



Dear Valued Stakeholder,

## **MANAGEMENT PRESENTS IMPROVED WAGE OFFER TO BE TABLED AT BARGAINING COUNCIL**

We wish to inform you that Transnet SOC Ltd ("Transnet") has tabled an improved wage offer to the leadership of its recognised labour unions - South African Transport Allied Workers' Union (SATAWU) and United National Transport Union (UNTU) - at a meeting held yesterday evening. This is part of ongoing commitment and efforts to find a resolution to the current deadlock in the wage negotiations.

Transnet will table the offer formally at the Bargaining Council on 5 October 2022 with UNTU and on 7 October 2022 with SATAWU.

The meeting on Tuesday ended with Transnet making a revised wage offer for bargaining unit and management employees, including the following key elements:

- A 3% increase to guaranteed pay, with effect from 1 April 2022.
- The back-pay for the April to September 2022 period will be made in three equal amounts beginning January, February, and March 2023.
- From the end of October 2022, salaries will be paid with the 3% increase.
- A once-off ex gratia payment to each employee, which amounts to R7 600 before tax, to be paid at the end of the financial year. This affords Transnet time to raise the money over the remaining 6 months of the year from our identified operational activities.

The revised offer further increases Transnet's fixed salary base and therefore, operating costs. Transnet's wage bill already accounts for 66% of the company's monthly operating costs, and given the current operational and financial performance of the business, it would be ill-considered to offer unsustainable wage increases.

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[www.transnet.net](http://www.transnet.net)

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**TRANSNET HAS A 'ZERO GIFTS' POLICY. NO EMPLOYEE IS ALLOWED TO ACCEPT GIFTS, FAVOURS OR BENEFITS**

However, given the role that Transnet plays in the economy, it is equally crucial that everything possible is done to ensure that a strike is averted. We wish to thank our customers who have come forward with offers of assistance for us to bridge the gap in the wage offer.

Transnet remains confident that with this revised offer, a resolution can be reached. This will allow the organisation to focus its full attention on improving operational performance and delivering value to all our stakeholders.

Further updates will be provided in due course.

Yours sincerely



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**Ms. Yolisa Kani**  
Chief Business Development Officer  
Transnet SOC Ltd  
Date: 05 October 2022