



King IV™ Detailed Report by Practice at 26 Nov 2019

Purple Group Limited

Registration Number: 1998/013637/06

Run Date: 11/26/2019 6:30:40 PM

Principle 1	The governing body should lead ethically and effectively.	King IV™ Reference
	The Board subscribes to the highest level of professionalism and integrity in conducting it's business and are guided by some set broad principles as disclosed in the Annual Report	K IV™ P1 Prac 1.a.i K IV™ P1 Prac 1.a.iii K IV™ P1 Prac 1.a.iv
	The independence of the Board is reviewed annually at a minimum, however Board members are required to disclose any conflicts of interest should they arise between the independence reviews	K IV™ P1 Prac 1.a.ii
	New directors are inducted into the Group through interactions with various Exco members across the business, providing with the necessary understanding of the Group structure and fiduciary responsibilities.	K IV™ P1 Prac 1.b.i
	The Board have full access to all Group information, records, documents and property which they may require to fulfil their duties, and in addition may delegate functions internally or externally to assist them in the performance of their duties and/or decision-making process	K IV™ P1 Prac 1.b.ii
	The Board as a governing body are ultimately responsible as a collective for the determination of the strategic direction and policies of the Group and the implementation and execution thereof, even if they have delegated authority of the day-to-day management to the CEO and executive teams	K IV™ P1 Prac 1.c.i K IV™ P1 Prac 1.d
	The Board are always on the lookout for opportunities that will benefit the Group and will be guided by the input from the Risk Committee in assessing the risks that can/will be taken to capture such opportunities	K IV™ P1 Prac 1.c.ii
	The Board will be guided by the input from the Risk Committee in identifying the threats to the Group and assessing whether the relevant actions have been taken to mitigate these risks to acceptable levels	K IV™ P1 Prac 1.c.iii
	Board members are expected, as part of their appointment, to be in attendance at all Board meetings as well as any meetings held by sub-committees to which they belong	K IV™ P1 Prac 1.c.iv
	One of the broad principles the Board follows guides them to ensure that all business activities will benefit all participants through a fair exchange of value or satisfaction of needs	K IV™ P1 Prac 1.e.i



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Principle 1	The Board have appointed a Social & Ethics committee to assist them in ensuring that the activities of the Group are such that they do not adversely affect the natural environment, society or future generations	K IV™ P1 Prac 1.e.ii
	Transparency is achieved by requiring Board members to disclose any interests, together with the power of the Board being distributed across numerous sub-committees	K IV™ P1 Prac 1.f
	The executive directors are bound by standard employment contracts which include abiding by the Group's code of conduct, and their performance is assessed in relation to key performance indicators as agreed annually. The non-executive directors are bound by standard letters of appointment	K IV™ P1 Prac 3
Principle 2	The governing body should govern the ethics of the organisation in a way that supports the establishment of an ethical culture.	
		King IV™ Reference
	Organisational ethics is the responsibility of the Board but the management has been delegated to the Social and ethics committee, who have ensured that a code of conduct and ethics-related policies, through which ethical standards are clearly articulated, have been established and implemented	K IV™ P2 Prac 4 K IV™ P2 Prac 5 K IV™ P2 Prac 6.a
	Ethical risks and opportunities are tabled at the social and ethics committee meetings	K IV™ P2 Prac 6.b
	The code of conduct and ethical policies for staff is provided to them on appointment and any changes communicated internally. Key relevant policies are published on the Group's websites	K IV™ P2 Prac 7.a
	Employee contracts make reference to the code of conduct and ethical standards and are an integral part of the employment obligations. Suppliers whose contracts are in conflict with our code of conduct and ethical standards will not be used	K IV™ P2 Prac 7.b K IV™ P2 Prac 9.a
	The code of conduct and ethical standards form part of the induction programme and should these change training and/or clarification communication will be provide to all affected employees	K IV™ P2 Prac 7.c
The Social & Ethics committee, by delegation from the Board, sets actions needed for the implementation and execution of the codes of conduct and ethics policies, and delegates these to management to put in place	K IV™ P2 Prac 8 K IV™ P2 Prac 9.b	



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Principle 2	The board, through the delegation to the Social & Ethics Committee, ensures that the company's ethics performance is assessed, monitored, reported and disclosed	K IV™ P2 Prac 9.d
	Organisational ethics is the responsibility of the Board but the management has been delegated to the Social and ethics committee	K IV™ P2 Prac 10.a
	Organisational ethics is the responsibility of the Board but the management has been delegated to the Social and ethics committee	K IV™ P2 Prac 10.b
	Organisational ethics is the responsibility of the Board but the management has been delegated to the Social and ethics committee	K IV™ P2 Prac 10.c
	Organisational ethics is the responsibility of the Board but the management has been delegated to the Social and ethics committee	K IV™ P2 Prac 10.d
Principle 3	The governing body should ensure that the organisation is and is seen to be a responsible corporate citizen.	
		King IV™ Reference
	The board considers not only financial performance, but also the impact of the company's operations on society and the environment	K IV™ P3 Prac 11
	The board ensures that the company performance and interaction with its stakeholders is guided by the Constitution, the Bill of Rights, the applicable laws, regulations and standards as well as it's code of conduct	K IV™ P3 Prac 12



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<p>Principle 3</p>	<p>The board, with delegation to the Social & Ethics Committee, ensures that measurable corporate citizenship programmes and policies are developed and implemented.</p>	<p>K IV™ P3 Prac 13 K IV™ P3 Prac 14.a K IV™ P3 Prac 14.b K IV™ P3 Prac 14.c K IV™ P3 Prac 14.d K IV™ P3 Prac 15.a K IV™ P3 Prac 15.b K IV™ P3 Prac 15.c K IV™ P3 Prac 15.d</p>
<p>Principle 4</p>	<p>The governing body should appreciate that the organisation's core purpose, its risks and opportunities, strategy, business model, performance and sustainable development are all inseparable elements of the value creation process.</p>	<p>King IV™ Reference</p> <p>K IV™ P4 Prac 1</p> <p>K IV™ P4 Prac 2</p> <p>K IV™ P4 Prac 3.a</p>



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Principle 4	The Board aims to integrate responsible corporate governance values and principles into the Group’s growth strategy and to embed risk management into daily operations and processes, in order to build a culture of sustainability. The Board further endeavours to ensure that these sustainable components form part of all strategic decisions, audits and assessments	K IV™ P4 Prac 3.b
	The Board aims to integrate responsible corporate governance values and principles into the Group’s growth strategy and to embed risk management into daily operations and processes, in order to build a culture of sustainability. The Board further endeavours to ensure that these sustainable components form part of all strategic decisions, audits and assessments	K IV™ P4 Prac 3.c
	The Board aims to integrate responsible corporate governance values and principles into the Group’s growth strategy and to embed risk management into daily operations and processes, in order to build a culture of sustainability. The Board further endeavours to ensure that these sustainable components form part of all strategic decisions, audits and assessments	K IV™ P4 Prac 3.d
	The Board aims to integrate responsible corporate governance values and principles into the Group’s growth strategy and to embed risk management into daily operations and processes, in order to build a culture of sustainability. The Board further endeavours to ensure that these sustainable components form part of all strategic decisions, audits and assessments	K IV™ P4 Prac 3.e
	The Board aims to integrate responsible corporate governance values and principles into the Group’s growth strategy and to embed risk management into daily operations and processes, in order to build a culture of sustainability. The Board further endeavours to ensure that these sustainable components form part of all strategic decisions, audits and assessments	K IV™ P4 Prac 3.f



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Principle 4	The Board aims to integrate responsible corporate governance values and principles into the Group's growth strategy and to embed risk management into daily operations and processes, in order to build a culture of sustainability. The Board further endeavours to ensure that these sustainable components form part of all strategic decisions, audits and assessments	K IV™ P4 Prac 4
	The Board has delegated authority of the day-to-day management of the Group to the CEO and the executive teams of the businesses themselves. Management will supply the Board in a timely manner with information in a form and of a quality appropriate to enable it to discharge its duties.	K IV™ P4 Prac 5
	Executive directors' performance is assessed in relation to key performance indicators as agreed annually in accordance with the Company's standard performance assessment process.	K IV™ P4 Prac 6
	The Board aims to integrate responsible corporate governance values and principles into the Group's growth strategy and to embed risk management into daily operations and processes, in order to build a culture of sustainability. The Board further endeavours to ensure that these sustainable components form part of all strategic decisions, audits and assessments.	K IV™ P4 Prac 7
	The board continually monitors whether the company is financially distressed; i.e. if it appears reasonably unlikely that the company will be able to pay its debts as they fall due and payable within the ensuing six months or become insolvent within the ensuing six months.	K IV™ P4 Prac 8
Principle 5	The governing body should ensure that reports issued by the organisation enable stakeholders to make informed assessments of the organisation's performance, and its short, medium and long term prospects.	King IV™ Reference
	The Audit Committee oversees the comprehensive compilation of the Integrated Report, including appointing individuals with the appropriate skill and experience to assist with its preparation.	K IV™ P5 Prac 9



