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21. Aug. 2006 16:32

CEPPWAWU PHUTHADITJHABA
HEAD OFFICE
CEPPWAWU PHUTHADITJH

No. 76679-P. 11

AGREEMENT CONCERNING WAGES AND CONDITIONS OF EMPLOYMENT

Between

The Employer's Association for the Sawmilling Industry
(The Association)

and

The Chemical, Energy, Paper, Printing, Wood and Allied Worker's Union
(CEPPWAWU)

1. PREAMBLE

- 1.1 This agreement contains the full and final settlement between the parties on Wages and Conditions of Employment for the period 1 July 2006 until 30 June 2007.
- 1.2 All Conditions of Employment not covered by this Agreement will remain unchanged.

2. AGREEMENT

2.1 Wages

An increase of six-and-a-half percent (6,5%) on actual wages will be granted from 1 July 2006 based on the actual wages paid on 31 December 2005, until 30 June 2007.

2.2 Duration

This agreement will be in force for a period of 12 months from 1 July 2006 until 30 June 2007.

Handwritten initials and signatures

Handwritten signature

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No. 76679 P. 22

2.3 Standardization

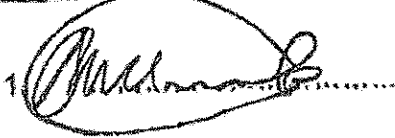
A meeting will be convened two months after the signing of this Agreement in order to discuss the standardization of minima in the industry.

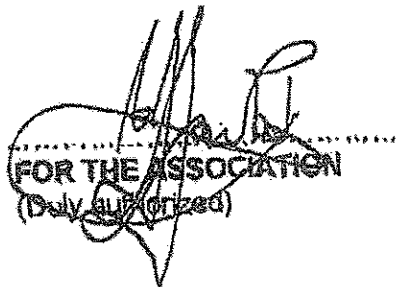
SIGNED on behalf of the Association at

Braam Jordain this day *21st*

of *August* 2006.

AS WITNESS:

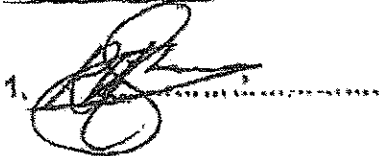
1. 

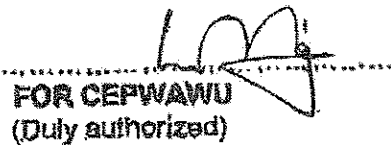

FOR THE ASSOCIATION
(Duly authorized)

SIGNED on behalf of CEPPWAWU at *JOHANNESBURG* this day *21st*

of *AUGUST* 2006.

AS WITNESSES:

1. 


FOR CEPPWAWU
(Duly authorized)

RECORD OF THE AGREEMENT

**ENTERED INTO BY
AND BETWEEN**

**NAMPAK TISSUE AND KIMBERLY CLARK
OF SOUTH AFRICA**

("THE ASSOCIATION")

AND

**CHEMICAL, ENERGY, PAPER, PRINTING, WOOD AND
ALLIED WORKERS UNION (CEPPWAWU) AND
UNITED ASSOCIATION OF SOUTH AFRICA (UASA)**

("THE UNION")

Handwritten signatures and initials:
A large scribble on the left, possibly initials "WR".
A signature "Am" above a signature "SR".
A signature "h." above a signature "mg".
A signature "A." below "mg".

The Association and the Union hereby come to an agreement that is in full and final settlement of all wages and other terms and condition of employment for the period 1 July 2006 to 30 June 2007 as set out hereunder.

Each clause in this agreement is a material clause.

1. **SCOPE OF AGREEMENT**

This Agreement will be applicable to eligible employees in the existing Bargaining Unit of the Association's employees.

2. **DURATION**

This agreement is effective from 1 July 2006 to 30 June 2007.

3. **WAGE SETTLEMENT**

The parties have agreed to a 5,5% increase on actual rates for all eligible employees within the Bargaining Unit and a 5,5% increase to the relevant minimum rates.

Kimberly Clark agrees to implement a 5,5% increase on the Rand values of the current shift allowance system.

4. **ALL OTHER CONDITIONS OF EMPLOYMENT**

All other conditions of employment will remain unchanged.

SIGNED at JOHANNESBURG on this the 13TH day of SEPTEMBER 2006

FOR AND ON BEHALF OF THE ASSOCIATION

1. NAMPAK TISSUE [Signature]

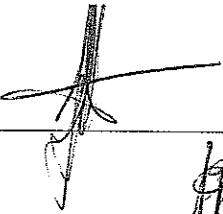
2. KIMBERLY CLARK [Signature]

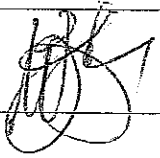
Kimberly-Clark of SA (Pty) Ltd
Private Bag X6 Gardenview 2047

[Signature]
Ann Gams

[Signature]
[Signature]

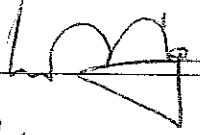
AS WITNESSES:



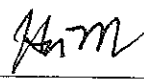


FOR AND ON BEHALF OF THE UNION

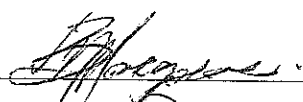
CEPPWAWU

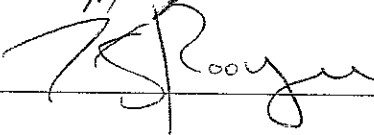


AS WITNESSES:



UASA





AS WITNESS

