

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.

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.

The Embassy has contributory medical plan, voluntary for long-service employees and compulsory for all new employees. Contributions are calculated on the basis of salary and number of dependents. Benefits available under the medical plan are the same for all employees, regardless of race. All LES, regardless of race, qualify for compensation for injury received in the course of their duties through the Canadian Government Employee Compensation Act. The Head of Mission may grant "injury on duty" leave with pay to an employee if the employee is unable to work because of personal injury or industrial illness arising out of his/her employment. All LES are automatically covered by the Locally-engaged Pension Plan (non-contributory). Minimum period of employment for receiving benefits under the plan is five years. Because the laws of South Africa provide

(CONTINUED BELOW)

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? , and how many vacation days are accorded annually to other employees?

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:

(see attached page 13a)

7.1 CONTINUED: that female employees may retire at age 60, all female employees would be entitled to full benefits under the plan if they elected to retire at 60. As these are global plans administered from Canada, we are unable to calculate the total cost or the cost by racial group of these fringe benefits.