

MEMORANDUM OF 2024/2025 WAGE AGREEMENT

entered into by and between

**THE EMPLOYERS ASSOCIATION FOR THE PULP AND PAPER
INDUSTRY**

**hereinafter referred to as "The Employers"
ON THE ONE HAND**

and

**CHEMICAL, ENERGY, PAPER, PRINTING, WOOD AND ALLIED
WORKERS UNION (CEPPWAWU)**

hereinafter referred to as "The Trade Union"

ON THE OTHER HAND

J.N. K
M.A. h

PREAMBLE

WHEREAS, the Employers and the Trade Union have been engaged in collective bargaining, under the auspices of the National Bargaining Council for the Wood and Paper Sector, to review the terms and conditions of employment in the Pulp and Paper Chamber.

NOW THEREFORE in accordance with the 2024 Wage Agreement Framework, the Employers and the Trade Union wish to record the terms of this agreement as follows:

1. THE SCOPE OF THE AGREEMENT

This agreement shall apply to all employees in the Bargaining Unit of the Pulp and Paper Chamber of the Bargaining Council.

2. DURATION OF THE AGREEMENT

This agreement is valid for a period of 1 year commencing on 1 July 2024 to 30 June 2025.

3. WAGE INCREASE

The parties agree to an increase of 6.26 % on basic wages across the board for all employees in the Bargaining Unit with effect from 1 July 2024.

4. MINIMUM WAGE

The minimum wage for the industry will be increased to R 8 140.71 per month.

5. SHIFT ALLOWANCE

The industry shift allowance will remain at 10.50%.

M.A

J.H.

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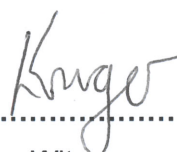
6. FULL AND FINAL SETTLEMENT

The foregoing will be in full and final settlement of all and any of the Trade Union's demands submitted to the National Bargaining Council for the Wood and Paper Sector for the 2024/2025 negotiations in the Pulp and Paper Chamber, and all other terms and conditions of service not covered by this agreement will remain in force.

Thus done and signed at Sappi, Rosebank Offices, on this 09th day of October 2024.



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For and on behalf of Employers
Associations for Pulp and Paper



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Witness

Thus done and signed at Sappi, Rosebank Offices on this 09th day of October 2024.



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For and on behalf of CEPPWAWU



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Witness

Thus done and signed at Sappi, Rosebank Offices on this 09th day of October 2024.