

THISTLE QA AND BEE

Please find set out here our BEE Policy Statement for your perusal, consideration and records.

INTRODUCTION

Thistle QA is a Qualifying Small Enterprise (QSE) according to the latest Department of Trade and Industry (DTI) definition (Code and Statement 1000, December 2006).

We have developed a BEE Plan as part of our commitment to the principles of BEE and this document serves as evidence of our voluntary commitment to the aims of the Black Economic Empowerment Act of 2003, the relevant DTI Codes of Practice, and the Health Charter.

OUR COMMITMENT

As a SANAS accredited organisation (to ISO guide 43 and ILAC G13) working in the laboratory quality area, we are committed to the aims of BEE. This document reflects our commitment.

We will follow the recommendations of the DTI and undergo self assessment according to the QSE scorecard.

It is the policy, practice and principle of Thistle QA to ensure the aims of the legislation are met and that all employees cooperate with this document.

Employees will be selected, promoted and rewarded by Thistle QA in a manner which does not discriminate on the basis of race, creed or gender.

Management has been changed to be representative and satisfy the needs of BEE.

Employees will be trained and developed to ensure that the Employment Equity and Skills Development requirements of BEE are met.

We are committed to Enterprise Development through both direct and indirect means and are in discussions with a fledgling black training organisation.

Our social responsibility is met through training at no charge in both rural and urban areas, as well as sponsoring quality testing improvements in rural hospital laboratories without charges. In addition, a fund has been set up to assist employees whose children are undergoing education. We also give a monthly donation to an Aids home for abandoned African children.

We have adopted an affirmative procurement approach for our discretionary-spend, and will as far as is feasible, source from suppliers that are BEE compliant.

We will seek to obtain a verification certificate issued by a SANAS accredited Verification Agency, as soon as such an agency is available.

OBJECTIVES

Our objectives are to:

1. remain a customer-friendly quality company,
2. continue to assist in improving the standard of testing in Southern Africa,
3. provide employees with a rewarding and stimulating work-place, and
4. become BEE compliant

We trust that you find this document to be acceptable. Do not hesitate to contact Dr. Jim McCulloch should you require any further information.

January 2007

S A N A S



PROFICIENCY
TESTING

SANAS Accredited to ISO Guide 43 / ILAC G13