

SECURITY SERVICE AGREEMENT

entered between

CEN HRS INTERNATIONAL (PTY) LTD

Commencement of the Private Security Industry Regulations Act, 2021 (Act No 56 of 2001) **Registered 5016106 PSIRA**
A company duly registered and incorporated with the laws of the Republic of South Africa under Registration No
2018/306133/07

Hereinafter referred to as "CEN."

And

NEW ERA PACKAGING (PTY) LTD

A company duly registered and incorporated in accordance with the laws of the Republic of South Africa under
Registration No 1985/070426/07

And

GOLDEN ERA PRINTERS AND STATIONERS BOP (PTY) LTD

A company duly registered and incorporated in accordance with the laws of the Republic of South Africa under
Registration No 1985/070423/07

And

NEW ERA LABELS (BOP)(PTY) LTD

A company duly registered and incorporated in accordance with the laws of the Republic of South Africa under
Registration No 1993/070344/07

And

NEW ERA RECYCLING (PTY) LTD

A company duly registered and incorporated in accordance with the laws of the Republic of South Africa under
Registration No 1985/070426/07

And

GROUP CONVERTERS

No registration available

And

MOPANI LOGISTICS (PTY) LTD

A company duly registered and in accordance with the laws of the Republic of South Africa
Registration No 1985/070427/07

And

GAYATRI CANS (PTY) LTD

A company duly registered and in accordance with the laws of the Republic of South Africa
Registration No 1998/006420/07

Hereafter collectively referred to as "GOLDEN ERA GROUP OF COMPANIES" ("GEG of Co")



PREAMBLE**Whereas:**

- a) GEG is a marketing name that refers collectively to the following companies: NEW ERA PACKAGING (PTY)LTD, GOLDEN ERA PRINTERS AND STATIONERS' BOP (PTY)LTD, NEW ERA LABELS (PTY)LTD, NEW ERA RECYCLING (PTY)LTD, GROUP CONVERTERS (PTY)LTD, MOPANI TRANSPORT (PTY)LTD, and GAYATRI CANS (PTY)LTD, all of which are parties to the agreement.
- b) Each of the companies listed on the front page under the name GEG operates its own business in the Germiston and Rustenburg (Mogwase) areas, each on its own premises.
- c) Each of the companies listed on the front page under the GEG requires Security Services for their individual premises.
- d) CEN HRS INTERNATIONAL (PTY) LTD (CEN) is a supplier of Security Services, duly registered, and has the expertise, skills, and resources to perform the Security Services for GEG.
- e) GEG has appointed CEN to provide the required Security Services, and CEN undertakes to provide Security Services to GEG in accordance with the terms and conditions set out in this agreement.

The Parties agree as follows:**1. DEFINITIONS**

1.1. For the purpose of this agreement, unless the context requires otherwise:

1.1.1. "**The/this agreement**" means the agreement set out in this document, including any annexures

Schedules / attached hereto and signed by both parties;

1.1.2. "**Access control book**" means the book that Security Guards are required to sign when reporting for duty at the beginning of each shift, the records include who is entering the premises, the time, date, and reason for entry.

1.1.3. "**Business Day**" means any day other than Saturday, Sunday, or a public holiday in the Republic of South Africa.

1.1.4. "**Commencement Date**" means the date of signature of this agreement.

1.1.5. "**Day**" means any day, including weekends and public holidays, and where reference is made to a period of time, the period excludes the first day and includes the last day of such period;

1.1.6. "**Day Shift**" means the period between 06H00 and 18H00;

1.1.7. "**Factory manager**" means the manager at each factory on the individual GEG premises to which the Security Guards are required to report for duty at the beginning of each shift;

- 1.1.8. "**Fixed Consideration**" means the agreed monthly amount payable by GEG to CEN in respect of services provided;
- 1.1.9. "**Fixed Security Services**" means the services set out as agreed upon;
- 1.1.10. "**GEG**" means collectively: NEW ERA PACKAGING (PTY)LTD, GOLDEN ERA PRINTERS AND STATIONERS' BOP (PTY)LTD, NEW ERA LABELS (PTY)LTD, NEW ERA RECYCLING (PTY)LTD, GROUP CONVERTERS (PTY)LTD, MOPANI TRANSPORT (PTY)LTD, and GAYATRI CANS (PTY)LTD
- 1.1.11. "**Night Shift**" means the period between 18H00 and 06H00;
- 1.1.12. "**Parties**" means, collectively, GEG and CEN SEC, and party means either of them as the context requires;
- 1.1.13. "**Patrolling Officer**" means the Security Guard on shift at the time.
- 1.1.14. "**Premises**" means the individual premises on which the Security Guards will be deployed;
- 1.1.15. "**PSIRA**" means the Private Security Industry Regulatory Act, 2021 (Act No 56 of 2001);
- 1.1.16. "**Security Equipment**" means the equipment needed to perform the task of guarding Effectively;
- 1.1.17. "**Security Officers**" means the security personnel deployed on the premises;
- 1.1.18. "**Signature Date**" means the date on which this agreement is signed by the last party.
- 1.1.19. "**Special Security**" means security services tailored to GEG's specific needs, as per special requests and requirements beyond regular security services. (Page 4)
- 1.2. Unless inconsistent with the context, words signifying any one gender shall include the plural and vice versa.
- 1.3. Headings and clauses are inserted for the purpose of convenience only and shall be ignored in the interpretation of this Agreement.
- 1.4. This agreement shall be governed by, construed, and enforced according to the laws of the Republic of South Africa.

