

Wednesday, 27 January 2021

UNDER THE AUSPICES OF THE JUDICIAL COMMISSION OF INQUIRY INTO ALLEGATIONS OF STATE CAPTURE, CORRUPTION AND FRAUD IN THE PUBLIC SECTOR INCLUDING ORGANS OF STATE

HELD AT JOHANNESBURG

Re:

RAYGEN PHILLIPS

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Implicated Person

INFORMATION PROVIDED BY RAYGEN PHILLIPS PURSUANT TO A LETTER DATED 18 JANUARY 2021 ANNEXED AS ANNEXURE "RG1"

I, the undersigned,

RAYGEN EUDRECIA PHILLIPS

do hereby make oath and swear that:

1. I am an adult female with identity number 791111 0152 080. I am the former Company Secretary of the Alexkor, Richtersveld Mining Company Joint Venture colloquially referred to as the Pooling & Sharing Joint Venture (hereinafter referred to as the "PSJV").
2. I reside at 1843 Saltpan Road, Port Nolloth, Northern Cape. The facts herein contained are within my own personal knowledge and belief unless the context indicates otherwise and are both true and correct.
3. I am deposing to this affidavit pursuant to a request for further information sent to me by this Honourable Commission which I have attached for ease of reference as "RG1".

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4. Attached thereto is an annexure "A" and I will, where it is possible for me to do so, refer to the question numbers as referred to on annexure "A" of "RG1".

5. Ad Question 1.1

5.1 I annex hereto marked "RG2" a copy of my updated Curriculum Vitae which also lists my tertiary qualifications and relevant experience.

5.2 I am an admitted attorney although I no longer practice as an attorney. I have a post-graduate qualification from the University of Stellenbosch in Leadership Development.

5.3 In addition, I completed an Executive Management and Development Programme with the University of Cape Town.

6. Ad Question 1.2

6.1 I was appointed as the company secretary of the PSJV on 29 October 2012. Attach hereto is my letter of appointment and job profile, annex hereto marked "RG3 and RG4".

7. Ad Question 1.3

7.1 For the last 2 years of my employment with the PSJV (my employment with the PSJV ended during September 2020) my total cost to company was an amount of R1.6 million per annum. There was no formal bonus scheme however I do recall receiving 2 discretionary bonuses that was approved by the Board of the PSJV.

7.2 There was no incentive scheme that I am aware of or for which I qualified for.

7.3 There are no shares in the PSJV as the PSJV is an unincorporated joint venture with Alexkor SOC having 51% participating interest and the Richtersveld Mining Company ("RMC") 49% participating interest. I did not qualify in any event for any shares in terms of my employment.

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8. Ad Question 1.4 in its entirety

- 8.1 I agree that whilst at the Kimberley Airport while waiting for a flight to Cape Town, I sat with Mr Craythorne. This was after a Board meeting which had taken place in Kimberley.
- 8.2 Mr Craythorne appeared forlorn and all alone at a very crowded airport. I sat with him however at no stage was the Questco Plan discussed.
- 8.3 I pause to explain that the Questco Plan as it is referred to, is nothing other than a pie in the sky idea by a number of unknown players in the industry.
- 8.4 What I can confirm there has been an attempt by Mr Craythorne, the EAC and various other groupings to obtain the marine assets of Alexkor and other mining houses. I annex hereto various correspondence and Plans in that regard marked "RG6", "RG7" AND "RG8".
- 8.5 I point out that such a transfer of the marine assets whether in accordance with the Questco Plan or the EAC Plan, would be in contravention of paragraph 19 of the Unanimous Resolution which provides for the right of first refusal being granted to the Richtersveld Mining Company and the Richtersveld Community.
- 8.6 The Questco Plan was stillborn from the start. Similarly, the EAC Plan of which Mr Craythorne is a part of is also stillborn as the RMC and the Richtersveld Community has the right of first refusal on the marine assets of Alexkor. The Unanimous Resolution also does not allow for Alexkor SOC to enter into a joint venture with another entity in operating the marine concessions under the control and management of the PSJV.
- 8.7 In any event, the Questco Plan as it is referred to, is not my plan. I am unsure of where it was born or who is advising its case however it has nothing and has never had anything to do with me.
- 8.8 During my tenure as Company Secretary to the PSJV Board, I can confirm that the Questco Plan was never discussed or entertained in any way, shape or form.



8.9 The Board was well aware of item 19 of the Unanimous Resolution which gave the right of first refusal to the Richtersveld Community and the RMC.

8.10 Disposing of the marine assets was never entertained at any stage at any Board and Management meeting that I attended during my tenure as Company Secretary.

9. Ad Question 1.5

9.1 Yes, all formal meetings and minutes thereof were recorded and distributed by me.

10. Ad Question 1.6

10.1 As the Company Secretary, whatever complaints and correspondence was received by me, was managed in the following manner:

10.1.1 I determined more or less which area of the business would be best placed to compile a response. If it was a mining complaint, there was an operations manager with the necessary technical experience to deal with it.

10.1.2 If there was a security complaint, there was a security manager who would be best placed to deal with those complaints.

10.1.3 Any complaints that were not resolved in that fashion would then be sent to the CEO for guidance. Mr Mervyn Carstens in his position as the CEO would then guide as to where that complaint query should be responded to.

10.1.4 Those matters which could not be resolved at a technical level, was then sent to the Board for further guidance.

10.2 During my tenure as Company Secretary to the Board, I confirm that the majority of complaints was resolved at a lower level to the satisfaction of the person raising the complaint. Where that person was not satisfied, those complaints would be referred to the Board for further guidance.

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11. Ad Question 1.7

- 11.1 First and foremost, Mr Craythorne sent numerous emails to the PSJV by the time his email of 9 October 2017 was sent.
- 11.2 There were numerous complaints as well as various business proposals, defamatory remarks and social media attacks running into several pages by either Mr Craythorne and or the EAC addressed to me. This was to such an extent that I received death threats.
- 11.3 As such any reply to his email of 9 October 2017 was my response. Mr Craythorne had received a number of opportunities to raise issues at various platforms including directly with the Board. As the Company Secretary of the PSJV I was not at liberty to disclose any confidential information from third parties. Mr Craythorne was also, at the time of the email, not a contractor of the PSJV, neither did the EAC have any formal relationship with the PSJV. I, to date, am not sure which contractors the EAC represent as I never received any request from contractors to provide any information regarding their contractual relationship with the PSJV to Mr Craythorne or the EAC.
- 11.4 The PSJV at all given times had between 80 and 130 contractors and we dealt with complaints on an individual basis. I never discussed confidential and sensitive information of one contractor with another contractor, or such in this case an employee of a contractor.
- 11.5 Was the complaint serious enough to send it to the CEO of the PSJV to offer some clarity to the Board than refer it back to Mr Craythorne? The CEO, Mr Mervyn Carstens will shortly be completing an affidavit in response to the allegations levelled by Mr Craythorne where he will deal with this issue.
- 11.6 Mr Carstens will confirm that the complaint was one of several hundred emails forwarded by Mr Craythorne, all of which were not dissimilar from the previous one.

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- 11.7 I disagree that my response was simply a response to defer as I directed Mr Craythorne to discuss his issues with the Management and reiterate that I would not give confidential information of any service provider or contractor to third parties.
- 11.8 With regard to your query at 1.7.3, first and foremost what Mr Craythorne left out is the sequence of events that transpired since 10 October 2017. Mr Craythorne sent his email of 09 October 2017 at night at 10.17 pm, I responded on 10 October 2017 at 09.40am. The second email of Mr Craythorne was at 16.16 pm, at the time when I was about to leave the office. The morning of 11 October 2017 at 04.35 am, Mr Craythorne published on the PSJV notice boards misleading information. This was reported by the Security Department to the CEO and copies of the CCTV footage was availed to Management. Mr Carstens on the same day sent a letter to Mr Craythorne about his malicious conduct and informed him that further engagement with the EAC would be stopped.
- 11.9 Subsequent to this, a notice in the most vulgar language, full of threats was published on the notice board at the Spar in Port Nolloth emanating from Craythorne's actions. The Chairperson of the Board and the CEO further received a letter from an attorney of one of the contractors informing them not to avail any confidential and sensitive information to Ocean Diggers regarding its employee, Mr Craythorne's behaviour. We instructed our attorneys Webber Wentzel to address a letter to Ocean Diggers. The correspondence referred to in 11.8 and 11.9 is annex hereto marked "RG9". The Board was informed of what transpired at the Mine.
- 11.10 Emanating from Mr Craythorne's behavior we received death threats via post, annex hereto marked "RG10".
- 11.11 A full-blown smear campaign started since 11 October 2017, as Mr Carstens and I became the targets of the EAC with confidential information of myself and Mr Carstens being circulated on a WhatsApp group of the contractors, annex hereto marked "RG11", vulgar cartoons being circulated by the EAC and Mr Craythorne's daughter, Nicole Craythorne, annex hereto marked "RG12 and RG13". I contacted the private investigator John Vorster of CA Investigations to enquire who instructed him and gave him permission to obtain "RG11".

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12. Ad Question 1.8

- 12.1 I categorically deny ever being a shareholder of SSI, Scarlet Sky Investments 60 (Pty) Ltd.
- 12.2 I categorically deny ever receiving an offer to be a shareholder.
- 12.3 I categorically deny being offered any percentage of any shares in SSI, Scarlet Sky Investments 60 (Pty) Ltd or any other related company.
- 12.4 I can confirm that each company is required to have a Share Register and that Share Register is a public document which can be viewed by persons such as Mr Bishop. I am uncertain as to whether or not Mr Bishop has in fact taken the time, trouble or effort to try and obtain a copy of the share register of SSI.

13. Ad Question 1.9

- 13.1 I don't know to which committee Gobodo refers, and request minutes of the said meeting. Gobodo did not enquire from me about the committee meeting. As part of my job, I met with individual contractors on a regular basis to discuss contractual issues and made notes on the files that captured the content of the discussions as it is impossible to remember all meetings.

14. Ad Question 1.10

- 14.1 The evaluation of the various bids was outsourced to a company named Gamiro. At the time they were providing certain services to the PSJV in relation to community involvement. I have not been a member of the BEC.
- 14.2 They appeared to be best placed to evaluate the various bids and accordingly their mandate was extended to include the evaluation of the various bids.
- 14.3 Nine expressions of interest were submitted however only seven actually followed through and submitted bids.

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14.4 Of these only 3 were shortlisted.

14.5 The 3 companies that were shortlisted had scored the 3 highest points according to the scoring undertaken by Gamiro.

14.6 I further point out that in reference to your paragraph 1.10 where you refer to "Alexkor Diamonds", this is another misnomer.

14.7 It is the PSJV diamonds and not the Alexkor diamonds.

15. Ad Question 1.11

15.1 First and foremost, the second tender was undertaken to accommodate the deep-sea mining which had recently come on stream. The first tender was only for the shallow waters and due to the fact that there was now deep-sea mining also being undertaken, it was necessary to include the diamonds produced via that process in the tender. This is also evident from the Supply Clause of both agreements with SSI that was submitted to Gobodo.

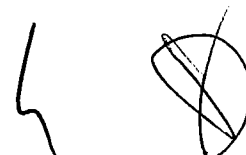
15.2 I also point out that there was no selling and marketing of Alexkor diamonds.

15.3 The diamonds did not belong to Alexkor. Diamonds belong to the PSJV.

15.4 I state the above specifically to address the specific issue raised by Mr Torres in relation to why it was necessary to proceed with the second tender.

15.5 I recall specifically advising Mr Torres that the second tender was proceeded with to accommodate the deep-sea mining which was then coming online.

15.6 During 2016 the Board made the decision that all further contracts including contracts with the mining contractors would be for a period of 5 years and not 3 years. This was to ensure that the administration in relation to those contracts were not repeated as often.

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15.7 This was also to accommodate the mining contractors' concerns that 3 years was simply insufficient to recover the capital outlay.

15.8 Accordingly, a 5-year period was decided on.

16. Ad Question 1.11.2

16.1 I confirm that information, documents and the reports were provided to Gobodo to demonstrate what processes were followed in the second tender.

16.2 I cannot advise why Gobodo reported the information in the way that they did.

16.3 For the sake of good record, I confirm that there were adverts.

16.4 Bids were submitted. If I recall 6 bids were submitted.

16.5 On the day of the opening of the bids, it was determined that 2 of the bidders were non-compliant. We therefore did not proceed with the evaluation but opted to invite the remaining four companies to present to the Tender Committee.

16.6 Before we extended the invitation to the bidders, 1 company was excluded due to a security breach. The exact details of the security breach escape me at this point in time.

16.7 Of the 3 bidders who were invited to present, 1 of those bidders were unable to meet that appointment to present and accordingly were excluded.

16.8 The 2 remaining bidders presented to the Tender Committee and a decision was then taken to re-appoint SSI for a period of 5 years.

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17. Ad Question 1.11.3

- 17.1 The basis on which Gobodo proceeds to make a finding that the first and second tender that was awarded to SSI were irregular, is based on a misunderstanding of the PFMA and section 217 of the Constitution applying to the PSJV. This is not so. I also in an email explained to Gobodo why the PSJV is not legally obliged to follow PFMA and what the provisions of the Unanimous Resolution, which is the governing document of the PSJV, stipulate on PFMA.
- 17.2 The PFMA and section 217 of the Constitution did not apply to the PSJV as it is not a State-owned company or an Organ of State.
- 17.3 An affidavit by Mr Mervyn Carstens where he has raised this as a preliminary issue, has been submitted to the Commission to provide guidance. Mr Torres will need to reconsider the basis on which he makes the claim that the awards to SSI were irregular.

18. Ad Question 1.12

- 18.1 Mr Torres of Gobodo has this part of his report wrong. On 03 October 2019, I forwarded via email the due diligence exercise conducted by Mr Carstens. On 08 October 2019 I received an email from Dineo Thomo of Gobodo requesting the due diligence, I again forwarded the due diligence and advised in my response email that a due diligence exercise was conducted for tender 3 of 2014, but not for 02 of 16. I annex hereto that email marked "RG14". I deny that I made any oral statements to Gobodo regarding the due diligence as our communications were via email and Mr Torres was one of the recipients.
- 18.2 In as much as the Board was reappointing SSI in 2016, no due diligence was deemed necessary by the Board and they were appointed without a due diligence.
- 18.3 I can confirm that a due diligence exercise was most definitely undertaken for tender number 3/2014 when SSI was first appointed.

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18.4 I confirm further that I had sent this on to Mr Torres but for whatever reason it was not included in his final report which in any event was not sent to me for comment. Had it been done so, I would most certainly have pointed this error out to him.

18.5 I will in my affidavits on the Gobodo report highlight information that was send via email. Mr Torres made findings in his report on the basis that the information was not provided and also testified before the Commission he never received the requested information.

19. Ad Question 1.13

19.1 I deny that the bid valuation process was manipulated in favour of SSI.

19.2 Gobodo proceeds from the basis that the PFMA applied. It did not apply to the PSJV.

19.3 The evaluation done by Gamiro was an evaluation for shortlisting purposes only.

19.4 During the presentation I can confirm that SSI scored the highest. They scored the highest as they were the ones that had the best answers and presentation with regard to the post-mineral extraction beneficiation process which the Board was looking to appoint a service provider for. This was also clear from the tender document that the focus was on post-mineral extraction beneficiation.

19.5 From my vantage point where I sat as the Secretary, it was not in any way, shape or form apparent to me that the bid evaluation process was manipulated to favour SSI.

20. Ad Question 1.14

20.1 It is correct that SSI was allowed to alter their bid. I have read the affidavit of Mervyn Carstens in relation to his point in limine where he discusses what had actually happened there. There is nothing irregular about the Tender Committee allowing SSI to change their model from an outright purchase of all the PSJV production to an auction model.

20.2 The auction model was in keeping with the Board's view that the best value would be received via that process.

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20.3 I can confirm that all bidders who made presentations to the Tender Committee had, as part of their presentation, a discussion around different procurement models including outright purchase and the auction model and these were discussed extensively during the presentation.

21. Ad Question 1.15

21.1 During the presentation SSI was able to demonstrate its ability to comply with the tender specifications including the fact that it already had access to the building in which the auctions were to take place, amongst other requirements.

21.2 I was not able to vote and as such this question is also best submitted to the individual Board members for their comment.

22. Ad Question 1.16

22.1 This has been dealt with previously above. I can confirm that the PSJV with various tenders obtained assistance from external professional consultants.

22.2 The mine was fully stretched in terms of its operations.

22.3 There was a very lean management structure and Gamiro assisted us with other tenders as well.

22.4 As such I was comfortable with their appointment to evaluate the bids as they had done a very professional job in respect of the other instructions which they also assist us with.

23. Ad Issue 1.17

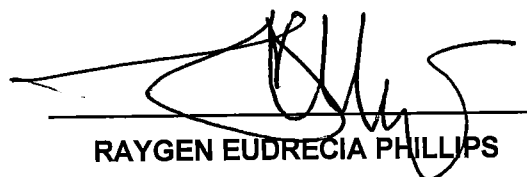
23.1 This is noted.

23.2 This response is however at this point in time.



24. CONCLUSION

- 24.1 I have responded to the issues as raised in annexure "RG1" – annexure "A".
- 24.2 It is still my intention to complete a comprehensive response to the allegations levelled against me by Messrs Craythorne, Dekker, Bishop and Torres.
- 24.3 It is my intention to do so in conjunction with Mr Mervyn Carstens.
- 24.4 This then constitutes part of my responses and must be considered in that context.



RAYGEN EUDRECIA PHILLIPS

I certify that the above signature is the true signature of the deponent and that she has acknowledged to me that she knows and understands the contents of this Affidavit, which Affidavit was signed and sworn to before me, in my presence at CAPE TOWN on this 27th day of January 2021, in accordance with the requirements of Government Notices No. R1258 dated 21 July 1972 and as amended by Government Notices No. R1648 dated 19 August 1977 and R1428 dated 11 July 1980.



