

### Resolution on Code of Conduct for Businesses Operating in South Africa

Whereas South Africa is moving towards a democratic system and apartheid will officially end with the elections scheduled for April 27, 1994:

And whereas the South African democratic movement has called for the end of economic and other sanctions to promote the quality of life under a majority rule government;

And whereas the South African Council of Churches has developed a 10 point Code of Conduct for domestic and transnational businesses operating in South Africa which addresses equal opportunity, training and education, workers rights, working and living conditions, job creation and security, community relations, consumer protection, environmental protection, empowerment of black businesses, and implementation:

78-51

Resolved that the ALA endorse the July 1993 South African Council of Churches Code of Conduct for its future investments in South Africa:

And resolved that the ALA end its policy against investing in corporations doing business in South Africa effective immediately after the results of the South African majority rule elections have been ratified.

Submitted by the Social Responsibilities Round Table  
February 1994

*Herbert Bibls*  
*Mary Felice*  
Westin Bonaventures

Policy Implications: 57.4/9.5  
Fiscal Implications:

*Referred to International Relations Committee 2/7/94*

REVIEWED FOR CONFORMATION WITH  
GUIDELINES  
by Council Resolutions Committee *plm 2/7/94*

# Code of Conduct for Businesses Operating in South Africa

## Introduction

The apartheid system has historically burdened South Africa with gross economic distortions, stagnation, secrecy, severe discrimination and natural devastation. It has deprived the country's workers, communities, and environment of the fundamental rights written into international conventions and upheld in other countries.

In order to reverse this crippling legacy and to improve the economic well-being of all South Africans, investments by both South African and multi-national companies need to be reshaped in the image of an equitable, democratic and life-enhancing society.

It is out of this grave concern and motivation

based on ethical religious considerations that the South African Council of Churches, meeting in conference on 8 July 1993, takes this initiative to introduce and support this code of conduct. The code outlines ways in which business can play a constructive and creative role in partnership with workers, communities and other members of civil society, to lay the economic foundations for a stable and prosperous South Africa.

While these standards are also expected to inform the policies of a democratically elected government, in the interim, they are designed to apply to companies operating in South Africa.

*South African Council of Churches,  
July 1993*

- 1. Equal Opportunity:** Companies should ensure that their operations are free from discrimination based on race, sex, religion, political opinion or physical handicap, and implement affirmative action programs designed to protect the equal rights and treatment of the historically disadvantaged.
- 2. Training and Education:** Companies should develop and implement training and education programs to increase the productive capacities of their South African employees in consultation with the trade union movement.
- 3. Workers Rights:** Companies should recognize representative unions and uphold their employees' rights to organize openly, bargain collectively, picket peacefully and strike without intimidation and harassment.
- 4. Working and Living Conditions:** Companies should maintain safe and healthy work environment and strive to ensure that the working and living conditions they provide accord with relevant international conventions.
- 5. Job Creation and Security:** Companies should strive to maintain productive employment opportunities and create new jobs for South Africans.
- 6. Community Relations:** Companies should share information about their practices and proposed plans with communities affected by their operations, and develop social responsibility programs in ongoing consultation with representative bodies in these communities.
- 7. Consumer Protection:** Companies should inform consumers of any possible dangers associated with their products and cooperate with consumer protection and broader community organizations to develop and uphold appropriate product safety and quality standards.
- 8. Environmental Protection:** Companies should utilize environmentally sound practices and technologies, disclose how and in what amounts they dispose of their waste products, and seek to minimize hazardous waste.
- 9. Empowerment of Black Businesses:** Companies should strive to improve the development of black-owned South African businesses by purchasing from and subcontracting to such firms.
- 10. Implementation:** Companies should cooperate with monitors established to implement these standards by disclosing relevant information in a timely fashion.

## Statement on the Announcement of Elections and the Call for End of Sanctions in South Africa

The South African government has finally agreed to hold free and democratic elections in which Nelson Mandela and the Black majority will vote for the first time. This is an important milestone on the road to democracy for the people of South Africa.

