

- (d) Companies should make every effort to eliminate in practice any de facto restrictions based on custom on apprenticeships for black employees. They should ensure that employees of different racial groups can take part in training programs without any form of segregation.
- (e) In general, whether it is a matter of an imbalance in the racial composition of a company's work force and staff or of such an imbalance at any of the different levels of management and work force, companies should, in their forward planning, treat the need to correct this situation as a matter of some urgency.

6. Fringe Benefits

- (a) In view of their social responsibilities, companies should concern themselves with the living conditions of their black employees and their families.
- (b) For this purpose, company funds could be set aside to provide benefits over and above those currently provided according to South African legislation:
- providing complete social protection schemes for employees and their families (health, accident and unemployment insurance and old age pensions);
 - ensuring that their employees and their families have the benefit of adequate medical care;
 - assisting in the education of members of their families;
 - helping them to buy their own housing or to obtain accommodation which enables all workers to live with their families near their workplace;
 - providing transport from home to work and back with particular attention to alleviating the difficulties facing those employees who are obliged to commute some distance to the workplace;
 - providing their employees with assistance in problems they encounter with the authorities over their movement from one place to another, their choice of residence and other employment;
 - providing leisure facilities.
- (c) Companies would support community projects that aim to improve the quality of life of the black communities from which they draw their staff.

7. Race Relations and Desegregation

- (a) Where this has not already been completely achieved, employers should do everything possible to abolish any practice of segregation, notably at the workplace, in canteen, in education and training and in sports activities. They should also ensure equal working conditions for all the staff.
- (b) Along with the advancement of their black employees, companies should directly support inter-staff contacts, and help employees from different racial groups to get to know each other better and integrate more fully.
- (c) Companies should encourage sporting activities in such employees from different racial groups take part in mixed teams in mixed competitions.

8. Encouragement of Black Businesses

As far as they are able, companies should, in the framework of their activities, encourage the setting up and expansion of black businesses by contributing their expertise, counseling and advice, by sub-contracting, by providing assistance for their black employees to set up their own businesses and by preferential, priority treatment in customer-supplier relations.

9. Social Justice

By positive, constructive and legal means and approaches and in cooperation with other foreign companies and with their South African partners, Canadian companies should use whatever channels of influence are available to them to promote the cause of social justice and the peaceful achievement of necessary social and political changes and reforms.

The revised procedure establishes a reporting system regarding the adherence of companies to the Code of Conduct which is reviewed on an annual basis by an impartial and independent Administrator. In conformity with a standard reporting format issued to them for this purpose, all Canadian companies should submit to the Administrator annual public reports in sufficient detail to permit assessment of their progress in realizing the objectives of the code of conduct. On the basis of his review and collation of the responses of the companies, the Administrator submits to the Secretary of State for External Affairs and annual report that is subsequently tabled in Parliament.