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Principle 5	The Audit Committee oversees the comprehensive compilation of the Integrated Report, including appointing individuals with the appropriate skill and experience to assist with its preparation.	K IV™ P5 Prac 10
	A review is undertaken by the Board prior to release of the Integrated Report.	K IV™ P5 Prac 11
	A review is undertaken by the Board prior to release of the Integrated Report.	K IV™ P5 Prac 12
	The Audit Committee oversees the comprehensive compilation of the Integrated Report, including the materiality limits applied	K IV™ P5 Prac 13
	review is undertaken by the Board prior to release of the Integrated Report	K IV™ P5 Prac 14
	review is undertaken by the Board prior to release of the Integrated Report	K IV™ P5 Prac 15.a
	The Audit Committee oversees the comprehensive compilation of the Integrated Report	K IV™ P5 Prac 15.b
	The Audit Committee oversees the comprehensive compilation of the Integrated Report	K IV™ P5 Prac 15.c
Principle 6	The governing body should serve as the focal point and custodian of corporate governance in the organisation.	
		King IV™ Reference
	The Board is ultimately responsible for ensuring the effective management and control of the Group and participates in the determination of the strategic direction and policy of the Group, discussions regarding transactions and disposals, approval of major capital expenditure, diverse financial and administrative activities and any other matters that may materially impact on the business of the Group	K IV™ P6 Prac 1.a



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Principle 6	The Board is ultimately responsible for ensuring the effective management and control of the Group and participates in the determination of the strategic direction and policy of the Group, discussions regarding transactions and disposals, approval of major capital expenditure, diverse financial and administrative activities and any other matters that may materially impact on the business of the Group	K IV™ P6 Prac 1.b
	The Board has delegated authority of the day-to-day management of the Group to the CEO and the executive teams of the businesses themselves. Management will supply the Board in a timely manner with information in a form and of a quality appropriate to enable it to discharge its duties.	K IV™ P6 Prac 1.c
	The Board has delegated authority of the day-to-day management of the Group to the CEO and the executive teams of the businesses themselves. Management will supply the Board in a timely manner with information in a form and of a quality appropriate to enable it to discharge its duties.	K IV™ P6 Prac 1.d
	The board has a well drafted charter.	K IV™ P6 Prac 2
	Directors have the ability to delegate certain functions, either internally or externally, in order to assist them in the performance of their duties and the decision making process.	K IV™ P6 Prac 3
	The Board has delegated authority of the day-to-day management of the Group to the CEO and the executive teams of the businesses themselves. Management will supply the Board in a timely manner with information in a form and of a quality appropriate to enable it to discharge its duties.	K IV™ P6 Prac 4
	The board met formally twice during the 2019 financial year, and attendance is reported on page 20 of IAR	K IV™ P6 Prac 5.a
The board is satisfied that it has fulfilled all it's duties and responsibilities for the 2019 reporting period as set out in the charter	K IV™ P6 Prac 5.b	



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Principle 7	The governing body should comprise the appropriate balance of knowledge, skills, experience, diversity and independence for it to discharge its governance role and responsibilities objectively and effectively.	King IV™ Reference
	The Board is satisfied that it has the requisite number of directors with the skills, knowledge diversity and resources to conduct the business of the Group. Details of the directors, together with a brief curriculum vitae of each director, can be found on pages 16 and 17 of the 2019 IAR	K IV™ P7 Prac 6
	When determining the number of directors to serve on the board, the knowledge, skills and resources required as appropriate to the business of the company is considered	K IV™ P7 Prac 7.a
	The board is satisfied that there is an appropriate mix of executive, non-executive and independent non-executive directors	K IV™ P7 Prac 7.b
	The board is satisfied that it has a sufficient number of members to allow for the right expertise and distribution of authority at sub-committee level	K IV™ P7 Prac 7.c
	The board is satisfied that it has a sufficient number of members to allow for the securing of a quorum at meetings	K IV™ P7 Prac 7.d
	The board is satisfied that it has a sufficient number of members to meet regulatory requirement imposed	K IV™ P7 Prac 7.e
	The board have put in place a diversity policy which embraces the benefits of having a diverse Board and sees increasing diversity at Board level as an essential element in maintaining a competitive advantage. In reviewing the Board composition, the Board will consider the benefits of all aspects of diversity specifically including, but not limited to, gender and race diversity, in order to enable it to discharge its duties and responsibilities effectively. In identifying suitable candidates for appointment to the Board, the Board will consider candidates on merit against objective criteria and with due regard to the benefits of diversity on the Board.	K IV™ P7 Prac 7.f
	The Board currently consists of two executive and five non-executive directors (three of whom are independent).	K IV™ P7 Prac 8



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Principle 7	The board has two executive directors - the CEO and the CFOO.	K IV™ P7 Prac 9
	The board have put in place a diversity policy which embraces the benefits of having a diverse Board and sees increasing diversity at Board level as an essential element in maintaining a competitive advantage. In reviewing the Board composition, the Board will consider the benefits of all aspects of diversity specifically including, but not limited to, gender and race diversity, in order to enable it to discharge its duties and responsibilities effectively. In identifying suitable candidates for appointment to the Board, the Board will consider candidates on merit against objective criteria and with due regard to the benefits of diversity on the Board.	K IV™ P7 Prac 10
	The board have put in place a diversity policy which embraces the benefits of having a diverse Board and sees increasing diversity at Board level as an essential element in maintaining a competitive advantage. In reviewing the Board composition, the Board will consider the benefits of all aspects of diversity specifically including, but not limited to, gender and race diversity, in order to enable it to discharge its duties and responsibilities effectively. In identifying suitable candidates for appointment to the Board, the Board will consider candidates on merit against objective criteria and with due regard to the benefits of diversity on the Board. However, due to the small size of Purple Group Limited and the relatively small size of the board, the board have not set any specific targets to achieve in terms of diversity for race and gender.	K IV™ P7 Prac 11
	One-third of all non-executive directors retire by rotation annually,	K IV™ P7 Prac 12
	Due to the small size of Purple Group Limited and the relatively small size of the board, all members are actively involved and as such no formal succession plan has been implemented.	K IV™ P7 Prac 13
	Due to the small size of the Group and the Board no Nominations Committee has been formed. As a result, directors are appointed and/or removed by the full Board directly, based on the suitability of available candidates and the requirements of the Group.	K IV™ P7 Prac 14



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Principle 7	Due to the small size of the Group and the Board no Nominations Committee has been formed. As a result, directors are appointed and/or removed by the full Board directly, based on the suitability of available candidates and the requirements of the Group.	K IV™ P7 Prac 15
	In identifying suitable candidates for appointment to the Board, the Board will consider candidates on merit against objective criteria and with due regard to the benefits of diversity on the Board.	K IV™ P7 Prac 16.a
	In identifying suitable candidates for appointment to the Board, the Board will consider candidates on merit against objective criteria and with due regard to the benefits of diversity on the Board.	K IV™ P7 Prac 16.b
	In identifying suitable candidates for appointment to the Board, the Board will consider candidates on merit against objective criteria and with due regard to the benefits of diversity on the Board.	K IV™ P7 Prac 16.c
	The Board reviews the effectiveness of retiring non-executive directors against objective criteria and merit	K IV™ P7 Prac 17
	Due to the small size of the Group and the Board no Nominations Committee has been formed. As a result, directors are appointed and/or removed by the full Board directly, based on the suitability of available candidates and the requirements of the Group.	K IV™ P7 Prac 19
	A brief CV of each director standing for election or re-election at the annual general meeting (AGM) accompanies the notice of the AGM.	K IV™ P7 Prac 20
	Executive directors have standard employment contract. Non-executive directors have standard letters of appointment.	K IV™ P7 Prac 21
	New directors will be inducted into the Group through interactions with various Exco members across the business, providing them with the necessary understanding of the Group structure and fiduciary responsibilities.	K IV™ P7 Prac 22
New directors will be inducted into the Group through interactions with various Exco members across the business, providing them with the necessary understanding of the Group structure and fiduciary responsibilities.	K IV™ P7 Prac 23	



