

CONFIDENTIAL

Curriculum Vitae of Dr Janette Minnaar-van Veijeren



Educational profile

TERTIARY EDUCATION: DOCTORATE IN LAW
University attended: University of Pretoria
Degree obtained: LLD (1998) (seven Distinctions)
Extramural activities: Graphic art, Accountancy I (Unisa)

TERTIARY EDUCATION: BACCALAREUS LEGUM
University attended: University of Pretoria
Degree obtained: LLB (1990)
Extramural activities: Squash – First team Tuks

TERTIARY EDUCATION: BACCALAREUS LEGUM CIVILIUM
University attended: University of Pretoria
Degree obtained: BLC (1988)
Extramural activities: Squash – First team Tuks

SECONDARY EDUCATION: MATRIC, SOUTH AFRICA
School where matriculated: Die Hoërskool Menlo Park, Pretoria
Highest standard obtained: Standard 10, full university exemption (1985)
Distinctions obtained: Mathematics

ADMITTED AS AN ADVOCATE

Janette was admitted as an advocate of the South African High Court in 1991.

MEMBERSHIP OF SOCIETIES

- Ethics Institute of South Africa
- Member of the Association of Certified Fraud Examiners – South African Chapter

SOCIAL CONTRIBUTIONS

- Served as a director on the Board of the Ethics Institute
- Served on the National Council of the Afrikaanse Handelsinstituut (AHI) for three years
- Served on the South African National Anti-corruption Forum and the Anti-corruption Working Group of Business Unity South Africa for 10 years

BEE CONTRIBUTOR

Janette practises in her own name and manages her business, ProEthics. She is a level 4 contributor to BEE.

Training of boards

Janette has had the privilege to train boards of some of the most successful companies in South Africa. these include *inter alia*:

- Deloitte
- DRA Global
- Group Five
- Basil Read
- Minopex
- U-Bank
- Pharmaceutical Council of South Africa
- Government Employees Medical Scheme (GEMS)
- Pretoria Eye Institute of SA
- Lepelle Water Board
- Eskom.

Professional bodies and institutions represented

- The Ethics Institute of South Africa
- United Nations Global Compact Network
- Consulting Engineers of South Africa (CESA)

- The South African Spine Society
- Business Unity South Africa
- Institute for Democracy of Namibia (NID)
- The Financial Services Board
- The South African Reserve Bank
- The National Prosecuting Authority (NPA)
- The Institute of Municipal Finance Managers
- National Business Initiative
- The South African Revenue Protection Association
- The Institute of Internal Auditors
- The Compliance Institute of South Africa
- South African Fraud Prevention Service
- The South African Insurance Bureau
- The Life Offices' Association of SA
- The Institute of Retirement Funds
- The Pharmaceutical Council
- The Pretoria Eye Institute of SA

Professional career

Janette, who holds a BLC and LLB in law from the University of Pretoria (UP), obtained her PhD in Criminal Law (LLD) from UP in 1998. In her doctoral thesis she explored, *inter alia*, the problem and solutions to white-collar crime, fraud and corruption. One of her major findings was that the adoption of a comprehensive ethics management programme is key to prevent dishonest and harmful behaviour.

Janette started her professional career in 1991, at the Bank Supervision Department of the South African Reserve Bank, and attended international conferences at the Cambridge University in the United Kingdom, and visited the United States of America for her doctoral research. She lectured in Criminal Law at the University of Venda from 1994 to 1996 and continued her academic career at the University of Pretoria. Upon completion of her doctoral degree in 1998, she decided to pursue a consulting career in the private sector.

After co-managing and being a director of a private company until mid-2007, Janette joined the Ethics Institute of South Africa as a part-time contractor until 2014 where she served on their

board for a two-year period. In August 2014, Janette started ProEthics, a new venture positioned to promote professional ethics and responsible governance practices in the private and public sectors.

From 2010 to 2016, Janette lectured to post-graduate students at the University of Pretoria. She was elected as a member of the executive management committee of the Afrikaanse Handelsinstituut (AHI) from 2011 to 2013. She was a member of the Institute of Directors and served on the South African National Anti-corruption Forum from 2002 until 2012, where she represented Business Unity South Africa (BUSA). Janette was also appointed as a trustee of the Forever Theron Trust of Dr Annique Theron, internationally acclaimed founder of Annique Skincare, from 2007 to 2015. Most recently, Janette joined her advocate colleagues as part of Prof Tim Noakes's legal defence team against the Health Professions Council of South Africa.

At present Janette teaches short programmes on ethics, governance and corruption at the University of the Witwatersrand's Business Leadership Development Centre. These academic programmes involve *inter alia*:

- the legal, moral and ethical duties of leaders;
- ethical principles and norms;
- issues of morality;
- ethical dilemmas and decision-making models;
- creating a culture of honesty and integrity; and
- the long-term benefits of ethical behaviour.

One of Janette's areas of speciality is the prevention of corruption. She was chosen to develop the BUSA e-learning anti-corruption programme (2011) and was the lead trainer for the BUSA Business Anti-corruption Workshops. Janette also served as a business-integrity mentor on behalf of Business Unity South Africa. The mentoring programme is aimed at empowering private-sector business leaders (and future leaders) to fight all forms of corruption in the workplace and society.

Apart from her involvement in the fight against corruption, Janette also develops and presents in-house training programmes on corporate governance, with particular reference to the King III report on corporate governance, the duties of directors, ethics management, prevention of corporate fraud, and compliance and risk management. She does research and develops training manuals and e-learning programmes for clients in both the private and the public sector. Janette's

courses in corporate governance, anti-corruption and ethics have been accredited for CPD (continuing professional development).

She is regularly invited to address large audiences on the prevention of white-collar crime and has been privileged to present lectures with industry leaders such as Prof Mervyn King. She has published both nationally and internationally and she has extensive teaching experience at university level and is a popular speaker at conferences. Her client base includes not only large corporations, municipalities, government departments, technikons and universities in South Africa, but also in Ghana, Nigeria, Malawi, Tanzania, Mozambique, Zimbabwe, Botswana, the Democratic Republic of the Congo and Namibia.

Some of her clients include: Nedbank, ABSA, Investec, Deloitte, Siemens, Vodacom, MTN, Group Five, Basil Read, Murray & Roberts, Business Unity South Africa, Consulting Engineers of South Africa (CESA), Eqstra, Eskom, the Financial Services Board, First National Bank, Momentum, the Department of Cooperative Governance and Traditional Affairs (COGTA), Sanlam and Universal Leaf Corporation.

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