

27 June 2016

To whom it may concern

Letter of referral: Dr Adv Janette Minnaar–van Veijeren, ProEthics

The Nedbank Group Ethics Office has made extensive use of ProEthics from 2014 in the development, training and implementation of the Nedbank Group Business Ethics Officer Programme including the following areas:

- Introduction to occupational crimes and irregularities.
- Business ethics.
- Why ethics champions are imperative – recent legislative developments and best practice standards.
- The difference between facilitation and presentation.
- Strategy and contextualisation of Nedbank's values.

Dr Minnaar is also used for consulting services.

I have find Dr Minnaar and ProEthics to be exemplary in knowledge, experience, skills, professionalism, conduct, training and the development of training material.

I highly recommend ProEthics as a supplier of choice.

Kind regards



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Company Secretary: TSB Jali 12/03/2016

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