

INDUSTRIAL CHEMICALS SECTOR

SETTLEMENT AGREEMENT

FOR THE PERIOD 1 JULY 2026 TO 30 JUNE 2029

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)**

**NATIONAL UNION OF METAL WORKERS SOUTH AFRICA
(NUMSA)**

(hereinafter referred to as the "Unions")



DISPUTE ROUND CONCLUSION/SETTLEMENT on 25 June 2026:

1. STANDBY AND SHIFT ALLOWANCE:

1% shift allowance (on industry minimum) in 2027 on 01 July 2027 and 2% on standby allowance in 2028 on 01 July 2028.

2. HOUSING ALLOWANCE:

Housing allowance (Task Team 2 report 3.1.3 to refer to plant level will apply – Existing beneficiaries)
- New establishment of housing allowance to be referred to task team with clear terms of reference and timeframes.

3. DANGER ALLOWANCE:

Danger allowance (Task Team 2 report 3.1.3 to refer to plant level will apply)

4. WAGE INCREASE

Year 1 = 5.5% on 01 July 2026 and further 0.5% on 01 January 2027 on the December 2026 rate
Year 2 = Average (May to April) CPI + 2%
Year 3 = Average (May to April) CPI + 2% PLUS 0.5% in January 2029 on the December 2028 rate

5. WAY FORWARD

Negotiating parties commit to engaging further to finalize the detailed negotiated agreement. Date to be scheduled and finalized in the near future.

Thus signed and dated in JOHANNESBURG on this 26th DAY OF JUNE 2026.



For participating Industrial Chemicals
Companies



CEPPWAWU

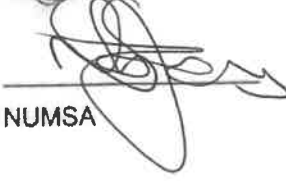
GIWUSA



Solidarity



SACWU



NUMSA