COMMISSIONER OF OATHS

CHRISTLYNNE VERONICA LIMBERG
Commissioner of Oaths
Practising Attorney
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**JUDICIAL COMMISSION OF INQUIRY INTO ALLEGATIONS OF STATE CAPTURE,
CORRUPTION AND FRAUD IN THE PUBLIC SECTOR INCLUDING ORGANS OF STATE**

18 January 2021
Tracking number:

Herold Gie Attorneys
Cape Town
Attention: Mr Richard Brown
C/o **Raygen Eudrecia Phillips**

Email: rbrown@heroldgie.co.za
Cell: 0829024258
Office: 021 4644722

Dear Mr Richard Brown

**Re: REQUEST FOR INFORMATION REQUIRED FOR PURPOSES OF THE
JUDICIAL COMMISSION OF INQUIRY INTO STATE CAPTURE, CORRUPTION
AND FRAUD**

1. Our investigation in respect of the above Commission refers.
2. The Commission's investigations into allegations of state of capture, corruption and fraud involving several public entities and other organs of State pursuant to the Commission's Terms of Reference remains ongoing.
3. It has come to the attention of the Commission that additional information and/or evidence that is relevant to the Commission's investigation into state capture, corruption and fraud is in your possession and/or under the control of your client Ms

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Raygen Eudrecia Phillips. This information/evidence is listed in Annexure "A" ("**the Information**").

4. The Commission urgently requires access to the Information in electronic format, on or before **27 January 2021**
5. In order for the Commission to discharge its mandate without any limitations, it is hereby placed on record that none of the reports, supporting information or evidence in your client's possession or under the control of your office, be withheld, tampered with or destroyed prior to handover to the Commission.
6. It is understood that some of the information may be confidential. To this end, the Commission assures you that it will protect its confidentiality during the process of conducting its investigations.
7. Should you require any further information in the above regard, please direct the same to:

Mr Peter Bishop
Cell phone: 0834432406
Email: peterb@commissionsc.org.za

Yours sincerely



.....
Prof Itumeleng Mosala
SECRETARY
Judicial Commission of Inquiry into Allegations
of State Capture, Corruption and Fraud in the Public Sector including Organs
of State

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ANNEXURE "A"

1. The following information is urgently requested by no later than 27 January 2021. Any response should please be forwarded in the format of a sworn affidavit together with annexed supporting documentation:
 - 1.1. Please provide details of your previous employment prior to joining Alexkor RMS PSJV ("PSJV"). Also, list your tertiary qualifications and relevant experience.
 - 1.2. When were you appointed as Secretary of the Board of the PSJV? Please provide a copy of your letter of appointment and job description.
 - 1.3. In terms of your remuneration, please provide full details of how your package was set out. Please include bonus, incentives, shares (if any) etc.
 - 1.4. According to Mr Gavin Craythorne's ("Craythorne") averment in his affidavit paragraph 269 and 270 respectively on page 57 he stated the following:
 - 1.4.1. *"(269)-At the Kimberley airport while waiting for my flight back to Cape Town, Phillips approached my table and asked to join me. I then had a very frank and open discussion with her during which I ventilated my concerns regarding the coal exit strategy and the Questco Plan."*
 - 1.4.2. *(270)- When the discussion had ended, I looked directly at her and asked if the Questco Plan was dead. To which she paused for a moment, smiled, replied no, and excused herself.*
 - 1.4.3. Are you able to recall this interaction between Craythorne and yourself and your response to his question, to which you "...paused for a moment, "smiled" replied "no..."? Please could you elaborate on these responses by you? Please explain what you meant with the answer you gave- "no"?
 - 1.5. As secretary to the PSJV board, are you responsible for recording and distribution of the minutes of all meetings?
 - 1.6. As secretary to the PSJV board, are you responsible for receiving and dealing with any form of complaint and are responses formulated by the board? Who provides guidance to you in relation to responses required for any form of query and/or complaint and/or enquiry?

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1.7. According to Craythorne's averment in his affidavit page 17, paragraph 81 he wrote that, *"On 9 October 2017, I wrote to Ms Phillips, the PSJV Company Secretary, on behalf of the EAC's members, who had expressed their concern and anger about the ever-decreasing values attributed to the diamonds produced by them..."*

1.7.1. In paragraph 82 on page 17 your response was, *"Dear Gavin, Your email of 09 instant is noted. Any issue pertaining to the diamond sales and diamond pricing trends must be addressed directly with the PSJV. SSI is the marketing agent of the PSJV duly appointed by the Board. We cannot provide information of a service provider to 3rd parties. You are welcome to discuss any issues with SSI or any other service provider of the PSJV with management. Regards Raygen Phillips"*

1.7.2. Was this answer formulated, your view, or was guidance provided to you by the board. If it was guidance provided to you, how to formulate your response, who gave such guidance? Would you not regard the complaint serious enough to have sent it to the CEO of the PSJV to offer some clarity to the board than to refer it back to Craythorne? Were you satisfied that the response had adequately dealt with the concern raised by Craythorne? Would you agree that your response was just a response to defer the problem?

1.7.3. In paragraph 83 on page 17, Craythorne stated that on 10 October 2017 he made a second attempt to obtain transparency. However, he never received a response from you. Please clarify why you never responded to his much longer and detailed request? Was it not your duty as secretary of the PSJV board to deal and/or action all complaints, queries, enquires received with the board? If so, how did you deal with Craythorne's second email of concern sent to you on 10 October 2017?

1.8. According to Craythorne's affidavit, para 45 on page 10 he highlights the company structure of SSI and avers that, *"30% owned by a black female, who Daniel Nathan informed a Democratic Alliance member of Parliament, Veronica Van Dyk, when she visited the premises in December 2018, is Raygen Phillips ("**Phillips**")."* Were you ever offered an option of taking up shares in Scarlet Sky Investment 60 (Pty) Ltd ("SSI") by Daniel Nathan? If so, when was such offer made. What was the percentage shares offered and at what value?

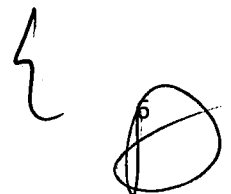
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- 1.9. In paragraph 17.3.5 on page 129 of the Gobodo report, authored by Mr Albert Torres, he states that there was a meeting convened with yourself and a committee which included Mr George Nicolaai. The meeting was in respect of validity of the decision to exclude the 5 contractors. However, the meeting failed to resolve issues that were raised by the committee. Please could you elaborate why the issue could not be resolved. Was it in your capacity as secretary to the PSJV board to resolve complaints? As secretary of the PSJV board, did you provide details of the issues raised to the PSJV board and/or the CEO of the PSJV to assist in finding a solution? If not, please clarify?
- 1.10. What was the role of the Bid Evaluating Committee ("BEC") and your role as a member of the BEC in relation to the first tender to appoint an entity to sell and market Alexkor diamonds, which was eventually awarded to SSI on 15 march 2015?
- 1.11. What was the role of the Bid Evaluating Committee ("BEC") and your role as a member of the BEC in relation to the second tender to appoint an entity to sell and market Alexkor diamonds in 2016 that was again awarded to SSI?
- 1.11.1. Could you explain why a the PSJV advertised a second tender in 2016, for the same services a year after concluding a three-year contract with SSI on 15 March 2015? Why was the second contract awarded to SSI now for a period of five years?
- 1.11.2. Gobodo reported that the BEC could not provide any information on the processes that were followed in the second tender. Please can you advise why not?
- 1.11.3. Gobodo reports that the first and second tender that were awarded to SSI were irregular. Please can you explain?
- 1.12. According to the Gobodo report, para 1.5.15 on page 21, the Tender Committee members agreed that before the tender could be awarded that a due diligence should be conducted by Mr Mervyn Carstens ("Carstens"). The Board approved the award based on a purported due diligence that was conducted. According to Gobodo on or about 29 January 2015, Carstens sent an email to Mr Roger Paul, Ms Zarina Kellerman and John Bristow regarding the due diligence that was conducted for tender 3/2014 (First tender). However, Gobodo stated that according to you, there was no due diligence conducted for tender 3/2014 and that

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it appears that Carstens misrepresented that a due diligence had been conducted. Please can you elaborate on the aspect of the due diligence and your alleged statement made to Gobodo?

- 1.13. Gobodo further stated in paragraph 1.5.16, on page 21 that it is apparent that the bid evaluations process was manipulated to favour SSI. In the first evaluation, Fusion Scored the highest points. Please can you comment and elaborate on the statements by Gobodo that it is apparent that the bid evaluation process was manipulated to favour SSI?
- 1.14. In paragraph 1.5.17 on page 21 Gobodo stated that the evaluation subsequent to the presentation was then based on changed SSI bid proposal that favoured SSI. The Tender Committee irregularly allowed SSI to change their model from an outright purchase of all PSJV production to the auction model, which was proposed by most bidders. Please can you elaborate on this averment that was made by Gobodo? Do you know if the other bidders were informed about the change to the proposal of SSI as mentioned?
- 1.15. Gamiro Advisory Services were appointed to assist with the evaluation of the bidders and provide the necessary scores. Gamiro scored SSI 0/5 for not having a Diamond and/or Trading Licence. However, the Tender Committee changed the scores related to this aspect to reflect 5/5, for the aspect of having a valid diamond and/or trading licence. Please could you elaborate and explain why the scores were changed as stated? On whose instruction did this occur?
- 1.16. Please explain what were the reasons for the appointment of Gamiro to do evaluation of the bids rather than to utilise internal expertise?
- 1.17. Rule 3.3 notices were sent to your client from the Commissions Secretary. When preparing this affidavit as requested, please do so in conjunction with your responses required in terms of the notice.

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**CURRICULUM VITAE OF RAYGEN PHILLIPS
ATTORNEY OF THE HIGH COURT OF SOUTH AFRICA**

PERSONAL INFORMATION

Names : Raygen Eudrecia
Surname : Phillips
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Citizenship : South African
Gender : Female
Contact Details : 083 400 9297
E-mail address : raygen.phillips@gmail.com
Address : PO Box 129
1843 Saltpan Road
Port Nolloth
8280
Languages : English and Afrikaans
(Speak, read and write fluently)
Computer Literate : Yes
Marital Status : Single
Children : None
Driver's License : Code 8

EDUCATIONAL QUALIFICATIONS

Passed Matric in 2007 at Atlantis High School and were enrolled as an Attorney of the High Court of South Africa in 2011.

Academic Details

Institution : University of the Western Cape
Qualification : Obtained four (4) year law degree -LLB
Date : March 2002

Institution : University of Cape Town - Graduate School of Business
Qualification : Executive Development Programme (EDP)
Date : October 2015

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**CURRICULUM VITAE OF RAYGEN PHILLIPS
ATTORNEY OF THE HIGH COURT OF SOUTH AFRICA**

Institution : University of Stellenbosch – Business School
Qualification : Postgraduate Diploma in Leadership Development
Date : March 2019

EMPLOYMENT DETAILS

Organisation Name : Alexkor / Richtersveld Mining Company Joint Venture
Position Held : Company Secretary
Date : October 2012 to September 2020

Responsibilities :

- Report to the CEO and Board of Directors.
- Strategic alignment.
- Provide directors both collectively and individually with guidance as to their rights, duties, responsibilities and powers.
- Advise the Board and Management on relevant legislation and risk.
- Making the directors aware of all law, relevant legislation and governance framework affecting the organization.
- Ensure that the organization are compliant with all applicable laws and regulation and relevant legislative obligations.
- Keep abreast of development in corporate governance to ensure that the directors remain within the highest performance standards as detailed in the king report.
- Provide a central source of guidance and advice within the organization on matters of ethics and good governance.
- Provide professional administrative and meeting coordination support to the Board and management.
- Ensure unhindered and timeous access to information by all directors to effectively contribute to Board meetings and other discussions.
- Set and maintain Board and Board Committee corporate calendar.
- Assist in preparation of statutory reports and that statutory deadlines and statutory and regulatory disclosures validated.
- Ensure accurate recording of the minutes in relation to all Board and Board Committees and Executive Committee meetings.
- Ensure adherence with the organizations MOI and that it is maintained up to date and

CURRICULUM VITAE OF RAYGEN PHILLIPS ATTORNEY OF THE HIGH COURT OF SOUTH AFRICA

conforms with current legislation and reflects best practice.

- Assist with drafting and ensure efficient management of functions/resources in accordance with stipulations of fraud prevention and risk management principles, corporate legislation, agreements, policies and procedures, practice, procedures, regulations.
- Oversees all actual and threatened litigation impacting the organization, including providing advice on merits of all disputes.
- Oversees the selection, retention, management and evaluation of all outside counsel.
- Attend to consultations with external legal team on all court cases of the organization.
- Liaise with various Regulating Bodies, Government Departments and all stakeholders.
- Information Officer of the organization responsible for media enquiries and PAIA applications.
- Prepare monthly reports for submission to the CEO and quarterly reports for submission to the Board.
- Determines and control the budget for the corporate unit.
- Manage all the mining contracts of the organization.
- Implement performance management processes and ensure compliance across the contractors.
- Provide guidance to contractors on how to manage their operations.
- Ensure regular performance reviews for all contractors.
- Participate on a monthly basis in performance management meetings.
- Regular correspondence and meetings with contractors on performance reviews.
- Feedback to the CEO on performance reviews and impact performance of contractors have on the production.
- Drafting and amending of contracts and policies and procedures.
- Keeping abreast of all mining legislation and ensure contractors adhere to new developments.
- Advise on matters pertaining to procurement governance.
- Manage corporate department and all staff development.
- Advise on legal risk exposure.

- In addition to the functions of company secretary, the executive human resources function became part of my portfolio from 2018 to date.:
- In this capacity I have been working with the CEO and Executive Committee to strategically plan HR initiatives to benefit the organization and encourage efficient and beneficial work from employees.
- Direct all hiring and training procedures for new employees.

**CURRICULUM VITAE OF RAYGEN PHILLIPS
ATTORNEY OF THE HIGH COURT OF SOUTH AFRICA**

- Continually educate employees on organizational policies.
- Manage relationships with the Unions.
- Monitor employee progress and stay abreast on the workplace climate and culture, ensuring it stays positive and productive.
- Coordinate and direct work activities for managers and employees.
- Foster cross-functional relationships and ensure managers and employees are properly connected. Regularly meet with employees for progress reviews and assessments, discussing any problems or grievances they may have.
- Promote a positive and open work environment where employees feel comfortable speaking up about issues.
- Manage and supervise other HR staff, ensuring they assign and carry out proper tasks.
- Understand and adhere to all pertinent labour laws.
- Attend to all CCMA conciliation and arbitration matters.
- Engage with all stakeholders, including the local and regional municipalities and Department of Mineral Resources and Energy on enterprise development, Social and Labour Plan, Corporate Social Investment initiatives that have an impact on the Mine's jurisdictional area.

Organisation Name : Provincial Department of Housing and Local Government
Northern Cape Province

Position Held : Senior Legal Administrative Officer

Date : 01 May 2002 to 31 July 2004

Responsibilities :

- Provide legal advice to the Office of the MEC, the office of the HOD, the department and municipalities within the province.
- Process documents which include drafting and reviewing of settlement documents, contracts and agreements.
- Perform research such as articles, statutes, judicial review.
- Identify risk of the department and municipalities.
- Assist municipalities with training in regards to new legislation and regulations.
- Legislative interpretation and review. Ensure policies and contracts are timeously reviewed.

Organisation Name : Provincial Department of Health
Northern Cape Province

Position Held : Legal Services and Labour Relations Officer

**CURRICULUM VITAE OF RAYGEN PHILLIPS
ATTORNEY OF THE HIGH COURT OF SOUTH AFRICA**

Date : 01 August 2004 to 31 July 2005

Responsibilities :

- Provide legal services to the department.
- Provide strategic input to the Office of the MEC, HOD and department in relation to legal, regulatory and governance matters.
- Brief and interact with attorneys/state law advisor.
- Conduct internal investigations on all medical claims against the department and assist with all claim handlings.
- Managing of legal risk of the department.
- Collaborating with medical practitioners to devise efficient defense strategies.
- Provide researched legal advice, opinions, and prepare legal documents.
- Prepare and attend to conciliations/arbitration at the CCMA.
- Conducted disciplinary investigation and chaired hearings.
- Attend to grievance hearings.
- Compile summary reports on completed disciplinary and grievance hearings.
- Compile monthly reports on cases handled.
- Maintain and update register of all cases handled.
- Engage and negotiate with unions on labour relations matters and at bargaining unit level.

Organisation name : Matthews and Partners Attorneys
33 Park Road, Kimberley, 8300

Position held : Para-Legal Officer

Date : 01 August 2005 to 18 February 2008

Responsibilities :

- Conduct client interviews and maintain contact with clients.
- Prepare legal documents, pleadings and correspondence.
- Perform legal research.
- Conduct and/or organize investigations and documents searches.
- Review and summarize discovery.
- Attend court and assist with preparing legal arguments, applications and motions.
- Prepare correspondence and drafting court documents and complete legal documents.

Organisation Name : Tobie Kotze Attorneys

Position Held : Candidate Attorney/ Attorney

**CURRICULUM VITAE OF RAYGEN PHILLIPS
ATTORNEY OF THE HIGH COURT OF SOUTH AFRICA**

Date : 01 March 2008 to 31 October 2011

Responsibilities :

- General litigation in magistrate court.
- Drafting of pleadings, reports, letters, briefs to advocates, memoranda to attorney and other legal correspondence.
- Administration of Road Accident Fund claims.
- Prepare and review trust account records.
- Financial management of practice.
- Client relationship management.

