| TAX WITHHOLDING | CERTIFICATE |
|-----------------|-------------|
|-----------------|-------------|

| EMPLOYER DET | TAILS | | | | | | | | | | | | | | |
|---|----------------------|--------------------------|--------------|--------------|-------|--------|-------|-------|--------|--------|-------|--------|--------|--------|-------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | AILS | E | mployee ID : | 002 | | | | | | | | | | | |
| First Name : | Andrew | | TIN : | | | | | | | | | | | | |
| Middle Name : | Michael | | | | | | | | | | | | | | |
| Last Name : | Jones | | F.N.P.F. N | o . : | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | | | | |
| Gross Employment Income \$ Lump Sum Payme | | | | | | | | | \$ | | | | | | |
| | | | N | on-Ca | sh Be | nefits | \$ | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| F | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| FNPF / Superannuation | | | | | | | \$ | | | | | | | | |
| Comments | | | | | | | | | | | | | | | |
| Signature of Er | nployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | | 6452A | [Revis | sed:21 | -Sept- | 2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DET | TAILS | | | | | | | | | | | | | | |
|-----------------|---|--------------------------|-------------|-------|-------|-------|--------|-------|--------|--------|---|--------|--------|-------|-------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | | Employee ID | : 002 | 2 | | | | | | | | | | |
| First Name : | Andrew | | TIN : | | | | | | | | | | | | |
| Middle Name : | Michael | | | | | | | | | | | | | | |
| Last Name : | Jones | | F.N.P.F. N | lo. : | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | | | | |
| Gross | Gross Employment Income \$ Lump Sum Payment | | | | | | | | | | | | | | |
| | Director Fees \$ Non-Cash Benefits | | | | | | | | \$ | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| 1 | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | | NPF / | Supe | erannu | ation | \$ | | | | | | |
| Comments | | | | | | | | | | | | | | | |
| Signature of Er | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | | | [Revis | sed:21 | -Sept | 2017] |

| TAX WITHHOL | DING CE | RTIFICATE |
|-------------|---------|-----------|
|-------------|---------|-----------|

| EMPLOYE | ER DET | AILS | | | | | | | | | | | | | | |
|---------|----------------------------------|----------------------|--------------------------|----------------------|--------------|-----------------------|--------|--------|-------|--------|--------|-------|-------|--------|-------|--------|
| Name : | Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYE | E DET | AILS | | Employee ID | 101 | 0 | | | | | | | | | | |
| First | Name : | Apisai | | TIN : | 2 | 2 | | 3 | 6 | 7 | 6 | 1 | | 0 | | 3 |
| Middle | Name : | | | _ | | | 1 | | | | | | | | | |
| Last | Name : | Vulawalu | | F.N.P.F. N | o. : | M | Ν | 1 | 2 | 7 | 2 | 8 | 9 | 8 | 0 | U |
| | Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 19/ | 05/19 | 993 | |
| | Gross Employment Income \$ 6,715 | | | | | 0 Lump Sum Payment \$ | | | | | | | | | | |
| | | Director Fees | | Non-Cash Benefits \$ | | | | | | | | | | | | |
| | | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| | F | Redundancy Payment | \$ | | SRT Deducted | | | | | | | | | | | |
| | | Pension Income | \$ | | ECAL Deduct | | | | | | | | | | | |
| | | | | | 1 | FNPF | / Supe | erannu | ation | \$ | | | | | 537 | 7.20 |
| Comment | | | | | | | | | | | | |] | | | |
| | | | | | | | | | | | | | | | | |
| Signatu | re of Er | nployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | | IRS | 6452A | [Revi | sed:2' | -Sept | -2017] |

TAX WITHHOLDING CERTIFICATE

| | ETAILS | | | | | | | | | | | | | | |
|-------------|-------------------------|--------------------------|--------------------------|-------|-------|--------|-------|-------|--------|--------|---|--------|-------|-------|--------|
| Name : Colo | jate Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE | ETAILS | E | mployee ID : | 101 | 0 | | | | | | | | | | |
| First Nam | e : Apisai | | TIN : | 2 | 2 | | 3 | 6 | 7 | 6 | 1 | | 0 | | 3 |
| Middle Nam | e : | | | | | 1 | | | | | | | | | |
| Last Nam | e : Vulawalu | | F.N.P.F. N | 0.: | Μ | Ν | 1 | 2 | 7 | 2 | 8 | 9 | 8 | 0 | U |
| | Period Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Dat | e of B | irth : | | 19/ | 05/19 | 993 | |
| Gr | oss Employment Income | \$ 6,715.00 | 5.00 Lump Sum Payment \$ | | | | | | | | | | | | |
| | Director Fees | Non-Cash Benefits \$ | | | | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | | \$ | | | | | | | | | | | |
| | Pension Income | \$ | | ucted | \$ | | | | | | | | | | |
| | | | | F | NPF / | / Supe | rannu | ation | \$ | | | | | 537 | 7.20 |
| Comments | | | | | | | | | | | | | | | |
| Signature o | f Employer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | | | [Revis | sed:2 | -Sept | -2017] |

| ORIGINAL |
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TAX WITHHOLDING CERTIFICATE

| EMPLOYER DE | TAILS | | | | | | | | | | | | | | |
|----------------|----------------------|--------------------------|--------------|-------|-------|-------------------|-------|-------|---------|---------|--------|--------|-------|--------|------|
| Name : Colgat | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | E | mployee ID : | 101 | 6 | | | | | | | | | | |
| First Name : | Lia Fanny | | TIN : | 1 | 9 | | 9 | 3 | 1 | 8 | 4 | | 0 | | 5 |
| Middle Name : | Pauriasi Samison | i | | | | | | | | | | | | | |
| Last Name : | Ravono | | F.N.P.F. N | o. : | М | Ν | 1 | 2 | 6 | 2 | 0 | 0 | 9 | 8 | С |
| Pe | riod Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Date | e of Bi | rth : [| | 07/ | 02/19 | 988 | |
| Gross | | | Lun | np Su | m Pay | ment | \$ | | | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefits | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | SRT Deducted | | | | | | | | | | | | |
| | Pension Income | \$ | | ucted | \$ | | | | | | | | | | |
| | | | | F | NPF / | Supe | rannu | ation | \$ | | | | | 418 | 3.41 |
| Comments | | | | | | | | | | | | | | | |
| Signature of E | person | | | | | | | | Date | | / | / | / | | |
| | | | | | | | | | IRS | 452A | [Revis | sed:21 | -Sept | -2017] | |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DET | TAILS | | | | | | | | | | | | | | |
|----------------|----------------------|--------------------------|--------------|-----|-------|-------|-------|-------|--------|--------|-------|--------|-------|-------|-------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | mployee ID : | 101 | 6 | | | | | | | | | | |
| First Name : | Lia Fanny | | TIN : | 1 | 9 | | 9 | 3 | 1 | 8 | 4 | | 0 | | 5 |
| Middle Name : | Pauriasi Samison | İ | | | | | | | | | | | | | |
| Last Name : | Ravono | | F.N.P.F. No | .: | М | Ν | 1 | 2 | 6 | 2 | 0 | 0 | 9 | 8 | С |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | 07/ | 02/1 | 988 | |
| Gross | Employment Income | | | Lun | np Su | m Pay | ment | \$ | | | | | | | |
| | Director Fees | | \$ | | | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | c Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | SRT Deducted | | | | | | | | | | | | |
| | Pension Income | \$ | | | | ECAI | Ded | ucted | \$ | | | | | | |
| | | | | | | Supe | rannu | ation | \$ | | | | | 418 | 3.41 |
| Comments | | | | | | | | | | | | | | _ | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | -Sept | 2017] |

| TAX WITHHOLDING C | ERTIFICATE |
|-------------------|------------|
|-------------------|------------|

| EMPLOYER DET | AILS | | | | | | | | | | | | | | |
|-----------------|----------------------|--------------------------|-------------|-----------------|-----|----------------------|--------|-------|--------|--------|-------|--------|-------|-------|-------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | AILS | | Employee ID | 101 | 8 | | | | | | | | | | |
| First Name : | Lui | | TIN : | 0 | 4 | | 4 | 2 | 7 | 9 | 7 | | 0 | | 9 |
| Middle Name : | - | | | | | | | | - | | | - | | | |
| Last Name : | Daluteru | | F.N.P.F. N | 0. : | M | N | 1 | 1 | 2 | 1 | 1 | 3 | 1 | 7 | Z |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | 05/ | 05/19 | 963 | |
| Gross | Employment Income | \$ 3,057.81 | | | Lui | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefits \$ | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| F | Redundancy Payment | \$ | | SRT Deducted \$ | | | | | | | | | | | |
| | Pension Income | \$ | | ECAL Deducte | | | | | | | | | | | |
| | | | | | | / Supe | erannu | ation | \$ | | | | | 244 | 1.63 |
| Comments | | | | | | | | | | | | | | | |
| Signature of Er | person | | | | | | | | Date | | / | / | / | | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | -Sept | 2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DET | TAILS | | | | | | | | | | | | | | |
|----------------|----------------------|--------------------------|-----------------|--------------|-------|-------|--------|-------|---------|-------|-------|--------|-------|--------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | mployee ID : | 101 | 8 | | | | | | | | | | |
| First Name : | Lui | | TIN : | 0 | 4 | | 4 | 2 | 7 | 9 | 7 | | 0 | | 9 |
| Middle Name : | | | | | | | | | | | | | | | |
| Last Name : | Daluteru | | F.N.P.F. N | o . : | Μ | Ν | 1 | 1 | 2 | 1 | 1 | 3 | 1 | 7 | Ζ |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Date | e of Bi | rth : | | 05/ | 05/19 | 963 | |
| Gross | Employment Income | \$ 3,057.81 | | | Lur | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees | | | N | on-Ca | sh Be | nefits | \$ | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | k Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | SRT Deducted \$ | | | | | | | | | | | | |
| | Pension Income | \$ | | ucted | \$ | | | | | | | | | | |
| | | | | | | Supe | rannu | ation | \$ | | | | | 244 | 4.63 |
| Comments | | | | | | | | | | | | | _] | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | I-Sept | -2017] |

| TAX WITHHOL | DING CEF | RTIFICATE |
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| EMPLOYER DET | AILS | | | | | | | | | | | | | | |
|-----------------|--------------------------------------|--------------------------|---------------------------------------|-----|----------------|--------|-------|----------------|--------|--------|-------|--------|--------|--------|-------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | AILS | E | mployee ID : | 101 | 9 | | | | | | | | | | |
| First Name : | Emele | | TIN : | 2 | 2 | | 2 | 5 | 2 | 2 | 4 | | 0 | | 9 |
| Middle Name : | | | | | | 1 | | | | | | | | | |
| Last Name : | Veletawatini | | F.N.P.F. N | 0.: | M | Ν | 1 | 2 | 6 | 2 | 0 | 9 | 4 | 7 | Х |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | 01/ | 05/19 | 992 | |
| Gross | Employment Income Director Fees | | | | np Su on-Ca | | | • | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 47 | .53 |
| | Redundancy Payment Pension Income | | | | | | | ucted ucted | Ŷ | | | | | | |
| | | 1 | · · · · · · · · · · · · · · · · · · · | F | NPF / | / Supe | rannu | ation | \$ | | | | | 423 | 3.33 |
| Comments | | | L | | | | | | 1 | | | | | | |
| | | | | | | | | | | | | | | | |
| Signature of Er | nployer/Authorized | person | | | | | | | | Date | - | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept- | 2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER D | ETAILS | | | | | | | | | | | | | | |
|--------------|--|--------------------------|--------------|------|----|-------|-------|-------|--------|---------|-------|-------|-------|--------|--------|
| Name : Colg | ate Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE D | ETAILS | E | mployee ID : | 101 | 9 | | | | | | | | | | |
| First Name | : Emele | | TIN : | 2 | 2 | | 2 | 5 | 2 | 2 | 4 | | 0 | | 9 |
| Middle Name | •: | | | | | | | | | | | | | | |
| Last Name | : Veletawatini | | F.N.P.F. N | o. : | Μ | Ν | 1 | 2 | 6 | 2 | 0 | 9 | 4 | 7 | Х |
| 1 | Period Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | lirth : | | 01/ | 05/1 | 992 | |
| Gro | Gross Employment Income \$ 5,291.52 Lump Sum | | | | | | | ment | \$ | | | | | | |
| | Director Fees | \$ | Non-Cash Ben | | | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 47 | 7.53 |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | | | | rannu | ation | \$ | | | | | 423 | 3.33 |
| Comments | | | | | | | | | | | | | | | |
| Signature of | Employer/Authorized | person | | | | | | | | Date | : | / | , | / | |
| | | | | | | | | | | IRS | 6452A | [Revi | sed:2 | 1-Sept | -2017] |

| TAX WITHHOLDING CER | TIFICATE |
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| EMPLOYER DE | TAILS | | | | | | | | | | | | | | |
|----------------|----------------------|--------------------------|--------------|--------------|----|--------|-------|--------|--------|--------|-------|--------|--------|-------|--------|
| Name : Colgat | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | E | mployee ID : | 103 | 5 | | | | | | | | | | |
| First Name : | Ashaal | | TIN : | 1 | 6 | | 3 | 1 | 6 | 9 | 3 | | 0 | | 5 |
| Middle Name : | Vineet | | | | | 1 | 1 | | | | | | | | |
| Last Name : | Prasad | | F.N.P.F. N | o . : | Μ | Ν | 1 | 2 | 6 | 1 | 2 | 6 | 4 | 9 | Т |
| Pe | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 21/ | 09/19 | 994 | |
| Gross | s Employment Income | | rment | \$ | | | | | | | | | | | |
| | Director Fees \$ | | | | | | sh Be | nefits | \$ | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 29 | 9.20 |
| | Redundancy Payment | \$ | | ucted | \$ | | | | | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | | | / Supe | rannu | ation | \$ | | | | | 419 | 9.91 |
| Comments | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DET | TAILS | | | | | | | | | | | | | | |
|-----------------|----------------------|--------------------------|--------------|-------------|--------|-------|-------|-------|--------|--------|-------|--------|-------|-------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | AILS | E | mployee ID : | 103 | 5 | | | | | | | | | | |
| First Name : | Ashaal | | TIN : | 1 | 6 | | 3 | 1 | 6 | 9 | 3 | | 0 | | 5 |
| Middle Name : | Vineet | | | | | | | | | | | | | | |
| Last Name : | Prasad | | F.N.P.F. N | b. : | М | Ν | 1 | 2 | 6 | 1 | 2 | 6 | 4 | 9 | Т |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 21/ | 09/19 | 994 | |
| Gross | Employment Income | | ment | \$ | | | | | | | | | | | |
| | Director Fees | \$ | on-Ca | sh Be | nefits | \$ | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 29 | 9.20 |
| F | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | | | | rannu | ation | \$ | | | | | 419 | 9.91 |
| Comments | | | | | | | | | | | | | _] | | |
| Signature of Er | nployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | -Sept | -2017] |

| TAX WITHHOLDI | NG CERTIFICATE |
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| EMPLOYER DE | TAILS | | | | | | | | | | | | | | |
|----------------|----------------------|--------------------------|------------|--------------|-------|--------|--------|-------|--------|--------|-------|--------|--------|-------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | mployee ID | 104 | .3 | | | | | | | | | | |
| First Name : | Mikaele | | TIN : | 0 | 2 | | 2 | 9 | 2 | 1 | 6 | | 0 | | 2 |
| Middle Name : | Josese | | | | | 1 | | | | | | | | | |
| Last Name : | Bogi | | F.N.P.F. N | o . : | M | Ν | 1 | 2 | 5 | 0 | 9 | 4 | 7 | 4 | G |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Date | e of B | irth : | | 26/ | 03/19 | 981 | |
| Gross | s Employment Income | | | Lur | np Su | m Pay | ment | \$ | | | | | | | |
| | Director Fees | \$ | | on-Ca | sh Be | nefits | \$ | | | | | | | | |
| | Management Fees | \$ | | ucted | \$ | | | | | | | | | | |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | ucted | \$ | | | | | | | | | | |
| | | | | | | / Supe | erannu | ation | \$ | | | | | 237 | 7.68 |
| Comments | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | |] | Date | | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DE | TAILS | | | | | | | | | | | | | | |
|----------------|-------------------------------------|--------------------------|------------|------|-------|-------|-------|--------|--------|--------|-------|--------|-------|-------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | mployee ID | 104 | 3 | | | | | | | | | | |
| First Name : | Mikaele | | TIN : | 0 | 2 | | 2 | 9 | 2 | 1 | 6 | | 0 | | 2 |
| Middle Name : | Josese | | | | | | | | | | | | | | |
| Last Name : | Bogi | | F.N.P.F. N | o. : | М | Ν | 1 | 2 | 5 | 0 | 9 | 4 | 7 | 4 | G |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Dat | e of B | irth : | | 26/ | 03/1 | 981 | |
| Gross | Gross Employment Income \$ 2,971.12 | | | | | | m Pay | ment | \$ | | | | | | |
| | Director Fees | Director Fees \$ | | | | | | nefits | \$ | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | F | NPF / | Supe | rannu | ation | \$ | | | | | 237 | 7.68 |
| Comments | | | | | | | | | | | | | | | _ |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | -Sept | -2017] |

| TAX WITHHOL | DING CEF | RTIFICATE |
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| | | | | _ | _ | _ | _ | _ | _ | _ | _ | _ | _ | _ | | |
|----------------|-------------------------------------|--------------------------|-------------------|------|-------|-------|-------|------------------|---------|--------|-------|--------|--------|-------|-------|--|
| EMPLOYER DE | TAILS | | | | | | | | | | | | | | | |
| Name : Colgat | te Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | |
| EMPLOYEE DE | TAILS | E | mployee ID : | 104 | 7 | | | | | | | | | | | |
| First Name : | Kelemedi | | TIN : | 1 | 9 | | 8 | 5 | 7 | 8 | 4 | | 0 | | 2 | |
| Middle Name : | | | | | | | | | | | | | | | | |
| Last Name : | Lenati | | F.N.P.F. N | o. : | Μ | Ν | 1 | 2 | 7 | 1 | 3 | 6 | 4 | 5 | Х | |
| Pe | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of Bi | irth : | | 11/ | 09/19 | 978 | | |
| Gros | Gross Employment Income \$ 2,953.78 | | | | | | | Lump Sum Payment | | | | | | | | |
| | Director Fees | \$ | Non-Cash Benefits | | | | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | | |
| | Redundancy Payment | \$ | SRT Deducted | | | | | | | | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | | |
| | | F | FNPF / | Supe | rannu | ation | \$ | | | | | 236 | 6.30 | | | |
| Comments | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | 2017] | |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DE | TAILS | | | | | | | | | | | | | | |
|----------------|-------------------------------------|--------------------------|-------------------|--------------|----|-------|-------|-------|--------|--------|-------|--------|-------|-------|--------|
| Name : Colgat | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | E | mployee ID : | 104 | 7 | | | | | | | | | | |
| First Name : | Kelemedi | | TIN : | 1 | 9 | | 8 | 5 | 7 | 8 | 4 | | 0 | | 2 |
| Middle Name : | | | | | | | | | | | | | | | |
| Last Name : | Lenati | | F.N.P.F. No | 5 . : | М | Ν | 1 | 2 | 7 | 1 | 3 | 6 | 4 | 5 | Х |
| Pe | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | 11/ | 09/19 | 978 | |
| Gross | Gross Employment Income \$ 2,953.78 | | | | | | m Pay | ment | \$ | | | | | | |
| | Director Fees | \$ | Non-Cash Benefits | | | | | | \$ | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | | | | SR | r Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECAI | L Ded | ucted | \$ | | | | | | |
| | | | | | | Supe | rannu | ation | \$ | | | | | 236 | 5.30 |
| Comments | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | -Sept | -2017] |

| TAX WITHHOLDIN | NG CERTIFICATE |
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| EMPLOYER | | | | | | | | | | | | | | | | | | |
|-----------|--|--------------------------|---------------|-----------------|----------------|-------|--------|-------|--------|--------|-------|-------|-------|--------|--------|--|--|--|
| Name : Co | olgate Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | | | |
| EMPLOYEE | DETAILS | E | mployee ID : | 104 | .8 | | | | | | | | | | | | | |
| First Na | ame : Ravneel | | TIN : | 0 | 3 | | 4 | 4 | 2 | 7 | 2 | | 0 | | 8 | | | |
| Middle Na | | | | | | 1 | | | | | | | | | | | | |
| Last Na | ame : Chand | | F.N.P.F. N | 0.: | M | Ν | 1 | 2 | 9 | 2 | 1 | 9 | 0 | 1 | Z | | | |
| | Period Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Dat | e of B | irth : | | 31/ | 05/19 | 996 | | | | |
| | Gross Employment Income Director Fees | | | | np Su on-Ca | | | • | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 25 | 5.30 | | | |
| | Redundancy Payment | \$ | | SRT Deducted \$ | | | | | | | | \$ | | | | | | |
| | Pension Income | \$ | ECAL Deducted | | | | | | | | | | | | | | | |
| | | | | F | -NPF | Supe | erannu | ation | \$ | | | | | 378 | 8.57 | | | |
| Comments | | | | | | | | | | | | | | | | | | |
| Signature | of Employer/Authorized | person | | | | | | | | Date | : | / | / | / | | | | |
| | | | | | | | | | | IRS | 6452A | [Revi | sed:2 | I-Sept | -2017] | | | |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DET | TAILS | | | | | | | | | | | | | | |
|----------------|----------------------|--------------------------|---------------|------|-------|-------|--------|-------|--------|--------|-------|--------|-------|--------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | mployee ID : | 104 | .8 | | | | | | | | | | |
| First Name : | Ravneel | | TIN : | 0 | 3 | | 4 | 4 | 2 | 7 | 2 | | 0 | | 8 |
| Middle Name : | | | | | | r | | | | | | | | | |
| Last Name : | Chand | | F.N.P.F. N | o. : | Μ | Ν | 1 | 2 | 9 | 2 | 1 | 9 | 0 | 1 | Ζ |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 31/ | 05/19 | 996 | |
| Gross | Employment Income | | ment | \$ | | | | | | | | | | | |
| | Director Fees | Non-Cash Benefits | | | | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Dedi | ucted | \$ | | | | | 2 | 5.30 |
| | Redundancy Payment | \$ | SRT Deducted | | | | | | | | | | | | |
| | Pension Income | \$ | ECAL Deducted | | | | | | \$ | | | | | | |
| | | | | F | NPF / | Supe | rannu | ation | \$ | | | | | 378 | 8.57 |
| Comments | | | | | | | | | | | | | | | _] |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | I-Sept | -2017] |

| TAX WITHHOLDI | NG CERTIFICATE |
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| EMPLOYER DE | PLOYER DETAILS | | | | | | | | | | | | | | |
|--------------|-----------------------|--------------------------|--------------|--------------|-----|--------|--------|-------|---------|---------|-------|--------|-------|-------|--------|
| Name : Colga | te Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | E | mployee ID : | 104 | .9 | | | | | | | | | | |
| First Name | : Shanal | | TIN : | 0 | 3 | | 3 | 5 | 7 | 9 | 0 | | 0 | | 7 |
| Middle Name | : Shaneet | | | | | | | | | | | | | | |
| Last Name | : Chand | | F.N.P.F. N | o . : | Μ | Ν | 1 | 2 | 9 | 6 | 1 | 0 | 4 | 7 | М |
| Р | eriod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of Bi | rth : [| | 08/ | 02/1 | 996 | |
| Gros | ss Employment Income | \$ 2,768.22 | | | Lur | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees | Non-Cash Benefits | | | | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | ECAL Deducte | | | | | | \$ | | | | | | |
| | | | | | | / Supe | erannu | ation | \$ | | | | | 22 | 1.43 |
| Comments | | | | | | | | | | | | | | | |
| Signature of | Employer/Authorized | person | | | | | | | C | Date | | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | -Sept | -2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DETAILS | | | | | | | | | | | | | | | | |
|------------------|----------------------|--------------------------|------------------|------|-----|-------|-------|-------|--------|--------|-------|--------|--------|-------|--------|--|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | |
| EMPLOYEE DET | AILS | E | mployee ID : 1 | 049 | | | | | | | | | | | | |
| First Name : | Shanal | | TIN : | 0 | 3 | | 3 | 5 | 7 | 9 | 0 | | 0 | | 7 | |
| Middle Name : | Shaneet | | | | | | | | | | | | | | | |
| Last Name : | Chand | | F.N.P.F. No. : | : [] | М | Ν | 1 | 2 | 9 | 6 | 1 | 0 | 4 | 7 | М | |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | 08/ | 02/19 | 996 | | |
| Gross | Employment Income | \$ 2,768.22 | | t \$ | | | | | | | | | | | | |
| | Director Fees | Non-Cash Benefits \$ | | | | | | | | | | | | | | |
| | Management Fees | \$ | | | PAY | Е Тах | Dedu | icted | \$ | | | | | | | |
| F | Redundancy Payment | \$ | SRT Deducted \$ | | | | | | | | | | | | | |
| | Pension Income | \$ | ECAL Deducted \$ | | | | | | \$ | | | | | | | |
| | | | | | | Supe | rannu | ation | \$ | | | | | 22′ | 1.43 | |
| Comments | | | | | | | | | | | | | | | | |
| Signature of Er | nployer/Authorized | person | | | | | | | | Date | : | / | / | / | | |
| | | | | | | | | | | | 6452A | [Revis | sed:21 | -Sept | -2017] | |

| TAX WITHHOL | DING CEF | RTIFICATE |
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| EMPLOYER DE | | | | | | | | | | | | | | | |
|----------------|----------------------|--------------------------|---------------|------|-------------|--------|--------|-------|--------|----------|---|--------|--------|-------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | mployee ID : | 105 | 0 | | | | | | | | | | |
| First Name : | Navneet | | TIN : | 1 | 9 | | 5 | 7 | 1 | 3 | 0 | | 0 | | 0 |
| Middle Name : | | | | | · · · · · · | | I | | | | | | | | |
| Last Name : | Singh | | F.N.P.F. N | D. : | M | N | 1 | 2 | 6 | 1 | 4 | 7 | 9 | 4 | Ν |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : [| | 29/ | 11/19 | 993 | |
| Gross | Employment Income | | | | np Su | | | , | | | | | | | |
| | Director Fees | \$ | | s | | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | c Dedi | ucted | \$ | | | | | | |
| - | Redundancy Payment | \$ | | | | SR | r Dedi | ucted | \$ | | | | | | |
| | Pension Income | \$ | ECAL Deducted | | | | | | | | | | | | |
| | | | | F | NPF / | / Supe | rannu | ation | \$ | | | | | 325 | 5.03 |
| Comments | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | | / | / | / | |
| | | | | | | | | | | | | [Revis | sed:21 | -Sept | -2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DE | TAILS | - | | | | | | | | | | | | |
|----------------|----------------------|--------------------------|-----------------|--------|-------|--------|-------|----------|------|-------|--------|--------|-------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | mployee ID : 10 | 50 | | | | | | | | | | |
| First Name : | Navneet | | tin : 1 | 9 | | 5 | 7 | 1 | 3 | 0 | | 0 | | 0 |
| Middle Name : | | | | | 1 | | | | | | | | | |
| Last Name : | Singh | | F.N.P.F. No. : | Μ | Ν | 1 | 2 | 6 | 1 | 4 | 7 | 9 | 4 | Ν |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | Dat | e of Bir | th : | | 29/ | 11/19 | 993 | |
| Gross | Employment Income | | Lui | np Su | m Pay | ment | \$ | | | | | | | |
| | Director Fees | | \$ | | | | | | | | | | | |
| | Management Fees | \$ | | PA | YE Ta | x Dedu | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | | ucted | \$ | | | | | | | | | |
| | Pension Income | \$ | | | ECA | L Dedu | ucted | \$ | | | | | | |
| | | FNPF | / Supe | erannu | ation | \$ | | | | | 325 | 5.03 | | |
| Comments | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | D | ate | : | / | / | / | |
| | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] |

