

6.

TRAINING AND PROMOTION

Please describe company programmes for the training and advancement of black employees. Include details of company's use of outside educational facilities and university bursaries for both general and specialized technical and professional development of employees. Indicate numbers of black employees involved in programmes at each level of employment positions, actual progress achieved during the annual period concerned in promotions to all levels and total costs to companies. For similar categories of information compare such programmes with similar programmes the company has made available to other non-white employees and to white employees during the same period.

We have continued to train a black laboratory operative. We have engaged a black typist/telephonist who is being trained to take on more senior work and we have promoted a black clerk. Factory workers are trained in house to perform manufacture as required but the nature of our business requires experienced reliable workers but not highly trained personnel as for example, in fabricating or electronics or other "High Technology" industries.

7.

FRINGE BENEFITS

7.1

Do black employees benefit from medical, dental, life insurance, accident insurance, disability insurance and other plans on an equal basis with other employees?

If there are differences, please explain.

Please detail the various plans or arrangements under this subsection made available to black employees, distinguishing between statutory entitlements and company-sponsored ones. With respect to company-sponsored plans and arrangements indicate the cost to black employees relative to the cost to other employees and the cost to the company to cover black employees relative to the cost to cover other employees.

Black employees are covered by unemployment insurance

Workmens Compensation insurance against accident or disability

occurring in the course of work related activities. No medical

dental or life insurance is afforded black workers. Free

hospitalization, dental and medical treatment is available to

black workers and ad hoc grants have been made by the company

in special cases of need.

7.2

Annual vacation: Do black employees enjoy the same vacation plan as other employees? Yes. If some vacation plans are different, how many vacation days are accorded annually to black employees? --, and how many vacation days are accorded annually to other employees? --.

7.3

company programmes, loans and other contributions to assist employees to purchase houses or obtain accommodation enabling them to live with their families near the workplace:

From time to time ad hoc assistance has been given for housing, but no formalized programme exists.