

- (d) Other arrangements. Please describe and explain why black employees are not represented by trade union(s):

THEY DO NOT WISH TO BELONG TO
UNION

3.2

Measures taken to establish a climate of confidence in the workplace and to extend customary basic rights to bargaining units representing black employees.

- Inform Black employees regularly and unequivocally that it is part of company policy to facilitate consultations and collective bargaining with organizations which are freely elected and representative of employees (describe procedures):

- Permit trade union officials to undertake normal duties on company premises in relation to their units among black employees and accord them reasonable time off in this regard:

WE HAVE NO VOLUNTARY OR
OTHER CONTACT WITH TRADE UNIONS.