References :

Mr Tshediso Matona
Chairperson of the Board (Former)
Secretary of Planning
National Planning Commission Secretariat in the Presidency
Pretoria
Email : tmatona@gmail.com

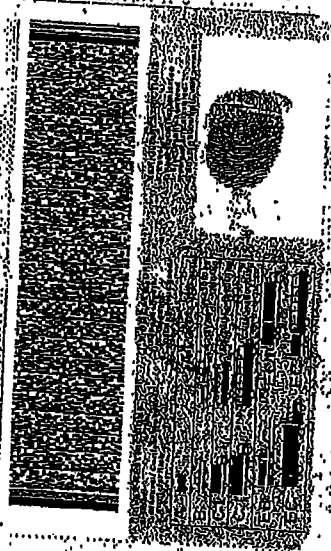
Dr Roger Paul
Member of the Board (Former)
Mobile Number : 082 465 1384
Email : rpaul.rsa@gmail.com

Conditions:
This card has been issued by the
Department of Home Affairs in terms of the
Identification Act, Act 98 of 1997
If issued please refer to the Department of Home Affairs
for details of verification purposes contact 087 11 54

Date of Issue:
13 MAY 2016
RSA



102019321



REPUBLIC OF SOUTH AFRICA
NATIONAL IDENTITY CARD



Surname: PHILLIPS
Name: RAYGEN EUDRECIA
Sex: F
Nationality: RSA
Identity Number: 7911110762680
Date of Birth: 11 NOV 1979
Country of Birth: RSA
Status: CITIZEN

Signature:



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We certify that

Raygen Eudrecia Phillips

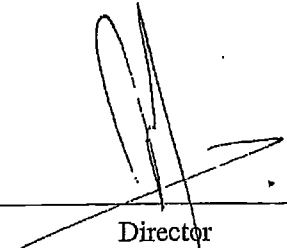
Attended the

Executive Development Programme

offered by the UCT Graduate School of Business



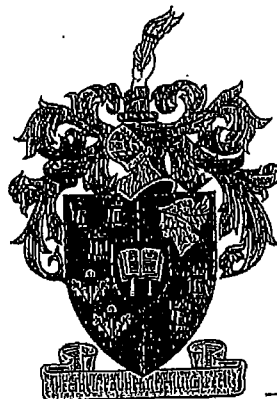
16-28 August 2015


Director




Course Convenor





UNIVERSITEIT VAN STELLENBOSCH

Hiermee word verklaar dat

RAYGEN EUDRECIA PHILLIPS

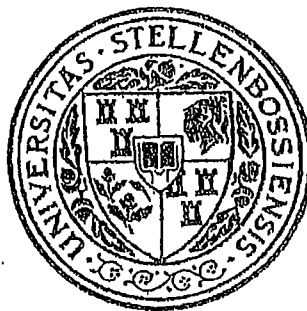
*voldoen het aan al die vereistes soos neergelê in
die Wet, Statuut en Reëls van die Universiteit,
die kwalifikasie*

NAGRAADSE DIPLOMA IN LEIERSKAPONTWIKKELING
(NGDip (Leierskapontwikkeling))

*met al die regte en voorregte daaraan verbonde is by geleentheid van 'n
kongregasie van die Universiteit in April 2019 verleen.*

REKTOR EN VISEKANSELIER

DEKAAN



REGISTRATEUR
8 Maart 2019

ALEKKOR RMC JV

Orange Road
Private Bag X5
ALEXANDER BAY
8290

Tel. : +27 (027) 831 8300
Fax : +27 (027) 831 1910



ALEKKOR

LIMITED

(Reg. No. 1992/006368/06)



07 November 2012

Ms Raygen Phillips
1 Camp Street
Mcdougalsbay
PORT NOLLOTH
8280

Dear Ms Phillips

SUBJECT: CONFIRMATION OF EMPLOYMENT

We have pleasure in confirming your appointment to the permanent staff of Alexkor RMC JV subject to the following conditions:

- POSITION : Company Secretary
- REPORTING TO : The Chief Financial Officer
- COMMENCEMENT DATE : 29 October 2012

PROBATING PERIOD:

The first three months of employment is a probation period. The purpose of the probation period is for the Company to determine whether or not you are suitable for the position to which, it is anticipated, you will be appointed on a permanent basis. During the probation period your performance will be appraised by your line manager on a monthly basis and you will be given all assistance and training you may require. You, in turn, may determine whether you are satisfied with the Company during this probation period.

COMPENSATION STRUCTURE:

In order to be competitive, Alexkor RMC JV follows a policy of affording its employees an individual compensation package that will meet both Alexkor RMC JV and your requirements.

Your annual compensation package will be expressed as a total fixed cost to company, excluding any compulsory statutory contributions paid by the company. You will be free to request the company to vary the components of your total employment cost from time to time, within the parameters of

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Alekkor's instructions applicable to your position, and relevant tax legislation, that can be amended from time to time.

Your current total cost to company (TCTC) amounts to R 525, 000.00 per annum. Your package may be structured to suit your specific needs. All company contributions to funds are included in this amount.

Salaries will be paid into your banking account on a date determined by the Company.

The annual package review date of the Company is 1 April each year and will be based on affordability, market dynamics and your performance.

ACCOMMODATION:

The Company may provide accommodation in terms of its housing policy and participation of this benefit signifies your agreement to be bound by the terms of the housing policy.

ANNUAL LEAVE:

You will be entitled to twenty five (25) working days leave per annum after the completion of one year's service. During the first year of service, leave will be calculated on a pro-rata basis.

In terms of the Basic Conditions of Employment Act (Act 75 of 1997) a minimum of fifteen (15) days leave must be taken in a 12 month cycle of which 10 must be continuous. Leave not taken may be accumulated (but may not exceed ninety [90] days) or may be encashed. Encashment of leave may be made once per annum and will be paid out with the pay run for the following month.

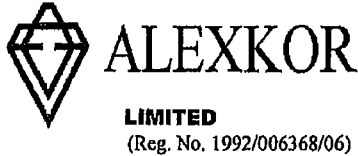
Accumulated leave remaining at termination of service will be paid out on your last day in service, provided that a maximum of 90 days may be taken as leave prior to retirement with management's approval.

SICK LEAVE:

You will be entitled to thirty (30) days sick leave on full basic pay during a twelve (12) month cycle. Sick leave may be accumulated to a maximum of one hundred and twenty (120) working days.

Should you be absent from work due to sickness and/or accident for one working day or on a Monday and a Friday, you shall be required to produce a certificate from a medical officer recognised by the Company. The Company, at its discretion, may require that you produce such a certificate from the first day of absence.

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Sick leave may not be encashed.

PENSION FUND:

Membership of a pension fund utilised by the Company is compulsory. At present the Company contributes 10.5% of pensionable emolument to the fund. The member contributes 7.5% of pensionable emolument.

Both Company and your contributions are included in your TCTC package.

MEDICAL AND FUND:

You are obliged to be a member of the company Medical Aid Fund. You may be exempted if you provide proof that you are currently a dependent member of a registered medical scheme through your spouse or life partner.

The Company contributes a maximum of R 1100,00 per month towards membership fees. In the event of you wishing to add more dependants on the scheme or prefer a higher, more expensive option, you will be responsible for the additional cost.

Both are included in your TCTC package.

The Company shall not provide you with any financial assistance towards continued healthcare or medical aid once you have reached retirement age as contained in the rules of the retirement fund, unless you were appointed prior to 1 May 1989. The onus shall be on you to make provision for post retirement healthcare for yourself and/or your dependents during your period of employment.

SECURITY CLEARANCE:

Your appointment is subject to your being security cleared in terms of the Company Security Policy and Procedure and you agree to make available any information and documentation which may be required by the Company.

MEDICAL ISSUES:

Your appointment is subject to your confirmation that you are physically and mentally capable of fulfilling the duties of the position on offer. Notwithstanding this, the Company may, at its discretion, and where the duties of the position on offer warrant it, require you to undergo a thorough medical examination by a medical practitioner appointed by the Company, in order to establish that you are capable of fulfilling the requirements of the position.

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SAFETY:

You undertake at all times to work in a safe and efficient manner and ensure that your fellow employees do likewise. You further acknowledge that you are aware of your rights and obligations in terms of relevant Health and Safety legislation.

CONFIDENTIAL INFORMATION:

It is a condition of employment that you observe strict secrecy concerning all the company's affairs, including trade secrets, technical, commercial and confidential information. Such information must not, under any circumstances, be passed on to any person who is not authorised to receive it. This shall apply both during employment with the Company and after termination of your employment for what ever reason.

HOURS OF WORK:

Working hours are from 07h30 till 16h30 with a one (1) hour lunch break Monday's to Friday's. The employee will however make himself/herself available at all times as and when required by Management.

COMPANY RULES AND REGULATIONS:

You will be subject to the staff rules, policies and procedures of Alexkor RMC JV, including the disciplinary and grievances procedures, as well as all health and safety regulations. The Company reserves the right to amend the company policies and rules from time to time as necessary and appropriate. The detailed policies are available from the Human Resources Department.

TERMINATION OF SERVICE:

Resignations

All permanent employees are entitled to resign by giving notice as follows:

If the employee has been employed for six (6x) months or less – One (1x) week;

If the employee has been employed for more than six (6x) months, but not more than one (1x) year – Two (2x) weeks; and

If the employee has been employed for one (1x) year or more – Four (4) weeks.

Employees resigning from the Company must do so in writing.

The Human Resources Manager and the Head of Department will conduct exit interviews with employees who resigned and record the details thereof on an Exit Interview form.

Dismissals

In the event of dismissals, other than terminations for operational requirements, the procedure in terms of Alexkor's Disciplinary Code and Procedure must be followed.

ALEKKOR RMC JV

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PERSONAL DETAILS:

Also enclosed are the following:

- Personal details documents;
- Personal details document;
- Declaration of Interest;
- Confirmation of Compliance to Security Policy;
- Safety Pledge;
- Pension Fund Nomination of Beneficiary; and
- Consent to do reference and other checks.

Please complete the documents and return same to the Human Resources Manager, on your first day of service.

All other relevant membership and administrative forms will be completed during your first month of employment.

ACCEPTANCE OF SERVICE CONTRACT:

Please indicate your acceptance of this appointment by signing the acknowledgement below, initial each page, and return same to the Human Resources Manager on or before 12 November 2012.

We trust that you will have an enjoyable and satisfactory employment career with Alexkor RMC JV.

Yours faithfully

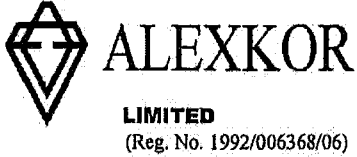
M. CARSTENS
Chief Executive Officer

MJ DUCKITT
Human Resources Manager

ALEKKOR RMC JV

Orange Road
Private Bag X6
ALEXANDER BAY
8290

Tel. : +27 (027) 831 8300
Fax : +27 (027) 831 1910



ACCEPTANCE OF POSITION AT ALEKKOR RMC JV

I, (full names) RAYGEN EUDRECIA PHILLIPS

accept the appointment as COMPANY SECRETARY

with effect from 29 October 2012

SIGNATURE: 

DATE: 07 November 2012

WITNESS: 

DATE: 07 November '12

"RG4"

JOB PROFILE

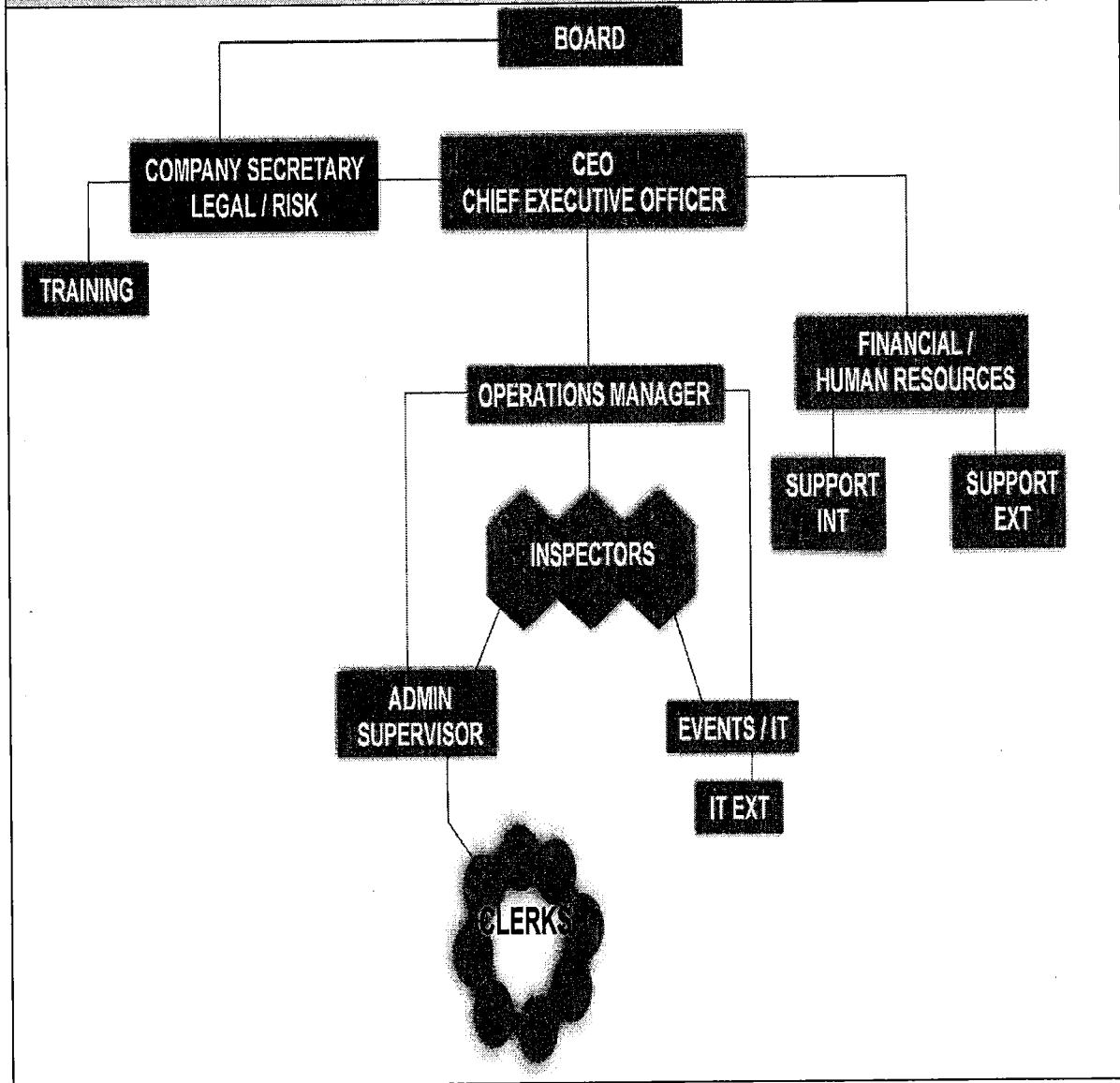
1. JOB DETAIL

JOB TITLE	Company Secretary/Legal/	JOB GRADE	
DEPARTMENT	Legal and Secretariat		
DATE REVIEWED			
LOCATION	Alexander Bay		
EMPLOYMENT STATUS	Permanent		

PURPOSE STATEMENT	
	<ul style="list-style-type: none">• Develops, implements and monitors the company's secretarial, legal, risk and compliance policies in support of the Strategic Plan and statutory and governance requirements. Ensures the required legal compliance of all Business units and/ or departments and set compliance processes and/or standards accordingly.
1. POSITION IN THE ORGANISATION	

2ND LINE MANAGER (2ND LEVEL)	PSJV Board
1ST LINE MANAGER (1ST LEVEL)	Chief Executive Officer
THIS JOB	Company Secretary/Legal/
SUBORDINATES (1ST LEVEL)	Contractor Coordinator

ORGANISATION STRUCTURE



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2. POSITION DESCRIPTION

MAIN OUTPUTS AND RESPONSIBILITIES	TIME SPENT
<p>Company Secretarial & Legal</p> <ol style="list-style-type: none"> 1. Providing the directors with guidance as to their duties, responsibilities and powers and ensuring that the directors are aware of all legislation, regulations and governance requirements relevant to (e.g. Companies' Act, King III, UR, DoS) by <ul style="list-style-type: none"> • Conducting orientation training for new directors • Conducting training needs analyses for existing directors • Overseeing the application of board and sub-committee Terms of Reference policies by the directors • Monitoring the performance of the directors and reporting accordingly • Reporting at meetings if requirements have not been met 2. Ensures that the minutes of Board meetings and meetings of Board sub-committees are correctly recorded and actioned by <ul style="list-style-type: none"> • Following up on the implementation of Board resolutions • Giving progress reports on implementation to the Board Chairperson • Checking to ensure that the Board and Board sub-committees adhere to the requirements of the UR • Monitoring the flow of information between the Board and management and highlighting "blockages" 3. Reports on Board (and sub-committee) performance by <ul style="list-style-type: none"> • Investigating performance against agreed strategy and annual performance plan • Monitoring meeting attendance against requirements and highlighting adverse trends • Providing interpretation of governance and statutory requirements 	<p>50%</p>

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MAIN OUTPUTS AND RESPONSIBILITIES	TIME SPENT
<p>4. Attends to legal and regulatory issues by</p> <ul style="list-style-type: none"> • Ensure the required legal compliance of all Business units and/ or departments and set compliance processes and/or standards • Plan, implement and execute legal compliance management activities • Identify, diagnose and recommend improvements and provide specialist legal support and advise • Negotiating and/or drafting agreements and other legal documents relating to mining operations/programmes • Assisting in the development and formulation of policies to ensure high levels of compliance throughout the PSJV • Monitoring and advising executive management on legislation relevant to current operations and statutory obligations • Monitor external information and ensure sufficient knowledge of related acts, regulations and regulatory frameworks and implement accordingly • Resolve and/ or handle disputes and/ or complaints and develop dispute resolution processes for contractors, which include dealing directly with contractors through correspondence. <p>5. Provide legal assistance to the PSJV CEO</p> <ul style="list-style-type: none"> • Rendering opinion and advise to the CEO on a variety of legislative issues • Providing legal assistance 	
<p>Risk & Compliance</p> <ul style="list-style-type: none"> • Oversees and advises on risk management and compliance in the PSJV • Managing the development and review of the Risk Management policy framework • Compiling the annual strategic and operational risk assessments for approval of the ARC and Board • Managing and/or advising on existing and emerging risks • Providing solutions and monitoring implementation of 	20%

