

- (c) Number of black employees: 42
- (d) Number of black employees on annual contracts: nil  
of which, number of black employees separated from their families and accommodated in hostels: nil
- (e) Number of other non-white employees: nil

1.7 If workforce has significantly increased or decreased or changed in racial composition over the last 12 months and over the last four years, please indicate the number of employees concerned and state the reasons why:

New Job Creation  
Additional positions created for plant cleaning  
placement services and factory work

\* Please indicate the major industry this reporting unit is involved in: 1. Automobile and Related Industries; 2. Computer/Electronics; 3. Consumer/Goods; 4. Banking/ Finance/Travel; 5. Industrial Equipment Supplied 6. Farm/ Forestry; 7. Pharmaceuticals/Hospitals and Health Care Supplies; 8. Mining and Quarrying; 9. Petroleum and Related Industries; 10. Chemicals; 11. Insurance; 12. Advertising; 13. Publishing; 14. Construction; 15. Agricultural Equipment and Supplies; 16. Entertainment; 17. Distribution of Consumer Goods; 18. Distribution of Industrial Goods; 19. Metals Fabrication; 20. Other (Write in);

Construction Specialty Products

2. GENERAL WORKING CONDITIONS

2.1 Has a comprehensive procedure for handling individual racial complaints of employees on a non-discriminatory basis been established?

Procedure is, or is being, established (describe):

We do not experience racial complaints but in the event any  
grievance should occur the employees have spokespersons to  
communicate grievances. The company structure is such that  
access to the managing director is available on a non-  
discriminatory basis.

2.2 Have all employees been informed of their rights under a single grievance and disciplinary procedure which applies equally to all races? If not, please explain:

See above

2.3 Have work committees or liaison committees representing black employees been set up? If so, please describe; if not, please explain:

Yes, the black staff have spokespersons and senior team leaders  
to represent them.