

**INDUSTRIAL CHEMICALS SECTOR**

**SUBSTANTIVE AGREEMENT**

**FOR THE PERIOD 1 JULY 2022 TO 30 JUNE 2024**

**between**

**PARTICIPATING BASE CHEMICAL, SPECIALITY CHEMICALS,  
SURFACE COATINGS, FERTILIZER AND EXPLOSIVES  
COMPANIES AS LISTED IN ANNEXURE 'A'**

*(hereinafter referred to as the "participating companies")*

**and**

**CHEMICAL, ENERGY, PAPER, PRINTING, WOOD AND ALLIED  
WORKERS' UNION  
(CEPPWAWU)**

**GENERAL INDUSTRIES WORKERS UNION OF SOUTH AFRICA  
(GIWUSA)**

**SOLIDARITY**

**SOUTH AFRICAN CHEMICAL WORKERS' UNION  
(SACWU)**

*(hereinafter referred to as the "Unions")*

J.N. S.M.H  
B. [Signature] A.M.B. [Signature]

## INDUSTRIAL CHEMICALS SECTOR SUBSTANTIVE AGREEMENT

### 1. PERIOD OF AGREEMENT:

1.1 This agreement shall apply for the period 1 July 2022 to 30 June 2024.

### 2. SCOPE OF AGREEMENT:

This agreement shall apply to employees within the recognised bargaining units of member companies listed hereto in Annexure A.

### 3. WAGES:

For year one the monthly wage will increase across the board by 6%, as from 1 July 2022.

In year two (1 July 2023 to 30 June 2024) the monthly wage will increase across the board by the average CPI plus 1.0% improvement factor, (Average CPI will be the average of the Headline CPI for the 12 months May 2022 to April 2023.) The increase will be subject to a floor (minimum) of a 4% increase and a ceiling (maximum) of a 7.5 % increase.

### 4. MINIMUM WAGE:

The current minimum wage (R8 388.74) will be increased by 6% as from 1 July 2022 to R8 892.06 which is the agreed across the board (ATB) percentage increase applicable to all Industrial Chemicals sub-sectors.

For the period 1 July 2023 to 30 June 2024, the minimum wage will be increased by the average CPI plus 1.0% improvement factor, (Average CPI will be the average of the Headline CPI for the 12 months May 2022 to April 2023.) The increase will be subject to a floor (minimum) of a 4% increase and a ceiling (maximum) of a 7.5% increase.

J.M. S.M.M  
B.C.P. amb AW

**5. TASK TEAM:**

The following matters shall be referred to a Task Team:

- Scope of agreement;
- Shift allowance;
- Transport allowance;
- Hours of work.

The full Terms of Reference of the Task Team is contained in a separate agreement.

**6. EXEMPTIONS:**

Companies seeking exemption from the conditions of this agreement and/or any conditions agreed to previously through centralised bargaining between the parties, should do so according to the Council's exemptions procedure.

**7. DISPUTE RESOLUTION:**

If there is a dispute about the interpretation or application of any clause of this agreement any party may refer the matter to the Council for resolution in terms of the dispute resolution procedure of the Council.

**8. OTHER TERMS AND CONDITIONS:**

All other terms and conditions not affected by this agreement will remain unchanged. Those benefits already more favourable than provided for in terms of this agreement shall not be affected by this agreement.

**9. FULL AND FINAL SETTLEMENT:**

The terms of this agreement are in full and final settlement of substantive wages and terms and conditions of employment negotiated for the period 1 July 2022 to

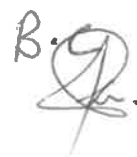
J.N. S.M.N  
B.G. Amb  
AW

30 June 2024 between the unions and the participating companies. Therefore, all other demands tabled by parties during the negotiations are withdrawn.

**10: PEACE OBLIGATION:**


Neither party to this Agreement shall engage in any form of industrial action against the other party regarding any disagreement on wages and other substantive conditions of employment during the entire period of this Agreement, unless disagreement arises out of the implementation and/or interpretation of this Agreement, in which case any party may refer the matter to the Bargaining Council for the Chemical Industry for resolution in terms of the dispute resolution procedure of said Council.

