



REPUBLIC OF NAMIBIA

**EMPLOYMENT EQUITY COMMISSION  
AFFIRMATIVE ACTION (EMPLOYMENT) ACT, 1998**

**AFFIRMATIVE ACTION COMPLIANCE CERTIFICATE**  
(Section 41)

It is hereby certified that the Affirmative Action Plan of

**Arandis Services (Pty) Ltd**

*(Name of relevant employer)*

dated: 06 December 2007

complies with the requirements of the Affirmative Action (Employment) Act, 1998.

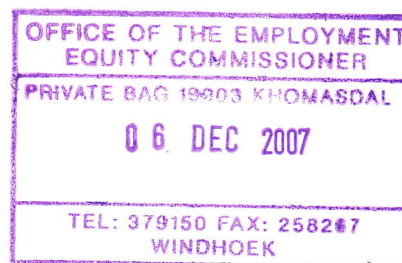
This certificate is valid until the date:

1. Subject to sub-paragraph (3), that the Commission under section 32(1)(a), 34(3) or 39(7) of the Act, as the case may be, issues to the relevant employer concerned an affirmative action compliance certificate for the very next affirmative action report following on the affirmative action report for which such compliance certificate had been issued;
2. subject to sub-paragraph (3), that the review panel makes under sections 39(1)(b) or (3)(b) of the Act a final order disapproving the very next affirmative action report following on the affirmative action report for which such compliance certificate had been issued; or
3. that the relevant employer concerned fails to submit a further affirmative action report under the provisions of section 27(2) of the Act.

*Commissioner: Employment Equity Commission*

**06 December 2007**

*Date*



*Official Stamp*