

Code of Conduct
Concerning the Practices
of Canadian Companies Operating
in South Africa

Code d'éthique
touchant les conditions d'emploi
des sociétés canadiennes opérant
en Afrique du Sud

ANNEX B

**CODE OF CONDUCT CONCERNING THE
EMPLOYMENT PRACTICES OF CANADIAN COMPANIES
OPERATING IN SOUTH AFRICA**

This Code of Conduct is addressed to all Canadian companies which have subsidiaries, affiliates, or representative establishments in South Africa. Its aim, as one of a number of Canadian Government measures, is to make a contribution towards abolishing apartheid.

There are now numerous Codes of Conduct for businesses operating in South Africa. They have been promulgated by domestic South African organizations, by individual South African and foreign companies, by a number of countries (the European Community), and by individual countries on government initiative (Canada, and recently, Australia and the United States), or on a non-governmental basis (the Sullivan System in the U.S.A.). The text of the Canadian Code of Conduct, which was first issued in April 1978, has been substantially revised in the light of developments in South Africa and of the need to improve the Code's administration and provide more adequate guidance to Canadian companies. The revised text has, in particular, taken into account the experience of the European Community countries and of the Sullivan System with their Codes and the importance of demonstrating the solidarity of international opposition to the apartheid system.

With the aim of combatting racial discrimination in mind, the Canadian Government strongly hopes that every Canadian company active in South Africa will implement employment practices which are based on the principle of equal treatment for all its employees, are consistent with the general economic welfare of all people in South Africa, and will help bring about the conditions necessary for acceptance of the well-established standards of human rights approved by the International Labour Organization and by the International Organization of Employers. While these objectives are applicable to all employees, they have particular relevance to the employment conditions of Black workers and to the urgency which should be attached to the improvement of their working conditions and quality of life generally.

Accordingly, it is the view of the Canadian Government that employment practices and policies related to the improvement of the quality of life of Black employees and their families should be guided by the following conditions, principles, and objectives: