



NARCONON AFRICA

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Dear Ms. Mutsila,

29 Jan 2024

Thank you for your questions.

On behalf of Narconon Africa, I am writing to express our deep concern over the inaccuracies and blatant misrepresentations in your articles. The claims made in your publication focus solely on the statements of two disgruntled employees while ignoring the real story of an organization dedicated to addressing South Africa's urgent drug crisis.

Narconon Africa is a beacon of hope against the backdrop of South Africa's drug epidemic, helping individuals overcome addiction and rebuild their lives.

As discussed earlier, please see the below Press Statement for publication as our right of response. Narconon Africa operates a comprehensive drug rehabilitation program in Magaliesberg, focusing on helping individuals overcome addiction and lead productive lives. The program emphasizes drug-free methods and life skills development, aiming to restore to individuals their self-respect and purpose. More information on the program is available at www.narcononafrica.org.za.

Narconon Africa will continue to uphold the standards that have made it a global leader in addiction recovery. We pride ourselves on legal compliance, and we are fully committed to operating with full compliance to South African laws. We work closely with relevant authorities and the facility has been inspected with satisfactory results from all required regulatory bodies. Any claims to the contrary are false.

We wish to clarify and address the concerns raised, as they pertain to recent allegations from suspended staff members Nonhlanhla and Nomalady. They know very well why they were suspended.

- All wages are paid in full.
- The questions on UIF and PAYE were already covered in the document I attached to my original email proving SARS registration. This has always been the case despite allegations to the contrary.
- Narconon has been inspected by all relevant government bodies satisfactorily.
- There have always been standard report lines at Narconon for employees to report grievances. Nonhlanhla and Nomalady are vindictive as we are undergoing a legal retrenchment and have now been suspended for their unethical conduct during their employment. We continually refuse to accept their illegal demands.

Did they inform you of the actual reasons that warrant a retrenchment and suspension? Likely they are attempting to continue harassing us for more money by using media channels such as yours. In case they did not tell you, these are some of their actions leading to a suspension.

1. Threats against Narconon Africa and its Staff:

Nonhlanhla and Nomalady have made repeated and continued threats against our staff. Nomalady has made written statements suggesting that she intends to leverage her media connections to "make more money" from Narconon Africa. This is a course of action that even her own family has distanced themselves from. Additionally, Nonhlanhla has directly threatened our HR department head, stating that she may be gone, but she is coming for her. We do not take these serious threats lightly and have taken all appropriate measures to ensure the safety and well-being of our team.

2. Unlawful Demands:

Both suspended staff members have consistently demanded that Narconon Africa pay their PAYE and UIF directly to their personal accounts instead of to the government as required by law. Despite numerous explanations and evidence provided to them that this request is unlawful, they continue to make this demand. We have shown them proof that Narconon Africa is fully compliant with the South African Revenue Service regarding PAYE and UIF contributions, yet they have disregarded this and continue to push for these payments to be made to them directly. Narconon Africa will not, under any circumstances, be coerced into violating South African tax and labor laws, and we will not tolerate any attempts at manipulation for personal gain.

3. Inciting Disruption of Narconon operations:

Both Nonhlanhla and Nomalady have been allegedly involved in inciting and participating in unlawful disruption on the property that impede the fulfillment of Narconon's humanitarian purpose. They threatened to use media pressure unless their demands were met. Narconon Africa has always prided

itself on legal compliance, and we are fully committed to operating within the bounds of South African laws. We have worked closely with relevant authorities, and the facility has been inspected with satisfactory results from all required regulatory bodies. We will not allow any actions that disrupt our operations or jeopardize the safety and recovery of our students.

Narconon Africa follows strict internal policies that are aligned with South African laws and agreed upon by all staff. The suspension of these employees was carried out in compliance with our policies and was necessary due to their misconduct and continued threats. We consider this matter resolved and are focused on our primary mission—rehabilitating individuals suffering from addiction.

We remain fully committed to operating with integrity and ensuring a safe, legal, and productive environment for all of our employees and clients. We do not anticipate any further developments regarding these issues and consider them closed.

We demand that your publication includes the above Narconon press statement in the body of your article and link the article to this full letter for your readers. We also invite your editorial team to engage with us directly to gain a balanced perspective on our work and its impact. Narconon Africa remains steadfast in its mission to combat addiction and transform lives. We are committed to transparency and accountability and welcome the opportunity to correct any misinformation.

We trust that you will rapidly comply with our demand and correct your story so that it that accurately reflects the facts.

Sandile Hlayisi
Board Member
Narconon Africa

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