INDUSTRIAL CHEMICALS SECTOR

SUBSTANTIVE AGREEMENT

FOR THE PERIOD 1 JULY 2022 TO 30 JUNE 2024

between

PARTICIPATING BASE CHEMICAL, SPECIALITY CHEMICALS, SURFACE COATINGS, FERTILIZER AND EXPLOSIVES COMPANIES AS LISTED IN ANNEXURE 'A'

(hereinafter referred to as the "participating companies")

and

CHEMICAL, ENERGY, PAPER, PRINTING, WOOD AND ALLIED WORKERS' UNION

(CEPPWAWU)

GENERAL INDUSTRIES WORKERS UNION OF SOUTH AFRICA

(GIWUSA)

SOLIDARITY

SOUTH AFRICAN CHEMICAL WORKERS' UNION

(SACWU)

(hereinafter referred to as the "Unions")

J.N. S.M.H

INDUSTRIAL CHEMICALS SECTOR SUBSTANTIVE AGREEMENT

1. PERIOD OF AGREEMENT:

1.1 This agreement shall apply for the period 1 July 2022 to 30 June 2024.

2. SCOPE OF AGREEMENT:

This agreement shall apply to employees within the recognised bargaining units of member companies listed hereto in Annexure A.

3. WAGES:

For year one the monthly wage will increase across the board by 6%, as from 1 July 2022.

In year two (1 July 2023 to 30 June 2024) the monthly wage will increase across the board by the average CPI plus 1.0% improvement factor, (Average CPI will be the average of the Headline CPI for the 12 months May 2022 to April 2023.) The increase will be subject to a floor (minimum) of a 4% increase and a ceiling (maximum) of a 7.5 % increase.

4. MINIMUM WAGE:

The current minimum wage (R8 388.74) will be increased by 6% as from 1 July 2022 to R8 892.06 which is the agreed across the board (ATB) percentage increase applicable to all Industrial Chemicals sub-sectors.

For the period 1 July 2023 to 30 June 2024, the minimum wage will be increased by the average CPI plus 1.0% improvement factor, (Average CPI will be the average of the Headline CPI for the 12 months May 2022 to April 2023.) The increase will be subject to a floor (minimum) of a 4% increase and a ceiling (maximum) of a 7.5% increase.

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5. TASK TEAM:

The following matters shall be referred to a Task Team:

- Scope of agreement;
- Shift allowance;
- Transport allowance;
- Hours of work.

The full Terms of Reference of the Task Team is contained in a separate agreement.

6. EXEMPTIONS:

Companies seeking exemption from the conditions of this agreement and/or any conditions agreed to previously through centralised bargaining between the parties, should do so according to the Council's exemptions procedure.

7. DISPUTE RESOLUTION:

If there is a dispute about the interpretation or application of any clause of this agreement any party may refer the matter to the Council for resolution in terms of the dispute resolution procedure of the Council.

8. OTHER TERMS AND CONDITIONS:

All other terms and conditions not affected by this agreement will remain unchanged. Those benefits already more favourable than provided for in terms of this agreement shall not be affected by this agreement.

9. FULL AND FINAL SETTLEMENT:

The terms of this agreement are in full and final settlement of substantive wages and terms and conditions of employment negotiated for the period 1 July 2022 to

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30 June 2024 between the unions and the participating companies. Therefore, all other demands tabled by parties during the negotiations are withdrawn.

10: PEACE OBLIGATION:

Neither party to this Agreement shall engage in any form of industrial action against the other party regarding any disagreement on wages and other substantive conditions of employment during the entire period of this Agreement, unless disagreement arises out of the implementation and/or interpretation of this Agreement, in which case any party may refer the matter to the Bargaining Council for the Chemical Industry for resolution in terms of the dispute resolution procedure of said Council.

Signed at Johannesburg this 11th day of August 2022.

For participating Industrial Chemicals Companies as per the attached schedule

Witness

Signed at Johannesburg this 8TH day of AUGUST 2022.

Chemical, Energy, Paper, Printing, Wood and Allied Workers Union

Witness

Signed at Johannesburg this 10th day of August 2022.

General Industries Workers Union of South Africa

Witness

Signed at Johannesburg this 8th day of August 2022.

Solidarity

Witness

Signed at Johannesburg this 10th day of August 2022.

South African Chemicals Workers Union

Witness

ANNEXURE A

PARTICIPATING COMPANIES

BASE CHEMICALS:

African Amines (Pty) Ltd.
African Oxygen (Pty) Limited
Air Products South Africa (Pty) Ltd.
Air Liquide (Pty) Ltd.
Air Liquide Large Industries South Africa (Pty) Ltd.
AlcoNCP (Pty) Ltd.
Associated Additives
Bayer (Pty) Ltd.
Bidvest Tank Terminals
BotAsh SA (Pty) Ltd.
DDP Speciality Products SA (Pty) Ltd.
Dow Southern Africa (Pty) Ltd.
Ferro Coating Resins (Pty) Ltd.
Ferro Dispersions (Pty) Ltd.
Ferro South Africa (Pty) Ltd.
H & R South Africa (Pty) Ltd.
Innovative Water Care SA Holding (Pty) Ltd. (Previously Arch Water Products SA)
Karbochem (Pty) Ltd.
Lanxess CISA (Pty) Ltd.
Lanxess (Pty) Ltd.
Masterbatch SA (Pty) Ltd.
Merck SA (Pty) Ltd.
Merck Life Science (Pty) Ltd.
NCP Chlorchem
NCS Resins (Pty) Ltd.
Orion Engineered Carbons (Pty) Ltd.
PQ Silicas South Africa (Pty) Ltd.
Protank (Pty) Ltd. t/a Indian Ocean Terminals
Safripol (Pty) Ltd.