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| EMPL | OYER DET | TAILS | | | | | | | | | | | | | | |
|------|--------------|----------------------|--------------------------|---------------|--------------|--------|--------|-------|-------|--------|--------|-------|-------|-------|--------|--------|
| Name | e: Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPL | OYEE DET | AILS | I | Employee ID : | 391 | 0000 |)3 | | | | | | | | | |
| | First Name : | Sumasafu | | TIN : | 1 | 3 | | 1 | 8 | 6 | 3 | 0 | | 0 | | 8 |
| Mi | iddle Name : | Tania Molia | | _ | | | | | | | | | | | | |
| | Last Name : | Pauriasi | | F.N.P.F. N | o . : | Μ | Ν | 1 | 1 | 7 | 1 | 5 | 7 | 3 | 6 | С |
| | Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 08/ | 08/1 | 974 | |
| | Gross | Employment Income | | | Lur | np Su | m Pay | ment | \$ | | | | | | | |
| | | Non-Cash Benefits | | | | | | | | | | | | | | |
| | | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 1,673 | 3.32 |
| | F | Redundancy Payment | \$ | | SRT Deducted | | | | | | | | | | | |
| | | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | | -NPF | / Supe | erannu | ation | \$ | | | | | 1,736 | 6.00 | |
| Com | nments | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | |
| Sig | nature of Er | nployer/Authorized | person | | | | | | | | Date | : | / | , | / | |
| | | | | | | | | | | | IRS | 6452A | [Revi | sed:2 | 1-Sept | -2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER | DETAILS | | | | | | | | | | | | | | |
|-----------|-------------------------|--------------------------|-----------------|------|-------|-------|-------|-------|--------|--------|-------|-------|-------|--------|--------|
| Name : Co | gate Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE | DETAILS | E | mployee ID : | 391 | 0000 |)3 | | | | | | | | | |
| First Na | ne : Sumasafu | | TIN : | 1 | 3 | | 1 | 8 | 6 | 3 | 0 | | 0 | | 8 |
| Middle Na | ne : Tania Molia | | | | | | | | | | | | | | |
| Last Na | ne : Pauriasi | | F.N.P.F. N | o. : | М | Ν | 1 | 1 | 7 | 1 | 5 | 7 | 3 | 6 | С |
| | Period Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Dat | e of E | irth : | | 08/ | 08/1 | 974 | |
| G | ross Employment Income | | | Lun | np Su | m Pay | ment | \$ | | | | | | | |
| | Director Fees | Non-Cash Benefits \$ | | | | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 1,673 | 3.32 |
| | Redundancy Payment | \$ | SRT Deducted \$ | | | | | | | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | | | Supe | rannu | ation | \$ | | | | | 1,736 | 6.00 |
| Comments | | | | | | | | | | | | | | | |
| Signature | of Employer/Authorized | person | | | | | | | | Date | : | / | , | / | |
| | | | | | | | | | | IRS | 6452A | [Revi | sed:2 | I-Sept | -2017] |

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TAX WITHHOLDING CERTIFICATE

| EMPLOYER DI | ETAILS | | | | | | | | | | | | | | |
|--------------|------------------------|--------------------------|----------------------|--------|------|-------|-------|-------|--------|--------|-------|--------|--------|-------|--------|
| Name : Colga | ite Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE D | TAILS | E | mployee ID : | 391 | 0001 | 0 | | | | | | | | | |
| First Name | : Rita | | TIN : | 1 | 1 | | 5 | 8 | 5 | 0 | 3 | | 0 | | 1 |
| Middle Name | : Fiona Kauata | | | | | | | | | | | | | | |
| Last Name | : Tuinamuana | | F.N.P.F. No | o. : | Μ | Ν | 1 | 2 | 5 | 2 | 4 | 3 | 5 | 2 | D |
| P | eriod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 17/ | 10/19 | 984 | |
| Gro | ss Employment Income | \$ 15,458.29 | | ment | \$ | | | | | | | | | | |
| | Director Fees | \$ | | nefits | \$ | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 532 | 2.50 |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | FNPF / Superannuatio | | | | | | | | | | | 1,236 | 68 |
| Comments | | | | | | | | | | | | | | | _ |
| Signature of | Employer/Authorized | nerson | | | | | | | | Date | • | , | | , | \neg |
| Signature of | | | | | | | | | | Dale | - | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | 2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DE | TAILS | | | | | | | | | | | | | | |
|----------------|-----------------------|--------------------------|----------------------|-------------|------|-------|--------|-------|--------|--------|-------|--------|-------|--------|--------|
| Name : Colgat | e Palmolive (Fiji) Li | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | E | mployee ID : | 391 | 0001 | 0 | | | | | | | | | |
| First Name : | Rita | | TIN : | 1 | 1 | | 5 | 8 | 5 | 0 | 3 | | 0 | | 1 |
| Middle Name : | Fiona Kauata | | | | | | | | | | | | | | |
| Last Name : | Tuinamuana | | F.N.P.F. No |). : | Μ | Ν | 1 | 2 | 5 | 2 | 4 | 3 | 5 | 2 | D |
| Pe | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | 17/ | 10/1 | 984 | |
| Gross | s Employment Income | \$ 15,458.29 | | \$ | | | | | | | | | | | |
| | Director Fees | \$ | | nefits | \$ | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Dedi | ucted | \$ | | | | 532 | 2.50 | |
| | Redundancy Payment | \$ | | | | SR | r Dedi | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Dedi | ucted | \$ | | | | | | |
| | | | FNPF / Superannuatio | | | | | | \$ | | | | | 1,236 | 5.68 |
| Comments | | | | | | | | | | | | | | | _] |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | 1-Sept | -2017] |

| TAX WITHHOLDIN | NG CERTIFICATE |
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| | | · · · · · , · · · · · · · · · | | | | | | | | | | | | | |
|----------------|----------------------|--------------------------------------|--------------|--------------|------|-------|-------|-------|---------|--------|-------|--------|-------|--------|-------|
| EMPLOYER DET | TAILS | | | | | | | | | | | | | | |
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | AILS | E | mployee ID : | 391 | 0001 | 7 | | | | | | | | | |
| First Name : | Salvin | | TIN : | 1 | 6 | | 2 | 9 | 3 | 5 | 3 | | 0 | | 7 |
| Middle Name : | | | | | | | | | | | | | | | |
| Last Name : | Prasad | | F.N.P.F. N | o . : | Μ | Ν | 1 | 2 | 5 | 4 | 2 | 5 | 0 | 8 | L |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of Bi | irth : | | 07/ | 10/19 | 988 | |
| Gross | Employment Income | \$ 16,837.52 | | ment | \$ | | | | | | | | | | |
| | Director Fees | \$ | | nefits | \$ | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 780 |).78 |
| - | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | ation | \$ | | | | | 1,347 | .00 | | | | |
| Comments | | | | | | | | | | | | | | | |
| Signature of E | nployer/Authorized | person | | | [| Date | | / | / | / | | | | | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | -Sept- | 2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DE | TAILS | | | | | | | | | | | | | | |
|----------------|-----------------------|--------------------------|----------------------|--------|------|--------|-------|-------|--------|--------|-------|--------|-------|-------|--------|
| Name : Colga | te Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | E | mployee ID : | 391 | 0001 | 7 | | | | | | | | | |
| First Name | : Salvin | | TIN : | 1 | 6 | | 2 | 9 | 3 | 5 | 3 | | 0 | | 7 |
| Middle Name | : | | | | | | | | | | | | | | |
| Last Name | Prasad | | F.N.P.F. N | D. : | М | Ν | 1 | 2 | 5 | 4 | 2 | 5 | 0 | 8 | L |
| Pe | eriod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 07/ | 10/19 | 988 | |
| Gros | s Employment Income | \$ 16,837.52 | | | Lun | np Sui | m Pay | ment | \$ | | | | | | |
| | Director Fees | \$ | | nefits | \$ | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Tax | c Ded | ucted | \$ | | | 7 | | | 0.78 |
| | Redundancy Payment | \$ | | | | SR | ۲ Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECAI | _ Ded | ucted | \$ | | | | | | |
| | | | FNPF / Superannuatio | | | | | | | | | | | 1,347 | 7.00 |
| Comments | | | | | | | | | | | | | | | |
| Signature of E | Employer/Authorized | person | | | | | | Date | : | / | | / | | | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | -Sept | -2017] |

| TAX WITHHOLDING CERT | ΊFΙ | CATE |
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| EMPLOYER DE | TAILS | | | | | | | | | | | | | | |
|----------------|----------------------|--------------------------|---------------------|--------|------|-------|-------|-------|--------|--------|-------|-------|-------|--------|-------|
| Name : Colgat | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | E | mployee ID : | 391 | 0002 | 20 | | | | | | | | | |
| First Name : | Naresh | | TIN : | 1 | 6 | | 1 | 8 | 3 | 7 | 4 | | 0 | | 8 |
| Middle Name : | Dressed | | | | D.A. | | | 4 | 0 | 0 | 4 | 5 | 7 | 0 | _ |
| Last Name : | Prasad | | F.N.P.F. N | 0. : | M | N | 1 | 1 | 6 | 2 | 4 | 5 | 7 | 8 | E |
| Pe | riod Employed : | 01/08/2017 to 15/11/2017 | | | | | | Dat | e of B | irth : | | 27/ | 07/19 | 970 | |
| Gross | s Employment Income | \$ 14,878.76 | | ment | \$ | | | | | | | | | | |
| | Director Fees | \$ | | nefits | \$ | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 2,185 | 5.07 |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | FNPF / Superannuati | | | | | | | | | | | 1,190 |).30 |
| Comments | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | , | / | |
| | | | | | | | | | | IRS | 6452A | [Revi | sed:2 | -Sept- | 2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DI | TAILS | | | | | | | | | | | | | | |
|--------------|------------------------|--------------------------|----------------------|--------|------|-------|-------|-------|--------|--------|-------|-------|-------|--------|--------|
| Name : Colga | ite Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | E | mployee ID : | 391 | 0002 | 20 | | | | | | | | | |
| First Name | : Naresh | | TIN : | 1 | 6 | | 1 | 8 | 3 | 7 | 4 | | 0 | | 8 |
| Middle Name | : | | | | | 1 | | | | | | | | | |
| Last Name | : Prasad | | F.N.P.F. N | D. : | Μ | Ν | 1 | 1 | 6 | 2 | 4 | 5 | 7 | 8 | Е |
| P | eriod Employed : | 01/08/2017 to 15/11/2017 |] | | | | | Dat | e of B | irth : | | 27/ | 07/1 | 970 | |
| Gro | ss Employment Income | \$ 14,878.76 | | | Lur | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees | \$ | | nefits | \$ | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 2,18 | 5.07 |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | FNPF / Superannuatio | | | | | | | | | | | 1,190 | 0.30 |
| Comments | | | | | | | | | | | | | | | |
| Signature of | Employer/Authorized | person | | | | | | | | Date | : | / | | / | |
| | | | | | | | | | | IRS | 6452A | [Revi | sed:2 | 1-Sept | -2017] |

| TAX WITHHOL | DING CER | TIFICATE |
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| EMPLOYER DET | TAILS | | | | | | | | | | | | | | |
|-----------------|----------------------|--------------------------|---------------------|--------|------|-------|--------|-------|---------|-------|-------|--------|--------|--------|-------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | AILS | E | mployee ID : | 391 | 0002 | 27 | | | | | | | | | |
| First Name : | Krishnal | | TIN : | 1 | 1 | | 5 | 1 | 1 | 1 | 1 | | 0 | | 7 |
| Middle Name : | | | | | | 1 | | | | | | | | | |
| Last Name : | Kumar | | F.N.P.F. N | 0. : | M | Ν | 1 | 2 | 5 | 3 | 2 | 0 | 3 | 8 | Т |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Date | e of Bi | rth : | | 01/ | 12/19 | 980 | |
| Gross | Employment Income | \$ 6,330.12 | | ment | \$ | | | | | | | | | | |
| | Director Fees | \$ | | nefits | \$ | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Dedi | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | | | | SR | T Dedi | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Dedi | ucted | \$ | | | | | | |
| | | | FNPF / Superannuati | | | | | | \$ | | | | | 506 | 6.40 |
| Comments | | | | | | | | | | | | | | | |
| Signature of Er | nployer/Authorized | person | | | | | | | | Date | | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept- | 2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DE | TAILS | | | | | | | | | | | | | | |
|----------------|----------------------|--------------------------|----------------------|--------|------|-------|-------|-------|--------|--------|-------|--------|-------|--------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | E | mployee ID : | 391 | 0002 | 27 | | | | | | | | | |
| First Name : | Krishnal | | TIN : | 1 | 1 | | 5 | 1 | 1 | 1 | 1 | | 0 | | 7 |
| Middle Name : | | | | | | | | | | | | | | | |
| Last Name : | Kumar | | F.N.P.F. N | o. : | Μ | Ν | 1 | 2 | 5 | 3 | 2 | 0 | 3 | 8 | Т |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 01/ | 12/1 | 980 | |
| Gross | Employment Income | \$ 6,330.12 | | | Lur | np Su | m Pay | \$ | | | | | | | |
| | Director Fees | \$ | | nefits | \$ | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | k Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | FNPF / Superannuatio | | | | | | | | | | | 506 | 5.40 |
| Comments | | | | | | | | | | | | | | | _ |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | , | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | I-Sept | -2017] |

