

Secuhold (Pty) Ltd.
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Director: BT Glover



24 August 2026

To Whom It May Concern,

RE: LETTER OF RECOMMENDATION

I am writing to recommend Mrs Leeanda Adams as an independent disciplinary chairperson.

I have worked with Mrs Adams on several workplace disciplinary hearings at Secuhold Group. Throughout our professional relationship, she consistently demonstrated exceptional fairness, integrity, and a deep understanding of labour law and workplace policies.

Key Strengths

- **Impartiality:** Mrs Adams maintains strict neutrality. She listens carefully to all parties and ensures both the employer and the employee receive a fair hearing.
- **Legal Knowledge:** She has a strong grasp of procedural and substantive fairness. I find her rulings as well-reasoned, thorough, and legally sound.
- **Professional Management:** Mrs Adams manages hearings efficiently. She controls the proceedings professionally, handle difficult or tense situations calmly, and deliver clear, timely findings.

I find Mrs Adams reliable, ethical, and highly skilled at resolving complex workplace disputes. I recommend her without reservation for any organization seeking a trusted and independent chairperson.

Please feel free to contact me if you need any additional information.

Sincerely,

Mr Maleto Theophilus
Group HR Manager: Secuhold Group
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