

EX-GRATIA RETRENCHMENT BENEFIT TABLE

(Number of days pay according to completed years of service)

<u>Number of Completed Years of Service (to end of notice period)</u>	<u>Ex-Gratia Retrenchment Benefit (Number of Days Pay at Base Salary)</u>
1	20
2	20
3	30
4	40
5	50
6	60
7	70
8	80
9	90
10	100
11	110
12	120
13	130
14	140
15	150
16	160
17	170
18	180
19	190
20	200
21	210
22	220
23	230
24	240
25	250
26	260
27	270
28	280
29	290
30 and above	300