

Roux-ché Locke

Group Manager: External Relations

Tel: +264 (0)61 207 5207

E-mail: roux-che.locke@ol.na

Francios Olivier

Group Journalist and Creative Writer

Tel: +264 (0)61 2075314

E-mail: francios.olivier@ol.na

www.ohlthaverlist.com



MEDIA RELEASE

Ref: No. 261

O&L Leisure employees receive wage increase

WINDHOEK, 13 SEPTEMBER 2017

O&L Leisure – a subsidiary of the Ohlthaver & List (O&L) Group signed a substantive wage agreement with the Tourism and Allied Workers Union of Namibia (TAWUN) for the period 1 July 2017 – 30 June 2018 for O&L Leisure employees in the bargaining unit.

Following extended negotiations between TAWUN and O&L Leisure to negotiate on the terms and conditions of employment, the parties concluded the negotiations without having to invoke a dispute by reaching agreement and signing a substantive agreement on the 8th of September 2017.

According to the Manager: Human Capital at O&L Leisure, Vivian Kaposambo, this was the first negotiations between O&L Leisure and TAWUN which has laid down the rules of engagement for the parties going forward. Kaposambo: "The negotiations were done in a spirit of good faith despite the challenging economic conditions prevailing. The parties agreed to increase remuneration with 8% for employees in the Bargaining Unit and also agreed to a minimum remuneration of N\$ 3000.00 within the O&L Leisure Bargaining Unit. The agreement will ensure that employees are remunerated commensurate with the prevailing economic conditions but also allowing the Company to conduct its business sustainably. The agreement is in line with the O&L Group Purpose 'Creating a future, enhancing life'".

The president of TAWUN, Ben Petrus said the following at the signing ceremony: "The union and its members are happy to have reached an agreement, especially on the minimum wage that TAWUN is advocating in the spirit of Harambee where no one should be left out. The agreement will pave the way for the tourism industry to gear towards the possibility of paying a living wage".

O&L Manager: Group Human Capital, Centre of Excellence, Johannes Kangandjera regards the successful and smooth negotiations, and the signing of this agreement as a reflection of the group's commitment to the best interest of its employees. Kangandjera: "Especially during these challenging economic times, we are cognizant of the fact that not only do businesses go through difficult economic times, but that the work force faces the same challenges in their personal lives. I am thus happy that we are able to provide for that increase in contribution to making life a little easier for our most important and valued assets, our people."

The wage increase and adjustments are effective from 1 July 2017.

Ends,

INTRODUCING THE O&L PORTFOLIO



At the signing ceremony were F.L.T.R (front row) - Pascalinus Geingob (Shop Steward, Mokuti Etosha Lodge); Vivian Kaposambo (Manager: Human Capital O&L Leisure); Ben Petrus (president: TAWUN), and Pamela Silver (Shop Steward, Strand Hotel Swakopmund). F.L.T.R. (back row) - Demetrius Muharukua (Shop Steward, Midgard Country Estate); Johannes Kangandjera (Manager: Group Human Capital, O&L Centre of Excellence) and Thomas Petrus (Shop Steward, Midgard Country Estate).



INTRODUCING THE O&L PORTFOLIO

