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The Gazette of the Democratic Socialist Republic of Sri Lanka

EXTRAORDINARY

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PART I : SECTION (I) — GENERAL

Government Notifications

My No: CI/1830.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between **International Distillers Limited, Melfort Estate, Kotalawala, Kaduwela** of the one part and the **Food, Beverages and Tobacco Industries Employees Union, No. 513-1/2, Elvitigala Mawatha, Colombo 05** of the other part on **25th October 2019** is hereby published in terms of Section 06 of the Industrial Disputes Act, Chapter 131 of the Legislative Enactments of Ceylon (Revised Edition 1956)

A. WIMALAWEERA,
Commissioner General of Labour.

Department of Labour,
Labour Secretariat, Colombo 05,
10th July, 2020.

Collective Agreement No. 04 of 2020

Collective Agreement

Between

International Distillers Limited,
Melfort Estate, Kotalawala,
Kaduwela.

Of one Part

And

Food Beverages and Tobacco
Industries Employees Union,
No. 513-1/2, Elvitigala Mawatha,
Colombo

Of other Part



COLLECTIVE AGREEMENT

Collective agreement between International Distillers Limited and Food Beverages & Tobacco Industries Employees' Union (Manual Grade Employees)

This Agreement made and entered into on this 25th October 2019 between International Distillers Limited, a duly registered company having its factory and office at Melfort Estate, Kotalawala, Kaduwela (hereinafter referred to as "the Company") and the Food, Beverages and Tobacco Industries Employees Union, a duly registered Trade Union having its registered office at No. 513-1/2, Elvitigala Mawatha, Colombo 5 (hereinafter referred to as "The Union").

1. Parties and Covered and Bound

This Agreement shall cover and bind the Company, the Union and all members of the Union employed in the Company on permanent monthly contracts as at the date of signing this Agreement, unless otherwise stated, and those who are employed in categories specified in Schedule 1 hereof.

Unless otherwise stated, it is also agreed by and between parties that the terms of this Collective Agreement will be applicable to those employees in the Company who are not members of the Union but who are employed in the categories specified in Schedule 1 on permanent monthly contracts of employment as at the date hereof and to all those who will be recruited by the Company to positions referred to in Schedule 1 hereof during the period of this Agreement.

2. Salaries of Employees

It is hereby agreed that the salaries of employees covered by this Agreement will be revised as follows:

(i) First Year 2019/2020

- (a) To ascertain the salary payable to an employee with effect from 1st November 2019 the employer shall add to the monthly salary as at 31st October 2019 of each employee, a sum of Rs 3,250/

The minimum salary applicable to an employee in respect of each category of employment are as per the scale set out in Schedule 1 hereof.

- (b) The employees shall also be entitled to a seniority allowance on the rates applicable as follows, which shall also be included for EPF, ETF, Overtime and Gratuity.

- i. Service from 3 yrs to less than 11 yrs Rs 39/25 per year of service
- ii. Service from 12 yrs to less than 15 yrs Rs 29/80 per year of service
- iii. Service of 16 yrs or more Rs 25/60 per year of service

(ii) Second Year - 2020/2021

- (a) To ascertain the salary payable to an employee with effect from 1st November 2020 the employer shall add to the monthly salary as at 31st October 2020 of each employee, a sum of Rs 2,750/- and,

- (b) In addition the seniority allowance as referred to in 2. (i) (b) above shall be revised as follows:

- i. Service from 3 yrs to less than 11 yrs Rs 27/18 per year of service
- ii. Service from 12 yrs to less than 15 yrs Rs 32/95 per year of service
- iii. Service of 16 yrs or more Rs 37/ 94 per year of service

(iii) Third Year - 2021/2022

- (c) To ascertain the salary payable to an employee with effect from 1st November 2021 the employer shall add to the monthly salary as at 31st October 2021 of each employee, a sum of Rs 3,300/- and,

- (d) In addition the seniority allowance as referred to in 2. (i) (b) and 2. (ii) (b) above shall be revised as follows:

- iv. Service from 3 yrs to less than 11 yrs Rs 41/25 per year of service
- v. Service from 12 yrs to less than 15 yrs Rs 31/80 per year of service
- vi. Service of 16 yrs or more Rs 27/60 per year of service

3. Bonus

During the pendency of the Agreement The Company will pay in December and April of each year a Bonus to employees calculated on the basis set out hereunder.

i) A sum equal to one and a half (1.5) month's salary in December provided that the Company has operated at a profit during the financial year immediately preceding the bonus payment, and a further half (0.5) month's salary in April at the discretion of the Company. The salary for this purpose shall be the salary paid to employees in the month of November of the year in which the bonus falls due having regard to the position that the financial year of the Company is from 1st October to 30th September.

ii) The Company agrees to pay an additional sum equal to half month's salary in December each year if the Company achieves the budgeted sales target of each year, which is 790,330 91tr cases, for the financial year 2019/20 excluding the Bacardi & Eristoff product categories. In respect of the financial year 2020/21 & 2021/22, the budgeted sales targets will be determined and announced by the Company and the Union may opt to include Bacardi & Eristoff product categories into the budgeted sales targets to be announced by the Company.

iii) The Company agrees to pay an additional sum equal to half months salary in December each year if the Company exceeds the budgeted sales target by 5% in the previous financial year.

iv) In the event of the Company not having made profits in respect of any financial year, the bonus payable shall be restricted to one (1) month's salary per employee in December. The Union, however, reserves the right to raise a dispute in relation to such reduction and should the controlling body of the Union so decide, such dispute shall be pursued under the provisions of the Industrial Dispute Act. It is agreed in this regard, the Union and/or the employee shall not resort to any form of Trade Union action in pursuing such dispute.

4. Loans

The Company will grant the following types of loans to employees on applications made for such loans on the basis set out hereunder.

- a. Provided the applicant has no outstanding amount on the category of loan applied for.
- b. The retirement date of the employee applying for such loan shall be taken into consideration in the working of the recovery period of the loan.

c. Ability of the applicants to furnish information, documentation and security as relevant and be complaint with the requirements of the Company for the granting of such loans.

i) Distress Loan

The Company will grant distress loans to employees on applications made for such loans on the following basis.

- a) Employees with over 5 years service Rs 22,500/- . An interest free loan repayable in 12 monthly instalments.
- b) Employees whose service period is 3 years and above and under 5 years of service will be entitled for an interest free loan of Rs 15,000/- repayable in 12 monthly instalments.
- c) Employees whose service period is 1 year and above and under 3 years of service will be entitled for an interest free loan of Rs 10,000/- repayable in 12 monthly instalments.

ii) Housing Loans

Housing loans shall be granted to employees once in five years during their period of service with the company, in accordance with the conditions presently applicable in the following manner.

1. Employees with a service of 3 yrs. to less than 8 yrs. Rs. 60,000/-
2. Employees with a service of 8 yrs. to less than 10 yrs. Rs. 75,000/-
3. Employees with a service of 10 yrs. or more Rs. 200,000/-

The interest rates shall be determined on the average bank lending rate prevalent and shall apply to these loans on the basis of a reducing balance, and the total loaned amount together with the interest is recoverable within 48 months of granting such loan to an employee.

iii) Loan to purchase Motorcycle or Three Wheeler

A loan of Rs 125,000/- shall be made available to employees who have completed one year's (1) service to purchase either an unregistered motorcycle or a

three wheeler subject to the tendering of a legally accepted valuation & other terms presently applicable. An employee would only become eligible to apply for a further loan after full repayment and the lapse of 5 years since the last loan.

The interest rates prevalent shall apply to these loans on the basis of a reducing balance, and the total loaned amount together with the interest is recoverable within 48 months of granting such loan to an employee.

5. Work Arrangements

In addition to the normal working hours, the Company shall at its own discretion, schedule longer work programmes such as overnight production and work on shift basis to meet market demand as and when required.

These work arrangements shall include a dual shift operation, which shall be worked from 6.00 am to 2.00 pm and from 2.00 pm to 10.00 pm on a continuous basis and without interruption. On the days dual shift is operated, the employer shall pay a 'shift allowance' to employees who attend work on such shifts as follows:

1st Shift (6.00 am to 2.00 pm) - Rs 175/-
2nd shift (2.00 pm to 10.00 pm) - Rs 225/-

Where a second shift is not necessary, a single shift will be operated on the basis of the traditional work arrangements (ie. as a single shift) also on a continuous basis and without interruption to production operations.

To facilitate uninterrupted operations the Union and employees agree to avail of the meal intervals on a staggered basis irrespective of the shift being operated (ie. whether or not it is a single or dual shift being operated) as per schedule (2) hereof.

In the event a change of working hours is deemed necessary for the company, ie to change the operations from a single shift to a dual shift or 'vice versa' as the case may be, such changes will be notified seven (7) days prior to the implementation. The modalities of implementing of such work arrangements shall be decided upon after consultation with the Union. It is also agreed that the employees shall extend their co-operation in relation to such work arrangements.

6. Monthly Performance Bonus

The Company agrees to pay a Monthly Performance Bonus (MPB) based on local liquor sales of a minimum of 50,000 (9 ltr cases) per month on the basis of the scale hereunder with effect from 1st November 2019.

<i>Number of Cases in (000)</i>	<i>Applicable MPB per employee in (Rs)</i>
50 - less than 70	5,500
70 - less than 75	6,300
75 - less than 80	6,800
80 - less than 85	7,300
85 - less than 90	7,800
90 - less than 95	8,300
95 - less than 100	8,800
100 - less than 105	9,300
105 - less than 110	9,800
110 - less than 115	10,300
115 - less than 120	10,800
Over 120	15,300

7. Production Incentive

The Company will contribute Rs 5/78 per 9 litre case produced towards a production incentive pool during the month and distribute to each employee in an eligible category (excluding those earning a sales commission/ bonus) on a pro-rata basis, on the number of hours actually worked by each eligible employee during the entire month. Any period of prior approved annual leave obtained by an employee will be regarded as hours worked for the purpose of computing this incentive payment.

The Company shall also take into consideration of both shifts in the event of a dual shift operation period, as set out in clause five (5) above, for the purpose of calculating the production incentive.

8. Sales Commission/Bonus

The Company will pay Rs 1/65 per 9 litre case to employees engaged in the delivery of finished goods from the factory/ company warehouse/ depots to customers.

In the transfer of finished goods between and among the factory and or company operated warehouses/ depots, a payment of cts. 20 per 9 litre case shall be paid.

9. Batta Rates for Delivery Staff

The following rates shall apply to Distribution Staff engaged in work during the time of such meals.

Bed tea	-	Rs. 40/-
Breakfast	-	Rs. 140/-
Morning tea (10 a.m.)	-	Rs. 40/-
Lunch	-	Rs. 200/-
Afternoon tea (3 p.m.)	-	Rs. 40/-
Evening tea (6 p.m.)	-	Rs. 70/-
Dinner	-	Rs. 200/-

10. Night Allowance for Manual Categories

The Company will pay a sum of Rs. 125/- per employee for work performed in the factory premises from 5 p.m. up to 8 p.m. or thereafter, provided that the total duration for such work shall not be less than three hours.

11. Retirement Gift

The Company agrees to grant retirement gifts to those employees who retire after reaching the retirement age of 55 yrs, as follows :

Over 15 yrs. of service	01 Gold sovereign
Over 20 yrs. of service	1 1/2 Gold sovereign

12. Annual Picnic

During the pendency of this Agreement the Company will make a grant of Rs. 11,000/- in the 1st year, Rs. 12,000/- in the 02nd year and Rs. 13,000 in the 3rd year, per employee who participates in the annual picnic organized by employees of the Company.

In the event of there being no annual picnic in respect of any year, no grant will be made on such account and the Company will not carry forward this amount to a subsequent year.

13. Gift Vouchers

The Company will issue Gift Vouchers to all manual grade employees in December and April each year. The amount applicable for each year are as follows :

2019/20	-	Rs.	9,750/=
2020/21	-	Rs.	10,250/=
2021/22	-	Rs.	10,750/=

14. Uniforms

Uniforms provided to employees annually will be four (4) T-shirts and Three (3) trousers.

In order to enhance the hygiene standards of the Company, employees are prohibited from wearing the Company uniforms outside the premises of the factory and the location where work is assigned.

15. Duty Leave for Union Secretary

A half working day of each month is allowed as duty leave to the Branch Union Secretary for union work with the prior approval of the Manager HR, Head of Department of the particular function or the Chief Executive Officer.

16. Variation of Terms and Trade Union Action

The Union and the employees covered and bound by this Agreement on their part agree that;

- i) During the continuance in force of this Agreement, the Union and employees shall not seek to vary or alter any term or condition of this Collective Agreement or make any demands relating to the payment or increase of any monetary benefits to employees whether by way of a salary revision or otherwise.
- ii) During the pendency of this Agreement the Union and the employees shall not engage in strike or any other form of trade union action in respect of any dispute that may arise between the Union and the Company and or the employees, and except in a situation where in the opinion of the controlling body of the Union, the Company acts in a manner calculated to threaten or undermine the existence of or the legitimate activities of the Union in relation to an industrial dispute and the Company is given 14 days written notice of such action.

17. Mobility of Labour

If work is temporarily not available for a General Worker in the Department where such employee is normally assigned work at any given time, or in the event the services of a General Worker is urgently required by another Department, he/ she shall be deemed ready and willing to perform work within his capacity and skill in any other Department to which he may be assigned.

The Company shall establish a Grievance Handling mechanism to address any grievance that may arise due to such temporary assignment. The decision of the management shall be final.

Schedule (1)

Category-wise Minimum Monthly Salaries

The minimum rates of salaries mentioned below will be adjusted to be consistent with the minimum rates of wages to be promulgated by the Wages Board for the Liquor & Vinegar Trade, Motor Transport Trade and Engineering Trade Gazetted in terms of the law during the period of operation of this Collective Agreement.

18. Transfers

Employees will be transferred from Department to Department at the discretion of the Management, subject to the competence of the employee.

