

Consolidated Association of Employers of Southern Africa Region

C A E S A R

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Chief Executive Officer
Kalahari Pristine Salt Worx
P O Box 6708
Cresta
Johannesburg
2000

LABOUR LEGISLATION COMPLIANCE - SUPPLIER OF KALAHARI PRISTINE SALT WORX

This letter serves to confirm that the supplier has been a member of this Employers' Organisation since May 2006. CAESAR, one of the largest employers' organisations in South Africa with more than 20 offices countrywide, assists employers with labour relations and promotes fair labour practice as a basis for productivity.

The supplier strives to be a world class company and therefore strictly adheres to all South African labour legislation and applies fair labour practices to all of its employees. We confirm that this entails, amongst others, that the company does not employ children and has never done so. The company furthermore ensures that remuneration of all employees exceed minimum wage levels. In addition, employees are entitled to other benefits such as free housing (for employees employed at the salt pans), annual bonuses, free life insurance and membership of a provident fund. The Department of Labour would confirm the aforementioned to be correct.

You are most welcome to visit any of the work premises of the supplier in order to obtain first-hand experience of the high level of labour practices applied by this company.

Yours faithfully



**J R VAN DER MERWE
CAESAR OFFICIAL**

Registered at the Department of Labour on 11 February 1997 in terms of Section 96 (7)(a) of the Labour Relations Act, 1995 Secretary: Mr. Louis Wolmarans