

TO	Chief Finance Officer (CFO)
	Ms Maphefo Sedite
FROM	Director: Employee Relations and Wellness, Health and Safety
	Vuyiswa Mathaba
DATE	02 April 2026

MOTIVATION: TO REQUEST APPROVAL FROM THE CHIEF FINANCIAL OFFICER (CFO) TO APPROVE THE SINGLE SOURCE APPOINTMENT OF LABOUR LAW SERVICES TO BE PROVIDED BY GUY AND ASSOCIATES ATTORNEYS TO CONTINUE TO REPRESENT SANBI AT THE LABOUR COURT AND REFERRAL AT ANY OTHER COURT UNTIL THE MATTER FOR MR LEPHAI SOLOMON NKOANA IS FINALISED.

1. Purpose

To request approval from the Chief Financial Officer (CFO) to approve the Single Source appointment of Labour Law services to be provided by Guy and Associates Attorneys to continue to represent SANBI at the Labour Court and referral at any other court until the matter is finalised.

2. Background

Guy and Associates Attorneys were appointed to represent SANBI at the CCMA after following the normal procurement process. Guy and Associates Attorneys continued to assist with this legal matter of Mr Lephai Solomon Nkoana that was initially referred to the CCMA (PUO0014085) for unfair dismissal and thereafter the matter was referred to the Labour Court. The current budget has exhausted the current PO and therefore ER requests a new PO as Guy and Associates are still currently representing SANBI at Labour Court. Given the unknown hours and appearances that will be required, we therefore request that they are appointed to continue with this case at the Labour court and any other courts until the matter is finalised as this matter is still ongoing.

3. Financial Implications

The cost for the Single Source appointment shall be covered under the budget code.
 2172HRM-APER-1 EMPER Cost Centre and not exceed Two Hundred Thousand Rands (R 200 000.00).

4. Recommendation

To request approval from the Chief Financial Officer (CFO) to approve the Single Source appointment of Labour Law services to be provided by Guy and Associates Attorneys to continue to represent SANBI at the Labour Court and referral at any other court until the matter is finalised.

Compiled By:

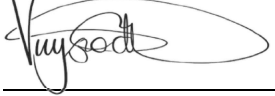


Sello Molema

Deputy Director: Employee Relations and Wellness

Date: 02 April 2026

MOTIVATION: TO REQUEST APPROVAL FROM THE CHIEF FINANCIAL OFFICER (CFO) TO APPROVE THE SINGLE SOURCE APPOINTMENT OF LABOUR LAW SERVICES TO BE PROVIDED BY GUY AND ASSOCIATES ATTORNEYS TO CONTINUE TO REPRESENT SANBI AT THE LABOUR COURT AND REFERRAL AT ANY OTHER COURT UNTIL THE MATTER FOR MR LEPHAI SOLOMON NKOANA IS FINALISED.

Supported by:  Adv. Vuyiswa Mathaba Director: Employee Relations, Wellness, Occupational Health, and Safety Date: 06/04/2026	Recommended/Not Recommended by:  Mr Maano Netshiombo Chief Director: Human Resources Date: 07 April 2026
Recommended/Not Recommended by:  Ms Zuziwe Cele Deputy Director: Supply Chain Management Date: 7/04/2026	Recommended/Not Recommended by:  Mr Kgabo Moloto Director: Supply Chain Management Date: 15 April 2026
Approved/Not Approved by  Colleagues to consider and implement the HR Legal Database so as to avoid future deviations. Ms Maphefo Sedite Chief Financial Officer (CFO) Date: 17 April 2026	