19. Period of Agreement

- i) The provisions of this Collective Agreement shall be effective from 1st November 2019 and shall remain binding unless otherwise terminated by the Company or the Union with one month's notice to each other, provided, however, that no such notice may be given by either party prior to the 30th September 2022, other than for a reason involving the violation of all or any of the provisions contained herein by a party.
- ii) The provisions of this Collective Agreement shall supersede the provisions of any other memorandum of settlement or collective agreement entered into between parties earlier and the provisions of whatever such earlier settlement/agreement shall stand terminated with effect from the date hereof.

Category	Designations	Minimum Salary (Rs.)
(Liquor & Vinegar Trade)	General Worker	15,000.00
	Production Worker	
(Motor Transport Trade)	Transport Aid (Previously Cleaner)	15,000.00
	Skilled	
(Motor Transport Trade)	Minor Supervisor	15,000.00
	Machine Operator Driver	
(Engineering Trade)	Skilled	
	Electrician Technician Mechanic Blending/Vat Operator	15,000.00

Schedule (2)

In witness whereof the parties aforesaid have hereunto set their hands at the Employers' Federation of Ceylon office in Colombo on this 25th day of October 2019.

Staggered Meal Intervals of Employees

1. The meal intervals for the respective shift times will be as follows:

For and on behalf of INTERNATIONAL DISTILLERS LIMITED., Name : R S Tissanayagam	For and on behalf of Food Beverages and Tobacco Industries Employees' Union Name: D Malavisuriya
Designation: Managing Director	Designation: Deputy Gen. Secretary
Witness to the above signature Name: V N Nair Designation Group Head of Finance	Witness to the above signature Name : N G R Nawagamuwa Designation: Branch Union Secretary

- a. *Single Shift*
Mid-day meal (lunch) - 12 noon to 1 p.m.
Tea break - morning 10 a.m. to 10.15 a.m.
Tea break - afternoon 3.15 p.m. to 3.30 p.m.
- b. *Double shift - morning*
Breakfast - 7 a.m. to 7.15 a.m.
Morning tea - 10 am to 10.15 a.m.
Lunch - 12 noon to 12.30 p.m.
- Double shift - Evening*
Afternoon tea - 3.15 p.m. to 3.30 p.m.
Evening Tea - 6 p.m. to 6.15 p.m.
Dinner - 8 p.m. to 8.30 p.m.
Tea - 10 p.m.

2. Employees involved in the production process (Production, Maintenance and Stores) will avail only half an hour for the mid day meal (lunch) or dinner which will be staggered along with the relevant tea breaks during the times as set out below.

a. Single shift

Mid-day meal (lunch) - 12 noon to 1 p.m.
Tea break - morning 9.45 a.m. to 10.30 a.m.
Tea break - afternoon 3 p.m. to 3.45 p.m.

b. Double shift - Morning

Breakfast - 7 a.m. to 7.45 a.m.
Morning tea - 10 a.m. to 10.45 a.m.
Lunch - 12 noon to 1 p.m.

Double shift - Evening

Afternoon tea - 3 p.m. to 3.45 p.m.
Evening tea - 5.45 p.m. to 6.30 p.m.
Dinner - 8 p.m. to 9 p.m.

3. An employee who avails of only half hour for the mid day meal (lunch) during the single shift operation shall be paid an interval allowance of Rs. 160/- per day and half an hour's overtime at one and half times the normal hourly rate. These payments will be paid strictly to only those employees who actually engage in direct production operations on a given date.

4. During maintenance work or machine service the above arrangements will not be applicable, provided however, that advance notice has been given to the employees regarding such maintenance work.

5. An employee will qualify for the payments referred to in paragraph (3) above only if he works the full day. Therefore, those factory employees on half a day's leave will not enjoy this facility. However, if an employee on half day's leave either works half an hour after 12 noon or half an hour before 1 pm is entitled to claim half an hour's overtime but not entitled to the interval allowance. Any employee utilizing short leave immediately prior to 12 noon or after lunch will not be entitled to claim the interval allowance or the overtime on that particular day. At the request of employees involved in the production process the company will permit an employee up to a maximum of two occasions per month to leave the work place half an hour early without providing any replacements. This facility is available to a maximum of two persons per day. Accordingly an employee who wishes to make use of this facility would have to work half an hour early during the lunch interval to be eligible for this concession and entitled to claim the interval allowance, however, no overtime will be paid.

6. The company will accede to a request from the Union not to operate the production lines during one of the tea intervals to enable the Union to have a meeting with its members at branch level. This will be limited to a maximum of two occasions a month provided that the Union will give at least 48 hours notice to the Company. If the circumstances justify, a meeting at shorter notice than 48 hours of a request being made by the Union, will be considered by the management on a case by case basis. The Company will also have the option of this facility by giving the employees prior notice of its intension to stop production during an interval.

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My No: CI/1813

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

The Collective Agreement entered into between De La Ru Lanka Currency & Security Print (Pvt) Ltd, Export Processing Zone, Biyagama, Malwana of the one part and the Inter Company Employees Union, No.259/9, Sethsiri Mawatha, Koswatte, Talangama of the other part on 4th October 2019 is hereby published in terms of Section 06 of the Industrial Disputes Act, Chapter 131, of the Legislative Enactments of Ceylon (Revised Edition 1956)

A. WIMALAWEERA,
Commissioner General of Labour.

Department of Labour,
Labour Secretariat, Colombo 05,
10th July, 2020.

Collective Agreement No. 07 of 2020

COLLECTIVE AGREEMENT

This Collective Agreement made on this 4th October 2019, pursuant to the Industrial Disputes Act, between De La Rue Lanka Currency & Security Print (Pvt) Limited, a Company incorporated under the laws of Sri Lanka, having its principal place of business at Export Processing Zone, Biyagama, Malwana of One Part (hereinafter referred to as "the Employer") and the Inter Company Employees Union, a Trade Union registered under the laws of Sri Lanka, having its

registered office at 259/9, Sethsiri Mawatha, Koswatta, Battaramulla, of the Other Part, (hereinafter referred to as “the Union”) witnesseth and it is hereby agreed between the parties as follows :

1. Parties to be covered and bound

This Agreement shall cover and bind De La Rue Lanka Currency & Security Print (Pvt) Limited, the Inter Company Employees Union and employees of the Employer in manual grades on permanent monthly contracts of employment (hereinafter referred to as “Employees”).

2. Date of Operation and Duration

This Agreement shall be effective for a period of 12 months from the 1st day of July 2019 and shall be in force till 30th of June 2020 and shall thereafter continue to be in force unless it is repudiated by either party giving one month’s notice in writing to the other, provided however, that neither party hereto shall give such notice to the other before the 30th day of June 2020.

All parties agreed to put forward their proposals for renewal of the Collective Agreement, in writing, at least 6 months prior to expiry of the Agreement.

3. Revision of basic salaries:

- (i) Salaries drawn by employees covered and bound by this Agreement shall be revised in the following manner:

1st July 2019-8%

- (ii) De La Rue believes in recognizing and rewarding the best performers, hence the Company at its discretion may grant additional rewards to best performers depending on the availability of budgetary allowances.

4. Bonus

Without prejudice to the claim of the Employer that bonus payments are ex-gratia, the Employer shall continue to pay two months’ salary as annual bonus.

The hitherto practice with regard to the time of payment and deductions based on attendance, penalties made after a domestic inquiry, unauthorized absence shall continue. New employees shall enjoy the benefit of the bonus proportionately. The current practice of 25%

forfeiture of annual bonus for disciplinary written warnings will continue.

5. Production bonus

- i) The Employer shall continue to make payment of a production bonus equivalent to one month’s salary of an employee subject to the achievement of the conditions of SSQCDP which, will be published at the beginning of the financial year.
- ii) However, it is also agreed by the Employer to make payment on pro-rata basis of the production bonus in the event each of the said criteria is achieved based on the weights in percentages are mentioned against each criterion.
- iii) Parties agree that the Employer reserves its right to 10% of forfeiture on production bonus payable on account of written warnings issued after a proper investigation.
- iv) In addition to the above, the deduction from the production bonus shall also be made on account of absence and shall be pro-rated on a weekly basis. This condition shall be applicable for any period of absence over and above the stipulated leave entitlement. E.g. Deduction of 1/52 of production bonus for every 5 days absence.

6. Shift allowances:

Subject to the present criteria of payment it is agreed by parties that the shift allowances will be revised from the date of signing of this Agreement (i.e. 4th October 2019):

1 st shift (6.00 a.m. to 2.00 p.m.)	Rs.120.00
2 nd shift (2.00 p.m. to 10.00 p.m.)	Rs.150.00
3 rd shift (Night shift)	Rs.850.00

7. Medical benefits -

- i) **OPD** - With effect from 1st April 2019, the Employer shall reimburse expenses incurred by employees in respect of OPD treatment to a maximum of Rs.30,000/- per year and such amount shall be offered to each confirmed employee as a family unit.
- ii) **Hospitalization Insurance** - With effect from 1st April 2019, the Employer shall pay the premium for Hospitalization Insurance as a family unit, in respect of hospitalization up to a maximum of Rs. 130,000/- per employee per annum.

8. Compassionate leave - leave for funerals

The Company agrees to increase the leave for funerals from 2 to 3 days and in the event the funeral precedes a weekend or 'days off' the leave will be considered from the following working day, but it must be within 7 days of the death of the relevant family member. The family under consideration for the intents and purposes of the leave are as follows;

- Parents
- Spouse
- Children
- Own siblings (brothers and sisters)
- Own maternal or paternal grandparents
- Mother - In - Law / Father - in - law

9. Shift handover /take over time

The shift handover / take over time to remain as ten (10) minutes in order to ensure smooth continuation of work between shifts. Effective shift times will be as follows,

1 st shift	- 5.55 a.m. to 2.05 p.m.
2 nd shift	- 1.55 p.m. to 10.05 p.m.
3 rd shift	- 9.55 p.m. to 6.05 a.m.

10. Trade Union Action

The Union and the Employees jointly and severally agree that they shall not, during the operation of this Agreement, take or resort to any form of Trade Union action in respect of any matter covered by this Agreement.

Further, the Union agrees that in the event of any form of trade union action the uniformed security personnel will not put the site at risk by taking part in the trade union action. The uniformed security will at all times agree to follow the sites security procedures including instructions and guidance provided by the site's Security Manager and the Plant Manager or in absence of the Plant Manager the Acting Plant Manager with 100% compliance to ensure that the site is not at risk under any circumstance.

The uniformed security personnel agree to continue to report for duty and carry out their routine work responsibilities in full despite any form of collective action by the trade union. Additionally, the Security personnel agree to carry out and complete work/tasks that they are engaged in at the time of the industrial action both inside and outside the site until it is completed in line with normal or enhanced security procedures in full, e.g: inspecting loading operations, guarding or

escorting duties will be carried out despite any trade union action, however, it is noted that new tasks of escorting and loading will not be undertaken during collective action. Utmost priority will be given to ensure the site's security is maintained during any form of collective action.

11. Dispute Settlement Procedure

- a) The Union and the Employees jointly and severally agree that any dispute/problem/issue that may arise between the parties, in respect of any matter not covered by this Agreement, to resolve such dispute/problem/issue in the manner provided in clauses (b) to (e) below.
- b) Whenever there is a dispute, a written statement of the dispute should be forwarded by the Union's Branch Committee to the Employer, and at 14 days given for the Employer to resolve the dispute. This letter should be date stamped by the HR and handed back into the Union Representative.
- c) If no satisfactory solution is found, the matter should be referred to the Parent Union and to The Employers' Federation of Ceylon (EFC) for the purpose of attempting to resolve the dispute.
- d) If after the discussion, the matter cannot be resolved by the intervention of the EFC and the Parent Union, the conciliatory proceedings under the Industrial Disputes Act should be followed.
- e) If after conciliation has failed in the Labour Department, the Union wishes to take Trade Union action, written notice should be given of not less than fourteen days (14) to the Employer and the EFC regarding such Trade Union action. For the avoidance of doubt, this is addition to the 14 days above in (b).

It is reaffirmed by parties to adhere to the dispute resolution procedure stated above in resolving any disputes.

12. Co-operation between the parties

- i) The Employer agrees to continue with the facility of remitting check off directly to the Union.
- ii) The Employer will continue to grant the facility of permitting the President and the Secretary of the branch to attend monthly meetings of the Union. The Employer also agrees to release not more than two employees to attend to Training Programmes/ Seminars conducted by the Union,

not more than twice in each calendar year provided, however, that the Union requests in writing for this facility with sufficient notice to the Employer.

iii) Employees agree to continue to extend their fullest co-operation in respect of enhancing productivity at the work place, which include the following:

- a) Employees will extend their fullest co-operation in respect of any change in work arrangements and shift operations to facilitate production requirements. The Employer agrees to discuss with the Union and the employees, proposed changes in work arrangements in advance.
- b) Changes in relation to work arrangements and shift operations as currently practiced at the work place. In this regard it is agreed by the Employer to discuss in advance with the Union and the employees, of any changes it proposes to implement in relation to work arrangements.

As such, the Union is agreeing that during periods where there is no work to run machines/ packing, the crew/s will remain at home unless otherwise the Company has work in other departments in Production to deploy them. A prior communication will be done to the Union and the employees in this regard.

- c) Flexibility to move within currently practiced shift patterns to facilitate training and multi-skilling, manning of new machinery and production requirements will be continued and carried out to ensure optimization of human capital. I.e., it is the prerogative of the management to move shifts around to ensure that the product/site security concerns are addressed.
- d) The Union has agreed that Uniformed Security Personnel vacancies which arise due to retirements/resignations will not be backfilled by permanent cadres. Ten (10) vacancies will be backfilled by 3rd party security who will be engaged to cover the period. This is in order to comply with the ISO 14298 standards observations and non-conformances.

e) All vacancies arising on site will be recruited as per Group's Recruitment Policy. I.e. failing to source for the right candidate internally will result in the Company sourcing the suitable candidate externally. In the interest of development of internal candidates the applicants should be given feedback as to what/where they need to improve.

f) All activities connected to the management of quality, environment, health and safety, implementation of international standards, continuous improvement and training activities.

g) All necessary measures in relation to handing over of work between shifts. In view of this undertaking, the Employer will continue to implement the present practice of granting a grace period of five minutes in the event the employee reports late.

h) Taking all necessary measures by employees in the Maintenance Division in respect of breakdowns in order to minimize the impact on production including flexibility to work during factory shut-downs (New year, Wesak, Christmas and 4 other days, which will be agreed by both parties in November for the following calendar year) if required for annual maintenance and other maintenance matters.

