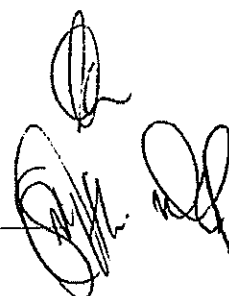


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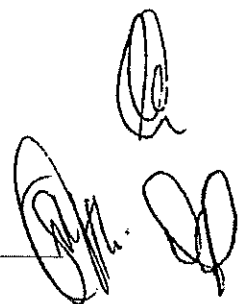
SCHEDULE 3

INDUSTRY CHAMBER - POWERS, FUNCTIONS AND NEGOTIATING SCOPE

- 1 Wages e.g. -
 - 1.1 minimum wages; and
 - 1.2 rand or actual percentage increases on actual wages
- 2 Shift allowances
- 3 Industry-specific industrial policy and structures
- 4 Deal with industry-specific legislation
- 5 Industry-specific liaison with Government, Nedlac and other institutions
- 6 Actual terms and conditions of employment in respect of e.g. -
 - 6.1 leave
 - 6.2 sick leave
 - 6.3 maternity leave
 - 6.4 paternity leave
 - 6.5 child care leave
 - 6.6 annual bonus
 - 6.7 hours of work; and
 - 6.8 compassionate leave

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- 7 Industry-specific training and development include Adult Basic Education
- 8 Dispute resolution
- 9 Public holidays
- 10 Industry-specific framework (procedural) agreements on -
 - 10.1 job-grading
 - 10.2 job creation; and
 - 10.3 job security / retrenchment
- 11 Additional benefits / contributions / deductions relating to -
 - 11.1 retirement funds; and
 - 11.2 medical schemes

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