| TAX WITHHOLDING | CERTIFICATE |
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| EMPLOYER DE | TAILS | | | | | | | | | | | | | | |
|---|--|-------------|-------------------|------|----------------------------|-------|-------|-------|------|-----|-------|--------|--------|-------|--------|
| Name : Colgat | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | E | mployee ID : | 391 | 0002 | 28 | | | | | | | | | |
| First Name : | Bimla | | TIN : | 2 | 3 | | 1 | 3 | 8 | 3 | 6 | | 0 | | 0 |
| Middle Name : | | | | | | | | | | | | | | | |
| Last Name : | Wati | | F.N.P.F. N | o. : | Μ | Ν | 1 | 2 | 4 | 2 | 0 | 8 | 4 | 1 | R |
| Pe | Period Employed : 01/08/2017 to 31/12/2017 | | | | Date of Birth : 14/09/1972 | | | | | | | | | | |
| Gross | s Employment Income | \$ 4,794.28 | | | Lur | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees | \$ | Non-Cash Benefits | | | | | \$ | | | | | | | |
| | Management Fees | \$ | PAYE Tax Deducted | | | | \$ | | | | | | | | |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| FNPF / Superannuation | | | | | | | | \$ | | | | | 383 | 3.54 | |
| Comments | | | | | | | | | | | | | | | |
| Signature of Employer/Authorized person | | | | | | | | | Date | : | / | / | / | | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER | DETAILS | | | | | | | | | | | | | | | |
|---|-----------------------------|--------------------------|----------------------------|------|------|-------|-------|-------|----|---|---|-----|--------|---|---|--|
| Name : Co | lgate Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | |
| EMPLOYEE | DETAILS | E | mployee ID : | 391 | 0002 | 28 | | | | | | | | | | |
| First Na | me : Bimla | | TIN: 2 3 1 3 | | | | | | | 3 | 6 | | 0 | | 0 | |
| Middle Na | me : | | | | | | | | | | | | | | | |
| Last Na | me : Wati | | F.N.P.F. N | o. : | М | Ν | 1 | 2 | 4 | 2 | 0 | 8 | 4 | 1 | R | |
| | Period Employed : | 01/08/2017 to 31/12/2017 | Date of Birth : 14/09/1972 | | | | | | | | | | | | | |
| | Gross Employment Income | \$ 4,794.28 | Lump Sum Payment | | | | | \$ | | | | | | | | |
| | Director Fees | \$ | Non-Cash Benefits | | | | | s \$ | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | | |
| | Redundancy Payment | \$ | | | | SR | Γ Ded | ucted | \$ | | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | | |
| FNPF / Superannuation \$ | | | | | | | \$ | | | | | 383 | 3.54 | | | |
| Comments | | | | | | | | | | | | | | | | |
| Signature of Employer/Authorized person | | | | | | | | Date | : | / | / | / | | | | |
| | IRS452A [Revised:21-Sept-20 | | | | | | | | | | | | -2017] | | | |

| TAX WITHHOLDING | CERTIFICATE |
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| EMPLOYER DET | TAILS | | | | | | | | | | | | | | | |
|----------------------------|-----------------------|--------------------------|------------------|-------------------|------|------|--------|-------|---------|--------|--------|-----|-------|-----|---|--|
| Name : Colgate | e Palmolive (Fiji) L | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | | |
| EMPLOYEE DET | AILS | E | mployee ID | 391 | 0003 | 32 | | | | | | | | | | |
| First Name : | Selvin | | TIN : | 0 | 3 | | 3 | 3 | 7 | 9 | 2 | | 0 | | 1 | |
| Middle Name : | Shanish | | | | | | | | | | | | | | | |
| Last Name : | Chand | | F.N.P.F. N | o . : | M | Ν | 1 | 2 | 5 | 5 | 6 | 3 | 7 | 9 | D | |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of Bi | irth : | | 26/ | 09/19 | 989 | | |
| Gross | Employment Income | \$ 7,662.54 | Lump Sum Payment | | | | \$ | | | | | | | | | |
| | Director Fees \$ | | | Non-Cash Benefits | | | | | | s \$ | | | | | | |
| | Management Fees | \$ | PAYE Tax Dedu | | | | ucted | ₽d \$ | | | | | | | | |
| F | Redundancy Payment | \$ | | SRT Deducted | | | | | | | | | | | | |
| | Pension Income | \$ | | | | ECAI | _ Dedu | ucted | \$ | | | | | | | |
| | FNPF / Superannuation | | | | | | \$ | | | 613.0 | | | | | | |
| Comments | | | | | | | | | | | | | | | | |
| Signature of Er | nployer/Authorized | person | | | | | | | | Date | : | / | / | / | | |
| IRS452A [Revised:21-Sept-2 | | | | | | | | | | | -2017] | | | | | |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DET | TAILS | | | | | | | | | | | | | | | | | |
|--|----------------------|-------------|--------------|------------------------|-------------------|-------|--------|-------|--------|--------|---|--------|-------|-----|---|--|--|--|
| Name : Colgate | e Palmolive (Fiji) L | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | | | | |
| EMPLOYEE DET | AILS | E | mployee ID : | 391 | 0003 | 32 | | | | | | | | | | | | |
| First Name : | Selvin | | TIN : | 0 | 3 | | 3 | 3 | 7 | 9 | 2 | | 0 | | 1 | | | |
| Middle Name : | Shanish | | | | | | | | | | | | | | | | | |
| Last Name : | Chand | | F.N.P.F. No | F.N.P.F. No. : M N 1 2 | | | | | 5 | 5 | 6 | 3 | 7 | 9 | D | | | |
| Period Employed : 01/08/2017 to 31/12/2017 | | | | | | | | Date | e of B | irth : | | 26/ | 09/19 | 989 | | | | |
| Gross | Employment Income | \$ 7,662.54 | | | Lur | np Su | m Pay | ment | \$ | | | | | | | | | |
| | Director Fees \$ | | | | Non-Cash Benefits | | | | | | | s \$ | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Dedi | ucted | \$ | | | | | | | | | |
| F | Redundancy Payment | \$ | SRT Deducted | | | | \$ | | | | | | | | | | | |
| | Pension Income | \$ | | | | ECAI | L Ded | ucted | \$ | | | | | | | | | |
| FNPF / Superannuation \$ | | | | | | | \$ | | | | | 613 | 3.00 | | | | | |
| Comments | | | | | | | | | | | | | | | | | | |
| Signature of Employer/Authorized person | | | | | | | | Date | : | / | | / | | | | | | |
| IRS452A [Revised:21-Sept-20 | | | | | | | | | | | | -2017] | | | | | | |
| TAX WITHHOLDING CERT | ΊFΙ | CATE |
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| EMPLOYER | DETAILS | | | | | | | | | | | | | | | |
|-----------|--------------------------|--------------------------|-----------------------|--------------|------|-------|-------|-------|--------|--------|-------|-------|-------|--------|--------|--|
| Name : Co | lgate Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | |
| EMPLOYEE | DETAILS | E | mployee ID : | 391 | 0003 | 3 | | | | | | | | | | |
| First Na | me : Asish | | TIN : | 1 | 1 | | 3 | 3 | 4 | 1 | 6 | | 0 | | 7 | |
| Middle Na | | | | | | | | | | | | | | | | |
| Last Na | me : Kumar | | F.N.P.F. N | 0. : | M | Ν | 1 | 2 | 5 | 8 | 4 | 7 | 7 | 6 | Х | |
| | Period Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Date | e of B | irth : | | 31/ | 03/1 | 991 | | |
| 6 | oross Employment Income | \$ 7,852.86 | | | Lur | np Su | m Pay | ment | \$ | | | | | | | |
| | Director Fees | \$ | Non-Cash Benefits \$ | | | | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 50 |).81 | |
| | Redundancy Payment | \$ | | SRT Deducted | | | | | | | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | | |
| | | | FNPF / Superannuation | | | | ation | \$ | | | | | 628 | 3.22 | | |
| Comments | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | |
| Signature | of Employer/Authorized | person | | | | | | | | Date | : | / | , | / | | |
| | | | | | | | | | | IRS | 6452A | [Revi | sed:2 | I-Sept | -2017] | |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DETAILS | | | | | | | | | | | | | | | |
|------------------|----------------------|--------------------------|---------------|-------------|------|-------------------|-------|-------|--------|--------|-------|-------|-------|--------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | mployee ID : | 391 | 0003 | 3 | | | | | | | | | |
| First Name : | Asish | | TIN : | 1 | 1 | | 3 | 3 | 4 | 1 | 6 | | 0 | | 7 |
| Middle Name : | | | | | | | | | | | | | | | |
| Last Name : | Kumar | | F.N.P.F. No | b. : | Μ | Ν | 1 | 2 | 5 | 8 | 4 | 7 | 7 | 6 | Х |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 31/ | 03/1 | 991 | |
| Gross | Employment Income | | ment | \$ | | | | | | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefits | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 50 | 0.81 |
| | Redundancy Payment | \$ | | | | SR | Γ Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | ECAL Deducted | | | | | | | | | | | | |
| | | | F | NPF / | Supe | rannu | ation | \$ | | | | | 628 | 3.22 | |
| Comments | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | | / | |
| | | | | | | | | | | IRS | S452A | [Revi | sed:2 | I-Sept | -2017] |

| TAX WITHHO | _DING C | ERTIFIC | CATE |
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| EMPLOYER DET | TAILS | | | | | | | | | | | | | | |
|-----------------|----------------------|--------------------------|--------------|--------------|-------|----------------------|--------|-------|----------|-----|------|--------|--------|-------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | AILS | E | mployee ID : | 391 | 0003 | 85 | | | | | | | | | |
| First Name : | Avinash | | TIN : | 0 | 3 | | 2 | 9 | 7 | 9 | 5 | | 0 | | 3 |
| Middle Name : | | | | | | 1 | | | | | | | | | |
| Last Name : | Chand | | F.N.P.F. N | o . : | M | N | 1 | 2 | 5 | 4 | 7 | 3 | 4 | 6 | Μ |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of Bir | th: | | 28/ | 02/19 | 988 | |
| Gross | Employment Income | \$ 6,204.68 | | | Lur | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefits \$ | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Dedi | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | | | | SR | T Dedi | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Dedi | ucted | \$ | | | | | | |
| FNPF / Superar | | | | | rannu | ation | \$ | | | | | 496 | 6.36 | | |
| Comments | | | | | | | | | | | | | | | |
| Signature of Er | mployer/Authorized | person | | | | | | | D | ate | | / | / | / | |
| | | | | | | | | | | IRS | 452A | [Revis | sed:21 | -Sept | -2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DET | TAILS | | | | | | | | | | | | | | |
|----------------|----------------------|--------------------------|---------------|------|-------|----------------------|-------|-------|--------|--------|-------|--------|-------|-------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | mployee ID : | 391 | 0003 | 5 | | | | | | | | | |
| First Name : | Avinash | | TIN : | 0 | 3 | | 2 | 9 | 7 | 9 | 5 | | 0 | | 3 |
| Middle Name : | | | | | | | | | | | | | | | |
| Last Name : | Chand | | F.N.P.F. N | D. : | Μ | Ν | 1 | 2 | 5 | 4 | 7 | 3 | 4 | 6 | М |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | 28/ | 02/19 | 988 | |
| Gross | Employment Income | \$ 6,204.68 | | ment | \$ | | | | | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefits \$ | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | k Ded | ucted | \$ | | | | | | |
| - | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | ECAL Deducted | | | | | | \$ | | | | | | |
| | | F | NPF / | Supe | rannu | ation | \$ | | | | | 496 | 6.36 | | |
| Comments | Comments | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | -Sept | -2017] |

