



**Country:** Jordan

**Sector:** Food industry

**Date of document:** 17/1/2012

**Topic:** Wages

**Agreement type:** Collective Agreement

**Number of beneficiaries:** 270 workers



The project is cofunded by the European Union and ITUC

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Association of  
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Logo of the Ministry of Labour and Social Security of Jordan.

**Annex to a collective agreement issued under the provisions of the  
Jordanian Labor Law Temporary Amendment No. 26 of 2010**

Jordan ice & Aerated Water Co. Ltd (Pepsi – Cola)

Amman -January 4th , 2014

**First Party: Jordan ice & Aerated Water Co. Ltd (Pepsi – Cola)**

Represented by:

1. Mr. Ahmed Al-Sheikh /General Manager
2. Mrs. Hor Hijazi/ Director of Human Resources for Jordan.
3. Ahmed Naim/ Director of Personnel and Salaries.

**Second Party: The General Trade Union of workers in the food industries.**

**Represented By:**

1. Mr. Ahmed Abu Khadra / Head of the Union
2. Mr. Ayed, Vice President of the Association

Complement and confirm the continuation of constructive work and the keenness of the two teams to improve living conditions , Based on PepsiCo's vision to be the best Pepsi company in the Asia, Middle East and Africa region To achieve our goal of making the company a great

place to work by working hard to improve the advantages of its human resources, the two parties agreed on the following:

1. After the decision of the Ministry of Labor to raise the minimum wage to become 190 dinars instead of 150 dinars as of 1/2/2012 After the company's decision issued on 20/12/2011 increase the minimum wage to 180 dinars instead of 150 dinars, the management of the company and decided to raise the minimum wage to become the amount of 190 dinars on the minimum patches shall be effective as of 1/1/2012.

2. The provisions of the Annex to this Agreement shall apply exclusively to the provisions of this Agreement as of 1/1/2012, provided that this Agreement shall not have any effect or amendment of the employment contracts in force between the Company and its employees. The terms and conditions included therein shall be binding between the parties .

3. This agreement was edited in three copies each party keeps a copy and the third one is deposited with the Ministry of Labor.

**First Party: Jordan ice & Aerated Water Co. Ltd (Pepsi – Cola)**

**Second Party: The General Trade Union of workers in the food industry.**

**\*Signatures are seen**