

**GLOBAL Agreement on the Respect and
Promotion
Of
International Labour Standards**

Between

Nampak LTD.

And

Union Network International

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1. Preamble

- 1.1 Nampak is a multinational Packaging Company with some 160 operations in 19 countries, spanning 4 continents, and employing over 17000 people (2005)

Union Network International (UNI) is a global union representing workers in the graphical and services sectors, bringing together over 900 different unions and over 15.5 million members (2004). Of these unions, are currently active in Nampak and affiliated to UNI. (See Representivity)

This agreement sets out the guiding principles by which UNI and Nampak will complement existing workplace and national agreements in order to secure fundamental human rights and working conditions at the workplace, in the industry and in the community.

Nampak and UNI affirm their mutual interest in the development and sustainability of the packaging, printing and graphical industries, and in good industrial relations practice.

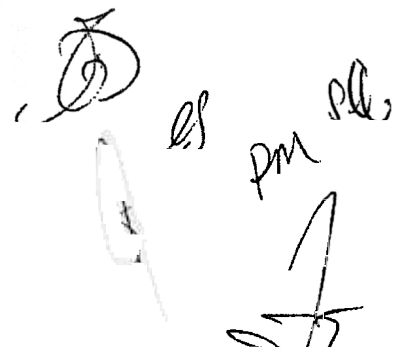
- 1.5 In working together Nampak and UNI agree to give practical effect to their common interest, and accordingly enter into this agreement to:

Create an effective channel for an ongoing dialogue between them to protect and advance their mutual interests;

Affirm and implement the principles and values of internationally accepted industrial relations practices;

2. Application:

- 2.1 This agreement will apply to all Nampak operations where UNI has members and its Subsidiaries, regardless of where they are located. The parties unequivocally affirm that this agreement neither supersedes nor replaces any existing workplace and national agreements.



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- 2.3 The parties recognize that different countries have different laws governing employment, thus both UNI and Nampak undertake to operate within the framework and jurisdiction of the applicable laws, whilst respecting all ILO standards.

3. **Fundamental Human Rights in the Community and Workplace:**

UNI and Nampak support fundamental rights in the community and the workplace. That is:

Employment is freely chosen

There shall be no use of forced labour or bonded labour (ILO Convention 105)

There is no discrimination in employment

All workers shall have equality of opportunity and treatment regardless of the ethnic, origin, colour, gender, religion, political opinion, nationality, social origin, sexual orientation or other distinguishing characteristics. (ILO Convention 100). There shall therefore be no pay discrimination on the basis of these characteristics.

Child Labour is not used

Child labour shall not be used. Only workers above the age of 15 years, or over the compulsory school-leaving age if higher, shall be employed (ILO Convention 182).

Freedom of Association and the right to Collective Bargaining are respected

All workers shall have the right to form and join trade unions (ILO Convention 87).

Nampak recognizes the right of unions to represent employees in:

- a) Collective Bargaining (ILO Convention 98);
- b) Dispute settlement procedures;

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- c) Negotiations and consultations in those matters affecting jobs and training, where unions have a stake;
- d) Where no trade union exists Nampak reaffirms its acceptance of the principle of freedom of association. It will respect the right of trade unions to organize employees (ILO Convention 98). Therefore :

The company agrees not to interfere with or oppose its workers' efforts to form a union,

The implementation and specific procedures of this section will be subject to negotiation between the company and the individual national union(s).

The right to represent workers

Nampak shall not discriminate against duly elected or appointed representatives of the workers and they shall have access to all workplaces necessary to enable them to carry out their representation functions (ILO Convention 135 and Recommendation 143).

Unions are also allowed reasonable access to organize workers and to distribute information, including by electronic means, where such information is legitimate union business.

Remuneration

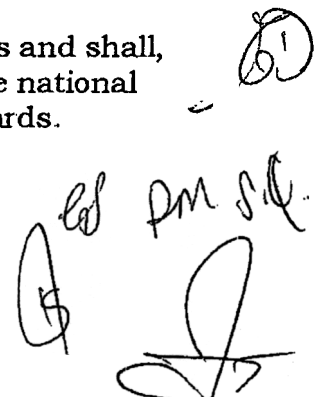
Workers shall be paid wages and benefits that are at least as favourable as those established by national legislation or other collective agreements.

Workers will, as is the current practice, continue to negotiate their wages and benefits at the appropriate forums.

Deductions from wages, unless permitted or required under national law, shall not be made in any circumstances without the express permission of the worker concerned. All workers must be provided with clear written information about wage conditions.

Hours of work

Hours of work shall be agreed with applicable unions and shall, as a minimum, meet the requirements of appropriate national legislation, national agreements and industry standards.

Q Ed PM sig. 

Overtime shall be voluntary wherever possible and shall be compensated in line with local, national and other collective agreements.

