

SUPPLEMENTARY AGREEMENT BETWEEN

HIGHLAND SUPERSPAR
(Hereinafter referred to as the "Company")

AND

FAWU
(Hereinafter referred to as the "Union")

1. SCOPE OF AGREEMENT

This agreement shall apply to all employees of the Company.

2. PERIOD

The agreement shall apply for the period 1 February 2014 to 31 January 2015, irrespective of the date of signature appearing on this agreement. Thereafter it shall endure until replaced or superseded by another supplementary agreement.

3. EMPLOYEE AGREEMENT

3.1 The Company has already implemented salary increments with effect from February 2014 as per the minimum wages prescribed by the sectoral determination for the Wholesale and Retail Sector in respect of all employees.

3.2 The parties hereby agree that the Company guarantees payment of a minimum bonus in December 2014 amounting to R500.00 to all employees.

3.3 The parties agree that, in addition to the minimum wages already implemented by the Company in February 2014, the Company will increase salaries of all employees with 2%. Payment of the 2% increase will be backdated to 1 February 2014.

4. ENTIRE AGREEMENT

Each party represents that it understands the terms of this agreement, and has signed it knowingly and voluntarily.



This document constitutes the entire agreement between the parties and no other representation; warranties or undertaking shall be binding upon any of the other parties unless actually contained in this document.

For Highland Superspar (The Company)

J.I. JACOBS

Name (Print)

Witness

26/5/14

Date

M. Jacobs

Signature

[Signature]

Witness

For FAWU (The Union)

Shirley Mubwa

Name (Print)

[Signature]

Witness

26/05/2014

Date

[Signature]

Signature

Witness