

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 have
unemployment insurance
and Workmen's Compensation insurance

White employees have No insurance

- 7.2 Annual vacation: Do black employees enjoy the same vacation plan as other employees? . If some vacation plans are different, how many vacation days are accorded annually to black employees? 3 weeks paid leave and how many ~~paid~~ vacation days are accorded annually to other employees?

- only 1 week Christmas other leave
unpaid to whites
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:

They make direct loans from
Company interest free and pay
back on weekly basis.