

ENGINEERING INDUSTRIES PENSION FUND

RULES

Effective Date: 1 April 2012

(Reference number 12/8/5040)

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1. DEFINITIONS

- 1.1. The headings of the RULES are for ease of reference and shall not be taken into account in the interpretation of the RULES.
- 1.2. To avoid any doubt as to the meaning of certain terms used in these RULES, such terms will have the meaning assigned thereto in the definitions. Where the context so provides, words and expressions signifying:
- (a) the singular, will include the plural and vice versa, and
 - (b) the masculine, will include the feminine.
- 1.3. Unless the contrary appears from the context, the following terms will have the meanings assigned to them below and cognate expressions will have corresponding meanings:

ACT: The Pension Funds Act, 1956, as amended and the regulations framed thereunder.

ACTUARY: The actuary of the FUND, appointed by the TRUSTEES in terms of RULE 5.15.1 who shall be a person admitted as a fellow member of the Actuarial Society of South Africa or any other institution approved by the Minister by notice in the Gazette.

ADJUDICATOR: The Pension Funds Adjudicator whose office has been established in accordance with the ACT.

ADMINISTRATOR: The administrator appointed in terms of RULE 5.13.1.

APPROVED FUND: A fund registered in terms of the ACT and approved as a Pension Fund, Provident Fund, Pension Preservation Fund, Provident Preservation Fund or Retirement Annuity Fund by the REVENUE AUTHORITIES, and if the fund is a Pension Preservation Fund or a Provident Preservation Fund, it shall only be an APPROVED FUND if transfers to it from this FUND take place in accordance with the South African Revenue Services Practice Note RF1/2011, or any substitutions thereof.

AUDITOR: The auditor to the FUND appointed in terms of RULE 5.14.1 and who shall be registered as an auditor in terms of Section 15 of the Public Accountants and Auditors Act, 1991 and approved of by the REGISTRAR.

BENEFICIARY: Any person who is eligible to receive benefits in terms of these RULES.

COMMENCEMENT DATE: 29 July 1957.

CONTRIBUTION INCREASE PROGRAM RESERVE ACCOUNT: The account referred to in RULE 7.2.11.

CONVERSION DATE: 1 April 2012.

CONVERSION VALUE: The defined contribution conversion value calculated in terms of RULE 13.1.2.

DATA ERROR RESERVE: The account referred to in RULE 7.2.8.

DEFERRED PENSIONER: A MEMBER who has left the service of an EMPLOYER prior to 1 April 2012 and who has elected or who has been required to leave his benefit in the FUND.

DEPENDANT: In relation to a MEMBER means:

- (a) a person in respect of whom the MEMBER is legally liable for maintenance;
- (b) a person in respect of whom the MEMBER is not legally liable for maintenance, if such person:
 - (i) was, in the opinion of the TRUSTEES, upon the death of the MEMBER, in fact dependent on the MEMBER for maintenance;
 - (ii) is the SPOUSE of the MEMBER; or
 - (iii) is a child of the MEMBER, including a posthumous child, an adopted child and a child born out of wedlock;
- (c) a person in respect of whom the MEMBER would have become legally liable for maintenance, had the MEMBER not died.

DISABILITY ARRANGEMENT: The separate Metal and Engineering Industries Permanent Disability Scheme and related services set up by the EMPLOYERS to provide benefits for employees who are MEMBERS in the event of their disablement.

ELIGIBLE EMPLOYEE: An employee of an EMPLOYER who:

- (a) is permitted or required in terms of the INDUSTRIAL AGREEMENT to join the FUND;
- (b) has not yet reached the NORMAL RETIREMENT DATE; and
- (c) does not belong to any other retirement funding arrangement provided by an EMPLOYER or in which the EMPLOYER participates.

EMPLOYEE ORGANISATIONS: The following organisations shall comprise the EMPLOYEE ORGANISATIONS:

- (a) Metal and Electrical Workers' Union of South Africa (MEWUSA);
- (b) National Union of Metal Workers of South Africa (NUMSA);
- (c) Solidarity;
- (d) South African Equity Workers Association (SAEWA); and
- (e) United Association of South Africa (UASA).

EMPLOYER: An employer who is permitted or required in terms of the INDUSTRIAL AGREEMENT to join the FUND for such periods and on such terms as the TRUSTEES may determine.

In relation to a particular ELIGIBLE EMPLOYEE or MEMBER, the term "EMPLOYER" means the EMPLOYER in whose service the ELIGIBLE EMPLOYEE or MEMBER is or was last employed.

EMPLOYER ORGANISATIONS: The following organisations shall comprise the EMPLOYER ORGANISATIONS:

- (a) The registered employer organisations affiliated to the Steel and Engineering Industries Federation of South Africa (SEIFSA).

EMPLOYER SURPLUS ACCOUNT: The account referred to in RULE 7.2.12.

EMPLOYER TRUSTEE: A TRUSTEE appointed in accordance with RULE 5.2.1.

EXPENSE ACCOUNT: The account referred to in RULE 7.2.2.

FINANCIAL YEAR END: The twelve month period ending on 31 March each year.

FORMER MEMBER: A MEMBER, other than a DEFERRED PENSIONER, who left the SERVICE of an EMPLOYER prior to 1 April 2008 and who was entitled to a benefit in terms of the FUND'S surplus apportionment scheme in terms of Section 15B of the ACT, including a MEMBER whose benefit was paid on exit and a MEMBER whose benefits are unpaid or unclaimed in the FUND.

FORMER MEMBER MINIMUM BENEFIT TOP UP RESERVE: The account referred to in RULE 7.2.9.

FORMER MEMBER RESIDUAL SURPLUS RESERVE: The account referred to in RULE 7.2.10.

FUND: Engineering Industries Pension Fund, with reference number 12/8/5040.

FUND CREDIT: Each MEMBER'S share of the FUND CREDIT ACCOUNT.

FUND CREDIT ACCOUNT: The account referred to in RULE 7.2.1.

FUND PENSIONER: A MEMBER who has retired and who has been required or who has elected to receive a pension from the FUND or the eligible SPOUSE or child of such a person after the death of the retired MEMBER or the SPOUSE of a MEMBER who has died in service and elected to purchase a pension from the FUND.

HOUSING GUARANTEE: A guarantee furnished by the FUND to a person or body approved by the TRUSTEES in respect of a loan granted by that person or body to a MEMBER for any purpose contemplated in section 19(5) of the ACT.

INDEPENDENT TRUSTEE: A TRUSTEE appointed in terms of Rule 5.4.1

INDUSTRIAL AGREEMENT: Any current gazetted agreement relating to the FUND published under the authority of the Metal and Engineering Industries Bargaining Council and/or the Electrical Industrial Council, Natal and/or Industrial Council for the Electrical Contracting and Servicing Industry, Cape.

INSTALMENT BENEFITS ACCOUNT: The account referred to in RULE 7.2.6.

INSURER: An insurer or insurers registered in terms of the Long-Term Insurance Act, 1998, as amended.

INVESTMENT RESERVE: The account referred to in RULE 7.2.4.

INVESTMENT RETURN: The return, whether positive or negative, net of accrued or paid investment manager fees, investment related expenses and investment charges and taxes on investment earnings, on the FUND'S investments of the assets attributed to each account or share of that account set out in RULE 7.1, having regard to the investment portfolio or portfolios in which such assets are invested. It is specifically provided that late payment interest received in terms of RULE 8.4.6 in respect of retirement funding contributions shall be included in INVESTMENT RETURN.

LIFE COVER: The death benefits payable by the FUND in terms of these RULES, excluding any portion of such benefits that represents a refund of the MEMBER'S FUND CREDIT.

MEMBER: An ELIGIBLE EMPLOYEE who is a MEMBER of the FUND and who has not ceased to be a MEMBER of the FUND in terms of RULE 3.2.

MEMBER TRUSTEE: A TRUSTEE appointed in terms of RULE 5.3.1

MIPF: Metal Industries Provident Fund, with reference number 12/8/25718.

MONTHLY PENSIONABLE SALARY: The portion of the MEMBER'S PENSIONABLE SALARY paid in any particular month.

NOMINEE: A person other than a DEPENDANT of a MEMBER nominated in writing (in a format determined by the TRUSTEES) by the MEMBER to receive benefits on his death.

NORMAL RETIREMENT AGE: Age 65 years.

NORMAL RETIREMENT DATE: The last day of the month in which the MEMBER reaches the NORMAL RETIREMENT AGE.

PENSIONABLE SALARY: The actual wages payable to an employee by the EMPLOYER each month or week, as appropriate, in respect of the ordinary hours worked by such employee in the shifts of the EMPLOYER concerned during such month or week, including moneys payable in terms of any agreement or under any law but excluding amounts paid in respect of overtime, shift and other allowances and holiday leave bonuses; provided that while an employee is in receipt of a benefit from the DISABILITY ARRANGEMENT his PENSIONABLE SALARY shall be his PENSIONABLE SALARY at the date of ceasing employment due to disablement, plus any increases declared by the DISABILITY ARRANGEMENT in terms of the rules of that arrangement.

PENSIONER ACCOUNT: The account referred to in RULE 7.2.5.

PRINCIPAL OFFICER: The officer of the FUND appointed by the TRUSTEES in terms of RULE 5.12.1, as required under Section 8 of the ACT.

REGISTRAR: The Registrar of Pension Funds appointed in terms of the Financial Services Board Act, 1990, as amended.

REVENUE AUTHORITIES: The Commissioner for the South Africa Revenue Service.

RISK RESERVE ACCOUNT: The account referred to in RULE 7.2.3.

RULE: A rule of the FUND, as amended from time to time.

SERVICE: Employment with any of the EMPLOYERS and shall include any period during which the MEMBER is deemed to remain in SERVICE in terms of RULE 4.1.4.

SPOUSE: Means a person who, at the date of a MEMBER or a FUND PENSIONER'S retirement or death, as the case may be, was the permanent life partner or spouse or civil union partner of a MEMBER in accordance with the Marriage Act, 1961, the Recognition of Customary Marriages Act, 1998, or the Civil Union Act, 2006, or the tenets of a religion.

SURPLUS COST RESERVE: The account referred to in RULE 7.2.13.

TRUSTEE: A TRUSTEE of the FUND elected or appointed in terms of RULE 5 to govern the FUND.

UNPAID AND UNCLAIMED BENEFITS ACCOUNT: The account referred to in RULE 7.2.7.

2. ESTABLISHMENT OF THE FUND

- 2.1. The FUND was established as a provident fund with effect from the COMMENCEMENT DATE.
- 2.2. The FUND was initially known as the Metal Industries Group Life and Provident Fund.
- 2.3. The FUND was converted to a pension fund without change of name as from:
 - 2.3.1. 2 June 1975 in respect of the group of industries known as the Iron, Steel, Engineering and Metallurgical Industries;
 - 2.3.2. 15 September 1975 in respect of the Electrical Contracting and Servicing Industry, Cape; and
 - 2.3.3. 4 April 1977 in respect of the Electrical Industry, KwaZulu Natal.
- 2.4. With effect from 31 March 1990 the name of the FUND was changed to the Engineering Industries Pension Fund.
- 2.5. With effect from 1 January 1995 the Metal Industries Group Pension Fund was merged with the FUND.
- 2.6. With effect from 1 April 2012, the benefits of all in-service MEMBERS were changed from a defined benefit accumulation basis to a defined contribution accumulation basis.
- 2.7. In terms of the RULES governing the FUND:-
 - 2.7.1. the MEMBER'S and the EMPLOYER'S contribution are limited to a defined percentage of the PENSIONABLE SALARY of a MEMBER;
 - 2.7.2. the MEMBER bears the risk regarding the investments of the FUND, but also receives the yields on such investments to the extent provided for in these RULES.
- 2.8. The FUND shall have legal personality and as such have perpetual succession and be capable of:-
 - 2.8.1. acquiring assets, liabilities, rights and obligations;

- 2.8.2. suing or being sued in its own name; and
- 2.8.3. doing all such things as may be necessary for, or incidental to, the exercise of its powers or the performance of its functions in terms of these RULES.
- 2.9. The object of the FUND is to provide benefits in terms of these RULES for MEMBERS upon their retirement on account of age or ill-health, or for BENEFICIARIES of MEMBERS upon the death of such MEMBERS. Benefits shall also be paid to MEMBERS should they leave the service of the EMPLOYER for reasons of resignation, retrenchment, redundancy or dismissal or should the FUND or the EMPLOYER be wound up.
- 2.10. The registered office of the FUND:
Metal Industries House
42 Anderson Street
Johannesburg
- 2.11. These RULES shall be effective with effect from 1 April 2012, notwithstanding that they may be registered thereafter.
- 2.12. If an amendment to the RULES of the FUND is registered after the effective date of the amendment, such amendment shall take effect on the effective date of the amendment as determined by the TRUSTEES.