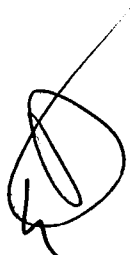
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MAIN OUTPUTS AND RESPONSIBILITIES—	TIME SPENT
<p>enhancements to policies, procedures, practices and operational efficiencies</p> <ul style="list-style-type: none"> • Providing risk and compliance reports with recommendations as required • Implement and provide input into governance and risk management processes, systems and legislation • Provide feedback on governance, risk and compliance practices & escalate unresolved issues via appropriate channels for investigation and resolution • Ensure the required legal compliance of all Business units and/ or departments and set compliance processes and/or standards • Ensuring and taking out insurance policies for the board and executives that are adequate 	
<p>Governance support</p> <ol style="list-style-type: none"> 1. Provides specialist advice to the CEO and Board on strategically important aspects of governance and aspects requiring management intervention 	10%
<p>Contract Management</p> <ol style="list-style-type: none"> 1. Ensuring the correct implementation of contracts and service level agreements by: <ul style="list-style-type: none"> • Monitoring a data base of all contractors at the PSJV • Preparing a performance of contractors against their service level agreements / contracts • Giving performance reports on contractors production against agreed targets and a mutual performance plan. • Investigating non-performance of contracts and implement connective measures • Resolve and / or handle disputes and / or complaints between the PSJV and contractors or between contractors 	20%
TOTAL	100 %

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3. JOB SPECIFICATION

A) QUALIFICATION AND TRAINING	
FORMAL EDUCATION	Relevant tertiary qualification (LLB or/ and LLM)
TECHNICAL/ LEGAL CERTIFICATION	Registration with professional body or Admitted attorney or Advocate
EXPERIENCE	5 to 10 years with experience in all dimensions of the job and experience in a leadership role



B) COMPETENCIES	
KNOWLEDGE	
COMPETENCY	DESCRIPTION
Business Environment	Sound knowledge of the business environment, both domestic and international; the relevant role players and their key responsibilities
Corporate Identity	Knowledge and understanding of the identity of PSJV, where and how it contributes to local, provincial and national governance mechanisms utilised to govern the recreational aviation industry
Legislation	Expert understanding and knowledge of all relevant legislation and the implications for the mandate, operation and governance of the PSJV
Policies and Procedures	Knowledge and understanding of policies and procedures applicable to the PSJV work environment, to ensure that work outcomes are fully compliant

SKILLS	
COMPETENCY	DESCRIPTION
Advanced Communication	Advanced business communication skills enabling verbal and written communication at all levels
Analytical	The ability to analyse situations and arrive at the best possible solutions
Advanced Interpersonal	The ability to interact with people at all levels in the organisation and in the socio-economic environment, in the public and private sectors, locally and internationally
Leadership	The ability to plan, organise, lead and control in the work environment to achieve the business objectives
Negotiation	The ability to negotiate with role players and arrive at a win-win situations in the best interest of both PSJV and the negotiating party
Problem Solving	The ability to apply the principles of problem solving to identify and resolve complex problems in the best interests of all stakeholders

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ATTRIBUTES

COMPETENCY	DESCRIPTION
Strategic Thinking	The ability to think at a strategic level in all situations and eliminate operational and tactical issues
Lateral Thinking	The ability to apply thinking processes to different situations and transfer learnings to new situations
"Big Picture" Thinking	The ability to conceptualise, interpret and understand the holistic picture in a situation and the impact of the situation on the business of the PSJV
Honesty and integrity	The ability to maintain high ethical standards both personally and professionally; shows honesty and fairness in dealings with others; is reliable and trustworthy and respects ethical and moral obligations
Judgement	The ability to form sound opinions and make sensible decisions
Professionalism	The ability to act within a code of conduct and maintain professional standards at all times



CONCEPT DOCUMENT BY THE EQUITABLE ACCESS CAMPAIGN - JULY 2013

FOR THE ATTENTION OF MR. MERVYN CARSTENS.

THE VALUE PROPOSITION FOR A JOINT VENTURE BETWEEN ALEXKOR AND THE NORTHERN CAPE MARINE DIAMOND CONTRACTORS.

- The coastal diamond resource adjacent to the Northern Cape shoreline should be managed in a manner that seeks to maximise the benefits thereof in the best interests of the local community. This is a logical and legitimate expectation for the community to hold and it is also our government's objective. However, in spite of this, the following is the reality.
- Our children have to leave the area in search of career prospects because we have nothing to offer them here.
- There is great unemployment while vast stretches of viable marine diamond area lie sterilized when they could support large numbers of small mining operations offering numerous job opportunities.
- The local marine diamond industry has shrunk by about 70% in the past decade.
- Port Nolloth and Hondeklipbaai are only shadows of the vibrant diamond ports they once were.
- The exceptional marketing opportunities and synergies between the diamond diving industry and the local tourism industry are totally wasted. Gaansbaai's shark diving industry has shown what a unique maritime heritage can do for tourism. If our unique high quality marine diamonds are made available to tourists for purchase it would be a tremendous boost for our local tourism industry and generate a lot of international interest.

The original intention, when the diamond concessions were given out was for the concession holders to invest in mining capacity and develop their concessions. However, today all diamond diving is conducted by independent contract miners who are given access to the diamond concessions by the concession owners, the majority of whom make no material contribution in support of the local diamond miners.

In cases where concession owners are not prepared to offer viable deal splits the concession simply lies dormant as the concession holders have other commercial interests upon which they can rely. The only exception to this is Alexkor who depends on its marine contractors in order to remain a going concern.

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Our local economy is heavily dependent on the marine mining industry as it is the major primary source of wealth. In the opinion of diamond analyst, the late James Picton, "there are only twenty years of diamond reserves left in the ground worldwide at present consumption rates". This bodes very well for the marine diamond industry.

We have a window of exceptional opportunity before us to make the ambitions of the **National Development Plan** a reality in the Northern Cape littoral.

A solution to the lack of local economic development would be to restructure and consolidate the local marine diamond industry in a way that drives out the inherent economic inefficiencies that are the legacy of a resource that was subdivided by arbitrary boundaries which ignore the operational and logistical realities that bedevil shallow water diamond mining.

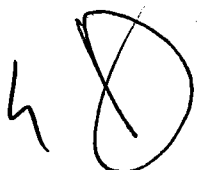
The only feasible way in which to achieve this would be to pursue a joint venture between Alexkor and the Northern Cape small scale marine diamond contractors whereby the administrative strengths of the largest shallow water diamond operator are allied with the productive force of the local diamond diving community.

The economy of opportunity unlocked by consolidation coupled with the economy of scale this will attract presents the best option we all have for rebuilding the industry and ensuring its long term sustainability.

The MPRDA regulatory framework together with its Charter is completely supportive of a restructuring of the industry in a manner that is consistent with a developmental economy and the goals of the National Development Plan while the efficiency gains are highly accommodative of job creation and local economic growth.

Alexkor already possesses all the structural, organizational and systems capital together with many years of experience in managing a large contractor interface. The resultant growth will not only ensure the sustainability of Alexkor going forward decades but will also enable the **SOE** to increase its work force and offer more job opportunities to the local community.

In a joint venture and with the full backing of the **local diamond diving community**, Alexkor would be in an unassailable position of merit for the acquisition of all non-performing Northern Cape shallow water diamond concessions.



The benefits to Alexkor and the local community are significant and game changing.

1. The value proposition Alexkor brings to the **Alexkor/RMC-PSJV** will be far greater than at present.
2. **The economy of scale** created by the consolidation of the entire Northern Cape shallow water diamond resource under one entity will translate into great efficiency gains and drive out the inefficiencies created by the duplicating of management structures. In other words, notwithstanding the developmental imperative, it makes commercial sense to consolidate. This has been the case in the gold industry.
3. This model will remove the **arbitrary boundaries** that currently prevent the establishment of proper logistical and operational support infrastructure due to poor economies of scale arising from fragmentation.
4. **Economy of opportunity** has become vitally important to the diamond diving industry due to the effects of climate change and resource depletion. Different concessions have different operational profiles which mean that they can only be worked in very specific conditions. If contractors have access to a variety of concessions then they gain more seadays by virtue of the greater options available to them. Many of the concessions are just not viable in isolation.
5. **The State Diamond Trader** could collaborate with Alexkor to set up an office in Port Nolloth in order to **promote beneficiation** locally in Port Nolloth and Alexander Bay which would give a profound boost to tourism in the area as the latent synergies between the diamond industry and tourism are extremely compelling. The diamond diving heritage of our community is one of the most interesting and unique in the world.
6. The **stability** arising from industry-wide **equitable access** under the standardised and uniform administration of a single State Owned Entity will provide a solid foundation for developing a vertically integrated local diamond industry that is capable of supporting meaningful local beneficiation.



7. Production levels will grow to the extent that Alexkor could establish a **tender house** in Port Nolloth or Alexander Bay, attracting international buyers from around the world and providing a new market for the local hospitality industry to grow. This could make it viable to establish the area as an **Industrial Development Zone with a marine diamond speciality**.
8. A revival of the Northern Cape diamond diving industry will change the **socio-economic landscape** between Hondeklipbaai and Alexander in a deep and meaningful way.

The above solution is the only one which offers a **win-win for all of the stakeholders** in the local community, leaving no one behind.

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"RG 6")

N A M D I C O R

Namaqualand Diamond Corporation

1 FEBRUARY 2018

Dear Inshore Diamond Contractors,

INVITATION TO JOIN THE EAC AND THE RVC-CPA IN ESTABLISHING THE
EQUITABLE ALTERNATIVE: THE NAMAQUALAND DIAMOND CORPORATION.

By now it must be clear to all of us that we have lost any semblance of partnership with Namaqualand's monopoly mining bosses.

It must also be clear by now that the management and boards of Alexkor SOC and Alexkor-RMC PSJV have lost any semblance of good corporate governance, having discarded any attempt at being transparent and accountable while viciously victimising those who dare to question their actions.

The only reason the leadership of the EAC has been cut-off from the sea and its diamonds is because we refused to offend our consciences by remaining silent while witnessing naked criminal behaviour, sheer incompetence and the deliberate destruction of the diamond diving industry. The effect of this on our community is self-evident in the decaying infrastructure of the town and the mine.

We could provide you with a mountain of evidence against this corrupt leadership but there will be ample opportunity when the Zondo Commission of Enquiry turns its focus onto Alexkor's state of capture.

A profound shift in national politics has taken place with the rise of Mr Cyril Ramaphosa to the presidency of the ANC in December last year. New evidence of this arrives daily in the media as those responsible for Sate Capture come under scrutiny, turn against each other, capitulate and jump ship.

The tide has turned and the flood of dissipation that washed away good corporate governance has now been replaced by a flush of cleansing that will overwhelm the captured, the corrupt, the cronies, the bullies, the incompetent and the complicit. But what comes afterwards?

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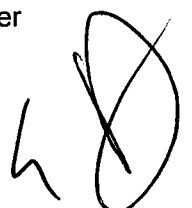
For the following important reasons therefore, the EAC is looking ahead, beyond the temporary hardship inflicted upon us all at this time and focusing on crafting a participatory development plan that will be equitable and progressive for both the Richtersveld and Namaqualand communities.

- The era of State Capture is over and the culprits, including the boards and management of Alexkor and the PSJV, will have to account to the people of South Africa. There will be nowhere to hide themselves or what they stole.
- The rightful stakeholders of Alexkor, namely the law-abiding tax-payers of South Africa, the people of Alexander Bay, of Richtersveld and of Namaqualand, cannot wait for this process to run its course before planning the clean-up & reboot process, it must start now and be ready to implement when the time comes.
- If we, as the Richtersveld and Namaqualand communities, do not take joint responsibility for recapturing our lives, our homes, our businesses, our jobs, our natural resources, our economy, our development and every other facet of life in the Northern Cape littoral, we will continue the death-spiral we have been driven into.

Therefore, the EAC has committed itself to directing all its resources and efforts toward building a prosperous future together with the Richtersveld Community in recognition of the truth that our futures are inextricably intertwined and co-dependent. Whether our futures are bright or dark, we will share that outcome together.

To this end, the EAC has committed to achieving the following three immediate goals:

1. Enable the CPA to meet its administrative and oversight responsibilities through fundraising efforts, lobbying against the withholding of their 1% from the diamond sales and payment of the donations for the 2013 Christmas lunch which in the event, did not take place. This will right the following two wrongs:
 - a. By deliberately undermining the CPA through cutting off their funding, Alexkor has knocked out the Community's ability to function and participate in the governance of their own affairs.
 - b. This strategy engineered the conditions Alexkor needed to manipulate the courts into granting the means to capture the PSJV's board.
2. Assist the CPA to unite all members across the four component communities by developing a Joint Richtersveld-Namaqualander Economic Vision that is understandable, implementable and equitable. The RICH-NAM PLAN is our answer to Trans Hex's Questco Plan.



3. Establish the Namaqualand Diamond Corporation (N A M D I C O R) to prepare for the inevitable opportunities arising out of the break-up of the State Capture Network and to provide a basis upon which to partner with the Richtersveld Community and jointly negotiate with the Department of Public Enterprise going forward.

Going forward, the EAC will be driving the longer-term vision of equitable access to Namaqualand's marine diamond resource by striving for the objectives set out in the RICH-NAM PLAN.

As in the past, so now in the present, there will be those who will support the efforts of the EAC's leadership in recognition of our decades of experience, years of dedicated effort and the years of considerable self-sacrifice on behalf of the industry.

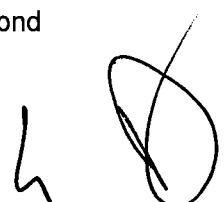
Unfortunately, there will also still be those who sit on the fence while we put ourselves, our families and our businesses on the line for them or even worse, betray their fellow contractors just to ingratiate themselves with this corrupt management in the hope of getting special treatment.

The days of this toxic environment are over, and the time has come for us all to nail our colours to the mast of transparency. No longer will the EAC hold open meetings for management's spies to roam about anonymously in our midst and file their sleazy reports afterwards.

The invitation the EAC is extending to all current shallow-water marine contractors to help establish NAMDICOR is not a plea for support in our fight against State Capture. On the contrary, we are happy to report that our efforts are being noticed and indeed encouraged by powerful groups across many sectors of society and we are very gratified and most grateful for the growing success we are achieving.

Our complaint against Trans Hex with the Competition Commissioner for the unlawful monopoly capture of the entire Namaqualand diamond diving industry has been accepted for investigation and the case number is 2018Jan0042.

We are inviting you all to read the signs of the times, think wisely about your futures in the industry and to share in the satisfaction of creating a legacy for generations of Richtersvelders and Namaqualanders to come. Hoarding and sterilisation of diamond

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deposits between the Orange River and the Groen River will soon be a thing of the past, so too the coffer-dams.

NAMDICOR will be established as a vertically integrated diamond producer, providing a platform upon which to fully localise the marine diamond value chain and thereby maximise our diamond resource benefit for the local economy and not the mega-rich economy of Gauteng.

We will mine, sort, value, market and beneficiate Namaqualand's marine diamonds optimally for the people of the Richtersveld and Namaqualand in strict compliance with the law and the highest standards of corporate governance.

The EAC and the CPA will be travelling to Cape Town to meet with the Portfolio Committee on Public Enterprise on 15 February to discuss the dismal failure of the current Alexkor leadership to implement the DOS and all matters incidental thereto.

In addition, the team will be presenting a proposal for a fundamental restructuring of the Deed of Settlement as well as the corporate structure of Alexkor SOC, which in its current form is incapable of serving the best interests of the people of South Africa, the people of Richtersveld and the people of Namaqualand.

Our joint team will also be meeting with a group of leading corporate advisors to get specialist input in setting up the corporate structure for NAMDICOR and for structuring an agreement between NAMDICOR, RVC-CPA and ALEXKOR based upon the Trans Hex / De Punt Mining business model.

The De Punt model is proof that the optimal operating model for inshore diamond mining must be one that provides a very high level of autonomy to the producers and excludes concession owners from the mining work flow while limiting their participation to oversight.

After fifteen different management teams, fifteen failed turnaround strategies and twenty years of value destruction at Alexkor, it is time to hand over to the value makers and get rid of the value takers.

Sincerely,
Equitable Access Campaign.



"RG 7"

THE MUISVLAK MANIFESTO

PREAMBLE:

The Northern Cape small-scale marine diamond industry should be structured in a manner that gives effect to the principle of equitable access.

This is a rational and legitimate expectation for the community to hold and it is also our government's stated intention in terms of the BEE Mining Charter and MPRDA which are emphatic in this regard. The community's right to equitable access is also enshrined in the Bill of Rights.

The reality is that many of the marine diamond concessions in the Northern Cape are either dormant or moribund due to the absence of equitable access for small-scale miners who alone possess the means of extraction whilst the rights holders themselves have no extractive capacity of their own, choosing rather to outsource the risk and effort and collect rent or suspend operations. This extravagant laissez-faire approach is made possible by the fact that shallow water mining is not the core business of the concession holders who have access to robust alternative revenue streams.

It is profoundly harmful to our community that such a vast and valuable national asset can be rendered inaccessible by the refusal of the rights holders to accept the harsh new reality facing marine mining SME's. A reality in which seadays have declined steadily from one hundred and fifty in 1999 to twenty in 2009.

The **EQUITABLE ACCESS CAMPAIGN** was established by members of the small-scale mining community on 28th April 2010 at the Muisvlak Convention Centre, situated between Port Nolloth and Alexander Bay, in order to pursue the right of equitable access to the diamond resource located beneath the waves of the adjacent Atlantic Ocean.

We will strive to bring this about by undertaking the following.

COMMITMENTS:

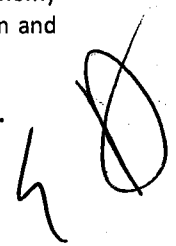
1. Uniting all Northern Cape small-scale marine mining businesses in pursuit of equitable access to the province's marine diamond resource through the acquisition of marine mining rights.
2. Identifying and targeting marine concessions that are not being utilized and developed in accordance with the BEE Mining Charter and MPRDA.
3. Engaging with the rights holders of these concessions in good faith in the hope of bringing about a friendly and orderly transformation and revival of the industry.
4. Where unsuccessful in this approach, using any and all means of lawful and ethical leverage to bring about transformation in the spirit of nation building.
5. Establishing the Small-scale Marine Diamond Miners' Co-operative as a commercial entity to hold mineral rights on behalf of the community and to facilitate the professional and optimal exploitation of the resources accessible under those rights.
6. Bringing back skilled miners that have left the industry due to the decline in profitability and lack of equitable access and encouraging newcomers to the industry by lowering the barriers to entry and offering mentorship programs.
7. Ensuring that the principle of equitable access extends downstream in the value chain to small beneficiaries by ensuring a constant supply of high quality rough in small, affordable parcels.
8. Ensuring that the unique diamond diving heritage of our community is shared with the world by partnering with the tourism and cutting industries in order to take advantage of the compelling synergies that exist between the three industries. It is unacceptable that our tourists must drive to Johannesburg to buy a diamond from the sea.

