

9 August 2019

The Directors
NewCold Melbourne No. 2 Pty Ltd
Level 1, 140 Bourke Street
Melbourne VIC 3000

Dear Sirs/Madams,

Letter Agreement – Temperature Controlled Warehouse, Truganina, Victoria

Mondelez Australia Pty Ltd (ACN 004 551 473) (**Mondelez**) has requested that NewCold Melbourne No. 2 Pty Ltd (ACN 613 140 453) (**NewCold**) provide the storage services described in Annexure A (the **Services**) with respect to products owned, manufactured or distributed by Mondelez (the **Products**) from the NewCold operated warehouse located at 108 Agar Drive, Truganina, VIC 3029 (the **Warehouse**).

1. Interpretation

(a) In this document:

- (i) **"Business Day"** means a day which is not a Saturday, Sunday or bank or public holiday in Melbourne, Victoria.
- (ii) **"Commencement Date"** means 1 August 2019;
- (iii) **"Confidential Information"** means any information concerning the operations, processes, trade secrets or dealings, business, pricing, finances, transactions or affairs of that party (or its Related Bodies Corporate) which is disclosed or otherwise made available in connection with this letter agreement, regardless of whether that information is provided in oral, written or any other form, but does not include:
 - (A) information that is in the public domain other than as a result of a breach of this letter agreement or other obligation of confidence;
 - (B) information received by the Receiving Party by a person who was not under an obligation of confidence to the Discloser; or
 - (C) information that was developed by the Receiving Party independently of the Discloser.
- (iv) **"Discloser"** means the party who discloses Confidential Information to the Receiving Party under this letter agreement.
- (v) **"Force Majeure"** means any event or cause outside a party's reasonable control, as a result of which the party relying on the event or cause is prevented from or delayed in performing its obligations under this letter agreement (other than a payment obligation), and includes:
 - (A) a physical natural disaster including fire, flood, lightning or earthquake;
 - (B) act of public enemy, war, sabotage, blockade, revolution, insurrection, civil commotion, epidemic or quarantine restriction; and
 - (C) strike, lock-out, stoppage, labour dispute or shortage including industrial disputes that are specific to a party or the party's subcontractors.
- (vi) **"Personnel"** of a person means that person's directors, officers and employees.

- (vii) **"Receiving Party"** means the party who receives Confidential Information from the Discloser under this letter agreement.
 - (viii) **"Related Body Corporate"** has the meaning in section 9 of the *Corporations Act 2001* (Cth).
 - (ix) **"Stock Loss Threshold"** means 0.1% of all Products Delivered into NewCold's Custody (as defined in clause 11(g) during (a) the period from the Commencement Date to 1 January immediately following, and thereafter (b) in each calendar year.
 - (x) **"Term"** means a period starting from the Commencement Date and ending on 30 June 2020.
- (b) In this letter agreement, unless expressed to the contrary, a reference to:
- (i) a clause is to a clause, term or provision of this letter agreement;
 - (ii) time is to local time in Melbourne, Australia;
 - (iii) "\$" or "dollars" is a reference to Australian currency.
- (c) If the date on or by which any act must be done under this document is not a Business Day, the act must be done on or by the next Business Day.

2. Term

This letter agreement has effect on and from Commencement Date and will continue in force for the Term, unless terminated in accordance with its terms, or extended by agreement in writing signed by the parties.

3. Rates

- (a) In consideration of NewCold providing the Services to Mondelez, Mondelez will pay NewCold the applicable fees for the Services, calculated at the rates set out in the Annexure B and otherwise in accordance with this letter agreement.
- (b) Storage charges commence upon the date that NewCold accepts custody of the Products, regardless of the unloading date or the date on which receipt of the Products is confirmed to Mondelez by NewCold.
- (c) Rates quoted by weight will, unless otherwise specified, be computed on gross weight.
- (d) Subject to clause 3(e):
 - (i) For ancillary services, handling charges cover only the ordinary labour and duties incidental to receiving and delivering unitized Products on pallets at the Warehouse dock during NewCold's normal business hours and does not include loading and unloading or any additional or out-of-hours services; and
 - (ii) a charge in addition to the regular handling charges will be made for any work performed by NewCold other than as specified in clause 3(d)(i) at NewCold's then current rates.
- (e) Before incurring any additional charges as contemplated by clause 3(d), NewCold must first provide Mondelez with an estimate of the charges it is likely to occur and the rates it intends to charge, and must receive written approval from Mondelez before it commences the work proposed.