3. MEMBERSHIP

3.1. MEMBERSHIP OF THE FUND

3.1.1. All ELIGIBLE EMPLOYEES shall become MEMBERS of the FUND.

3.1.2. Admission to membership of the FUND shall be regarded as an acknowledgement by the MEMBER that he agrees that these RULES, including any alteration to these RULES, shall be binding upon him and upon any person claiming to derive a benefit under the FUND by virtue of his membership.

3.2. CESSATION OF MEMBERSHIP

3.2.1. Save insofar as the RULES specifically entitle or require a MEMBER to withdraw from his membership of the FUND while he remains in the service of an EMPLOYER, a MEMBER shall not be entitled to withdraw from his membership while he remains in the service of an EMPLOYER.

3.2.2. Subject to RULE 4.1 and RULE 10.1.2 and any provision to the contrary in these RULES and the provisions of any policy of insurance issued to the FUND in respect of the provision of benefits, a MEMBER shall cease to be eligible for LIFE COVER on the day he leaves the SERVICE of the EMPLOYER.

3.2.3. A MEMBER who for any reason leaves the service of the EMPLOYER and has received all benefits from the FUND that he qualifies for, shall cease to be a MEMBER and shall have no further claim against the FUND. If an EMPLOYER seconds a MEMBER to work for the FUND on a fixed term contract, such a MEMBER shall remain a MEMBER of the FUND for the period of such secondment with the proviso that the MEMBER will be paid by the FUND.

3.2.4. If a MEMBER transfers to another APPROVED FUND in any of the circumstances envisaged in these RULES and such transfer is subject to the provisions of Section 14 of the ACT, then it is specifically provided that with effect from the date on which he becomes a member of such fund, contributions in terms of RULE **8** shall cease and in the event of his death, prior to transfer of his benefit in terms of these RULES from the FUND to such other fund, no LIFE COVER shall be payable.

4. GENERAL PROVISIONS

4.1. TEMPORARY ABSENCE

- 4.1.1. If a MEMBER is absent from the service of an EMPLOYER, but MEMBER and EMPLOYER contributions on behalf of the MEMBER continue to be paid to the FUND in respect of the period of absence, the MEMBER shall remain a member of the FUND and all benefits under the FUND in respect of him shall be maintained, subject to such restrictions and limitations as may be imposed by the TRUSTEES with regards to the LIFE COVER payable in terms of RULE 10.
- 4.1.2. If a MEMBER is absent from the service of an EMPLOYER, and MEMBER and EMPLOYER contributions on behalf of the MEMBER are not paid to the FUND in respect of the period of absence, the MEMBER shall remain covered for the LIFE COVER for a maximum period of thirty days after the commencement of such absence and shall be subject to such restrictions and limitations as may be imposed by the TRUSTEES with regards to the LIFE COVER payable in terms of RULE 10.
- 4.1.3. Notwithstanding the provisions of RULE 4.1.2, if a MEMBER is absent from SERVICE due to a "lay off" program formally agreed between a MEMBER and his EMPLOYER, the MEMBER shall remain covered for the LIFE COVER during the period of the "lay off" subject to a maximum period of eight weeks and subject to such restrictions and limitations as may be imposed by the TRUSTEES with regards to the LIFE COVER payable in terms of RULE 10.
- 4.1.4. A Member qualifying for a disablement benefit in terms of the DISABILITY ARRANGEMENT shall, for the purposes of the FUND, be deemed to remain in SERVICE.

4.2. PROOF OF AGE AND OTHER PARTICULARS

- 4.2.1. Unless the TRUSTEES decide otherwise, no benefit shall be payable to a MEMBER or BENEFICIARY unless he has supplied the FUND with evidence of his age to the satisfaction of the FUND. A MEMBER or other

BENEFICIARY shall provide such information as is required by the TRUSTEES for the purposes of the FUND. If any information so provided is incorrect (inadvertently or otherwise) the TRUSTEES shall not be liable for any losses suffered by the MEMBER, BENEFICIARY or other person in respect of whom the information was given as a consequence of the FUND'S reliance thereon.

4.2.2. The FUND shall not be liable for any loss sustained by a MEMBER, BENEFICIARY or an EMPLOYER arising from any misstatements or errors or omissions in the information supplied by a MEMBER or an EMPLOYER to the FUND.

4.3. PRIOR RIGHT TO BENEFITS

4.3.1. The TRUSTEES shall have the right to make such deductions from the benefit to which a MEMBER or BENEFICIARY is entitled in terms of the RULES or which is to be transferred to an APPROVED FUND for his benefit, as permitted in terms of Section 37D of the ACT. Such claims may include:

4.3.1.1. any amount for which the FUND is liable in terms of a HOUSING GUARANTEE; or

4.3.1.2. compensation (including legal costs recoverable from the MEMBER) in respect of any loss suffered by the EMPLOYER as a result of any theft, misconduct, fraud or dishonesty on the MEMBER'S part for which the MEMBER has admitted liability in writing or in respect of which judgement has been obtained against the MEMBER in court and, where appropriate, an order has been made in terms of section 300 of the Criminal Procedure Act 51 of 1977.

4.3.2. The TRUSTEES may, where an EMPLOYER has instituted legal proceedings in a court of law against the MEMBER concerned for compensation in respect of damage caused to the EMPLOYER as contemplated in section 37D of the Act, withhold payment of any benefit until such time as the matter has been finally determined by a competent court of law or has been settled or formally withdrawn, provided that:

- 4.3.2.1. the TRUSTEES are satisfied that the EMPLOYER has made out a prima facie case against the MEMBER concerned and there is reason to believe that the EMPLOYER has a reasonable chance of success in the proceedings that have been instituted; and
 - 4.3.2.2. the TRUSTEES are satisfied that the EMPLOYER is not at any stage of the proceedings responsible for any undue delay in the prosecution of the proceedings;
 - 4.3.2.3. once the proceedings have been determined, settled or withdrawn, any benefit to which the MEMBER is entitled, is paid forthwith, or, if any amount is lawfully deducted from the benefit in terms of section 37D, the balance thereof is paid forthwith; and
 - 4.3.2.4. the TRUSTEES, at the express written request of the MEMBER whose benefit is withheld, may, if applicable and practical, permit the value of the MEMBER'S benefit as at the time of such request to be isolated, in whatever manner the TRUSTEES believe appropriate, from the possibility of a decrease therein as a result of poor investment performance.
- 4.3.3. If the MEMBER is retiring on pension, the TRUSTEES shall have the right to commute for a lump sum an amount of the pension up to the maximum amount which may be commuted in terms of RULE 9.2 and to make the deduction from such lump sum.

4.4. MONIES NOT TO REVERT TO EMPLOYER

- 4.4.1. Except as otherwise provided in RULE 4.3 or as otherwise allowed by the ACT, no monies of the FUND shall revert to or become the property of the EMPLOYER.

4.5. CURRENCY

- 4.5.1. Contributions and benefits are payable in the South African currency.

4.6. ALIENATION OF BENEFITS

- 4.6.1. All benefits and rights to benefits in terms of these RULES will be subject to the provisions of Sections 37A and 37B of the ACT.

4.7. UNPAID AND UNCLAIMED BENEFITS

4.7.1. Unpaid and unclaimed benefits shall be held for the credit of the MEMBER in the UNPAID AND UNCLAIMED BENEFITS ACCOUNT in accordance with RULE 7.2.6.

4.7.2. The TRUSTEES shall have the right to deduct any costs incurred by the FUND in relation to an unpaid and unclaimed benefit, including any ongoing administration costs and any costs incurred in trying to trace the exited MEMBER, from the value of the unpaid or unclaimed benefit for that MEMBER.

4.8. PAYMENT OF BENEFITS

4.8.1. Whenever a benefit becomes payable to any BENEFICIARY, the benefit will be paid by means of an electronic fund transfer to the BENEFICIARY'S account in a deposit taking institution, the details of which have been furnished by the EMPLOYER or the BENEFICIARY to the ADMINISTRATOR.

Payment other than by means of electronic fund transfer may be made at the request of the BENEFICIARY in a manner agreed upon by the BENEFICIARY and the TRUSTEES, including postage by registered mail of a cheque or cheques; provided that should a BENEFICIARY request postage by registered mail of a cheque or cheques, the BENEFICIARY will carry the risk of a cheque being lost in the post or being stolen.

4.8.2. If any costs are incurred as a consequence of the TRUSTEES tracing any BENEFICIARIES who are due a benefit under the FUND, such reasonable costs may be recovered from the benefits payable to such BENEFICIARIES.

4.9. PURCHASE OF PENSIONS

4.9.1. For any pension purchased in respect of a MEMBER or BENEFICIARY in terms of RULE 9.1.2.2 or RULE 10.1.3.2, the pensions shall be purchased from an INSURER or INSURERS selected by the MEMBER or BENEFICIARY, as applicable.

- 4.9.2. The pension shall be purchased in the name of the MEMBER or BENEFICIARY, as applicable. Any commissions payable in respect of the pension so purchased shall be deducted from the purchase amount once it is received by the INSURER or paid directly by the MEMBER or BENEFICIARY, as applicable.
- 4.9.3. On purchase of the pension, the MEMBER will cease to be a MEMBER of the FUND and the MEMBER and BENEFICIARY will have no further claim against the FUND.
- 4.9.4. Should a MEMBER or other BENEFICIARY elect to purchase his pension from more than one INSURER, this will be subject to any requirements laid down by the REVENUE AUTHORITIES.

4.10. DISPOSITION OF BENEFITS IN RESPECT OF A DIVORCED MEMBER

- 4.10.1. In the event that the FUND is provided with a valid and proper court order issued in terms of the Divorce Act 1979 (as amended) and provided that it contains the information required to give effect to it in terms of the ACT, the FUND shall give effect to such order. Should any such amount be paid to, or transferred to an APPROVED FUND in respect of, the MEMBER's former SPOUSE, either at the date of divorce, the date the MEMBER exits the FUND or at any other date permissible or required in terms of the ACT, the benefits due to the MEMBER in terms of these RULES shall be reduced:
- 4.10.1.1. by such amount paid to or transferred on behalf of the SPOUSE, gross of any tax paid on behalf of the SPOUSE where the SPOUSE is liable for the tax; and
- 4.10.1.2. by any tax paid from the MEMBER'S benefit where the member is liable for the tax.
- 4.10.2. Any costs incurred by the FUND as a result of processing the divorce payment may, at the discretion of the TRUSTEES, be deducted from the MEMBER'S residual portion of the FUND CREDIT.

4.11. CONFIDENTIALITY OF INFORMATION

4.11.1. The TRUSTEES, the PRINCIPAL OFFICER, the ADMINISTRATOR and any other service providers shall be entitled to only such information from an EMPLOYER as they may reasonably require for the exercise of their duties in terms of the RULES. Such information shall be used only for the purpose of performing their duties in terms of the RULES, and shall only be disclosed to any person or body whose province it is to have such information in order to conduct the business of the FUND.

