
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?

Yes.

If there are differences, please explain.

Not applicable.

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.

Company-sponsored benefits include medical aid, pension plan, life insurance and accident insurance. Unemployment insurance is a statutory benefit.

The Company contributes an equal percentage towards benefits for all racial groups with the exception of hourly paid employees whose benefits are governed by the Industrial Agreement and the Wage Act. In instances where there is a difference between benefits for hourly paid employees, the better benefit of the two is provided.

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?

Not applicable.

And how many vacation days are accorded annually to other employees?

Not applicable.

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:

To assist employees to live with their families near the workplace, the company operates a housing scheme through which all racial groups can obtain a 100 per cent housing loan through a Building Society. Employees of Fedmech can obtain the required R200 downpayment for a purchase and repay the amount at no interest in monthly installments of R20. Because of the difference in price between housing bought by blacks and whites, and the fact that blacks generally prefer to renovate rather than purchase or build new houses, the amount requested by blacks is less than that of whites. The company also provides small loans for home improvements.