| TAX WITHHOLDING | CERTIFICATE |
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| EMPL | OYER DET | TAILS | , | | | | | | | | | | | | | | |
|------|--------------|----------------------|--------------------------|--------------|-----------------|-------|-------|--------|-------|--------|--------|-------|-------|--------|-------|--------|--|
| Name | e: Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | |
| EMPL | OYEE DE1 | TAILS | E | mployee ID : | 391 | 0003 | 57 | | | | | | | | | | |
| | First Name : | Nitin | | TIN : | 0 | 3 | | 2 | 7 | 6 | 5 | 5 | | 0 | | 4 | |
| м | iddle Name : | Nitesh | | | | | | | | | | | | | | | |
| | Last Name : | Chand | | F.N.P.F. N | o. : | M | Ν | 1 | 2 | 4 | 0 | 8 | 7 | 6 | 3 | В | |
| | Per | iod Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Dat | e of B | irth : | | 15/ | 11/19 | 982 | | |
| | Gross | | | Lur | np Su | m Pay | ment | \$ | | | | | | | | | |
| | | \$ | Non-Cash Benefits \$ | | | | | | | | , | | | | | | |
| | | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 83 | 3.83 | |
| | F | Redundancy Payment | \$ | | SRT Deducted \$ | | | | | | | | | | | | |
| | | Pension Income | \$ | ECAL Deducte | | | | | | \$ | | | | | | | |
| | | | | | F | NPF / | Supe | erannu | ation | \$ | | | | | 703 | 3.46 | |
| Con | nments | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | |
| Sig | nature of Ei | mployer/Authorized | person | | | | | | | I | Date | : | / | / | / | | |
| | | | | | | | | | | | IRS | 6452A | [Revi | sed:21 | -Sept | -2017] | |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DE | TAILS | | | | | | | | | | | | | | |
|----------------|-----------------------------------|--------------------------|--------------|-------|------|-------------------|-------|-------|--------|--------|-------|-------|-------|--------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | E | mployee ID : | 391 | 0003 | 57 | | | | | | | | | |
| First Name : | Nitin | | TIN : | 0 | 3 | | 2 | 7 | 6 | 5 | 5 | | 0 | | 4 |
| Middle Name : | Nitesh | | | | | | | | | | | | | | |
| Last Name : | Chand | | F.N.P.F. N | o. : | Μ | Ν | 1 | 2 | 4 | 0 | 8 | 7 | 6 | 3 | В |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Dat | e of B | irth : | | 15/ | 11/1 | 982 | |
| Gross | Gross Employment Income \$ 8,793. | | | | | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefits | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 8 | 3.83 |
| - | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | ucted | \$ | | | | | | | | | | |
| | | | | | | Supe | rannu | ation | \$ | | | | | 703 | 3.46 |
| Comments | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | | / | |
| | | | | | | | | | | IRS | 6452A | [Revi | sed:2 | 1-Sept | -2017] |

| TAX WITHHOL | DING CE | RTIFICATE |
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|-------------|---------|-----------|

| EMPLOYER DETAILS | | | | | | | | | | | | | | | |
|------------------|-----------------------------------|--------------------------|---------------|-------|-------------------|-------|-------|-------|--------|----------|-------|--------|--------|-------|--------|
| Name : Colgat | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | E | mployee ID : | 391 | 0003 | 8 | | | | | | | | | |
| First Name : | Ravinesh | | TIN : | 1 | 6 | | 2 | 8 | 2 | 2 | 6 | | 0 | | 9 |
| Middle Name : | Bimlesh | | | | | | | | | | | | | | |
| Last Name : | Prasad | | F.N.P.F. N | o. : | Μ | Ν | 1 | 2 | 5 | 2 | 2 | 2 | 7 | 2 | V |
| Pe | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : [| | 23/ | 07/19 | 984 | |
| Gross | Gross Employment Income \$ 6,568. | | | | Lur | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees \$ | | | | Non-Cash Benefits | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | k Ded | ucted | \$ | | | | | | 1.75 |
| | Redundancy Payment | \$ | | ucted | \$ | | | | | | | | | | |
| | Pension Income | \$ | ECAL Deducted | | | | | | \$ | | | | | | |
| | | | | F | NPF / | Supe | rannu | ation | \$ | | | | | 525 | 5.46 |
| Comments | | | | | | | | | | | | | |] | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DETAILS | | | | | | | | | | | | | | | | |
|------------------|-----------------------|--------------------------|----------------------|-------------|-------|-------|--------|-------|--------|--------|-------|--------|-------|-------|--------|--|
| Name : Colgate | e Palmolive (Fiji) Li | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | |
| EMPLOYEE DET | TAILS | E | mployee ID : | 391 | 0003 | 8 | | | | | | | | | | |
| First Name : | Ravinesh | | TIN : | 1 | 6 | | 2 | 8 | 2 | 2 | 6 | | 0 | | 9 | |
| Middle Name : | Bimlesh | | | | | | | | | | | | | | | |
| Last Name : | Prasad | | F.N.P.F. No | b. : | Μ | Ν | 1 | 2 | 5 | 2 | 2 | 2 | 7 | 2 | V | |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | 23/ | 07/19 | 984 | | |
| Gross | | ment | \$ | | | | | | | | | | | | | |
| | Director Fees | \$ | Non-Cash Benefits \$ | | | | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | k Dedi | ucted | \$ | | | | | | 1.75 | |
| - | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | | |
| | Pension Income | \$ | ECAL Deducted | | | | | | \$ | | | | | | | |
| | | | | | NPF / | Supe | rannu | ation | \$ | | | | | 52 | 5.46 | |
| Comments | | | | | | | | | | | | | | | _ | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | -Sept | -2017] | |

| TAX WITHHOL | DING CE | RTIFICATE |
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| EMPLOYE | R DETAILS | | | | | | | | | | | | | | |
|----------|-------------------------|--------------------------|------------|-------------|-------|--------|--------|-------|--------|--------|-------|--------|-------|--------|--------|
| Name : | olgate Palmolive (Fiji) | _td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYE | E DETAILS | Ι | mployee ID | 391 | 0004 | 1 | | | | | | | | | |
| First N | lame : Sajnil | | TIN : | 1 | 0 | | 0 | 3 | 5 | 8 | 4 | | 0 | | 1 |
| Middle N | lame : Sharan | | | | | | | | | | | | | | |
| Last N | lame : Jeet | | F.N.P.F. N | o. : | Μ | Ν | 1 | 2 | 1 | 2 | 3 | 6 | 8 | 3 | Т |
| | Period Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Date | e of B | irth : | | 12/ | 04/1 | 980 | |
| | Gross Employment Incom | | | Lur | np Su | m Pay | ment | \$ | | | | | | | |
| | Director Fee | | nefits | \$ | | | | | | | | | | | |
| | Management Fee | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 1,977 | 7.36 |
| | Redundancy Paymen | t \$ | | SRT Deducto | | | | | | | | | | | |
| | Pension Incom | \$ |] | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | | FNPF | / Supe | erannu | ation | \$ | | | | | 1,848 | 3.86 |
| Comments | B | | | | | | | | | | | | | | |
| Signatur | e of Employer/Authorize | d person | | | | | | | | Date | : | / | , | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | I-Sept | -2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DE | TAILS | | | | | | | | | | | | | | |
|----------------|-------------------------------------|--------------------------|--------------|-------|-------|-----------------|--------|-------|--------|--------|-------|--------|-------|--------|--------|
| Name : Colgat | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | E | mployee ID : | 391 | 0004 | 1 | | | | | | | | | |
| First Name : | Sajnil | | TIN : | 1 | 0 | | 0 | 3 | 5 | 8 | 4 | | 0 | | 1 |
| Middle Name : | Sharan | | | | | | | | | | | | | | |
| Last Name : | Jeet | | F.N.P.F. N | o. : | Μ | Ν | 1 | 2 | 1 | 2 | 3 | 6 | 8 | 3 | Т |
| Pe | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 12/ | 04/1 | 980 | |
| Gross | Gross Employment Income \$ 23,110.8 | | | | | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefi | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Dedi | ucted | \$ | | | | | 1,977 | 7.36 |
| | Redundancy Payment | \$ | | ucted | \$ | | | | | | | | | | |
| | Pension Income | \$ | ECAL Deducte | | | | | | \$ | | | | | | |
| | | | | F | NPF / | Supe | rannu | ation | \$ | | | | | 1,848 | 3.86 |
| Comments | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | 1-Sept | -2017] |

| TAX WITHHOL | DING CEF | RTIFICATE |
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| EMPLOYER DE | TAILS | • | | | | | | | | | | | | | | | | |
|----------------|-------------------------------------|--------------------------|--------------|--------------|-------------------|--------|-------|-------|--------|--------|-------|--------|--------|-------|--------|--|--|--|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | | | |
| EMPLOYEE DET | TAILS | E | mployee ID | 391 | 0004 | 2 | | | | | | | | | | | | |
| First Name : | Ravinesh | | TIN : | 1 | 9 | | 3 | 6 | 0 | 0 | 2 | | 0 | | 3 | | | |
| Middle Name : | Randir | | | | | | | | | | | | | | | | | |
| Last Name : | Singh | | F.N.P.F. N | o . : | Μ | Ν | 1 | 2 | 1 | 1 | 8 | 6 | 7 | 9 | Х | | | |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 16/ | 05/19 | 979 | | | | |
| Gross | Gross Employment Income \$ 32,870.8 | | | | Lur | np Su | m Pay | ment | \$ | | | | | | | | | |
| | Director Fees \$ | | | | Non-Cash Benefits | | | | | | | \$ | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 3,907 | 7.50 | | | |
| | Redundancy Payment | \$ | SRT Deducted | | | | | | | | | | | | | | | |
| | Pension Income | \$ | ECAL Deducte | | | | | | \$ | | | | | | | | | |
| | | | | I | NPF / | / Supe | rannu | ation | \$ | | | | | 2,629 | 9.68 | | | |
| Comments | | | | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | • | / | / | / | | | | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] | | | |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER | DETAILS | | | | | | | | | | | | | | |
|-----------|---------------------------|--------------------------|--------------|-----|-------|-------|--------|--------|--------|--------|-------|--------|-------|--------|--------|
| Name : Co | olgate Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE | DETAILS | E | mployee ID : | 391 | 0004 | 2 | | | | | | | | | |
| First Na | ame : Ravinesh | | TIN : | 1 | 9 | | 3 | 6 | 0 | 0 | 2 | | 0 | | 3 |
| Middle Na | ame : Randir | | | | | | | | | | | | | | |
| Last Na | ame : Singh | | F.N.P.F. No | .: | Μ | Ν | 1 | 2 | 1 | 1 | 8 | 6 | 7 | 9 | Х |
| | Period Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 16/ | 05/1 | 979 | |
| | Gross Employment Income | \$ 32,870.82 | | | Lur | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees \$ | | | | | on-Ca | sh Bei | nefits | \$ | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Dedi | ucted | \$ | | | | | 3,907 | 7.50 |
| | Redundancy Payment | \$ | SRT Deducted | | | | | | | | | | | | |
| | Pension Income | \$ | ECAL Deducte | | | | | | | | | | | | |
| | | | | F | NPF / | Supe | rannu | ation | \$ | | | | | 2,629 | 9.68 |
| Comments | | | | | | | | | | | | | | |] |
| Signature | of Employer/Authorized | person | | | | | | | | Date | : | / | | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | 1-Sept | -2017] |

| TAX WITHHOLDING C | CERTIFICATE |
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| | | · · · · · , · · · · · · · · · · · · · · · · · · · | | | | | | | | | | | | | _ | | | | |
|----------------|------------------------------------|--|--------------|-----------------|----------------------|-------|--------|-------|---------|--------|-------|--------|--------|-------|-------|--|--|--|--|
| EMPLOYER DET | TAILS | | | | | | | | | | | | | | | | | | |
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | | | | |
| EMPLOYEE DET | AILS | E | mployee ID : | 391 | 0004 | 3 | | | | | | | | | | | | | |
| First Name : | Metusela | | TIN : | 1 | 3 | | 2 | 7 | 7 | 3 | 5 | | 0 | | 8 | | | | |
| Middle Name : | | | | | | | | | | | | | | | | | | | |
| Last Name : | Memaofa | | F.N.P.F. N | o . : | Μ | Ν | 1 | 2 | 5 | 7 | 6 | 7 | 2 | 7 | Ν | | | | |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of Bi | irth : | | 29/ | 09/19 | 985 | | | | | |
| Gross | Gross Employment Income \$ 9,012.3 | | | | | np Su | m Pay | ment | \$ | | | | | | | | | | |
| | Director Fees \$ | | | | Non-Cash Benefits \$ | | | | | | | | \$ | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 91 | .53 | | | | |
| | Redundancy Payment | \$ | | SRT Deducted \$ | | | | | | | | | | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | | | | | |
| | | | | | NPF / | Supe | erannu | ation | \$ | | | | | 720 |).98 | | | | |
| Comments | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | | / | / | / | | | | | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | 2017] | | | | |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DET | TAILS | | | | | | | | | | | | | | |
|-----------------|----------------------|--------------------------|--------------|--------------|-------|-------|--------|--------|--------|--------|-------|--------|--------|--------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | AILS | E | mployee ID : | 391 | 0004 | 3 | | | | | | | | | |
| First Name : | Metusela | | TIN : | 1 | 3 | | 2 | 7 | 7 | 3 | 5 | | 0 | | 8 |
| Middle Name : | | | | | [] | | | | | | | T | | T | |
| Last Name : | Memaofa | | F.N.P.F. N | o . : | М | Ν | 1 | 2 | 5 | 7 | 6 | 7 | 2 | 7 | Ν |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | 29/ | 09/19 | 985 | |
| Gross | Employment Income | \$ 9,012.36 | | | Lun | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees \$ | | | | | on-Ca | sh Bei | nefits | \$ | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Dedi | ucted | \$ | | | | | 91 | 1.53 |
| 1 | Redundancy Payment | \$ | | | | SR | r Dedi | ucted | \$ | | | | | | |
| | Pension Income | \$ | ECAL Deducte | | | | | | \$ | | | | | | |
| | | | | F | NPF / | Supe | rannu | ation | \$ | | | | | 720 |).98 |
| Comments | | | | | | | | | | | | | | | |
| Signature of Er | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | I-Sept | -2017] |