4.12. CONDITIONS OF SERVICE

4.12.1. These RULES are not conditions of service for MEMBERS. They do not affect the right of an EMPLOYER to terminate the employment of a MEMBER or the right of a MEMBER to leave the employment of that EMPLOYER.

4.13. LATE PAYMENT INTEREST

4.13.1. Subject to the provisions of the Act or the requirements of the REVENUE AUTHORITIES, late payment interest may be payable on any benefit due to a MEMBER or BENEFICIARY on or after such MEMBER'S retirement, leaving SERVICE in terms of RULE 12 or death or on any amount transferred for his benefit to another APPROVED FUND. Any such interest shall form part of the MEMBER'S benefit and shall be paid in accordance with the practice of the FUND.

4.14. INSPECTION OF DOCUMENTS

4.14.1. Subject to payment of such fee as the TRUSTEES may require, a MEMBER shall be entitled on application to a copy of any of the documents referred to in Section 35(1) of the ACT.

4.14.2. A MEMBER shall be entitled on application to inspect without charge a copy of any of the documents referred to in Section 35(2) of the ACT and to make extracts therefrom.

5. MANAGEMENT OF THE FUND

5.1. GENERAL

5.1.1. The management of the FUND shall vest in TRUSTEES, **five** of whom will be appointed in terms of RULE 5.2.1, **five** of whom will be appointed in terms of RULE 5.3.1 and **one** INDEPENDENT TRUSTEE whom will be appointed in terms of RULE 5.4.

5.2. EMPLOYER TRUSTEES

5.2.1. The- EMPLOYER ORGANISATIONS shall appoint five EMPLOYER TRUSTEES and up to six alternates to the EMPLOYER TRUSTEES. The EMPLOYER TRUSTEES and the alternates will hold office for a period of five years. They may be reappointed at the end of the five year period. EMPLOYER TRUSTEES and the alternates need not be MEMBERS of the FUND.

5.2.2. An EMPLOYER TRUSTEE or an alternate may, at any time, be replaced by the EMPLOYER ORGANISATIONS.

5.2.3. An EMPLOYER TRUSTEE and/or an alternate will cease to hold office:

5.2.3.1. at the expiry of his term of office; or

5.2.3.2. if he resigns as an EMPLOYER TRUSTEE or as an alternate by giving the other TRUSTEES one month's written notice; or

5.2.3.3. if he ceases to hold office in terms of RULE 5.5.

5.2.4. Should an EMPLOYER TRUSTEE or an alternate cease to hold office for any reason, the EMPLOYER ORGANISATIONS shall appoint a replacement who will take his place as an EMPLOYER TRUSTEE or an alternate, as appropriate, for the balance of the five year term of office.

5.3. MEMBER TRUSTEES

5.3.1. The- EMPLOYEE ORGANISATIONS shall each appoint a MEMBER TRUSTEE and an alternate to that MEMBER TRUSTEE. The MEMBER TRUSTEES and the alternates will hold office for a period of five years.

They may be reappointed at the end of the five year period. MEMBER TRUSTEES and the alternates need not be MEMBERS of the FUND.

5.3.2. A MEMBER TRUSTEE or an alternate may, at any time, be replaced by the appropriate EMPLOYEE ORGANISATION.

5.3.3. A MEMBER TRUSTEE and his alternate will hold office for a period of five years and will cease to hold office:

5.3.3.1. at the expiry of his term of office; or

5.3.3.2. if he resigns as a MEMBER TRUSTEE or as an alternate by giving the other TRUSTEES one month's written notice; or

5.3.3.3. if he ceases to hold office in terms of RULE 5.5.

5.3.4. Should a MEMBER TRUSTEE or an alternate cease to hold office for any reason, the appropriate MEMBER ORGANISATION shall appoint a replacement who will take his place as a MEMBER TRUSTEE or an alternate, as appropriate, for the balance of the five year term of office.

5.4. INDEPENDENT TRUSTEES

5.4.1. The TRUSTEES shall appoint one INDEPENDENT TRUSTEE and one alternate who shall not be MEMBERS of the FUND or in SERVICE with any of the EMPLOYERS.

5.4.2. The term of office of an INDEPENDENT TRUSTEE shall be one year. At the end of this period, the TRUSTEES shall review the appointment of the INDEPENDENT TRUSTEE and may decide to renew the appointment, in writing. The INDEPENDENT TRUSTEE shall also cease to hold office in any of the following circumstances:

5.4.2.1. If he gives written notice of resignation of his appointment as TRUSTEE to the other TRUSTEES;

5.4.2.2. If he has failed to attend two consecutive TRUSTEES' meetings without leave from the other TRUSTEES;

5.4.2.3. If the other TRUSTEES resolve that he be removed from office;

5.4.2.4. if he ceases to hold office in terms of RULE 5.5.

5.5. ABILITY TO ACT AS TRUSTEE

5.5.1. No person in any of the categories listed below may act as a TRUSTEE or an alternate. If a TRUSTEE or an alternate at any time falls in any such category, he shall immediately cease to be a TRUSTEE or an alternate. This shall apply if:

5.5.1.1. he is mentally or physically incapable of acting as a TRUSTEE; or

5.5.1.2. his estate is sequestrated or surrendered or assigned in favour of his creditors and he has not been rehabilitated; or

5.5.1.3. he is convicted by a competent court of theft, fraud, forgery or any similar offence; or

5.5.1.4. he is discharged by a competent court from any office of trust on account of misconduct; or

5.5.1.5. he is convicted by a competent court on any charge and sentenced to a prison term without the option of a fine; or

5.5.1.6. he is a minor or any other person without full legal capacity; or

5.5.1.7. the other TRUSTEES, after conducting an investigation into the matter, have resolved to remove him from office on the grounds that he is not a fit and proper person to occupy the position of TRUSTEE.

5.6. MEETINGS OF THE TRUSTEES

5.6.1. The TRUSTEES shall meet at least twice in each financial year of the FUND and from time to time as necessary to conduct the business of the FUND. Meetings shall be arranged by the PRINCIPAL OFFICER and notified to the TRUSTEES in writing. At least 15 days' notice must be given of each ordinary meeting. An extraordinary meeting must be held within 10 working days, if requested by five or more TRUSTEES who have provided written confirmation to the PRINCIPAL OFFICER of the issue(s) to be covered at the meeting, and the reasons why these issue(s) cannot be left until the next ordinary meeting.

- 5.6.2. A quorum will constitute at least six TRUSTEES provided at least three are EMPLOYER TRUSTEES and at least three are MEMBER TRUSTEES and the INDEPENDENT TRUSTEE. Should the requirements for a quorum not be met at that meeting, the meeting shall be rescheduled for a date that is no less than 7 days and no more than 21 days after the date of the meeting. If there is no quorum at that meeting, the TRUSTEES present at the meeting shall represent a quorum.
- 5.6.3. The TRUSTEES shall elect one of their number to act as the Chairman at all meetings of the TRUSTEES. Each successive Chairman's tenure of office will terminate after two years, when the TRUSTEES shall elect a new Chairman from their number; provided that the Chairman shall alternate between a MEMBER TRUSTEE and an EMPLOYER TRUSTEE. In the absence of the Chairman from any meeting, the TRUSTEES present shall elect one of their number to act as Chairman.
- 5.6.4. At all meetings of the Board of TRUSTEES the decision of at least six TRUSTEES, provided at least three are EMPLOYER TRUSTEES and at least three are MEMBER TRUSTEES, shall be binding. If any voting is required to make a decision then the INDEPENDENT TRUSTEE will not be entitled to vote.
- 5.6.5. A resolution in writing signed by all the TRUSTEES (for which purpose an alternate may sign in the absence of a TRUSTEE) shall be effective as if it had been passed at a meeting of the TRUSTEES duly convened and held. Any resolution passed in terms of this RULE shall be minuted at the first meeting of TRUSTEES held after the passing of such resolution.
- 5.6.6. Minutes will be taken of each meeting of the TRUSTEES. The approved minutes will be maintained in a minute book.

5.7. DISPUTES

- 5.7.1. Any disputes which may arise between the TRUSTEES and a BENEFICIARY or an EMPLOYER with regard to claims and interpretations under these RULES will be decided by the TRUSTEES.

5.7.2. Notwithstanding RULE 5.7.1, a complainant, as defined in the ACT, shall have the right to lodge a written complaint with the PRINCIPAL OFFICER relating to the administration of the FUND, the investment of its funds or the interpretation and application of the RULES of the FUND, and alleging:

5.7.2.1. that a decision of the FUND or a decision by any person purportedly taken in terms of the RULES was in excess of the powers of the FUND or such person, or an improper exercise of its powers;

5.7.2.2. that the complainant has sustained or may sustain prejudice in consequence of the maladministration of the FUND or any person, whether by act or omission;

5.7.2.3. that a dispute of fact or law has arisen in relation to the FUND between the FUND or any person and the complainant; or

5.7.2.4. that an EMPLOYER who participates in the FUND has not fulfilled its duties in terms of the RULES of the FUND.

A complaint so lodged shall be properly considered and replied to in writing by the PRINCIPAL OFFICER within 30 days after receipt thereof. If the complainant is not satisfied with the reply or if the FUND fails to reply within 30 days after the receipt of the complaint the complainant may lodge the complaint with the ADJUDICATOR. The complaint must be received by the ADJUDICATOR within three years of the occurrence of the act or omission to which the complaint relates, or if the complainant was originally unaware of the occurrence of such act or omission, then within three years of the date upon which the complainant became aware of such act or omission.

5.8. DISPUTE RESOLUTION PROCEDURE AND DEADLOCK BREAKING MECHANISM

5.8.1. In the event of a dispute or a deadlock between the TRUSTEES on a material issue which requires an urgent decision, the TRUSTEES shall reconvene within ten working days and reconsider the issue.

5.8.2. In the event of a continued dispute or a deadlock between the TRUSTEES on the issue at the second meeting, the TRUSTEES shall reconvene again

within a further period of ten working days An expert shall submit a report on the issue to this meeting, which expert shall be agreed by the TRUSTEES (a lawyer in the case of a legal issue, an actuary in the case of an actuarial issue or a chartered accountant in the case of an accounting issue), failing which agreement a person identified by the president for the time being of the professional organisation governing the profession of the expert required.

5.8.3. If the dispute cannot be resolved or the deadlock broken at the third meeting, the issue shall be referred to a panel of three experts, which experts shall be appointed by the TRUSTEES on the basis set out in RULE 5.8.2, for a written determination. The majority determination shall be binding on the TRUSTEES.

5.9. DECISION OF TRUSTEES

5.9.1. In the event of any matter arising not covered by these RULES, the decision of the TRUSTEES shall be final and binding on all MEMBERS.

5.10. DISCRETION OF THE TRUSTEES

5.10.1.

The TRUSTEES shall have an absolute discretion in the exercise of the authority vested in them by these RULES.

5.11. POWERS OF THE BOARD OF TRUSTEES

5.11.1. Subject to the provisions of the ACT, the TRUSTEES shall be empowered to carry out the objects and purposes of the FUND in accordance with the RULES and, without prejudice to the general purport of this provision, shall have the following powers:

5.11.1.1. To administer and apply the monies received by the FUND.

5.11.1.2. In accordance with RULE 5.19, to contract on behalf of the FUND and to sign such contract or other document on behalf of the FUND; to institute, conduct, settle or abandon any legal action for the FUND; to conduct, defend, settle or abandon any such action against the FUND.

