



FAIR TRADE RE-CERTIFICATION AUDIT

Stormsrivier Adventures is pleased to announce the findings of the 'Fair Trade' audit team following the Company's third re-audit, confirming certification.

The independent physical audit process is an extensive review of all aspects of the Company's Operations and is of a 'forensic' nature.

Every single facet of the Business is scrutinized by the Assessor, and finally the panel, to present an in depth review of Stormsrivier Adventures' performance against strict measurable criteria laid down by Fair Trade.

The audit includes scrutiny of the Company's financials, random interviews with Staff members, reviews of all the Policies and Procedures and whether such Policies and Procedures are implemented. These include Social Welfare, Environmental Practice, Legal Compliance with the Labour Act, Skills Development, HIV/Aids, Quality and Reliability, Local Procurement and Workplace Culture to mention a few.

Following this extensive procedure the Assessor presents the data to an independent panel of experts who then challenge the submission before presenting the findings of the audit.

We are very pleased with the overall score rating which has improved from 77% in 2005 to 89% in 2008. Significant improvements are evident particularly in the areas of HIV/Aids and Employment Equity.

A detailed Improvement Action Plan is now committed to, in writing, which will guide the Company's 'Responsible Tourism' commitment in a practical manner over the next two years.

Attached is the Assessment Report, dated February 2008.

Sincerely

**Ashley Wentworth
CEO
Stormsrivier Adventures Pty Ltd**



Candidate for Re-Certification:

Stormsriver Adventures

Date/s of Assessment: 15 - 17 October 2007

This report is based on both information gathered during two independent FTTSA assessments carried out at Stormsriver Adventures (SRA) during November 2005 and October 2007, respectively, and on FTTSA Certification Panel Members' discussions and decisions during the assessment review process.

Entering the 5th year of certification, we believe that you are very familiar with the different FTTSA principles and criteria. Hence we have decided to provide you with a streamlined reporting format without generic information on FTTSA principles and criteria. Rather, this report will compare your performance and scores over time and highlight your performance improvements in the various assessment areas.

Figure 1 - Comparison of overall scoring and rating: 2005 and 2007

#	Category	2005	2007	Increase/ decrease in % points
1	Legal and General	100%	100%	+++
2	Labour Standards	95%	99%	+4 % points
3	Human Resource Practice	72%	89%	+17% points
4	Skills Development	80%	100%	+20% points
5	Employment Equity	51%	72%	+21% points
6	Ownership and Control	32%	40%	+8% points
7	Procurement	87%	99%	+12% points
8	Social/Community Investment	79%	81%	+2% points
9	Environment & Conservation	94%	99%	+5% points
10	Health and Safety	100%	100%	+++
11	Quality & Reliability	91%	100%	+9% points
12	Workplace Culture	84%	98%	+14% points
13	HIV/Aids Policies and Approach	44%	88%	+44% points
Your Average Score		77%	89%	+12 % points

The above figures demonstrate the overall scores awarded by the Certification Panel in the 13 different assessment areas. The figures clearly show that Stormsriver Adventures' scores increased across all assessment areas – congratulations!

Figure 2 - Visual comparison of average scoring by Panel Members in 2005 and 2007

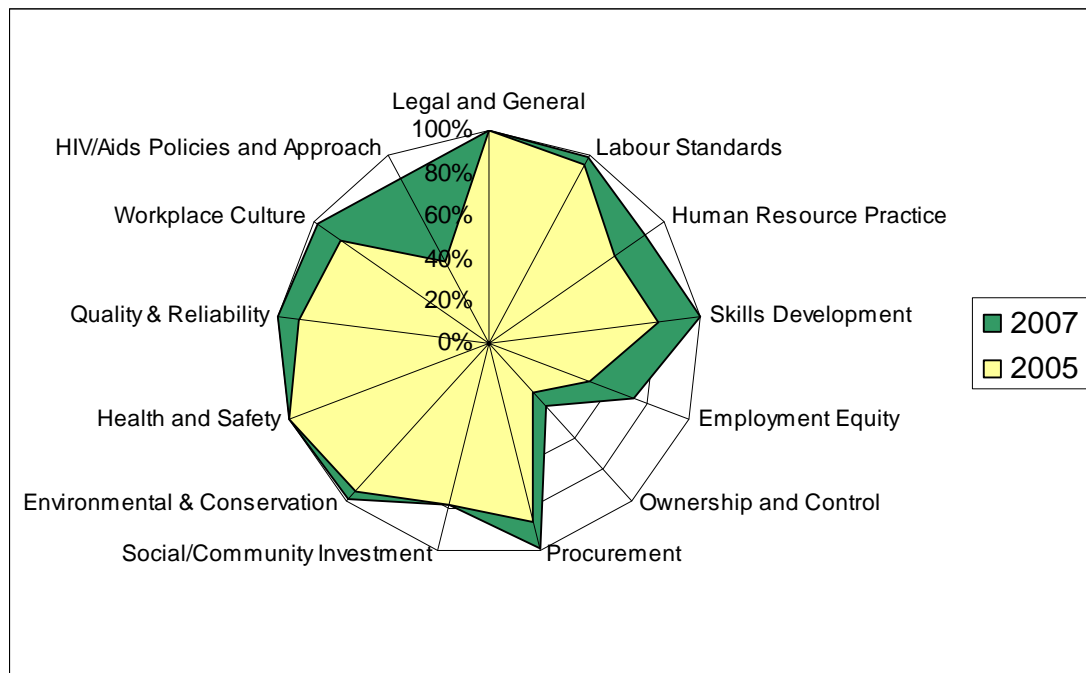


Figure 3 – Comparison of average rating by Panel Members for the FTTSA principles