4. Invoicing and Payment

- (a) NewCold will invoice Mondelez weekly with respect to the Services.
- (b) Mondelez must pay each invoice within 60 days of the date of the relevant invoice. All payments for invoices under this letter agreement must be made in full without deduction, withholding, or deferment in respect of any set-off or counterclaim.

5. Guaranteed Minimum Volume

Mondelez will be invoiced by NewCold for, and Mondelez must pay for, a minimum of 10,000 pallets storage per week for 8 weeks of this letter agreement, regardless of whether the number of pallets stored by NewCold for Mondelez is less than 10,000 pallets for 8 weeks during the term of this letter agreement.

6. Performance of Services

- (a) NewCold and Mondelez must perform the Services described in Annexure A in accordance with the terms of this letter agreement.
- (b) NewCold must maintain a storage capacity of up to 15,000 pallets for storage of the Products.
- (c) NewCold may not subcontract the Services to a third party without Mondelez's prior written consent (which must not be unreasonably withheld).
- (d) NewCold will:
 - (i) be liable for the acts and omission of subcontractors as if they were the acts and omissions of NewCold;
 - (ii) ensure that all subcontractors are appropriately experienced, qualified and trained; and
 - (iii) not, by subcontracting, be relieved of any of its obligations or liabilities under this letter agreement.
- (e) NewCold must comply with, and ensure that its Personnel and subcontractors comply with, all:
 - (i) applicable laws, regulations and standards
 - (ii) the Mondelez International Warehouse Standards set out in Annexure C to this Agreement; and
 - (iii) obligations of confidentiality set out in this letter agreement.
- (f) Receipt, storage and delivery of the Products by NewCold will be done without sorting except by special arrangement which may be subject to a charge.
- (g) Unless otherwise agreed to in writing, NewCold will store and deliver the Products only in the packages in which they are originally received and will not segregate the Products by production code date or provide any picking services.

7. Storage location

- (a) The Products will be stored, at NewCold's discretion, at any one or more buildings at the Warehouse. The identification of any specific location within the Warehouse does not guarantee that the Products will be stored there.
- (b) Unless otherwise agreed in writing, NewCold may, at any time, at its expense, and without notice to Mondelez, remove any Products from any room or area of the Warehouse to any other room or area thereof.

8. Mondelez obligations

- (a) All Products for storage must be delivered to the Warehouse properly marked and packed for handling. Notice of the volume and type of such inbound Products shall be provided to NewCold at least 3 days before they are delivered and Mondelez must ensure that total volumes of the Products provided for storage do not exceed the maximum storage capacity identified at clause 6(b), unless otherwise agreed by the parties.
- (b) Mondelez must furnish, at or prior to delivery, a manifest showing marks, brands and/or sizes of Products to be kept and accounted for separately and the class of storage required for these Products. Otherwise the Products may be stored in bulk or assorted lots in freezer, cooler or general storage at the discretion of NewCold at the applicable storage rate.
- (c) Mondelez must provide NewCold with accurate and complete information concerning the Products sufficient to allow NewCold to comply with all laws and regulations applicable to NewCold concerning the storage, handling and transportation of the Products and will indemnify, defend and hold NewCold harmless from all loss, cost, penalty, claims and expense (including reasonable attorneys' fees) as a result of Mondelez's failure to do so.
- (d) Mondelez agrees that all Products shipped to NewCold must identify Mondelez on the bill of lading or other contract of carriage as the consignee, in care of NewCold, and shall not identify NewCold as the consignee. If, contrary to this requirement, Products are shipped to NewCold as consignee, Mondelez must indemnify, defend and hold NewCold harmless from all loss, cost, penalty, claims and other expenses incurred by it for transportation, storage, handling and other charges relating to such Products.

9. Transfer and Delivery

- (a) Instructions by Mondelez to transfer the Products to the account of another are not effective until accepted by NewCold. Charges will be made for each transfer and for any re-handling deemed by NewCold to be required thereby. NewCold reserves the right not to deliver or transfer the Products except upon receipt of written instructions signed by Mondelez.
- (b) NewCold shall have a reasonable time to make delivery after the Products are ordered out by Mondelez.
- (c) If NewCold is unable, due to any cause beyond its control, to effect delivery before expiration of the then current storage period, the Products may, at NewCold's discretion, be subject to storage charges for each succeeding storage period until delivery is achieved.
- (d) All instructions and requests for delivery and/or transfer of the Products are received subject to satisfaction of all charges, liens and security interests of NewCold.
- (e) NewCold may require, as a condition to delivery, a statement from Mondelez holding NewCold harmless from claims of others asserting rights to the Products.

