereals Atlanti	10631878	Davids	MW	-106.94	0.00
Groceries Cereals	Cereals Atlanti	10637463	Davidson	LC	-98.96	0.00
Groceries Cereals	Cereals Atlanti	10612208	Desmore	EJV	0.00	-105.65
Groceries Cereals	Cereals Atlanti	10625566	Dlokolo	PS	0.00	-106.94
Groceries Cereals	Cereals Atlanti	10610543	Domingo	GI	-105.65	0.00
Groceries Cereals	Cereals Atlanti	10610545	Eiman	AM	-97.76	0.00
Groceries Cereals	Cereals Atlanti	10631090	Facolyn	AF	-98.96	0.00
Groceries Cereals	Cereals Atlanti	10637942	Farmer	K	-98.96	0.00
Groceries Cereals	Cereals Atlanti	10629385	February	AG	0.00	-106.94
Groceries Cereals	Cereals Atlanti	10628818	Fielies	FP	0.00	-106.94
Groceries Cereals	Cereals Atlanti	10625858	Fielies	P	-98.96	0.00
Groceries Cereals	Cereals Atlanti	10627005	Filander	A	-106.94	0.00



Groceries Cereals	Cereals Atlanti	10620920	Fisher	BD	-106.94	0.00
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Groceries Cereals	Cereals Atlanti	10629380	Foslara	SE	-106.94	0.00
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Groceries Cereals	Cereals Atlanti	10629383	Haman	GN	0.00	-98.96
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Groceries Cereals	Cereals Atlanti	10637465	Isaacs	DA	0.00	-98.96
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Groceries Cereals	Cereals Atlanti	10624767	Masiteng	TAL	0.00	-106.94
Groceries Cereals	Cereals Atlanti	10637487	Masizana	MH	-98.96	0.00
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Groceries Cereals	Cereals Atlanti	10610843	Minnaar	S	0.00	-105.65
Groceries Cereals	Cereals Atlanti	10634775	Mlangeni	ZL	-98.96	0.00



Groceries Cereals	Cereals Atlanti	10625557	Molotsi	AK	-106.94	0.00
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Groceries Cereals	Cereals Atlanti	10628831	Morgan	R	-106.94	0.00
Groceries Cereals	Cereals Atlanti	10630816	Moses	W	-103.60	0.00
Groceries Cereals	Cereals Atlanti	10637482	Motolwana	LH	-98.96	0.00
Groceries Cereals	Cereals Atlanti	10637467	Mtshabe	KL	0.00	-98.96
Groceries Cereals	Cereals Atlanti	10629382	Ngxazana	VB	0.00	-106.94
Groceries Cereals	Cereals Atlanti	10622157	Nyewe	S	-106.94	0.00
Groceries Cereals	Cereals Atlanti	10637947	Ohlsson	E	0.00	-98.96
Groceries Cereals	Cereals Atlanti	10626468	Papier	E	-106.94	0.00
Groceries Cereals	Cereals Atlanti	10611062	Papier	GW	-105.65	0.00
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Groceries Cereals	Cereals Atlanti	10630133	Philander	RD	-98.96	0.00
Groceries Cereals	Cereals Atlanti	10628866	Pietersen	S	-98.96	0.00
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Groceries Cereals	Cereals Atlanti	10637635	Saal	KC	-99.08	0.00
Groceries Cereals	Cereals Atlanti	10610622	Salmons	S	0.00	-105.65
Groceries Cereals	Cereals Atlanti	10629379	Samuels	MC	-106.94	0.00
Groceries Cereals	Cereals Atlanti	10620921	September	GL	-106.94	0.00
Groceries Cereals	Cereals Atlanti	10625567	Sethathi	DC	0.00	-106.94
Groceries Cereals	Cereals Atlanti	10630142	Skonje	M	-98.96	0.00
Groceries Cereals	Cereals Atlanti	10637479	Smith	CG	0.00	-98.96
Groceries Cereals	Cereals Atlanti	10630121	Snyders	MP	0.00	-106.94
Groceries Cereals	Cereals Atlanti	10625849	Soeker	S	0.00	-106.94
Groceries Cereals	Cereals Atlanti	10625855	Stephan	JJ	-98.96	0.00
Groceries Cereals	Cereals Atlanti	10619350	Stoffels	MN	-106.94	0.00
Groceries Cereals	Cereals Atlanti	10626582	Stuurman	JM	0.00	-114.10
Groceries Cereals	Cereals Atlanti	10610639	Thyssen	VW	0.00	-120.00
Groceries Cereals	Cereals Atlanti	10610640	Tieties	A	-97.76	0.00
Groceries Cereals	Cereals Atlanti	10637638	Titus	AC	-99.08	0.00
Groceries Cereals	Cereals Atlanti	10624253	Tsabela	Z	0.00	-106.94
Groceries Cereals	Cereals Atlanti	10610644	Van Boven	M	-97.76	0.00
Groceries Cereals	Cereals Atlanti	10610643	Van der Wes	G	-105.65	0.00
Groceries Cereals	Cereals Atlanti	10610645	Van der Wes	SK	-97.76	0.00
Groceries Cereals	Cereals Atlanti	10612421	Van Noie	R	-105.65	0.00
Groceries Cereals	Cereals Atlanti	10610651	Van Wyk	A	-105.65	0.00
Groceries Cereals	Cereals Atlanti	10631298	van Wyk	R	-98.96	0.00
Groceries Cereals	Cereals Atlanti	10620922	Visagie	C	-103.60	0.00
Groceries Cereals	Cereals Atlanti	10628923	Watson	CW	-98.96	0.00
Groceries Cereals	Cereals Atlanti	10637468	Watson	WW	0.00	-98.96
Groceries Cereals	Cereals Atlanti	10637636	Willemse	AL	-99.08	0.00