- 5.11.1.3. To raise, borrow or lend monies, at interest or otherwise, for the purposes of the FUND; provided that borrowing shall be limited to temporary loans for bridging unforeseen cash shortages or for taking advantage of attractive investment opportunities.
- 5.11.1.4. To acquire, hold, alienate or otherwise deal with any movable or immovable property of the FUND subject to the provisions of Section 19 of the ACT as amended; provided that any immovable property acquired in excess of the FUND'S own requirements at any stage may be let.
- 5.11.1.5. To invest, lend, put out at interest, place on deposit, make advances of, or otherwise deal with all monies of the FUND upon such securities and in such manner as they may determine from time to time; and, in particular, to invest the whole or part of the monies of the FUND, for such period and on such terms as they may determine, in an investment policy issued by an INSURER. The TRUSTEES may delegate their powers to make investments of any nature to:
- (a) A committee of such of their number as they nominate; or
 - (b) A financial institution as defined in the Financial Institutions (Protection of Funds) Act, 2001 as amended; or
 - (c) a person approved in terms of Section 4(1)(f) of the Stock Exchanges Control Act, 1985 as amended or in terms of any other legislation that may be passed that regulates such persons,
 - (d) provided that:
 - (i) the TRUSTEES may defray any and all expenses incurred as a result of such delegation out of the assets of the FUND, and
 - (ii) The TRUSTEES shall not be liable for the negligence, dishonesty or fraud of an institution

referred to in (b) or a person referred to in (c); provided that the TRUSTEES have received written confirmation that the institution referred to in (b) or the person referred to in (c) have arranged insurance cover of an amount satisfactory to the TRUSTEES in respect of any liability which may be incurred by such person or institution in respect of the FUND'S investments

5.11.1.6. To effect policies of insurance with one or more INSURERS for the purpose of investing the FUND'S moneys and/or to insure, in whole or in part, the LIFE COVER.

5.11.1.7. To provide HOUSING GUARANTEES to MEMBERS for a purpose referred to in Section 19(5)(a) of the ACT. Such HOUSING GUARANTEES shall be:

5.11.1.7.1. subject to such limits, terms and conditions as the TRUSTEES may decide; and

5.11.1.7.2. subject to the requirements of the ACT.

5.11.1.8. To delegate any power, function or decision on any matter that is vested in them, on such terms and conditions as they may specify, to a committee or committees of such of their number as they may nominate. Material decisions of a committee to which a power is so delegated shall be recorded in the minutes at the next meeting of the TRUSTEES, and shall be regarded as a decision of the TRUSTEES. It is specifically provided that the TRUSTEES shall retain responsibility for any such material decisions which are delegated to a committee.

5.11.1.9. To make, amend and rescind practice notes and regulations in respect of any matter concerning the FUND, provided that such practice notes and regulations do not conflict with the RULES or the ACT.

5.11.1.10. Subject to the provisions of the ACT, to transfer the assets and liabilities of the FUND or part thereof to another APPROVED

FUND or to take transfer of the assets and liabilities or part thereof of another APPROVED FUND in accordance with relevant legislation.

In respect of any transfer from the FUND, the transfer value payable in respect of each MEMBER shall be equal to the amount standing to the credit of the MEMBER'S share of the FUND CREDIT ACCOUNT as at the date of transfer.

Any assets transferred to the FUND not governed elsewhere under these RULES shall be dealt with on a basis determined by the TRUSTEES in consultation with the ACTUARY.

5.11.1.11. To receive and approve actuarial valuation reports and any recommendations arising from these.

5.11.1.12. To consider and approve the FINANCIAL YEAR END accounts and annual statutory returns.

5.11.1.13. To consider, and in their sole and absolute discretion, approve recommendations for: RULE amendments; benefit changes; ill-health retirements; manner of distribution of death benefits; management, investment and administration fees; general matters affecting the management, administration and running of the FUND.

5.11.1.14. To ensure that the day to day routine operations and functioning of the FUND are being competently and efficiently handled by the ADMINISTRATOR and by the internal management of the FUND.

5.11.1.15. Generally, to take such steps as are, in their sole discretion, conducive to the attainment of the objects of the FUND.

5.12. APPOINTMENT OF PRINCIPAL OFFICER

5.12.1. The TRUSTEES shall appoint a PRINCIPAL OFFICER and, if deemed necessary, any other staff subject to such terms and conditions as they may determine. Any such appointment may be changed by the

TRUSTEES. The TRUSTEES shall inform the REGISTRAR of the name of the PRINCIPAL OFFICER.

5.12.2. If the PRINCIPAL OFFICER is absent from the Republic of South Africa for a period exceeding 30 days or is otherwise unable to perform his duties, the TRUSTEES shall appoint another person to act as PRINCIPAL OFFICER during the period of his absence or disability and shall advise the REGISTRAR accordingly.

5.12.3. The PRINCIPAL OFFICER shall undertake such duties as are required under these RULES and by the ACT.

5.13. APPOINTMENT OF ADMINISTRATOR

5.13.1. The TRUSTEES shall appoint an ADMINISTRATOR, provided that any ADMINISTRATOR appointed has been approved in terms of the ACT. The appointment shall remain in force until withdrawn by the TRUSTEES or the ADMINISTRATOR (in accordance with the contractual terms as agreed between the FUND and the ADMINISTRATOR).

5.14. AUDITOR AND BOOKS OF ACCOUNT

5.14.1. The TRUSTEES shall appoint an AUDITOR.

5.14.2. The TRUSTEES shall ensure that such accounts, entries, registers and records as are necessary for the proper management of the FUND are kept. The books of account must be closed off as at each FINANCIAL YEAR END, audited by the AUDITOR of the FUND, and submitted to the REGISTRAR in accordance with the requirements of the ACT.

5.15. ACTUARY

5.15.1. The TRUSTEES shall appoint an ACTUARY who shall be the valuator of the FUND in terms of the ACT. The appointment shall remain in force until withdrawn by the TRUSTEES or the ACTUARY (in accordance with the contractual terms as agreed between the FUND and the ACTUARY).

5.15.2. The financial condition of the FUND shall be investigated and reported on by the ACTUARY at intervals not exceeding three years. The FUND shall forward a copy of such report to the REGISTRAR and notify all

EMPLOYERS and all the EMPLOYEE ORGANISATIONS that a copy of the report is available on request.

5.15.3. If the valuation discloses that there is a substantial actuarial surplus or that there is a deficit that requires to be funded, the manner of dealing with the surplus or funding the deficit shall be considered by the TRUSTEES. The decision of the TRUSTEES, subject to the approval of the EMPLOYERS in the case of a deficit, shall be final. Where necessary, the TRUSTEES shall alter the RULES to give effect to such decision.

5.15.4. If, as a result of the report by the ACTUARY, the TRUSTEES decide that the FUND cannot continue to provide the benefits specified in the RULES, the RULES shall be amended so that the benefits are reduced as the TRUSTEES, on the advice of the ACTUARY, decide.

5.16. APPOINTMENT OF OTHER SERVICE PROVIDERS

5.16.1. The TRUSTEES may appoint such other service providers as they deem necessary, subject to such terms and conditions as they may determine.

5.17. BANK ACCOUNT

5.17.1. The TRUSTEES shall open and maintain an account in the name of the FUND with a bank registered in terms of the Banks Act, 1990 as amended. All monies received by or on behalf of the FUND shall be paid into the FUND'S bank account. The TRUSTEES may authorise the ADMINISTRATOR to sign any transactions pertaining to the bank account.

5.18. RECORDS AND SAFE CUSTODY OF SECURITIES

5.18.1. The TRUSTEES shall ensure that complete records of all the necessary particulars of the MEMBERS and, where possible, practical and necessary, the BENEFICIARIES and of all other matters essential to the efficient administration of the FUND are kept. The TRUSTEES may delegate this responsibility to the ADMINISTRATOR.

5.18.2. All mortgage bonds, title deeds and other securities belonging to or held by the FUND shall, unless temporarily held in custody by others for the

purposes of the FUND, be stored in safe custody in the safe or strong room at the registered office of the FUND or with any registered financial institution approved by the REGISTRAR.

5.19. SIGNING OF DOCUMENTS

5.19.1. The TRUSTEES shall authorise such of the Chairman of the TRUSTEES, the PRINCIPAL OFFICER, and one or more other TRUSTEES, as appropriate, to sign or to jointly sign any agreement which is binding on the FUND, or which authorises action on behalf of the FUND; provided further that any documents to be deposited with the REGISTRAR shall be signed as prescribed in the ACT.

5.20. INDEMNIFICATION AND FIDELITY INSURANCE

5.20.1. The TRUSTEES and all other officers of the FUND (excluding the ADMINISTRATOR and other external service providers) will be indemnified by the FUND against all proceedings, costs and expenses incurred by reason of any claim in connection with the FUND not arising from their gross negligence, dishonesty or fraud.

5.20.2. The TRUSTEES will ensure that the FUND is sufficiently protected against losses owing to the gross negligence, dishonesty, errors or fraud of any of its officials either by means of a policy of insurance or such other indemnification as the REGISTRAR may allow.

5.21. EXPENSES

5.21.1. The expenses related to the management and administration of the FUND, including, but not limited to, TRUSTEE expenses, the PRINCIPAL OFFICER expenses, administration expenses, the cost of MEMBER communication, audits, actuarial investigations, investment expenses, indemnity and fidelity insurance and the cost of consultancy services to the FUND, shall be borne by the FUND.

5.21.2. All such expenses shall be paid either, in the case of amounts arising directly in respect of the FUND'S investments, from the investment return or, in all other cases, from the EXPENSE ACCOUNT.

- 5.21.3. The TRUSTEES, including the alternates, shall not be remunerated by the FUND for their services. The FUND shall pay any reasonable costs incurred by the TRUSTEES in the course of their duties.
- 5.21.4. The payment of any expenses by the FUND shall be subject to authorisation by:
- 5.21.4.1. the PRINCIPAL OFFICER;
 - 5.21.4.2. the Chairman in respect of any expenses payable to or on behalf of the PRINCIPAL OFFICER; or
 - 5.21.4.3. such signatories at the ADMINISTRATOR approved by formal TRUSTEE resolution.

6. AMENDMENT TO THE RULES OF THE FUND OR DISCONTINUANCE OF THE FUND

6.1. AMENDMENT

6.1.1. The TRUSTEES may at any time amend the RULES; provided that:

6.1.1.1. the amendment is not inconsistent with the provisions of the ACT, the Income Tax Act, 1962, or any other applicable legislation;

6.1.1.2. the amendment is approved by the EMPLOYERS if it results in the discontinuance of the FUND, a change in the contribution rate payable by an EMPLOYER or in any other obligation or financial risk being imposed on an EMPLOYER;

6.1.1.3. any amendment to the RULES affecting the financial soundness of the FUND shall be certified by the ACTUARY before being adopted;

6.1.1.4. within such period, as is prescribed in the ACT, of the date of the resolution amending the RULES, the PRINCIPAL OFFICER shall submit the amendment to the RULES to the REGISTRAR in writing, for his approval and the approval of the REVENUE AUTHORITIES;

6.1.1.5. where the amendment to the RULES affects the rights or benefits of MEMBERS, the TRUSTEES shall give the MEMBERS prior written notice of the amendment and of the potential consequences of the amendment; and

6.1.1.6. once any amendment to the RULES has been registered by the REGISTRAR, or at least once every year and within six months after the FUND'S FINANCIAL YEAR END, the PRINCIPAL OFFICER shall notify the MEMBERS of all amendments to the RULES.

6.1.2. No amendment to the RULES will be allowed that has the effect of reducing the amount standing to the credit of a MEMBER'S share of the FUND

CREDIT ACCOUNT prior to such amendment, except where the FUND has received a certificate issued by the ACTUARY certifying that such amendment is required to ensure that the FUND will be able to meet its obligations. It is specifically recorded that the determination of a negative INVESTMENT RETURN for any period does not represent an amendment to the RULES or a reduction in FUND CREDITS, and is not covered by this RULE 6.1.

6.2. DISCONTINUANCE

If all the EMPLOYERS are wound up (whether voluntarily or not), or cease to carry on business, the FUND will be discontinued. The FUND may also be discontinued by resolution of the TRUSTEES, after consultation with the EMPLOYERS and the EMPLOYEE ORGANISATIONS.

