



**GOVERNMENT PRINTING WORKS
REPUBLIC OF SOUTH AFRICA**
389 Sophi De Bruin (Schubart) Street, Pretoria, 0001

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REFERENCE LETTER FOR BAARD AND PARTNERS EXECUTIVE SEARCH

This letter serves as a formal testimonial regarding the professional recruitment services provided by Baard and Partners Executive Search.

During 2024, Government Printing Works appointed Baard and Partners to undertake a specialised executive search assignment for several strategic and highly specialised positions within our organisation.

The assignment included the following roles:

- Director: Research and Development
- Director: Engineering
- Director: High Security Printing and Commercial Printing X2
- HR Specialist
- ICT Specialist
- Security Services Specialist X2
- Compliance Officer

These roles required candidates with highly specific technical competencies, leadership capability, and industry-relevant experience within a specialised operational environment.

Baard and Partners demonstrated a strong understanding of the complexity of the assignment and executed the search process in a professional, efficient, and structured manner. Within the required timelines, they successfully concluded the search process and presented a shortlist of suitably qualified candidates which met the specified requirements and was accepted by our organisation.

Throughout the engagement, Baard and Partners maintained a high standard of professionalism, communication, and service delivery. Their ability to identify and engage high-calibre talent for niche and senior-level roles was particularly noteworthy.

Based on our experience, we would confidently recommend Baard and Partners Executive Search for specialised, executive, and critical recruitment assignments.

Yours faithfully,

Mr. Meshack Mahlangu
Deputy Director: Recruitment
Date: 07 May 2026