Groceries Cereals	Cereals Atlanti	10610663	Williams	H	0.00	-102.34
Groceries Cereals	Cereals Atlanti	10629160	Xwayi	B	-98.96	0.00
Groceries Cereals	Cereals Atlanti	10637492	Young	DL	0.00	-98.96
Groceries Cereals	Cereals Pronutr	10614831	Adoons	MB	-116.82	0.00
Groceries Cereals	Cereals Pronutr	10629176	Chokoe	MB	-111.24	0.00
Groceries Cereals	Cereals Pronutr	10638024	Dunjane	NM	-93.20	0.00
Groceries Cereals	Cereals Pronutr	10639196	Hadebe	MS	0.00	-120.00
Groceries Cereals	Cereals Pronutr	10631307	Jokozela	GS	-93.20	0.00
Groceries Cereals	Cereals Pronutr	10638025	Jubase	F	-93.20	0.00
Groceries Cereals	Cereals Pronutr	10639203	Khalishwayo	LE	-104.01	0.00
Groceries Cereals	Cereals Pronutr	10637251	Khambule	IM	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10638037	Khati Matsw	KM	-93.20	0.00
Groceries Cereals	Cereals Pronutr	10626746	Khobotlo	C	-99.26	0.00
Groceries Cereals	Cereals Pronutr	10627106	Khobotlo	CN	-111.24	0.00
Groceries Cereals	Cereals Pronutr	10614861	Khobotlo	LP	-101.74	0.00
Groceries Cereals	Cereals Pronutr	10614786	Khumalo	ZZ	-116.81	0.00
Groceries Cereals	Cereals Pronutr	10624541	Lephuting	MJ	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10638021	Lephuting	PA	-111.24	0.00
Groceries Cereals	Cereals Pronutr	10640319	Lephuting	TJ	-106.79	0.00
Groceries Cereals	Cereals Pronutr	10614816	Lewis	PI	-109.89	0.00
Groceries Cereals	Cereals Pronutr	10638018	Maboleu	MP	-93.20	0.00
Groceries Cereals	Cereals Pronutr	10614832	Magudulela	PJ	0.00	-116.82
Groceries Cereals	Cereals Pronutr	10620450	Makoane	JM	-111.24	0.00
Groceries Cereals	Cereals Pronutr	10620927	Mandlolo	SM	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10630478	Maphosa	N	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10638020	Maroping	LO	-111.24	0.00
Groceries Cereals	Cereals Pronutr	10632671	Mashego	KP	-105.07	0.00
Groceries Cereals	Cereals Pronutr	10626208	Mashego	P	-111.24	0.00
Groceries Cereals	Cereals Pronutr	10620452	Masilela	PP	-111.24	0.00
Groceries Cereals	Cereals Pronutr	10626204	Mathe	SV	-105.07	0.00
Groceries Cereals	Cereals Pronutr	10637496	Mbinda	L	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10637505	Mgcina	LJ	-99.26	0.00
Groceries Cereals	Cereals Pronutr	10624631	Mkansi	T	-111.24	0.00
Groceries Cereals	Cereals Pronutr	10631325	Mofokeng	BI	-93.20	0.00
Groceries Cereals	Cereals Pronutr	10626728	Mofokeng	TI	-99.26	0.00
Groceries Cereals	Cereals Pronutr	10637248	Mogane	RT	-99.26	0.00
Groceries Cereals	Cereals Pronutr	10622085	Mohlatlole	AM	-111.24	0.00
Groceries Cereals	Cereals Pronutr	10614837	Mokoena	J	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10614789	Mokoena	M	0.00	-116.82
Groceries Cereals	Cereals Pronutr	10640309	Mokwena	PM	-95.70	0.00
Groceries Cereals	Cereals Pronutr	10614805	Molapisi	SL	0.00	-120.00
Groceries Cereals	Cereals Pronutr	10625916	Molekoa	PB	-99.26	0.00
Groceries Cereals	Cereals Pronutr	10631308	Moloi	BC	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10614835	Mopeli	JL	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10614813	Moremohole	JM	-104.25	0.00
Groceries Cereals	Cereals Pronutr	10632676	Mothapo	MS	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10620989	Mothwa	MP	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10614869	Movenda	PS	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10631330	Movenda	T	-104.01	0.00
Groceries Cereals	Cereals Pronutr	10621801	Mulotsi	MM	-93.20	0.00



