Siya Saver Participation Form

Chickenland Casa	
Nandoca Name	
Nandoca Code	
Nandoca ID No	
Monthly Deduction amount	

Casa Nandocas are able to select one of the following amounts to be deducted monthly:

- R100 per month
- R150 per month
- R200 per month
- R250 per month
- R300 per month
- R350 per month
- R400 per month
- R450 per month
- R500 per month
- R550 per month
- R600 per month
- R650 per month
- R700 per month

Patrãos and Central Support Nandocas can select a set amount to be deducted monthly.

The Nandoca hereby agrees to participate in Siya Saver and agrees to the Terms and Conditions of the Programme.

Line Manager		Nandoca	
Name		Name	
Signature		Signature	
Date		Date	

Terms & Conditions

1. General Rules

1.1. Siya Saver is a savings plan incentive established by Chickenland (Pty) Ltd ("Nando's") to benefit its employees ('Nandocas').

1.2. All fulltime , PPT and CCN, Nandocas of Corporate owned and operated Nando's Casas are eligible for the Siya Saver Programme.

1.3. Nandocas employed on fixed term contracts are not eligible for the Siya Saver Programme.

1.4. The Siya Saver Programme is optional.

1.5. The Siya Saver Programme runs from, 1 January 2026 to 31 December 2026 with the last contribution made by Nandocas in December 2026

1.6. Nandocas contribute a pre-agreed monthly fixed amount from their monthly salary to the Siya Saver Programme

1.7. The selected amount is fixed for the duration of the Siya Saver Programme and you cannot change the amount you contribute once you have selected an amount.

1.8. Siya Saver amounts are deducted directly from a Nandocas salary on the same date as salaries are paid. The selected amount is automatically paid into a savings account as designated by Nando's.

1.9. The savings account is a Nedbank interest earning account, managed by Nando's Finance Department. Interest is earned based on the amount you selected to contribute each month.

2. Joining or Withdrawing from the Siya Saver Programme

2.1. Nandocas choosing to participate in the Siya Saver Programme will be required to complete the 2026 Siya Saver Participation Form. The Participation Form needs to be submitted to your payroll representative by the 7th day of the month in which you wish to begin contributing to the Siya Saver Programme.

2.2. You are responsible for submitting your Siya Saver Participation Form timeously to your payroll representative.

2.3. The last available date for joining the Siya Saver Programme is 1 November -2026

2.4. Nandocas are allowed to withdraw from the Siya Saver Programme at any stage by completing the Siya Saver Termination Form. The Termination Form needs to be submitted to your payroll representative by the 7th day of the month in which you wish for your contribution to be stopped. If a Nandoca withdraws, the Nandoca will only be paid out the balance of funds contributed by him/her in January 2027

2.5. Once a Nandoca elects to withdraw from the Siya Saver Programme, the Nandoca is not eligible to join again during the same year

3. Terminations

3.1. Upon termination of employment, the accumulated balance in the savings account will be paid to the Nandoca on the date on which the Nandocas final salary will be paid. The payment will be made into the same bank account as elected for salary payments.

4. Pay Out

4.1. The accumulated savings, together with interest earned, will be paid to Nandocas in January 2027

4.2. The payment will be made into the same bank account as elected for salary payments. If banking details change in January 2027 the Payroll department needs to be informed before 1 January 2027

4.3. A Nandoca will not be entitled to nominate a third-party beneficiary to receive the accumulated savings and interest earned. Payment will only be made to the bank account of the Nandoca.