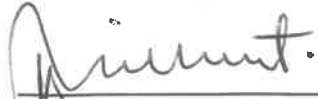
J.N. smn

B.G.  


amb  


Signed at Johannesburg this 11<sup>th</sup> day of August 2022.

  
\_\_\_\_\_  
For participating Industrial Chemicals  
Companies as per the attached schedule

  
\_\_\_\_\_  
Witness

Signed at Johannesburg this 8<sup>th</sup> day of AUGUST 2022.

  
\_\_\_\_\_  
Chemical, Energy, Paper, Printing,  
Wood and Allied Workers Union

  
\_\_\_\_\_  
Witness

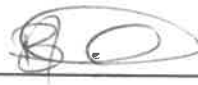
Signed at Johannesburg this 10<sup>th</sup> day of August 2022.

  
\_\_\_\_\_  
General Industries Workers Union  
of South Africa

  
\_\_\_\_\_  
Witness

Signed at Johannesburg this 8<sup>th</sup> day of August 2022.

  
\_\_\_\_\_  
Solidarity

  
\_\_\_\_\_  
Witness

Signed at Johannesburg this 10<sup>th</sup> day of August 2022.

  
\_\_\_\_\_  
South African Chemicals Workers Union

  
\_\_\_\_\_  
Witness

**ANNEXURE A**

**PARTICIPATING COMPANIES**

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**BASE CHEMICALS:**

African Amines (Pty) Ltd.  
African Oxygen (Pty) Limited  
Air Products South Africa (Pty) Ltd.  
Air Liquide (Pty) Ltd.  
Air Liquide Large Industries South Africa (Pty) Ltd.  
AlcoNCP (Pty) Ltd.  
Associated Additives  
Bayer (Pty) Ltd.  
Bidvest Tank Terminals  
BotAsh SA (Pty) Ltd.  
DDP Speciality Products SA (Pty) Ltd.  
Dow Southern Africa (Pty) Ltd.  
Ferro Coating Resins (Pty) Ltd.  
Ferro Dispersions (Pty) Ltd.  
Ferro South Africa (Pty) Ltd.  
H & R South Africa (Pty) Ltd.  
Innovative Water Care SA Holding (Pty) Ltd. (Previously Arch Water Products SA)  
Karbochem (Pty) Ltd.  
Lanxess CISA (Pty) Ltd.  
Lanxess (Pty) Ltd.  
Masterbatch SA (Pty) Ltd.  
Merck SA (Pty) Ltd.  
Merck Life Science (Pty) Ltd.  
NCP Chlorchem  
NCS Resins (Pty) Ltd.  
Orion Engineered Carbons (Pty) Ltd.  
PQ Silicas South Africa (Pty) Ltd.  
Protank (Pty) Ltd. t/a Indian Ocean Terminals  
Safripol (Pty) Ltd.

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Sasol South Africa (Pty) Ltd.

Vopak Terminal (Pty) Ltd.

**SPECIALITY CHEMICALS:**

AECI Chemical Cluster:

- AECI Head Office
- AECI Mining Services (AEL Mining Services)
- AECI Speciality Chemicals (Chemfit)
- AECI Industrial Chemicals (Chemical Initiatives)
- AECI Speciality Chemicals (ChemSystems)
- AECI Mining Chemicals (Expense)
- AECI Water (ImproChem)
- AECI Speciality Chemicals (Industrial Oleochemicals Products)
- AECI Food and Beverage (Lake Foods)
- AECI Food and Beverage (Lake Shared Services)
- AECI Plant Health (Nulandis)
- AECI Mining Chemicals (Senmin)

A Shak (Pty) Ltd.

ASK Chemicals South Africa (Pty) Ltd.

Avery Dennison SA (Pty) Ltd.

Avient South Africa

BASF Construction Chemicals (Pty) Ltd.

BASF South Africa (Pty) Ltd.

Bitek Industries (Pty) Ltd.

