

5.4 When was the latest revision of the salary or wages of the lowest-paid black employees undertaken? Reason for that revision and its relation to change in the cost of living:

Each employee irrespective of race receives a salary
review on anniversary of his/her employment.

5.5 What is the company policy, including timetable (a) for achieving, if that is not already the case, the pay levels recommended in the Code; and (b) for improving the overall level of average remuneration?

N/A

Current company practices will be reviewed in light
of recently received code and adjustments, where warranted,
will be made.

5.6 Highest wage or salary paid to black employees:

Number receiving highest pay	Position(s)	Monthly wage or salary	Percentage by which pay exceeds MLL or HSL
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1987

N/A due to size

1988