2. APPOINTMENT

GEG hereby appoints CEN to perform the Security Services in respect of the Premises, in accordance with the terms and conditions set out in this Agreement, and CEN accepts this appointment.

3. DURATION AND RENEWAL

3.1. This Agreement shall commence on the date of signature of this agreement and continue for an initial period of twenty-four (24) months.

3.2. Thereafter, unless otherwise agreed between the parties, this Agreement shall automatically renew for successive periods of twenty-four (24) months each, unless either party provides written notice of termination to the other party at least ninety (90) days prior to the expiration of the then-current term. This renewal is subject to an annual price increase, which will be negotiated between the parties. This increase is normally 7%-8% to align with the Bargaining Council Pricing Schedules for similar services. Any intention to increase will be clearly communicated to GEG in writing first.

3.3. Notwithstanding anything to the contrary, and notwithstanding the termination of this agreement for any reason whatsoever, the provisions of this agreement which expressly or by implication are intended to survive such termination and shall survive such termination and shall continue to be of force and effect.

4. SCOPE OF SECURITY SERVICES

4.1. CEN shall perform the fixed Security Services and shall, as and when required by GEG and only when requested in writing by GEG, perform such Special Security Services as required by GEG. These services may include counter-strike operations, mobile surveillance operations, VIP Protection operations, and will be costed separately from the regular security services.

4.2. Unless otherwise agreed, CEN shall perform Security Services every day of the week, including weekend days and public holidays as specified below:

4.2.1. during the day shift;

4.2.2. during nightshift.

4.2.3. during weekends.

4.2.4 during public holidays.

Y.P.C



5. CONSIDERATION FOR SECURITY SERVICES

5.1. In accordance with and for the performance of Security Services GEG, shall pay to CEN an agreed fee. The rates are applicable as per the negotiations in February 2026 between GEG and CEN.

5.2. The agreed fee is referred to as the "fixed consideration" and will be valid up until 1st March 2027.

CEN GENERAL OBLIGATIONS

CEN shall:

6.1. perform Security Services to the highest possible standards, given CEN's experience and expertise.

6.1.2 these regular services shall include the following:

- Access control.
- Internal and perimeter patrols.
- K9 services.
- Armed guard services.
- CCTV surveillance.
- Incident investigations.

6.1.3 services that are not covered or included in this SLA are the following:

- Background screening.
- Polygraph testing.
- VIP protection.
- Mobile surveillance.
- Riot and crowd containment.

6.2. always ensure that it has sufficient resources at the Premises, including, but not limited to, suitably qualified, trained, and skilled personnel, and such Security Equipment, to enable it to promptly provide the Services and perform its obligations under this agreement.

6.3. ensure that it always fulfils its obligations with due regard to the security of the premises, the assets, and GEG operations, as well as GEG top managers and directors.

6.4. perform its obligation in terms of this agreement in a way that does not interrupt or cause the least possible interruption of business.

- 6.5. not bring onto the Premises any tools, equipment, and/or materials which are not necessary for the performance of its obligations in terms of this agreement.
- 6.6. comply with any reasonable instruction given by GEG Directors and will liaise regularly with GEG top management as and when required.
- 6.7. keep full and proper records of all Security Services rendered in terms of this agreement, including but not limited to a daily worksheet detailing the date of Special Security Services rendered in terms of clause 4.1 and the consideration payable in respect thereof, and make such records available for accounts departments.
- 6.8. ensure that it and its personnel abide by the rules and regulations of GEG and not commit any act or behave in any manner that would bring disrepute to the name of GEG or the business.
- 6.9. ensure that its personnel always comply with the requirements of the Occupational Health and Safety Act No.85 of 1993, or as amended.
- 6.10. perform beyond normal working hours as and when required, so that its personnel do so.
- 6.11. ensure that its personnel are familiar with the rules and regulations in force from time to time regarding security at the Premises and comply with them.
- 6.12. ensure that all personnel are dressed appropriately and in accordance with such dress code and always wear the name or other identification badges prescribed by PSIRA.
- 6.13. upon written request by GEG, prompt removal or procure the removal from the performance of the Security Services and replace any member of its personnel, who GEG reasonably believes is incapable of performing their duties.
- 6.14. cooperate with GEG and perform services as being necessary to properly perform duties in terms of this agreement.
- 6.15. on a regular basis, as and when required, at a time and place in a manner determined by GEG, ensure that a qualified and authorized manager meets with a representative of GEG to discuss and coordinate all matters relating to the rendering of Security Services.
- 6.16. always ensure that, during this agreement, a suitably qualified person is appointed by CEN to be responsible for and supervise the performance of the Security Services, and that CEN is responsible for and supervises the performance of the Security Services in terms of this agreement.

