

PROCEDURAL AGREEMENT

Between

FEDMECH HOLDINGS LTD

at its Steel Road, Peacehaven, and Houtkop Road, Vereeniging Sites

and

ENGINEERING AND ALLIED WORKERS' UNION OF S.A.

1. DEFINITIONS:

See Appendix I.

2. INTRODUCTION:

2.1 The purpose of this Agreement is to regulate the relationship between hourly-paid employees, who are members of the Union, and the Company on those matters covered by this Agreement.

2.2 The resolution of any grievance shall be undertaken in terms of the procedures contained herein.

2.3 The Company and the employees recognise that the Company is a member of an employer Association party to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry and that the Industrial Agreements of that Council are binding upon the employer and its employees.

2.4 This Agreement is therefore supplementary to the Industrial Agreements of the Industrial Council and subservient to those Agreements. In the event of any conflict between this Agreement and the Industrial Agreements of the National Industrial Council the Industrial Agreements of the National Industrial Council shall prevail.

3. SCOPE:

3.1 The Company agrees that the Shop Stewards Committee is representative of the hourly-paid employees, who are members of the Union, employed by the Company at its premises situated at

Steel Road, Peacehaven, Vereeniging and  
Houtkop Road, Vereeniging

3.2 This Agreement shall apply to all hourly-paid employees of the Company who are members of the Union, whose membership of the Union shall be notified in writing to the employer and who will be represented by the Committee. Any changes to membership of the Union shall be notified to the employer within 30 days of such change.

S.E.T.

Z.M.

ALD