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To whom it concerns

TERRY MEYER OF LEADERSHIP SA

Terry Meyer of Leadership SA facilitated a process whereby we reviewed our current strategy and organizational structure. This exercise was necessary as a result of the acquisition of a sugar mill in Kwa Zulu Natal, growth in marketing operations in Swaziland and the current pressured economic environment and changing economic and political landscape.

The exercise included a number of processes such as:

- Workshops with senior management to finalize the vision, values and corporate objectives.
- Development of a strategic plan for the Group including off shore holdings.
- A consultative process aligning the structure to strategy.
- Development of job profiles and KPA's for the senior positions in the proposed new structure.
- Development of an implementation plan and change management program.

There was a full buy in by all participants for the new plans and the structure which was effectively implemented in February 2010.

The success of this project can be attributed to Terry's professional approach, his knowledge and experience and his focus on developing a workable solution under trying circumstances. It was a real pleasure working with him.

Yours sincerely



John du Plessis
Chief Executive Officer

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