6.17. at all times, it exercises due diligence and care in selecting and recruiting its personnel and all who will perform the Security Services or any obligation of CEN under this agreement.

6.18. ensure that all personnel performing services at GEG under CEN are registered and documented by the Regulating Authority, PSIRA, Act 92 of 1987, prior to commencement.

6.19. maintain full and proper records of the history of all personnel who, at any time, perform with any of the Security Services under this agreement.

6.20. able to take all reasonable steps to prevent loss or damage to GEG, assets, and operations.

6.21. Notwithstanding anything to the contrary, CEN warrants that the Security Services will be performed with the highest standards of professionalism and workmanship, and, in this regard, CEN will comply with all and any reasonable instructions issued in writing by GEG top management/directors from time to time to CEN.

6. SECURITY EQUIPMENT

7.1. As agreed by the parties, GEG shall, from time to time during this agreement, after consultation with CEN, require additional services and or equipment necessary for the performance of the terms of this agreement.

7.2. CEN SEC shall:

7.2.1. ensure that the Security Services Equipment, when not in use, is properly stored and locked away in the premises.

7.2.2. Replace, repair, or procure the repair of any malfunctioning, broken, or damaged security equipment.

7.2.3. not use any of the Security Equipment for any purpose other than the performance of the Security Services.

7.2.4. not allow the removal of any Security Equipment from the Premises.

7.3. risks and loss or damage to premises, equipment, products, or operations shall be reported immediately or as soon as it comes to the attention of CEN.

8. PREMISES

8.1. CEN shall deliver its services at the following premises or other premises nationwide as and when requested by GEG and agreed in writing.

Y.K.C.
[Signature]

Germiston

- Cans
- Mills
- Aveng
- Wadeville
- Lothlorien
- Dunwoodie
- Glenvista
- Abbeydale
- Raceway

Mogwase

All stands currently at Bodirelo Industrial Park, Mogwase.

8.2. CEN SEC shall not use or allow the use of the premises for any purpose other than the execution of security services.

9. GEG OBLIGATION

In addition to its obligations set out elsewhere in this agreement, GEG shall:

9.1. allow CEN access to the Premises or any part thereof to perform CEN security obligations in accordance with this agreement.

9.2. not during the period of this agreement, directly or indirectly, offer employment to or employ any CEN personnel, employees, or former employees who at any time have performed any of the Security Services in terms of this agreement, unless CEN consents thereto in writing.

10. LIABILITY

10.1. GEG refers to a group of seven companies listed, identified, and defined above, which, for the Purpose of this agreement, shall, with respect to GEG liabilities and obligations under this agreement, be held jointly and severally liable.

10.2. CEN acknowledges that the Security Service is intended to prevent loss or damage to GEG Property, products, and operations, and that any failure to perform its obligations under this agreement constitutes a breach. However, it must be highlighted that CEN should be given enough time to rectify any breaches in its operations.

10.4. GEG shall not be liable to CEN for any indirect, consequential, incidental, or contingent damage or loss.



11. COMPLIANCE WITH LAWS AND POLICIES

11.1. CEN accepts and acknowledges that:

11.1.1. none of the personnel engaged in the performance of the Security Service shall be, or in any circumstance be deemed to be, an employee of GEG, but shall solely be deemed to be personnel of CEN and,

11.1.2. CEN and its personnel are subject to the Occupational Health and Safety Act 85 of 1993(OHS Act) and must fulfil all its obligations in terms of the OHS Act and regulations promulgated thereunder (the "OHS regulations").

11.2. CEN warrants that it is familiar with the relevant sections of the OHS Act and OHS Regulations and that it works closely with all GEG Health and Safety Officers to comply with the OHS Act and Regulations.

11.3. CEN undertakes to ensure that its personnel do not commit any act which would be an offence in terms of the OHS Act Regulations and take all reasonable steps to prevent such act or omission.

11.4. The provisions of this agreement are intended to satisfy the requirements of the OHS Act and not limit the generality of a foregoing, the provisions of Section 372 of the OHS Act.

