

30. PROTECTIVE CLOTHING

This will be in accordance with the provisions of the Occupational Safety and Health Act, 2007 sections 13(c), 101 and 102

31. SALARY

It was agreed that salary for unionisable staff be increased at the rate of 6% for the period 1st January 2012 to 31st December 2012.

32. UNIONIZABLE STAFF

It was agreed that the constitution of Kenya guarantees the employee right to join the union of their choice. In this spirit, the parties agreed that the Union may recruit R3 employees to its membership being guided by the provisions of the Industrial Relations Charter, subject to management vetting. Every unionized R3 employee shall benefit from the provisions of the subsequent CBA.

33. VIOLATION OF NEGOTIATED AGREEMENTS

No alteration to remuneration or conditions of service of staff shall be made without prior consultation by both parties as contained in item eleven(11) of the Recognition Agreement provided that individual employee's rewards /bonuses and promotions under company policy will not be subjected to these consultations.

34. CENTRAL JOINT COUNCIL SITTING ALLOWANCE

It was agreed that the company will meet the Central Joint Council expenses of the Chairman, the venue and Union officials who are employees of the Company.

35. EFFECTIVE DATE

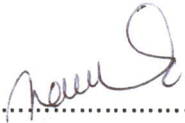
The agreement shall be in force for the period between 1st April 2011 and 31st December 2012.

Handwritten signatures:
Three handwritten signatures in blue ink are present at the bottom right of the page. The first signature is on the left, the second is in the middle, and the third is on the right.

36. OTHER TERMS AND CONDITIONS OF SERVICE

The other terms and conditions of service shall continue to apply as provided for in the existing Company regulations, issued through circulars from time to time and the Human Resources Manual will continue to be used as a guideline. At the expiry of this CBA all the terms and conditions shall continue to apply until another CBA is put in place.

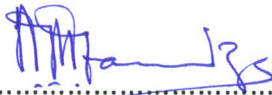
Dated and signed this day of 15th February 2012.



.....
JANE KARUKU
DCEO
OFFICIAL SIDE LEADER



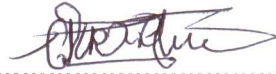
.....
BENSON O.OKWARO
GENERAL SECRETARY (COWU)
STAFF SIDE LEADER



.....
APOLLO NZANO
CHAIRMAN



.....
STELLA NDIRANGU
OFFICIAL SIDE SECRETARY



.....
GILBERT ROP
STAFF SIDE SECRETARY