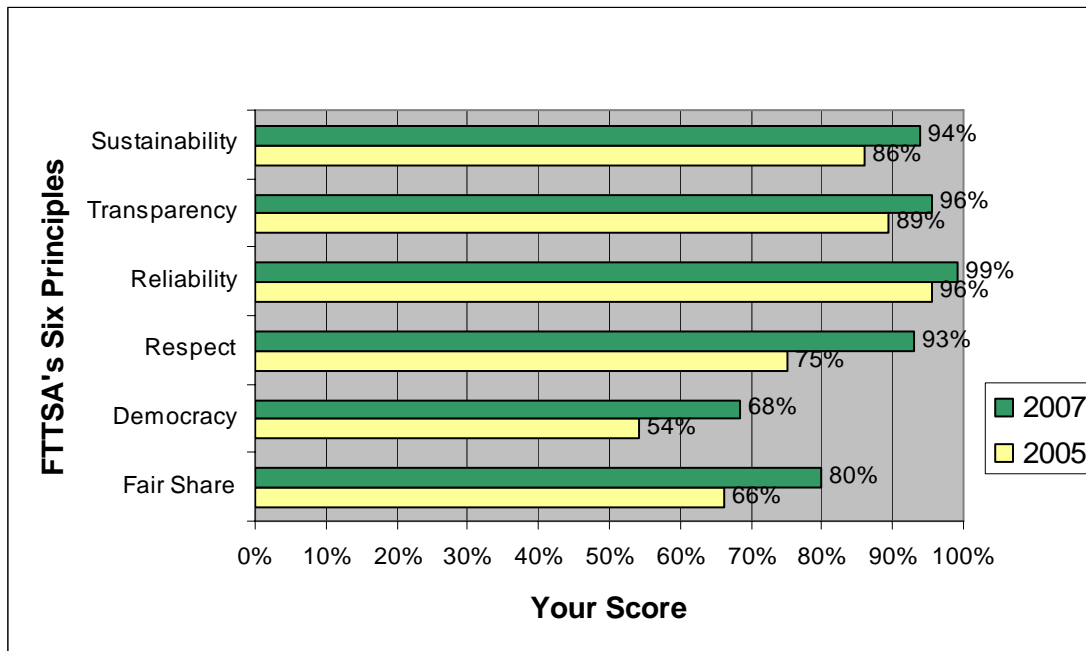


Figure 3 indicates Stormsriver Adventures' overall development with regards to operating your tourism business according to our Fair Trade principles. Each principle is made up of an average of 30 questions that are drawn from the different performance areas. Contrary to the 13 performance areas where actual improvement actions are given, the principles reflect the business' overall commitment to ethical and responsible business practices.

Summary of Improvements

Performance Area	% Change in score in 2007 compared to 2005	Reasons for this change
Legal and General	<ul style="list-style-type: none"> ➤ Your score in 2007 and 2005 = 100%. Excellent! 	<ul style="list-style-type: none"> ➤ SRA fulfils all legal and general requirements; the business' excellent compliance with all applicable legislation remains unchanged. ➤ As recommended by the Panel in 2006, the business changed its legal status to a Pty Ltd. – commendable!
Labour Standards	<ul style="list-style-type: none"> ➤ Your 2005 score increased by 4 percentage points to 99% in 2007. 	<ul style="list-style-type: none"> ➤ SRA improved in this area because the business transformed its informal policy on child labour into a written "Employment of Children Policy", which is now part of the HR policy manual. ➤ The Panel is pleased to see that SRA is compliant with all SD 14 requirements.
HR Practice	<ul style="list-style-type: none"> ➤ Your 2005 score increased by 17percentage points to 89% in 2007. Well done! 	<ul style="list-style-type: none"> ➤ The Panel noted a number of improvements, specifically: <ul style="list-style-type: none"> ○ SRA developed formal policies on Sexual Harassment and Retrenchments. ○ SRA formalized its tipping policy. The Assessor verified that all staff are aware of this policy and the procedures for allocating tips. ○ A formal performance management system is in place, accessible to all staff. In place of the old system which could have 'favoured' guides (more focus on training for guides compared to other staff), all staff are covered by the new system.
Workplace Skills Development	<ul style="list-style-type: none"> ➤ Your 2005 score increased by 20 percentage points to 100% in 2007. ➤ Superb commitment to training and career pathing for all SRA staff. 	<ul style="list-style-type: none"> ➤ The type of training offered is highly relevant across a broad section of operational areas; ➤ Training is equitably allocated and provides all staff with good growth opportunities; ➤ Since the 2005 assessment SRA introduced a new "levels" system to provide more room for growth and recognition of staff. ➤ A big improvement in relation to increased staff involvement in the planning and content of training. Staff are given the opportunity to express their interest in learning new skills, and training activities are aligned to this.