CONCLUSION:

The small-scale marine diamond industry has been the bedrock of the Northern Cape coastal region's economy for decades. The lack of equitable access has resulted in the effects of climate change, resource depletion and prohibitive operational costs bringing about the decimation of a once vibrant and unique seafaring heritage.

It is time to lead our industry into The New South Africa.

Muisvlak - 28th April 2010.



DECLARATION

We, the undersigned small-scale marine mining businesses, support the Muisvlak Manifesto in full.

Small Mining Business	Black Ownership	Company Representative	Contact Number	Signature
ABUTI 1103	100%	Anita Panizza	078-428 3017	<i>[Signature]</i>
ALE VINCE DIAMONDS 1	100%	Vincent Young	082-8060 814	<i>[Signature]</i>
ALE VINCE DIAMONDS 2	100%	Vincent Young	082-806 0814	<i>[Signature]</i>
ALE VINCE DIAMONDS 3	100%	Vincent Young	082-806 0814	<i>[Signature]</i>
ALLUVIAL MINING 1	50%	Hermien Rossouw	082-414 0008	<i>[Signature]</i>
ALLUVIAL MINING 2	50%	Bonita van der Berg	082-472 2487	<i>[Signature]</i>
ALLUVIAL MINING 3	50%	Johan Strauss	072-337 2050	<i>[Signature]</i>
BBC DIAMONDS 1	100%	Ronny Coraizin	083-612 2507	<i>[Signature]</i>
BBC DIAMONDS 2	100%	Franscious Bekeur	082-788 5053	<i>[Signature]</i>
BDC DIAMONDS 1	100%	Bobby Cloete	078-210 2933	<i>[Signature]</i>
BDC DIAMONDS 2	100%	Fabian Panizza	083-874 4750	<i>[Signature]</i>
CCHR MARINE 1	100%	Roland Saal	082-805 7089	<i>[Signature]</i>
CCHR MARINE 2	100%	Freddie Van Niekerk	073-782 6048	<i>[Signature]</i>
CDH SEA DIAMONDS	100%	Fanie Cupido	073-654 3169	<i>[Signature]</i>
CIRRUS DIAMONDS 1	100%	Derek Uys	083-633 5970	<i>[Signature]</i>
CIRRUS DIAMONDS 2	100%	Calvin Losper	072-173 1956	<i>[Signature]</i>
CIVITATUS 1	100%	Tiemie Daniels	083-639 6465	<i>[Signature]</i>
CIVITATUS 2	100%	Gerald Thomas	071-432 4662	<i>[Signature]</i>
CIVITATUS 3	100%	Victor Gansie	072-313 8794	<i>[Signature]</i>
CIVITATUS 4	100%	Edward Smith-Fielding	082-627 1257	<i>[Signature]</i>
DESERT DREAM 1	50%	Ronel Cockerel	083-232 1735	<i>[Signature]</i>
DESERT DREAM 2	50%	Ronelle Cockerel Nicky Labuschagne	083-232 1735 082-374 4427	<i>[Signature]</i>
GRAYSTONE TRADING 1	50%	Jaco van Niekerk	074-116 9318	<i>[Signature]</i>
GRAYSTONE TRADING 2	50%	Jaco Van Niekerk	074-116 9318	<i>[Signature]</i>
GRAYSTONE TRADING 3	50%	Jeanette Kotze	079-499 2120	<i>[Signature]</i>

Agent in 2000cc m Nicholson (budgie) 0829516594

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GRAYSTONE TRADING 5		50%	Kobus	Kotze	079-499 4119	<i>[Signature]</i>
HENQUE 2885	100%		Rensie	Heever	082-364 7858	<i>[Signature]</i>
JBDE DIAMANTE	100%		Eggy	Farmer	083-245 2761	<i>[Signature]</i>
JETVEST 1	100%		Neville	Cornberg	082-951 6601	<i>[Signature]</i>
JETVEST 2	100%		Deon	van Wyk	073-573 8688	<i>[Signature]</i>
JOFERO DIAMONDS 1	100%		Cavin	Cloete	083-622 8225	<i>[Signature]</i>
JOFERO DIAMONDS 2	100%		Daniel	den Heever	073-648 5153	<i>[Signature]</i>
KANIVEST 3250		50%	John	Basson	083-234 6304	<i>[Signature]</i>
LENCAVIC VENTURES		50%	Len	Schreuder	082-803 6925	<i>[Signature]</i>
MULTI FACET 1		50%	Simon	James	084-250 8909	<i>[Signature]</i>
MULTI FACET 2		50%	Simon	James	084-250 8909	<i>[Signature]</i>
NXANTATHU		50%	Kobus	Kriel	082-576 6118	<i>[Signature]</i>
OCEAN DIGGERS	100%		Gavin	Craythorne	083-630 1380	<i>[Signature]</i>
ORANGE RIVER MINING		50%	Wayne	Cooke	082-574 9092	<i>[Signature]</i>
QUADRO RATS MARINE	100%		Archie	Ovies	083-225 5027	<i>[Signature]</i>
SEA RAVEN 1	100%		Reagan	Jacobs	076-885 9701	<i>[Signature]</i>
SEA RAVEN 2		50%	Louwrence	Botha	079-510 9790	<i>[Signature]</i>
SEASONS FIND 1	<i>[Signature]</i>	<i>60%</i>	Barend	Cronje	083-285 7543	<i>[Signature]</i>
SEASONS FIND 2	100%		Thompie	van Wyk	083-490 4982	<i>[Signature]</i>
SEASONS FIND 3	100%		Gerald	Arendse	083-411 4842	<i>[Signature]</i>
SHARP MINDS 2		50%	Harry	Burnett	083-632 6357	<i>[Signature]</i>
SUNGLIDE 39		50%	Bias	Hanekom	083-628 8909	<i>[Signature]</i>
WEST COAST MARINE MINERALS 1		50%	Victor	Haynes	083-378 7913	<i>[Signature]</i>
WEST COAST MARINE MINERALS 2		50%	Geoff	Lorentz	071-243 9778	<i>[Signature]</i>
ZANZIBAR DIAMONDS 1	100%		Quinton	Cloete	072-172 9566	<i>[Signature]</i>
JOFERO DIAMONDS 3	100%		GERT OPPERMAN		0765603822	<i>[Signature]</i>

TOTAL BUSINESSES: 51

TOTAL BLACK OWNERSHIP: 79.41%

AREND GROBBELAAR ALABAMA

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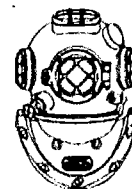
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MARINE ARTISANAL MINERS

67 Malherbe Street, Port Nolloth, 8290

Cell: 082 574 9092 / jllapies@gmail.com / cooke@lando.co.za



27th February 2019

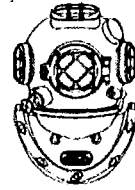
LONG TERM SOLUTION



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New JV Structure

Alexkor:

The present structures of Alexkor management would remain in place. The management team would become more involved in oversight of a new JV between the already on site small marine miner's and Alexkor. The management team would then report directly to the Alexkor board of directors. Board chair then reports and advises the minister. This allowing for a hands-on approach and easy flow of information instead of the present hands-off approach. Present PSJV to be unbundled and Alexkor to enter a new JV directly with small miners.

Small miners' structures

A JV to be formed between the small miners presently operating on the Alexkor concessions and Alexkor.

The existing small miners would get themselves organised into Co-Ops or registered companies. (All are presently registered entities but could form one company or Co-op's to represent their joint needs)

These small marine miner's groups will become financially responsible for the recovery, processing and be responsible for the sale process and cost associated with this process. This would mean having to invest into their businesses and would then amount to a total commitment to making the business work for themselves and Alexkor.

Diamonds recovered will continue to be held in a designated safe and secure space until the diamonds are transported to the designated sales house or operation.

Small miners will be totally responsible for all aspect of their operations, this including compliance with all regulatory issues.

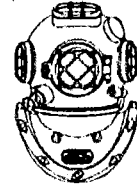
This is not a new concept and is presently being implemented at other marine diamond concessions.



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Income split:

All diamonds sold are exposed to royalties within the Department of Mineral Resources. Once these costs and sale costs are paid, the profits from the sale of the diamonds will be split as follows:

- **85%** will be paid to the small miners who will carry all costs of recovery and processing for the new JV.
- **10%** income received from sale will be paid directly to Alexkor.
- **5%** will be directly paid to a community trust for the benefit of the local communities adjacent to the marine concessions. This 5% will be managed by the Alexkor management team and allocated where it feels fit to obtain the best impact within the communities. For this benefit the communities must support the new JV right to continued access to some of the office space and infrastructure on the land at Alexander Bay. This model is not new to the industry and is presently working successfully on other marine sea concession areas further south.

The above-mentioned structure will allow:

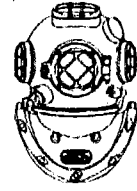
- Immediate massive reduction in cost to Alexkor.
- Allow for sustainability of the business for the future.
- Increase in production due to small miners returning to the industry.
- Increase in income to Alexkor as limited cost to be carried and direct flow of 10% will be paid on sale. (more than what is being received at present)
- Clear management structures and flow of information, no third-party long distant management structure.
- Rejuvenated and motivated small miner's production team due to transparent operational structures.
- Allow for small marine miners to be directly involved in the mainstream mining sector and in the JV with Alexkor.
- Allow for transformation of the inshore marine mining sector to take place.
- Alexkor and Small miners to be part of possible beneficiation of diamonds.
- Complete transparency for partners in the JV.
- Community secure knowing that they will receive direct benefit from the sales of the diamonds. (presently receive minimal income from present structure)



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- Massive impact on the local economy of the region due to new entrance investment and investment by existing small miners into their businesses.

Management team and its structure:

- A small management team put in place and paid by small miners to do all admin work regarding the weighing in of diamonds, security and invoicing etc. These details will have to be dealt with when the new JV agreement and structures are put in place. This can be easily achieved and again is a model being successfully in other marine operations further South. All costs of managing of recovery, processing, employment and sales will be carried by the small miners.

Increase income:

- Implement cost cutting measures as mentioned above.
- Terminate the present sales structure and move the sale of the diamonds back to the state diamond bourse in the diamond centre in Johannesburg, alternatively look for other more suitable cost-effective associated diamond selling structures. Set up checks and balance when initiating the diamonds sales.
- Have a reputable independent diamond valuator place a value on the diamonds to be sold and or benefited.
- Reduce the specified size to 3 carats so that it allows more competitive bidding on smaller lots of diamonds for potential buyers.
- Allow for more small marine miners and promote access to underutilised concession areas.
- Encourage small marine miners who have left the industry to return, this can only be achieved if a fair and transparent system is put in place. Many of the top small miners are now working offshore and have left the industry due to mismanagement and frustration with the existing business model being implemented.
- Investigate why the deep concessions were given to a single company to mine and why they are not performing. These deep concession areas are the future of the Alexkor company, yet they were outsourced to a company to operate without it seems any real conditions of compliance being attached.

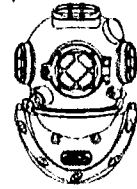
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- Allow for more entrances into the deep mining operation within Alexkor's B concessions.

Job creation within the new structure:

It must be accepted that major job losses at operational level presently will have to happen shortly. It is important that these people are given some chance of continued employment. The mere fact that many small miners will return to the industry if a new JV is formed will allow for hundreds of secure sustainable jobs to be created within a very short period.

- Possible development of a cutting and polishing works to be established within the local area. this adding true value to local beneficiation.
- Tourism in the form of tours can also be greatly developed to allow for people to see what the small miners do to recover the diamonds.
- The development of an Aquaculture sector.
- Supplying of the leisure landscaping industry are also recognised as potential for employment. Allowing the local community to collect and bag bolder and pebbles from old mining dumps. These products can be sold into the leisure gardening and landscaping industry. There is a huge demand for this type of product.
- It is estimated that +-80 small miners that have left the industry will return if the above-mentioned JV is put in place. This alone will create over 400 sustainable jobs within the communities adjacent to the concessions. Effecting over 2000 people's lives.

Summery:

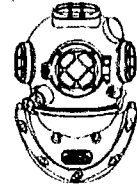
The present business structure whereby the PSJV is seen as the operations team and Alexkor remains as a mere shareholder within the business is no longer sustainable. Alexkor's Assets (marine concessions) are the main income source for the present PSJV /Alexkor structure. This business can no longer carry two management teams, small miners and all the staff that comes with this structure. If a bailout is approved for the present structure and considering the fact in this document, it would only serve to delay the inevitable and be unfair on the tax payers of this country.



MARINE ARTISANAL MINERS

67 Malherbe Street, Port Nolloth, 8290

Cell: 082 574 9092 / jllapies@gmail.com / cooke@lando.co.za



It is now clear that change must come to Alexkor if the present sustainable jobs created by the small miners are to be saved and new jobs created. I believe that the model expressed in this document forms the basis to achieve this goal. I and many others believe this is the only business model that will be sustainable for the future of Alexkor, the small miners doing the recovery of the diamonds and the local communities.

Alexkor income base will dramatical increase and a sustainable SEO will be put in place.

Wayne Cooke

5

Handwritten signature or initials.

Raygen Phillips

From: Gavin J. Craythorne <gavinjohn@outlook.com>
Sent: 10 October 2017 04:16 PM
To: Raygen Phillips
Cc: Joanne Matisonn; Pravin Gordhan (pgordhan@parliament.gov.za); josephklaasse@gmail.com; 'gnicol@live.com'
Subject: RE: SSI AND RELATED MATTERS.

Hi Raygen,

Thanks, and understood.

Could you then provide the following information as a precursor to opening discussions between the EAC and management on this issue and others relating to corporate governance?

1. A list of the directors and shareholders of SSI.
2. The technical credentials of the SSI personnel.
3. The track record of SSI within the diamond marketing and sales industry.
4. A list of the firms who competed unsuccessfully against SSI for the Alexkor contract. Please provide contact details.
5. Are there any links, direct or otherwise between SSI and the Gupta family or any of their known associates?
6. What is their business model and how does it support the purchase of the former American Embassy premises located at 1 River Street, Houghton?
7. What is the total to date of fees paid to SSI by Alexkor?
8. What is the total to date of commissions, profit share or any other benefit to SSI?
9. Details of all diamonds that have been selected from the contractor's production for beneficiation to date including.
 - a. The rough valuation specifications, the prices paid and the ratio between the price achieved and the instant Rap spot price.
 - b. The polished outcomes in terms of grade, prices achieved at sale and details of the buyer in each case.
 - c. The names of all the clients who were offered the polished goods.
 - d. The Alexkor share of the added value.
 - e. The contractor's share of the added value.
10. What is the total value of diamonds Alexkor has supplied to the State Diamond Trader since the date Alexkor began supplying the entity?
11. Can you provide details on how the SDT mandate clients have benefited from these transactions?

In addition to the grievances of the marine mining community in terms of the poor diamond prices, the EAC has also received numerous complaints regarding the following:

- Treatment of their gravels and tailings.
- The highly negative impacts of seawall mining and the threat it poses to the sustainability of the diamond diving industry and the environment.
- The shocking lack of respect from many of the Alexkor employees towards their work and towards the marine mining community.
- The serious deterioration of critical infrastructure brought about by a lack of work ethic, maintenance and funding for the mine and the town.
- The decline of the socio-economic welfare and social cohesion of Alexander Bay.

Regarding the above could you please provide the following information:

1. The average monthly grade in carats/m³ of the production from the marine division over the past five years.

2. The average monthly grade in carats/m³ of the recoveries from the marine tailings since the project began.
3. The total value of diamonds produced to date from the marine tailings.
4. The process and decision record for the awarding of the contract to process the marine tailings dump and the continuing processing of current tailings generated by the efforts of the small-scale marine mining community.
5. Did the transaction trigger a section 54 application and if so was such an application made to the Minister?
6. An explanation as to why Alexkor's marine contractors who produced the marine gravels of the tailings were not consulted even though they themselves were in discussions with Alexkor at the time to do a joint venture project on the very same tailings dump, and who in fact had been the first to point out to Alexkor the substantial value that could be unlocked by retreating the tailings using advanced sensor-based sorting technology.
7. A list of the directors and shareholders of the company concerned.
8. The deal split in favour of the company concerned and the methodology used in the determination thereof.
9. The frequency of polygraph testing for staff employed at the sorting plants, the total number of tests conducted to date and the ratio of negative to positive results.
10. The legal basis upon which Alexkor is conducting seawall mining by dumping waste rock, gravel, sand and fine particulate into the sea more than 150m beyond the low water mark.
11. The deal split in favour of the company concerned, the methodology used in the determination thereof and when or to what extent any changes were renegotiated in the deal split.
12. A GIS shape-file containing all the shallow water mining blocks that have been affected by seawall mining.
13. The benefits for the people of Alexander Bay and Port Nolloth in supporting a corporate structure based in Johannesburg at a cost of R40 million per year.

I know I should have begun this process soon after our meeting in Kimberley Raygen but the pressure on me personally and our business due to the cost over-runs on the MASS FLOW MINING research, development and innovation project has been quite staggering.

While this has not grown any easier for me under the present circumstances, I believe the time has come for us all to deal with these difficult issues and begin building a legacy for our children without delay.

Kind regards,

Gavin Craythorne.
Mobile: 083 630 1380.



**Campaigning for the rights
of
Small-scale Marine Diamond Miners**

From: Raygen Phillips [mailto:raygenp@alexkor.co.za]
Sent: 10 October 2017 09:40 AM
To: Gavin J. Craythorne <gavinjohn@outlook.com>
Cc: Joanne Matisonn <Joanne.Matisonn@tmf-group.com>; Pravin Gordhan (pgordhan@parliament.gov.za) <pgordhan@parliament.gov.za>; Josephklaasse@gmail.com; 'gnicol@live.com' <gnicol@live.com>
Subject: RE: SSI AND RELATED MATTERS.

Dear Gavin

Your email of 09 instant is noted.

