



22 June 2018

To whom it may concern

**LETTER OF REFERENCE – SPARKS AND ELLIS UNIFORMS**

Securitas South Africa has enjoyed a long relationship with Sparks and Ellis. Prior to the Securitas acquisition, the company was called Orbis Security Solutions. Since inception in 2005, we have been procuring our uniforms from Sparks and Ellis and have developed excellent working relationships with their team.

In 2016 we advertised a national tender which was evaluated in terms of stringent criteria which included functionality, price and Black Economic Empowerment. Sparks and Ellis were the successful bidder and we concluded a three year contract with them.

Securitas South Africa has in excess of 3000 security officers and have offices in Cape Town, Port Elizabeth and Johannesburg. Sparks and Ellis have been able to deliver on time in spite of the huge geographical spread of our business.

Their senior management (at director level) remain intimately involved in our portfolio and if any service issues do emerge, these are expeditiously resolved through constructive and problem solving engagements.

I have no hesitation in recommending Sparks and Ellis as a uniform provider to those requiring a high standard of service backed by a professional management and operational team.

Yours faithfully

A handwritten signature in black ink, appearing to read "M. Sangster".

**MARK SANGSTER**

**DIRECTOR CORPORATE GOVERNANCE**