- 6.2.1. If the FUND is to be discontinued in terms of RULE 6.2, then the TRUSTEES shall appoint a liquidator subject to the approval of the REGISTRAR. The appointed liquidator will discontinue the FUND in the manner prescribed in RULES 6.2.2 and 6.2.3.
- 6.2.2. The total monies available under the FUND after payment of all expenses incurred in the discontinuance thereof will be applied by the liquidator in the following manner:
- 6.2.2.1. to purchase an annuity from an INSURER for all FUND PENSIONERS and DEFERRED PENSIONERS with the full balance in the PENSIONER ACCOUNT;
 - 6.2.2.2. to provide for all beneficiaries with a benefit in the INSTALMENT BENEFITS ACCOUNT, in a manner recommended by the ACTUARY and approved by the liquidator;
 - 6.2.2.3. to provide, subject to any minimum benefits required in terms of the ACT, the benefits accrued in terms of these RULES up to the date of liquidation for all the MEMBERS of the FUND who on the date of discontinuance were prospectively entitled to retirement benefits, in a manner recommended by the ACTUARY and approved by the liquidator, or, if there are insufficient monies

available for this purpose, to provide reduced benefits for each of the above persons prospectively entitled to retirement benefits on an equitable basis determined by the liquidator after taking the advice of the ACTUARY; and

6.2.2.4. if there are surplus monies available after providing for the benefits prescribed in RULE 6.2.2.1, RULE 6.2.2.2 and RULE 6.2.2.3, then such surplus monies shall be distributed on an equitable basis determined by the liquidator after taking the advice of the ACTUARY.

6.2.3. The discontinuance proceeds in terms of RULE 6.2.2 shall be utilised as follows:

6.2.3.1. if an EMPLOYER participates in another existing APPROVED FUND, or establishes and registers a new APPROVED FUND, for the employees employed by it and if the EMPLOYER so directs, the amount available for each such MEMBER in terms of RULE 6.2.2 will be transferred to such new APPROVED FUND, subject to the provisions of Section 14 of the ACT for the benefit of the MEMBERS concerned; or

6.2.3.2. the amount available for a person (other than for a person referred to in RULE 6.2.3.1) prospectively entitled to a retirement benefit will be transferred to another APPROVED FUND for his benefit, unless the liquidator determines that the amount available be paid to the MEMBER in cash; or

6.2.3.3. if a person to whom an amount is payable cannot be traced, such amount will be paid to a fund established with the support of the REGISTRAR for the purpose of holding unclaimed benefits, unless the ACT requires otherwise.

6.2.4. For the purposes of RULE 6.2.2 and RULE 6.2.3, every MEMBER who left the service of the EMPLOYER, either voluntarily or due to a reduction or re-organisation of staff or otherwise, during the twelve-month period immediately before the date of discontinuance, will be regarded as being a MEMBER on the date of termination of the FUND, but the value of any

benefit already paid to him will be taken into consideration in determining the additional benefit due to him.

6.2.5. When all payments have been made by the FUND in terms of Rule 6.2.3, the FUND shall have no further liability to any person and the FUND'S registration in terms of the ACT shall be cancelled.

6.3. WITHDRAWAL OF AN EMPLOYER

6.3.1. Where any EMPLOYER ceases participation as an EMPLOYER in the FUND, this shall be deemed a transfer in terms of RULE 5.11.1.10 and not a partial termination in terms of RULE 6.2.

7. FINANCIAL STRUCTURE OF THE FUND

7.1. FUND ACCOUNTS

7.1.1. All monies received by or on behalf of the FUND shall be credited to the FUND'S bank account established in terms of RULE 5.17.1. Thereafter the monies of the FUND shall be allocated among ten other FUND accounts, to be known as:

- 7.1.1.1. the FUND CREDIT ACCOUNT (RULE 7.2.1);
- 7.1.1.2. the EXPENSE ACCOUNT (RULE 7.2.2);
- 7.1.1.3. the RISK RESERVE ACCOUNT (RULE 7.2.3);
- 7.1.1.4. the INVESTMENT RESERVE (RULE 7.2.4)
- 7.1.1.5. the PENSIONER ACCOUNT (RULE 7.2.5);
- 7.1.1.6. the INSTALMENT BENEFITS ACCOUNT (RULE 7.2.6)
- 7.1.1.7. the UNPAID AND UNCLAIMED BENEFITS ACCOUNT (RULE 7.2.7);
- 7.1.1.8. the DATA ERROR RESERVE (RULE 7.2.8);
- 7.1.1.9. the FORMER MEMBER MINIMUM BENEFIT TOP UP RESERVE (RULE 7.2.9);
- 7.1.1.10. the FORMER MEMBER RESIDUAL SURPLUS RESERVE (RULE 7.2.10);
- 7.1.1.11. the CONTRIBUTION INCREASE PROGRAM RESERVE ACCOUNT (RULE 7.2.11);
- 7.1.1.12. the EMPLOYER SURPLUS ACCOUNT (RULE 7.2.12); and
- 7.1.1.13. the SURPLUS COST RESERVE (RULE 7.2.13).

7.1.2. Each account will be maintained separately from the others and transfers between accounts will take place only as specified in RULE 7.2.

7.2. COMPOSITION OF ACCOUNTS

7.2.1. FUND CREDIT ACCOUNT

7.2.1.1. The FUND CREDIT ACCOUNT will comprise the aggregate of the MEMBERS' FUND CREDITS. For each MEMBER his FUND CREDIT will comprise:

7.2.1.2. Credits

7.2.1.2.1. Contributions made by the MEMBER in terms of RULE 8.1;

7.2.1.2.2. Retirement funding contributions made by the EMPLOYER in terms of RULE 8.2;

7.2.1.2.3. Transfers in respect of retirement funding contributions from the CONTRIBUTION INCREASE PROGRAM RESERVE ACCOUNT in terms of RULE 8.3.1.3;

7.2.1.2.4. Transfers from another APPROVED FUND in terms of RULE 8.1.4;

7.2.1.2.5. For a MEMBER who was a MEMBER of the FUND on the CONVERSION DATE, his CONVERSION VALUE in terms of RULE 13.1.2; and

7.2.1.2.6. Bonuses declared by the TRUSTEES from the INVESTMENT RESERVE in terms of RULE 7.2.4.4.1 and RULE 7.2.4.4.2.

7.2.1.3. Debits

7.2.1.3.1. Payments deducted in terms of Section 37D of the ACT and these RULES; and

7.2.1.3.2. Benefit payments in terms of these RULES, including transfers to the PENSIONER ACCOUNT and transfers to the UNPAID AND UNCLAIMED BENEFITS ACCOUNT.

7.2.2. EXPENSE ACCOUNT

7.2.2.1. The EXPENSE ACCOUNT consists of all the assets of the FUND not held in the other accounts of the FUND as set out in RULE 7.1.1.

7.2.2.2. The following transactions will be recorded in this account:

7.2.2.3. *Credits*

7.2.2.3.1. Contributions made by the EMPLOYER in terms of RULE 8.3.4.2;

7.2.2.3.2. Deductions from MEMBER FUND CREDITS as permitted in terms of RULE 4.7.2;

7.2.2.3.3. Transfers from the RISK RESERVE ACCOUNT in terms of RULE 7.2.3.5;

7.2.2.3.4. Transfers to cover expenses from the PENSIONER ACCOUNT in terms of RULE 7.2.5.3.1, the INSTALMENT BENEFITS ACCOUNT in terms of RULE 7.2.6.3.1 and the UNPAID AND UNCLAIMED BENEFITS ACCOUNT in terms of RULE 7.2.7.3.1;

7.2.2.3.5. Transfers from any other account within the FUND as specified by the TRUSTEES;

7.2.2.3.6. Any other income to the FUND, such as payments made to the FUND in terms of an order or award granted by a court, an arbitrator or an adjudicator or a settlement reached by the FUND; and

7.2.2.3.7. Net INVESTMENT RETURN, either positive or negative, earned on the assets underlying the EXPENSE ACCOUNT.

7.2.2.4. *Debits*

7.2.2.4.1. Administration and other expenses (but excluding any expenses related to investments which are offset

against the investment returns earned by the FUND)
payable by the FUND;

7.2.2.4.2. Transfers to any other account within the FUND as specified by the TRUSTEES;

7.2.2.4.3. Any other payments made by the FUND, such as amounts paid by the FUND in terms of an order or award granted by a court, an arbitrator or an adjudicator or a settlement reached by the FUND;
and

7.2.2.4.4. Any other payments made by the FUND not specified elsewhere in the RULES.

7.2.2.5. If the EXPENSE ACCOUNT has a negative balance, then the TRUSTEES, on the advice of the ACTUARY, must implement a plan to reverse this position.

7.2.3. RISK RESERVE ACCOUNT

7.2.3.1. The RISK RESERVE ACCOUNT is established to provide for death in service benefits payable under the FUND.

7.2.3.2. The following transactions will be recorded in this account:

7.2.3.3. *Credits*

7.2.3.3.1. Contributions made by the EMPLOYERS in terms of RULE 8.3.4.3;

7.2.3.3.2. Transfers from any other account as specified by the TRUSTEES; and

7.2.3.3.3. Net INVESTMENT RETURN, either positive or negative, earned on the assets underlying the RISK RESERVE ACCOUNT.

7.2.3.4. Debits

7.2.3.4.1. Death in service benefits payable in accordance with RULE 10.1.1.2.

7.2.3.5. If the RISK RESERVE ACCOUNT from time to time has a positive balance in excess of a level determined by the TRUSTEES after consultation with the ACTUARY, the TRUSTEES in their absolute discretion may transfer a part or all of the excess amount to the EXPENSE ACCOUNT.

7.2.3.6. If the RISK RESERVE ACCOUNT has a negative balance, then the TRUSTEES, on the advice of the ACTUARY, must implement a plan to reverse this position.

7.2.4. INVESTMENT RESERVE

7.2.4.1. The INVESTMENT RESERVE is established to allocate the INVESTMENT RETURN earned on the assets backing the various MEMBER liabilities.

7.2.4.2. The following transactions will be recorded in this account:

7.2.4.3. Credits

7.2.4.3.1. Net INVESTMENT RETURN, either positive or negative, earned on the assets underlying the MEMBERS' FUND CREDIT ACCOUNT, the UNPAID AND UNCLAIMED BENEFITS ACCOUNT and the INVESTMENT RESERVE.

7.2.4.4. *Debits*

7.2.4.4.1. Interim and annual bonuses, as determined by the TRUSTEES on the advice of the ACTUARY, transferred to the FUND CREDIT ACCOUNT and the UNPAID AND UNCLAIMED BENEFITS ACCOUNT; and

7.2.4.4.2. Exit bonuses, as determined by the TRUSTEES on the advice of the ACTUARY, paid to the FUND CREDIT ACCOUNT or the UNPAID AND UNCLAIMED BENEFITS ACCOUNT on the exit of a MEMBER for any reason.

7.2.4.5. If the INVESTMENT RESERVE has a negative balance, then the TRUSTEES, on the advice of the ACTUARY, must implement a plan to reverse this position.

7.2.5. PENSIONER ACCOUNT

7.2.5.1. The following transactions will be recorded in this account:

7.2.5.2. *Credits*

7.2.5.2.1. Any allocation by the TRUSTEES, on the advice of the ACTUARY, to the PENSIONER ACCOUNT on the establishment of the PENSIONER ACCOUNT.

7.2.5.2.2. Any transfer from the FUND CREDIT ACCOUNT in respect of a MEMBER who retires and elects to use a portion or all of his retirement benefit to purchase a pension from the PENSIONER ACCOUNT in terms of RULE 9.1.2.1; and

7.2.5.2.3. Net INVESTMENT RETURN, either positive or negative, earned on the assets underlying the PENSIONER ACCOUNT.

7.2.5.3. *Debits*

7.2.5.3.1. Transfers to the EXPENSE ACCOUNT in respect of pensioner related expenses; and

7.2.5.3.2. Pension payments to FUND PENSIONERS.

7.2.6. INSTALMENT BENEFITS ACCOUNT

7.2.6.1. The following transactions will be recorded in this account:

7.2.6.2. *Credits*

7.2.6.2.1. Amounts allocated on the death of a MEMBER to be paid in instalments to a minor beneficiary in terms of RULE 10.1.6; and

7.2.6.2.2. Net INVESTMENT RETURN, either positive or negative, earned on the assets underlying the INSTALMENT BENEFITS ACCOUNT.