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Principle 7	The board ensures that directors receive regular briefings on changes in risks, laws and the business environment.	K IV™ P7 Prac 24
	The Board reviews the independence of directors annually at a minimum, taking into consideration the principles as set out in the King IV code and the Companies Act.	K IV™ P7 Prac 25
	Real or perceived conflicts of interest are disclosed to the board and managed appropriately	K IV™ P7 Prac 26
	The Board reviews the independence of directors annually at a minimum, taking into consideration the principles as set out in the King IV code and the Companies Act.	K IV™ P7 Prac 27
	The Board reviews the independence of directors annually at a minimum, taking into consideration the principles as set out in the King IV code and the Companies Act.	K IV™ P7 Prac 28.a
	The Board reviews the independence of directors annually at a minimum, taking into consideration the principles as set out in the King IV code and the Companies Act.	K IV™ P7 Prac 28.b
	The Board reviews the independence of directors annually at a minimum, taking into consideration the principles as set out in the King IV code and the Companies Act.	K IV™ P7 Prac 28.c
	The Board reviews the independence of directors annually at a minimum, taking into consideration the principles as set out in the King IV code and the Companies Act.	K IV™ P7 Prac 28.d
	The Board reviews the independence of directors annually at a minimum, taking into consideration the principles as set out in the King IV code and the Companies Act.	K IV™ P7 Prac 28.e
	The Board reviews the independence of directors annually at a minimum, taking into consideration the principles as set out in the King IV code and the Companies Act.	K IV™ P7 Prac 28.f
	The Board reviews the independence of directors annually at a minimum, taking into consideration the principles as set out in the King IV code and the Companies Act.	K IV™ P7 Prac 28.g
The Board reviews the independence of directors annually at a minimum, taking into consideration the principles as set out in the King IV code and the Companies Act.	K IV™ P7 Prac 28.h	



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Principle 7	The Board reviews the independence of directors annually at a minimum, taking into consideration the principles as set out in the King IV code and the Companies Act.	K IV™ P7 Prac 28.i
	1 Independent non-executive director has been serving for longer than 9 years. The Board reviews the independence of all directors on an annual basis.	K IV™ P7 Prac 29
	The board is satisfied that it has the requisite number of directors with the skills, knowledge diversity and resources to conduct the business of the Group.	K IV™ P7 Prac 30.a
	The board have put in place a diversity policy which embraces the benefits of having a diverse Board and sees increasing diversity at Board level as an essential element in maintaining a competitive advantage. In reviewing the Board composition, the Board will consider the benefits of all aspects of diversity specifically including, but not limited to, gender and race diversity, in order to enable it to discharge its duties and responsibilities effectively. In identifying suitable candidates for appointment to the Board, the Board will consider candidates on merit against objective criteria and with due regard to the benefits of diversity on the Board. However, due to the small size of Purple Group Limited and the relatively small size of the board, the board have not set any specific targets to achieve in terms of diversity for race and gender.	K IV™ P7 Prac 30.b
	The category of all members of the board are disclosed in the 2019 IAR	K IV™ P7 Prac 30.c
	The board reviews the independence of all directors annually at a minimum, taking into consideration the principles as set out in the King code and the Companies Act.	K IV™ P7 Prac 30.d
	A brief CV of all members of the board is published in the 2019 IAR	K IV™ P7 Prac 30.e
	A brief CV of all members of the board, including their date of appointment as a director, is published in the 2019 IAR	K IV™ P7 Prac 30.f
	A brief CV of all members of the board, including their age, is published in the 2019 IAR	K IV™ P7 Prac 30.g



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Principle 7	A brief CV of all members of the board, including other governing body and professional positions, is published in the 2019 IAR	K IV™ P7 Prac 30.h
	Reasons for the removal, resignation or retirement of directors are disclosed in the 2019 IAR	K IV™ P7 Prac 30.i
	Purple Group Limited has an independent non-executive director as Chairman	K IV™ P7 Prac 31
	Due to the small size of Purple Group Limited, the relatively small size of the board and the fact that all members participate actively, no lead independent has been appointed	K IV™ P7 Prac 32.a
	Due to the small size of Purple Group Limited, the relatively small size of the board and the fact that all members participate actively, no lead independent has been appointed	K IV™ P7 Prac 32.b
	Due to the small size of Purple Group Limited, the relatively small size of the board and the fact that all members participate actively, no lead independent has been appointed	K IV™ P7 Prac 32.c
	Due to the small size of Purple Group Limited, the relatively small size of the board and the fact that all members participate actively, no lead independent has been appointed	K IV™ P7 Prac 32.d
	Due to the small size of Purple Group Limited, the relatively small size of the board and the fact that all members participate actively, no lead independent has been appointed	K IV™ P7 Prac 32.e
	Due to the small size of Purple Group Limited, the relatively small size of the board and the fact that all members participate actively, no lead independent has been appointed	K IV™ P7 Prac 32.f
Due to the small size of Purple Group Limited, the relatively small size of the board and the fact that all members participate actively, no lead independent has been appointed	K IV™ P7 Prac 32.g	



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Principle 7	Applied for the chair – no lead independent has been appointed	K IV™ P7 Prac 33
	The chairperson is not also the CEO nor a former CEO	K IV™ P7 Prac 34
	Due to the small size of Purple Group Limited, the relatively small size of the Board and the lack of suitably qualified independent non-executive directors with the relevant experience to fill the role, the Chair is a member of the audit committee.	K IV™ P7 Prac 36.a
	The Chair is not a member of the Remuneration Committee	K IV™ P7 Prac 36.b
	Due to the small size of the Group and the Board no Nominations Committee has been formed.	K IV™ P7 Prac 36.c
	The Chair is not a member of the Risk Committee	K IV™ P7 Prac 36.d
	The Chair is not a member of the Social and Ethics committee	K IV™ P7 Prac 36.e
	Due to the small size of Purple Group Limited and the relatively small size of the board, all members are actively involved and as such no formal succession plan has been implemented	K IV™ P7 Prac 37
	The independence of the Chair is disclosed in the 2019 IAR	K IV™ P7 Prac 38.a
Due to the small size of Purple Group Limited, the relatively small size of the board and the fact that all members participate actively, no lead independent has been appointed	K IV™ P7 Prac 38.b	



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Principle 8	The governing body should ensure that its arrangements for delegation within its own structures promote independent judgement, and assist with balance of power and the effective discharge of its duties.	
		King IV™ Reference
	The Board has established a number of statutory and other committees to assist it in fulfilling its duties and responsibilities more effectively. Members of the Board are appointed to committees based on their areas of expertise and experience, and in such a way that there is a distribution of authority and decision-making. One of the members is appointed as chair of that committee.	K IV™ P8 Prac 39
	As the Board is ultimately responsible for ensuring the effective management and control of the Group, all responsibility is ultimately in the hands of the board and if not delegated must be handled as required by the board	K IV™ P8 Prac 40
	Delegation to specific board members are approved by means of resolutions	K IV™ P8 Prac 41
	The Board has established a number of statutory and other committees to assist it in fulfilling its duties and responsibilities more effectively. Members of the Board are appointed to committees based on their areas of expertise and experience, and in such a way that there is a distribution of authority and decision-making. One of the members is appointed as chair of that committee. Each committee operates within specific written terms of reference under which certain functions of the Board are delegated with defined purposes, duties and reporting procedures. These terms of reference are reviewed regularly.	K IV™ P8 Prac 42



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<p>Principle 8</p>	<p>The Board has established a number of statutory and other committees to assist it in fulfilling its duties and responsibilities more effectively. Members of the Board are appointed to committees based on their areas of expertise and experience, and in such a way that there is a distribution of authority and decision-making. One of the members is appointed as chair of that committee. Each committee operates within specific written terms of reference under which certain functions of the Board are delegated with defined purposes, duties and reporting procedures. These terms of reference are reviewed regularly.</p>	<p>K IV™ P8 Prac 43.a</p>
	<p>The Board has established a number of statutory and other committees to assist it in fulfilling its duties and responsibilities more effectively. Members of the Board are appointed to committees based on their areas of expertise and experience, and in such a way that there is a distribution of authority and decision-making. One of the members is appointed as chair of that committee. Each committee operates within specific written terms of reference under which certain functions of the Board are delegated with defined purposes, duties and reporting procedures. These terms of reference are reviewed regularly.</p>	<p>K IV™ P8 Prac 43.b</p>
	<p>The Board has established a number of statutory and other committees to assist it in fulfilling its duties and responsibilities more effectively. Members of the Board are appointed to committees based on their areas of expertise and experience, and in such a way that there is a distribution of authority and decision-making. One of the members is appointed as chair of that committee. Each committee operates within specific written terms of reference under which certain functions of the Board are delegated with defined purposes, duties and reporting procedures. These terms of reference are reviewed regularly.</p>	<p>K IV™ P8 Prac 43.c</p>



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<p>Principle 8</p>	<p>The Board has established a number of statutory and other committees to assist it in fulfilling its duties and responsibilities more effectively. Members of the Board are appointed to committees based on their areas of expertise and experience, and in such a way that there is a distribution of authority and decision-making. One of the members is appointed as chair of that committee. Each committee operates within specific written terms of reference under which certain functions of the Board are delegated with defined purposes, duties and reporting procedures. These terms of reference are reviewed regularly.</p>	<p>K IV™ P8 Prac 43.d</p>
	<p>The Board has established a number of statutory and other committees to assist it in fulfilling its duties and responsibilities more effectively. Members of the Board are appointed to committees based on their areas of expertise and experience, and in such a way that there is a distribution of authority and decision-making. One of the members is appointed as chair of that committee. Each committee operates within specific written terms of reference under which certain functions of the Board are delegated with defined purposes, duties and reporting procedures. These terms of reference are reviewed regularly.</p>	<p>K IV™ P8 Prac 43.e</p>
	<p>The Board has established a number of statutory and other committees to assist it in fulfilling its duties and responsibilities more effectively. Members of the Board are appointed to committees based on their areas of expertise and experience, and in such a way that there is a distribution of authority and decision-making. One of the members is appointed as chair of that committee. Each committee operates within specific written terms of reference under which certain functions of the Board are delegated with defined purposes, duties and reporting procedures. These terms of reference are reviewed regularly.</p>	<p>K IV™ P8 Prac 43.f</p>