10. Other Services and Charges

- (a) Other services rendered in the interest of Mondelez or the Products are chargeable to Mondelez, subject to the prior written approval of Mondelez.
- (b) Mondelez may, subject to reasonable limitations, inspect the Products when accompanied by an employee of NewCold whose time is chargeable to Mondelez.
- (c) In the event of damage or threatened damage to the Products, Mondelez shall pay all costs of protecting and preserving the Products and for clean-up and disposal of damaged and destroyed Products, but only to the extent that the damage or threatened damage is not caused or contributed to by NewCold. When such costs are attributable both to Products or actions of Mondelez and property or actions of others, said costs shall be apportioned among Mondelez and others on a pro rata basis as determined by NewCold.
- (d) NewCold shall supply dunnage bracing and fastenings where it deems it appropriate on outbound shipments and the cost thereof is chargeable to Mondelez.
- (e) Any additional costs incurred by NewCold in unloading trucks containing damaged Products are chargeable to Mondelez, but only to the extent that the damage or threatened damage is not caused or contributed to by NewCold.
- (f) NewCold shall not be responsible for detention or demurrage charges or delays in loading or unloading of trucks. If any detention, demurrage or delay was caused in container unloading, NewCold will be responsible to the extent the detention, demurrage or delay was caused or contributed to by NewCold and then only to the extent of the limits of liability provided for herein.
- (g) An additional charge will be made for bonded storage, subject to prior written approval from Mondelez. NewCold shall not be obliged carry out any bonded storage services without such prior written approval.
- (h) NewCold may levy an additional charge when Products, designated for cooler or freezer storage, are received at temperatures more than five degrees Celsius above the applicable room temperature. NewCold shall not be responsible for blast freezing the Products.
- (i) Mondelez agrees to indemnify, defend and hold NewCold harmless from and against all claims, costs, charges and expenses (including reasonable legal costs) incurred by NewCold arising from:
 - i. any negligence of Mondelez or any of its Personnel, agents or contractors which causes damage to persons or property (other than the Products);
 - ii. all liability or loss or damage to Products for which Mondelez may be liable under this letter agreement,and shall on demand make payment to NewCold for any such indemnified liability.
- (j) Subject to clause 11(i), NewCold agrees to indemnify, defend and hold Mondelez harmless from and against all claims, costs, charges and expenses (including reasonable legal costs) incurred by Mondelez arising from:
 - i. any negligence of NewCold or any of its Personnel, agents or contractors which causes damage to persons or property (other than the Products);

- ii. all liability or loss or damage to Products for which NewCold may be liable under this letter agreement,

and shall on demand make payment to Mondelez for any such indemnified liability.

- (k) Unless otherwise specified in this letter agreement, Mondelez shall reimburse NewCold for the cost of all pallets supplied by NewCold.
- (l) NewCold may charge Mondelez an energy surcharge in the event of an increase in NewCold's energy costs by providing Mondelez with no less than 30 days' prior notice.

11. Insurance and Liability

- (a) NewCold, at its own cost and expense, will ensure that it has adequate insurance arrangements in place with respect to:
 - (i) Workers compensation and employer's liability; and
 - (ii) Public liability insurance which includes personal injury and property damage insurance on a per occurrence basis for a limit of not less than \$10 million.
- (b) The parties have agreed that NewCold shall purchase and maintain an insurance against physical loss of or damage to Products for the period between the point where such Products are Delivered into NewCold's Custody (as defined in clause 11(g)) until the Products are Delivered out of NewCold's Custody (as defined in clause 11(h)). A copy of the agreed insurance policy is attached to this letter agreement as Annexure D. Mondelez shall declare the values to be insured in accordance with this insurance policy and Mondelez shall bear the premium and deductible of this insurance. NewCold shall be entitled to invoice Mondelez for such premium and deductibles and Mondelez shall pay such premium and deductibles to NewCold in cleared funds without set off or deduction, to an account nominated by NewCold and within 60 days of the date of the relevant invoice.
- (c) Mondelez warrants that it is the owner of the Products (which are not subject to third party liens or security interests), or otherwise has authority enter into this letter agreement for the Services. Mondelez warrants that it has, and will maintain for the Term, industrial special risks insurance for all Products stored at the Warehouse.
- (d) Mondelez acknowledges and agrees that NewCold does not provide a sprinkler system at or anywhere within the Warehouse.
- (e) Unless agreed otherwise in writing, NewCold is not required to store the Products in a humidity controlled environment and is not responsible for tempering the Products.
- (f) Risk of loss of Products shall transfer to NewCold when those Products are Delivered into NewCold's Custody and will remain with NewCold until the Products are Delivered out of NewCold's Custody. Subject to clause 11(i) and always subject to the Stock Loss Threshold, NewCold shall be liable for the loss of or damage to the Products from the point such Products are Delivered into NewCold's Custody until those Products are Delivered out of NewCold's Custody, provided that such loss or damage is caused or contributed to by NewCold.
- (g) Products are deemed "**Delivered into NewCold's Custody**" and NewCold will be the bailee of those Products, when the Product has been unloaded from the inbound transport vehicle at the Warehouse and the delivery driver's documentation has been signed and returned to the driver.

