



**Phumelela Gaming and Leisure Limited**

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Date: 18 August 2015

To Whom It May Concern

RE: Reference letter for Johan Louw and Associates

Phumelela Gaming and Leisure Ltd (PGL) have pleasure of working with Johan Louw and Associates (JLA) since July 2012. We have found that through the years JLA's knowledge and professionalism has helped our organization in variety of ways to be within the parameters of the laws and to act responsibly and safely. JLA is found to be approachable at all times whenever PGL needed and is an exceptional service provider.

We have been encountering a great deal of issues with our health, safety and environmental compliance in relation to the relevant statutes within our main horseracing racing and training facilities this excludes our branches. Again we were very frustrated about our health and safety performance within the company.

After initial contact, JLA made an effort to understand our industry and our operations approach as it is a unique industry. JLA provided solutions based on how could be done to improve our health and safety compliance.

JLA provided services such as external health, safety and environmental audits, training courses for our employees (e.g. Legal Liability training to Executives, General Machinery Regulation to our workshop employees), consultation where necessary and professional health and safety advice. JLA have been responsive to our needs and provided solutions

While there may be several choices providing similar services, I would strongly and highly recommend JLA o your company if you are interested in short term or long term approach and professionalism.

I would be happy to discuss with you our experience at a time of your convenience.

Yours faithfully

Regards  
**George Shirinda**  
Health and Safety Department



**Phumelela Gaming**

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**Phumelela** is rated AAA (equating to a Level 2 contributor) in terms of Broad-Based Black Economic Empowerment