

3. COLLECTIVE BARGAINING

3.1 Are all employees, irrespective of racial or other distinctions, able to choose freely and without hindrance the type of union organization to represent them?

(a) Trade union(s) representing employees of all races. Please describe:

None and no request has ben received to recognize a trade union.

(b) Trade union(s) representing black employees. Please describe.

None and no request has been received to recognize any black trade union.

(c) Trade union(s) representing black employees which has/have been formed under the auspices of previously established trade union(s) representing white employees. Please describe.

As above.

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

No request to form a union has been received.

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):

The black employees are well aware of their rights

- 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:

If requested this will be permitted.