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<p>Principle 8</p>	<p>The Board has established a number of statutory and other committees to assist it in fulfilling its duties and responsibilities more effectively. Members of the Board are appointed to committees based on their areas of expertise and experience, and in such a way that there is a distribution of authority and decision-making. One of the members is appointed as chair of that committee. Each committee operates within specific written terms of reference under which certain functions of the Board are delegated with defined purposes, duties and reporting procedures. These terms of reference are reviewed regularly.</p>	<p>K IV™ P8 Prac 43.g</p>
	<p>The Board has established a number of statutory and other committees to assist it in fulfilling its duties and responsibilities more effectively. Members of the Board are appointed to committees based on their areas of expertise and experience, and in such a way that there is a distribution of authority and decision-making. One of the members is appointed as chair of that committee. Each committee operates within specific written terms of reference under which certain functions of the Board are delegated with defined purposes, duties and reporting procedures. These terms of reference are reviewed regularly.</p>	<p>K IV™ P8 Prac 43.h</p>
	<p>The Board has established a number of statutory and other committees to assist it in fulfilling its duties and responsibilities more effectively. Members of the Board are appointed to committees based on their areas of expertise and experience, and in such a way that there is a distribution of authority and decision-making. One of the members is appointed as chair of that committee. Each committee operates within specific written terms of reference under which certain functions of the Board are delegated with defined purposes, duties and reporting procedures. These terms of reference are reviewed regularly.</p>	<p>K IV™ P8 Prac 44.a</p>



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<p>Principle 8</p>	<p>The Board has established a number of statutory and other committees to assist it in fulfilling its duties and responsibilities more effectively. Members of the Board are appointed to committees based on their areas of expertise and experience, and in such a way that there is a distribution of authority and decision-making. One of the members is appointed as chair of that committee. Each committee operates within specific written terms of reference under which certain functions of the Board are delegated with defined purposes, duties and reporting procedures. These terms of reference are reviewed regularly.</p>	<p>K IV™ P8 Prac 44.b</p>
	<p>The Board has established a number of statutory and other committees to assist it in fulfilling its duties and responsibilities more effectively. Members of the Board are appointed to committees based on their areas of expertise and experience, and in such a way that there is a distribution of authority and decision-making. One of the members is appointed as chair of that committee. Each committee operates within specific written terms of reference under which certain functions of the Board are delegated with defined purposes, duties and reporting procedures. These terms of reference are reviewed regularly.</p>	<p>K IV™ P8 Prac 44.c</p>
	<p>The Board has established a number of statutory and other committees to assist it in fulfilling its duties and responsibilities more effectively. Members of the Board are appointed to committees based on their areas of expertise and experience, and in such a way that there is a distribution of authority and decision-making. One of the members is appointed as chair of that committee. Each committee operates within specific written terms of reference under which certain functions of the Board are delegated with defined purposes, duties and reporting procedures. These terms of reference are reviewed regularly.</p>	<p>K IV™ P8 Prac 45</p>



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<p>Principle 8</p>	<p>The Board has established a number of statutory and other committees to assist it in fulfilling its duties and responsibilities more effectively. Members of the Board are appointed to committees based on their areas of expertise and experience, and in such a way that there is a distribution of authority and decision-making. One of the members is appointed as chair of that committee. Each committee operates within specific written terms of reference under which certain functions of the Board are delegated with defined purposes, duties and reporting procedures. These terms of reference are reviewed regularly.</p>	<p>K IV™ P8 Prac 46</p>
	<p>The Board has established a number of statutory and other committees to assist it in fulfilling its duties and responsibilities more effectively. Members of the Board are appointed to committees based on their areas of expertise and experience, and in such a way that there is a distribution of authority and decision-making. One of the members is appointed as chair of that committee. Each committee operates within specific written terms of reference under which certain functions of the Board are delegated with defined purposes, duties and reporting procedures. These terms of reference are reviewed regularly. Committees are also composed of members fo the executive and/or senior management</p>	<p>K IV™ P8 Prac 47</p>
	<p>The Board has established a number of statutory and other committees to assist it in fulfilling its duties and responsibilities more effectively. Members of the Board are appointed to committees based on their areas of expertise and experience, and in such a way that there is a distribution of authority and decision-making. One of the members is appointed as chair of that committee. Each committee operates within specific written terms of reference under which certain functions of the Board are delegated with defined purposes, duties and reporting procedures. These terms of reference are reviewed regularly. All members of the board may attend by invitation without the invitation resulting in any powers over the committee</p>	<p>K IV™ P8 Prac 48</p>



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Principle 8	The board is ultimately responsible for all decisions and only delegates authority to the committees	K IV™ P8 Prac 49
	A brief description of the mandate of each committee as well as the associated responsibilities and functions are disclosed in the 2019 IAR	K IV™ P8 Prac 50.a
	The composition of each committee is disclosed in the 2019 IAR	K IV™ P8 Prac 50.b
	Any regular invitees for each committee if applicable are disclosed in the 2019 IAR	K IV™ P8 Prac 50.c
	A brief description of the mandate of each committee as well as the associated responsibilities and functions are disclosed in the 2019 IAR	K IV™ P8 Prac 50.d
	The number of meetings as well as the attendance of the members of the board are disclosed in the 2019 IAR	K IV™ P8 Prac 50.e
	The Board of Directors has established an Audit Committee whose primary objective is to provide the Board with additional assurance regarding the efficiency and reliability of the financial information used by the directors, and assurance that the regulatory structures are maintained in compliance with the applicable legislative frameworks.	K IV™ P8 Prac 51.a
	The Board of Directors has established an Audit Committee whose primary objective is to provide the Board with additional assurance regarding the efficiency and reliability of the financial information used by the directors, and assurance that the regulatory structures are maintained in compliance with the applicable legislative frameworks.	K IV™ P8 Prac 51.b
	The Board of Directors has established an Audit Committee whose primary objective is to provide the Board with additional assurance regarding the efficiency and reliability of the financial information used by the directors, and assurance that the regulatory structures are maintained in compliance with the applicable legislative frameworks. The audit committee reports internally to the board on its statutory duties and duties assigned to it by the board.	K IV™ P8 Prac 52



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Principle 8	The audit committee has regard to all factors and risks that may impact on integrity of the integrated report; e.g.. judgements, changes in accounting policies, significant or unusual transactions, factors that may predispose management to present misleading information, any evidence that brings into question any previously published financial information, etc.	K IV™ P8 Prac 54
	Audit committee members collectively have knowledge and experience on financial risks, financial and sustainability reporting, and internal controls.	K IV™ P8 Prac 55
	All members of the Audit Committee are independent non-executive directors	K IV™ P8 Prac 56
	The chairperson of the audit committee is an independent non-executive director and not the chairperson of board	K IV™ P8 Prac 57
	The audit committee meets with the external auditors once a year without management being present. There is no internal audit function	K IV™ P8 Prac 58
	Other functions of the Audit Committee includes the approval of non-audit services by the external auditor	K IV™ P8 Prac 59.a.i
	Other functions of the Audit Committee includes considering the competence and independence of the external auditor by, amongst others, receiving and reviewing the documentation as detailed in paragraph 22.15(h) of the Listings Requirements of the JSE.	K IV™ P8 Prac 59.a.ii
	Other functions of the Audit Committee includes considering the competence and independence of the external auditor by, amongst others, ensuring the rotation of the audit partner as required	K IV™ P8 Prac 59.a.iii
In execution of its duties during the past reporting period, the Audit Committee has: • received and dealt appropriately with any complaints relating to the accounting practices of the Group or to the content or auditing of its financial statements, or to any related matter; • considered the JSE Proactive Monitoring report of 2018 and has taken appropriate action to apply the findings where applicable; and	K IV™ P8 Prac 59.b	