In case of a dispute arising as to the interpretation of this Collective Agreement, the English original shall prevail.

In witness whereof the parties aforesaid have hereunto set their hands at Colombo on this 4th day of October Two Thousand and Nineteen.

For and on behalf of
De La Rue Lanka Currency
& Security Print (Private)
Limited

Name : PHAS Wijayarathne
Designation: Director

Secretary,
Jacey & Company,
Secretaries to De La Rue Lanka
Currency & Security Print (Pvt.) Limited.

For and on behalf of
Inter Company Employees
Union

Name : Piyasena
Hettiarachchi
Desig: Senior Asst. Secretary

Witnesses 1:

David Donalson
Plant Manager
De La Rue Lanka Currency
and Security Print (Pvt) Limited.

Lakmal Dhanushka
Branch President - ICEU

THE INTER COMPANY EMPLOYEES'
UNION a registered Trade Union having
its office at 259/9 Sethsiri Mawatha,
Koswatta, Thalangama (hereinafter
referred to as the 'Union')

Of the Second Part

Witnesses 2:

Prasad de Silva
Asst. Director-General
The Employers' Federation
of Ceylon

Kavinda Paranehewa
Branch Secretary - ICEU

Witnesseth and it is hereby agreed between the parties as
follows:

TITLE: This Agreement shall be known and referred to as
the Hayleys Agriculture Holdings Limited Kottawa Factory
Manual Worker's Collective Agreement of 2017

08 - 329

PART I

My No: CI/1816

Containing terms and conditions of employment and matters
incidental thereto and connected therewith.

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131

THE Collective Agreement entered into between Heyleys
Agriculture Holdings Ltd, No. 400, Deans Road, Colombo 10
of the one part and Inter Company Employees Union, No.
259/9, Sethsiri Mawatha, Koswatta, Thalangama of the other
part on 10th August 2018 is hereby published in terms of
Section 06 of the Industrial Disputes Act, Chapter 131 of the
Legislative Enactments of Ceylon (Revised Edition 1956)

A. WIMALAWEERA,
Commissioner General of Labour.

Department of Labour,
Labour Secretariat, Colombo 05,
02nd March 2020.

Collective Agreement No. 06 of 2019

This Collective Agreement made this Tenth day of August
Two Thousand and Eighteen to take effect from the First day
of November Two Thousand and Seventeen pursuant to the
Industrial Disputes Act,

between

Hayleys Agriculture Holdings Limited
(PB575), having its registered office at 400
Deans Road, Colombo 10 (hereinafter
referred to as the "Employer")

Of the One Part

And

1. Persons Covered and Bound

This Agreement shall cover and bind the Employer, the
Union and the Members of the Union who are employed
and are working at the Factory at 168/D Brahmanagama,
Kottawa of the Employer in a manual or labouring
capacity on monthly contracts of employment as at the
date of signing this Agreement and for whom provision
has been made in the wage scales set out in schedules 1
and 2 of this Agreement. For employees recruited to the
permanent cadre of Haychem (Pvt) Ltd after First June
Two Thousand and Eight and for new employees
recruited directly under the Employer, provision has been
made in the Wage Scales set out in Schedule 3 of this
Agreement and Clauses 15 and 20 shall not apply to
such employees.

2. Date of Operation and Duration :

This Agreement shall be effective as from the First day
of November Two Thousand and Seventeen and shall
thereafter continue in force unless it is determined by
either party giving notice in terms of the Industrial
Disputes Act in writing to the other subject to the
following provisos:

- a) That one party hereto shall not give such notice to
the other party before the First day of November Two
Thousand and Twenty and no notice given before
that date shall be regarded as valid.
- b) That in the event of a reduction in the par value of the
Sri Lankan Rupee under any provision of law, a party

shall be at liberty to abrogate this Agreement by giving one month's notice in writing to the other in terms of the Industrial Disputes Act.

3. General Terms and Conditions of Employment

During the continuance in force of this Agreement the terms and conditions of this Agreement shall be deemed to be included in each contract of service between the Employer bound by this Agreement and an Employee covered and bound by this Agreement, whether such contract of service be written or oral, which was subsisting on the date hereof or which shall come into being at any time after the date hereof during the continuance in force of this Agreement.

4. New Employees

The Company will be entitled to recruit employees to the permanent cadre after the date hereof and place them on a suitable point in the Wage Scale set out in Schedule 3, if required. Such new employees will not be covered by clauses 15 and 20 of this Agreement. The Wage Scale set out in Schedule 3 hereto includes the Statutory Allowances as at the date of this Agreement.

5. Probation

Every Employee recruited by the Employer shall serve a period of probation of not more than six (6) months. Provided however, that if during the six (6) months probationary period the Employer is not satisfied with the progress of such Employee, the probationary period may be extended for a further period of three (3) months and in that event the Employer shall indicate to the Employee in writing the reasons why the probationary period has been extended. During the period of probation or extended probation the Employer shall have the right to terminate the services of the Employee without notice.

6. Attendance :

- 1) Unless otherwise specifically instructed by his Employer an Employee shall present himself for work on every day (other than a holiday) at the usual starting time of the store, factory, mill or job and shall there remain available for work throughout the normal working hours.
- 2) If, at a store, factory, mill or job, work is temporarily not available for an Employee in his own occupation he shall be deemed to be ready and willing to perform work within the capacity and skill in any other

occupation at any other work site of the Employer where work is available.

- 3) Irregular attendance or unpunctuality of an Employee shall constitute neglect of duty for which he shall be liable to appropriate disciplinary action.

7. Hours of Works :

The hours of work on a normal working day or on a shift shall be nine and one half (9 1/2) hours inclusive of a half (1/2) hour interval for lunch and two fifteen minutes intervals for tea. (Please note that the decision to work a five day week was arrived at consequent to the Fuel Conservation Law of 1973 and the request made by the employees to continue with the same work arrangements after the repeal of the Law. Therefore, currently the employees enjoy the benefit of an additional holiday on the short working day which is - presently on Saturday).

8. Forfeiture of Wages :

Unless for good cause shown to the satisfaction of the Employer an Employee fails to hold himself available for work throughout the normal working hours of each working day he shall forfeit and his Employer shall be entitled to deduct his wages for the period from the time at which such failure occurs until he is again available for work.

9. Overtime :

- 1) If required by his Employer, an Employee shall work reasonable overtime which has been authorized by the Employer. Refusal to work reasonable overtime in the absence of a satisfactory explanation which is acceptable to the Employer shall constitute neglect of duty for which an Employee shall be liable to appropriate disciplinary action.
- 2) Overtime work (that is work performed in excess of normal working hours) shall be remunerated at one and one half (1 1/2) times the normal hourly rate ascertained in accordance with the provisions of clause 19 (a) hereof.

10. Weekly Holidays

- 1) In respect of each week every Employee shall be allowed a paid holiday on a Sunday in that week as the weekly holiday provided however, that if an

Employee has not worked for a period of at least twenty eight (28) hours, exclusive of any period of overtime work during that week, he shall be liable to forfeit and his Employer shall be entitled to deduct one day's wage in respect of the weekly holiday for that week computed in accordance with the provisions of clause 19(b) hereof.

2) In computing the period of twenty eight (28) hours referred to in sub-clause (1) the Employer shall include -

a) Every holiday allowed by the Employer to the Employee as annual holiday;

b) Every public holiday granted by the Employer in terms of clause 12 hereof;

and

c) Every day's absence on any ground approved by the Employer

3) The Employer may employ any Employee on a weekly holiday subject to the following conditions:

i) A day within the six days next succeeding such weekly holiday shall be allowed to that Employee as a holiday with remuneration. Provided however, that if any Employee who is employed on a weekly holiday is liable to forfeit and the Employer is entitled to deduct one day's wage in respect of that weekly holiday as provided in sub-clause (1) then and in such event that Employee shall forfeit and the Employer shall be entitled to deduct one day's wage computed in accordance with the provisions of clause 19(b) hereof in respect of the holiday which shall be allowed to that Employee within six (6) days of that weekly holiday. Provided further, that in respect of not more than two (2) such weekly holidays in any one calendar month the Employer may with the consent of the Employee -

a) instead of allowing an alternate holiday within six (6) days of the weekly holiday in respect of which that Employee shall not be liable to forfeit and the Employer shall not be entitled to deduct one day's wage as aforesaid, pay him one day's wage computed in accordance with the provisions of clause 19(b) hereof in lieu of such alternate holiday, or

b) in case that Employee is entitled to an alternate holiday within six (6) days of the weekly holiday as aforesaid in respect of which alternate holiday he shall be liable to forfeit and the Employer shall be entitled to deduct a day's wage as aforesaid, employ that Employee on the alternate holiday.

ii) That in respect of work done on such weekly holiday the Employee shall be paid as remuneration -

a) One and one half (1 1/2) times the normal hourly rate ascertained in accordance with the provisions of Clause 19(a) hereof for the number of hours worked during the first nine (09) hours (exclusive of one (01) hour for a meal);

and

b) At double the normal hourly rate ascertained in accordance with the provisions of clause 19(a) hereof for each subsequent hour of work.

The provisions of this Sub-clause shall not apply to employees engaged on work outside the business premises of the Employer for periods exceeding twelve (12) hours in respect of the duration of each such period.

4) Saturday shall be a non-working day and where an employee does not qualify for a paid weekly holiday in terms of this Clause, he shall forfeit three fifth of his pay for Saturday if he has worked only 2 days in the week; four fifth of his pay for Saturday if he has worked only one day in the week and shall receive no pay for the Saturday if he has not worked on any day in the week. For the purpose of this sub-clause days worked will be reckoned in terms of sub-clause 2 above.

11. Annual Holidays

An employee will be entitled to a maximum of fourteen (14) days earned annual leave in accordance with the practice of the Company.

12. Public Holidays

- 1) Public holidays shall be allowed to an Employee in accordance with the practice of the Company. Provided however, that an Employee may be employed on a public holiday in accordance with the practice of the Company.
- 2) If any public holiday which an Employee is eligible to under the provisions of sub clause (1) falls on a Sunday, a day either in the six (6) days immediately preceding or in the six (6) days immediately succeeding such public holiday shall be granted to the Employee as a weekly holiday in accordance with the provisions of clause 10 hereof.
- 3) If any public holiday to which an Employee is eligible under the provisions of sub clause (1) falls on a Saturday the number of hours constituting the normal working day on the day immediately preceding such public holiday shall be four and one half (4 1/2) hours and no interval for a meal shall be granted.

13. Casual Leave

- 1) In respect of each year of employment during which any Employee has been continuously in employment that Employee shall be entitled to take on account of private business or other reasonable cause including ill health if that Employee's entitlement to sick leave has been fully utilized, leave (hereinafter referred to as 'Casual Leave') with remuneration for the period or an aggregate of periods not exceeding seven (7) days and the Employer shall allow such Casual Leave and shall be liable to pay such remuneration. Provided however, that not more than two (2) days Casual Leave shall be taken at any time save and except upon the ground of ill health. Provided further that any Employee shall not be entitled to take Casual Leave immediately preceding or immediately following any period of annual holidays. Provided further that in respect of any Employee's first year of employment including any period of probation he shall be entitled to Casual Leave for that year computed on the basis of one day for each complete period of two months' service
- 2) Casual Leave will normally be granted on application without the Employee being required to state the reason for the application. Where an Employer finds it difficult to grant an application for Casual Leave his difficulty shall be notified to the Employee as soon as possible after the application is made and in such case the

Employee may be required to state the reason for the application in order that the Employer may decide whether it is reasonable in the circumstances to grant him Casual Leave.

14. Sick Leave

- 1) In any year an Employee covered by the Wage Scales set out in Schedules 1 and 2 of this Agreement shall be entitled to Sick Leave not exceeding 21 days provided that
 - a) His illness is supported by a medical certificate from a registered medical practitioner (unless waived by his Employer) and
 - b) The Employee shall not be on probation within the meaning of Clause 5 hereof. Provided however, that an Employee who has been on probation shall as from the date of confirmation in respect of the remainder of the first year of employment be entitled to Sick Leave not exceeding ten (10) days if he is confirmed after six (6) months' probation and Sick Leave not exceeding five (5) days if he is confirmed after nine (9) months' probation.
- 2) In any year an employee recruited to the permanent cadre of Haychem (Pvt) Ltd after First June Two Thousand and Eight and for new employees recruited directly under the Employer covered by the Wage Scale set out in Schedule 3 of this Agreement shall be entitled to Sick Leave not exceeding 7 days provided that
 - a) His illness is supported by a medical certificate from a registered medical practitioner (unless waived by his Employer) and
 - b) The Employee shall not be on probation within the meaning of Clause 5 hereof. Provided however, that an Employee who has been on probation shall as from the date of confirmation in respect of the remainder of the first year of employment be entitled to Sick Leave not exceeding five (05) days if he is confirmed after six (6) months' probation and Sick Leave not exceeding three (03) days if he is confirmed after nine (9) months' probation.

15. Monthly consolidated wages in lieu of CCPI Consolidation :

- 1) Subject to the provisions of Clause 16 hereof each Employee shall be paid upon and subject to the other

terms and conditions herein contained, a monthly consolidated wage on the basis of the scales of consolidated wages set out in Schedules 1 and 2 hereto.

2) The scales of consolidated wages set out in Schedules 1 and 2 hereto include the Statutory Allowances as at the date of this Agreement.

3) The wages of employees who are in employment as at the date of this Agreement and for whom provision has been made in the wage scales set out in schedules 1 and 2 of this Agreement will be revised as follows:

a) A sum of Rs 900/- would be added to the wages payable to each employee with effect from the First day of September Two Thousand and Eighteen,

b) A sum of Rs 900/- would be added to the wages payable to each employee with effect from the First day of September Two Thousand and Nineteen,

c) A sum of Rs 900/- would be added to the wages payable to each employee with effect from the First day of September Two Thousand and Twenty.