Sasol South Africa (Pty) Ltd.

Vopak Terminal (Pty) Ltd.

SPECIALITY CHEMICALS:

AECI Chemical Cluster:

- AECI Head Office
- AECI Mining Services (AEL Mining Services)
- AECI Speciality Chemicals (Chemfit)
- AECI Industrial Chemicals (Chemical Initiatives)
- AECI Speciality Chemicals (ChemSystems)
- AECI Mining Chemicals (Experse)
- AECI Water (ImproChem)
- AECI Speciality Chemicals (Industrial Oleochemicals Products)
- AECI Food and Beverage (Lake Foods)
- AECI Food and Beverage (Lake Shared Services)
- AECI Plant Health (Nulandis)
- AECI Mining Chemicals (Senmin)

A Shak (Pty) Ltd.

ASK Chemicals South Africa (Pty) Ltd.

Avery Dennison SA (Pty) Ltd.

Avient South Africa

BASF Construction Chemicals (Pty) Ltd.

BASF South Africa (Pty) Ltd.

Bitek Industries (Pty) Ltd.

Brenntag South Africa (Pty) Ltd.

Cerax (Pty) Ltd.

Chemetall (Pty) Ltd.

Chemical Logistics Industrial Speciality Chemicals cc t/a Chemlog

Chemicals & Research (Pty) Ltd.

Clariant Sasol Catalysts (Pty) Ltd.

Clariant Southern Africa (Pty) Ltd.

Clariant Plastics and Coatings Southern Africa (Pty) Ltd.

Denso South Africa (Pty) Ltd.

BC

Diversey SA (Pty) Ltd.
DyStar Africa (Pty) Ltd.
Ecolab (Pty) Ltd.
Edentec Industrial (Pty) Ltd.
Evonik Peroxide Africa (Pty) Ltd.
Ezee Tile Adhesive Manufacturers (Pty) Ltd. (Includes Durban, Port Elizabeth, Mokopane, Mpumalanga, Germiston and Free State)
Fine Chemicals Corporation (Pty) Ltd.
Foseco a Division of Vesuvius South Africa
Fountain Chemicals (Pty) Ltd.
GCP Applied Technologies (Pty) Ltd.
Givaudan South Africa (Pty) Ltd.
Henkel SA (Pty) Ltd.
Isegen South Africa (Pty) Ltd.
Kevali Chemicals
Mapei South Africa (Pty) Ltd.
Martin and Robson South Africa
Metsep SA (Pty) Ltd.
Metsep Saldanha (Pty) Ltd.
Metaplast Chemicals (Pty) Ltd.
Minova
MTSA
Orthochem
Permoseal (Pty) Ltd.
Protea Chemicals, a Division of the Omnia Group (Pty) Ltd.
Qualichem (Pty) Ltd.
Reinol-Janek Chemicals (Pty) Ltd.
Resistant Materials Services (Pty) Ltd.
RHI Refractories Africa (Pty) Ltd.
Rigifoam (Pty) Ltd.
Rocbolt Technologies
Rolfes Agri (Pty) Ltd.
Rolfes Chemicals (Pty) Ltd.

Promac Paints
Prominent Paints (Pty) Ltd.
Sun Chemical
Technipaint Holdings (Pty) Ltd.
The Valspar SA Corporation (Pty) Ltd.

FERTILIZERS:

Atlas Organic Fertilizers (Pty) Ltd.
Foskor (Pty) Ltd.
Omnia Fertilizer
Sasol Chemicals
Yara Animal Nutrition South Africa

Rolfes Ltd.
Rudolf Chemicals (Pty) Ltd.
Sicad South Africa (Pty) Ltd.
Sika South Africa (Pty) Ltd.
Sparkle Products CC
Spectracare (Pty) Ltd.
Stapol (Pty) Ltd.
Stoncor Africa (Pty) Ltd.
STT Sales (Pty) Ltd.
Symrise (Pty) Ltd.
TAG Solvent Products (Pty) Ltd.
TAL a division of Norcros SA (Pty) Ltd.
UPL South Africa (Pty) Ltd.
Weber-Saint-Gobain

EXPLOSIVES COMPANIES:
AEL Mining Explosives
Maxam Dantex South Africa (Pty) Ltd.
BME (Pty) Ltd.
Rheinmetall Denel Munition (RF) (Pty) Ltd.
Sasol South Africa Limited
Enaex Africa (Pty) Ltd.

SURFACE COATINGS:
Axalta Plascon (Pty) Ltd.
B & R Products (Pty) Ltd.
Becker Industrial Coatings (Pty) Ltd.
Dekro Paints (Pty) Ltd.
ICI Dulux (Pty) Ltd.
Jotun Paints SA (Pty) Ltd.
Kansai Plascon SA (Pty) Ltd.
Mylaw Chemicals and Coatings
Natal Associated Chemicals (Pty) Ltd.

Bapwell Chemicals

BC