



**NATIONAL BARGAINING COUNCIL
FOR THE
CLOTHING MANUFACTURING INDUSTRY**

Compliance Certificate

is hereby granted to

LEO GARMENTS (PTY) LTD

of

84-86 KING DINIZULU ROAD, DURBAN

Company cc registration No: **1983/000278/07**

Date of registration with council: **25 JANUARY 1983**

**NATIONAL BARGAINING COUNCIL FOR THE
CLOTHING MANUFACTURING INDUSTRY
P. O. BOX 1142, WOODSTOCK, 7915**

19 NOVEMBER 2010

Bargaining Council Official Stamp

Date of Issue

S NDUNA

Signature

Name of authorised person

This Certificate is valid for a period of 6 months from the date of issue.

It's application is limited to garment locally manufactured by the holder at the physical address specified and does not extend to garments manufactured on the holder's behalf elsewhere on a CMT basis. Authenticity may be verified by reference to the Council's website @ www.nbc.org.za

This Certifies that the employer whose details are specified herein is a manufacturer who is:

- (i) fully registered with the Council or a Council which amalgamated to form the National Bargaining Council for the Clothing Manufacturing Industry, and
- (ii) has given effect to the applicable Council main and benefit fund collective agreements in each of its establishments or received due exemption there from, and
- (iii) is up to date with Council and benefit fund contributions, Trade Union and Employers subscriptions, wage payments to employees including any arrears (back pay) obligation and statutory contributions, and
- (iv) has registered all permanent and contract employees with the Council.



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

HEAD OFFICE

Address: 7th Floor, Industria House, 350 Victoria Rd, Salt River, 7925

Tel: 021 460 4020 Fax: 021 460 4191 Post: PO Box 1142, Woodstock 7915 Website: www.nbc.org.za

19 November 2010

Messrs Leo Garments (Pty) Ltd
P O Box 18133
DALBRIDGE
4014

Attention: Managing Director

Fax: 031 305 7799

Dear Sir/Madam

Re-issuing of Compliance Certificate

I have pleasure in advising that, following a mandatory inspection of your company, it was again found to be compliant and under the circumstances, I am enclosing a fresh Certificate of Compliance. You are kindly reminded that Compliance Certificates are only re-issued subject to the following conditions:

- That your company remains compliant with all provisions of the Council's Collective Agreements for at least the next six months (certificates are only valid for a period of 6 months); and
- That the certificate is in respect of goods manufactured by the address mentioned on the certificate.
- That the certificate will not be utilised for purposes of importing manufactured garments or any garment manufacturing work sub-contracted to another manufacturer.

You are also reminded that in the event of your establishment defaulting on one or more provisions of the applicable Council Collective Agreement, or it becoming known to the Council that the conditions contained herein are not being adhered to, the Council reserves the right to withdraw the certificate and your company's name from its website with immediate effect.

It is the policy of the Council to automatically issue compliance certificates to all establishments in the Industry which are fully compliant with the provisions of the Council's Collective Agreements i.e. without the need for the submission of a written application and you are aware that the names of those companies to whom certificates have been issued are placed on the Council's website (www.nbc.org.za) for reference to by retailers as well as the procurement officers of government and local government departments.

I thank you for complying with the provisions of the Council's Collective Agreements and look forward to a continuing good working relationship.

Yours sincerely

S NDUNA

General Secretary

SN/wp/Compliance Issues/Compl Cert – reissue letter

cc: Mr L Deetlefs (National Compliance Manager) - Fax: 031 307 6716
Mr P Wild (Regional Secretary, KZN Chamber) - Fax: 031 307 6716
Mr B Walker (Labour Affairs Manager) - Fax: 031 307 6716

REGIONAL CHAMBERS:

CAPE

Industria House
350 Victoria Road
Salt River 7925
P.O. Box 1142
Woodstock 7915
Tel: 021 460 4000
Fax: 021 447 0628

KWAZULU NATAL

127/129 Magwaza Maphalala Street (Gale Street)
Umbilo, Durban 4001
P.O. Box 18354
Dalbridge 4014
Tel: 031 362 0700
Fax: 031 307 6716

NORTHERN

1st Floor, Garment Centre
148 Kerk Street
Johannesburg 2001
P.O. Box 5101
Johannesburg 2000
Tel: 011 402 2737
Fax: 011 402 7375