

Date: 24 May 2021

To whom it may concern

DMSA – Data Management & Statistical Analysis

I confirm that I have dealt with DMSA since 2020, during which time they have provided my business with excellent support in the implementation of our first ever Employee Engagement and culture survey, for our frontline employees.

Their level of reporting and analysis provided has enabled us to gain valuable insights on how our employees experience our business.

I can confidently recommend DMSA as a solid and reliable supplier, and experts in their field.

Regards



Lucille Apelgren

Organisational Effectiveness Manager

Illovo Sugar (South Africa) Pty Ltd