Brenntag South Africa (Pty) Ltd.

Cerax (Pty) Ltd.

Chemetall (Pty) Ltd.

Chemical Logistics Industrial Speciality Chemicals cc t/a Chemlog  
Chemicals & Research (Pty) Ltd.

Clariant Sasol Catalysts (Pty) Ltd.

Clariant Southern Africa (Pty) Ltd.

Clariant Plastics and Coatings Southern Africa (Pty) Ltd.

Denso South Africa (Pty) Ltd.

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Diversey SA (Pty) Ltd.  
DyStar Africa (Pty) Ltd.  
Ecolab (Pty) Ltd.  
Edentec Industrial (Pty) Ltd.  
Evonik Peroxide Africa (Pty) Ltd.  
Ezee Tile Adhesive Manufacturers (Pty) Ltd. (Includes Durban, Port Elizabeth, Mokopane,  
Mpumalanga, Germiston and Free State)  
Fine Chemicals Corporation (Pty) Ltd.  
Foseco a Division of Vesuvius South Africa  
Fountain Chemicals (Pty) Ltd.  
GCP Applied Technologies (Pty) Ltd.  
Givaudan South Africa (Pty) Ltd.  
Henkel SA (Pty) Ltd.  
Isegen South Africa (Pty) Ltd.  
Kevali Chemicals  
Mapei South Africa (Pty) Ltd.  
Martin and Robson South Africa  
Metsep SA (Pty) Ltd.  
Metsep Saldanha (Pty) Ltd.  
Metaplast Chemicals (Pty) Ltd.  
Minova  
MTSA  
Orthochem  
Permoseal (Pty) Ltd.  
Protea Chemicals, a Division of the Omnia Group (Pty) Ltd.  
Qualichem (Pty) Ltd.  
Reinol-Janek Chemicals (Pty) Ltd.  
Resistant Materials Services (Pty) Ltd.  
RHI Refractories Africa (Pty) Ltd.  
Rigifoam (Pty) Ltd.  
Rocbolt Technologies  
Rolfes Agri (Pty) Ltd.  
Rolfes Chemicals (Pty) Ltd.

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Promac Paints  
Prominent Paints (Pty) Ltd.  
Sun Chemical  
Technipaint Holdings (Pty) Ltd.  
The Valspar SA Corporation (Pty) Ltd.

**FERTILIZERS:**

Atlas Organic Fertilizers (Pty) Ltd.  
Foskor (Pty) Ltd.  
Omnia Fertilizer  
Sasol Chemicals  
Yara Animal Nutrition South Africa

BC  <sup>and</sup>  
AMB

Rolfes Ltd.  
Rudolf Chemicals (Pty) Ltd.  
Sicad South Africa (Pty) Ltd.  
Sika South Africa (Pty) Ltd.  
Sparkle Products CC  
Spectracare (Pty) Ltd.  
Stapol (Pty) Ltd.  
Stoncor Africa (Pty) Ltd.  
STT Sales (Pty) Ltd.  
Symrise (Pty) Ltd.  
TAG Solvent Products (Pty) Ltd.  
TAL a division of Norcros SA (Pty) Ltd.  
UPL South Africa (Pty) Ltd.  
Weber-Saint-Gobain

**EXPLOSIVES COMPANIES:**

AEL Mining Explosives  
Maxam Dantex South Africa (Pty) Ltd.  
BME (Pty) Ltd.  
Rheinmetall Denel Munition (RF) (Pty) Ltd.  
Sasol South Africa Limited  
Enaex Africa (Pty) Ltd.

**SURFACE COATINGS:**

Axalta Plascon (Pty) Ltd.  
B & R Products (Pty) Ltd.  
Becker Industrial Coatings (Pty) Ltd.  
Dekro Paints (Pty) Ltd.  
ICI Dulux (Pty) Ltd.  
Jotun Paints SA (Pty) Ltd.  
Kansai Plascon SA (Pty) Ltd.  
Mylaw Chemicals and Coatings  
Natal Associated Chemicals (Pty) Ltd.

*Repwell Chemicals*



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