4) Employees recruited to the permanent cadre of Haychem (Pvt) Ltd after First June Two Thousand and Eight and for new employees recruited directly under the Employer, and for whom provision has been made in the Wage Scale set out in Schedule 3 hereto, shall not be covered by the provisions of this Clause and therefore would not be entitled to the aforementioned payments.

16. Conversion to scales of monthly consolidated wages :

1) For the purpose of ascertaining the wage which an employee shall receive with effect from the First day of November Two Thousand and Seventeen on the basis of the consolidated wages set out in Schedules 1, 2 and 3 hereto the following provisions shall apply:

a) To the monthly consolidated wage payable to an employee as at the Thirty First day of October Two Thousand and Seventeen an amount equal to 14% of the wage payable to such employee as at the date shall be added.

b) The monthly consolidated wage of an employee who has a service of more than five (05) years in the permanent cadre of the Company as at the Thirty First day of October Two Thousand and Seventeen and whose consolidated wage consequent on the increase referred to in (a) is less than Rupees Twenty Thousand will be revised to Rupees Twenty Thousand with effect from the First day of November Two Thousand and Seventeen.

c) The monthly consolidated wage of an employee who has a service of less than five (05) years in the permanent cadre of the Company as at the Thirty First day of October Two Thousand and Seventeen and whose consolidated wage consequent on the increase referred to in (a) is less than Rupees Eighteen Thousand will be revised to Rupees Eighteen Thousand with effect from the First day of November Two Thousand and Seventeen.

2) Each employee shall thereafter be placed on the corresponding point of the wage scales set out in Schedules 1, 2 and 3 in the scale and grade applicable to him. If there is no corresponding point he shall be placed on the next highest point on the same scale and grade in monetary terms.

3) The monthly consolidated wage of an employee recruited to the permanent cadre of Haychem (Pvt) Ltd after First June Two Thousand and Eight and for new employees recruited directly under the Employer and who are in employment at the date of signing hereof, and for whom provision has been made in the Wage Scale set out in Schedule 3 hereto will be increased by the addition of Rupees seven hundred and fifty (Rs. 750/-) with effect from the first day of November Two Thousand Eighteen.

4) The monthly consolidated wage of an employee recruited to the permanent cadre of Haychem (Pvt) Ltd after First June Two Thousand and Eight and for new employees recruited directly under the Employer and who are in employment at the date of signing hereof, and for whom provision has been made in the Wage Scale set out in Schedule 3 hereto will be increased by the addition of Rupees seven hundred and fifty (Rs. 750/-) with effect from the first day of November Two Thousand Nineteen.

5) The increases referred to in (3) and (4) will not be applicable to employees for whom provision has been made in the Wage Scales set out in Schedules 1 and 2 hereto.

- 6) If during the continuance in force of this Agreement the Government of Sri Lanka-
- d) for one week a day's wage ascertained as above multiplied by seven (7)

a) prescribes increases in wages by any written law applicable to categories covered by this Agreement legally obliging the Employer to make such payment, the Employer shall pay such increases in wages prescribed by such written law and in terms of such written law;

b) recommends increases in wages such recommendations will not be applicable to the Employer, irrespective of whether or not such recommendations are applicable to categories covered by this Agreement.

17. Productivity Bonus Scheme

The Employer will continue to pay a Productivity Bonus in accordance with the Productivity Bonus Schemes set out in Schedules 4 and 5 of this Agreement. The norms mentioned in Schedule 4 will be the level of production to be achieved by the employees on a daily basis during normal working hours.

18. Attendance Bonus Scheme

Employees who are not entitled to receive a payment under the Productivity Bonus Scheme set out in Clause 17 and schedules 4 and 5 of this Agreement shall be entitled to receive an Attendance Bonus of Rs. 3,000/- per month provided that the said employee reports for work on at least 80% of his normal working days. An employee who registers any unauthorized absence will not be entitled to any payment under this clause in respect of that particular month.

19. Wages for periods less than one month

For the purpose of this Agreement the wages of any employee for periods less than one month shall be computed in the manner following:

- a) for one hour the monthly wage divided by two hundred and forty (240)
- b) for one day the monthly wage divided by thirty (30)
- c) for one half day (either morning or afternoon) a day's wage ascertained as above divided by two (2)

20. Annual lump sum payment in lieu of Non-recurring cost of living gratuity

1) A lump sum payment on an ex gratia basis would be made to the employees for whom provision has been made in the Wage Scales set out in Schedules 1 and 2 on the following basis:

a) A sum of Rs 16,500/- payable in September 2018 for the period 01 September 2017 to 31 August 2018,

b) A sum of Rs 16,500/- payable in September 2019 for the period 01 September 2018 to 31 August 2019,

c) A sum of Rs 16,500/- payable in September 2020 for the period 01 September 2019 to 31 August 2020.

2) No Provident Fund, Trust Fund, Overtime or any other payment shall be due or calculated on these ex-gratia payments.

3) Employees recruited to the permanent cadre of Haychem (Pvt) Ltd after First June 2008 and new employees recruited directly under the Employer and for whom provision has been made in the Wage Scale set out in Schedule 3 hereto, shall not be covered by the provisions of this Clause and therefore would not be entitled to the aforementioned payments.

21. Provident Fund

The Employer and an Employee shall contribute to the Provident Fund at rates prescribed by the Employees' Provident Fund Act No. 15 of 1958.

22. Terminal Benefits

The Employer will pay terminal benefits to Employees in accordance with the Gratuity Act, No. 12 of 1983.

23. Bonus

1) Without prejudice to existing bonus schemes and without prejudice to the Employer's claim that bonus payment in the past and as provided in this Agreement are ex-gratia, the Employer will, subject

as hereinafter provided, continue to pay to each of his employees a bonus which will not be less than the sum of money paid to him as his bonus for the year immediately preceding the signing of the Agreement. If in any year the Employer, in his discretion reduces the bonus to an amount less than the sum of money paid to each of his Employees as bonus for the year immediately preceding the signing of this Agreement the Union may canvas such reduction of bonus with the Employer concerned. If the Union is not satisfied by the Employer in the matter, the Union may pursue this matter with the Employers Federation of Ceylon. If the dispute as to the reduction of bonus is not settled with the Federation, the same shall be referred to a committee of three (3) persons (hereinafter referred to as a 'Bonus committee') which shall be constituted in accordance with the provisions of sub-clause 2 for settlement in the manner hereinafter set forth.

- 2) At the written request of the parties to the dispute as to the reduction of the bonus the Commissioner General of Labour will constitute a Bonus Committee which shall consist of three (3) senior accountants nominated by the Council of the Institute of Chartered Accountants of Sri Lanka. The said Chartered Accountants shall be persons with at least ten (10) years' post qualification experience. The selection of the three Chartered Accountants will be communicated by the Institute of Chartered Accountants to the Commissioner General of Labour, the Employer, the Union and to the Federation. Thereupon the Commissioner General of Labour will communicate in writing to each member of the Bonus Committee so constituted a statement of principles and procedures by which the members of the Bonus Committee shall be bound in settling the dispute as to the reduction of Bonus.
- 3) Upon receipt of the submissions and the statement of the principles and procedures from the Commissioner General of Labour the Bonus Committee shall in accordance with the said principles and procedures decide whether the reduction of the bonus by the Employer was justified and if the reduction was not justified to what extent, if any, the bonus should be reduced. The Bonus Committee shall communicate its decision in writing to the Employer, the Union, the Federation and the Commissioner General of Labour. If the decision of the Bonus Committee is

unanimous, such decision shall be final and binding on the parties to the dispute and the Union and/or its members shall not pursue the matter further by any form of Trade Union action or otherwise during the continuance in force of this Agreement. If, however, the Bonus Committee is divided in its decision then the decision of the Commissioner General of Labour on the matter shall be final and binding on the parties to the dispute and the Commissioner General's decision shall be communicated in writing to the Federation, and the Union or its members shall not pursue the matter further by any form of Trade Union action or otherwise during the continuance in force of this Agreement.

- 4) The Bonus committee shall not be entitled nor be competent to decide that in any year the Employer should pay his Employees a bonus exceeding the sum of money paid as bonus in the year immediately preceding the signing of this Agreement.
- 5) The fees payable to the members of the Bonus committee shall be borne equally by the parties to the dispute as to the reduction of bonus and be payable on demand by the Commissioner General of Labour.
- 6) The payment of a bonus exceeding the sum of money paid as bonus to employees in the year immediately preceding the signing of this Agreement shall be in the sole discretion of the Employer and shall not be called in question by the Union and/or its members nor shall the Employer's failure or refusal to pay such bonus be the subject of any dispute.
- 7) The provisions of sub-clauses (1) (2) (3) (4) (5) and (6) shall mutatis mutandis apply to existing bonus scheme.
- 8) At the request of the Commissioner General of Labour the Council of the Institute of Chartered Accountants of Sri Lanka will nominate three (3) chartered accountants with not less than ten (10) years of post-qualification experience drawn from professional accountancy firms to serve on the Bonus Committee.

24. Annual Increments

Schedule 1

- | | | |
|--|--------------|-----------------|
| 1) The annual increments provided in each grade of the scales of consolidated wages in Schedules 1, 2 and 3 shall be automatic, unless as a matter of punishment for general inefficiency including irregular attendance or unpunctuality or disciplinary action on account of serious misconduct an increment is suspended, stopped or deferred in which case where an increment is - | Skilled | 149 x Rs.138/- |
| | Semi-skilled | 149 x Rs. 116/- |
| | Unskilled | 149 x Rs.72/- |

Schedule 1

- | | |
|---------|---------------|
| Class B | 99 x Rs.116/- |
| Class G | 99 x Rs. 72/- |

Schedule 2

- | | | |
|---|---------|--|
| a) deferred, the loss of increment shall be continuous throughout the year; | Grade 3 | 10 x Rs. 110/-
10 x Rs. 116/-
79 x Rs. 127/- |
| b) stopped, the loss of increment shall only be for the period of stoppage during the year; | | |

- | | | |
|---|---------|---------------|
| c) suspended, the increment is suspended pending a decision to defer or stop an increment, such decision being dependent upon a consideration of the factors giving rise to the suspension. Where on such decision an increment is neither stopped nor deferred, then the suspension shall be treated as waived and the full increment from the date of suspension thereof shall occur to the employee concerned. | Grade 2 | 99 x Rs. 88/- |
| | Grade 1 | 99 x Rs. 72/- |

Schedule 3

- | | |
|---------|--|
| Grade 3 | 10 x Rs. 110/-
10 x Rs. 116/-
79 x Rs. 127/- |
| Grade 2 | 99 x Rs. 88/- |
| Grade 1 | 99 x Rs. 72/- |
| Class B | 149 x Rs. 116/- |

- 3) This Agreement shall not have the effect of changing the incremental date of an Employee.

Deferment, stoppage or suspension of an increment shall only be effected in cases where the Employee has been notified, in writing of a complaint against such Employee and has been found guilty after due inquiry of inefficiency, fraud or misconduct which in the circumstances does not merit termination of employment.

- 2) The incremental rates as stipulated in respect of the consolidated scales of wages set out in Schedules 1, 2 and 3 hereof and/or may be revised thereafter in terms of Clause 15 (3) shall be as set out hereunder.

Schedule 1

- | | |
|-----------|---|
| Grade III | 10 x Rs. 110/-
10 x Rs. 116/-
179 x Rs. 127/- |
| Grade II | 199 x Rs. 88/- |
| Grade I | 199 x Rs. 72/- |

25. Warnings

If in the opinion of the Employer an offence warrants a warning the same shall be conveyed to the Employee, by a letter, a duplicate of which shall be signed by the Employee. If the Employee refuses to sign the duplicate the warning may be given to the Employee orally by the Employer in the presence of two witnesses.

26. Suspension

- 1) An employee may be suspended without pay by his Employer -
- a) Pending an inquiry to be held by the Employer on a charge or charges of misconduct which warrants dismissal;

- b) In order to avoid a breach of the peace or damage to the property or disturbance of business of the Employer;
 - c) As a punishment for misconduct for a period not exceeding seven (7) working days after the inquiry;
- 2) At the time of suspension under sub-clause (1)(a) or within twenty four (24) hours thereof the Employer shall provide the Employee with a written order of suspension specifying the reasons for such suspension and thereafter, hold an inquiry into the charge or charges in terms of clause 27 hereof.

27. Disciplinary Action

Where the Employer proposes to proceed against an Employee then -

- 1) Irrespective of whether an Employee has been suspended under clause 26 hereof or not, the Employee shall be furnished with a show cause notice which shall set out the particulars of the charge or charges of misconduct alleged against such Employee and such show cause notice shall give the Employee not less than five (5) clear working days in which to give the answer or explanation to the charge or charges preferred.
- 2) Within five (5) clear working days after the date of the show cause notice, the Employee shall furnish in writing to the Employer the answer or explanation to the charges preferred against such Employee. Provided however that if in the circumstances it is reasonable, the Employee may ask the Employer for an extension of time within which to furnish a written answer or explanation to the show cause notice and where such request is made by the Employee to the Employer, the Employer shall grant such request for such further period of time as is deemed necessary in the circumstances of the case.
- 3) If the Employer is satisfied with the written answer or explanation of the Employee the Employee shall, if he is under suspension forthwith be reinstated and shall be paid all wages and entitlements due for the period of such suspension.
- 4) If the Employer is not satisfied with the written answer or explanation of the Employee to the show

cause notice and such answer or explanation is rejected by the Employer, the Employer shall commence an inquiry within fourteen (14) working days from the date of receipt by him of the written answer or explanation to the show cause notice.