- (h) Products are deemed "**Delivered out of NewCold's Custody**" when the Products have been loaded onto pallets securely for transportation and loaded on to the delivery vehicle at the Warehouse and the relevant paperwork accompanying such Products has been signed by the carrier.
- (i) Subject to clause 11(j), if NewCold is liable for any loss or damage suffered or incurred by Mondelez under this letter agreement, NewCold's aggregate liability (whether in contract, tort (including negligence), breach of statutory duty, or otherwise) is limited to the amounts recoverable under the insurance purchased by NewCold pursuant to clause 11(b).
- (j) If the *Competition and Consumer Act 2010* (Cth) provides that there is a guarantee in relation to any good or service supplied by NewCold in connection with this letter agreement, and NewCold's liability for failing to comply with that guarantee cannot be excluded, but may be limited, then clause 11(i), 11(k) and 11(l) and any other limitation of NewCold's liability in this letter agreement, do not apply to that liability. Instead, NewCold's liability for such failure is limited to (at NewCold's election), in the case of a supply of goods, NewCold replacing or repairing the goods or supplying equivalent goods, paying the cost of replacing or repairing the goods or of acquiring equivalent goods, or in the case of a supply of services, NewCold supplying the services again or paying the cost of having the services supplied again.
- (k) Subject to clause 11(j) neither party will be liable to the other party for any indirect or consequential loss, special loss or damage or financial or economic loss arising in connection with this letter agreement, including loss of reputation, loss of goodwill, failure to realise anticipated savings, loss of opportunity, loss of profits, loss of revenue, or any other loss that does not flow naturally, or in the usual course of things, from the event giving rise to the liability.
- (l) Subject to clause 11(j), NewCold will not be responsible for any failure to meet its obligation to provide the Services in accordance with this letter agreement or any other failure to comply with this letter agreement to the extent that failure is caused or contributed to by Mondelez.

12. Force Majeure

- (a) If a party is prevented in whole or in part from performing its obligations under this letter agreement due to Force Majeure, it must promptly notify the other party. The notice must:
 - (i) specify the obligations which cannot be performed;
 - (ii) fully describe the Force Majeure event;
 - (iii) estimate the time during which the Force Majeure event will continue; and
 - (iv) specify the measures proposed to be adopted to remedy or abate the Force Majeure.
- (b) Following a notification in accordance with clause 12(a), and whilst the Force Majeure continues, obligations which cannot be performed as a result of the Force Majeure event will be suspended.
- (c) A party who is prevented from performing its obligations under this letter agreement due to Force Majeure must remedy the Force Majeure to the extent reasonably practicable and resume performing its obligations as soon as reasonably possible following the end of the Force Majeure event.
- (d) If a party is prevented from performing its obligations under this letter agreement due to Force Majeure for 3 calendar months, the other party may terminate this letter agreement by giving

30 days written notice to the party claiming the Force Majeure, without prejudice to any rights of the other party accrued prior to the date of termination.

13. Confidentiality

- (a) Each party undertakes that it will not, either during the Term or at any time thereafter, use or disclose to any person any Confidential Information of or relating to the other party which it has in its possession or control as a result of this letter agreement or the negotiations preceding this letter agreement except for:
 - (i) use or disclosure with the prior written consent of the other party;
 - (ii) disclosure as required by law, the rules of any stock exchange, or by a governmental agency;
 - (iii) disclosure to a Related Body Corporate of the party on condition that the recipient agrees to be bound by the terms of this clause 0;
 - (iv) use by or disclosure to its employees, officers, agents, advisers and insurers in the proper course of exercising its rights or performing duties in connection with this letter agreement and on condition that each agrees to protect the confidentiality of the Confidential Information.