Any issued pertaining to the diamond sales and diamond pricing trends must be addressed directly with the PSJV. SSI is the marketing agent of the PSJV duly appointed by the Board. We cannot provide information of a service provider to 3rd parties. You are welcome to discuss any issues with SSI or any other service provider of the PSJV with management.

Regards

Raygen Phillips
Company Secretary

Tel: 027 831 8352

Fax: 027 831 1910

E-mail: raygenp@alexkor.co.za

Website: www.alexkor.co.za

From: Gavin J. Craythorne [<mailto:gavinjohn@outlook.com>]

Sent: 09 October 2017 10:17 PM

To: Raygen Phillips

Cc: Joanne Matisonn; Pravin Gordhan (pgordhan@parliament.gov.za); josephklaasse@gmail.com; 'gnicol@live.com'

Subject: SSI AND RELATED MATTERS.

Dear Raygen,

The EAC has been inundated with complaints from the small-scale marine mining community regarding the alarming systemic decline in the prices Alexkor is achieving for the sale of their hard-won diamonds.

My colleagues in the EAC and myself, having done some initial due diligence on the matter, have concluded that it is in the best interests for all involved in the winning of Alexkor's diamonds to gain a better understanding of who is participating in and benefitting from the marketing and sale of Alexkor's diamond production. The interests of the country's tax payers are taken as read.

To this end, we provide under cover hereof, a selection of documents that are self-explanatory and which furthermore, provide ample cause for Alexkor management to share in our concerns and to favourably respond to our request for sight of Scarlet Sky Investment's company registration number.

We trust that our request will elicit a more collegial response than the attached example from our archives which illustrates the level of contempt we encountered in similar situations during the past.

Our thanks in advance, Je suis Alexkor.

Kind regards,

Messrs: George Nicolaai, Joseph Klaasse and Gavin Craythorne.



**Campaigning for the rights
of
Small-scale Marine Diamond Miners**

The information transmitted, including attachments, is intended only for the person(s) or entity to which it is addressed and may contain confidential and/or privileged material. Any review, retransmission, dissemination or other use of, or taking of any action in reliance upon this information by persons or entities



ALEKKOR
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(Reg. No. 2006/034807/07)

GAVIN CRAYTHORNE
7 KLIPSPRINGER AVENUE
ALEXANDER BAY
8290

11 October 2017

E-mail: gavinjohn@outlook.com

Dear Gavin


We have CCTV footage of you posting notices relating to diamond prices on our notice boards at the mine entrance at 04:35am on 11 October 2017.

This is viewed as a malicious attempt to prejudice the reputation of the PSJV, Alexkor and RMC as these graphs lacks the necessary context dearly misrepresenting the factual aspect relating to our diamond prices.

We reserve all our rights pertaining to this matter.

In light of these malicious actions by yourself, we are suspending all interactions with you regarding your previous correspondence relating to Equitable Access Campaign, as your actions have dearly been in bad faith.

Yours Sincerely,



M.J. CARSTENS
CHIEF EXECUTIVE OFFICER

Directors: H Matseke (Chairperson), M Carstens (Chief Executive Officer), J Danana, A Maarman, P Mokhali, G Oliphant, T Haasbroek
Company Secretary: RE Phillips



TYGERBERG

TEL: (021) 915-4900

TELEFAX (021) 914-2999

Ground Floor Tijger Park 2

Willie van Schoor Drive, Belville

P O Box 3888, Tyger Valley, 7536

E-mail: elmey@vgv.co.za

Docex DX 39, Tygerberg

Date: 17 OCTOBER 2017

Direct Tel: (021)915-4900

Our Ref: PAV/eg

Your ref:

MS H MATSEKE & MR M CARSTENS
raygenp@alexkor.co.za

Dear Ms Matseke and Mr Carstens

AMBICOR MINING / YOURSELVES

I act on behalf of Ambicor 200 (Pty) Ltd who mine diamonds in terms of an agreement with yourself.

It has come to my client's attention that Mr Gavin Craythorne wrote a letter to Ms Phillips, your company's secretary, on 10 October 2017 in which he refers to the production and mining methods of my client (as well as other trade secrets of a similar nature) with disconcerting particularity.

The only party who is privy to this information (apart from my clients themselves) is Alexkor and its personnel. The only logical conclusion is that this information was provided to Mr Craythorne by a person or persons employed by or involved with Alexkor.

The information that was made available to Mr Craythorne is not only privileged, but also sensitive. My client has requested me to register his utmost displeasure in this regard. My client has, to date, enjoyed a very good relationship with Alexkor, and has shared private and confidential information with yourselves on this basis. The fact that this information was disclosed to a third party, and in particular to Mr Craythorne, who has a totally different agenda, is disconcerting, to say the least, and jeopardises the good relationship between Ambicor and Alexkor.

2/....

VAN NIEKERK GROENEWOUD & VAN ZYL INCORPORATED (REG. NO. 1988/004280/21) (VAT. NO. 4380122194) B-BBEE Level 2 (VAS - 156%)

DIRECTORS

H DU P LOMBARD BA. LL.B

P A VENTER BLC LL.B

C H v R VAN OUDTSHOORN DIP.AGRIC B.PROC LL.M

A L D MOHOLO B.JUR LL.B LL.M (Unisa)

LL.M (Temple) H.DIP TAX LAW

PROFESSIONAL ASSISTANTS / ASSOCIATES

F DE WET LL.B

M VLOK LL.B

F VAN GIJSEN CFP® B PROC LL.M

M ANASTASSIADES BA LL.B

CONSULTANTS

P J GROENEWOUD B.COMM LL.B

P H WEHMEYER BA. LL.B

L J R VISSER BA. LL.B

Also at PARKLANDS

Tel: 021 557 3900

Email: reception@vgv.co.za

In association with MOHOLO ATTORNEYS CAPE TOWN

Tel: 021 465 7474

Email: dorckv@vgv.co.za

SINCE 1982

On behalf of Ambicor I request you to ensure that information of this nature is not shared with any third party, and especially with anyone who shares Mr Craythorne's agenda.

Yours faithfully
VG V INCORPORATED



Per: **P A VENTER**

VAN NIEKERK GROENEWOUD & VAN ZYL INCORPORATED (REG. NO. 1988/004280/21) (VAT. NO. 4380122194) B-BBEE Level 2 (VAS - 156%)

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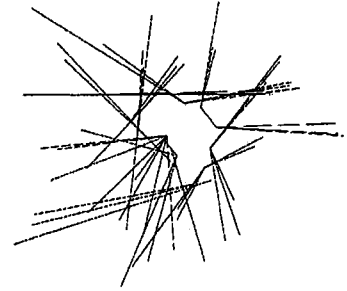
Tel : 021 465 7474
Email: gorckv@vgv.co.za

SINCE 1982



WEBBER WENTZEL

in alliance with > Linklaters



15th Floor, Convention Tower
Heerengracht, Foreshore
Cape Town, 8001

PO Box 3667, Cape Town
8000, South Africa

Docex 34 Cape Town

T +27 21 431 7000

F +27 21 431 8000

www.webberwentzel.com

Your reference

Our reference

Date

S Hockey

18 October 2017

Dear

Alexkor SOC Ltd

1. We write to you on behalf of the Pooling and Sharing Joint Venture ("the PSJV" or "our client"), a joint venture between Alexkor (SOC) Limited and Richtersveld Mining Company ("the RMC"). We are informed that your company, Ocean Diggers CC has entered into a "Shallow Marine Agreement" with our client. The said contract terminates on 28 November 2017 and is currently under consideration for renewal, which is at the sole discretion of the PSJV.
2. Our client instructed us to express its grave concern that the recent conduct of your Mr Gavin Craythorne, who is one of your company's senior employees, is in breach of the contract between our client and your company. In this regard, we are instructed to remind you of your company's obligations under the contract, in particular clause 8.7 thereof, which reads:

"The Contractor shall ensure that it does not do anything (whether by way of act or omission) that is adverse or prejudicial to the standing and reputation of the PSJV, and shall ensure that its employees, agents and contractors give effect to the aforementioned undertaking as if they had given it in terms of this Agreement." (our underlining).

Partners in office at Cape Town: Office Managing Partner: G Fitzmaurice **Partners:** RB Africa AE Bennett AR Bowley SJ Chong A Christie KM Colman JJ Daniels MA Dlemont HJ du Preez AE Esterhuizen MJR Evans C Gabriel OH Geldenhuys S Hockey PM Holloway SJ Hutton AV Ismail S Jooste LA Kahn A Keyser CS Meyer LE Mostert RA Nelson Z Rawoot K Rew H Samsodien J Smit A Toefy PZ Vanda DM Visagie

Senior Partner: JC Els **Managing Partner:** SJ Hutton **Partners:** BW Abraham RB Africa NG Alp OA Ampofo-Anti RL Appelbaum DC Bayman AE Bennett AP Bialr DHL Booysen AR Bowley JL Brink S Browne MS Burger RI Carrim T Cassim SJ Chong A Christie KL Collier KM Colman KE Coster K Couzyn JJ Daniels CR Davidow JH Davies PM Daya L de Bruyn PU Dela JHB de Lange DW de Villiers BEC Dickinson MA Dlemont DA Dingley G Driver HJ du Preez CP du Toit SK Edmundson AE Esterhuizen MJR Evans AA Felekis GA Fichardt G Fitzmaurice JB Forman C Gabriel CP Gaul KL Gawith OH Geldenhuys MM Gibson SJ Gilmour H Goolam CI Gouws PD Grealy A Harley JM Harvey MH Hathorn JS Henning KR Hillis XNC Hlatshwayo S Hockey CM Holfeld PM Holloway HF Human AV Ismail ME Jarvis CM Jonker S Jooste LA Kahn M Kennedy A Keyser M Kyle J Lamb L Marais S McCafferty MC McIntosh SJ McKenzie M McLaren SI Meltzer CS Meyer AJ Mills JA Milner D Milo NP Mngomezulu S Mogale M Moloi LE Mostert VM Movshovich RA Nelson BP Ngoepe A Ngubo ZN Ntshona MB Nzimande L Odendaal GJP Olivier N Paige AMT Pardini AS Parry S Patel GR Penfold SE Phajane TC Phala MA Phillips D Ramjettan GI Rapson Z Rawoot K Rew G Richards-Smith NJA Robb DC Rudman S Rugan M Sader H Samsodien JW Scholtz KE Shepherd AJ Simpson N Singh N Singh-Noguelra P Singh J Smit MP Spalding PS Stein MW Straeuli LJ Swaine JM Swanepoel Z Swanepoel A Thakor A Toefy PZ Vanda PP van der Merwe SE van der Meulen CS Vanmali JE Veeran D Venter B Versfeld MG Versfeld TA Versfeld DM Visagie J Watson DP Wild KL Williams K Wilson RH Wilson M Yudaken

Chief Operating Officer: SA Boyd

Webber Wentzel is associated with ALN

3. Furthermore, clause 25.2. entitles our client to terminate the Agreement forthwith on written notice, if:

"25.2.1 the Contractor (i) acts in a manner that prejudices, (ii) attempts to prejudice the reputation of the PSJV, Alexkor or RMC;"
4. The impugned conduct of Mr Craythorne includes spreading misleading information amongst shallow marine contractors of amongst other, diamond prices realised, without taking into account the diverse factors that influence such prices. The spreading of such information is misleading if not accompanied with the context of the varied influences on diamond prices, which Mr Craythorne, given his experience of the industry, must be aware of. The only conclusion that can be reached given Mr Craythorne's experience of the industry, is that he is intentionally misleading shallow marine contractors and their employees, with the sole objective of prejudicing the good standing and reputation of Alexkor amongst its contractors.
5. In fact, Mr Craythorne was caught in the early hours of 11 October 2017 stealthily putting up notices containing the misleading information relating to diamond prices (without such information being put in its proper context) on notice boards of our client.
6. Our client is also aware of other false rumours which have been spread by Mr Craythorne which is not necessary to expand upon for purposes of this letter, save to state that such rumours is clearly intended to harm our client's reputation and good standing amongst its contractors and other stake holders.
7. This letter is to inform you that Mr Craythorne's actions put your company at risk of having its contract with our client terminated, as our client is entitled to do. You are obliged to give effect to your company's obligation to ensure that your employees do not do anything that is prejudicial to the standing and reputation of the PSJV.
8. We await to hear from you as to what you intend doing to ensure that Mr Craythorne do not cause a breach of clause 8.7 of the Agreement, as set out above, and an undertaking from you in this regard is expected.
9. We await to hear from you by no later than Friday 27 October 2017.

Yours faithfully

WEBBER WENTZEL

Selwyn Hockey

Partner

Direct tel: +27 21 431 7391

Direct fax: +27 21 431 8391

Email: selwyn.hockey@webberwentzel.com

Please note, this letter is sent electronically and therefore not signed. A signed copy will be provided on request.

h

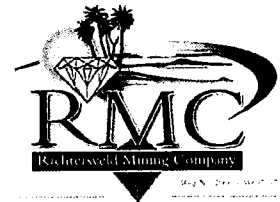


ALEXKOR
SOC LIMITED
(Reg. No. 1992/006368/30)
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Fax : +27 (027) 831 1910



(Reg. No. 2006/034807/07)

Dear Members of the Board

Below is a translated version of a letter that was posted on a Notice Board in Port Nolloth : (My sincere apology for the language, I translated it directly from the Afrikaans version)

Kobus Wise and Alexkor Alexanderbaai. You are doing what Zuma has been doing for a long time. You steal our money. You give us incorrect broker notes. For what are the diamonds being sold? You take money away from us. It is wrong, the money is intended for our children.

Remember what happened to the Arab uprising in Africa. The people conquered over their corrupt leaders. Zuma will fall as he is just like you F.... openly corrupt. This is the beginning of big shit for you. F... N... that is stealing from us. It is very easy to get rid of a few of you. It is not a lot to get someone to shoot you or poison you.

It is almost as if you are begging for it. I mean how the F... and what the F... do you think one am going to do. Do you really think you will get away with this any longer.

F... all Alexkor management. Enough is enough. Or what am I saying.

That F.... happy idiot Losper that is telling everybody he is the best supervisor???? Is he drunk? He lies in bed reading the book over and over. Maybe he knows the theory but if he should ever supervise diver's people will die.

He knows F.... of diving. He works for Transhex, they have planted him here to cause S.... We know about everything. It is a wonder you have not been killed a long time ago or being shot at. And then that K... says he wants to get rid of all the old people out of the mine. Please try it, than you will die and everyone around you. You are really a stupid P... to act like this. I mean you are busy with a community.

What do we know? Nothing. We are working for our children and you want to take that away from our children. You must be retarded your F.... stupid P.... and then you think you are clever. Shame on you, poor dick head.

We know the law. We accept the law. We want representatives at the diamond sale and very soon. If not bad things will happen and very soon and the first person to suffer is that Losper P... and also his people surrounding him. You with your big bonuses.

That is fine but all we want is a representative at the sale that can see what is happening and the Plants where gravel are treated needs attention. But no it suited you because you sort the tailings and we all know there is a lot of diamonds coming from the tailings. F... that. Who the F... what the F...?

Enough is enough. You get away all these years with stealing from us. The country is rising against corruption, violence and crime. It is exactly what you are doing. You steal, lie and

Directors: H Matseke (Chairperson), MJ Carstens (Chief Executive Officer), J Danana, A Maarman, P Mokhali, G Oliphant, T Haasbroek
Company Secretary: RE Phillips



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mislead a whole community. And we promise you when the situation is reversed we will have no mercy on you and this is a big promise before God our Lord.

Because God knows what you are doing. He knows how you are stealing from us. If you just wanted to be open and honest but maybe it is too late.

You avoid us where you can, you are never willing to talk to us about the things that make us unhappy. It is because of us and us alone that you have money. You are totally F.... without us but then you still steal from us.

The one that laughs last laughs the hardest ne? You laughter against us (you must have laughed your asses off because we let you got away with corruption and stealing from us) the revenge will be very sweet so take this letter as you want to laugh and joke about it like that K... Losper. Just wait. The ball is rolling. If you want to see a dirty up rise than you should continue like this, but then suddenly you or one or two of your people will be dead. Then maybe you will take note of what is happening. Good Luck.

We the community of Port Nolloth over the past years saw how the diamond money was taken out of our town. The unemployment in town is very high, it is getting more and more, unemployment sits at about 85%.



Concessions 3A and 4A is here in Port Nolloth and we want to employ boats and shore units to empower us to stop the unemployment and hunger in our town. The community wants to have its own HMS Plant as we want to be independent. The community can then sell its own diamonds.

The community feels strong about this matter. The Richtersveld community was successful to get concession 1 in Alexanderbay and there is no reason for the community of Port Nolloth not to get concessions here. It will create a lot of jobs. It is the only way to save Port Nolloth out of this darkness.

The government will also make a lot of money when these concessions are given to the community,

The community is in process to determine how the revenue will be divided but roughly it is determined that the community will get 15% of the sales. 15% of the sales will make a big difference in the community. We want to get transportation, a medi clinic, tar roads, workshops, computers for the schools and a lot of other things can be done for the community. The government will get its 5% but a lot more boats and shore units will be employed. At the moment there are almost no boats and shore units at concession 4. There are diamond concessions here belonging to Transhex that is never been worked. When we ask them for contracts on this concession we never hear from them.

Directors: H Matseke (Chairperson), MJ Carstens (Chief Executive Officer), J Danana, A Maarman, P Mokhali, G Oliphant, T Haasbroek
Company Secretary: RE Phillips





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The community of Port Nolloth has suffered enough and there must be action as soon as possible.

The people of Port Nolloth await a response soon from the government.

Directors: H Matseke (Chairperson), MJ Carstens (Chief Executive Officer), J Danana, A Maarman, P Mokhali, G Oliphant, T Haasbroek
Company Secretary: RE Phillips

4



Kobus wise en Alexkor Alexanderbaai. Julle doen nou al te lank wat zuma doen. Julle steel ons geld. Julle gee brokers notes wat nie naby aan reg is nie. Vir hoeveel word die diamante verkoop?? Julle vat geld weg van ons af. Dis geld wat vir ons kinders bedoel is.

