

## 5. WAGES

- 5.1 Does the company implement the principle of "equal pay for equal work" by paying black employees the same wage as other employees for the same work and for the same period of time?

Yes.

- 5.2 Percentage average pay increase.

	Black Employees		Non-White Employees		White Employees	
	W/P	M/P	W/P	M/P	W/P	M/P
1988	12.0	12.8	12.0	12.8	7.4	10.6
1989	16.0	15.0	16.0	15.0	16.0	15.0

If increases for salaried employees are different from increases for daily/ hourly employees, please indicate and explain the different treatment:

There is no discrimination between black, non-white and white employees. Changes to annual across-the-board increases are determined by Industrial Agreement negotiation for weekly-paid employees and annual salary surveys for monthly-paid employees. With both groups remuneration is measured with comparable companies in the Republic of South Africa. Individual pay increases are determined by performance.

- 5.3 Minimum Pay for Black Employees

	Number of black employees earning minimum wage	Districts where lowest paid are employed	Monthly living level (MLL) or Household subsistence level (HSL) for family of 5 or 6	City or town selected by University of South Africa (UNISA) or University of Port Elizabeth (UPE) to set MLL or HSL and date	Percentage by which min. wage exceeds this MLL or HSL
1988	5	Vereeniging	R579.88	Vereeniging	1.5% above
1989	2	Vereeniging	R603.02	Vereeniging	15.12% above

Minimum pay is to be understood as the monthly cash pay in salary or wages received by the lowest-paid employees. Include amounts withheld for employee contributions for health, pension, or other benefit plans, plus scheduled bonuses prorated but not the cost of company-contributed benefits or overtime. The salary or wages of an employee engaged on a part-time basis only is to be prorated to the equivalent full-time salary for the purpose of this section.

Companies with jobs requiring employees to live at or near the workplace in company-provided housing and companies operating in rural areas may make special minimum pay calculations based on the inclusion of a special allowance covering the cost to the company of such items as housing and meals. The actual amount of pay in cash received by the employee should be clearly specified. Such calculations and data should conform to the standards and estimates obtainable from the University of South Africa or the University of Port Elizabeth and should assure the lowest paid employees of compensation at a supplemental living level or better. A company using this special arrangement should submit a supplemental statement explaining the circumstances and how its calculations are made