11.5. CEN shall always comply with:

11.5.1. all relevant laws and by-laws, but not limited to the Private Security Industry Regulations Act 56 of 2001, Skills Development Act 97 of 1998, the Employment Equity Act 55 of 1998, the Occupational Health and Safety Act 85 of 1993, and the Labour Relations Act 66 of 1995. and the Co-operatives Act 14 of 2005, any other legislation, and/ or statutory Directives which may become binding upon CEN and its personnel.

11.5.2. GEG health, safety, security, environmental, and other standards, policies, and regulations, as mentioned from time to time.

11.6. All personnel of CEN are registered and will always be registered with the Act on Occupational Injuries and Disease Act 130 of 1993 (The COID Act).

12. CONFIDENTIALITY AND NON-SOLICITATION

12.1. Each party acknowledges that, during the performance of its obligations in terms of this agreement. It may become the possessor of and have access to certain proprietary information pertaining to the other Party and business, including but not limited to all trade secrets and other information that has commercial value and is not available to the public.

Y.K.C.


12.2. CEN shall:

12.2.1. protect GE's interests and operations, and will keep all confidential information confidential and use care to protect the integrity of GE and all information.

12.2.2. not disclose or grant access to the confidential information or any part thereof to any other person unless:

12.2.2.1. it is necessary to fulfill its obligations under this agreement.

12.2.2.2. that GEG has given prior written consent.

12.2.2.3. such other person agrees in writing to be bound by the confidentiality obligations.

13. NOTICE OF DIMICILIA

13.1. For this agreement, including the giving of notices and the serving of legal processes, the parties respectively choose *domicile citandi et executandi* ("**Domicilium**") as follows:

13.1.1. CEN HRS INT (PTY)LTD

Physical Address:

14 ESCALLONIA DRIVE
5TH DIMENSION OFFICE PARK
MONTANA PARK
PRETORIA
0148

Postal Address:

14 ESCALLONIA DRIVE
5TH DIMENSION OFFICE PARK
MONTANA PARK
PRETORIA
0148

Email address: paul@cengroup.co.za
For attention: Mr. Paul E McMenamin

13.1.2. **GOLDEN ERA GROUP OF COMPANIES,**
(BEING THE 7 ENTITIES LISTED HEREINABOVE AND BELOW)

Physical Address:

3 POWER STREET
GERMISTON

UAC



1400

Postal Address:

PO BOX 2724

JOHANNESBURG

2000

Contact tel nr: (011)872-1808

Email address: asha@golden-era.co.za / yogesh@golden-era.co.za

For attention: Ms. Asha Chhita / Mr. Yogesh Chhita

13.2. Any party may change its Domicilium by notice in writing to the other.

13.3. Any notices or communications given are permissible in terms of this agreement shall not be valid and effective unless given in writing and in English.

14. SUB-CONTRACTING

CEN shall not, without prior written consent of GEG sub-contract any of its obligations in terms of this agreement.

15. GENERAL

15.1. This agreement is the sole record of the agreement between the Parties and contains all of the express provisions agreed on by the Parties.

15.2. No party shall be bound by any representation, warranty, promise, or the like not recorded in this agreement.

15.3. No addition to, variation, or agreed cancellation of this agreement and no waiver of any right under this agreement shall be effective unless reduced to writing and signed by or on behalf of both parties.

15.4. Neither Party shall be entitled to cede and or delegate its rights and or obligations in terms of this agreement without the prior written consent of the Party.

15.5. Agreement to terms and conditions contained in this agreement shall be indicated by the signature of the authorized representative of the respective Parties in the space provided for such signatures.

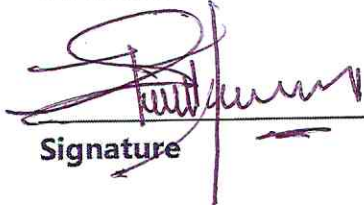


SLA SIGNATURES:

MOGWASE OPERATIONS


On behalf of CEN HRS INT. (PTY) LTD

On this 27 day of February 2026 at Pretoria



Signature

On behalf of GEG

On this 27 day of February 2026 at Mogwase


Signature

Witness to the SLA

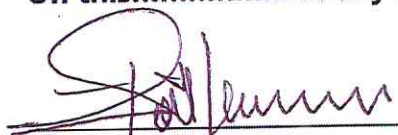

Signature

Date Signed: 27 February 2026

GERMISTON OPERATIONS

On behalf of CEN HRS INT. (PTY) LTD

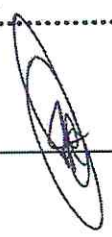
On this 27 day of February 2026 at Pretoria



Signature


On behalf of GEG

On this 27 day of February 2026 at Mogwase



Signature

Witness to the SLA



Signature

Date Signed: 27 February 2026