

3. COLLECTIVE BARGAINING

3.1 Are all employees, irrespective of racial or other distinctions, able to choose freely and without hindrance the type of union organization to represent them?

(a) Trade union(s) representing employees of all races. Please describe:

Yes. 1) Unions: National Union of Metal workers (NUMSA)* represents all employees in the unskilled and semi skilled areas. These employees are mostly Black. 2) The Richards Bay Employees Union (RBEU). This Union represents skilled employees and supervisors at first line level. Members are White and Black. There is no racial distinction regarding Union membership.

(b) Trade union(s) representing black employees. Please describe.

See 3.1 (a) above. No Union represents only Black employees. Union represents employees of a certain status as determined by the bargaining units agreed per the Recognition Agreements.

(NUMSA represents employees in Grades 1 - 9)
(RBEU represents employees in Grade 10 upwards)

(c) Trade union(s) representing black employees which has/have been formed under the auspices of previously established trade union(s) representing white employees. Please describe.

See 3.1 (a) and (b) above.

* The National Iron Steel and Metal workers Union (NISMAU) amalgamated with the National Union of Metal workers (NUMSA) during the year. Thus, the change of name from the last report does not signify a change of Union.

(d) Other arrangements. Please describe and explain why black employees are not represented by trade union(s):

Not applicable.

3.2 Measures taken to establish a climate of confidence in the workplace and to extend customary basic rights to bargaining units representing black employees.

- Inform Black employees regularly and unequivocally that it is part of company policy to facilitate consultations and collective bargaining with organizations which are freely elected and representative of employees (describe procedures):

The Company has recognition agreements with two Unions. Black employees have been unionized since 1983 so that Union activity in attending to the rights of their members has now become custom and practice throughout the Company. New employees are fully briefed on this at induction and monthly briefs throughout the organization keep employees informed (in English and Zulu) on all negotiations and agreements. These briefs also appear on all company notice boards.

- Permit trade union officials to undertake normal duties on company premises in relation to their units among black employees and accord them reasonable time off in this regard:

Yes. The labour contract stipulates: "The shop stewards shall be afforded reasonable opportunity during working hours to attend to Union matters as it relates to this agreement. Where Shift Representatives and/or Shop Stewards need to attend to problems in their constituency, other than in agreed formal meetings, they shall obtain the permission of their superior which permission shall not be unreasonably withheld." Union officials who are not employees of the Company have access to Company premises on request to Management. Such access is not unreasonably withheld.

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