

C S R & H o l c i m S t a f f A s s o c i a t i o n

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18 April 2013

Glenda Harvey
EGM Human Resources and Communications
Holcim (Australia) Pty Ltd
Tower B Level 8 799 Pacific Highway
Chatswood, NSW 2067

Dear Glenda,

Subject: Increase in the Superannuation Guarantee from 9% to 12%

In line with the Federal Governments policy on Superannuation savings for the Australian workforce, it is the intention of the CSR and Holcim Staff Association to pursue an increase in superannuation contribution by CSR, Holcim and Wilmar to its Australian workforce by 3%.

The Superannuation Guarantee charge percentage will be increased gradually and modestly with initial increments of 0.25 percentage points on July 1 2013 and again on 1 July 2014. Further increments of 0.5 percentage points will apply annually up to 2019-20, when the SG rate will be set at 12 per cent.

The 9% superannuation guarantee has been in place since 1st July 2002 wages employees in CSR, Holcim and Sucrogen have benefited from previous increases in the superannuation guarantee while staff employees received no comparable benefit. This disparity was seen by staff as an erosion of conditions and the Executive Committee of the CSR and Holcim Staff Association has decided to draw a line in the sand and formally request of CSR, Holcim and Wilmar that they maintain the 3% differential between the superannuation guarantee and the companies contribution to staff employees superannuation. This in effect would provide staff employees with a superannuation benefit of 15%, or the cash equivalent for those staff affected by the maximum super contribution base by 2019-20.

It would be our intention that the parties enter into a Memorandum of Understanding (MOU) regarding the Superannuation Increased Benefit. The MOU would be entered into separately between CSR, Holcim and Wilmar and the CSR and Holcim Staff Association.

The CSR and Holcim Staff Association look forward to your considered response in this matter within 21 days.

Regards,



Denis Boner
Employee Industrial Relations Manger
CSR and Holcim Staff Association.