Employment Equity (EE)	<ul style="list-style-type: none"> ➤ Your 2005 score increased by 21 percentage points to 72% in 2007. 	<ul style="list-style-type: none"> ➤ The Panel gave SRA higher scores in this section based on the positive developments regarding the following indicators: <ul style="list-style-type: none"> ○ SRA staff members are aware of the business' EE strategy and plans; all employees have full access to the documentation. ○ Over the past two years more women / black women have moved into top and middle management positions. Bravo! ○ There is a concerted effort to recruit and promote black people.
Ownership and Control	<ul style="list-style-type: none"> ➤ Your 2005 score increased by 8 percentage points to 40% in 2007. 	<ul style="list-style-type: none"> ➤ As in the 2005 report, points in this section were lost due to the lack of female and/or black ownership of the business. However, the control of the business (i.e. breakdown of executive directors) has developed very positively over the last two years: whereas in 2005 the share of females at executive level was zero, now 40% are women, and 20% are black women! ➤ The Panel is aware of the intentions to introduce shareholding to directors in the future, however, at this stage no actual steps have been taken. The Panel Members look forward to seeing SRA show progress in this regard during the next two years.
Procurement	<ul style="list-style-type: none"> ➤ Your 2005 score increased by 12 percentage points to 99% in 2007. 	<ul style="list-style-type: none"> ➤ As recommended in the 2005 report, SRA converted its procurement practices (part of the business' 10 point plan) into a written policy. The entire procurement policy is built around supporting local businesses with a focus on HDIs. Well done! ➤ Excellent use of small and local suppliers – both approximately 90% or higher!. ➤ SRA collaborates with other tourism business in the area, and directly and indirectly supports new tourism suppliers. Fantastic!
Social/Community Investment	<ul style="list-style-type: none"> ➤ Your 2005 score increased by 2 percentage points to 81% in 2007. 	<ul style="list-style-type: none"> ➤ Comparing 2005 and 2007 figures, SRA has increased the value of its financial investment by about 50%, from 1.3% to to 2% of total revenue for the respective financial year. ➤ All social and community projects are on an ongoing basis. ➤ Beneficiaries are strongly involved in SRA's social responsibility programme. Three community members and three staff members are actively behind decision-making regarding community investment.

Environmental Management	<ul style="list-style-type: none"> ➤ Your 2005 score increased by 5 percentage points to 99% in 2007. 	<ul style="list-style-type: none"> ➤ SRA now has a waste management and recycling policy in place. ➤ A Code of Conduct for employees as well as tourists was developed since the last assessment – great! ➤ Commendable environmental initiatives and practices in place. ➤ Ongoing systematic education of staff, guests and the wider community on how to behave in and interact with a sensitive ecosystem.
Health and Safety	<ul style="list-style-type: none"> ➤ Your score in 2007 and 2005 = 100%. Excellent! 	<ul style="list-style-type: none"> ➤ SRA's great performance in this area remains unchanged. The business continues to provide staff members with a thoroughly safe working environment; and clients are offered high levels of professionalism and competence throughout all operations of activities.
Quality and Reliability	<ul style="list-style-type: none"> ➤ Your 2005 score increased by 9 percentage points to 100% in 2007. 	<ul style="list-style-type: none"> ➤ The only improvement action in this section in the 2005 report referred to limited accessibility for disabled guests, however, the Panel noted then that this was justifiable in terms of the nature of the business. During the recent assessment, the Assessor reported on the considerable number of bookings from guests with disabilities. Feedback from a guest in a wheelchair communicated how ecstatic she was about the entire experience during the Canopy Tour. Well done! ➤ SRA offers an exceptional quality experience that is clearly underlined by guest feedback and business viability.
Workplace Culture	<ul style="list-style-type: none"> ➤ Your 2005 score increased by 14 percentage points to 98% in 2007. 	<ul style="list-style-type: none"> ➤ Staff are much more involved in decision-making today, as compared to 2005.
HIV/Aids and related issues	<ul style="list-style-type: none"> ➤ Your 2005 score increased by 44 percentage points to 88% in 2007. Applause from FTTSA! 	<ul style="list-style-type: none"> ➤ SRA successfully addressed the following items as pointed out by the Panel in the 2005 report: the business developed a formal policy on HIV/Aids, it used staff input to do so and it is actively looking into measures to support and assist affected staff members with medical aid. ➤ The Panel was particularly impressed with staff educational workshops, the intention of setting up 4 annual courses, inviting guest speakers, the "We Care Movement" project and SRA's contributions towards funerals of staff family members.