4. Conditions in the Workplace and Community

Nampak and UNI support high standards applicable to the environment, security, health and safety at the workplace. That is:

Working conditions are decent

A safe, hygienic and sustainable working environment shall be provided (ILO Convention 155). Best occupational health and safety practice shall be promoted including the provision of necessary safety equipment and adequate training. Practices shall comply with ILO Conventions and proper Health and Safety standards.

Respect for others at work

A workplace shall be provided that is free from physical abuse, the threat of physical abuse, unusual penalties or punishments, sexual or other forms of harassment. Nampak will ensure that its policies are aimed at creating respect at the workplace.

Education and Training

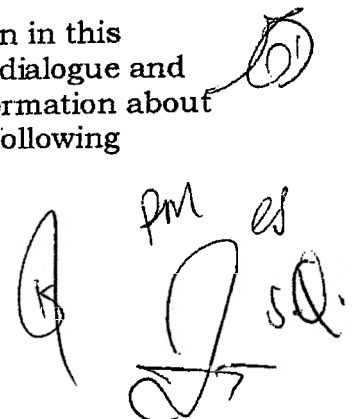
All workers should be given the opportunity to participate in appropriate education and training programmes., for example, IT and technical skills development.

4.4. Respect for the environment

Nampak and UNI are committed to continuously improving the environmental performance of Nampak operations.

5. Implementation:

In order to achieve the objectives and undertakings given in this document, Nampak and UNI will engage in an on going dialogue and will meet regularly, for purposes of sharing relevant information about Nampak's business and its strategies, according to the following principles.



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- a) Nampak and a UNI delegation will meet as necessary, but at least once a year. These meetings will be held in South Africa.
- b) Nampak and a UNI delegation shall meet at the request of either party to resolve any dispute or disagreement regarding the implementation of this agreement,
- c) The joint annual meeting will last as long as necessary, but not more than a day, and will be preceded by a preparatory meeting of the UNI delegation, which shall comprise UNI officials and the National Co-ordinators of the UNI affiliated unions.
- d) At the joint annual meeting Nampak management will communicate general information in the form of an oral presentation and written documents regarding the companies world wide activities and prospects and their impact on employees' interests. The information will include the following:
- Economic and financial topics regarding the ongoing development of Nampak at world level.
Current performance and future prospects of the main operating activities, focusing on the most significant geographical areas and the key figures regarding employment.
Ongoing development of the group's industrial relations in the different countries and the areas where it operates with particular attention to potentially critical situations.
 - A report by Nampak of activities and programs of Corporate Social Responsibility, as well as initiatives involving health and safety at the workplace.
- e) A discussion and an exchange of views will follow the oral presentation by Nampak management.
- f) Nampak and UNI will exchange agenda items for discussion at the joint meetings, at least two weeks before each scheduled meeting.
- g) Nampak and UNI will each appoint a contact person, who will be responsible for making practical preparations for the meetings, including the advance distribution of background documents.

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- h) The meetings will be conducted in English and all written documentation will be in that language.
- i) UNI will bear all costs arising out of this agreement for its delegation and Nampak will do likewise. These costs include the necessary travel costs, accommodation and other expenses of an agreed number of UNI delegates, the facilities necessary to hold the joint and preparatory meetings, and the costs of the contact persons. Any UNI delegates who are Nampak employees will receive their normal pay during their absence to attend meetings in line with local agreements on such leave. The Nampak employees are limited only to the National Co-ordinators of the UNI affiliated unions.
- j) The above meetings are not intended in any way to supersede or replace existing local and national agreements.

6. Distribution of this agreement

Nampak will distribute copies of this agreement to all of its UNI affiliated local plant Management in English, and other languages on request. UNI will also distribute the agreement as appropriate.

7. Code of business conduct

UNI and its affiliates undertake to abide by Nampak's worldwide Code of Business Conduct.
Nampak will demonstrate the principles of this Agreement in its behaviour towards all its stakeholders.

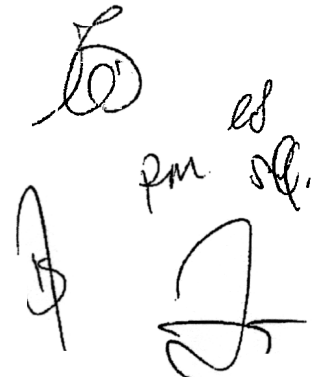
8. Representivity

The following Unions, which are active in the plants listed below, are currently affiliated to UNI, which herewith undertakes to update this list at the beginning of January each year.

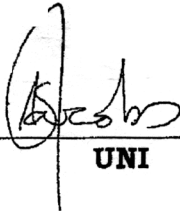
9. Attestation

Thus done and signed at SANDSON on this the 29th
day of MAY 2006


Signed for and on behalf of

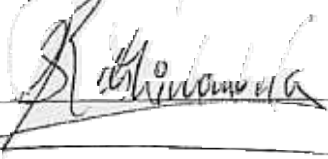
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NAMPAK



UNI


Witnesses


1. 

2. 

Witnesses

1. 

2. 


15/11/2018
15/11/2018