

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

LEVEL 1, TRINITY 3  
39 DELHI RD  
NORTH RYDE, NSW 2113  
TELEPHONE: (02) 9964 1747

LOCKED BAG 1345, NORTH RYDE BC NSW 1670  
FACSIMILE: (02) 8362 9021

18 April 2013

Anne Tibaldi  
Group Manager Human Resources  
Sucrogen  
Level 8, 100 Pacific Highway  
North Sydney. NSW 2060

Dear Anne,

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 1<sup>st</sup> 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 21days.

Regards,



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