- 5) After holding such inquiry the Employer shall notify the Employee of the findings on each of the charges in the show cause notice and the punishment, if any, imposed by the Employer. Provided that if the Employer fails to make an order except for reasons beyond the control of the Employer on the charges in the show cause notice within thirty (30) working days from the conclusion of the inquiry into such charges, the Employee shall not be liable to be punished thereafter in respect of such charges and no inference adverse to the Employee in respect of such charges shall be drawn from such charges.
- 6) If the employee is under suspension and the Employer after such inquiry makes order that -
 - a) The employee shall not be dismissed then the Employee shall resume employment forthwith and shall subject to the provisions of sub-clause 26(1)(c) hereof be paid all wages and entitlements due for the period of suspension irrespective of such other punishment less than dismissal that may be imposed by the Employer on the findings as to the charges in the show cause notice;
 - b) the employee shall be dismissed, the Employee's dismissal shall take effect from the date of the Employee's suspension and accordingly the Employee shall not be paid for the period of such suspension;
 - c) in view of the serious or involved nature of the charges in the show cause notice against the Employee, the Employer is unable to make a final order as it is necessary and desirable that the matter be referred to the Police or other authorities for further investigations or inquiries and that the matter be therefore referred to the Police or other authorities or if in view of the serious or involved nature of the charges preferred against the Employee the matter had been previously referred to the Police or other authorities for investigations or inquiries that the outcome of such investigations or inquiries be awaited, then in

either of such circumstances the employee may remain suspended without pay.

- 7) If in any case where an Employee is suspended as provided for herein the Employer fails to make order under paragraphs (a) to (c) of the preceding sub-clause for any reason other than that of the Employee's own seeking within thirty (30) working days from the date of the Employee's suspension, the Employee shall be entitled to half his normal remuneration for a period of thirty (30) days from the date of such suspension and to his full remuneration for the period of suspension in excess of thirty (30) days up to the date on which the Employer makes an order under paragraphs (a) to (c) of the preceding sub-clause, irrespective of the outcome of the inquiry.
- 8) In any case where the employee is suspended as provided herein, the Employer shall make an order under paragraphs (a) to (c) of sub clause 6 within ninety (90) days of the date of suspension of the Employee unless he is prevented from so doing by reason of the Employee's own seeking or for reasons beyond the control of the Employer or it is agreed between the Employer and the Union that in the circumstances of the case the period of ninety (90) days be extended for such further time as may be agreed.
- 9) The Employer shall not be required to hold an inquiry as referred to in sub-clauses 4 and 5 hereof where the Employer proposes to warn the Employee or where the Employee admits to the charge or charges. Provided however, that if the Union disputes the warning or punishment imposed on the Employee by the Employer and requests the holding of an inquiry the Employer shall comply with such request and the provisions relating to the holding of an inquiry shall then apply subject to the exception that the fact that the inquiry had not commenced within fourteen (14) working days after the receipt of the Employee's explanation shall not be material or relevant.
- 10) The Employer may, as an alternative to more serious disciplinary action, recover from an employee the cost of damage to or loss of the Employer's goods or property, or a percentage thereof, caused through the negligence of the employee as determined at a domestic inquiry or on the admission of the Employee.

28. Retirement

On reaching the age of fifty five (55) years an Employee shall ipso facto retire and cease to be employed by the Employer and there shall be no obligation on the Employer to give the Employee any notice of such retirement. Provided however, that an Employee who has retired may, in the discretion of the Employer, be employed after his retirement on a temporary basis on such terms as may be mutually agreed.

29. Termination of Services

- 1) Every contract, whether oral or written, for the hire of any Employee by the Employer except for work usually performed by the day, or by the job, or by the journey, shall (subject to the provisions of clause 5 hereof or unless otherwise expressly stipulated) be deemed and taken in law to be a contract for hire and service for the period of one month and to be renewable from month to month and shall be deemed and taken in law to be so renewed, unless one month's previous notice be given by either party to the other of his intention to determine the same and such month has expired.
- 2) Where an Employee is engaged for a particular job or period such as casual or temporary work, he shall be informed thereof at the commencement of his employment and his contract of service will terminate on the completion of the job or period or the failure of the Employee to complete the job within reasonable time.

30. Union Recognition

The Union shall be competent to make representations on behalf of any of its members bound by this agreement who is employed in any workplace of the Employer bound by this Agreement. In regard to issues of general application or to the effect of principle such as matters affecting general terms and conditions of employment either in the workplace or the trade as a whole, the following provisions shall apply.

- 1) When the Union is representative of not less than forty per cent (40%) of the employees whose membership subscription is not in arrears, the Employer of such employees will recognize the Union for the purpose of general claims and matters and negotiate with it on that basis. If there is any other Union which is also representative of not

less than forty percent (40%) of such employees the Employer will be at liberty to require that general claims and matters be discussed and negotiated with the Union competent to make general demands by virtue of the requisite membership and not separately with each such Union.

- 2) When the Employer carries on more than one type of business or has more than one workplace and the claim or matter is restricted to one type of business or one workplace but is applicable or capable of being applicable to other Employees in the service of the Employer, the competence of the Union to make such claims or raise such matter shall be determined by reference to the duly qualified members of such Union in proportion to the total number of Employees in the service of the Employer in Sri Lanka.
- 3) If it becomes necessary to decide the question whether at the establishment of the Employer the Union is, competent to make general claims or raise general matters, the same shall be determined by a referendum which shall be held by the Department of Labour and the result of such referendum shall be binding on the Employer and the Union and the parties hereto.

31. Disputes Procedure

- 1) In the first instance the Union shall submit any demand on behalf of its members to the Employer of such members and give the Employer at least ten (10) working days' time within which to reply. If in the Union's opinion the Employer's reply is unsatisfactory the Union and the Employer shall explore the possibility of reaching a settlement.
- 2) When the union concludes that negotiations with the Employer and the Employers' Federation of Ceylon have been abortive it shall ask the Department of Labour to intervene and give the Department not less than ten (10) working days to arrange conference and/or discussions with a view to a settlement of the dispute. Negotiations under the aegis of the Department of Labour shall then proceed until the Department of Labour reports failure.
- 3) Subject to the provisions of clause 33 hereof all disputes between the Union and the Employer or between the parties hereto shall be settled in

accordance with the provisions of the Industrial Disputes Act and the regulations made thereunder.

- 4) Any party to this Agreement shall not instigate, support or engage in any unfair labour practice during the currency of this Agreement.

32. How Anomalies in the course of implementing this Agreement shall be dealt with

Any anomaly, arising from the implementation of this Agreement shall be settled by negotiation between the Employer and the Union and if the matter cannot be settled by negotiation, it shall be settled in accordance with the provisions of the Industrial Disputes Act and the regulations made thereunder.

33. Trade Union Action

The Union and the Employees jointly and severally agree with the Employer that during the continuance in force of this Agreement they shall not engage in any strike or other form of trade union action against the Employer, in respect of any dispute between the Union or the Employees and the Employer, whether or not such dispute is related to the Agreement, except where such dispute has been caused by an act of the Employer which in the opinion of the controlling body (by whatsoever name called) of the Union is *mala fide* or vindictive or calculated to threaten or undermine the existence or the legitimate activities of the Union and/or its members or is grossly unfair or seriously detrimental to the interest of the Union and/or its members. Provided however that at least seven (7) days' notice in writing shall be given by the Union to the Employer, the Federation and the Commissioner General of Labour before the date of commencement of any intended strike or other form of trade union action consequent upon an act of the Employer which in the opinion of the controlling body (by whatsoever name called) of the Union is *mala fide* or vindictive or calculated to threaten or undermine the existence or the legitimate activities of the Union and/or its members is grossly unfair or seriously detrimental to the interest of the Union and/or its members.

34. Variation of Terms and Conditions of Employment and Benefits

- 1) The Union and the Employees jointly and severally agree with the Employer that during the continuance in force of this Agreement they will

not seek to vary, alter or add to all or any of the terms and conditions of employment presently applicable to any of the Employees covered and bound by this Agreement as amended or altered in terms of this Agreement, or all or any of the benefits presently enjoyed by any of the Employees covered and bound by this Agreement other than by mutual agreement.

- 2) The Employer agrees with the Union and the Employees that the Employer shall not seek to vary, alter or withdraw all or any of the benefits presently enjoyed by the Employees other than by mutual agreement.
- 3) Any dispute or difference arising from negotiations under the provision of sub-clauses 1 or 2 may be resolved by voluntary arbitration but only if all the parties, concerned agree to submit such dispute or difference for settlement by voluntary arbitration.

PART II

CONTAINING THE FACILITIES AND CONCESSIONS GRANTED BY THE EMPLOYER TO THE UNION

1. Breaches of Collective Agreement

If in the opinion of the Employer and the Federation, the Union shall commit a breach of any of the terms of this Agreement, then and in any such event the Union shall cease to be entitled to enjoy the facilities and concessions granted by the Employer in the succeeding clauses of this Part and same shall stand withdrawn without prejudice to the Employer's right to restore such facilities and concessions upon such terms and conditions as the Employer may decide.

2. Domestic Inquiries

If an employee who is furnished with a show cause notice in terms of Clause 27 is a member of the Union, the following provisions shall apply to the inquiry held by the Employer pursuant to such show cause notice -

- a) The Employer will, subject as hereinafter provided, allow another member of the Union (hereinafter referred to as 'an Observer') to be present as an observer without loss of wages for absence from work,
- b) If the Employer who is served with a show cause notice desires an 'Observer' to be present at the

inquiry to be held pursuant to such show cause notice, he shall forty eight (48) hours at least before the time appointed for the commencement of the inquiry submit to the Employer the name of such Observer.

- c) An Observer may answer any questions which the person who conducts the inquiry may ask him, but an Observer shall not be entitled to represent the Employee who is served with a show cause notice or otherwise partake in the inquiry.
- d) The person who conducts an inquiry shall be entitled to require an Observer who obstructs such inquiry, in any manner whatsoever to withdraw therefrom and an Observer shall forthwith comply with such requirement.
- e) The absence of an Observer from the whole or part of an inquiry for any reason whatsoever shall not vitiate such inquiry, nor the proceedings there at, nor the findings pursuant thereto.

Union Meetings

The following provisions shall apply to meetings of the Union:

- a) In respect of each meeting, which the Union desires to hold at the Employer's premises, an application for permission shall be previously made to the Employer.
- b) If the Employer decides to grant permission, the Employer shall be entitled to impose inter-alia, one or more of the undernoted conditions :
 - (i) that no person other than an employee in the service of that Employer shall be present at a meeting of the Union;
 - (ii) on occasions such as the Annual General meeting of the Union, office bearers of the Parent Union may, with the previous approval of the Employer, attend;
 - (iii) fix a time limit within which a meeting of the Union shall be concluded or adjourned.
- c) It shall be the duty of the Union and its office bearers to ensure that the terms on which permission to hold a meeting of the Union is granted are duly complied with,
- d) It shall be the duty of the Union and its office bearers to ensure that no damage is caused in the course of the, or

in connection with a meeting of the Union to the Employer's property or any other person at the Employer's premises and the Union shall indemnify the Employer and keep the Employer indemnified against any such damage.

4. Duty Leave

- 1) The following provisions shall apply to duty leave :

Without prejudice to the right of the Employer, to refuse to grant permission if, in his discretion the exigencies of the circumstances warrant refusal, the Employer will generally grant permission for not less than two Office Bearers of the Union -

- a) to be present at conferences held under the aegis of the Employer or the Employers' Federation of Ceylon or the Department of Labour in connection with a dispute between the Union and the Employer,

or

- b) to attend inquiries before Industrial Courts, arbitrators or Labour Tribunals - without loss of wages for such absence.

- 2) The Employer shall provide the President and the Secretary one day's duty leave per month to attend meetings at the Union Headquarters in connection with Union activities if required to do so by the Union. The Employer shall be informed of such meetings at least 48 hours before the meeting and written approval should be obtained from the management.
- 3) The Employer will, in his discretion, grant leave without remuneration to an Employee to attend a Trade Union course or seminar or conference either in Sri Lanka or abroad unless the Employee concerned is entitled to annual or other holidays, which he wishes to utilize for the purpose.
- 4) The Employer shall grant a day's duty leave to for the branch committee not exceeding fourteen (14) employees to attend the Annual Convention of the Parent Union. However, the Employer shall be informed of such meetings at least 48 hours before the meeting and written approval should be obtained from the management.

5. Check-Off

- 1) The facility of check-off shall be granted, subject to Clause 1 of Part II hereof only so long as the Union represents no less than forty (40) percent of the Employees covered and bound by this Collective Agreement.
- 2) The Employer shall on the written request of an Employee deduct from the wages due to such Employees the current monthly Union dues as are specified by the Employee to be payable monthly by the Employee to the Union and remit the amount so deducted to the Union in accordance with the procedure and upon and subject to the conditions hereinafter set forth.
- 3) Every employee who agrees to the deduction of Union dues from his wages shall sign a statement to that effect in the form set out in Form No. 1 referred to as an 'Authorization'.
- 4) Every Employee shall be entitled to withdraw his agreement to check-off at any time by signing a statement to that effect in the form set out in Form No. 2 hereinafter referred to as a 'Revocation'.
- 5) As far as practicable deduction under an authorization shall commence from the wages due immediately after the date of receipt of such authorization and shall continue thereafter until the authorization is cancelled by a revocation.
- 6) As far as practicable deductions under an authorization shall cease from the date of receipt of a revocation canceling such authorization. Provided however -
- a) that the Employer shall not be liable in any manner whatsoever to the Union or the Employee concerned for failure to comply with sub-clause 5 or 6;
- b) that at his discretion the Employer shall be entitled not to make deductions by way of check-off in any month in which the deductions from the Employee's wages in that month exceed the deduction permitted by Law;
- 7) The Employer shall not later than the tenth (10th) day of each month remit the Union dues deducted from the wages of the Employees in the month

immediately preceding, to the Treasurer of the Union in accordance with the tenor of each authorization by a cheque payable to the Treasurer thereof and crossed 'Account Payee'.

- 8) The cheque shall be sent at the risk of the Union and the Employees concerned by post in a prepaid envelope addressed to the Treasurer of the Union at its address for the time being.
- 9) The Treasurer of the Union shall promptly acknowledge receipt of the cheque.
- 10) The Employer shall not be liable to pay to the Union or the Treasurer on its behalf as aforesaid any sum other than the Union's dues actually deducted.

