

AMENDMENT 6

to the REVISED RULES of the

TOURISM, HOSPITALITY AND CATERING PENSION FUND (thacsa)

The BOARD OF TRUSTEES resolved through a round robin procedure completed on 26 MARCH 2020 that the Revised RULES are amended with effect from **1 April 2020** as follows:

The following **new rules** are added to **Rule A 2, CONTRIBUTIONS**:

A 2.6 Temporary suspension of the payment of contributions

Where a PARTICIPATING EMPLOYER is unable to pay contributions required in terms of the RULES, the PARTICIPATING EMPLOYER may apply to the TRUSTEES in writing to suspend temporarily the payment of the PARTICIPATING EMPLOYER and/or MEMBER contributions to the FUND. The TRUSTEES will only approve this application if they, in their absolute discretion, decide that the reason(s) given by the PARTICIPATING EMPLOYER are in the interest of the majority of the MEMBERS concerned. The PARTICIPATING EMPLOYER must enter into an agreement with the FUND regarding the date by which the payment of contributions will resume. The PARTICIPATING EMPLOYER will however continue to pay the administration charges, GROUP INSURANCE BENEFITS premiums as well as the premiums payable in respect of the separate insurance scheme(s) operated by the PARTICIPATING EMPLOYER for the benefit of the MEMBERS.

A 2.7 Temporary suspension of contributions during protected strike

Where a PARTICIPATING EMPLOYER is unable to pay contributions required in terms of the RULES on account of the MEMBERS in its employ being on a protected strike, complying with the requirements of the Labour Relations Act, the PARTICIPATING EMPLOYER may apply to the TRUSTEES in writing to suspend the payment of contributions to the FUND. The PARTICIPATING EMPLOYER will however continue to pay the administration charges, GROUP INSURANCE BENEFITS premiums as well as the premiums payable in respect of the separate insurance scheme(s) operated by the PARTICIPATING EMPLOYER for the benefit of the MEMBERS.

The reasons for the amendment are to:

- provide the BOARD OF TRUSTEES with the power to approve the temporary suspension of contributions, per PARTICIPATING EMPLOYER and on written application, where the majority of the MEMBERS in a PARTICIPATING EMPLOYER'S employment will likely face retrenchment due to the state of the economy and the financial impact of the COVID-19 virus; and
- provide the BOARD OF TRUSTEES with the power to approve the temporary suspension of contributions, per PARTICIPATING EMPLOYER and on written application, where a PARTICIPATING EMPLOYER is unable to pay contributions on account of the MEMBERS in its employ being on a protected strike.

Certified that the aforementioned resolution has been adopted in accordance with the provisions of the RULES of the FUND.



CHAIRPERSON: BOARD OF TRUSTEES

26 March 2020

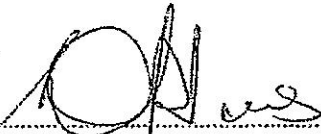
DATE



MEMBER TRUSTEE

26/03/20

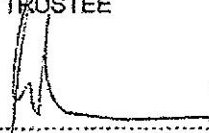
DATE



MEMBER TRUSTEE

26/3/2020

DATE



EMPLOYER TRUSTEE

26/3/2020

DATE

Ch Rosenberg

26 March 2020

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INDEPENDENT TRUSTEE

DATE

H. I.

.....
26 March 2020

PRINCIPAL OFFICER

DATE