

- (c) Number of black employees: 1355
- (d) Number of black employees on annual contracts: Nil  
of which, number of black employees separated from their families and accommodated in hostels: Nil
- (e) Number of other non-white employees: 8

1.7 If workforce has significantly increased or decreased or changed in racial composition over the last 12 months and over the last four years, please indicate the number of employees concerned and state the reasons why:

Workforce increased by 8,3% in 1988 (10,6% in '87) with complement increases in the exploration, MSP, Smelter, Technical and TISAND and services (Eng.) sections. Racial composition ratios did not change significantly (Black/White ratio increased by 1%).

Please indicate the major industry this reporting unit is involved in: 1. Automobile and Related Industries; 2. Computer/Electronics; 3. Consumer/Goods; 4. Banking/ Finance/Travel; 5. Industrial Equipment Supplied 6. Farm/ Forestry; 7. Pharmaceuticals/Hospitals and Health Care Supplies; 8. Mining and Quarrying; 9. Petroleum and Related Industries; 10. Chemicals; 11. Insurance; 12. Advertising; 13. Publishing; 14. Construction; 15. Agricultural Equipment and Supplies; 16. Entertainment; 17. Distribution of Consumer Goods; 18. Distribution of Industrial Goods; 19. Metals Fabrication; 20. Other (Write in):

8: Mining and quarrying

2. GENERAL WORKING CONDITIONS

2.1 Has a comprehensive procedure for handling individual racial complaints of employees on a non-discriminatory basis been established?

Procedure is, or is being, established (describe):

The Company has a formal grievance procedure which has been ratified by Unions. The grievance procedure provides for any employee to have the right to appeal to the immediate superior and if still dissatisfied, to succeeding higher levels of authority, up to and including management level. The aggrieved employee may have the assistance of a Union official or a fellow employee. In all cases, the policy provides that Industrial Relations personnel will assist the employee. This procedure provides for any complaint be it racial or relate to any other matter.

2.2 Have all employees been informed of their rights under a single grievance and disciplinary procedure which applies equally to all races? If not, please explain:

Yes. All employees are briefed at induction. The industrial relations department also has an ongoing series of briefings to employees on conditions of service. Special emphasis is laid at these meetings on employee rights and the use of the grievance procedure to pursue these rights.

2.3 Have work committees or liaison committees representing black employees been set up? If so, please describe; if not, please explain:

No - As all employees are represented by Unions, there has been no need for Liaison Committees.

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