Onthou mooi wat met die Arab uprising bo in Afrika gebeur het. Die mense het gesevier oor hulle se korrupte leiers. Zuma gaan ook val want hy en sy trawante is oopenlik corrupt net soos julle fokkers. Dit is nou die begin van groot groot kak vir julle fokken naaiers wat ons so besteel. Dis baie maklik om van n paar van julle ontsla te raak. Dit kos min deesdae om iemand te laat vrekskiet, vergiftig. Dis asof julle daarvoor bedel. Ek meen hoe de fok en wat de fok dink julle wat gaan ons doen?? Dink julle regtig julle gaan baie langer wegkom om ons so te besteel??

Julle hele Alexkor se management se moer. Genoeg is genoeg. Of hoe se ek?

Daai fokken blygemaakte idioot losper wat vir almal se hy is die beste supervisor????? Is hy gesuip? Hy le in sy bed en lees die boek oor en oor. Miskien ken hy die teorie maar as hy ooit duike moet supervise gaan mense verdrink. Hy weet fokol van duik af nie. Hy werk vir transhex want hulle het hom daar gesit om kak te maak. Ons weet van alles. Dis n wonder julle is nie al lank al vreggemaak of geskiet nie. En dan se daai kont hy wil van al die mense ontsla raak uit die myn uit wat oud word?? Prober dit asb want dan vrek jy en almal om jou. Jy is regtigwaar n dom peos om so aan te gaan. Ek meen jy is te doen met die gemeenskap. Wat anders ken ons? Niks nie. Ons werk vir ons kinders en jy will dit net so van ons en ons kinders wegneem??? Jy moet regtigwaar verdraag wees jou fokken dom poes. En dan dink jy dat jy slim is?? Siestog jy armed om doos.

Ons erken die wet. Ons aanvaar die wet. Ons wil virteenwoordiges he by die diamant verkope en baie gou ook anders gaan daar baie lelike dinge gebeur en die eerste mense wat gaan ly is die losper poes. En ook sy fokken trawante om hom. Julle met julle se groot bonus?? Dis oraait maar al wat ons wil he is om by die diamant verkope iemand te he wat kan sien wat aangaan. En die plant plants waar die gruiis gewas word het aandag nodig. Maar nee dit pas julle mos want julle sit die tylings deur en soos almal weet kom daar n klomp karaat daar uit. Fok dit. Wie de fok wat de fok??? Genoeg is genoeg. Julle moet en het nou al die jare weg gekom om ons te besteel.

Die hele land is besig om op te staan teen korrupsie en geweld en crime. Dis presies wat julle doen. Julle lieg, steel en bedrieg n hele gemeenskap. En ons belowe julle wanneer die bortjies verhang word gaan ons bitter min mercy aan julle betoon end it is n groot belofte voor die Here God. Want God weet wat julle doen. Hy weet hoe julle ons besteel. As julle maar net oop en eerlik wil gewees het maar miskien is dit te laat.

Julle vermy ons waar ook julle kan. Julle is nooit bereid om met ons te sit en praat oor die dinge wat ons ongelukkig maar nie. Dit is deur ons en ons alleen waar julle al julle geld vandaan kry. Julle is total gefok sonder ons maar julle besteel ons nog altyd verskriklik. Wie laaste lag lag die lekkerste ne?? Julle se gelagery teen ons ((julle moet tog seker julle galte af gelag het teen ons omdat ons vir julle al die jare laat wegkom het met al die korrupsie en gesteel ry ne)) die wraak gaan baie soet wees.

So wat is die broodskap he. Julle wil lag en grag waaroor soos sal kont losper. Wag maar. Die dans aan die ma. As jy moet mediese assistent wil sien die ma. Jy aanjaer soos gewoonlik maar ewe snell. So julle nog een of twee van die ma. Julle sal wraak. Julle sal julle notiesie maan wat wat hangbaar. Julle sal.

Ons, die gemeenskap van Port Nolloth het nou vir die laaste 40 jaar gesien hoe die diamand gelde net reguit uit die dorp geneem word. Die werkloosheid persentasie in die dorp is verskriklik hoog. Die werloosheid persentasie word net meer en meer. Die werkloosheid persentasie beloop omtrent 85% huideglik.

Die konsessies nommer 3A en 4A is hier reg voor Port Nolloth en ons wil ons eie bote en walpompe op die konsessies sit om ons (Die gemeenskap van Port Nolloth) te bemagtig en n einde te sit met die elende, werkloosheid en honger wat nou al so lank hier regeer.

Die gemeenskap wil ook sy eie HMS plant opsit om sy eie gruis te was en die gemeenskap wil total onaanhaflik wees. Die gemeenskap sal dan ook hulle eie diamante verkoop.

Die gemeenskap voel baie sterk oor hierdie saak. Die Richtersveld gemeenskap het dit reggekry om die konsessie nommer 1 in Alexanderbaai te bekom en daar is geen rede dat die gemeenskap van Port Nolloth nie die konsessies wat hier reg voor hulle voordeur is kan bekom nie. Dit sal verskriklik baie werk geleentheid skep. Dit is die enigste manier om Port Nolloth uit die donkerheid te red.

Die regeering sal ook baie meer gelde maak wanneer die konsessies aan die gemeenskap van Port Nolloth geskenk word.

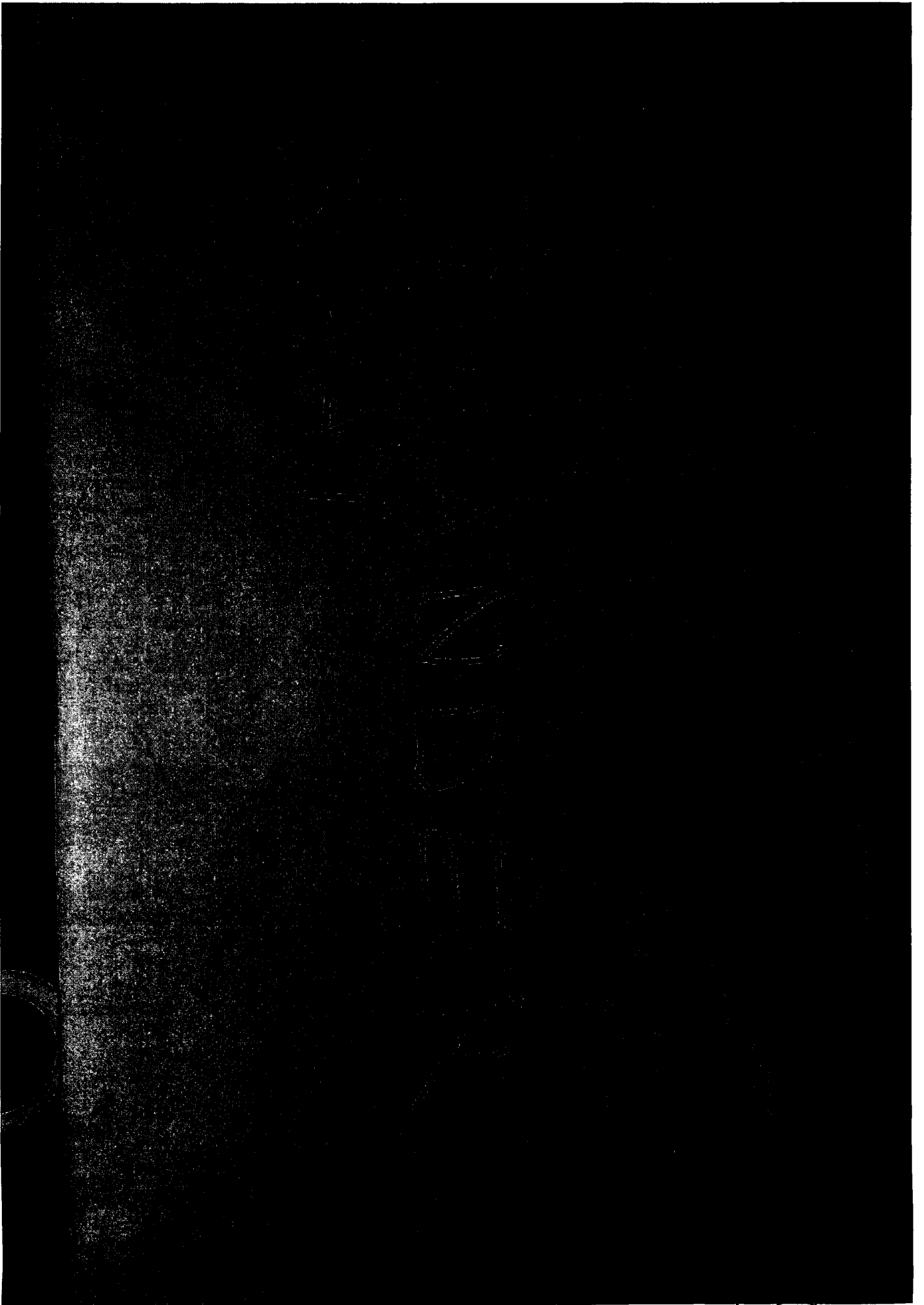
Die gemeenskap is nog besig om vas te stel hoe die persentasie van die diamant gelde verdeel gaan word maar daar is in die tussentyd rofweg vasgestel dat die gemeenskap 15% van die diamant verkope sal bekom. 15% van die verkope van die diamante sal n verskriklike groot verskil maak en dit sal n ongelooflike groot verskil maak hier in Port Nolloth. Ons beoog om transportasie, n medikliniek, paaie wat geteer moet word, werswinkels, computers vir die skole en nog baie ander dinge vir die gemeenskap van Port Nolloth te doen. Die regeering sal soos gewoonlik hulle 5% bekom maar daar sal baie meer walpompe en bote wees wat diamante ontgun end it sal lei dat die regeering ook baie meer geld maak as wat hulle huidelik maak. Op die oomblik is daar amper geen bote daar is nie een walpomp op konsessie nommer 4 nie). Daar is diamant konsessies hier wat aan Transhex behoort waar daar niemand werk nie. En as daar vir hulle gevra word of ons n kontrakt op hierdie konsessies kan bekom hoor ons net nie van hulle nie.

Die gemeenskap van Port Nolloth het nou al genoeg leiding hier gesien en daar moet so spoedig moontlik aksie geneem word.

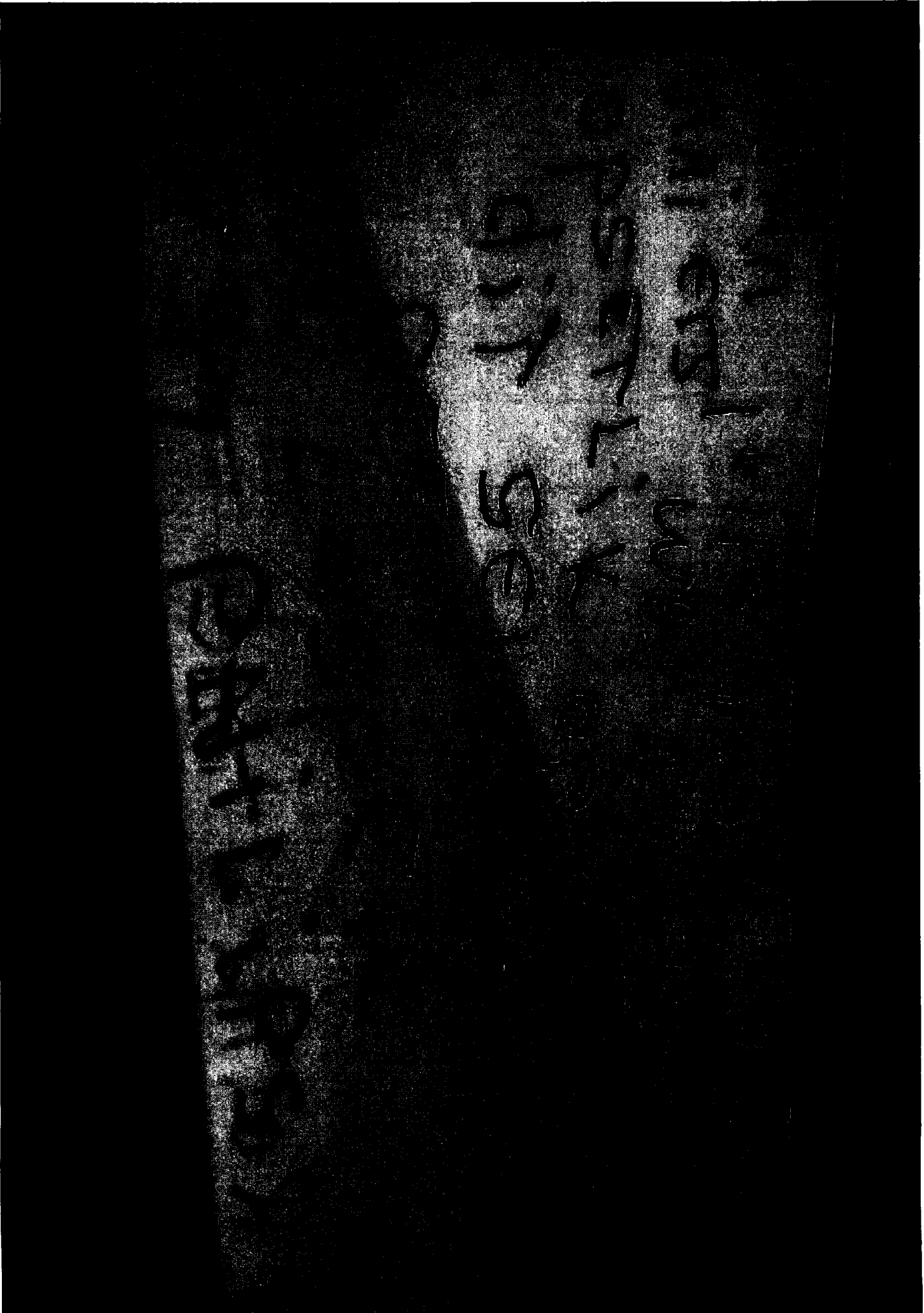
DIE GEMEENSAP VAN PORT NOLLOTH VERWAG SO SPOEDIG MOONTLIK ANTWOORDE VAN DIE REGERING

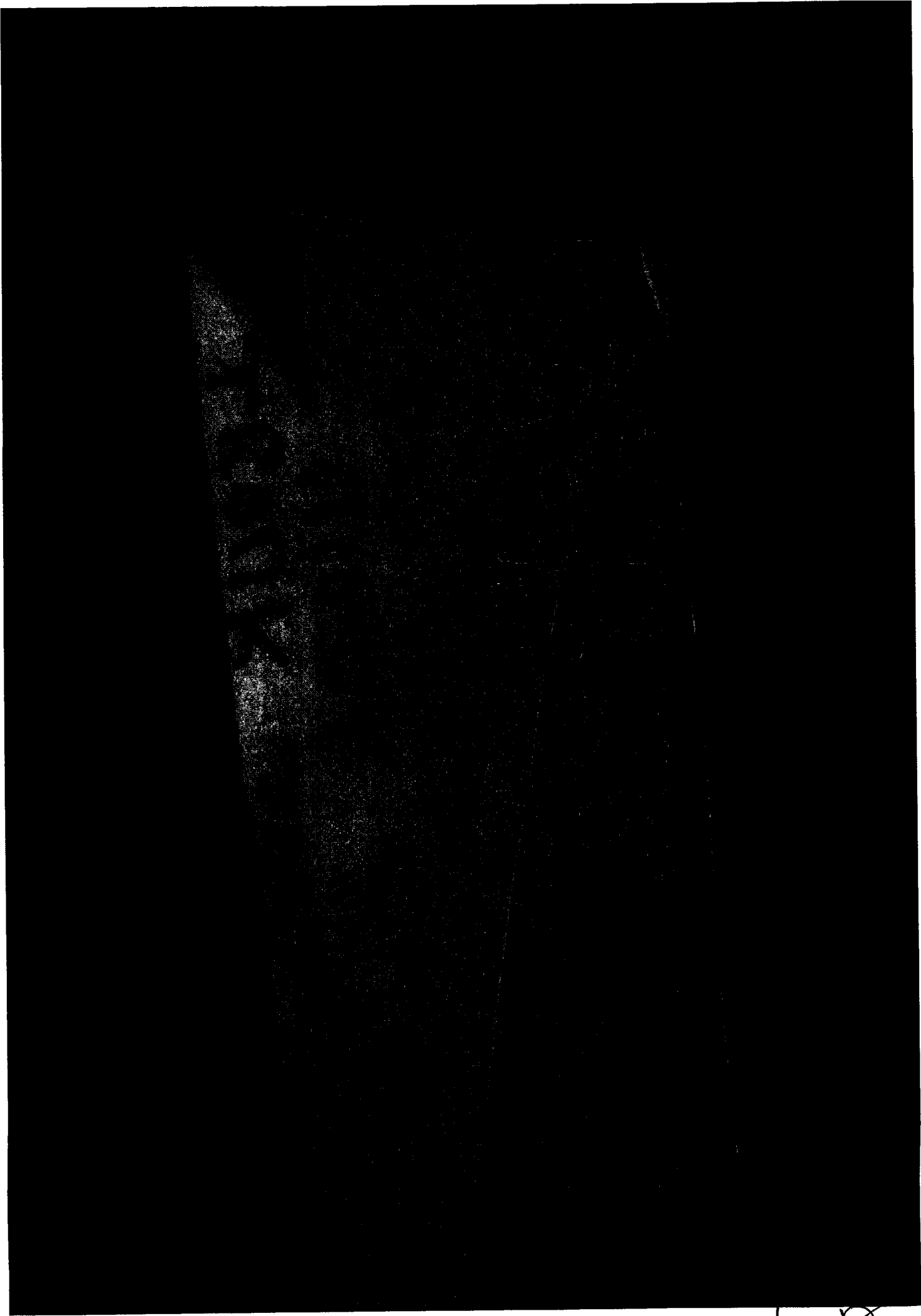
4

"RG 10"