FORM No. 1

Name of Employer: HAYLEYS AGRICULTURE HOLDINGS LIMITED

AUTHORIZATION

As I am an Employee working at the factory at 168/D Brahmanagama, Kottawa, of the Employer covered and bound by the HAYLEYS AGRICULTURE HOLDINGS LIMITED COLLECTIVE AGREEMENT 2017 and I desire to avail myself of the facility for check-off contained in the Collective Agreement to which I am eligible as a member of the INTER COMPANY EMPLOYEES' UNION, please deduct from my wages each month a sum of Rupees..... (Rs.) in respect of my current monthly membership dues to the said Union and remit same to the said Union on my behalf. The first payment should please be made from my wages due immediately following the date hereof.

....., (Date of signing) (Signature of Employee)
..... (Full name of Employee) Checkroll Number

Received on.....
(To be filled by the Employer)

FORM No. 2

Name of Employer: HAYLEYS AGRICULTURE HOLDINGS LIMITED

REVOCATION

With reference to the authorization submitted by me, please cease to deduct from my wages any further membership dues in favour of INTER COMPANY EMPLOYEES' UNION with effect from the wages next due to me immediately following the date hereof :

....., (Date of signing) (Signature of Employee)
..... (Full name of Employee) Checkroll Number

Received on.....
(To be filled by the Employer)

PART III

CONTAINING DEFINITIONS OF CERTAIN WORDS

In Parts I and II of this Agreement unless excluded by the Subject or context, the following words shall have the meaning set opposite to them.

WORDS	MEANING
Branch Union	The Branch Union at the factory at 168/D Brahmanagama, Kottawa
Check-off	The act of the Employer deducting in terms of Clause 5 of Part II the subscriptions payable to the Union by an employee from the latter's pay.
Dispute	Shall have the same meaning as in the Industrial Disputes Act.
Employee	An employee covered and bound by this Agreement
(For convenience sometimes referred to as 'he' or its grammatical variations)	
Employer	HAYLEYS AGRICULTURE HOLDINGS LIMITED (PB 575)
Federation	Employers' Federation of Ceylon
Industrial Disputes Act	The Industrial Disputes Act, No. 43 of 1950

Normal Incremental Date	The date on which an employee would normally receive an increment	In witness hereof parties have hereunto set their hands on this Tenth day of August Two Thousand and Eighteen at Colombo.	
Relevant Wages Board	The Wages Board which covers the Trade in which the particular employee is employed in.	for and on behalf of HAYLEYS AGRICULTURE HOLDINGS LIMITED	for and on behalf of INTER COMPANY EMPLOYEES' UNION
Union	Inter Company Employees' Union	Name:	Name:
Wage	The monthly wage according to the scales of wages set out in Schedules 1, 2.and 3 hereto.	Designation:	Designation:
		WITNESSES:	
Week	The period between midnight on any Saturday night and midnight on the succeeding Saturday night.	1.	1.
		Name:	Name:
Year	A continuous period of twelve (12) months	Designation:	Designation:
Words importing the masculine gender shall include the feminine		2.	2.
		Name:	Name:
Words importing the singular number shall include the plural and <i>vice versa</i>		Designation:	Designation:

Schedule I

Wages scales applicable to Hayleys Agriculture Holdings Ltd- Kottawa Factory Production, Stores & Allied Manual, Workers with effect from 1st September 2017

Stage	GR - I		GR - II		GR- III	
1	18,117.00	199 x 72.00	18,137.00	199 x 88.00	18,162.00	10 x 110.00
2	18,189.00		18,225.00		18,272.00	
3	18,261.00		18,313.00		18,382.00	
4	18,333.00		18,401.00		18,492.00	
5	18,405.00		18,489.00		18,602.00	
6	18,477.00		18,577.00		18,712.00	
7	18,549.00		18,665.00		18,822.00	
8	18,621.00		18,753.00		18,932.00	
9	18,693.00		18,841.00		19,042.00	
10	18,765.00		18,929.00		19,152.00	
11	18,837.00		19,017.00		19,262.00	10 x 116.00
12	18,909.00		19,105.00		19,378.00	
13	18,981.00		19,193.00		19,494.00	
14	19,053.00		19,281.00		19,610.00	
15	19,125.00		19,369.00		19,726.00	
16	19,197.00		19,457.00		19,842.00	
17	19,269.00		19,545.00		19,958.00	
18	19,341.00		19,633.00		20,074.00	

Stage	GR - I	GR - II	GR - III	
19	19,413.00	19.721.00	20.190.00	
20	19,485.00	19.809.00	20.306.00	
21	19,557.00	19.897.00	20.422.00	179 x 127.00
22	19,629.00	19.985.00	20.549.00	
23	19,701.00	20.073.00	20.676.00	
24	19,773.00	20.161.00	20.803.00	
25	19,845.00	20.249.00	20.930.00	
26	19,917.00	20.337.00	21.057.00	
27	19,989.00	20.425.00	21.184.00	
28	20,061.00	20.513.00	21.311.00	
29	20,133.00	20.601.00	21.438.00	
30	20,205.00	20.689.00	21.565.00	
31	20,277.00	20.777.00	21.692.00	
32	20,349.00	20.865.00	21.819.00	
33	20,421.00	20.953.00	21.946.00	
34	20,493.00	21.041.00	22.073.00	
35	20,565.00	21.129.00	22.200.00	
36	20,637.00	21.217.00	22.327.00	
37	20,709.00	21.305.00	22.454.00	
38	20,781.00	21.393.00	22.581.00	
39	20,853.00	21.481.00	22.708.00	
40	20,925.00	21.569.00	22.835.00	
41	20,997.00	21.657.00	22.962.00	
42	21,069.00	21.745.00	23.089.00	
43	21,141.00	21.833.00	23.216.00	
44	21,213.00	21.921.00	23.343.00	
45	21,285.00	22.009.00	23.470.00	
46	21,357.00	22.097.00	23.597.00	
47	21,429.00	22.185.00	23.724.00	
48	21,501.00	22.273.00	23.851.00	
49	21,573.00	22.361.00	23.978.00	
50	21,645.00	22.449.00	24.105.00	
51	21,717.00	22.537.00	24.232.00	
52	21,789.00	22.625.00	24.359.00	
53	21,861.00	22.713.00	24.486.00	
54	21,933.00	22.801.00	24.613.00	
55	22,005.00	22.889.00	24.740.00	
56	22,077.00	22.977.00	24.867.00	
57	22,149.00	23.065.00	24.994.00	
58	22,221.00	23.153.00	25.121.00	
59	22,293.00	23.241.00	25.248.00	
60	22,365.00	23.329.00	25.375.00	
61	22,437.00	23.417.00	25.502.00	
62	22,509.00	23.505.00	25.629.00	
63	22,581.00	23.593.00	25.756.00	
64	22,653.00	23.681.00	25.883.00	
65	22,725.00	23.769.00	26.010.00	
66	22,797.00	23.857.00	26.137.00	
67	22,869.00	23.945.00	26.264.00	
68	22,941.00	24.033.00	26.391.00	
69	23,013.00	24.121.00	26.518.00	
70	23,085.00	24.209.00	26.645.00	

Stage	GR - I	GR - II	GR - III
71	23,157.00	24,297.00	26,772.00
72	23,229.00	24,385.00	26,899.00
73	23,301.00	24,473.00	27,026.00
74	23,373.00	24,561.00	27,153.00
75	23,445.00	24,649.00	27,280.00
76	23,517.00	24,737.00	27,407.00
77	23,589.00	24,825.00	27,534.00
78	23,661.00	24,913.00	27,661.00
79	23,733.00	25,001.00	27,788.00
80	23,805.00	25,089.00	27,915.00
81	23,877.00	25,177.00	28,042.00
82	23,949.00	25,265.00	28,169.00
83	24,021.00	25,353.00	28,296.00
84	24,093.00	25,441.00	28,423.00
85	24,165.00	25,529.00	28,550.00
86	24,237.00	25,617.00	28,677.00
87	24,309.00	25,705.00	28,804.00
88	24,381.00	25,793.00	28,931.00
89	24,453.00	25,881.00	29,058.00
90	24,525.00	25,969.00	29,185.00
91	24,597.00	26,057.00	29,312.00
92	24,669.00	26,145.00	29,439.00
93	24,741.00	26,233.00	29,566.00
94	24,813.00	26,321.00	29,693.00
95	24,885.00	26,409.00	29,820.00
96	24,957.00	26,497.00	29,947.00
97	25,029.00	26,585.00	30,074.00
98	25,101.00	26,673.00	30,201.00
99	25,173.00	26,761.00	30,328.00
100	25,245.00	26,849.00	30,455.00
101	25,317.00	26,937.00	30,582.00
102	25,389.00	27,025.00	30,709.00
103	25,461.00	27,113.00	30,836.00
104	25,533.00	27,201.00	30,963.00
105	25,605.00	27,289.00	31,090.00
106	25,677.00	27,377.00	31,217.00
107	25,749.00	27,465.00	31,344.00
108	25,821.00	27,553.00	31,471.00
109	25,893.00	27,641.00	31,598.00
110	25,965.00	27,729.00	31,725.00
111	26,037.00	27,817.00	31,852.00
112	26,109.00	27,905.00	31,979.00
113	26,181.00	27,993.00	32,106.00
114	26,253.00	28,081.00	32,233.00
115	26,325.00	28,169.00	32,360.00
116	26,397.00	28,257.00	32,487.00
117	26,469.00	28,345.00	32,614.00
118	26,541.00	28,433.00	32,741.00
119	26,613.00	28,521.00	32,868.00
120	26,685.00	28,609.00	32,995.00
121	26,757.00	28,697.00	33,122.00
122	26,829.00	28,785.00	33,249.00

<i>Stage</i>	<i>GR - I</i>	<i>GR - II</i>	<i>GR - III</i>
123	26,901.00	28,873.00	33,376.00
124	26,973.00	28,961.00	33,503.00
125	27,045.00	29,049.00	33,630.00
126	27,117.00	29,137.00	33,757.00
127	27,189.00	29,225.00	33,884.00
128	27,261.00	29,313.00	34,011.00
129	27,333.00	29,401.00	34,138.00
130	27,405.00	29,489.00	34,265.00
131	27,477.00	29,577.00	34,392.00
132	27,549.00	29,665.00	34,519.00
133	27,621.00	29,753.00	34,646.00
134	27,693.00	29,841.00	34,773.00
135	27,765.00	29,929.00	34,900.00
136	27,837.00	30,017.00	35,027.00
137	27,909.00	30,105.00	35,154.00
138	27,981.00	30,193.00	35,281.00
139	28,053.00	30,281.00	35,408.00
140	28,125.00	30,369.00	35,535.00
141	28,197.00	30,457.00	35,662.00
142	28,269.00	30,545.00	35,789.00
143	28,341.00	30,633.00	35,916.00
144	28,413.00	30,721.00	36,043.00
145	28,485.00	30,809.00	36,170.00
146	28,557.00	30,897.00	36,297.00
147	28,629.00	30,985.00	36,424.00
148	28,701.00	31,073.00	36,551.00
149	28,773.00	31,161.00	36,678.00
150	28,845.00	31,249.00	36,805.00
151	28,917.00	31,337.00	36,932.00
152	28,989.00	31,425.00	37,059.00
153	29,061.00	31,513.00	37,186.00
154	29,133.00	31,601.00	37,313.00
155	29,205.00	31,689.00	37,440.00
156	29,277.00	31,777.00	37,567.00
157	29,349.00	31,865.00	37,694.00
158	29,421.00	31,953.00	37,821.00
159	29,493.00	32,041.00	37,948.00
160	29,565.00	32,129.00	38,075.00
161	29,637.00	32,217.00	38,202.00
162	29,709.00	32,305.00	38,329.00
163	29,781.00	32,393.00	38,456.00
164	29,853.00	32,481.00	38,583.00
165	29,925.00	32,569.00	38,710.00
166	29,997.00	32,657.00	38,837.00
167	30,069.00	32,745.00	38,964.00
168	30,141.00	32,833.00	39,091.00
169	30,213.00	32,921.00	39,218.00
170	30,285.00	33,009.00	39,345.00
171	30,357.00	33,097.00	39,472.00
172	30,429.00	33,185.00	39,599.00
173	30,501.00	33,273.00	39,726.00

Stage	GR - I	GR - II	GR - III
174	30,573.00	33,361.00	39,853.00
175	30,645.00	33,449.00	39,980.00
176	30,717.00	33,537.00	40,107.00
177	30,789.00	33,625.00	40,234.00
178	30,861.00	33,713.00	40,361.00
179	30,933.00	33,801.00	40,488.00
180	31,005.00	33,889.00	40,615.00
181	31,077.00	33,977.00	40,742.00
182	31,149.00	34,065.00	40,869.00
183	31,221.00	34,153.00	40,996.00
184	31,293.00	34,241.00	41,123.00
185	31,365.00	34,329.00	41,250.00
186	31,437.00	34,417.00	41,377.00
187	31,509.00	34,505.00	41,504.00
188	31,581.00	34,593.00	41,631.00
189	31,653.00	34,681.00	41,758.00
190	31,725.00	34,769.00	41,885.00
191	31,797.00	34,857.00	42,012.00
192	31,869.00	34,945.00	42,139.00
193	31,941.00	35,033.00	42,266.00
194	32,013.00	35,121.00	42,393.00
195	32,085.00	35,209.00	42,520.00
196	32,157.00	35,297.00	42,647.00
197	32,229.00	35,385.00	42,774.00
198	32,301.00	35,473.00	42,901.00
199	32,373.00	35,561.00	43,028.00
200	32,445.00	35,649.00	43,155.00

SCHEDULE I

WAGE SCALES APPLICABLE TO HAYLEYS AGRICULTURE HOLDINGS LTD - KOTTAWA FACTORY
ENGINEERING TRADE WORKERS WITH EFFECT FROM 1 SEPTEMBER 2017