7.2.6.3. *Debits*

7.2.6.3.1. Transfers to the EXPENSE ACCOUNT in respect of expenses in relation to instalment benefit payments;

7.2.6.3.2. Transfers to the UNPAID AND UNCLAIMED BENEFITS ACCOUNT; and

7.2.6.3.3. Payments in terms of RULE 10.1.6.2 and RULE 10.1.7.2.

7.2.7. UNPAID AND UNCLAIMED BENEFITS ACCOUNT

7.2.7.1. The following transactions will be recorded in this account:

7.2.7.2. *Credits*

7.2.7.2.1. Transfers from the MEMBER'S FUND CREDIT ACCOUNT in terms of RULE 7.2.1.3.2 and the INSTALMENT BENEFITS ACCOUNT in terms of RULE 7.2.6.3.1; and

7.2.7.2.2. Bonuses declared by the TRUSTEES from the INVESTMENT RESERVE in terms of RULE 7.2.4.4.1 and RULE 7.2.4.4.2.

7.2.7.3. *Debits*

7.2.7.3.1. Transfers to the EXPENSE ACCOUNT in respect of expenses related to unpaid and unclaimed benefits;

7.2.7.3.2. Payments deducted in terms of Section 37D of the ACT and these RULES; and

7.2.7.3.3. Benefit payments in terms of these RULES, including transfers to the PENSIONER ACCOUNT.

7.2.8. DATA ERROR RESERVE

7.2.8.1. The following transactions will be recorded in this account:

7.2.8.2. *Credits*

7.2.8.2.1. Any allocation by the TRUSTEES in terms of Section 15B or Section 15C of the ACT to the DATA ERROR RESERVE;

7.2.8.2.2. Any release in the FUND as a result of the correction of the data held by the FUND;

7.2.8.2.3. Any transfer from the CONTRIBUTION INCREASE PROGRAM RESERVE ACCOUNT as decided by the TRUSTEES, after consultation with the FUND'S ACTUARY; and

7.2.8.2.4. Net INVESTMENT RETURN, either positive or negative, earned on the assets underlying the DATA ERROR RESERVE.

7.2.8.3. *Debits*

7.2.8.3.1. Any strain in the FUND as a result of the correction of the data held by the FUND; and

7.2.8.3.2. Any transfer to the CONTRIBUTION INCREASE PROGRAM RESERVE ACCOUNT as decided by the TRUSTEES, after consultation with the FUND'S ACTUARY.

7.2.9. FORMER MEMBER MINIMUM BENEFIT TOP UP RESERVE

7.2.9.1. The following transactions will be recorded in this account:

7.2.9.2. *Credits*

7.2.9.2.1. Any allocation by the TRUSTEES in terms of Section 15B of the ACT to the FORMER MEMBER MINIMUM BENEFIT TOP UP RESERVE;

7.2.9.2.2. Any transfer from the CONTRIBUTION INCREASE PROGRAM RESERVE ACCOUNT, as decided by the TRUSTEES after consultation with the ACTUARY, to fund any shortfall in the FORMER MEMBER MINIMUM BENEFIT TOP UP RESERVE; and

7.2.9.2.3. Net INVESTMENT RETURN, either positive or negative, earned on the assets underlying the FORMER MEMBER MINIMUM BENEFIT TOP UP RESERVE.

7.2.9.3. *Debits*

7.2.9.3.1. Transfer of an allowance for the expenses related to the FORMER MEMBER MINIMUM BENEFIT TOP UP RESERVE to the EXPENSE ACCOUNT;

7.2.9.3.2. Payment of minimum benefit top up values, calculated in accordance with section 15B of the ACT and accumulated with INVESTMENT RETURN, to such FORMER MEMBERS who can be traced or come forward at any time and whose top-up entitlements can be calculated by the FUND'S ACTUARY with accuracy to a level determined as sufficient by the TRUSTEES; and

7.2.9.3.3. Any transfer to the CONTRIBUTION INCREASE PROGRAM RESERVE ACCOUNT as decided by the TRUSTEES, should the funding level in the FORMER MEMBER MINIMUM BENEFIT TOP UP RESERVE be greater than the level determined appropriate by the ACTUARY of the FUND.

7.2.10. FORMER MEMBER RESIDUAL SURPLUS RESERVE

7.2.10.1. The following transactions will be recorded in this account:

7.2.10.2. *Credits*

7.2.10.2.1. Any allocation by the TRUSTEES in terms of Section 15B of the ACT to the FORMER MEMBER RESIDUAL SURPLUS RESERVE;

7.2.10.2.2. Any transfer from the CONTRIBUTION INCREASE PROGRAM RESERVE ACCOUNT, as decided by the TRUSTEES after consultation with the ACTUARY, to fund any shortfall in the FORMER MEMBER RESIDUAL SURPLUS RESERVE; and

7.2.10.2.3. Net INVESTMENT RETURN, either positive or negative, earned on the assets underlying the FORMER MEMBER RESIDUAL SURPLUS RESERVE.

7.2.10.3. *Debits*

7.2.10.3.1. Transfer of an allowance for the expenses related to the FORMER MEMBER RESIDUAL SURPLUS RESERVE to the EXPENSE ACCOUNT;

7.2.10.3.2. Payment of residual surplus allocations, calculated in accordance with FUND'S surplus apportionment scheme approved in terms of section 15B of the Act and accumulated with INVESTMENT RETURN, to such FORMER MEMBERS and paid-up members who can be traced or come forward within 5 years

of the date on which the REGISTRAR approves the surplus apportionment scheme and whose residual surplus allocations can be calculated by the FUND'S ACTUARY with accuracy to a level determined as sufficient by the TRUSTEES;

7.2.10.3.3. Payment of residual surplus allocations, calculated in accordance with FUND'S surplus apportionment scheme approved in terms of section 15B of the Act and accumulated with INVESTMENT RETURN, at the discretion of the TRUSTEES, to former members and paid-up members who can be traced or come forward after the expiry of the 5 year period referred to in RULE 7.2.10.3.1; and

7.2.10.3.4. Any transfer to the CONTRIBUTION INCREASE PROGRAM RESERVE ACCOUNT as decided by the TRUSTEES, should the funding level in the FORMER MEMBER RESIDUAL SURPLUS RESERVE be greater than the level determined appropriate by the ACTUARY of the FUND.

7.2.11. CONTRIBUTION INCREASE PROGRAM RESERVE ACCOUNT

7.2.11.1. The following transactions will be recorded in this account:

7.2.11.2. *Credits*

7.2.11.2.1. Any transfer as decided by the TRUSTEES from the EMPLOYER SURPLUS ACCOUNT, the DATA ERROR RESERVE, the FORMER MEMBER MINIMUM BENEFIT RESERVE and the FORMER MEMBER AND PAID-UP MEMBER RESIDUAL SURPLUS RESERVE; and

7.2.11.2.2. Net INVESTMENT RETURN, either positive or negative, earned on the assets underlying the CONTRIBUTION INCREASE PROGRAM RESERVE ACCOUNT.

7.2.11.3. *Debits*

7.2.11.3.1. Transfers to the FUND CREDIT ACCOUNT, the RISK RESERVE ACCOUNT and the EXPENSE ACCOUNT to fund any difference between the total CONTRIBUTIONS paid by MEMBERS and EMPLOYERS to the FUND and the CONTRIBUTIONS required in terms of RULE 8.3.1; and

7.2.11.3.2. Any transfers as decided by the TRUSTEES to the EMPLOYER SURPLUS ACCOUNT, the DATA ERROR RESERVE, the FORMER MEMBER MINIMUM BENEFIT RESERVE and the FORMER MEMBER AND PAID-UP MEMBER RESIDUAL SURPLUS RESERVE.

7.2.12. EMPLOYER SURPLUS ACCOUNT

7.2.12.1. The following transactions will be recorded in this account:

7.2.12.2. *Credits*

7.2.12.2.1. Any allocation of surplus in the FUND by the TRUSTEES to the EMPLOYER SURPLUS ACCOUNT in terms of Section 15B and Section 15C of the ACT;

7.2.12.2.2. Any transfer from the CONTRIBUTION INCREASE PROGRAM RESERVE ACCOUNT as decided by the TRUSTEES;

7.2.12.2.3. Any transfer from the employer surplus account in the MIPF in terms of section 15E(1)(e) of the ACT; and

7.2.12.2.4. Net INVESTMENT RETURN, either positive or negative, earned on the assets underlying the EMPLOYER SURPLUS ACCOUNT.

7.2.12.3. *Debits*

7.2.12.3.1. Any transfer to the CONTRIBUTION INCREASE PROGRAM RESERVE ACCOUNT as decided by the TRUSTEES; and

7.2.12.3.2. Any transfer to the employer surplus account in the MIPF in terms of section 15E(1)(e) of the ACT.

7.2.13. SURPLUS COST RESERVE

7.2.13.1. The following transactions will be recorded in this account:

7.2.13.2. *Credits*

7.2.13.2.1. Any allocation by the TRUSTEES in terms of Section 15B of the ACT to the Surplus Cost Reserve; and

7.2.13.2.2. Net investment return, either positive or negative, earned on the assets underlying the SURPLUS COST RESERVE.

7.2.13.3. *Debits*

7.2.13.3.1. Expenses related to the surplus apportionment exercise undertaken by the FUND in terms of Section 15B of the ACT.

7.2.13.4. Once the surplus apportionment exercise is completed, any remaining positive or negative balance in the SURPLUS COST RESERVE shall be dealt with as follows:

7.2.13.4.1. Any negative balance shall be met via a transfer from the CONTRIBUTION INCREASE PROGRAM RESERVE ACCOUNT;

7.2.13.4.2. Any positive balance which is less than 0.05% of the value of the overall assets of the FUND, shall be transferred to the CONTRIBUTION INCREASE PROGRAM RESERVE ACCOUNT; or

7.2.13.4.3. Any positive balance which is greater than 0.05% of the value of the overall assets of the FUND, shall be allocated for the benefit of all MEMBERS, PENSIONERS and DEFERRED PENSIONERS proportionately to the value of their liabilities in the FUND on the effective date of the allocation.

8. CONTRIBUTIONS

8.1. MEMBER CONTRIBUTIONS

8.1.1. Subject to RULE 8.1.2 and RULE 8.3.2, a MEMBER, including a MEMBER who is temporarily absent in terms of RULE 4.1 or who is in receipt of a benefit from the separate DISABILITY ARRANGEMENT, shall contribute each month to the FUND at the following rate expressed as a percentage of his MONTHLY PENSIONABLE SALARY:

Up to and including 30 June 2012	6.60%
1 July 2012 to 30 June 2013	6.70%
1 July 2013 to 30 June 2014	6.80%
1 July 2014 to 30 June 2015	6.90%
1 July 2015 to 30 June 2016	7.00%
1 July 2016 to 30 June 2017	7.10%
1 July 2017 to 30 June 2018	7.20%
1 July 2018 to 30 June 2019	7.30%
1 July 2019 to 30 June 2020	7.40%
From 1 July 2020	7.50%

8.1.2. Where a MEMBER'S EMPLOYER joins the FUND on a date after the CONVERSION DATE and the MEMBER was previously contributing to another APPROVED FUND at a rate higher than the applicable rate in terms of the table in RULE 8.1.1, then the MEMBER shall continue to contribute at that higher rate until such time as the applicable rate in the table in RULE 8.1.1 is higher from which date he shall contribute in terms of the table in RULE 8.1.1.