58



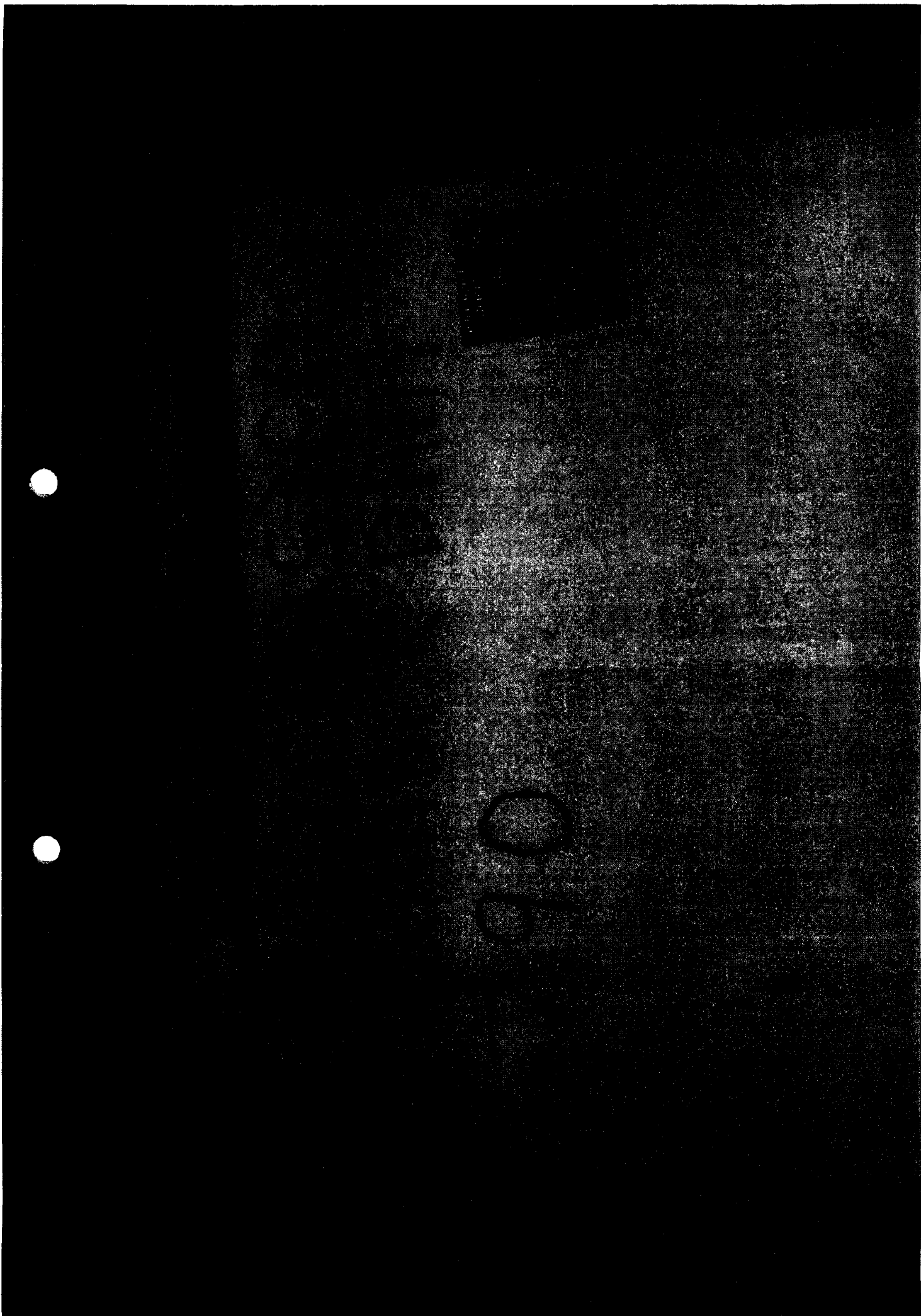


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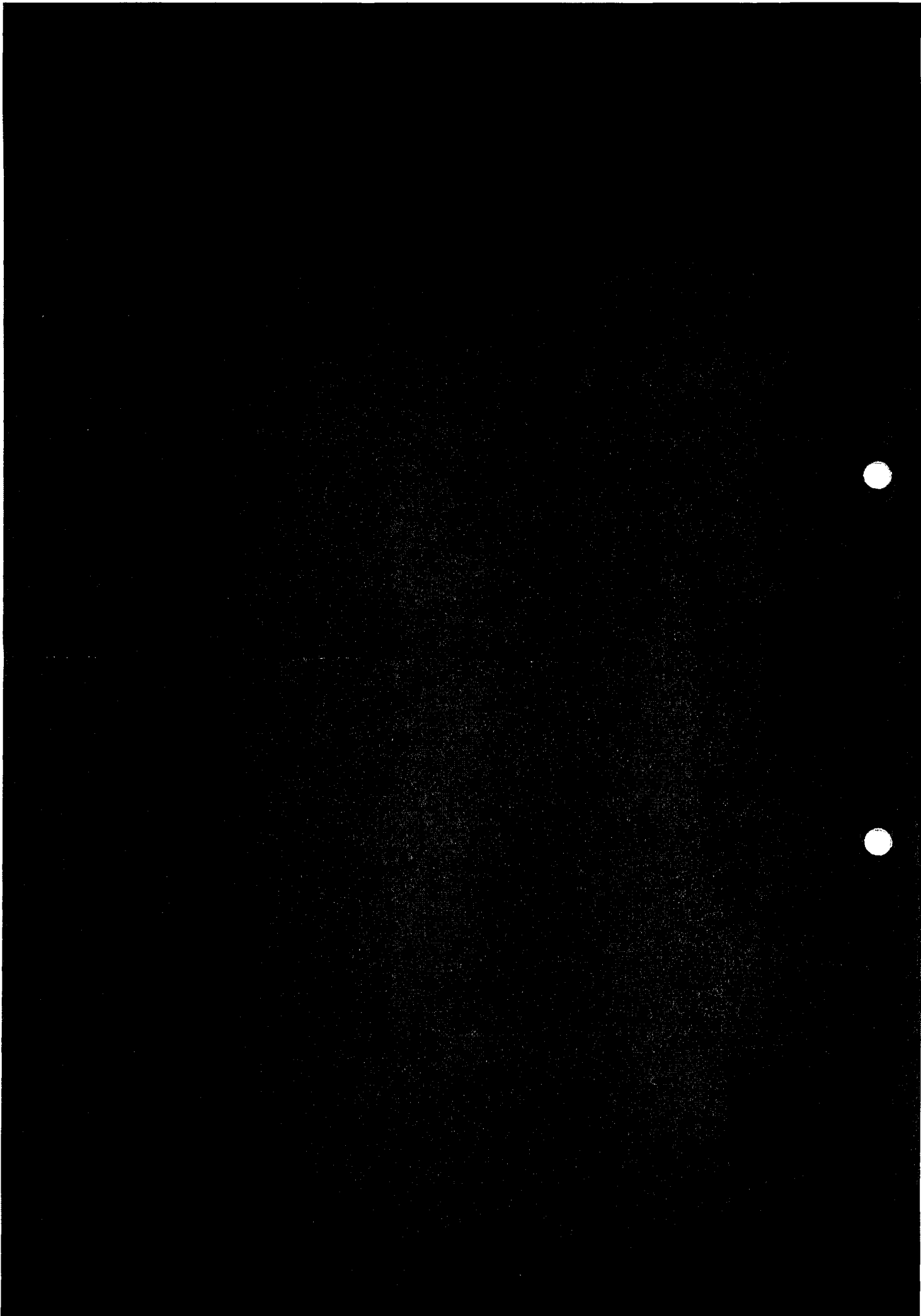
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40

Enquiry Input Details

This section includes the user's search input details.

Enquiry Date	2018/11/15 06:02:30
Enquiry Type	Consumer Trace
Subscriber Name	CA Investigations
Subscriber User Name	John Vorster
Enquiry Input	7911110152080

Personal Details Summary

This section displays the Personal information for the consumer. Included here is ID or Passport, Name, Gender, Marital Status, Current Contact, Address, and Employment Info.

Reference No.	C263740626-3910151	External Reference No.	
ID No.	7911110152080	Passport or 2nd ID No.	
Surname	PHILLIPS	Residential Address	6 ORANGE ROAD ALEXANDER BAY 8290
First Name	RAYGEN	Postal Address	P BUS 129 PORT NOLLOTH 8280
Second Name	EUDRECIA	Telephone No. (H)	0278511110
Maiden Name		Telephone No. (W)	0278318308
Title	Miss	Cellular/Mobile	0825524375
Gender	Female	E-mail Address	
Date of Birth	1979/11/11	Current Employer	ALEXKOR RMV JV
Marital Status	Single		

Potential Fraud Indicators

This section displays information verified by Home Affairs.

ID No. Verified Status At Home Affairs	Yes
ID No. Deceased Status At Home Affairs	No
ID No. Found on Fraud Database	No access - SAFPS Members only

* Nothing on Record

Debt Summary

This section displays a summary of all the consumer's current debt obligations, legal enforcement action taken, Court Notices, enquiries done on this consumer by credit providers and debt counselling information

Consumer Information

This section supplies a list of current and previous addresses, contact and employment data.

* Nothing on Record

Address History

Bureau Update	Type	Line1	Line2	Line 3	Line 4	Postal Code
2017/11/14	Residential	6 ORANGE ROAD			ALEXANDER BAY	8290
2017/11/13	Residential	6 ORANGE ROAD		ALEXANDER BAY		8290
2017/11/13	Postal	P BUS 129		PORT NOLLOTH		8280
2017/10/31	Residential	6 ORANGE ROAD	ALEXANDER BAY			8290
2017/10/31	Postal	PO BOX 129		PORT NOLLOTH		8280
2017/10/10	Postal	PO BOX 129			PORT NOLLOTH	8280
2017/10/10	Residential	KAMPSTRAAT 1			PORT NOLLOTH	8280
2016/10/26	Residential	KAMPSTRAAT 1		PORT NOLLOTH		8280
2016/10/26	Postal	PO BOX 129		PORT NOLLOTH	NORTHERN CAPE	8280
2016/10/22	Residential	ORANJE WEG 6	ALEXANDER BAY			8290
2016/10/22	Postal	ORANJE WEG 6		ALEXANDER BAY		8290
2016/10/21	Postal	PO BOX 129	PORT NOLLOTH	NOLLOTHVILLE	PORT NOLLOTH	8280
2016/08/12	Residential	PO BOX 129	PORT NOLLOTH	ZA		8280
2016/08/12	Postal	6 ORANGE RD	ALEXANDER BAY	ZA		8290
2016/06/05	Postal	PO BOX 129	PORT NOLLOTH			8280
2016/01/27	Residential	6 ORANGE ROAD	ALEXANDERBAY 8290			
2015/10/03	Residential	6 ORANJEWEG		PORT NOLLOTH	PORT NOLLOTH	08280
2015/01/27	Residential		6 ORANJEWEG			8280
2013/10/05	Postal	PO BOX 129	PORT NOLLOTH			8280
2013/09/05	Residential	6 ORANGE RD	ALEXANDER BAY			8290
2013/09/05	Postal	P O BOX 129	PORT NOLLOTH			8280
2009/10/03	Postal	5 MIRIAM STREET	NORTHVIEW			8301
2009/08/29	Residential	99 FLOSSE STREET	NOLLOTHVILLE			8280
2009/08/03	Residential	5 MIRIAM STREET	NORTHVIEW			8301
2009/07/31	Residential	19 MAHOGANY WAY	WILDWOODS			7785
2009/07/31	Postal	5 MIRIAM STREET	NORTHVIEW			8301

Contact No. History

Bureau Update	Type	Telephone No
2016/09/30	Home	0278511110
2016/09/30	Work	0278318308
2016/06/05	Home	0278318352
2015/01/26	Cellular	0834009297
2013/09/05	Work	0278318352
2010/05/14	Cellular	0825524375
2009/10/24	Work	0538328222

Email Address History

* Nothing on Record

Employment History

Bureau Update	Employer	Designation
2016/11/08	ALEXKOR RMV JV	
2009/03/28	MATHEWS AND PARTNERS ATTORNEYS	
2006/03/13	MATTHEWS VENNOTE	
2006/03/07	DEPARTMENT OF HEALTH	
2006/02/09	UWC	

Telephone Information

* Nothing on Record

XDS Trace More

This section displays a list of supplementary address and contact information that is obtained from various XDS sources.

Address Information

* Nothing on Record

Public Domain Records

This section displays all details of Court Notices, Judgements, Legal enforcement action taken by credit providers and debt review status.

Adverse/Defaults

* Nothing on Record

XDS Default Listing

* Nothing on Record

Judgements

* Nothing on Record

Court Notice's - This section contains Admin Orders, Provisional Sequestration, Sequestration and Rehabilitation Orders.

Administration Orders

* Nothing on Record

Sequestrations and Provisional Sequestrations

* Nothing on Record

Rehabilitation Orders

* Nothing on Record

Debt Review Status

* Nothing on Record

XDS Payment Notifications

* Nothing on Record

This section displays default payment alerts loaded for early and late stage collections for non performing accounts.


Credit Enquiry History

* Nothing on Record

This section includes a list of organisations or credit providers who have requested a Credit Report on this consumer.

Confirmed Information

This section displays a list of address, contact and employment information received from various XDS sources and has been confirmed at a point in time.



Confirmed Address History

* Nothing on Record

Confirmed Contact No. History

* Nothing on Record

Confirmed Employment History

* Nothing on Record

Telephone Linkages

This section displays additional contact information, whereby xds match contact numbers that are linked to other individuals.

Latest Home Telephone Link to 0278511110

Name	Surname	Home Number	Work Number	Cell Number
MARTHA CHRISTINA	LAING	0278318352		0836270717
SCHALK WILLEM	LAING	0278318352		0836270717

Latest Work Telephone Link to 0278318308

Name	Surname	Home Number	Work Number	Cell Number
MARTHA CHRISTINA	LAING	0278318352		0836270717
SCHALK WILLEM	LAING	0278318352		0836270717

Latest Cell Number Link to 0825524375

* Nothing on Record

Property Interests

This section displays a list of properties registered in the name of the consumer at the Deeds offices around SA.

Property Interest 1

Title Deed number	T59378/2016	Erf/Site No.	1843
Deeds Office	CAPE TOWN	Physical Address	PORT NOLLOTH
Property Type	Full Title - Erf - Land Parcel	Extent / Size	808.0SQM
Purchase Date	2016/05/25	Purchase price	R 950 000
Bond Number	B255662016	Bond Holder	FIRSTRAND BANK LTD
Bond Amount	R 912 000		

Principal Links

This section displays a list of companies where the consumer is linked as a principal.

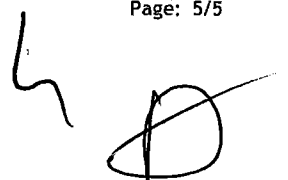
Principal Link 1

Current Post		Date of Inception	2013/01/16
Company Name	RRG CLEANING AND OTHER SERVICES PRIMARY CO-OPERATIVE LIMITED	Company Reg No.	C2013/001109/24
Company Address	333 ROWLAND STREETPORT NOLLOTH 8280	Company Phone No.	
Industry category	Unknown Data	Principal Status	Active
Commercial Status	In Business		

Principal Link 2

Current Post		Date of Inception	2007/01/19
--------------	--	-------------------	------------

Company Name	RICHTERSVELD CATERING AND CLEANING SERVICES	Company Reg No.	B2007/009958/23
Company Address	181 ROWLAND STREETPORT NOLLOTH8280	Company Phone No.	
Industry category	Community, social and personal services	Principal Status	Active
Commercial Status	AR Final deregistration		

Handwritten signature or initials in black ink, consisting of a stylized 'L' shape followed by a circular mark with a diagonal slash.

"RG12"



mike:craythorn 1/7/16



Send message



"RG13"

FNB

13:47



United Contractor...

Chumani Mine, Clive Leibrand...



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+27 64 529 7384 ~nicolaaig...

+27 74 355 2148 ~Zero Lim...

Rolspelers Vergadering .

Feb 2019.Port Nolloth.

DOELWIT.



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Today

+27 74 355 2148 ~Zero Limits

Forwarded



Handwritten scribble

"RG 14"

Carley Sauls

From: Raygen Phillips
Sent: Thursday, 03 October 2019 08:49
To: Stephanie Raman
Subject: FW: Due Diligence MC
Attachments: Re: Tender Award- PSJV/Scarlet Sky

Groete/Regards


Raygen Phillips
Company Secretary
Tel: 027 831 8352
Fax: 027 831 1910
E-mail: raygenp@alexkor.co.za
Website: www.alexkor.co.za

From: Raygen Phillips
Sent: Thursday, 03 October 2019 8:48 AM
To: dineot@gfia.co.za; albertt@gfia.co.za
Subject: Due Diligence MC

FYR

Groete/Regards

Raygen Phillips
Company Secretary
Tel: 027 831 8352
Fax: 027 831 1910
E-mail: raygenp@alexkor.co.za
Website: www.alexkor.co.za



Carley Sauls

From: Raygen Phillips
Sent: Tuesday, 08 October 2019 14:43
To: Dineo Thomo
Cc: Albert Torres
Subject: RE: Info Request
Attachments: TENDER 02-16 EVALUATION COMMITTEE.pdf; TENDER 03-14 APPOINTMENT LETTER GAMIRO ADVISORY SERVICES.pdf; Re: Tender Award- PSJV/Scarlet Sky

Dear Dineo

Please note there was no due diligence done for Tender 02-16, only for 03/14.

Groete/Regards

Raygen Phillips
Company Secretary
Tel: 027 831 8352
Fax: 027 831 1910
E-mail: raygenp@alexkor.co.za
Website: www.alexkor.co.za

-----Original Message-----

From: Dineo Thomo [mailto:dineot@gfia.co.za]
Sent: Tuesday, 08 October 2019 10:12 AM
To: Raygen Phillips
Cc: Albert Torres
Subject: Info Request
Importance: High

Dear Raygen,

We kindly request the following information/clarification relating to SSI from yourself or Mervyn:

1. The tender process is it an open or closed process?
2. Does Mervyn have access to the bidding system?
3. Is it a live system?
4. Does Mervyn have a final decision on the final bid price?

Kindly note that we have not yet received the following:

1. The final buyers list from first tender to current as requested
2. Michelle's complete (4C's) valuation spreadsheet - as per her e-mail
3. Committee members appointment letters
4. SSI's due diligence report

Lastly, may you kindly connect us to Rose Goosen via her contact details.

Your assistance herein, will be appreciated.

Regards,
Dineo



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Handwritten signature or initials in the bottom right corner of the page.