| TAX WITHHOLDING CER | TIFICATE |
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| | | · · · · · · , · · · · · · · · · | | | | | | | | | | | | | |
|----------------|------------------------------------|--|------------|--------------|-------|-------------------|-------|-------|--------|--------|-------|--------|--------|-------|--------|
| EMPLOYER DE | TAILS | | | | | | | | | | | | | | |
| Name : Colgat | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | E | mployee ID | 391 | 0005 | 1 | | | | | | | | | |
| First Name : | Praveen | | TIN : | 1 | 4 | | 5 | 6 | 4 | 3 | 0 | | 0 | | 3 |
| Middle Name : | | | | | | | | | | | | | | | |
| Last Name : | Narayan | | F.N.P.F. N | o . : | М | Ν | 1 | 2 | 2 | 1 | 8 | 7 | 4 | 4 | Ρ |
| Pe | riod Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Date | e of B | irth : | | 12/ | 06/19 | 977 | |
| Gross | Gross Employment Income \$ 6,335.8 | | | | Lun | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefits | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | | SRT Deducted | | | | | | | | | | | |
| | Pension Income | \$ | | ucted | \$ | | | | | | | | | | |
| | | | | F | NPF / | Supe | rannu | ation | \$ | | | | | 506 | 6.86 |
| Comments | | | | | | | | | | | | | _ | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DET | TAILS | | | | | | | | | | | | | | |
|----------------|------------------------------------|--------------------------|--------------|-------|------|-------------------|-------|-------|--------|--------|-------|--------|-------|-------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | mployee ID : | 391 | 0005 | 51 | | | | | | | | | |
| First Name : | Praveen | | TIN : | 1 | 4 | | 5 | 6 | 4 | 3 | 0 | | 0 | | 3 |
| Middle Name : | | | | | | | 1 | | | | | | | | |
| Last Name : | Narayan | | F.N.P.F. N | 0. : | Μ | Ν | 1 | 2 | 2 | 1 | 8 | 7 | 4 | 4 | Ρ |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Date | e of B | irth : | | 12/ | 06/1 | 977 | |
| Gross | Gross Employment Income \$ 6,335.8 | | | | | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefits | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | ucted | \$ | | | | | | | | | | |
| | | | | | | Supe | rannu | ation | \$ | | | | | 506 | 5.86 |
| Comments | | | | | | | | | | | | | _ | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | -Sept | -2017] |

| EMPLOYER DE | TAILS | | | | | | | | | | | | | | |
|----------------|--------------------------------------|--------------------------|--------------|-----|-------|--------|-------|--------|---------|-------|-------|--------|-------|-------|--------|
| Name : Colgat | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | E | mployee ID : | 391 | 0005 | 55 | | | | | | | | | |
| First Name : | Shima | | TIN : | 1 | 9 | | 3 | 2 | 1 | 3 | 4 | | 0 | | 1 |
| Middle Name : | | | | | | 1 | | | | | | | | | |
| Last Name : | Sharma | | F.N.P.F. N | 0.: | Μ | Ν | 1 | 2 | 0 | 0 | 8 | 3 | 9 | 4 | S |
| Ре | riod Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Date | e of Bi | rth : | | 09/ | 05/19 | 976 | |
| Gross | Gross Employment Income \$ 23,420.39 | | | | | | m Pay | ment | \$ | | | | | | |
| | Director Fees | \$ | | | N | on-Ca | sh Be | nefits | \$ | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 2,017 | 7.40 |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | F | NPF / | / Supe | rannu | ation | \$ | | | | | 1,873 | 3.62 |
| Comments | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | C | Date | | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | -Sept | -2017] |

TAX WITHHOLDING CERTIFICATE

| | ETAILS | | | | | | | | | | | | | | |
|--------------|------------------------|--------------------------|--------------|-----|------|-------|------------------|-------|--------|--------|-------|-------|-------|--------|--------|
| Name : Colg | ate Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE D | ETAILS | E | mployee ID : | 391 | 0005 | 5 | | | | | | | | | |
| First Nam | e : Shima | | TIN : | 1 | 9 | | 3 | 2 | 1 | 3 | 4 | | 0 | | 1 |
| Middle Nam | | | | | | | | | | | | | | | |
| Last Nam | e : Sharma | | F.N.P.F. N | 0.: | Μ | Ν | 1 | 2 | 0 | 0 | 8 | 3 | 9 | 4 | S |
| | Period Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Dat | e of B | irth : | | 09/ | 05/1 | 976 | |
| Gr | oss Employment Income | \$ 23,420.39 | | | Lur | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees \$ | | | | | | Non-Cash Benefit | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 2,017 | 7.40 |
| | Redundancy Payment | \$ | SRT Deducted | | | | | | | | | | | | |
| | Pension Income | \$ | | | | ECAI | L Ded | ucted | \$ | | | | | | |
| FNPF / S | | | | | | | rannu | ation | \$ | | | | | 1,873 | 3.62 |
| Comments | | | | | | | | | | | | | | | |
| Signature of | Employer/Authorized | person | | | | | | | | Date | : | / | | / | |
| | | | | | | | | | | IRS | 6452A | [Revi | sed:2 | 1-Sept | -2017] |

| TAX WITHHOL | DING CEF | RTIFICATE |
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|-------------|----------|-----------|

| EMPLOYER D | ETAILS | , | | | | | | | | | | | | | | |
|--------------|------------------------|--------------------------|----------------------|-------|-------|-------|--------|-------|--------|--------|-------|-------|--------|-------|--------|--|
| Name : Colg | ate Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | |
| EMPLOYEE D | ETAILS | I | Employee ID | 391 | 0006 | 65 | | | | | | | | | | |
| First Name | : Sachin | | TIN : | 1 | 1 | | 3 | 3 | 7 | 1 | 2 | | 0 | | 4 | |
| Middle Name | | | - | | | | | - | _ | - | | - | | _ 1 | | |
| Last Name | : Kumar | | F.N.P.F. N | o. : | M | N | 1 | 2 | 7 | 0 | 4 | 3 | 1 7 D | | | |
| I | Period Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 04/ | 11/19 | 987 | | |
| Gro | ess Employment Income | | | Lur | np Su | m Pay | ment | \$ | | | | | | | | |
| | Director Fees | \$ | Non-Cash Benefits \$ | | | | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | | |
| | Redundancy Payment | \$ | SRT Deducted \$ | | | | | | | | | | | | | |
| | Pension Income | \$ | | ucted | \$ | | | | | | | | | | | |
| | | | | | FNPF | Supe | erannu | ation | \$ | | | | | 478 | 3.75 | |
| Comments | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | |
| Signature of | Employer/Authorized | person | | | | | | | | Date | : | / | / | / | | |
| | | | | | | | | | | IRS | 6452A | [Revi | sed:21 | -Sept | -2017] | |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DE | TAILS | | | | | | | | | | | | | | |
|----------------|----------------------|--------------------------|-----------------|--------------|-------|-------|----------------------|-------|--------|--------|-------|--------|-------|--------|--------|
| Name : Colgat | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | E | mployee ID : | 391 | 0006 | 5 | | | | | | | | | |
| First Name : | Sachin | | TIN : | 1 | 1 | | 3 | 3 | 7 | 1 | 2 | | 0 | | 4 |
| Middle Name : | | | | | | | | | | | | | | | |
| Last Name : | Kumar | | F.N.P.F. N | o . : | Μ | Ν | 1 | 2 | 7 | 0 | 4 | 3 | 1 | 7 | D |
| Pe | riod Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Dat | e of B | irth : | | 04/ | 11/19 | 987 | |
| Gross | | | Lun | np Su | m Pay | ment | \$ | | | | | | | | |
| | Director Fees \$ | | | | | | Non-Cash Benefits \$ | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | SRT Deducted \$ | | | | | | | | | | | | |
| | Pension Income | \$ | ECAL Deducted | | | | | | | | | | | | |
| | | | F | NPF / | Supe | rannu | ation | \$ | | | | | 478 | 8.75 | |
| Comments | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | , | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | I-Sept | -2017] |

| TAX WITHHOLDING C | ERTIFICATE |
|-------------------|------------|
|-------------------|------------|

| EMPLOYER DE | TAILS | | | | | | | | | | | | | | | |
|----------------|------------------------------------|--------------------------|--------------|------|------|--------|----------------------|-------|--------|--------|-------|--------|--------|-------|--------|--|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | |
| EMPLOYEE DET | TAILS | E | mployee ID : | 391 | 0006 | 8 | | | | | | | | | | |
| First Name : | Nitesh | | TIN : | 1 | 3 | | 2 | 8 | 4 | 8 | 6 | | 0 | | 8 | |
| Middle Name : | Navikash | | | | | 1 | | | | | | | | | | |
| Last Name : | Mudaliar | | F.N.P.F. N | 0. : | M | Ν | 1 | 2 | 0 | 2 | 0 | 3 | 7 | 7 | Ν | |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | 14/ | 08/19 | 980 | | |
| Gross | Gross Employment Income \$ 5,789.7 | | | | | | m Pay | ment | \$ | | | | | | | |
| | Director Fees \$ | | | | | | Non-Cash Benefits \$ | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | k Ded | ucted | \$ | | | | | | | |
| - | Redundancy Payment | \$ | | | | SR | r Ded | ucted | \$ | | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | | |
| | | | | | FNPF | / Supe | rannu | ation | \$ | | | | | 463 | 3.18 | |
| Comments | | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] | |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DET | | | | | | | | | | | | | | | |
|-----------------------|----------------------|--------------------------|----------------|-------|-------|--------|-------|-------|--------|--------|-------|--------|-------|-------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | mployee ID : 3 | 910 | 0006 | 8 | | | | | | | | | |
| First Name : | Nitesh | | TIN : | 1 | 3 | | 2 | 8 | 4 | 8 | 6 | | 0 | | 8 |
| Middle Name : | Navikash | | | _ | | | | | | | | | | | |
| Last Name : | Mudaliar | | F.N.P.F. No. : | | М | Ν | 1 | 2 | 0 | 2 | 0 | 3 | 7 | 7 | Ν |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | 14/ | 08/19 | 980 | |
| Gross | | | Lum | ıp Su | m Pay | ment | \$ | | | | | | | | |
| | | | No | on-Ca | sh Be | nefits | \$ | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Tax | k Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | | | | SR | [Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECAI | Ded | ucted | \$ | | | | | | |
| FNPF / Superannuation | | | | | | | \$ | | | | | 463 | 3.18 | | |
| Comments | | | | | | | | | | | | | |] | |
| Signature of Er | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | -Sept | -2017] |

| TAX WITHHOL | DING CE | RTIFICATE |
|-------------|---------|-----------|
|-------------|---------|-----------|

| EMPLOYER DET | TAILS | | | | | | | | | | | | | | |
|-----------------|----------------------|--------------------------|---------------|------|--------|--------|--------|-------|--------|--------|-------|--------|--------|--------|-------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | Employee ID : | 391 | 0006 | 69 | | | | | | | | | |
| First Name : | Reetesh | | TIN : | 0 | 4 | | 3 | 4 | 9 | 1 | 7 | | 0 | | 6 |
| Middle Name : | | | _ | | | 1 | | | | | | | | | |
| Last Name : | Deo | | F.N.P.F. N | 0. : | Μ | Ν | 1 | 2 | 5 | 7 | 9 | 7 | 8 | 0 | Н |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Date | e of B | irth : | | 25/ | 05/19 | 992 | |
| Gross | Employment Income | \$ 6,443.90 | | | Lur | np Su | m Pay | ment | \$ | | | | | | |
| | \$ | Non-Cash Benefits \$ | | | | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Dedu | ucted | \$ | | | | | | |
| 1 | Redundancy Payment | \$ | | | | SR | T Dedu | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Dedu | ucted | \$ | | | | | | |
| | | | | FNPF | / Supe | erannu | ation | \$ | | | | | 515 | 5.51 | |
| Comments | | | | | | | | | | | | | | | |
| Signature of Er | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept- | 2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DET | TAILS | | | | | | | | | | | | | | |
|----------------|----------------------|--------------------------|-----------------|-------|-------|-------|----------------------|-------|--------|--------|-------|--------|-------|-------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | mployee ID : | 391 | 0006 | 9 | | | | | | | | | |
| First Name : | Reetesh | | TIN : | 0 | 4 | | 3 | 4 | 9 | 1 | 7 | | 0 | | 6 |
| Middle Name : | | | | | | | | | | | | | | | |
| Last Name : | Deo | | F.N.P.F. N | o. : | М | Ν | 1 | 2 | 5 | 7 | 9 | 7 | 8 | 0 | Н |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | 25/ | 05/19 | 992 | |
| Gross | | | Lun | np Su | m Pay | ment | \$ | | | | | | | | |
| | Director Fees \$ | | | | | | Non-Cash Benefits \$ | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | SRT Deducted \$ | | | | | | | | | | | | |
| | Pension Income | \$ | | ucted | \$ | | | | | | | | | | |
| | | | | | | Supe | rannu | ation | \$ | | | | | 51 | 5.51 |
| Comments | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | -Sept | -2017] |

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TAX WITHHOLDING CERTIFICATE

| EMPLOYER DET | TAILS | | | | | | | | | | | | | | |
|-----------------|---|--------------------------|--------------|------|-------------------|-------|-------|-------|--------|--------|-------|--------|-------|--------|-------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | mployee ID : | 391 | 0007 | '1 | | | | | | | | | |
| First Name : | Caroline | | TIN : | 1 | 4 | | 0 | 6 | 0 | 8 | 7 | | 1 | | 3 |
| Middle Name : | Mary Victoria | | | | | | | | | | | | | | |
| Last Name : | Narruhn | | F.N.P.F. N | 0. : | Μ | Ν | 1 | 1 | 8 | 0 | 3 | 9 | 5 | 2 | Ζ |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 27/ | 02/1 | 954 | |
| Gross | Gross Employment Income \$ 21,450.00 | | | | Lun | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees \$ | | | | Non-Cash Benefits | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | c Ded | ucted | \$ | | | | | 1,623 | 3.32 |
| F | Redundancy Payment | \$ | SRT Deducted | | | | | | | | | | | | |
| | Pension Income | \$ | | | | ECA | _ Ded | ucted | \$ | | | | | | |
| | | | | I | -NPF / | Supe | rannu | ation | \$ | | | | | 1,716 | 5.00 |
| Comments | Comments | | | | | | | | | | | | | | _ |
| Signature of Er | Signature of Employer/Authorized person | | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | -Sept- | 2017] |