Groceries Cereals	Cereals Pronutr	10638026	Mzizi	MA	-105.07	0.00
Groceries Cereals	Cereals Pronutr	10614830	Ncambaca	ML	-116.82	0.00
Groceries Cereals	Cereals Pronutr	10626743	Ndawonde	SA	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10614829	Ndlangaman	EPP	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10638028	Ndobe	E	-105.07	0.00
Groceries Cereals	Cereals Pronutr	10614776	Ngam	VE	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10626725	Ngcobo	MK	-105.07	0.00
Groceries Cereals	Cereals Pronutr	10614812	Ngomane	WT	-116.82	0.00
Groceries Cereals	Cereals Pronutr	10614783	Ngubane	B	-110.35	0.00
Groceries Cereals	Cereals Pronutr	10637502	Nkosi	ME	-104.01	0.00
Groceries Cereals	Cereals Pronutr	10614782	Nkosi	W	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10614772	Nkutha	TM	-110.35	0.00
Groceries Cereals	Cereals Pronutr	10631749	Ntisa	ET	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10627107	Ntisa	TC	-111.24	0.00
Groceries Cereals	Cereals Pronutr	10637250	Ntshangase	MP	-105.07	0.00
Groceries Cereals	Cereals Pronutr	10626726	Nyofane	RS	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10626458	Puso	C	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10627223	Radasi	JM	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10631327	Radebe	MM	-111.24	0.00
Groceries Cereals	Cereals Pronutr	10637500	Radebe	S	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10614803	Ramaisa	D	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10614845	Ramonyane	P	-116.82	0.00
Groceries Cereals	Cereals Pronutr	10627505	Rikhotso	CT	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10626732	Seboka	SK	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10631355	Sekele	EL	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10627019	Seleka	KE	-99.26	0.00
Groceries Cereals	Cereals Pronutr	10626738	Shuma	M	-111.24	0.00
Groceries Cereals	Cereals Pronutr	10629310	Sibeko	IT	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10614790	Sigasa	BS	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10640299	Sigasa	NE	-106.79	0.00
Groceries Cereals	Cereals Pronutr	10637508	Sigasa	SH	-104.01	0.00
Groceries Cereals	Cereals Pronutr	10638022	Sirinda	B	-93.20	0.00
Groceries Cereals	Cereals Pronutr	10638029	Thamane	BA	-93.20	0.00
Groceries Cereals	Cereals Pronutr	10629568	Tibane	J	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10638023	Tlake	GV	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10614800	Tlali	MM	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10614862	Tshabalala	AK	-111.26	0.00
Groceries Cereals	Cereals Pronutr	10614778	Tshenge	SP	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10614802	Tyali	G	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10614823	Van wyk	DS	-99.28	0.00
Groceries Cereals	Cereals Pronutr	10627020	Yaka	T	-111.24	0.00
Groceries Cereals	Cereals Pronutr	10626742	Yende	N	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10637497	Yende	O	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10638031	Zulu	AP	-120.00	0.00
Groceries Cereals	Cereals Pronutr	10638041	Zwane	K	-93.20	0.00
					-19,538.93	-5,838.27



Leaving  
date