

- 5.4 When was the latest revision of the salary or wages of the lowest-paid black employees undertaken? Reason for that revision and its relation to change in the cost of living:

FEB 1990

6 MONTHLY INCREASE

- 5.5 What is the company policy, including timetable (a) for achieving, if that is not already the case, the pay levels recommended in the Code; and (b) for improving the overall level of average remuneration?

- 5.6 Highest wage or salary paid to black employees:

|      | Number receiving highest pay | Position(s)      | Monthly wage or salary | Percentage by which pay exceeds MLL or HSL |
|------|------------------------------|------------------|------------------------|--------------------------------------------|
|      |                              | DRIVER<br>PACKER |                        |                                            |
| 1988 | 2                            |                  | R 866.00               |                                            |
| 1989 | 2                            |                  | R 1039.20              |                                            |