14. Termination

- (a) Prior to the expiration of the Term, a party may terminate this letter agreement if the other party commits a material breach of this agreement, which is not rectified within a period of 14 days, with both parties acting reasonably.
- (b) A party may immediately terminate this agreement by giving written notice if an Insolvency Event occurs in relation to the other party, where "Insolvency Event" means the happening of any of these events in relation to a party (Relevant Party)
 - (i) the Relevant Party suspends payment of its debts or is unable to pay its debts as they fall due, including the failure to comply with a statutory demand;
 - (ii) the Relevant Party has a receiver or administrator appointed or resolves to undertake voluntary administration; or
 - (iii) steps are taken by any person towards appointing a receiver, liquidator, administrator, or similar entity; and
 - (iv) the Relevant Party seeks to make an arrangement with its creditors, other than for the purpose of a solvent reconstruction.
- (c) If, in the opinion of NewCold, the Products may constitute a hazard to other property, the Warehouse or persons, the Products may be removed or disposed of by NewCold as permitted by law, subject to the prior written approval of Mondelez.

15. Taxes

Mondelez is solely responsible for, and must pay, all taxes (including any sales tax or similar in respect of the fees and charges), licenses, charges, and assessments upon the Products delivered to the Warehouse. Where GST is imposed on a taxable supply made under or in connection with this letter agreement and the recipient of that supply receives a tax invoice for that supply, the recipient must pay

an additional amount equal to the GST to the supplier (without deduction, withholding, counterclaim or set-off) by the tax invoice due date. Terms used in this clause 15 that are defined in the *A New Tax System (Goods and Services Tax) Act 1999* (Cth) have the meaning given in that legislation, unless the context makes it clear that a different meaning is intended.

16. General

- (a) This letter agreement can only be varied or replaced by a document signed by the parties.
- (b) This letter agreement is to be governed and construed in accordance with the laws of Victoria and the parties submit to the non-exclusive jurisdiction of the courts of Victoria and the courts of appeal from them.
- (c) If there is a dispute in relation to this letter agreement, the party raising the dispute will give written notice of such dispute and the parties will promptly meet to try and resolve the dispute. If the parties are unable to resolve the dispute within 10 Business Days of the notice of dispute being issued, the parties will escalate the dispute the CEOs (or nominees) of each party. If the CEOs are unable to resolve the dispute within 15 Business Days of the dispute being referred to them, the dispute will be mediated with the mediator to be agreed between the parties or (failing agreement) to be appointed by the President of the Law Institute of Victoria. Despite the existence of a dispute, each party must continue to perform its obligations under this letter agreement that are unaffected by the dispute.
- (d) This letter agreement is not intended to create a partnership, joint venture or agency relationship between the parties.
- (e) A party must not assign or deal with any right under this letter agreement without the prior written consent of the other (such consent not to be unreasonably withheld or delayed).
- (f) If any part of this letter agreement is or becomes illegal, void or unenforceable, that part of the letter agreement may be severed from the original, and that severance will not affect the validity or enforceability of this letter agreement, and the remainder of this letter agreement, as the case may be, will otherwise continue to apply.
- (g) This letter agreement can be executed in any number of counterparts. All counterparts will constitute one instrument.

Please confirm your agreement to the above terms and conditions by arranging for an authorised representative of NewCold to sign a copy of this letter agreement below and returning it to us as soon as possible.

Yours sincerely



Mondelez Australia Pty Ltd

KEIR DIXON
DIRECTOR.

I, _____, am authorised on behalf of **NewCold Melbourne No 2 Pty Ltd** to hereby accept the terms and conditions outlined above:

Signature

A.I.J. Hage
Name (please print)

Director
Position

Date

Signature

G.J. Harvey
Name (please print)

