

GLENCORE

26 August 2022

Attention: Dr Mark Paiker

To whom it may concern

DMSA SERVICES

Glencore Alloys have been fortunate in partnering with DMSA on a Group Wide STAY INTERVIEW survey in 2022.

DMSA offered exceptional services from the design of the questionnaires, facilitation the focus groups through to presenting the findings to our executive team. The Project was not easy and included more than 1000 female employees, whom all needed to complete a questionnaire and attend a focus group discussion. We had great participation from our ladies.

The services we received from DMSA was professional, accurate, on time, just exceptionally outstanding.

Thank you to Mark and his team for all the hard work and endless effort.

Kind Regards

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