

7. FRINGE BENEFITS

7.1 Do black employees benefit from medical, dental, life insurance, accident insurance, disability insurance and other plans on an equal basis with other employees?

If there are differences, please explain.

Please detail the various plans or arrangements under this subsection made available to black employees, distinguishing between statutory entitlements and company-sponsored ones. With respect to company-sponsored plans and arrangements indicate the cost to black employees relative to the cost to other employees and the cost to the company to cover black employees relative to the cost to cover other employees.

The benefits for all employees are identical. Medical and Dental: Medical aid membership is optional. There is no racial element to membership of the medical aid. Most of the staff employees are members of the medical aid. A minority of the Fixed rate Workers are members. Life, accident and disability insurance: The same benefit applies to all employees. The Company provides a benefit which is linked directly to salary earnings. Pension Fund: All employees belong to the same pension fund. Membership is optional for employees represented by NISMAWU (National Iron, Steel and Metal Workers Union). This arrangement was arrived at after negotiation. All other employees join the pension fund as a condition of service. The Company subscribes to the policy of negotiated fringe benefits.

7.2 Annual vacation: Do black employees enjoy the same vacation plan as other employees? YES. If some vacation plans are different, how many vacation days are accorded annually to black employees? N/A, and how many vacation days are accorded annually to other employees? N/A.

7.3 company programmes, loans and other contributions to assist employees to purchase houses or obtain accommodation enabling them to live with their families near the workplace:

Please refer to the next page.