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Principle 8	In execution of its duties during the past reporting period, the Audit Committee has: <ul style="list-style-type: none"> ensured that the appointment of the auditor complies with the Companies Act and any other legislation relating to the appointment of auditors; performed an assessment of the competence of the auditor to perform it's duties by, amongst others, receiving and reviewing the documentation as detailed in paragraph 22.15(h) of the Listings Requirements of the JSE; 	K IV™ P8 Prac 59.c
	The Audit Committee is of the view that the size of the Group does not warrant the formation of an internal audit department.	K IV™ P8 Prac 59.d
	The audit committee has considered and is satisfied that the finance function is adequately staffed and resourced, is able to fulfil its function adequately and has in place appropriate financial reporting procedures that are applied and operational.	K IV™ P8 Prac 59.e
	The Audit committee has considered and is satisfied that Gary van Dyk, the Chief Financial and Operating Officer, possesses the appropriate expertise and experience to meet his responsibilities in that position and that the finance function is adequately staffed and resourced, is able to fulfil its function adequately and has in place appropriate financial reporting procedures that are applied and operational.	K IV™ P8 Prac 59.f
	Due to the small size of Purple Group Limited and the relatively small size of the Board, a nominations committee has not been formed. New directors are appointed by the Board directly.	K IV™ P8 Prac 60.a
	Due to the small size of Purple Group Limited and the relatively small size of the board, all members are actively involved and as such no formal succession plan has been implemented	K IV™ P8 Prac 60.b
	Due to the small size of the board and the fact that all directors participate actively, the board has not found it necessary to conduct formal assessments of the individual non-executive directors	K IV™ P8 Prac 60.c
	Due to the small size of Purple Group Limited and the relatively small size of the Board, a nominations committee has not been formed. New directors are appointed by the Board directly.	K IV™ P8 Prac 61



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Principle 8	The board has formed a Risk Management Committee that is responsible for the governance of risk and to set levels of risk tolerance and risk appetite.	K IV™ P8 Prac 62
	One member of the Audit Committee is also a member of the Risk committee	K IV™ P8 Prac 63
	The Risk committee comprises of 2 Executive and 3 non-Executive directors	K IV™ P8 Prac 64
	The Board of Directors has established a remuneration committee which will make recommendations to the Board within agreed terms of reference, on the Group's framework of executive remuneration and its costs	K IV™ P8 Prac 65
	All members of the Remuneration committee are non-executive directors	K IV™ P8 Prac 66
	The Chair of the remuneration committee is an independent non-executive director	K IV™ P8 Prac 67
	The Board of Directors has established a social & ethics committee which functions in line with the requirements of the Companies Act (No. 71 of 2008)	K IV™ P8 Prac 68
	A formal charter has been adopted that governs the objective of the committee and how its business shall be conducted.	K IV™ P8 Prac 69
	The social & ethics committee comprises 2 non-executive directors and 1 executive director	K IV™ P8 Prac 70
Principle 9	The governing body should ensure that the evaluation of its own performance and that of its committees, its chair and its individual members, support continued improvement in its performance and effectiveness.	
		King IV™ Reference
	Due to the small size of Purple Group Limited and the relatively small size of the board no formal performance evaluation process has been implemented	K IV™ P9 Prac 71



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Principle 9	Due to the small size of Purple Group Limited and the relatively small size of the board no formal performance evaluation process has been implemented	K IV™ P9 Prac 72
	Due to the small size of Purple Group Limited and the relatively small size of the board no formal performance evaluation process has been implemented	K IV™ P9 Prac 73
	Due to the small size of the Board and the fact that all directors participate actively, the Board has not found it necessary to conduct formal assessments of the individual non-executive directors	K IV™ P9 Prac 74
	Due to the small size of Purple Group Limited and the relatively small size of the board no formal performance evaluation process has been implemented	K IV™ P9 Prac 75.a
	Due to the small size of Purple Group Limited and the relatively small size of the board no formal performance evaluation process has been implemented	K IV™ P9 Prac 75.b
	Due to the small size of Purple Group Limited and the relatively small size of the board no formal performance evaluation process has been implemented	K IV™ P9 Prac 75.c
Principle 10	The governing body should ensure that the appointment of, and delegation to, management contribute to role clarity and the effective exercise of authority and responsibilities.	
		King IV™ Reference
	The board have appointed a CEO	K IV™ P10 Prac 76
	The Board has delegated authority of the day-to-day management of the Group to the CEO and the executive teams of the businesses themselves	K IV™ P10 Prac 77



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Principle 10	The Board has delegated authority of the day-to-day management of the Group to the CEO and the executive teams of the businesses themselves who will supply the Board in a timely manner with information in a form and of a quality appropriate to enable it to discharge its duties	K IV™ P10 Prac 78
	The CEO is only a member of the Risk committee	K IV™ P10 Prac 79
	The CEO has no additional professional positions	K IV™ P10 Prac 80
	Due to the small size of Purple Group Limited and the relatively small size of the board, no formal succession plan has been implemented for the CEO. This is however mitigated by the fact that the members of the Exco work very closely with the CEO to manage the group and as such are adequately skilled to continue managing until a replacement CEO is appointed should the need arise	K IV™ P10 Prac 81
	Executive directors' performance is assessed in relation to key performance indicators as agreed annually in accordance with the Company's standard performance assessment process.	K IV™ P10 Prac 82
	Executive directors have standard employment contracts, requiring no more than three months' notice of termination.	K IV™ P10 Prac 83.a
	The CEO has no other professional commitments	K IV™ P10 Prac 83.b
	Due to the small size of Purple Group Limited and the relatively small size of the board, no formal succession plan has been implemented for the CEO. This is however mitigated by the fact that the members of the Exco work very closely with the CEO to manage the group and as such are adequately skilled to continue managing until a replacement CEO is appointed should the need arise	K IV™ P10 Prac 83.c



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Principle 10	<p>The Board is ultimately responsible for ensuring the effective management and control of the Group and participates in the determination of the strategic direction and policy of the Group, discussions regarding transactions and disposals, approval of major capital expenditure, diverse financial and administrative activities and any other matters that may materially impact on the business of the Group.</p> <p>The Board has delegated authority of the day-to-day management of the Group to the CEO and the executive teams of the businesses themselves. Management will supply the Board in a timely manner with information in a form and of a quality appropriate to enable it to discharge its duties</p>	K IV™ P10 Prac 84
	<p>The Board is ultimately responsible for ensuring the effective management and control of the Group and participates in the determination of the strategic direction and policy of the Group, discussions regarding transactions and disposals, approval of major capital expenditure, diverse financial and administrative activities and any other matters that may materially impact on the business of the Group.</p> <p>The Board has delegated authority of the day-to-day management of the Group to the CEO and the executive teams of the businesses themselves. Management will supply the Board in a timely manner with information in a form and of a quality appropriate to enable it to discharge its duties</p>	K IV™ P10 Prac 85
	<p>Due to the small size of the Group and the Board no Nominations Committee has been formed. As a result, directors (executive and non-executive) are appointed and/or removed by the full Board directly, based on the suitability of available candidates and the requirements of the Group.</p>	K IV™ P10 Prac 86
	<p>The Board has delegated authority of the day-to-day management of the Group to the CEO and the executive teams who will appoint for the key management functions, ensuring that the relevant person has the necessary skills and expertise for the role</p>	K IV™ P10 Prac 87.a
	<p>The Board has delegated authority of the day-to-day management of the Group to the CEO and the executive teams who will appoint for the key management functions, ensuring that the relevant key functions are adequately resourced</p>	K IV™ P10 Prac 87.b



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Principle 10	Due to the small size of Purple Group Limited and the relatively small size of the board, no formal succession plan has been implemented for executive management. This is however mitigated by the fact that the members of the Exco work very closely together to manage the group and as such are adequately skilled to continue managing until a replacement member is appointed should the need arise	K IV™ P10 Prac 88
	Directors have the ability to delegate certain functions, either internally or externally, in order to assist them in the performance of their duties and the decision making process.	K IV™ P10 Prac 90
	A company secretary has been appointed by the board of directors	K IV™ P10 Prac 91
	Directors have the ability to delegate certain functions, either internally or externally, in order to assist them in the performance of their duties and the decision making process.	K IV™ P10 Prac 92
	The Company Secretary acts in a support capacity to the directors and Chairman and provides the Board with guidance and advice regarding the directors' responsibilities, duties and powers and to ensure that the Board is aware of all the legislation relevant to or affecting the affairs of the Group. The Company Secretary is required to ensure that the Group complies with all applicable legislation regarding its affairs including the necessary recording of meetings of the Board or shareholders. The Company Secretary is a third party entity in which none of the directors or Exco members have an interest, and as a result the Board believes that an arms-length relationship exists between the Group and the Company Secretary.	K IV™ P10 Prac 93
	The Company Secretary acts in a support capacity to the directors and Chairman and provides the Board with guidance and advice regarding the directors' responsibilities, duties and powers and to ensure that the Board is aware of all the legislation relevant to or affecting the affairs of the Group. The Company Secretary is required to ensure that the Group complies with all applicable legislation regarding its affairs including the necessary recording of meetings of the Board or shareholders. The Company Secretary is a third party entity in which none of the directors or Exco members have an interest, and as a result the Board believes that an arms-length relationship exists between the Group and the Company Secretary.	K IV™ P10 Prac 94



