



**31 Spanner Road
Clayville
Olifantsfontein
1666**

Date: 24 February 2026

From: Daybreak Employees Committee
Daybreak Foods (Pty) Ltd (in Business Rescue)
31 Spanner Road
Clayville Industrial
Olifantsfontein
1666

To: Tebogo Maoto (Senior Business Rescue Practitioner)

From: The Employees Committee

Subject: Consolidated Employee Queries and Concerns Regarding the Draft Notice of Termination of Employment

Dear Mr Maoto.

Following the general employee engagement session held on 23 February 2026, the Employees Committee hereby submits the consolidated concerns, questions, and requests raised by employees regarding the draft Notice of Termination of Employment that was provided to us for consultation.

This submission is intended to ensure that the consultation process remains compliant, transparent, and fair, and that all employees are meaningfully engaged before any finalisation of documents or commencement of terminations.

1. Request for Legal Definitions and Document Completeness

Employees believe the draft letter lacks sufficient clarity for a legally binding document. Specifically, the document should include a definitions section explaining, but no limited to:

- Severance pay
- Pre-rescue claims
- Post-commencement finance (PCF)
- Accrued leave
- Notice pay
- Stipend vs salary
- Any other statutory references or acronyms

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Directors: Dr C Nkuna (Interim Chairperson); Mr A Makenete (Interim Deputy Chairperson); Mr K Bapela; Ms E Dazana; Mr T de Jonge; Mr B Mavuka; Mr T Nchocho

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Employees request:

A more comprehensive and detailed final version with definitions to ensure that no employee inadvertently waives their rights by signing an unclear or incomplete document.

Clarity on the period of pre-rescue.

Clear categorisation of “any amounts due and payable to the employee as part of his/her

Employment”, i.e. overtime etc.

2. Questions on Severance Pay, Payment Timing, and Related Calculations

Employees require clarity on the following issues:

2.1 Timing of Severance Pay

The draft currently indicates that severance payments will be made only after publication of the amended business rescue plan, with no specific date or timeframe provided.

Employees request:

A fixed date or clear timeframe for severance payment.

Clarification on whether withholding severance means the company is borrowing employee money, and whether interest will apply.

2.2 Accrued Leave and Severance Calculations

Clarity is required on:

- Up to which date leave is accrued.
- Whether employees who were not rendering services but remained employed continue to accrue leave.
- Up to when is the calculation of “one week salary/wage for each year of completed service” being done.

2.3 Notice Pay and Stipend

Employees request clarification:

Will employees receive full salary or continue receiving the staggered stipend after receiving termination notices?

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Employees ask that the notice pay be paid in conjunction with the last stipend and not be part of the PCF payments.

3. UIF Compliance and Employee Ability to Claim Benefits

Multiple employees have verified through the UIF portal that monthly UIF declarations are missing, with some gaps extending up to nine months.

Employees request:

- Written proof that UIF submissions are fully up to date.
- A guarantee that no termination notice will be issued until UIF records are corrected.
- Confirmation that employees will be able to claim UIF immediately upon retrenchment.

4. Provident Fund and Other Third-Party Payments

Employees expressed concern regarding:

Reduced or missing provident fund contributions since August 2025.

Employees request:

Written proof that all outstanding contributions to the Provident Fund have been paid.

5. Business Rescue Plan and Future Related Processes

Employees request clarity on:

- When the amended Business Rescue Plan will be published.
- Whether it will be put to a vote, and if so, what happens if it is rejected.
- How employees' severance and other claims will be treated should the plan not be adopted.

6. Request for Written Responses

Employees respectfully request that all responses from the BRPs:

- Be in writing
- Address each question and concern directly
- Include supporting documents (proof of compliance, reconciliations, statutory submissions, etc.)



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This will ensure full transparency and protect the integrity of the consultation process.

7. Conclusion

We thank you for providing the draft letter and for allowing employee consultation. However, in order for employees to meaningfully participate in this process, we request your urgent written response to the matters listed above.

We look forward to your feedback ahead of the next scheduled consultation meeting.

Kind regards,

Daybreak Foods Employees Committee
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