TAX WITHHOLDING CERTIFICATE

| | ETAILS | | | | | | | | | | | | | | |
|-------------|-------------------------------------|--------------------------|--------------|------|-------|------------------|-------|-------|--------|--------|-------|-------|-------|--------|--------|
| Name : Colo | jate Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE D | ETAILS | E | mployee ID : | 391 | 0007 | '1 | | | | | | | | | |
| First Nam | e : Caroline | | TIN : | 1 | 4 | | 0 | 6 | 0 | 8 | 7 | | 1 | | 3 |
| Middle Nam | e : Mary Victoria | | | | | | | | | | | | | | |
| Last Nam | e : Narruhn | | F.N.P.F. N | o. : | Μ | Ν | 1 | 1 | 8 | 0 | 3 | 9 | 5 | 2 | Ζ |
| | Period Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Dat | e of B | irth : | | 27/ | 02/1 | 954 | |
| Gr | Gross Employment Income \$ 21,450.0 | | | | | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefit | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 1,623 | 3.32 |
| | Redundancy Payment | \$ | SRT Deducted | | | | | | | | | | | | |
| | Pension Income | \$ | ECAL Deducte | | | | | | | | | | | | |
| | | | | 1 | NPF / | / Supe | rannu | ation | \$ | | | | | 1,716 | 6.00 |
| Comments | Comments | | | | | | | | | | | | | | |
| Signature o | f Employer/Authorized | person | | | | | | | | Date | : | / | | / | |
| | | | | | | | | | | IRS | 6452A | [Revi | sed:2 | I-Sept | -2017] |

| TAX WITHHOLI | | RTIFICATE |
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| EMPLOYER DE | TAILS | | | | | | | | | | | | | | | |
|----------------|---|--------------------------|----|-----------------|----------------------|-------|-------|-------|-------|--------|--------|-------|--------|-------|--------|-------|
| Name : Colgate | e Palmolive (Fiji) L | td | | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | | Em | ployee ID : | 391 | 0007 | 2 | | | | | | | | | |
| First Name : | Vasiti | | | TIN : | 0 | 3 | | 1 | 5 | 6 | 2 | 0 | | 1 | | 2 |
| Middle Name : | | | | | | | | | | | | | | | | |
| Last Name : | Cavu | | | F.N.P.F. No | b. : | Μ | N | 1 | 1 | 9 | 0 | 1 | 6 | 3 | 3 | Е |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | | Date | e of B | irth : | | 17/ | 05/19 | 966 | |
| Gross | 8.80 | | | Lur | np Su | m Pay | ment | \$ | | | | | | | | |
| | Director Fees \$ | | | | Non-Cash Benefits \$ | | | | | | | | | | | |
| | Management Fees | \$ | | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | | SRT Deducted \$ | | | | | | | | | | | | |
| | Pension Income | \$ | | ECAL Deducted | | | | | | | | | | | | |
| | | | | | F | NPF / | Supe | rannu | ation | \$ | | | | | 712 | 2.70 |
| Comments | Comments | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | |
| Signature of E | Signature of Employer/Authorized person | | | | | | | | | | Date | | / | | / | |
| | | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | -Sept- | 2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DET | TAILS | | | | | | | | | | | | | | | |
|----------------|------------------------------------|--------------------------|-----------------|-----|------|-------------------|-------|-------|--------|--------|-------|--------|-------|--------|--------|--|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | |
| EMPLOYEE DET | AILS | E | mployee ID : | 391 | 0007 | 2 | | | | | | | | | | |
| First Name : | Vasiti | | TIN : | 0 | 3 | | 1 | 5 | 6 | 2 | 0 | | 1 | | 2 | |
| Middle Name : | | | | | | | | | | | | | | | | |
| Last Name : | Cavu | | F.N.P.F. N | 0.: | М | Ν | 1 | 1 | 9 | 0 | 1 | 6 | 3 | 3 | Е | |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | 17/ | 05/1 | 966 | | |
| Gross | Gross Employment Income \$ 8,908.8 | | | | | np Su | m Pay | ment | \$ | | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefits | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | k Ded | ucted | \$ | | | | | | | |
| - | Redundancy Payment | \$ | SRT Deducted \$ | | | | | | | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | | |
| | | | | | | Supe | rannu | ation | \$ | | | | | 712 | 2.70 | |
| Comments | | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | | / | , | / | | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | I-Sept | -2017] | |

| TAX WITHHOLDING CERT | ΊFΙ | CATE |
|----------------------|-----|------|
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| EMPLO | YER DET | AILS | | | | | | | | | | | | | | | | | | |
|--------|-------------------------------------|----------------------|--------------------------|----|----------------------|-------------|-------|-------|-------|-------|--------|--------|-------|-------|-------|-------|--------|--|--|--|
| Name : | Colgate | e Palmolive (Fiji) L | td | | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | | | |
| EMPLO | YEE DET | AILS | | Er | nployee ID: | 391 | 0007 | '3 | | | | | | | | | | | | |
| Fii | rst Name : | Vikant | | | TIN : | 1 | 9 | | 9 | 1 | 1 | 1 | 9 | | 0 | | 1 | | | |
| | dle Name : | | | _ | | | | | | | | | | | | | | | | |
| La | ast Name : | Sharma | | | F.N.P.F. No | b. : | Μ | N | 1 | 2 | 6 | 0 | 4 | 7 | 2 | 1 | D | | | |
| | Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | | Date | e of B | irth : | | 05/ | 07/1 | 990 | | | | |
| | Gross Employment Income \$ 13,931.6 | | | | | | Lur | np Su | m Pay | ment | \$ | | | | | | | | | |
| | | Director Fees | \$ | | Non-Cash Benefits \$ | | | | | | | | \$ | | | | | | | |
| | | Management Fees | \$ | | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 300 | 0.00 | | | |
| | F | Redundancy Payment | \$ | | | \$ | | | | | | | | | | | | | | |
| | | Pension Income | \$ | | ECAL Deducted | | | | | | | | | | | | | | | |
| | | | | | | F | NPF / | Supe | rannu | ation | \$ | | | | | 1,114 | 1.54 | | | |
| Comm | Comments | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | |
| Signa | ature of Er | nployer/Authorized | person | | | | | | | | | Date | : | / | | / | | | | |
| | | | | | | | | | | | | IRS | 6452A | [Revi | sed:2 | -Sept | -2017] | | | |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DET | TAILS | | | | | | | | | | | | | | |
|----------------|----------------------|--------------------------|---------------|-------|-------|-------------------|-------|-------|--------|--------|-------|--------|-------|-------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | mployee ID : | 391 | 0007 | 3 | | | | | | | | | |
| First Name : | Vikant | | TIN : | 1 | 9 | | 9 | 1 | 1 | 1 | 9 | | 0 | | 1 |
| Middle Name : | | | | | | | | | | | | | | | |
| Last Name : | Sharma | | F.N.P.F. No | .: | Μ | Ν | 1 | 2 | 6 | 0 | 4 | 7 | 2 | 1 | D |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 05/ | 07/19 | 990 | |
| Gross | | | Lun | np Su | m Pay | ment | \$ | | | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefits | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | k Ded | ucted | \$ | | | | | 300 | 0.00 |
| | Redundancy Payment | \$ | SRT Deducted | | | | | | | | | | | | |
| | Pension Income | \$ | ECAL Deducted | | | | | | | | | | | | |
| | | | | | | Supe | rannu | ation | \$ | | | | | 1,114 | 1.54 |
| Comments | Comments | | | | | | | | | | | | | | _ |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | | 6452A | [Revis | sed:2 | -Sept | -2017] |

| TAX WITHHO | DING | CERTII | FICATE |
|------------|------|--------|--------|
|------------|------|--------|--------|

| EMPLO | OYER DET | TAILS | | | | | | | | | | | | | | | | |
|-------|-------------------------------------|----------------------|------------------------|-----|----------------------|-------------|-------|-------|--------|-------|---------|-------|-------|--------|--------|-------|--------|--|
| Name | : Colgate | e Palmolive (Fiji) L | td | | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | |
| EMPLO | OYEE DET | TAILS | | En | nployee ID : | 391 | 0007 | '4 | | | | | | | | | | |
| F | First Name : | Janish | | | TIN : | 1 | 9 | | 8 | 3 | 7 | 6 | 4 | | 0 | | 8 | |
| Mic | ddle Name : | Sheila | | | | | | | | | | | | | | | | |
| L | Last Name : | Sheik | | | F.N.P.F. No | b. : | М | Ν | 1 | 2 | 5 | 9 | 8 | 0 | 8 | 1 | Ν | |
| | Per | iod Employed : | 01/08/2017 to 31/12/20 | 017 | | | | | | Date | e of Bi | rth : | | 05/ | 05/19 | 991 | | |
| | Gross Employment Income \$ 10,112.5 | | | | | | Lun | np Su | m Pay | ment | \$ | | | | | | | |
| | Director Fees \$ | | | | Non-Cash Benefits \$ | | | | | | | | | | | | | |
| | | Management Fees | \$ | | | | PA | YE Ta | x Dedi | ucted | \$ | | | | | | | |
| | F | Redundancy Payment | \$ | | SRT Deducted \$ | | | | | | | \$ | | | | | | |
| | | Pension Income | \$ | | | | | ECAI | L Dedi | ucted | \$ | | | | | | | |
| | | | | | | F | NPF / | Supe | rannu | ation | \$ | | | | | 808 | 9.00 | |
| Com | Comments | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | |
| Sign | nature of Er | mployer/Authorized | person | | | | | | | | | Date | - | / | / | / | | |
| | | | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] | |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER D | ETAILS | | | | | | | | | | | | | | | | | | |
|--------------|------------------------|--------------------------|-----------------|------|-------|-------------------|--------|-------|--------|--------|-------|--------|-------|--------|--------|--|--|--|--|
| Name : Colg | ate Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | | | | |
| EMPLOYEE D | ETAILS | E | mployee ID | 391 | 0007 | '4 | | | | | | | | | | | | | |
| First Nam | : Janish | | TIN : | 1 | 9 | | 8 | 3 | 7 | 6 | 4 | | 0 | | 8 | | | | |
| Middle Nam | : Sheila | | | | | | | | | | | | | | | | | | |
| Last Nam | e: Sheik | | F.N.P.F. N | o. : | М | Ν | 1 | 2 | 5 | 9 | 8 | 0 | 8 | 1 | Ν | | | | |
| I | Period Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Date | e of B | irth : | | 05/ | 05/1 | 991 | | | | | |
| Gro | oss Employment Income | | | Lun | np Su | m Pay | ment | \$ | | | | | | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefits | | | | | | | \$ | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Dedi | ucted | \$ | | | | | | | | | | |
| | Redundancy Payment | \$ | SRT Deducted \$ | | | | | | | \$ | | | | | | | | | |
| | Pension Income | \$ | ECAL Deducted | | | | | | | | | | | | | | | | |
| | | | | F | NPF / | Supe | rannu | ation | \$ | | | | | 80 | 9.00 | | | | |
| Comments | Comments | | | | | | | | | | | | | | | | | | |
| Signature of | Employer/Authorized | person | | | | | | | | Date | : | / | | / | | | | | |
| | | | | | | | | | | | 6452A | [Revis | sed:2 | 1-Sept | -2017] | | | | |