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Principle 10	The company secretary is appointed and removed by board.	K IV™ P10 Prac 95
	The Company Secretary acts in a support capacity to the directors and Chairman and provides the Board with guidance and advice regarding the directors' responsibilities, duties and powers and to ensure that the Board is aware of all the legislation relevant to or affecting the affairs of the Group. The Company Secretary is required to ensure that the Group complies with all applicable legislation regarding its affairs including the necessary recording of meetings of the Board or shareholders. The Company Secretary is a third party entity in which none of the directors or Exco members have an interest, and as a result the Board believes that an arms-length relationship exists between the Group and the Company Secretary.	K IV™ P10 Prac 96
	The Company Secretary acts in a support capacity to the directors and Chairman and provides the Board with guidance and advice regarding the directors' responsibilities, duties and powers and to ensure that the Board is aware of all the legislation relevant to or affecting the affairs of the Group. The Company Secretary is required to ensure that the Group complies with all applicable legislation regarding its affairs including the necessary recording of meetings of the Board or shareholders. The Company Secretary is a third party entity in which none of the directors or Exco members have an interest, and as a result the Board believes that an arms-length relationship exists between the Group and the Company Secretary.	K IV™ P10 Prac 97
	The Board of Directors has, during the period under review, considered and satisfied itself of the competency, qualifications and experience of the Company Secretary. The Board of Directors confirms that there is an arm's length relationship with the Company Secretary.	K IV™ P10 Prac 98
	Directors have the ability to delegate certain functions, either internally or externally, in order to assist them in the performance of their duties and the decision making process.	K IV™ P10 Prac 99
		King IV™ Reference
Principle 11	The governing body should govern risk in a way that supports the organisation in setting and achieving strategic objectives.	
	The Group has formed a Risk Management Committee that is responsible for the governance of risk and to set levels of risk tolerance and risk appetite	K IV™ P11 Prac 1.a



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Principle 11	The Group has formed a Risk Management Committee that is responsible for the governance of risk and to set levels of risk tolerance and risk appetite	K IV™ P11 Prac 1.b
	The Group has formed a Risk Management Committee that is responsible for the governance of risk and to set levels of risk tolerance and risk appetite	K IV™ P11 Prac 2
	This risk committee has as its responsibility to: <ul style="list-style-type: none"> &bull; Design, implement and monitor the risk management plan; &bull; Ensure risk is assessed on a continual basis; &bull; Ensure that there are appropriate risk responses implemented; and &bull; Ensure that there are processes in place enabling complete, timely, relevant, accurate and accessible risk disclosure. 	K IV™ P11 Prac 3
	The Group has formed a Risk Management Committee that is responsible for the governance of risk and to set levels of risk tolerance and risk appetite.	K IV™ P11 Prac 4.a
	This risk committee has as its responsibility to: <ul style="list-style-type: none"> &bull; Design, implement and monitor the risk management plan; &bull; Ensure risk is assessed on a continual basis; &bull; Ensure that there are appropriate risk responses implemented; and &bull; Ensure that there are processes in place enabling complete, timely, relevant, accurate and accessible risk disclosure. 	K IV™ P11 Prac 4.b
	The Group has formed a Risk Management Committee that is responsible for the governance of risk and to set levels of risk tolerance and risk appetite	K IV™ P11 Prac 5
	This risk committee has as its responsibility to: <ul style="list-style-type: none"> &bull; Design, implement and monitor the risk management plan; &bull; Ensure risk is assessed on a continual basis; &bull; Ensure that there are appropriate risk responses implemented; and &bull; Ensure that there are processes in place enabling complete, timely, relevant, accurate and accessible risk disclosure. 	K IV™ P11 Prac 6.a



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Principle 11	This risk committee has as its responsibility to: <ul style="list-style-type: none"> &bull; Design, implement and monitor the risk management plan; &bull; Ensure risk is assessed on a continual basis; &bull; Ensure that there are appropriate risk responses implemented; and &bull; Ensure that there are processes in place enabling complete, timely, relevant, accurate and accessible risk disclosure. 	K IV™ P11 Prac 6.b
	This risk committee has as its responsibility to: <ul style="list-style-type: none"> &bull; Design, implement and monitor the risk management plan; &bull; Ensure risk is assessed on a continual basis; &bull; Ensure that there are appropriate risk responses implemented; and &bull; Ensure that there are processes in place enabling complete, timely, relevant, accurate and accessible risk disclosure. 	K IV™ P11 Prac 6.c
	This risk committee has as its responsibility to: <ul style="list-style-type: none"> &bull; Design, implement and monitor the risk management plan; &bull; Ensure risk is assessed on a continual basis; &bull; Ensure that there are appropriate risk responses implemented; and &bull; Ensure that there are processes in place enabling complete, timely, relevant, accurate and accessible risk disclosure. 	K IV™ P11 Prac 6.d
	This risk committee has as its responsibility to: <ul style="list-style-type: none"> &bull; Design, implement and monitor the risk management plan; &bull; Ensure risk is assessed on a continual basis; &bull; Ensure that there are appropriate risk responses implemented; and &bull; Ensure that there are processes in place enabling complete, timely, relevant, accurate and accessible risk disclosure. 	K IV™ P11 Prac 6.e



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Principle 11	This risk committee has as its responsibility to: • Design, implement and monitor the risk management plan; • Ensure risk is assessed on a continual basis; • Ensure that there are appropriate risk responses implemented; and • Ensure that there are processes in place enabling complete, timely, relevant, accurate and accessible risk disclosure.	K IV™ P11 Prac 6.f
	This risk committee has as its responsibility to: • Design, implement and monitor the risk management plan; • Ensure risk is assessed on a continual basis; • Ensure that there are appropriate risk responses implemented; and • Ensure that there are processes in place enabling complete, timely, relevant, accurate and accessible risk disclosure.	K IV™ P11 Prac 7
	The group deemed that it was not possible to disclose more than what is already disclosed in the Integrated Annual Report without compromising sensitive information	K IV™ P11 Prac 8
	The group deemed that it was not possible to disclose more than what is already disclosed in the Integrated Annual Report without compromising sensitive information	K IV™ P11 Prac 9.a
	The group deemed that it was not possible to disclose more than what is already disclosed in the Integrated Annual Report without compromising sensitive information	K IV™ P11 Prac 9.b
	The group deemed that it was not possible to disclose more than what is already disclosed in the Integrated Annual Report without compromising sensitive information	K IV™ P11 Prac 9.c
	The group deemed that it was not possible to disclose more than what is already disclosed in the Integrated Annual Report without compromising sensitive information	K IV™ P11 Prac 9.d



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Principle 12	The governing body should govern technology and information in a way that supports the organisation setting and achieving its strategic objectives.	King IV™ Reference
	<p>IT governance forms an integral part of the Group's risk management to ensure that the systems are able to support our clients' needs and our own internal control systems, whilst at the same time being aligned to the Group's strategic objectives.</p> <p>While the Board is ultimately responsible for the governance of IT, this has been delegated to Paul the Group Chief Technology Officer, who is a member of Exco, and who is responsible for the implementation of an IT governance framework and for monitoring and evaluating significant IT expenditure.</p>	K IV™ P12 Prac 10
	<p>While the Board is ultimately responsible for the governance of IT, this has been delegated to the Group Chief Technology Officer, who is a member of Exco, and who is responsible for the implementation of an IT governance framework and for monitoring and evaluating significant IT expenditure.</p>	K IV™ P12 Prac 11
	<p>While the Board is ultimately responsible for the governance of IT, this has been delegated to the Group Chief Technology Officer, who is a member of Exco, and who is responsible for the implementation of an IT governance framework and for monitoring and evaluating significant IT expenditure.</p>	K IV™ P12 Prac 12
	<p>While the Board is ultimately responsible for the governance of IT, this has been delegated to the Group Chief Technology Officer, who is a member of Exco, and who is responsible for the implementation of an IT governance framework and for monitoring and evaluating significant IT expenditure.</p>	K IV™ P12 Prac 13.a
	<p>IT governance forms an integral part of the Group's risk management to ensure that the systems are able to support our clients' needs and our own internal control systems, whilst at the same time being aligned to the Group's strategic objectives.</p>	K IV™ P12 Prac 13.b
	<p>Security, disaster recovery and data management are essential focuses of the IT department</p>	K IV™ P12 Prac 13.c
	<p>The Group identifies any new and innovative technology that can be incorporated into its strategy and processes. Security, disaster recovery and data management are also essential focuses of the IT department</p>	K IV™ P12 Prac 13.d



