

RICHARD SPOOR INC
A T T O R N E E Y S



Your reference:
Our reference:

15 August 2019

To Whom It May Concern:

*Recommendation for Mr Sandile Tshabalala
Huruma Bantfu (Pty) Ltd
Registration Number: 2016/183640/07*

This recommendation letter serves to confirm that Mr Sandile Tshabalala through Huruma Bantfu (Pty) Ltd provided Corporate Governance Services to Richard Spoor Inc. in Johannesburg and White River, South Africa.

Mr Sandile Tshabalala was tasked with providing Corporate Governance policies for the law firm as well as consult on Corporate Governance matters related to our class actions on Listeriosis and Silicosis.

Mr Sandile Tshabalala made a very significant contribution at a time when the firm was transitioning from one director with one office, to a much larger organization with several directors and two offices.

This change impacted on accounting, financial management, data and information sharing systems, human resources and time keeping. Mr Tshabalala helped us through the change process and assisted the firm to formulate and adopt a new set of standards and policies covering these issues.

Mr Tsabalala's inputs proved invaluable and he was a pleasure to work with. That view is shared by the entire management team.

We recommend Mr Sandile Tshabalala for any opportunities related to Corporate Governance.

Yours faithfully,

Richard Spoor
Director

RICHARD SPOOR INCORPORATED
REGISTRATION NUMBER: 2011/011048/21

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