8.1.3. A MEMBER may at any time make additional contributions to the FUND. The level and frequency of a MEMBER'S additional contributions shall be such amounts and frequency as are approved by the TRUSTEES.

8.1.4. A MEMBER who was a member of any other APPROVED FUND, including a PREVIOUS FUND, prior to becoming a MEMBER of the FUND may transfer the benefit to which he is entitled on leaving that fund into the FUND.

8.1.5. All contributions and transfer values referred to in this RULE 8.1 will be credited to the MEMBER'S FUND CREDIT.

8.2. EMPLOYER CONTRIBUTIONS

8.2.1. Subject to RULE 8.2.2, RULE 8.3.2 and RULE 8.3.4.1, the EMPLOYER shall contribute to the FUND and the separate DISABILITY ARRANGEMENT each month in respect of each MEMBER, including a MEMBER who is temporarily absent in terms of RULE 4.1 or who is in receipt of a benefit from the separate DISABILITY ARRANGEMENT, at the following rate expressed as a percentage of the MEMBER'S MONTHLY PENSIONABLE SALARY:

Up to and including 30 June 2012	6.60%
1 July 2012 to 30 June 2013	6.70%
1 July 2013 to 30 June 2014	6.80%
1 July 2014 to 30 June 2015	6.90%
1 July 2015 to 30 June 2016	7.00%
1 July 2016 to 30 June 2017	7.10%
1 July 2017 to 30 June 2018	7.20%
1 July 2018 to 30 June 2019	7.30%
1 July 2019 to 30 June 2020	7.40%
1 July 2020 to 30 June 2021	7.50%
1 July 2021 to 30 June 2022	7.60%
1 July 2022 to 30 June 2023	7.70%
1 July 2023 to 30 June 2024	7.90%
1 July 2024 to 30 June 2025	8.10%

1 July 2025 to 30 June 2026	8.30%
1 July 2026 to 30 June 2027	8.50%
1 July 2027 to 30 June 2028	8.70%
1 July 2028 to 30 June 2029	8.90%
1 July 2029 to 30 June 2030	9.10%
1 July 2030 to 30 June 2031	9.30%
1 July 2031 to 30 June 2032	9.50%
1 July 2032 to 30 June 2033	9.70%
1 July 2033 to 30 June 2034	9.90%
1 July 2034 to 30 June 2035	10.10%
1 July 2035 to 30 June 2036	10.30%
From 1 July 2036	10.50%

8.2.2. Where an EMPLOYER joins the FUND on a date after the CONVERSION DATE and the EMPLOYER was previously contributing to another APPROVED FUND on behalf of the MEMBER at a rate higher than the applicable rate in terms of the table in RULE 8.2.1, then the EMPLOYER shall continue to contribute at that higher rate until such time as the applicable rate in the table in RULE 8.2.1 is higher from which date the EMPLOYER shall contribute in terms of the table in RULE 8.2.1.

8.3. ALLOCATION OF MEMBER AND EMPLOYER CONTRIBUTIONS

8.3.1. Subject to RULE 8.3.2, with effect from the CONVERSION DATE the contribution rates allocated towards each MEMBER'S benefits, towards a provision for FUND expenses and to the separate DISABILITY ARRANGEMENT shall be 7.5% in respect of MEMBER CONTRIBUTIONS and 10.5% in respect of EMPLOYER CONTRIBUTIONS. These allocations shall be funded by:

8.3.1.1. MEMBER CONTRIBUTIONS in terms of RULE 8.1.1 and RULE 8.1.2;

8.3.1.2. EMPLOYER CONTRIBUTIONS in terms of RULE 8.2; and

- 8.3.1.3. Any balance from the CONTRIBUTION INCREASE PROGRAM RESERVE ACCOUNT. It is specifically provided that where the MEMBER and EMPLOYER CONTRIBUTIONS in terms of RULE 8.1.1, RULE 8.1.2 and RULE 8.2 are not received by the FUND, any transfer from the CONTRIBUTION INCREASE PROGRAM RESERVE ACCOUNT in terms of this RULE 8.3.1.3 shall be calculated as though those contributions had been received by the FUND.
- 8.3.2. Notwithstanding the provisions of RULE 8.3.1, if the balance in the CONTRIBUTION INCREASE PROGRAM RESERVE ACCOUNT is depleted, the MEMBER and EMPLOYER CONTRIBUTION rates allocated towards the MEMBER'S benefits, towards a provision for FUND expenses and to the separate DISABILITY ARRANGEMENT shall immediately and thereafter be the actual rates at which the MEMBER and the EMPLOYER contribute to the FUND and to the separate DISABILITY ARRANGEMENT in terms of RULE 8.1.1, RULE 8.1.2 and RULE 8.2.
- 8.3.3. The MEMBER CONTRIBUTIONS in terms of RULE 8.3.1 and RULE 8.3.2 shall be allocated in full to the MEMBER'S FUND CREDIT.
- 8.3.4. The EMPLOYER CONTRIBUTIONS in terms of RULE 8.3.1 and RULE 8.3.2 shall be allocated as follows:
- 8.3.4.1. An amount expressed as a percentage of MONTHLY PENSIONABLE SALARY determined by the TRUSTEES in consultation with the ACTUARY, required to fund the benefits in the separate DISABILITY ARRANGEMENT, where such amount is paid directly to the DISABILITY ARRANGEMENT and only the balance of the EMPLOYER CONTRIBUTION rate is paid to the FUND;
- 8.3.4.2. An amount determined by the TRUSTEES in consultation with the ACTUARY, subject to a maximum of 1% of MONTHLY PENSIONABLE SALARY, to the EXPENSE ACCOUNT to fund administration and other FUND expenses;

8.3.4.3. An amount determined by the TRUSTEES in consultation with the ACTUARY, subject to a maximum of 5% of MONTHLY PENSIONABLE SALARY, to the RISK RESERVE ACCOUNT to fund the death benefits provided by the FUND in terms of RULE 10.1.1.2; and

8.3.4.4. The balance to the MEMBER'S FUND CREDIT.

8.4. PAYMENT OF CONTRIBUTIONS

8.4.1. Contributions in terms of RULE 8.1 and RULE 8.2 are payable to the FUND monthly.

8.4.2. The first contribution payable in respect of a MEMBER shall be paid within seven days of the last day of the calendar month in which the MEMBER commenced membership of the FUND.

8.4.3. The MEMBERS' contributions in terms of RULE 8.1 and the EMPLOYER'S contributions in terms of RULE 8.2 shall be paid by the EMPLOYER to the FUND within a period of seven days from the last working day of the month to which such contributions relate.

8.4.4. The PRINCIPAL OFFICER shall notify the REGISTRAR should payment not be made within a period of two months, or such other period as may be prescribed by the REGISTRAR, following the expiry of the seven-day period.

8.4.5. Contributions in respect of a MEMBER shall cease on the first day of the month following the date of the MEMBER'S retirement, death or withdrawal in terms of these RULES, or on the date on which he otherwise ceases to be an ELIGIBLE EMPLOYEE, other than in respect of attaining the NORMAL RETIREMENT AGE and provided the MEMBER is permitted to late retire in terms of RULE 9.1.1.3.

8.4.6. If contributions are not paid timeously in terms of the requirements of the ACT, interest will be payable by the EMPLOYER to the FUND at the rate prescribed for application to late payments of contributions in terms of the ACT. Any such interest shall be credited to the INVESTMENT RESERVE.

9. RETIREMENT BENEFITS

9.1. PENSION BENEFIT

9.1.1. A pension shall become payable to a MEMBER or a DEFERRED PENSIONER:

9.1.1.1. on his retirement at the NORMAL RETIREMENT DATE; or

9.1.1.2. on his voluntary early retirement on the last day of any month before the MEMBER or the DEFERRED PENSIONER'S NORMAL RETIREMENT DATE, provided that the MEMBER or DEFERRED PENSIONER, as applicable, is at least age 55; or

9.1.1.3. on his late retirement after the NORMAL RETIREMENT DATE with a maximum of age 69, provided such late retirement is subject to the consent of the EMPLOYER; or

9.1.1.4. on his ill-health early retirement at any date before the MEMBER'S NORMAL RETIREMENT DATE, where the MEMBER does not qualify for a benefit in terms of the separate DISABILITY ARRANGEMENT and the TRUSTEES in their absolute discretion determine that the MEMBER has become totally and permanently incapable of efficiently carrying out his duties.

9.1.2. A MEMBER or DEFERRED PENSIONER who retires in terms of RULE 9.1.1 shall receive a pension of such amount as can be purchased with the MEMBER'S FUND CREDIT or the capital value as determined by the ACTUARY of the DEFERRED PENSIONERS accrued pension, as applicable, less any amount taken as a lump sum in terms of RULE 9.2 at the date of retirement:

9.1.2.1. from the PENSIONER ACCOUNT if the MEMBER or DEFERRED PENSIONER elects to become a FUND PENSIONER; or

- 9.1.2.2. if the MEMBER or DEFERRED PENSIONER so elects from an INSURER or INSURERS (subject to the provisions of RULE 4.9) of the MEMBER'S choice.
- 9.1.3. For a pension purchased in terms of RULE 9.1.2.1:
- 9.1.3.1. The MEMBER or DEFERRED PENSIONER may elect prior to the commencement of the pension whether his eligible SPOUSE is to receive a pension on his death in terms of RULE 10.2.2.2.
- 9.1.3.2. The MEMBER or DEFERRED PENSIONER may elect prior to the commencement of the pension whether any of his eligible children, subject to a maximum of 5 children, are to receive a pension on his death in terms of RULE 10.2.2.3.
- 9.1.3.3. The amount of the initial pension shall be determined by the ACTUARY of the FUND, taking into account the funding level of the PENSIONER ACCOUNT, the amount of the MEMBER'S FUND CREDIT or the capital value of the DEFERRED PENSIONER's accrued pension, as applicable, the age and gender of the MEMBER or DEFERRED PENSIONER and any election by the MEMBER or DEFERRED PENSIONER in terms of RULE 9.1.3.1 and RULE 9.1.3.2.
- 9.1.4. For a pension purchased in terms of RULE 9.1.2.2, the nature of the pension to be purchased will be determined by the MEMBER or DEFERRED PENSIONER at retirement, subject to the conditions set out in RULE 4.9, provided that the pension so purchased is non-commutable (save as is provided for in RULE 9.2).

9.2. LUMP SUM OPTION

9.2.1. A MEMBER shall be entitled at the time of his retirement to elect to receive a maximum of one-third of his FUND CREDIT provided for in RULE 9.1 in the form of a lump sum benefit, provided that if the total retirement benefit is less than the maximum prescribed by legislation or any practice note or circular issued by the REVENUE AUTHORITIES, then the total retirement benefit may, at the election of the MEMBER, be paid as a lump sum benefit.

9.3. PAYMENT OF PENSIONS FROM THE PENSIONER ACCOUNT

9.3.1. Pensions payable from the PENSIONER ACCOUNT shall be payable monthly in arrear, the first payment being made at the end of the month after which the MEMBER or DEFERRED PENSIONER retires.

9.3.2. Payment of pensions from the PENSIONER ACCOUNT shall be subject to such evidence of the FUND PENSIONER'S survival and continued eligibility as the TRUSTEES require. If such evidence is not produced, the TRUSTEES, in their absolute discretion, may defer payment of the pension until the evidence is produced.

9.3.3. Pensions payable from the PENSIONER ACCOUNT shall be increased on 1 July each year at a rate determined by the TRUSTEES in consultation with the ACTUARY, subject to the requirements of the ACT and taking into account the pension increase policy communicated to FUND PENSIONERS, the affordability of any increase and the funding level of the PENSIONER ACCOUNT. Any increase granted in the first year of retirement shall be calculated on a proportionate basis, based on the period since retirement.

9.4. DEATH AFTER ACCRUAL

9.4.1. In the event that a MEMBER or DEFERRED PENSIONER dies between the date of his retirement and the date on which he makes an election in terms of RULE 9.1.2, the benefit in RULE **9** shall become payable as a

lump sum benefit and shall be paid to the MEMBER or DEFERRED PENSIONER'S estate.