Director
Position

Date

Annexure A - Services

SERVICE	NewCold Obligations	Mondelez obligations
Storage	<ul style="list-style-type: none"> Storage of Products at the Warehouse conforming the letter agreement. 	<ul style="list-style-type: none"> Timely reaction to stock reports and participation in stock reconciliation.
Inbound Handling	<ul style="list-style-type: none"> Notice inbound container delivery receipt via email from Mondelez. Within 24 hours of receipt of inbound container: unloading Products from the container, visual check of the Products received, documents check, recording Products information in WMS, receipt confirmation, deviation reporting. Deliver Products to storage location after palletizing. 	<ul style="list-style-type: none"> Provide NewCold with 24-48 hours advanced notice by email of inbound container delivery to the Warehouse. Mondelez to load inbound containers in such a way that NewCold can easily access the Products. In the event an inbound container is not loaded in accordance with the above, additional charges may apply.
Outbound Order processing	<ul style="list-style-type: none"> Order receipt via email from Mondelez. Generate documents, shipment confirmation, deviation reporting. 	<ul style="list-style-type: none"> Send correct and complete order via email to NewCold at least 48 hours in advance.
Outbound Handling	<ul style="list-style-type: none"> Retrieve the respective Products from storage location and transport to loading area. Loading Products into the truck. 	<ul style="list-style-type: none"> Management of transport partners. Indicate specific pallet for order, otherwise FIFO allocation will apply.
Picking	<ul style="list-style-type: none"> Order receipt in WMS via EDI from Mondelez Replenishment stock to pick area in the Warehouse Case picking activities related to outbound order resulting, wrapped and labelled loads for outbound orders. 	<ul style="list-style-type: none"> Send order via EDI to NewCold Provide clear picking instruction in a timely manner, in order to be included in WMS pick instructions
Container Handling	<ul style="list-style-type: none"> Order receipt via email from Mondelez. Handstack unto pallets from container or handstacking into container from pallets Wrapping and labelling for inbound products Putaway and retrieval for pallets from highbay 	<ul style="list-style-type: none"> Send correct and complete order via EDI to operator WMS Management of transport partners to conform the operating specification Provide instructions regarding Mondelez customer specific activities in a timely manner to be included in operator WMS instructions.
Additional Services	<ul style="list-style-type: none"> Provide additional services at the request of the Mondelez to deal with non-conformity to agreed Operating Specifications (including Standard Product Characteristics) Perform the Additional Services in line with the Operating Specifications and guidelines agreed with Mondelez Accurate registration of associated direct cost of the Additional Services 	<ul style="list-style-type: none"> Provide clear operating guidelines in a timely manner

Annexure B - Rate Card

Services	Activities	Unit	Rate
Logistic Services	Storage per week	p/ pallet	\$ 3.00
	Storage part week	p/ pallet	\$ 3.00
	Inbound	p/ pallet	\$ 3.00
	Outbound	p/ pallet	\$ 3.00
	Pallet Reject	p/ pallet	\$ 3.00
	Case Picking	p/ case	\$ 0.670
	Pallet Replacement/Inversion	p/ pallet	\$ 15.00
	Container Storage	p/ container/day	\$ 45.00
	Container Gate In	p/ container/lift	\$ 35.00
	Container Gate Out	p/ container/lift	\$ 35.00
	Container Reposition	p/ container/lift	\$ 35.00
	Pallet Capping	p/ pallet	\$ 5.00
	Pallet Re-wrapping	p/ pallet	\$ 5.00
	Case Labelling	p/ case	\$ 0.80
	Outbound Order Processing	p/ load	\$ 20.00
Ancillary activities - Day Rate	Pallet Re-stacking	p/ pallet	\$ 25.00
	Container Hand Unload <1500 Cases	p/ container	\$ 390.00
	Container Hand Unload 1500-3000 Cases	p/ container	\$ 585.00
	Container Hand Unload >3000 Cases	p/ container	\$ 775.00
	Container Slipsheet	p/ container	\$ 200.00
	Container Palletized Unload	p/ container	\$ 150.00
	Contract Labor Standing Time	p/ person/hour	\$ 45.00
	Other Additional Services	by agreement	TBD
Additional loading - for Ancillary Activities	Afternoon	p/ unit	17.5%
	Night	p/ unit	30.0%
	Saturday	p/ unit	50.0%
	Sunday	p/ unit	100.0%
	Public Holiday	p/ unit	150.0%

Annexure C - Mondelez International Warehouse Standards

Global Warehousing, Handling and Storage Quality Expectations

	Author:	Reviewed by:	Approved by:
Name:	Wolfgang Becha (Global Quality)	Regional Quality Teams Global Food Safety Design Team Global Sanitation Team	Frank Sabella (Global Quality) Otto Seijas (Global CS&L COE) Carlos Cortez (Global security)