



9 February 2018

To whom it may concern,

RE: MICHELLE MARAIS

This letter confirm that Michelle Marais (9709120021081) worked for Urban Farmer from 23 November 2017 to 8 December 2017.

Michelle approached Urban Farmer in the course of 2017 requesting the opportunity to do vacation work in order to gain industry exposure and experience. We did not have work for her at the time but an opportunity presented itself in November 2017 to assist Urban Famer with the monitoring of a commercial broiler trial, in Zambia.

Initially the task was not clearly defined, it involved being based in a foreign country and required that Michelle travel by herself to meet me in Zambia for a brief introduction to the client and the task at hand before being left to her own devices. I thought that the offer would put her off but she jumped at it.

Michelle travelled to Zambia to meet me. Recognising her own lack of experience she ensured that she was well prepared for the job at hand by doing the necessary research. For the eight days that the trial ran Michelle commuted back and forth to the farm daily, often being the first to arrive and the last to leave. She managed herself well with the client's staff whether they were senior management or poultrymen. She approached the work with an enquiring mind, was not afraid to volunteer her opinion and when required mucked-in with the rest to get things done. On completion of the trial she prepared and presented a comprehensive and professional report.

The work environment was not easy with uncomfortable working conditions and corporate politics to boot but Michelle managed admirably; keeping me informed of her well-being but never complaining.

On returning to South Africa I fully expected Michelle to take a holiday but she immediately wanted to know what next? I was only too pleased, and proud, to volunteer her services to my colleagues at Topigs. I could not recommend Michelle more highly and we look forward to being able to utilise her services again in the future.

Please feel free to contact me on +27 86 716 0921 if you need any more information on Michelle's short but impactful time with Urban Farmer.

Sincerely,

Steven Payne