9.5. LIMITATION OF LIABILITY

9.5.1. Following the payment of any lump sum amounts payable to or in respect of the MEMBER or DEFERRED PENSIONER in terms of this **RULE 9** and the purchase of a pension from an INSURER in respect of the MEMBER or DEFERRED PENSIONER in terms of RULE 9.1.2.2, the FUND shall have no further liability towards or in respect of the MEMBER or DEFERRED PENSIONER and their DEPENDANTS.

9.6. DEDUCTION FROM BENEFITS

9.6.1. Any benefits payable in terms of RULE 9.2 or RULE 9.3 shall be subject to RULE 4.3.

10. DEATH BENEFITS

10.1. DEATH IN SERVICE BENEFITS

10.1.1. On the death of a MEMBER whilst in the SERVICE of an EMPLOYER, including a MEMBER in receipt of a benefit from the separate DISABILITY ARRANGEMENT, there shall be payable in cash to the MEMBER'S DEPENDANTS and/or NOMINEES in such proportions as determined by the TRUSTEES in terms of Section 37C of the ACT, such amount as can be provided by the sum of:

10.1.1.1. the MEMBER'S FUND CREDIT at the date of death; and

10.1.1.2. providing all MEMBER and EMPLOYER CONTRIBUTIONS in respect of the MEMBER have been received by the FUND, three times the MEMBER'S annual PENSIONABLE SALARY as at the date of death;

provided that if any costs are incurred as a consequence of the TRUSTEES tracing any potential DEPENDANT or NOMINEE whose benefits due under the FUND are unclaimed or in order to give effect to the provisions of Section 37C of the ACT, such reasonable costs may be recovered from the benefits payable to such DEPENDANT or NOMINEE.

10.1.2. Notwithstanding the provisions of RULE 10.1.1, the death benefit in RULE 10.1.1 shall be payable after a MEMBER has left the SERVICE of an EMPLOYER, subject to the following conditions:

10.1.2.1. death occurs within six weeks of the date of cessation of SERVICE;

10.1.2.2. the MEMBER is unemployed for the full period between leaving SERVICE and death; and

10.1.2.3. the MEMBER was a MEMBER of the FUND or the MIPF for a period of at least two continuous years immediately prior to leaving SERVICE.

- 10.1.3. The SPOUSE of the MEMBER may elect that part or all of any amount allocated for her benefit be used to purchase a pension:
- 10.1.3.1. from the PENSIONER ACCOUNT; or
 - 10.1.3.2. if the SPOUSE so elects from an INSURER or INSURERS (subject to the provisions of RULE 4.9) of the SPOUSE'S choice.
- 10.1.4. For a pension purchased in terms of RULE 10.1.3.1, the amount of the initial pension shall be determined by the ACTUARY of the FUND, taking into account the funding level of the PENSIONER ACCOUNT, the amount available to purchase the pension and the age and gender of the SPOUSE. The payment of the pension shall be in accordance with RULE 9.3.
- 10.1.5. For a pension purchased in terms of RULE 10.1.3.2, the nature of the pension to be purchased will be determined by the SPOUSE, subject to the conditions set out in RULE 4.9, provided that the pension so purchased is non-commutable.
- 10.1.6. The TRUSTEES may, in their absolute discretion, apply any amount allocated for the benefit of a minor BENEFICIARY in any one or a combination of the following:
- 10.1.6.1. a single payment to the guardian or custodian of the minor BENEFICIARY; or
 - 10.1.6.2. in instalments to the guardian or custodian caregiver of the minor BENEFICIARY until the minor BENEFICIARY attains age 18 and then in instalments directly to that BENEFICIARY until he attains age 21; or
 - 10.1.6.3. to a beneficiary fund for the benefit of the minor BENEFICIARY.
- 10.1.7. If any portion of the benefit in respect of a minor BENEFICIARY is paid in instalments in terms of RULE 10.1.6.2, then:

- 10.1.7.1. the balance held by the FUND shall accrue the INVESTMENT RETURN earned on the assets backing the instalment payments ;and
- 10.1.7.2. any remaining balance shall be paid out to the BENEFICIARY when he attains age 21.
- 10.1.8. Any amount allocated for the benefit of a major BENEFICIARY who is not able to manage his affairs or meet his daily care needs shall be applied at the absolute discretion of the TRUSTEES, subject to the provisions of the ACT.
- 10.1.9. It is specifically provided that the SPOUSE, other DEPENDANTS and NOMINEES shall have no further claim against the FUND once a pension has been purchased from an INSURER in terms of RULE 10.1.3.2 and/or cash benefits paid in terms of this RULE 10.
- 10.1.10. For a MEMBER in receipt of a benefit from the separate DISABILITY ARRANGEMENT, for the purposes of RULE 10.1.1.2 his PENSIONABLE SALARY shall increase each year in line with any increases granted to his benefit under the separate DISABILITY ARRANGEMENT.
- 10.1.11. Any benefits payable in terms of this RULE 10.1 shall be subject to RULE 4.3.

10.2. DEATH OF A FUND PENSIONER

- 10.2.1. On the death of a FUND PENSIONER who retired prior to 1 April 2012:
- 10.2.1.1. Where such death is within five years of the date of retirement, his pension shall continue to be paid to his eligible SPOUSE for the balance of the five year period. If he does not have an eligible SPOUSE, the total value of the balance of the pension payments shall be paid to his estate.
- 10.2.1.2. Who has an eligible SPOUSE and who is still married to that SPOUSE at the date of death, a SPOUSE'S pension of 60% of the MEMBER'S pension at the later of the date of death and the expiry of the five year period in terms of RULE 10.2.1, assuming he did not commute any portion of his pension on

retirement, shall be paid to the SPOUSE from the later of the date of death and the expiry of the five year period in terms of RULE 10.2.1.1.

10.2.2. On the death of a FUND PENSIONER who retired on or after 1 April 2012:

10.2.2.1. Where such death is within ten years of the date of retirement, his pension shall continue to be paid to his eligible SPOUSE for the balance of the ten year period. If he does not have an eligible SPOUSE, the total value of the balance of the pension payments shall be paid to his estate.

10.2.2.2. For whom a contingent SPOUSE'S pension was included in the calculation of his initial pension in terms of RULE 9.1.3 and providing he is still married to that SPOUSE at the date of death, a SPOUSE'S pension of 75% of the MEMBER'S pension at the date of death shall be paid to the SPOUSE from the later of the date of death and the expiry of the ten year period in terms of RULE 10.2.2.1. Where there is more than one person qualifying as a SPOUSE any benefits payable to a SPOUSE in terms of this RULE shall, at the sole discretion of the TRUSTEES, be distributed among the SPOUSES and the total benefits payable to such SPOUSES shall be equal to the benefit which would have been payable to one SPOUSE. In the event of the death of one or more of the SPOUSES, the benefit payable to such SPOUSE or SPOUSES shall cease to be payable and the benefits payable to the remaining SPOUSE or SPOUSES shall not be re-calculated.

10.2.2.3. For whom a contingent child's pension was included in the calculation of his initial pension in terms of RULE 9.1.3, a child's pension of 15% of the MEMBER'S pension at the date of death shall be paid to the child from the later of the date of death and the expiry of the ten year period in terms of RULE 10.2.2.1, where such pension shall cease on the earlier of the death of the child and the child attaining age 21.

11. TRANSFERS

11.1. TRANSFERS INTO THE FUND

11.1.1. If a MEMBER who was a member of an APPROVED FUND prior to becoming a MEMBER of the FUND chooses to transfer the benefit to which he is entitled on leaving that fund into the FUND, the amount so transferred shall be applied under the MEMBER'S FUND CREDIT.

11.1.2. If a member of the MIPF elects to transfer to the FUND immediately prior to his retirement from the MIPF, the amount so transferred shall be applied under the MEMBER'S FUND CREDIT and the MEMBER shall then retire from the FUND in terms of RULE 9.

11.2. TRANSFERS OUT OF THE FUND

11.2.1. If a MEMBER of the FUND chooses or is required to transfer the benefit to which he is entitled on leaving the FUND to another APPROVED FUND, the amount so transferred shall be the MEMBER'S FUND CREDIT inclusive of any bonus or final bonus to which he is entitled.

11.3. DEDUCTION FROM BENEFITS

11.3.1. Any benefits payable in terms of this RULE 11 shall be subject to RULE 4.3.

12. RESIGNATION, DISMISSAL, RETRENCHMENT AND REDUNDANCY BENEFITS

12.1. BENEFIT

- 12.1.1. If a MEMBER or a DEFERRED PENSIONER'S membership of the FUND terminates prior to his NORMAL RETIREMENT DATE for any reason other than his retirement, death or transfer, the MEMBER'S FUND CREDIT or the capital value of the DEFERRED PENSIONER'S accrued pension, as applicable, shall be paid out in cash less any deductions allowed by the ACT and these RULES.
- 12.1.2. Instead of receiving the benefit described in RULE 12.1.1 entirely in cash, a MEMBER or DEFERRED PENSIONER may request that part or all of the benefit be transferred to an APPROVED FUND, other than a Provident Preservation Fund. Any such transfers to an APPROVED FUND, and especially a Pension Preservation Fund, shall be subject to such conditions as the REVENUE AUTHORITIES may apply from time to time, either by means of legislation or through practice notes applicable to all retirement funds.
- 12.1.3. If the benefit to be transferred in terms of RULE 12.1.2 is not transferred by the FUND within the period determined in terms of section 13A of the ACT, interest will be added to the value of the benefit from the date of expiry of that period to the actual date of transfer at a rate equal to the greater of the rate prescribed in terms of that section and the INVESTMENT RETURN.

12.2. DEATH AFTER ACCRUAL

- 12.2.1. In the event that a MEMBER or DEFERRED PENSIONER dies between the date of his termination and the date on which a benefit is paid or transferred in accordance with RULE 12.1, then:
- 12.2.1.1. no benefits shall be payable in terms of RULE 10; and

12.2.1.2. the benefit in RULE 12.1 shall become payable as a lump sum benefit and shall be paid to the MEMBER or DEFERRED PENSIONER'S estate.

12.3. LIMITATION OF LIABILITY

12.3.1. The MEMBER or DEFERRED PENSIONER and their BENEFICIARIES shall have no further claim against the FUND once the benefit has been paid or transferred in terms of RULE 12.1.

12.4. DEDUCTION FROM BENEFITS

12.4.1. Any benefits payable in terms of this RULE 12 shall be subject to RULE 4.3.

13. DEFINED CONTRIBUTION CONVERSION

13.1. CONVERSION

- 13.1.1. Effective the CONVERSION DATE, the benefits of all in-service MEMBERS shall be converted from a 'defined benefit' structure to a 'defined contribution' structure.
- 13.1.2. For each in-service MEMBER, his CONVERSION VALUE shall be the sum of:
- 13.1.2.1. the actuarial value of his accrued defined benefit benefits in the FUND, as determined by the ACTUARY, subject to a minimum of his minimum individual reserve calculated in accordance with the ACT;
 - 13.1.2.2. a 45% enhancement to the value calculated in terms of RULE 13.1.2.1;
 - 13.1.2.3. the accumulated value of any additional voluntary contributions held in the FUND on behalf of the MEMBER; and
 - 13.1.2.4. Any amount held in the FUND on a defined contribution basis for the MEMBER.
- 13.1.3. The CONVERSION VALUES shall be funded from the assets held to back MEMBER liabilities prior to 1 April 2012, the previous "Conversion Reserve", the previous "Contribution Reserve" and any remaining balance from the CONTRIBUTION INCREASE PROGRAM RESERVE ACCOUNT.
- 13.1.4. The balance of the assets of the FUND shall be allocated to the various accounts of the FUND set out in RULE 7.1 on a basis determined by the TRUSTEES in consultation with the ACTUARY.