

- Permit the dissemination on company premises of information from accredited trade unions among black employees:

Yes. Accredited Trade Unions are permitted to disseminate information on Company premises to Black employees. Unions are allowed to circulate information to their members freely. Union agreements provide that the Unions may freely use notice boards for Union literature without any constraint. Both unions have been provided with office facilities on Company premises to facilitate and improve contact with their members.

- Ensure that black trade union representatives are included in work and/or liaison committees:

As explained earlier, work and/or liaison committees do not exist anymore since employees (Black and Whites) are unionized in recognised Unions. These recognised Unions have negotiated Labour Agreements which stipulates formal and regular committees to meet with Management.

- Ensure at regular intervals that black employees are familiar with the Code of Conduct in a language which they understand, informing them what the company is doing to implement the Code and reviewing and discussing with them or their representatives the company's annual report on the implementation of the Code:

All employees are aware that the Company has adopted standards of employment practice based on the Code of Conduct and Company's basic philosophy. Implementation of the Code by the Company is reviewed with Union Shop Steward Committees annually. Attached is a copy of our Human Resources Objectives which are framed and displayed in offices and work areas throughout the Company. (These are currently in the process of being reprinted to exclude reference to the Sullivan Code and will be reissued during the year ahead in 2 languages - English and Zulu, rather than all in English as has been the case.)

OUR HUMAN RESOURCES OBJECTIVES

We will create an environment in which all employees will be equally and fairly treated. The dignity of the individual will be recognised and respected at all times.

We will provide equal pay for all employees doing equal or comparable work.

We will provide opportunities for training and developing all our employees, so that their skills can be used to maximum potential in terms of the company's requirements.

Our success depends on the quality and skills of our people, and we will create a climate to draw and retain the right people. We will therefore seek, wherever possible, to promote people from within the company which includes promotion to supervisory and managerial positions.

All eating, recreation and work facilities will be de-segregated.

We will strive to improve the quality of life of our employees outside the work environment in such fields as housing, transportation, schooling, recreation and health facilities.

The management of Richards Bay Minerals endorses the Sullivan Code of Principles and is committed to its implementation.