Stage	U-SK		S-SK		SK	
1	18,117.00	149 x 72.00	18,142.00	149 x 116.00	18,227.00	149 x 138.00
2	18,189.00		18,258.00		18,365.00	
3	18,261.00		18,374.00		18,503.00	
4	18,333.00		18,490.00		18,641.00	
5	18,405.00		18,606.00		18,779.00	
6	18,477.00		18,722.00		18,917.00	
7	18,549.00		18,838.00		19,055.00	
8	18,621.00		18,954.00		19,193.00	
9	18,693.00		19,070.00		19,331.00	
10	18,765.00		19,186.00		19,469.00	
11	18,837.00		19,302.00		19,607.00	
12	18,909.00		19,418.00		19,745.00	
13	18,981.00		19,534.00		19,883.00	
14	19,053.00		19,650.00		20,021.00	
15	19,125.00		19,766.00		20,159.00	
16	19,197.00		19,882.00		20,297.00	

Stage	U- SK	S-SK	SK
17	19,269.00	19,998.00	20,435.00
18	19,341.00	20,114.00	20,573.00
19	19,413.00	20,230.00	20,711.00
20	19,485.00	20,346.00	20,849.00
21	19,557.00	20,462.00	20,987.00
22	19,629.00	20,578.00	21,125.00
23	19,701.00	20,694.00	21,263.00
24	19,773.00	20,810.00	21,401.00
25	19,845.00	20,926.00	21,539.00
26	19,917.00	21,042.00	21,677.00
27	19,989.00	21,158.00	21,815.00
28	20,061.00	21,274.00	21,953.00
29	20,133.00	21,390.00	22,091.00
30	20,205.00	21,506.00	22,229.00
31	20,277.00	21,622.00	22,367.00
32	20,349.00	21,738.00	22,505.00
33	20,421.00	21,854.00	22,643.00
34	20,493.00	21,970.00	22,781.00
35	20,565.00	22,086.00	22,919.00
36	20,637.00	22,202.00	23,057.00
37	20,709.00	22,318.00	23,195.00
38	20,781.00	22,434.00	23,333.00
39	20,853.00	22,550.00	23,471.00
40	20,925.00	22,666.00	23,609.00
41	20,997.00	22,782.00	23,747.00
42	21,069.00	22,898.00	23,885.00
43	21,141.00	23,014.00	24,023.00
44	21,213.00	23,130.00	24,161.00
45	21,285.00	23,246.00	24,299.00
46	21,357.00	23,362.00	24,437.00
47	21,429.00	23,478.00	24,575.00
48	21,501.00	23,594.00	24,713.00
49	21,573.00	23,710.00	24,851.00
50	21,645.00	23,826.00	24,989.00
51	21,717.00	23,942.00	25,127.00
52	21,789.00	24,058.00	25,265.00
53	21,861.00	24,174.00	25,403.00
54	21,933.00	24,290.00	25,541.00
55	22,005.00	24,406.00	25,679.00
56	22,077.00	24,522.00	25,817.00
57	22,149.00	24,638.00	25,955.00
58	22,221.00	24,754.00	26,093.00
59	22,293.00	24,870.00	26,231.00
60	22,365.00	24,986.00	26,369.00
61	22,437.00	25,102.00	26,507.00
62	22,509.00	25,218.00	26,645.00
63	22,581.00	25,334.00	26,783.00
64	22,653.00	25,450.00	26,921.00
65	22,725.00	25,566.00	27,059.00
66	22,797.00	25,682.00	27,197.00
67	22,869.00	25,798.00	27,335.00
68	22,941.00	25,914.00	27,473.00

Stage	U-SK	S-SK	SK
69	23,013.00	26,030.00	27,611.00
70	23,085.00	26,146.00	27,749.00
71	23,157.00	26,262.00	27,887.00
72	23,229.00	26,378.00	28,025.00
73	23,301.00	26,494.00	28,163.00
74	23,373.00	26,610.00	28,301.00
75	23,445.00	26,726.00	28,439.00
76	23,517.00	26,842.00	28,577.00
77	23,589.00	26,958.00	28,715.00
78	23,661.00	27,074.00	28,853.00
79	23,733.00	27,190.00	28,991.00
80	23,805.00	27,306.00	29,129.00
81	23,877.00	27,422.00	29,267.00
82	23,949.00	27,538.00	29,405.00
83	24,021.00	27,654.00	29,543.00
84	24,093.00	27,770.00	29,681.00
85	24,165.00	27,886.00	29,819.00
86	24,237.00	28,002.00	29,957.00
87	24,309.00	28,118.00	30,095.00
88	24,381.00	28,234.00	30,233.00
89	24,453.00	28,350.00	30,371.00
90	24,525.00	28,466.00	30,509.00
91	24,597.00	28,582.00	30,647.00
92	24,669.00	28,698.00	30,785.00
93	24,741.00	28,814.00	30,923.00
94	24,813.00	28,930.00	31,061.00
95	24,885.00	29,046.00	31,199.00
96	24,957.00	29,162.00	31,337.00
97	25,029.00	29,278.00	31,475.00
98	25,101.00	29,394.00	31,613.00
99	25,173.00	29,510.00	31,751.00
100	25,245.00	29,626.00	31,889.00
101	25,317.00	29,742.00	32,027.00
102	25,389.00	29,858.00	32,165.00
103	25,461.00	29,974.00	32,303.00
104	25,533.00	30,090.00	32,441.00
105	25,605.00	30,206.00	32,579.00
106	25,677.00	30,322.00	32,717.00
107	25,749.00	30,438.00	32,855.00
108	25,821.00	30,554.00	32,993.00
109	25,893.00	30,670.00	33,131.00
110	25,965.00	30,786.00	33,269.00
111	26,037.00	30,902.00	33,407.00
112	26,109.00	31,018.00	33,545.00
113	26,181.00	31,134.00	33,683.00
114	26,253.00	31,250.00	33,821.00
115	26,325.00	31,366.00	33,959.00
116	26,397.00	31,482.00	34,097.00
117	26,469.00	31,598.00	34,235.00
118	26,541.00	31,714.00	34,373.00
119	26,613.00	31,830.00	34,511.00
120	26,685.00	31,946.00	34,649.00

Stage	U-SK	S-SK	SK
121	26,757.00	32,062.00	34,787.00
122	26,829.00	32,178.00	34,925.00
123	26,901.00	32,294.00	35,063.00
124	26,973.00	32,410.00	35,201.00
125	27,045.00	32,526.00	35,339.00
126	27,117.00	32,642.00	35,477.00
127	27,189.00	32,758.00	35,615.00
128	27,261.00	32,874.00	35,753.00
129	27,333.00	32,990.00	35,891.00
130	27,405.00	33,106.00	36,029.00
131	27,477.00	33,222.00	36,167.00
132	27,549.00	33,338.00	36,305.00
133	27,621.00	33,454.00	36,443.00
134	27,693.00	33,570.00	36,581.00
135	27,765.00	33,686.00	36,719.00
136	27,837.00	33,802.00	36,857.00
137	27,909.00	33,918.00	36,995.00
138	27,981.00	34,034.00	37,133.00
139	28,053.00	34,150.00	37,271.00
140	28,125.00	34,266.00	37,409.00
141	28,197.00	34,382.00	37,547.00
142	28,269.00	34,498.00	37,685.00
143	28,341.00	34,614.00	37,823.00
144	28,413.00	34,730.00	37,961.00
145	28,485.00	34,846.00	38,099.00
146	28,557.00	34,962.00	38,237.00
147	28,629.00	35,078.00	38,375.00
148	28,701.00	35,194.00	38,513.00
149	28,773.00	35,310.00	38,651.00
150	28,845.00	35,426.00	38,789.00

Scheule 1

WAGE SCALES APPLICABLE TO HAYLEYS AGRICULTURE HOLDINGS LTD -
KOTTAWA FACTORY
MOTOR TRANSPORT TRADE WORKERS WITH EFFECT FROM 1 SEPTEMBER 2017

Stage	Class - B		Class - G	
1	18,202.00	99 x 116.00	18,132.00	99 x 72.00
2	18,318.00		18,204.00	
3	18,434.00		18,276.00	
4	18,550.00		18,348.00	
5	18,666.00		18,420.00	
6	18,782.00		18,492.00	
7	18,898.00		18,564.00	
8	19,014.00		18,636.00	
9	19,130.00		18,708.00	
10	19,246.00		18,780.00	
11	19,362.00		18,852.00	
12	19,478.00		18,924.00	
13	19,594.00		18,996.00	

<i>Stage</i>	<i>Class - B</i>	<i>Class - G</i>
14	19,710.00	19,068.00
15	19,826.00	19,140.00
16	19,942.00	19,212.00
17	20,058.00	19,284.00
18	20,174.00	19,356.00
19	20,290.00	19,428.00
20	20,406.00	19,500.00
21	20,522.00	19,572.00
22	20,638.00	19,644.00
23	20,754.00	19,716.00
24	20,870.00	19,788.00
25	20,986.00	19,860.00
26	21,102.00	19,932.00
27	21,218.00	20,004.00
28	21,334.00	20,076.00
29	21,450.00	20,148.00
30	21,566.00	20,220.00
31	21,682.00	20,292.00
32	21,798.00	20,364.00
33	21,914.00	20,436.00
34	22,030.00	20,508.00
35	22,146.00	20,580.00
36	22,262.00	20,652.00
37	22,378.00	20,724.00
38	22,494.00	20,796.00
39	22,610.00	20,868.00
40	22,726.00	20,940.00
41	22,842.00	21,012.00
42	22,958.00	21,084.00
43	23,074.00	21,156.00
44	23,190.00	21,228.00
45	23,306.00	21,300.00
46	23,422.00	21,372.00
47	23,538.00	21,444.00
48	23,654.00	21,516.00
49	23,770.00	21,588.00
50	23,886.00	21,660.00
51	24,002.00	21,732.00
52	24,118.00	21,804.00
53	24,234.00	21,876.00
54	24,350.00	21,948.00
55	24,466.00	22,020.00
56	24,582.00	22,092.00
57	24,698.00	22,164.00
58	24,814.00	22,236.00
59	24,930.00	22,308.00
60	25,046.00	22,380.00
61	25,162.00	22,452.00
62	25,278.00	22,524.00
63	25,394.00	22,596.00
64	25,510.00	22,668.00
65	25,626.00	22,740.00

<i>Stage</i>	<i>Class - B</i>	<i>Class - G</i>
66	25,742.00	22,812.00
67	25,858.00	22,884.00
68	25,974.00	22,956.00
69	26,090.00	23,028.00
70	26,206.00	23,100.00
71	26,322.00	23,172.00
72	26,438.00	23,244.00
73	26,554.00	23,316.00
74	26,670.00	23,388.00
75	26,786.00	23,460.00
76	26,902.00	23,532.00
77	27,018.00	23,604.00
78	27,134.00	23,676.00
79	27,250.00	23,748.00
80	27,366.00	23,820.00
81	27,482.00	23,892.00
82	27,598.00	23,964.00
83	27,714.00	24,036.00
84	27,830.00	24,108.00
85	27,946.00	24,180.00
86	28,062.00	24,252.00
87	28,178.00	24,324.00
88	28,294.00	24,396.00
89	28,410.00	24,468.00
90	28,526.00	24,540.00
91	28,642.00	24,612.00
92	28,758.00	24,684.00
93	28,874.00	24,756.00
94	28,990.00	24,828.00
95	29,106.00	24,900.00
96	29,222.00	24,972.00
97	29,338.00	25,044.00
98	29,454.00	25,116.00
99	29,570.00	25,188.00
100	29,686.00	25,260.00

Schedule 2

WAGE SCALES APPLICABLE TO HAYLEYS AGRICULTURE HOLDINGS LTD - KOTTAWA FACTORY
FACTORY EMPLOYEES (HAYCHEM (PVT) LTD JULY 2007 RECRUITS)
WITH EFFECT FROM 01 SEPTEMBER 2017

<i>Stage</i>	<i>GR - 1</i>		<i>GR - 2</i>		<i>GR - 3</i>	
1	15,258.00	99 x 72.00	15,278.00	99 x 88.00	15,303.00	10 x 110.00
2	15,330.00		15,366.00		15,413.00	
3	15,402.00		15,454.00		15,523.00	
4	15,474.00		15,542.00		15,633.00	
5	15,546.00		15,630.00		15,743.00	
6	15,618.00		15,718.00		15,853.00	
7	15,690.00		15,806.00		15,963.00	

Stage	GR - 1	GR - 2	GR - 3	
8	15,762.00	15,894.00	16,073.00	
9	15,834.00	15,982.00	16,183.00	
10	15,906.00	16,070.00	16,293.00	
11	15,978.00	16,158.00	16,403.00	10 x 116.00
12	16,050.00	16,246.00	16,519.00	
13	16,122.00	16,334.00	16,635.00	
14	16,194.00	16,422.00	16,751.00	
15	16,266.00	16,510.00	16,867.00	
16	16,338.00	16,598.00	16,983.00	
17	16,410.00	16,686.00	17,099.00	
18	16,482.00	16,774.00	17,215.00	
19	16,554.00	16,862.00	17,331.00	
20	16,626.00	16,950.00	17,447.00	
21	16,698.00	17,038.00	17,563.00	79 x 127.00
22	16,770.00	17,126.00	17,690.00	
23	16,842.00	17,214.00	17,817.00	
24	16,914.00	17,302.00	17,944.00	
25	16,986.00	17,390.00	18,071.00	
26	17,058.00	17,478.00	18,198.00	
27	17,130.00	17,566.00	18,325.00	
28	17,202.00	17,654.00	18,452.00	
29	17,274.00	17,742.00	18,579.00	
30	17,346.00	17,830.00	18,706.00	
31	17,418.00	17,918.00	18,833.00	
32	17,490.00	18,006.00	18,960.00	
33	17,562.00	18,094.00	19,087.00	
34	17,634.00	18,182.00	19,214.00	
35	17,706.00	18,270.00	19,341.00	
36	17,778.00	18,358.00	19,468.00	
37	17,850.00	18,446.00	19,595.00	
38	17,922.00	18,534.00	19,722.00	
39	17,994.00	18,622.00	19,849.00	
40	18,066.00	18,710.00	19,976.00	
41	18,138.00	18,798.00	20,103.00	
42	18,210.00	18,886.00	20,230.00	
43	18,282.00	18,974.00	20,357.00	
44	18,354.00	19,062.00	20,484.00	
45	18,426.00	19,150.00	20,611.00	
46	18,498.00	19,238.00	20,738.00	
47	18,570.00	19,326.00	20,865.00	
48	18,642.00	19,414.00	20,992.00	
49	18,714.00	19,502.00	21,119.00	
50	18,786.00	19,590.00	21,246.00	
51	18,858.00	19,678.00	21,373.00	
52	18,930.00	19,766.00	21,500.00	
53	19,002.00	19,854.00	21,627.00	
54	19,074.00	19,942.00	21,754.00	

