



9 May 2019

Manson Gwanyanya
Southern & Anglophone West Africa Researcher & Representative

By email: gwanyanya@business-humanrights.org

Dear Manson,

RE: MAIL AND GUARDIAN: 'HEINEKEN WORKERS PREPARE TO MARCH AGAINST SEX FOR SHIFTS'

Thank you for your correspondence with regards to the article that recently appeared on the Mail & Guardian website.

Like your organisation, we strongly believe that employee rights - including those of contractors or third-party suppliers - should be upheld and protected at all times. We are likewise equally committed to the stringent adherence to the law and constitution of our country.

We take all such allegations very seriously and respond swiftly in order to determine the facts and respond accordingly. We have comprehensive processes and procedures in place to enable safe (and anonymous if necessary) reporting, thorough investigation and expeditious response to all allegations, incidents and concerns.

In this particular case, an anonymous allegation was made on social media. No formal complaint was made via the multiple channels in place to enable immediate attention and rapid response. Regardless, a thorough investigation was undertaken in partnership with Heineken to determine the validity of the allegations.

The complainant was subsequently traced and was unable to provide any tangible evidence of sexual misconduct or harassment. Only vague inferences were made with no verifiable details provided or other victims or perpetrators identified. The investigation was concluded and no further such complaints or allegations have been made or received.

I trust this information will put your mind at ease and provide tangible reassurance of our unerring commitment to employee rights.

Regards,

Lucky Kolobe
Chief People Officer | African Regions

Imperial Logistics African Regions (Pty) Ltd

Board of Directors: RJ Engelbrecht, JA Truter

African Regions Executive: JA Truter, IR Barton, RJ Engelbrecht, MJ Erasmus, WA Erasmus, GJ de Jonge, LE Kolobe, VK Malni, M O'Neill, D Opperman, HAJ Theart, S Thekekkara, NF Zee

10 Skeen Boulevard, Bedfordview, 2007, South Africa | PO Box 75143, Garden View, 2047, South Africa
T +27 11 677 5000 | www.imperiallogistics.com

REG No: 2001/009562/07 **VAT No:** 4240172140

customise • collaborate • compete