



AACL
CARE AND PROTECTION
(EST: 1956) NPO 000-561 / PBO 930006848
Cape Town

MEMBER SOCIETIES
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12 November 2025

LUYANDA MANTANE
C/O Animal Anti-Cruelty League

Dear Luyanda

WRITTEN WARNING

A written warning is hereby issued in terms of AACL's disciplinary code after an assessment of the facts pertaining to the following was done:

You were absent from work on Tuesday 11 November 2025 without any communication or authorisation, resulting in a negative impact on business continuity.

This transgression falls in the category of misconduct as per AACL's disciplinary code.

This warning is issued in order to alert you to the fact that your conduct as indicated above, is unacceptable. We urge you take serious heed of this warning as it is an effort from our side to bring to your attention that any unauthorised absence from work has a serious knock-on effect on our ability to care for our animals.

Any further breach of AACL's Code of Conduct and Disciplinary Code relating to the abovementioned during the **next SIX months** will result in more serious disciplinary interventions being taken which could eventually result in the termination of the employment relationship.

Yours faithfully


ROXANNE GROENEWALD
CONTROL INSPECTOR