The African National Congress and the democratic movement in South Africa have told us that they hope these elections will be free and fair. Nevertheless, they have asked us to be on guard for violations of this historic agreement and we intend to honor that request.

Today those of us who have worked long and hard to end apartheid are pleased to be able to join Nelson Mandela, the African National Congress, the trade unions and the democratic movement in calling for an end to economic sanctions.

This will not bring on end to our concern for the people of South Africa. Apartheid will leave a terrible and bitter legacy of inequality, injustice and poverty. We believe that Americans can contribute to overcoming that legacy. As sanctions are lifted we will urge corporations to uphold the standards set by the democratic forces in South Africa for socially responsible investment that will promote equal opportunity, workers' rights, environmental protection and community development.

People of conscience throughout America can take great pride in the fact that we helped to make this historic victory possible. We launched a successful drive to use our investment funds and our purchasing power to combat the evil of apartheid. Now we must strengthen our partnership with the people of South Africa to eliminate the legacy of apartheid and build an equitable and peaceful society in which all can enjoy the fruits of democracy.

Signatories (partial list): Julian Bond, civil rights activist; William Booth, President, American Committee on Africa; Mark Books, President, Professional & Technical Employees Union; Edmond L. Browning, Presiding Bishop, The Episcopal Church; Paul J. Brownridge, City Treasurer, City of Los Angeles, CA; Dr. Joan B. Campbell, General Secretary, The National Council of Churches of Christ in the U.S.A.; Ernie Chambers, State Senator, Nebraska Legislature; Dr. Benjamin Chavis, President, NAACP; Sophia Collier, President, Working Assets Common Holdings; Imani Countess, Executive Director, Washington Office on Africa; Mario M. Cuomo, Governor, New York State; Jennifer Davis, Executive Director, The Africa Fund; Wilhemina Delco, Representative, Texas State Legislature and Chair, South Africa Task Force, National Conference of State Legislatures; David N. Dinkins, Mayor, City of New York; Donald Fraser, Mayor, City of Minneapolis, MN; Wayne E. Glenn, President, United Paperworkers International Union; Avel L. Gordley, State Representative, Oregon State Legislature; John C. Harrington, Harrington Investments; Elihu Harris, Mayor, City of Oakland; Interfaith Center on Corporate Responsibility, New York; Amy Isaacs, National Director, Americans for Democratic Action; Sharpe James, Mayor, City of Newark, NJ; Lynn H. Johndahl, State Representative, Michigan State Legislature; Susan Katz, National President, National Council of Jewish Women; Anita de Luna, MCDP, President, Leadership Conference of Women Religious; Carol Moseley-Braun, U.S. Senator; Joseph M. Neal, Senator, Nevada State Legislature; John F. Peterson, Chairman and CEO, Chartwell Surety; John Ray, Councilman, City of Washington, DC; Mark Ridley-Thomas, Councilman, City of Los Angeles, CA; Randall Robinson, Executive Director, TransAfrica; Byron Rushing, Representative, Massachusetts State Legislature; James Scheibel, Mayor, City of St. Paul, MN; David Scondras, Councilman, City of Boston, MA; Wayne D. Silby, Chairman, Calvert Social Investment Fund; Virgil Clark Smith, Senator, Michigan State Legislature; Joyce Sohl, Deputy General Secretary, Women's Division, United Methodist Church; Joan Specter, Councilwoman, City of Philadelphia, PA; Richard Trumka, President, United Mine Workers of America; Donald Tucker, Councilman, City of Newark and Chairman, New Jersey Black Issues Convention; Albert Vann, Assemblyman, New York State Legislature; Rabbi Eric H. Yoffie, Union of American Hebrew Congregations; Richard Zelik, for the Steering Committee, National Catholic Coalition for Responsible Investment; Robert Zevin, United States Trust Company, Boston.