

02nd February 2021

## REFERENCE LETTER

This is to certify that **HEWAGE GAYAN DILANKA JAYALATH** was employed by Jack's Farms Pte Ltd which is a subsidiary of the Jack's Group of Companies in the Fiji Islands from 21<sup>st</sup> April 2017 to 11th February 2021 as the **Farms Manager**.

In his role, Gayan was managing the day-to-day operations of the farm, managing staff and drive the required changes and improvements to the Aqauponic, Beekeeping, and Horticulture production for local, international and corporate markets.

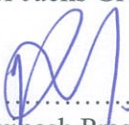
### **His role and responsibilities are outlined below:**

- Manage the entire Farm operations to ensure profitability in alignment with the company's long term strategies;
- Manage farming systems including product quality, safety, output yield, workflow and post harvesting techniques;
- Manage controlled environmental farming systems including Aquaponics System, Horticulture Production, Beekeeping and other related development projects;
- Introduced the Commercial Scale Aquaponic system (Sq.ft. 17,200) at Jack's of Fiji Farms from concept to completion. This included the design, material sourcing, providing direction on the operations of the aquaponics and training of staff;
- Ensure farm operations are efficiently managed with effective cost control measures and minimum waste;
- Direct and monitor farms operations, farm produce productivity, quality and on time delivery of local produce to customers;
- Manage and maintain operational infrastructure by ensuring maintenance and repair of farm property, equipment and machinery;
- Develop strategies to maximize brand visibility and capturing optimum market shares;
- Liaise with relevant stakeholders to meet the Farms' goals and targets; and
- Build and manage a team of high performers, keeping them engaged to assist with their professional development.

As part of the Management team, Gayan was dedicated in his work and showed initiative and efficiency in the delivery of his expected tasks. He has successfully completed his term with us and had decided to return home to Sri Lanka to his family.

We wish him well in all his future endeavors.

Yours faithfully,  
For Jacks Group of Companies

  
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Avinash Prasad  
**Group General Manager**