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Principle 12	Strict SLAs are in place with all outsourced and third party providers against which performance is measured continuously	K IV™ P12 Prac 13.e
	IT forms an integral part of the three business units, namely GT247.com, EasyEquities and Emperor Asset Management. IT governance, therefore, forms an integral part of the Group's risk management to ensure that the systems are able to support our clients' needs and our own internal control systems, whilst at the same time being aligned to the Group's strategic objectives in terms of expenditure and the value delivered.	K IV™ P12 Prac 13.f
	Security, disaster recovery and data management are essential focuses of the IT department, including the secure and safe disposal of IT resources/data	K IV™ P12 Prac 13.g
	An IT code of ethics is provided to all employees or third party providers that have access to or use the Group's IT resources	K IV™ P12 Prac 13.h
	IT governance includes ensuring that our systems comply with all relevant laws and regulations, including but not limited to the Protection of Personal information	K IV™ P12 Prac 13.i
	The Group is constantly developing their IT infrastructure and data management as it is an integral part of all it's business units and needs to sustain the growth being faced by the group	K IV™ P12 Prac 14.a
	The board ensures that an Information Security Management System is developed, implemented and recorded that ensures security (confidentiality, integrity and availability of information).	K IV™ P12 Prac 14.b
	The board ensures all personal information is treated by the group as an important business asset and securely stored in line with all relevant laws and regulations .	K IV™ P12 Prac 14.c
	Security, disaster recovery and data management are essential focuses of the IT governance framework	K IV™ P12 Prac 14.d
	IT governance forms an integral part of the Group's risk management to ensure that the systems are able to support our clients' needs and our own internal control systems, whilst at the same time being aligned to the Group's strategic objectives	K IV™ P12 Prac 15.a



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Principle 12	IT governance forms an integral part of the Group's risk management to ensure that the systems are able to support our clients' needs and our own internal control systems, whilst at the same time being aligned to the Group's strategic objectives	K IV™ P12 Prac 15.b
	IT governance forms an integral part of the Group's risk management to ensure that the systems are able to support our clients' needs and our own internal control systems, whilst at the same time being aligned to the Group's strategic objectives	K IV™ P12 Prac 15.c
	The board receives independent assurance on the effectiveness of the IT internal controls annually from the external auditors as part of their IT systems audit	K IV™ P12 Prac 16
Principle 13	The governing body should govern compliance with applicable laws and adopted, non-binding rules, codes and standards in a way that supports the organisation being ethical and a good corporate citizen.	
		King IV™ Reference
	The Board is responsible for ensuring the Group complies with all applicable laws that affect the different business units. This is achieved through effective delegation to management and the Group compliance and legal function that monitors the Group's compliance with the relevant rules and laws	K IV™ P13 Prac 18
	A Regulatory Committee was formed to monitor the Group's compliance with the acts relevant to its various businesses, most importantly FICA and FAIS	K IV™ P13 Prac 19
	The Board is responsible for ensuring the Group complies with all applicable laws that affect the different business units. This is achieved through effective delegation to management and the Group compliance and legal function that monitors the Group's compliance with the relevant rules and laws.	K IV™ P13 Prac 20
The Board is responsible for ensuring the Group complies with all applicable laws that affect the different business units. This is achieved through effective delegation to management and the Group compliance and legal function that monitors the Group's compliance with the relevant rules and laws. A Regulatory Committee was formed to monitor the Group's compliance with the acts relevant to its various businesses, most importantly FICA and FAIS	K IV™ P13 Prac 21.a	



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Principle 13	The Board is responsible for ensuring the Group complies with all applicable laws that affect the different business units. This is achieved through effective delegation to management and the Group compliance and legal function that monitors the Group's compliance with the relevant rules and laws. A Regulatory Committee was formed to monitor the Group's compliance with the acts relevant to its various businesses, most importantly FICA and FAIS	K IV™ P13 Prac 21.b
	A Regulatory Committee was formed to monitor the Group's compliance with the acts relevant to its various businesses, most importantly FICA and FAIS	K IV™ P13 Prac 21.c
	The Group has appointed an external Compliance Officer, with whom regular meetings are held	K IV™ P13 Prac 22
	A Regulatory Committee was formed to monitor the Group's compliance with the acts relevant to its various businesses, most importantly FICA and FAIS.	K IV™ P13 Prac 23.a
	A Regulatory Committee was formed to monitor the Group's compliance with the acts relevant to its various businesses, most importantly FICA and FAIS.	K IV™ P13 Prac 23.b
	There were no material or repeated regulatory penalties imposed on the group	K IV™ P13 Prac 24
	There were no monitoring and compliance inspections by environmental regulators	K IV™ P13 Prac 25
Principle 14	The governing body should ensure that the organisation remunerates fairly, responsibly and transparently so as to promote the achievement of strategic objectives and positive outcomes in the short, medium and long term.	
		King IV™ Reference
	The Board of Directors has established a remuneration committee which will make recommendations to the Board within agreed terms of reference, on the Group's framework of executive remuneration and its costs	K IV™ P14 Prac 26
The Board of Directors has established a remuneration committee which will make recommendations to the Board within agreed terms of reference, on the Group's framework of executive remuneration and its costs	K IV™ P14 Prac 27	



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Principle 14	The remuneration committee acknowledges the importance of motivating individual and team performances and therefore applies the remuneration policy equitably, fairly and consistently in relation to job responsibilities, the markets in which the Group operates and personal performance	K IV™ P14 Prac 28.a
	The remuneration committee ensures that the mix of fixed and variable pay, in cash, shares and other elements, meets the company's needs and strategic objectives.	K IV™ P14 Prac 28.b
	The remuneration structures are to encourage sustainable, long-term wealth creation	K IV™ P14 Prac 28.c
	The remuneration committee acknowledges the importance of motivating individual and team performances and therefore applies the remuneration policy equitably, fairly and consistently in relation to job responsibilities, the markets in which the Group operates and personal performance.	K IV™ P14 Prac 28.d
	The following factors regarding the remuneration structures are highlighted: <ul style="list-style-type: none"> &bull; The remuneration philosophy is supportive of the Group's strategy; &bull; The cost of employment is managed while, at the same time, employees are rewarded in order to retain and motivate talented, skilled and high-calibre executives and employees; &bull; The Group promotes a performance-based culture; and &bull; The Group strives to align executive rewards with the interests of stakeholders 	K IV™ P14 Prac 29.a
	The following factors regarding the remuneration structures are highlighted: <ul style="list-style-type: none"> &bull; The remuneration philosophy is supportive of the Group's strategy; &bull; The cost of employment is managed while, at the same time, employees are rewarded in order to retain and motivate talented, skilled and high-calibre executives and employees; &bull; The Group promotes a performance-based culture; and &bull; The Group strives to align executive rewards with the interests of stakeholders 	K IV™ P14 Prac 29.b



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Principle 14	Both the remuneration policy and the implementation report are tabled for non-binding advisory votes at the AGM	K IV™ P14 Prac 29.c
	The Group rewards executive directors and employees as follows: <ul style="list-style-type: none"> &bull; Market-related, fair annual packages (base salary and benefits), which are competitive owing to the portability of skills; &bull; Market information is sourced from industry and executive remuneration surveys to benchmark executive remuneration in comparable positions; &bull; Annual performance bonuses related to specific company and personal objectives; and &bull; Participation in the employee share option scheme. 	K IV™ P14 Prac 30.a
	The Group rewards executive directors and employees as follows: <ul style="list-style-type: none"> &bull; Market-related, fair annual packages (base salary and benefits), which are competitive owing to the portability of skills; &bull; Market information is sourced from industry and executive remuneration surveys to benchmark executive remuneration in comparable positions; &bull; Annual performance bonuses related to specific company and personal objectives; and &bull; Participation in the employee share option scheme. 	K IV™ P14 Prac 30.b
	The Group rewards executive directors and employees as follows: <ul style="list-style-type: none"> &bull; Market-related, fair annual packages (base salary and benefits), which are competitive owing to the portability of skills; &bull; Market information is sourced from industry and executive remuneration surveys to benchmark executive remuneration in comparable positions; &bull; Annual performance bonuses related to specific company and personal objectives; and &bull; Participation in the employee share option scheme. 	K IV™ P14 Prac 30.f



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Principle 14	For non-executive directors' fees, the remuneration committee takes cognisance of market norms and practices as well as the additional responsibilities placed on Board members by new legislation and corporate governance rules. Non-executive director remuneration is fee-based and not linked to the share price of Purple Group. Purple Group non-executive directors do not receive bonuses or share options to ensure actual and perceived independence, except for Mark Barnes who has share options from his time as an executive. It was approved at a general meeting of shareholders that these could be retained.	K IV™ P14 Prac 30.g
	The Board of Directors has established a remuneration committee which will make recommendations to the Board within agreed terms of reference, on the Group's framework of executive remuneration and its costs. The remuneration committee will ensure that levels of remuneration are sufficient to attract and retain directors and executives needed to run the Group successfully	K IV™ P14 Prac 31
	The remuneration committee has developed a performance-orientated remuneration philosophy which fairly rewards executives and employees for their respective contributions to achieving the Group's strategic, financial and operational objectives. The remuneration structures are to encourage sustainable, long-term wealth creation.	K IV™ P14 Prac 32.a
	The following factors regarding the remuneration structures are highlighted: <ul style="list-style-type: none"> &bull; The remuneration philosophy is supportive of the Group's strategy; &bull; The cost of employment is managed while, at the same time, employees are rewarded in order to retain and motivate talented, skilled and high-calibre executives and employees; &bull; The Group promotes a performance-based culture; and &bull; The Group strives to align executive rewards with the interests of stakeholders. 	K IV™ P14 Prac 32.b
	Disclosed as part of the AGM section of the IAR	K IV™ P14 Prac 32.c



