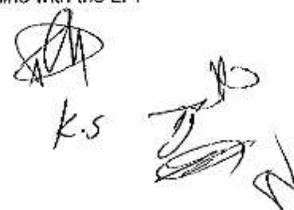


12. ALLOWANCES AND / OR BONUSES

- 12.1. The following allowances will be implemented;
- 12.1.1. Night Shift Allowance as per the Industry Agreements if the shift is worked within any period from 18h00 to 06h00.
- 12.1.2. Tool Allowance as per Annexure "N".
- 12.2. The following incentive schemes may be implemented; **it "WILL" be implemented "**
- 12.2.1. Safety incentive bonus schemes
- 12.2.2. Production incentive bonus schemes
- 12.3. Project Attendance Bonus:
- 12.3.1. A Project Attendance Bonus will be implemented provided;
- i. the employee is not absent without consent;
 - ii. the employee does not embark on any industrial action.
- 12.3.2. The Project Attendance Bonus will be calculated at 15 hours per month at normal industry rate for CAT1 and TG1-4 and Project rate for Cat 2-5 and TG 5-9; **Calculated at 16 hours ,if the industry rate is higher than the project rate then the industry rate will apply i.e cat 2-5 and tg 5-9**
- 12.3.3. The employee will lose 50% of the Project Attendance Bonus for that month if absent without permission for one day (i.e. 7.5 hours for that month). If the employee is absent for a second day he/she will lose the entire bonus for that month (i.e. 15 hours). **calculated at 16 hours i.e 8 hours if absent for that month.**
- 12.3.4. The employee will lose his/her accrued Project bonus if he/she participates in **will lose the month** any unprotected industrial action for the period prior to the action taking place. If the employee embarks on protected industrial action, the employee will not lose his/her accrued bonus, but will not qualify for that month's bonus. **Will lose the month**
- 12.3.5. Payments will be made in full as at the industry / Project rate on 30 November, payable yearly with the December pay run (all accrued hours between 1 December and 30 November will be paid).
- 12.3.6. All employees leaving the Project for any reason will be paid his / her accrued bonus calculated on a pro-rata basis until date of termination.
- 12.3.7. In addition to the above, employees will qualify for an additional 1 hours Project Attendance Bonus per month with effect from January 2015 with the same conditions to be applied i.e. the quantum only increases from January 2015.
- 12.3.8. The number of hours will be reviewed every two years in line with the LPF resolution adopted on 5 June 2014.

Handwritten signatures and initials, including 'K.S.' and 'M.S.'.