

concerning personally employed domestic staff. These accord with the Code of Conduct and their implementation is monitored by the Ambassador.

The 1989 company ratings are recorded in Table XI.

TABLE XI		
COMPANY ASSESSMENTS		
Canadian Companies	SA Affiliates	Rating
1. Bayer Foreign Investments Ltd.	Six affiliates - see below*	II
2. Bocknek Ltd.	Bocknek (Pty) Ltd.	II
3. Canadian Government	Canadian Embassy SA	I
4. Menora Resources Inc.	Ocean Diamond Mining Ltd.	III
5. QIT-Fer et Titane Inc.	Richards Bay Minerals**	I
6. Sternson Ltd.	Sternson (SA) (Pty) Ltd.	II
7. Unican Security Systems Ltd.	Ilco-Unican (SA) (Pty) Ltd.	II
8. Varity Corporation	Fedmech Holdings Ltd.	II

* Bayer's six affiliates in 1989 were:
 Bayer South Africa (Pty) Ltd.
 Bayer-Miles (Pty) Ltd.
 Chrome Chemicals (South Africa) (Pty) Ltd.
 Haarman & Reimer (SA) (Pty) Ltd.
 Vergenoeg Mining Company (Pty) Ltd.
 (A sixth company, Rubber Chemicals (Pty) Ltd., has been absorbed by Bayer South Africa (Pty) Ltd.)

** Richards Bay Minerals comprises two companies:
 Tisands (Pty) Ltd.
 Richards Bay Iron & Titanium (Pty) Ltd.

With the exception of the Bayer enterprises and Menora/Ocean Diamond Mining Inc., the assessments were awarded on the basis of the completed Standard Reporting Questionnaire, supplemented by information provided by the Canadian companies and their affiliates through meetings, correspondence and telephone contact.

The Bayer group of companies customarily reports to the West German authorities under the European Community Code of Conduct on the ground that the Bayer affiliates in South Africa are controlled by the parent company, Bayer A.G. in Leverkusen, Germany, notwithstanding the fact that they are legal subsidiaries of the Toronto firm, Bayer Foreign Investments Ltd. As in previous years, Bayer provided a copy of its latest report (1989) to the European Code authorities. Their assessment is based upon that report and on calls on management in Toronto and South Africa. For presentational purposes, the ratings of Bayer's five affiliates have been averaged, as both individually and collectively they rated Grade II.

Menora Resources Inc./Ocean Diamond Mining Ltd. have been rated on the basis of discussions with management in Canada and South Africa. This was necessary because the completed questionnaire had not been received before completion of this report.

QIT-Fer et Titane/Richards Bay Minerals have been included because their change of status occurred in mid 1989 and because they both met with the administrator and completed the annual questionnaire. They will in future report only to the British authorities under the European Code of Conduct.

Bocknek Ltd./Bocknek (Pty) Ltd have been included and rated on the basis of contact with management in Canada and completion of the questionnaire. Because they were unknown to the Administrator when he visited South Africa in March 1990, discussions could not be held with management in South Africa.

Unican Security Systems Ltd./ILCO Unican (SA)(Pty) Ltd. have been rated on the basis of discussions in Canada and South Africa and the questionnaire completed by the South Africa affiliate. Management in Montreal declined to fill in the Questionnaire because of disagreement with Canada's policy on South Africa.

Worthy of note is Sternson Ltd./Sternson (SA) (Pty) Ltd's steady progress to Grade II by reason of improvements in the areas of wages, support for Black businesses and social justice.