Stage	GR - 1	GR - 2	GR - 3
55	19,146.00	20,030.00	21,881.00
56	19,218.00	20,118.00	22,008.00
57	19,290.00	20,206.00	22,135.00
58	19,362.00	20,294.00	22,262.00
59	19,434.00	20,382.00	22,389.00
60	19,506.00	20,470.00	22,516.00
61	19,578.00	20,558.00	22,643.00
62	19,650.00	20,646.00	22,770.00
63	19,722.00	20,734.00	22,897.00
64	19,794.00	20,822.00	23,024.00
65	19,866.00	20,910.00	23,151.00
66	19,938.00	20,998.00	23,278.00
67	20,010.00	21,086.00	23,405.00
68	20,082.00	21,174.00	23,532.00
69	20,154.00	21,262.00	23,659.00
70	20,226.00	21,350.00	23,786.00
71	20,298.00	21,438.00	23,913.00
72	20,370.00	21,526.00	24,040.00
73	20,442.00	21,614.00	24,167.00
74	20,514.00	21,702.00	24,294.00
75	20,586.00	21,790.00	24,421.00
76	20,658.00	21,878.00	24,548.00
77	20,730.00	21,966.00	24,675.00
78	20,802.00	22,054.00	24,802.00
79	20,874.00	22,142.00	24,929.00
80	20,946.00	22,230.00	25,056.00
81	21,018.00	22,318.00	25,183.00
82	21,090.00	22,406.00	25,310.00
83	21,162.00	22,494.00	25,437.00
84	21,234.00	22,582.00	25,564.00
85	21,306.00	22,670.00	25,691.00
86	21,378.00	22,758.00	25,818.00
87	21,450.00	22,846.00	25,945.00
88	21,522.00	22,934.00	26,072.00
89	21,594.00	23,022.00	26,199.00
90	21,666.00	23,110.00	26,326.00
91	21,738.00	23,198.00	26,453.00
92	21,810.00	23,286.00	26,580.00
93	21,882.00	23,374.00	26,707.00
94	21,954.00	23,462.00	26,834.00
95	22,026.00	23,550.00	26,961.00
96	22,098.00	23,638.00	27,088.00
97	22,170.00	23,726.00	27,215.00
98	22,242.00	23,814.00	27,342.00
99	22,314.00	23,902.00	27,469.00
100	22,386.00	23,990.00	27,596.00

SCHEDULE 3

WAGE SCALES APPLICABLE TO HAYLEYS AGRICULTURE HOLDINGS LTD - KOTTAWA FACTORY
FACTORY EMPLOYEES (HAYCHEM (PVT) LTD NOVEMBER 2009 RECRUITS)
AND NEW RECRUITS WITH EFFECT FROM 01 SEPTEMBER 2017

Stage		Grade - 1		Grade - 2		Grade - 3
1	99x72.00	15,000.00	99 x 88.00	15,100.00	10 x 110.00	15,200.00
2		15,072.00		15,188.00		15,310.00
3		15,144.00		15,276.00		15,420.00
4		15,216.00		15,364.00		15,530.00
5		15,288.00		15,452.00		15,640.00
6		15,360.00		15,540.00		15,750.00
7		15,432.00		15,628.00		15,860.00
8		15,504.00		15,716.00		15,970.00
9		15,576.00		15,804.00		16,080.00
10		15,648.00		15,892.00		16,190.00
11		15,720.00		15,980.00	10 x 116.00	<u>16,300.00</u>
12		15,792.00		16,068.00		16,416.00
13		15,864.00		16,156.00		16,532.00
14		15,936.00		16,244.00		16,648.00
15		16,008.00		16,332.00		16,764.00
16		16,080.00		16,420.00		16,880.00
17		16,152.00		16,508.00		16,996.00
18		16,224.00		16,596.00		17,112.00
19		16,296.00		16,684.00		17,228.00
20		16,368.00		16,772.00		17,344.00
21		16,440.00		16,860.00	79 x 127.00	<u>17,460.00</u>
22		16,512.00		16,948.00		17,587.00
23		16,584.00		17,036.00		17,714.00
24		16,656.00		17,124.00		17,841.00
25		16,728.00		17,212.00		17,968.00
26		16,800.00		17,300.00		18,095.00
27		16,872.00		17,388.00		18,222.00
28		16,944.00		17,476.00		18,349.00
29		17,016.00		17,564.00		18,476.00
30		17,088.00		17,652.00		18,603.00
31		17,160.00		17,740.00		18,730.00
32		17,232.00		17,828.00		18,857.00
33		17,304.00		17,916.00		18,984.00
34		17,376.00		18,004.00		19,111.00
35		17,448.00		18,092.00		19,238.00
36		17,520.00		18,180.00		19,365.00
37		17,592.00		18,268.00		19,492.00
38		17,664.00		18,356.00		19,619.00
39		17,736.00		18,444.00		19,746.00
40		17,808.00		18,532.00		19,873.00
41		17,880.00		18,620.00		20,000.00
42		17,952.00		18,708.00		20,127.00
43		18,024.00		18,796.00		20,254.00
44		18,096.00		18,884.00		20,381.00
45		18,168.00		18,972.00		20,508.00

<i>Stage</i>	<i>Grade - 1</i>	<i>Grade - 2</i>	<i>Grade - 3</i>
46	18,240.00	19,060.00	20,635.00
47	18,312.00	19,148.00	20,762.00
48	18,384.00	19,236.00	20,889.00
49	18,456.00	19,324.00	21,016.00
50	18,528.00	19,412.00	21,143.00
51	18,600.00	19,500.00	21,270.00
52	18,672.00	19,588.00	21,397.00
53	18,744.00	19,676.00	21,524.00
54	18,816.00	19,764.00	21,651.00
55	18,888.00	19,852.00	21,778.00
56	18,960.00	19,940.00	21,905.00
57	19,032.00	20,028.00	22,032.00
58	19,104.00	20,116.00	22,159.00
59	19,176.00	20,204.00	22,286.00
60	19,248.00	20,292.00	22,413.00
61	19,320.00	20,380.00	22,540.00
62	19,392.00	20,468.00	22,667.00
63	19,464.00	20,556.00	22,794.00
64	19,536.00	20,644.00	22,921.00
65	19,608.00	20,732.00	23,048.00
66	19,680.00	20,820.00	23,175.00
67	19,752.00	20,908.00	23,302.00
68	19,824.00	20,996.00	23,429.00
69	19,896.00	21,084.00	23,556.00
70	19,968.00	21,172.00	23,683.00
71	20,040.00	21,260.00	23,810.00
72	20,112.00	21,348.00	23,937.00
73	20,184.00	21,436.00	24,064.00
74	20,256.00	21,524.00	24,191.00
75	20,328.00	21,612.00	24,318.00
76	20,400.00	21,700.00	24,445.00
77	20,472.00	21,788.00	24,572.00
78	20,544.00	21,876.00	24,699.00
79	20,616.00	21,964.00	24,826.00
80	20,688.00	22,052.00	24,953.00
81	20,760.00	22,140.00	25,080.00
82	20,832.00	22,228.00	25,207.00
83	20,904.00	22,316.00	25,334.00
84	20,976.00	22,404.00	25,461.00
85	21,048.00	22,492.00	25,588.00
86	21,120.00	22,580.00	25,715.00
87	21,192.00	22,668.00	25,842.00
88	21,264.00	22,756.00	25,969.00
89	21,336.00	22,844.00	26,096.00
90	21,408.00	22,932.00	26,223.00
91	21,480.00	23,020.00	26,350.00
92	21,552.00	23,108.00	26,477.00
93	21,624.00	23,196.00	26,604.00
94	21,696.00	23,284.00	26,731.00
95	21,768.00	23,372.00	26,858.00
96	21,840.00	23,460.00	26,985.00
97	21,912.00	23,548.00	27,112.00

<i>Stage</i>	<i>Grade - 1</i>	<i>Grade - 2</i>	<i>Grade - 3</i>
98	21,984.00	23,636.00	27,239.00
99	22,056.00	23,724.00	27,366.00
100	22,128.00	23,812.00	27,493.00

SCHEDULE 3

WAGE SCALES APPLICABLE TO HAYLEYS AGRICULTURE HOLDINGS LTD-KOTTAWA FACTORY
MOTOR TRANSPORT TRADE WORKERS WITH EFFECT FROM 1 SEPTEMBER 2017

Stage	CLASS - B		Stage	CLASS - B
1	15,000.00	149 x 116.00	41	19,640.00
2	15,116.00		42	19,756.00
3	15,232.00		43	19,872.00
4	15,348.00		44	19,988.00
5	15,464.00		45	20,104.00
6	15,580.00		46	20,220.00
7	15,696.00		47	20,336.00
8	15,812.00		48	20,452.00
9	15,928.00		49	20,568.00
10	16,044.00		50	20,684.00
11	16,160.00		51	20,800.00
12	16,276.00		52	20,916.00
13	16,392.00		53	21,032.00
14	16,508.00		54	21,148.00
15	16,624.00		55	21,264.00
16	16,740.00		56	21,380.00
17	16,856.00		57	21,496.00
18	16,972.00		58	21,612.00
19	17,088.00		59	21,728.00
20	17,204.00		60	21,844.00
21	17,320.00		61	21,960.00
22	17,436.00		62	22,076.00
23	17,552.00		63	22,192.00
24	17,668.00		64	22,308.00
25	17,784.00		65	22,424.00
26	17,900.00		66	22,540.00
27	18,016.00		67	22,656.00
28	18,132.00		68	22,772.00
29	18,248.00		69	22,888.00
30	18,364.00		70	23,004.00
31	18,480.00		71	23,120.00
32	18,596.00		72	23,236.00
33	18,712.00		73	23,352.00
34	18,828.00		74	23,468.00
35	18,944.00		75	23,584.00
36	19,060.00		76	23,700.00
37	19,176.00		77	23,816.00
38	19,292.00		78	23,932.00
39	19,408.00		79	24,048.00
40	19,524.00		80	24,164.00
			81	24,280.00

Stage	CLASS - B	Stage	CLASS - sB
82	24,396.00	117	28,456.00
83	24,512.00	118	28,572.00
84	24,628.00	119	28,688.00
85	24,744.00	120	28,804.00
86	24,860.00	121	28,920.00
87	24,976.00	122	29,036.00
88	25,092.00	123	29,152.00
89	25,208.00	124	29,268.00
90	25,324.00	125	29,384.00
91	25,440.00	126	29,500.00
92	25,556.00	127	29,616.00
93	25,672.00	128	29,732.00
94	25,788.00	129	29,848.00
95	25,904.00	130	29,964.00
96	26,020.00	131	30,080.00
97	26,136.00	132	30,196.00
98	26,252.00	133	30,312.00
99	26,368.00	134	30,428.00
100	26,484.00	135	30,544.00
101	26,600.00	136	30,660.00
102	26,716.00	137	30,776.00
103	26,832.00	138	30,892.00
104	26,948.00	139	31,008.00
105	27,064.00	140	31,124.00
106	27,180.00	141	31,240.00
107	27,296.00	142	31,356.00
108	27,412.00	143	31,472.00
109	27,528.00	144	31,588.00
110	27,644.00	145	31,704.00
111	27,760.00	146	31,820.00
112	27,876.00	147	31,936.00
113	27,992.00	148	32,052.00
114	28,108.00	149	32,168.00
115	28,224.00	150	32,284.00
116	28,340.00		

SCHEDULE 4

PRODUCTION NORMS

	<i>Type of Pack</i>	<i>Pack Sizes</i>	<i>Operation Units with effect from 1st November 2011</i>
Category A	Glass Bottles	50/100ml	4030
		200ml	3360
		400 / 500 ml	2890
	Poly Bottles	100ml	4310
		200ml	3750
		400 / 500 ml	2890
	Poly Cans (Hand Filling)	1.0 ltr	648
		2.0 ltr	606
		3.0 / 4.0 ltr	514
Category B	Powder Products	50/ 100 g (MF)	2500
		200 g (MF)	2500
		500 g (MF)	2000
		1.0 kg (MF)	1250
		5 - 25 g (HF)	1500
		50 / 100 g (HF)	1250
		200 g (HF)	1100
		500 g (HF)	1025
		1.0 kg (HF)	600

FORMULATIONS

	<i>No. of Batches</i>
Insecticide	2 x 1200 kg
Weedicide	2 x 2500 kg
Powder & Baits	8 x 100 kg

SCHEDULE 4 (Contd.)

Qualifying Level/Quantity for payment of Productivity Bonus

<i>Pack Size</i>	<i>Productivity Level Starting from 1st November 2011</i>	<i>Qualifying Level for Incentive Payment</i>
50/ 100ml Glass	4030	5239
200ml Glass	3360	4368
400 / 500ml Glass	2890	3757
100ml Poly	4310	5603
200ml Poly	3750	4875
400 / 500ml Poly	2890	3757
1.0 ltr Poly Can	648	842
2.0 ltr Poly Can	606	788
3.0 / 4.0 ltr Poly Can	514	668
50/ 100g Powder (M/F)	2500	3250
200g Powder (M/F)	2500	3250
500g Powder (M/F)	2000	2600
1.0 kg Powder (M/F)	1250	1625
5 - 25g Powder H/F	1500	1950
50 / 100 g Powder (H/F)	1250	1625
200 g Powder (H/F)	1100	1430
500 g Powder (H/F)	1025	1332
1.0 kg Powder (H/F)	600	780

SCHEDULE 5

Productivity Bonus Payments Scheme

<i>% Productivity Level Over Norm</i>	<i>Payment (Rs.)</i>
10	Nil
20	Nil
30	60.00
40	90.00
50	380.00
60	420.00
70	460.00
80	500.00
90	560.00
100	760.00