

6.

TRAINING AND PROMOTION

Please describe company programmes for the training and advancement of black employees. Include details of company's use of outside educational facilities and university bursaries for both general and specialized technical and professional development of employees. Indicate numbers of black employees involved in programmes at each level of employment positions, actual progress achieved during the annual period concerned in promotions to all levels and total costs to companies. For similar categories of information compare such programmes with similar programmes the company has made available to other non-white employees and to white employees during the same period.

The bulk of training is "on the job training" which is conducted on an as required basis.

External training has been conducted in the past on an "as and when required" basis.

One black employee has been on three courses during the past 12 months:

COBOL 4 months full time

NATURAL/ADABAS 1 week full time

HPL 3 days full time

All employees are subject to the same conditions appropo training. Individual needs are assessed and employees sent for training which is job related.

This year all employees have attended a one day "Performance Improvement Program" course to assist with development of skills.

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.

N/A

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.

	<u>Black</u>	<u>Other</u>	<u>Company</u>
	<u>Employees</u>	<u>Employees</u>	<u>Contribution</u>
<u>Medical & Dental (M+2)</u>	<u>R135</u>	<u>R278</u>	<u>equal</u>
<u>Life insurance, disability insurance and pension</u>	<u>7.5%</u>	<u>7.5%</u>	<u>equal</u>

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

N/A

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:

Nil

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