



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

Compliance Certificate

is hereby granted to

T. BIRCH & CO. (PTY) LTD

of

14 FROUDE STREET, GRAHAMSTOWN

Company cc registration No: 1901/000357/07

Date of registration with council: 4 JUNE 2009

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

10 JULY 2020

Bargaining Council Official Stamp

Date of Issue

P.C. WILD

Signature

Name of Authorised Person

This Certificate is valid for 12 months and will expire on 10 July 2021.

Number of Employees: 112

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

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

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