



Up until two years ago, we had no formal structure within our family business group which meant that family members had no agreed mechanism to learn about and participate in important discussions and decisions. We could foresee difficulties arising as some members were fully involved in the businesses with others having little or no day to day involvement. In addition, we are now into our third generation and this poses new challenges and opportunities.

Neil Slonim was a key driver in the establishment of our Family Council structure. He possesses vast practical experience arising from many years of working with private family groups. He understands our businesses and philosophies and has built personal relationships with each family member. He has been particularly effective in bringing us all together thereby enabling us to agree on a defined approach to dealing with the myriad of issues which arise in multi generational diverse family groups.

In addition, Neil acts as a "sounding board" for all the group's investment decisions. His expertise, particularly in the debt markets helps us make sound decisions and saves us considerable time and angst. We see Neil as our own in-house banker because he is able to accurately predict what a bank will or will not do in relation to various projects and transactions.

Ultimately all family businesses need to be able to identify and rely on independent, experienced and trustworthy advisors and we feel fortunate that Neil Slonim performs that role for Deasil Management Group and our family.

A handwritten signature in black ink, appearing to read "Philip Weinman", written over a horizontal line.

*Philip Weinman
Chairman.*