INDUSTRIAL CHEMICALS SECTOR

SUBSTANTIVE AGREEMENT

FOR THE PERIOD 1 JULY 2024 TO 30 JUNE 2026

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)

NATIONAL UNION OF METAL WORKERS OF SOUTH AFRICA

(NUMSA)

SOLIDARITY

SOUTH AFRICAN CHEMICAL WORKERS' UNION

(SACWU)

(hereinafter referred to as the "Unions")

INDUSTRIAL CHEMICALS SECTOR SUBSTANTIVE AGREEMENT

1. PERIOD OF AGREEMENT:

1.1 This agreement shall apply for the period 1 July 2024 to 30 June 2026.

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 basic wage will increase across the board by 6.5% with effect from 1 July 2024.

In year two (1 July 2025 to 30 June 2026) the monthly basic 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 2024 to April 2025) or 6.5%, whichever is the greater.

4. MINIMUM WAGE:

The current minimum wage (R9 558.96) will be increased by 6.5% as from 1 July 2024 to R10 180.29 per month.

For the period 1 July 2025 to 30 June 2026, the minimum wage will be increased by the average CPI for the 12 months (May 2024 to April 2025) plus an improvement factor of 1.0%, or 6.5%, whichever is the greater.

5. MATERNITY LEAVE:

The four months paid maternity leave granted to female employees, currently being 45% of the employee's normal basic monthly wage, will increase by 2% as from 1 July 2024 to 47%, by a further 2% to 49% as from 1 July 2025 and by a further 2% to 51% as from 1 July 2026. This matter will not be a subject for negotiation during the 2026 negotiations.

6. DISASTER LEAVE:

It is agreed in principle that disaster leave can be applied for as a form of special paid leave and will not be granted as part of annual leave. Time-off will be granted, depending on the nature of the disaster and each application will be considered on merit. Requests for disaster leave will not be unreasonably withheld.

7. TASK TEAMS:

7.1 Two Task Teams will be established, each with its own Terms of Reference and timelines, to be mutually agreed by Parties.

7.2 The first Task Team will deal with the following two issues:

7.2.1 Path to Zero Harm
7.2.2 Just Transition

7.3 The second Task Team will deal with the following seven issues:

7.3.1 Danger Allowance
7.3.2 Annual Leave
7.3.3 Paternity Leave
7.3.4 Public Holidays
7.3.5 Spiritual Calling Leave
7.3.6 Medical Aid.
7.3.7 Multi-tier bargaining

8. 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.

9. 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.

10. 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.

11. 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 2024 to 30 June 2026 between the unions and the participating companies. Therefore, all other demands tabled by parties during the negotiations are withdrawn.

12. 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 04 day of July 2024.

For participating Industrial Chemicals Companies as per the attached schedule

Witness

Signed at Johannesburg this 03 day of JULY 2024.

J. NKOSI

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

F.E. Irwin

Witness

Signed at Johannesburg this 22nd day of July 2024.

General Industries Workers Union of South Africa

Witness

Signed at Johannesburg this 04th day of JULY 2024.

National Union of Metal Workers of South Africa

Witness

Signed at Johannesburg this 04TH day of JULY 2024.

Solidarity

Witness

Signed at Johannesburg this day of 2024.

ROBERT MOLEMA

South African Chemicals Workers Union

Witness

MJ

ANNEXURE A

PARTICIPATING COMPANIES

BASE CHEMICALS:

African Oxygen (Pty) Limited t/a Afrox
Air Products South Africa (Pty) Ltd.
Air Liquide (Pty) Ltd.
Air Liquide Large Industries South Africa (Pty) Ltd.
AlcoNCP (Pty) Ltd.
Associated Additives a Division of Zimco Group (Pty) Ltd.
Bayer (Pty) Ltd.
Bidvest Tank Terminals
BotAsh SA (Pty) Ltd.
Brother CISA (Pty) Ltd.
DDP Speciality Products SA (Pty) Ltd.
Dow Southern Africa (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 (Pty) Ltd.
Masterbatch SA (Pty) Ltd.
Merck SA (Pty) Ltd.
Merck Life Science (Pty) Ltd.
NCP Chlorchem (Pty) Ltd.
NCS South Africa (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.
SL CNG (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.

BASF South Africa (Pty) Ltd.

Bitek Industries (Pty) Ltd.

Bostik South Africa (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.

Denso South Africa (Pty) Ltd.

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 Vulcania, Durban, Gqeberha, Mokopane, Bloemfontein and Cape Town)

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.

Heubach Colorants Southern Africa (Pty) Ltd.

Isegen South Africa (Pty) Ltd.

Kevali Chemicals

Mapei South Africa (Pty) Ltd.

Martin & Robson South Africa

Metsep SA (Pty) Ltd.

Metsep Saldanha (Pty) Ltd.

Metaplast Chemicals (Pty) Ltd.

Minova Africa (Pty) Ltd.

MTSA

Orthochem

Protea Chemicals, a Division of the Omnia Group (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.

Rolfes Ltd.

Rudolf Chemicals (Pty) Ltd.

Sicad South Africa (Pty) Ltd.

Sika MBCC South Africa (Pty) Ltd.

Sika South Africa (Pty) Ltd.

Sparkle Products CC

Spectracare (Pty) Ltd.

Springbok Emulsion Polymers (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:

AECI Mining
Maxam Dantex South Africa (Pty) Ltd.
BME (Pty) Ltd.
Rheinmetall Denel Munition (RF) (Pty) Ltd.
Sasol South Africa (Pty) Ltd.
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.
Prominent Paints (Pty) Ltd.
Sun Chemical
Technipaint Holdings (Pty) Ltd.
The Valspar SA Corporation (Pty) Ltd.
Topwell Chemicals

FERTILIZERS:

Atlas Organic Fertilizers (Pty) Ltd.

Foskor (Pty) Ltd.

Omnia Fertilizer

Yara Animal Nutrition South Africa