

**Tiger Brands**



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PO Box 78056, Sandton 2146, Republic of South Africa

**SETTLEMENT AGREEMENT ON SUBSTANTIVE ISSUES  
BETWEEN FOOD AND ALLIED WORKERS UNION  
AND  
TIGER BRANDS – BEVERAGES  
FOR THE PERIOD 01<sup>ST</sup> AUGUST 2012 TO 31<sup>ST</sup> JULY 2013**

**1. SCOPE OF THE AGREEMENT:**

The parties have reached an agreement on wages and substantive conditions of employment for all applicable employees falling within the bargaining unit.

**2. COMMENCEMENT DATE AND DURATION:**

The provisions of this agreement, unless specified differently, shall be effective from 01<sup>st</sup> August 2012 to 31<sup>st</sup> July 2013.

**3. CENTRALISED BARGAINING ARRANGEMENT**

Parties agreed that the Beverages wages negotiations forum is inappropriate to deliberate on this matter. It was further agreed to refer the issue to the National Forum whereby Snacks and Treats management and shopstewards would be invited.

**4. EMPLOYMENT OF ALL SEASONAL WORKERS**

Parties agreed to appoint 12 seasonal employees to identified permanent positions; Roodekop x2, Phoenix x3 and Salt River x7 effective 1<sup>st</sup> October 2012 as per Tiger Brands normal recruitment policy (which includes criminal checks).

**5. WAGE INCREASE**

The wage increase has been agreed as follows: 7% wage increase effective 1<sup>st</sup> August 2012 and a further 0.5% increase effective 1<sup>st</sup> December 2012.

**TIGER BRANDS LIMITED** Registration No. 1944/017881/06

**Directors**

**Non Executive:** A C Parker (Chairman), B L Sibiya (Deputy Chairman), S L Botha, M J Bowman, R M W Dunne (British), M P Nyama, M Makanjee, K D K Mokhele, R D Nisbet

**Executive:** P B Matlare (Chief Executive Officer), O Ighodaro (Chief Financial Officer) (Nigerian), C F H Vaux

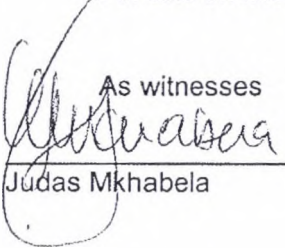
Company Secretary: I W M Isdale

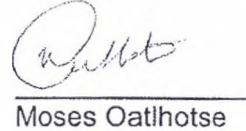
*Handwritten signatures and initials:*  
OK  
TS  
WLF  
Parker  
C.T.  
ASD  
BB

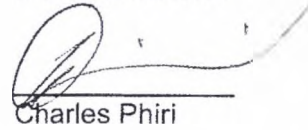
The parties acknowledge that all other existing substantive terms and conditions of employment that have not been included in this agreement will remain in force and binding upon the parties.

Thus signed at Johannesburg on this 27<sup>th</sup> day of July 2012.

For and on behalf of Tiger Brands – Beverages

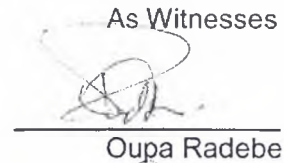
As witnesses  
  
Judas Mkhabela

  
Moses Oatthotse

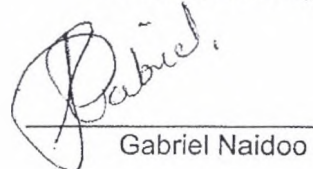
  
Charles Phiri

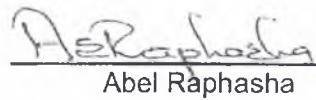
For and on behalf of FAWU

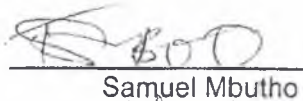
  
Thembinkosi Baca

As Witnesses  
  
Oupa Radebe


  
Patrick De Bruyn

  
Gabriel Naidoo

  
Abel Raphasha

  
Samuel Mbutho

  
Cornelius Tieties

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Fanie Tsotetsi