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Principle 14	The Group rewards executive directors and employees as follows: <ul style="list-style-type: none"> &bull; Market-related, fair annual packages (base salary and benefits), which are competitive owing to the portability of skills; &bull; Market information is sourced from industry and executive remuneration surveys to benchmark executive remuneration in comparable positions; &bull; Annual performance bonuses related to specific company and personal objectives; and &bull; Participation in the employee share option scheme. 	K IV™ P14 Prac 33.a
	The results of the voting are available on SENS	K IV™ P14 Prac 33.b
	No remuneration consultants have been used	K IV™ P14 Prac 33.d
	The Group rewards executive directors and employees as follows: <ul style="list-style-type: none"> &bull; Market-related, fair annual packages (base salary and benefits), which are competitive owing to the portability of skills; &bull; Market information is sourced from industry and executive remuneration surveys to benchmark executive remuneration in comparable positions; &bull; Annual performance bonuses related to specific company and personal objectives; and &bull; Participation in the employee share option scheme. 	K IV™ P14 Prac 34.a
	Included as part of the Implementation report in AGM section of the IAR	K IV™ P14 Prac 34.c



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Principle 14	The Group rewards executive directors and employees as follows: <ul style="list-style-type: none"> • Market-related, fair annual packages (base salary and benefits), which are competitive owing to the portability of skills; • Market information is sourced from industry and executive remuneration surveys to benchmark executive remuneration in comparable positions; • Annual performance bonuses related to specific company and personal objectives; and • Participation in the employee share option scheme. 	K IV™ P14 Prac 34.f
	For non-executive directors' fees, the remuneration committee takes cognisance of market norms and practices as well as the additional responsibilities placed on Board members by new legislation and corporate governance rules	K IV™ P14 Prac 34.g
	Disclosed in 2019 IAR	K IV™ P14 Prac 35.a.i
	Disclosed in 2019 IAR	K IV™ P14 Prac 35.a.ii
	Included in 2019 IAR	K IV™ P14 Prac 35.a.iii
	Disclosed in 2019 IAR	K IV™ P14 Prac 35.d
	Approved by special resolution at the AGM	K IV™ P14 Prac 36
	Both remuneration policy and implementation report are tabled at each AGM for separate non-binding advisory votes	K IV™ P14 Prac 37
	The engagement process is defined in the description of the resolution in the AGM section of the IAR	K IV™ P14 Prac 38.a



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Principle 14	The engagement process is defined in the description of the resolution in the AGM section of the IAR	K IV™ P14 Prac 38.b
	The engagement process is defined in the description of the resolution in the AGM section of the IAR	K IV™ P14 Prac 39.a
	The engagement process is defined in the description of the resolution in the AGM section of the IAR	K IV™ P14 Prac 39.b
Principle 15	The governing body should ensure that assurance services and functions enable an effective control environment, and that these support the integrity of information for internal decision-making and of the organisation's external reports.	
		King IV™ Reference
	The Audit Committee is appointed by the Shareholders. It assists the Board by advising and making recommendations on financial reporting, risk management and internal controls, external and internal audit functions and statutory and regulatory compliance of the Group, but retains no executive powers or responsibility	K IV™ P15 Prac 40.a
	The Audit Committee is appointed by the Shareholders. It assists the Board by advising and making recommendations on financial reporting, risk management and internal controls, external and internal audit functions and statutory and regulatory compliance of the Group, but retains no executive powers or responsibility	K IV™ P15 Prac 40.b
	The Audit Committee is appointed by the Shareholders. It assists the Board by advising and making recommendations on financial reporting, risk management and internal controls, external and internal audit functions and statutory and regulatory compliance of the Group, but retains no executive powers or responsibility	K IV™ P15 Prac 40.c
	The Group has formed a Risk Management Committee that is responsible for the governance of risk and to set levels of risk tolerance and risk appetite.	K IV™ P15 Prac 42.a



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Principle 15	The Group has formed a Risk Management Committee that is responsible for the governance of risk and to set levels of risk tolerance and risk appetite. The Board is also responsible for ensuring the Group complies with all applicable laws that affect the different business units. This is achieved through effective delegation to management and the Group compliance and legal function that monitors the Group’s compliance with the relevant rules and laws	K IV™ P15 Prac 42.b
	The Board is responsible for ensuring the Group complies with all applicable laws that affect the different business units. This is achieved through effective delegation to management and the Group compliance and legal function that monitors the Group’s compliance with the relevant rules and laws	K IV™ P15 Prac 42.c
	The board obtains assurance from external auditors as well as external compliance officers	K IV™ P15 Prac 42.d
	The Group has appointed an external Compliance Officer, with whom regular meetings are held	K IV™ P15 Prac 42.f
	The Board of Directors has established an Audit Committee whose primary objective is to provide the Board with additional assurance regarding the efficiency and reliability of the financial information used by the directors, and assurance that the regulatory structures are maintained in compliance with the applicable legislative frameworks	K IV™ P15 Prac 44
	The Board of Directors has established an Audit Committee whose primary objective is to provide the Board with additional assurance regarding the efficiency and reliability of the financial information used by the directors, and assurance that the regulatory structures are maintained in compliance with the applicable legislative frameworks	K IV™ P15 Prac 45.a
	The Board of Directors has established an Audit Committee whose primary objective is to provide the Board with additional assurance regarding the efficiency and reliability of the financial information used by the directors, and assurance that the regulatory structures are maintained in compliance with the applicable legislative frameworks	K IV™ P15 Prac 45.b



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Principle 15	The Board of Directors has established an Audit Committee whose primary objective is to provide the Board with additional assurance regarding the efficiency and reliability of the financial information used by the directors, and assurance that the regulatory structures are maintained in compliance with the applicable legislative frameworks	K IV™ P15 Prac 45.c
	The Board of Directors has established an Audit Committee whose primary objective is to provide the Board with additional assurance regarding the efficiency and reliability of the financial information used by the directors, and assurance that the regulatory structures are maintained in compliance with the applicable legislative frameworks	K IV™ P15 Prac 46
	As a result of the small size of the company only an external audit function is used, however internal compliance monitoring does take place. This will be re-assessed as the Group grows and an internal audit function becomes necessary.	K IV™ P15 Prac 48
	As a result of the small size of the company only an external audit function is used, however internal compliance monitoring does take place. This will be re-assessed as the Group grows and an internal audit function becomes necessary.	K IV™ P15 Prac 49
	As a result of the small size of the company only an external audit function is used, however internal compliance monitoring does take place. This will be re-assessed as the Group grows and an internal audit function becomes necessary.	K IV™ P15 Prac 50
Principle 16	In the execution of its governance role and responsibilities, the governing body should adopt a stakeholder-inclusive approach that balances the needs, interests and expectations of material stakeholders in the best interests of the organisation over time.	
		King IV™ Reference
	The Board is responsible for ensuring that all the Group's stakeholders are dealt with in an equitable manner and that there is transparent and effective communication with them	K IV™ P16 Prac 1
	The Board is responsible for ensuring that all the Group's stakeholders are dealt with in an equitable manner and that there is transparent and effective communication with them	K IV™ P16 Prac 2
	Management develops a strategy and formulates policies for the management of relationships with each stakeholder grouping.	K IV™ P16 Prac 3



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Principle 16	The Board has identified the important stakeholders in the Group and strives to achieve a balance between their various expectations	K IV™ P16 Prac 4.a
	Stakeholders which could materially affect the operations of the company are identified, assessed and dealt with as part of the risk management process.	K IV™ P16 Prac 4.b
	Stakeholders which could materially affect the operations of the company are identified, assessed and dealt with as part of the risk management process.	K IV™ P16 Prac 4.c
	Stakeholders which could materially affect the operations of the company are identified, assessed and dealt with as part of the risk management process.	K IV™ P16 Prac 4.d
	Stakeholders which could materially affect the operations of the company are identified, assessed and dealt with as part of the risk management process.	K IV™ P16 Prac 4.e
	The board encourages shareholders to attend the AGMs.	K IV™ P16 Prac 6
	The AGM has been set at a date where all directors are available to attend	K IV™ P16 Prac 7
	The AGM has been set at a date where the audit partner is available to attend	K IV™ P16 Prac 8
	There are formal policies and practices in place to ensure equal treatment of shareholders within the group.	K IV™ P16 Prac 9
	The minutes of the AGM are available from the company upon request	K IV™ P16 Prac 10
The Board is responsible for ensuring that all the Group's stakeholders are dealt with in an equitable manner and that there is transparent and effective communication with the	K IV™ P16 Prac 11	
The holding company respects the fiduciary duty of the director who represents the holding company on the board of the subsidiary to that subsidiary.	K IV™ P16 Prac 15	



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Principle 16	Consultation takes place by the holding company board with the chairperson of the subsidiary board prior to nominating a shareholder representative director.	K IV™ P16 Prac 16.d
	he integrated report provides details of the implementation and adoption of policies, processes or procedures of the holding company by subsidiary company(ies)	K IV™ P16 Prac 18