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To our stakeholders

REQUEST FOR 90 DAY GRACE PERIOD FOR SUBMISSION OF FIRST COMMUNICATION ON PROGRESS

- 1 Firstly, we reiterate our commitment as expressed in our letter of 16 September 2011 to supporting the 10 principles of the Global Compact with respect to human rights, labour, environment and anti-corruption.
- 2 Furthermore, we recognise that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress ("COP") that describes our firm's efforts to implement the ten (10) principles.
- 3 As a new participant of the Global Compact, Cliffe Dekker Hofmeyr Inc ("CDH") requests a ninety (90) day grace period for the submission of its first COP, due on 27 March 2013. The reason for requesting the ninety (90) day grace period is for purposes of compiling a meaningful reflection of one aspect of the COP, namely CDH's efforts to measure outcomes or expected outcomes as a new participant of the Global Compact
- 4 CDH wishes in this letter to elaborate upon its progress to date in supporting the ten (10) principles of the Global Compact, in this request for a ninety (90) day grace period for submission of its first COP.
- 5 We confirm that we have informed our clients by way of client alerts of developments regarding the human rights obligations of business, and that CDH is a participant of the Global Compact.

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DIRECTORS: DURBAN J Govender NTY Siwendu


CONSULTANTS: A Abercrombie R Beerman HS Coetzee AG Dose JMA Evenhuis^{*} JJ Gomes MB Jackson NG Jooste EJ Kingdon FF Kolbe CJ Scholtz CJ Wiggert

SENIOR ASSOCIATES: JA Aukema G Barkhuizen-Barbosa B Brown KM Carew E Chang EF Dempster L Horsley S Immelman L Jonas T Jordaan Y Kleitman JA Krige H Laing AG Lewis CJ Lewis BJ Majola G Masina N Mchunu HW Mennen SI Meyer T Mokgorwane AT Moolman CP Muller DG Muller DJ Naidoo L Naidu CM O'Connor L Pillay KS Plots NA Preston JR Ripley-Evans BJ Scriba AE Seaber M Sibanda P Singh-Dhulam LV Stansfield T Suliman KS Thomas RL Thomson F Valli-Gattoo LD Wilson

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- 6 CDH has furthermore adopted a Corporate Social Investment policy, a Pro Bono policy, and will be presenting its Human Rights Statement to its executive committee prior to submission of its COP.
- 7 CDH has also established a Social and Ethics Committee in terms of the Companies Act, No. 71 of 2008 ("The Company's Act"). The Social and Ethics Committee's functions include the following:
- 7.1 Monitoring CDH activities with regards to social and economic development which includes the ten (10) principles of the Global Compact, the OECD recommendations regarding corruption, employment equity, broad based black economic empowerment and good corporate citizenship.
- 7.2 The later would include CDH's:
- 7.2.1 promotion of equality, prevention of unfair discrimination and reduction of corruption;
- 7.2.2 its record of sponsorship, donations and charitable giving;
- 7.2.3 the environmental, health and public safety of its services; and
- 7.2.4 consumer relationships and its compliance in terms of labour and employment regulations.
- 8 Furthermore, the Social and Ethics Committee is required to bring matters within its mandate to the attention of the board as the occasion requires, and to report through one of its members to the shareholders of the company's annual general meeting on those matters which fall within its mandate.
- 9 We confirm that our first COP will be submitted to the UN Global Compact website by 5 July 2013, which is 90 days from the date of the initial deadline of 27 March 2013.

Yours faithfully


BRENT WILLIAMS
CHIEF EXECUTIVE OFFICER
CLIFFE DEKKER HOFMEYR INC