



Maintenance (Pty) Ltd

Gautrain Maintenance Workshop
Waterval K60 Road
South Off Allandale Road
Midrand
1685

PO Box 10042, EDENGLLEN, 1613
South Africa

Tel: +27 (0) 11 253 0000

2014 – 2016 SALARY AGREEMENT

Made and entered into by and between:

Bombela Maintenance (Proprietary) Limited (BMC).
(Hereinafter referred to as “the Company”)

And

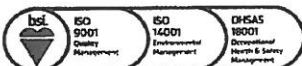
UTATU SARWHU
(Hereinafter referred to as “the Union”)

Bombela Maintenance (Pty) Ltd.

Company Registration Number: 2005/044536/07 VAT Registration Number: 4870231125

Directors: J.H. van Biljon (Chairman), W. Postler¹, S. Kruger, F. Williams, M. Jeffries (alt.)
(German¹)

GAUTRAIN
CORPORATE RAIL SOLUTIONS



The parties hereby agree as follows:

1. Annual Salary Increase

- 1.1. The Company shall effect to all the employees within the bargaining unit (as defined by the signed Recognition Agreement) an increase of 8.5% on the total cost to company (across the board – i.e. all aspects of remuneration) with effect 1 May 2014.
- 1.2. Further to the above, the company shall also effect to all employees within the bargaining unit (as defined by the signed Recognition Agreement) an increase of 8.5% on the total cost to company (across the board – i.e. all aspects of remuneration) with effect 1 May 2015.
- 1.3. This agreement is valid for a period of two years from 1 May 2014 until 30 April 2016.

2. General

- 2.1. The salary increase agreed upon for 2014 will be effective from 1 May 2014 and applied retrospectively.
- 2.2. This agreement constitutes the entire agreement between the parties regarding the annual salary negotiations for the 2014 and 2015 annual increases as defined in the signed Recognition Agreement.
- 2.3. All conditions as per the recognition agreement, individual contracts of employment and mutually agreed changes in conditions of employment, shall apply.

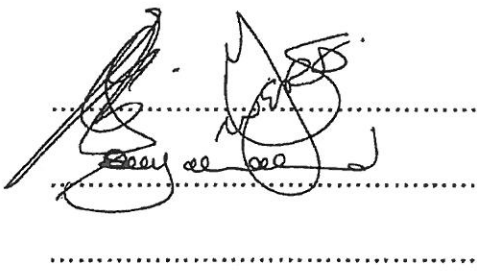
3. Dispute Resolution

- 3.1. Any dispute relating to the validity, interpretation and application of this wage agreement or any matter relating to this agreement shall be determined or resolved through the relevant dispute resolution process as determined by the Labour Relations Act of 1995 or any other labour dispute resolution settlement services appointed and agreed to by both parties.



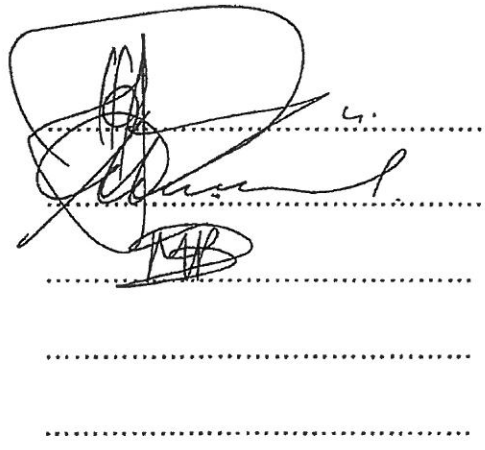
This agreement was conclude and signed by the parties in Midrand, on this 11th day of July 2014 in the presence of the undersigned witnesses.

The Company



Handwritten signatures for The Company, consisting of two distinct signatures, positioned above a set of three horizontal dotted lines.

The Union



Handwritten signatures for The Union, including a large signature with a circular flourish and a smaller signature below it, positioned above a set of three horizontal dotted lines.