

Principle I Non-segregation of the races in all eating, comfort and work facilities.

Each signator of the Statement of Principles will proceed immediately to:

- Eliminate all vestiges of racial discrimination.
- Remove all race designation signs.
- Desegregate all eating, comfort and work facilities.

Principle II Equal and fair employment practices for all employees.

Each signator of the Statement of Principles will proceed immediately to:

- Implement equal and fair terms and conditions of employment.
- Provide non-discriminatory eligibility for benefit plans.
- Establish an appropriate comprehensive procedure for handling and resolving individual employee complaints.
- Support the elimination of all industrial racial discriminatory laws which impede the implementation of equal and fair terms and conditions of employment, such as abolition of job reservations, job fragmentation, and apprenticeship restrictions for Blacks and other non-whites.
- Support the elimination of discrimination against the rights of Blacks to form or belong to government registered unions, and acknowledge generally the right of Black workers to form their own union or be represented by trade unions where unions already exist.

Principle III Equal pay for all employees doing equal or comparable work for the same period of time.

Each signator of the Statement of Principles will proceed immediately to:

- Design and implement a wage and salary administration plan which is applied equally to all employees regardless of race who are performing equal or comparable work.
- Ensure an equitable system of job classification including a review of the distinction between hourly and salaried classifications.
- Determine whether upgrading of personnel and/or jobs in the lower echelons is needed, and if so, implement programs to accomplish this objective expeditiously.
- Assign equitable wage and salary ranges, the minimum of these to be well above the appropriate local minimum economic living level.

Principle IV Initiation of and development of training programs that will prepare, in substantial numbers, Blacks and other non-whites for supervisory, administrative, clerical and technical jobs.

Each signator of the Statement of Principles will proceed immediately to:

- Determine employee training needs and capabilities, and identify employees with potential for further advancement.
- Take advantage of existing outside training resources and activities, such as exchange programs, technical colleges, vocational schools, continuation classes, supervisory courses and similar institutions or programs.
- Support the development of outside training facilities individually or collectively, including technical centers, professional training expo-

sure, correspondence and extension courses, as appropriate, for extensive training outreach.

- Initiate and expand inside training programs and facilities.

Principle V Increasing the number of Blacks and other non-whites in management and supervisory positions.

Each signator of the Statement of Principles will proceed immediately to:

- Identify, actively recruit, train and develop a sufficient and significant number of Blacks and other non-whites to assure as quickly as possible there will be appropriate representation of Blacks and other non-whites in the management group of each company.
- Establish management development programs for Blacks and other non-whites, as appropriate, and improve existing programs and facilities for developing management skills of Blacks and other non-whites.
- Identify and channel high management potential Blacks and other non-white employees into management development programs.

Principle VI Improving the quality of employees' lives outside the work environment in such areas as housing, transportation, schooling, recreation and health facilities.

Each signator of the Statement of Principles will proceed immediately to:

- Evaluate existing and/or develop programs, as appropriate, to address the specific needs of Black and other non-white employees in the areas of housing, health care, transportation and recreation.
- Evaluate methods for utilizing existing, expanded or newly established in-house medical facilities or other medical programs to improve medical care for all non-whites and their dependents.
- Participate in the development of programs that address the educational needs of employees, their dependents and the local community. Both individual and collective programs should be considered, including such activities as literacy education, business training, direct assistance to local schools, contributions and scholarships.
- With all the foregoing in mind, it is the objective of the companies to involve and assist in the education and training of large and telling numbers of Blacks and other non-whites as quickly as possible. The ultimate impact of this effort is intended to be of massive proportion, reaching millions.

Periodic Reporting

The signator companies of the Statement of Principles will proceed immediately to:

- Utilize a standard format to report their progress to Dr. Sullivan through the independent administrative unit he is establishing on a 6-month basis which will include a clear definition of each item to be reported.
- Ensure periodic reports on the progress that has been accomplished on the implementation of these principles.

Reproduced from "Amplified Guidelines to South African Statement of Principles," Reverend Leon H. Sullivan, July 6, 1978.