

COLLECTIVE AGREEMENT

Entered into between

PETROW FOOD INGREDIENTS (PTY) LTD
(hereinafter referred to as "the company")

and

FOOD AND ALLIED WORKERS UNION
(hereinafter referred to as "the union")

concerning changes to wages and conditions of employment of monthly paid employees other than managerial and administrative staff employed by the company for the period 1 January 2015 to 31 December 2015.

1. WAGE INCREASE AND MINIMUM WAGE

- 1.1 The basic wage of employees within the bargaining unit shall be increased by 8.5% (eight and a half per cent) across the board.
- 1.2 The minimum monthly wage of permanent staff shall be R3100.

2. ALL OTHER TERMS & CONDITIONS

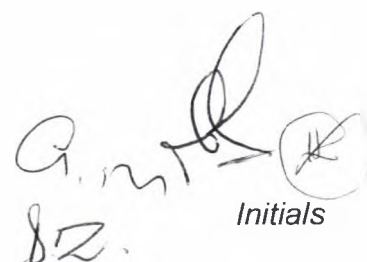
- 2.1 All other terms and conditions of employment shall remain unchanged.

3. DURATION OF THIS AGREEMENT

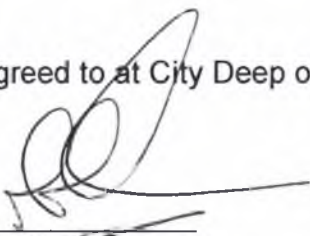
- 3.1 This agreement comes into effect on the 1st January 2015 and shall remain in effect until the 31st December 2015.

4. DISPUTES ARISING OUT OF THIS AGREEMENT

- 4.1 In the event of any dispute arising out of the interpretation or application of this agreement the parties agree that the matter should first be referred to conciliation and failing that process to resolve the matter, the dispute shall be referred to arbitration; both processes being carried out according to the provisions of the Labour Relations Act (66/1995) under the auspices of the Commission for Conciliation, Mediation and Arbitration, (CCMA).


Initials

Agreed to at City Deep on this the 2nd day of December 2014.




For the Company



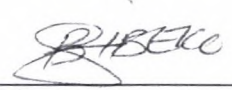
For the Union



Witness



Witness



Witness