

**ADDENDUM TO GRINDROD SHIPPING-BULKER MARITIME
OFFICERS' AGREEMENT 2019
ON COMPUTATION OF DAILY SALARY AND OVERTIME
COMPENSATION**

This Addendum is made on this 4th day of February 2020 between **GRINDROD SHIPPING PTE LTD** (hereinafter called "the Company") and the **SINGAPORE MARITIME OFFICERS' UNION** (hereinafter called "the Union"), in respect of **GRINDROD SHIPPING - BULKER MARITIME OFFICERS' AGREEMENT 2019**.

Notwithstanding to Clause 18 of the Grindrod Shipping - Bulker Maritime Officers' Agreement 2019, it is mutually agreed that the daily salary and overtime compensation for the period of an incomplete month shall be computed as follow:

Basic Salary + Overtime Compensation
Actual Days of the Month

IN WITNESS WHEREOF the parties hereto have hereunto set their hands the date and year hereinbefore mentioned.

Signed for and on behalf of:

**GRINDROD SHIPPING
PTE LTD**



CARL DAVID ACKERLEY
Director



HILTON LOUIS STROEBEL
Marine Manager

**SINGAPORE MARITIME
OFFICERS' UNION**



GWEE GUO DUAN
Assistant General Secretary

In the presence of:



TERENCE TAN
Secretary