

opportunity, as well as an obligation to begin to review in some depth the various employment practices prevailing at their subsidiaries in South Africa. As preliminary indications the introduction of some improvements in working conditions and remuneration have been cited from the company reports collated in this survey and I have found among employers a willingness to consider more improvements. Clearly the Code of Conduct, striving, as its administration should, for ever great effectiveness can have a useful function to perform in promoting greater equality and improved conditions for Black workers and their families. In this respect it serves as a goad to greater efforts on the part of companies but, as we should remind ourselves, it cannot replace or be a substitute for the initiative which companies may and should consider themselves morally and socially bound to undertake on behalf of their employees.

ANNEX A

Canadian Companies with Subsidiaries, Affiliates
or Representative Offices in South Africa
(As of March 1, 1986)

	Notes
Alcan Aluminium Limited	(2), (7)
AMCA International Limited	(1), (4)
Bayer Foreign Investments Limited	(8)
Bata Limited	(1), (6)
Champion Road Machinery Limited	(2), (4)
Cobra Emerald Mines	(8)
COMINCO Limited	(1), (5)
Delcan Limited	(2), (4)
Dominion Textile Incorporated	(1), (4)
Falconbridge Limited	(2), (5)
Ford Motor Company of Canada Limited	(2), (4)
International Thomson Organisation Limited	(1), (4)
Jarvis Clark Company	(1), (4)
Massey-Ferguson Limited	(2), (5)
Moore Corporation	(1), (5)
QIT-Fer et Titane inc.	(2), (4)
Joseph E. Seagram and Sons Limited	(3)
Sternson Limited	(2), (4), (8)

Notes:

- (1) Company holds 50% or more of equity of South African subsidiary.
- (2) Company holds less than 50% of equity of South African subsidiary.
- (3) Company has representative office only; no investment.
- (4) Company has one subsidiary in South Africa.
- (5) Company has two subsidiaries in South Africa.
- (6) Company has three subsidiaries in South Africa.
- (7) Company announced sale of its equity in South African subsidiary on March 20, 1986.
- (8) Company has not yet submitted report for the year 1985.