| TAX WITHHOL | DING CEF | RTIFICATE |
|-------------|----------|-----------|
|-------------|----------|-----------|

| EMPLOYE | RDET | AILS | | | ,, | | | | | | | | | | | | | |
|---------|-------------------------|------------------------|--------|-------------------|-----------|-----------------------|------------------------|------|-------|-------|-------|---------|---------|-------|-------|-------|--------|--------|
| Name : | Colgate | e Palmolive (Fiji) Ltd | | | | | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYE | E DET | AILS | | | E | mployee ID : | 391 | 0007 | '5 | | | | | | | | | |
| First | Name : | Shivanjni | | | | TIN : | 0 | 1 | | 1 | 0 | 8 | 4 | 6 | | 0 | | 0 |
| Middle | | | | | | | | | | | | 5 | 4 | | | - | - | |
| Last | Name : | Anamika | | | | F.N.P.F. N | F.N.P.F. No. : M N 1 2 | | | | | | | 8 | 4 | 2 | 9 | W |
| | Peri | od Employed : | 01/08 | 3/2017 to 31 | /12/2017 | | | | | | Dat | e of B | irth : | | 03/ | 12/1 | 985 | |
| | Gross Employment Income | | | | 19,201.31 | | | Lur | np Su | m Pay | vment | \$ | | | | | | |
| | Director Fees \$ | | | Non-Cash Benefits | | | | | | | s \$ | | | | | | | |
| | Management Fees \$ | | | PAYE Tax Deducted | | | | | | | | | 1,233.5 | | | | | |
| | R | edundancy Payment | \$ | | | SRT Deducted | | | | | | | | | | | | |
| | | Pension Income | \$ | | | ECAL Deducted | | | | | | \$ | | | | | | |
| | | | | | | FNPF / Superannuation | | | | | | ۱ \$ | | | | | | 6.11 |
| Comment | ts | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | |
| Signatu | re of En | nployer/Authorized | persor | ı | | | | | | | | | Date | : | / | | / | |
| | | | | | | | | | | | | | IRS | 6452A | [Revi | sed:2 | I-Sept | -2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DET | TAILS | | | | | | | | | | | | | | | |
|---|----------------------|--------------|-----------------------|-------------------|------|-------|--------|--------|----|-----|-------|----------|---------|--------|--------|--|
| Name : Colgate | e Palmolive (Fiji) L | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | | |
| EMPLOYEE DET | AILS | E | mployee ID : | 391 | 0007 | 5 | | | | | | | | | | |
| First Name : | Shivanjni | | TIN : | 0 | 1 | | 1 | 0 | 8 | 4 | 6 | | 0 | | 0 | |
| Middle Name : | | | | | | | | | | | | | | | | |
| Last Name : | Anamika | | F.N.P.F. N | D. : | Μ | Ν | 1 | 2 | 5 | 4 | 8 | 4 | 2 | 9 | W | |
| Per | | | | | | Date | e of B | irth : | | 03/ | 12/19 | 985 | | | | |
| Gross | Employment Income | \$ 19,201.31 | | | Lun | np Su | m Pay | ment | \$ | | | | | | | |
| | Director Fees \$ | | | Non-Cash Benefits | | | | | | | | | | | | |
| | Management Fees | \$ | PAYE Tax Deducted | | | | | | | | | | 1,233.5 | | | |
| - | Redundancy Payment | \$ | SRT Deducted | | | | | | | | | | | | | |
| | Pension Income | \$ | ECAL Deducted | | | | | | | | | | | | | |
| | | | FNPF / Superannuation | | | | | | \$ | | | 1,536.11 | | | | |
| Comments | | | | | | | | | | | | | | | _] | |
| Signature of Employer/Authorized person | | | | | | | | Date | : | / | / | / | | | | |
| | | | | | | | | | | | | | sed:2 | I-Sept | -2017] | |

| TAX WITHHOLDING | CERTIFICATE |
|-----------------|-------------|
|-----------------|-------------|

| EMPLOYER DET | TAILS | | | | | | | | | | | | | | |
|---|----------------------|--------------------------|---------------|-------------------|------|--------|-------|-------|---------|--------|-------|--------|-------|-------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | mployee ID : | 391 | 0007 | '6 | | | | | | | | | |
| First Name : | Naina | | TIN : | 1 | 1 | | 0 | 7 | 2 | 6 | 6 | | 2 | | 3 |
| Middle Name : | Ratukuta | | | | | 1 | | | | | | | | | |
| Last Name : | Kau | | F.N.P.F. N | o. : | M | N | 1 | 1 | 9 | 0 | 1 | 6 | 9 | 4 | Α |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of Bi | irth : | | 26/ | 03/19 | 957 | |
| Gross | Employment Income | \$ 14,841.67 | | | Lur | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees \$ | | | Non-Cash Benefits | | | | | | \$ | | | | | |
| | Management Fees \$ | | | PAYE Tax Deducted | | | | | | | | 421.50 | | | |
| | Redundancy Payment | \$ | SRT Deducted | | | | | | \$ | | | | | | |
| | Pension Income | \$ | ECAL Deducted | | | | | | \$ | | | | | | |
| | | | | | FNPF | / Supe | rannu | ation | \$ | | | | | 1,187 | 7.32 |
| Comments | | | | | | | | | | | | | | | |
| Signature of Employer/Authorized person | | | | | | | I | Date | : | / | | / | | | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | -Sept | -2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DE | TAILS | | | | | | | | | | | | | | |
|---|----------------------|--------------------------|------------------------|-------------------|------|-------|-------|------|--------|-------------|---|-------|-------|-------|--------|
| Name : Colgat | e Palmolive (Fiji) L | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | |
| EMPLOYEE DE | TAILS | E | mployee ID : | 391 | 0007 | 6 | | | | | | | | | |
| First Name : | Naina | | TIN : | 1 | 1 | | 0 | 7 | 2 | 6 | 6 | | 2 | | 3 |
| Middle Name : | Ratukuta | | | | | | | | | | | | | | |
| Last Name : | Kau | | F.N.P.F. No. : M N 1 1 | | | | | | 9 | 0 | 1 | 6 | 9 | 4 | Α |
| Pe | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | 26/0 | 03/19 | 957 | |
| Gross | s Employment Income | \$ 14,841.67 | | | Lun | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees \$ | | | Non-Cash Benefits | | | | | | s \$ | | | | | |
| | Management Fees \$ | | | PAYE Tax Deducted | | | | | | з <u>\$</u> | | | | | 1.50 |
| | Redundancy Payment | \$ | SRT Deducted | | | | | | | d \$ | | | | | |
| | Pension Income | \$ | ECAL Deducted | | | | | | \$ | | | | | | |
| | | | FNPF / Superannuation | | | | | | \$ | | | 1,187 | 7.32 | | |
| Comments | | | | | | | | | | | | | | | |
| Signature of Employer/Authorized person | | | | | | | | Date | : | / | / | / | | | |
| | | | | | | | | | | | | | sed:2 | -Sept | -2017] |
| TAX WITHHOL | DING CE | RTIFICATE |
|-------------|---------|-----------|
|-------------|---------|-----------|

| EMPLOYER DE | TAILS | | | | | | | | | | | | | | |
|----------------|----------------------|--------------------------|--------------|-------|------|------------------|-------|-------|--------|--------|-------|--------|--------|-------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | mployee ID : | 391 | 0007 | 79 | | | | | | | | | |
| First Name : | Моаре | | TIN : | 0 | 3 | | 0 | 4 | 6 | 6 | 7 | | 0 | | 2 |
| Middle Name : | | | | | | - | | • | | • | 0 | • | • | • | |
| Last Name : | Covatu | | F.N.P.F. N | 0. : | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | 27/ | 07/19 | 952 | |
| Gross | Employment Income | \$ 10,829.15 | | | Lur | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefit | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | c Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | | ucted | \$ | | | | | | | | | | |
| | Pension Income | \$ | | ucted | \$ | | | | | | | | | | |
| L | | | | F | -NPF | / Supe | rannu | ation | \$ | | | | | | |
| Comments | Comments | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | _ | Date | - | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DE | TAILS | - | | | | | | | | | | | | |
|----------------|----------------------|--------------------------|-----------------|-------|--------|--------|--------|--------|--------|-------|--------|--------|-------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | mployee ID : 39 | 10007 | 79 | | | | | | | | | |
| First Name : | Моаре | | TIN : 0 | 3 | | 0 | 4 | 6 | 6 | 7 | | 0 | | 2 |
| Middle Name : | | | | | | | | | | | | | | |
| Last Name : | Covatu | | F.N.P.F. No. : | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | Dat | e of B | irth : | | 27/ | 07/19 | 952 | |
| Gross | s Employment Income | \$ 10,829.15 | | Lur | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees \$ | | | | | | nefits | \$ | | | | | | |
| | Management Fees | \$ | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| - | Redundancy Payment | \$ | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | FNPF | / Supe | erannu | ation | \$ | | | | | | |
| Comments | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] |

| TAX WITHHOLDING | CERTIFICATE |
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| EMPLOYER I | DETAILS | , | | | | | | | | | | | | | |
|-------------|------------------------------------|--------------------------|------------|--------------|--------|------------------|-------|-------|--------|--------|-------|--------|--------|-------|--------|
| Name : Col | gate Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE | DETAILS | E | mployee ID | 391 | 0008 | 32 | | | | | | | | | |
| First Nan | e : Gashis | | TIN : | 0 | 3 | | 2 | 2 | 9 | 5 | 2 | | 0 | | 9 |
| Middle Nan | e : Kishan | | | | | | | | | | | | | | |
| Last Nan | e : Chetty | | F.N.P.F. N | o . : | Μ | Ν | 1 | 2 | 7 | 1 | 6 | 3 | 7 | 0 | Ζ |
| | Period Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Dat | e of B | irth : | | 14/ | 08/19 | 992 | |
| Gi | Gross Employment Income \$ 7,770.8 | | | | Lun | np Su | m Pay | rment | \$ | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefit | | | | | | | | | |
| | Management Fees | \$ | | ucted | \$ | | | | | | | | | | |
| | Redundancy Payment | \$ | | ucted | \$ | | | | | | | | | | |
| | Pension Income | \$ | | ucted | \$ | | | | | | | | | | |
| | | | | F | =NPF / | Supe | rannu | ation | \$ | | | | | 62′ | 1.68 |
| Comments | | | | | | | | | | | | | | | |
| Signature o | f Employer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DET | TAILS | | | | | | | | | | | | | | | | |
|-----------------|----------------------|--------------------------|--------------|-------------|------|-------|--------|-------|----------------------|--------|-------|--------|--------|--------|--------|--|--|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | | |
| EMPLOYEE DET | AILS | E | mployee ID : | 391 | 0008 | 32 | | | | | | | | | | | |
| First Name : | Gashis | | TIN : | 0 | 3 | | 2 | 2 | 9 | 5 | 2 | | 0 | | 9 | | |
| Middle Name : | Kishan | | | | | | | | | | | | | | | | |
| Last Name : | Chetty | | F.N.P.F. No | b. : | М | Ν | 1 | 2 | 7 | 1 | 6 | 3 | 7 | 0 | Ζ | | |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | 14/ | 08/19 | 992 | | | |
| Gross | Employment Income | \$ 7,770.84 | | | Lun | np Su | m Pay | ment | \$ | | | | | | | | |
| | Director Fees \$ | | | | | | | | Non-Cash Benefits \$ | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Dedi | ucted | \$ | | | | | | | | |
| | Redundancy Payment | \$ | | | | SR | r Dedi | ucted | \$ | | | | | | | | |
| | Pension Income | \$ | | | | ECAI | L Ded | ucted | \$ | | | | | | | | |
| | FNPF / Superannuatio | | | | | | | ation | \$ | | | | | 621 | 1.68 | | |
| Comments | | | | | | | | | | | | | | | | | |
| Signature of Er | nployer/Authorized | person | | | | | | | | Date | : | / | / | / | | | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept- | -2017] | | |

| TAX WITHHOLDING CER | RTIFICATE |
|---------------------|-----------|
|---------------------|-----------|

| EMPLOYER D | ETAILS | | | | | | | | | | | | | | | | | |
|--------------|------------------------|--------------------------|--------------|--------------|------|--------|--------|--------|---------|--------|-------|--------|-------|-------|--------|--|--|--|
| Name : Colg | ate Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | | | |
| EMPLOYEE D | ETAILS | E | mployee ID | 391 | 0008 | 34 | | | | | | | | | | | | |
| First Nam | e : Amit | | TIN : | 1 | 1 | | 3 | 8 | 1 | 9 | 7 | | 0 | | 4 | | | |
| Middle Nam | | | - | | | | | | - 1 | - | | | | _ 1 | | | | |
| Last Nam | e : Kumar | | F.N.P.F. N | o . : | M | Ν | 1 | 2 | 3 | 2 | 6 | 5 | 7 | 7 | Ζ | | | |
| | Period Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Dat | e of Bi | irth : | | 20/ | 03/1 | 985 | | | | |
| Gro | oss Employment Income | \$ 5,011.83 | | | Lur | np Su | m Pay | ment | \$ | | | | | | | | | |
| | Director Fees | \$ | | | N | on-Ca | sh Be | nefits | \$ | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | | | | |
| | Redundancy Payment | \$ | SRT Deducted | | | | | | | | | | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | | | | |
| | | | | I | FNPF | / Supe | erannu | ation | \$ | | | | | 400 |).95 | | | |
| Comments | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | |
| Signature of | Employer/Authorized | person | | | | | | | | Date | | / | / | / | | | | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | -Sept | -2017] | | | |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DET | TAILS | | | | | | | | | | | | | |
|-----------------|----------------------|--------------------------|-----------------|------|--------|-------|-------|--------|--------|-------|--------|-------|-------|-------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | mployee ID : 39 | 1000 | 84 | | | | | | | | | |
| First Name : | Amit | | TIN : 1 | 1 | | 3 | 8 | 1 | 9 | 7 | | 0 | | 4 |
| Middle Name : | | | | | | | | | | | | | | |
| Last Name : | Kumar | | F.N.P.F. No. : | Μ | Ν | 1 | 2 | 3 | 2 | 6 | 5 | 7 | 7 | Ζ |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | Date | e of B | irth : | | 20/ | 03/19 | 985 | |
| Gross | Employment Income | \$ 5,011.83 | | Lu | mp Su | m Pay | ment | \$ | | | | | | |
| | Director Fees | | nefits | \$ | | | | | | | | | | |
| | Management Fees | \$ | | P/ | AYE Ta | x Ded | ucted | \$ | | | | | | |
| F | Redundancy Payment | \$ | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | ECA | L Ded | ucted | \$ | | | | | | |
| F | | | | | | | ation | \$ | | | | | 400 |).95 |
| Comments | | | | | | | | | | | | | | |
| Signature of Er | mployer/Authorized | person | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | IRS | 6452A | [Revis | sed:2 | -Sept | 2017] |

| TAX WITHHOLDING | CERTIFICATE |
|-----------------|-------------|
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| EMPL | LOYER DET | TAILS | | | | | | | | | | | | | | |
|----------|---------------|----------------------|--------------------------|--------------|------|------|--------|--------|-------|--------|--------|-------|-------|-------|-------|--------|
| Nam | e: Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPL | LOYEE DET | TAILS | E | mployee ID : | 391 | 0008 | 8 | | | | | | | | | |
| | First Name : | Sonal | | TIN : | 1 | 9 | | 5 | 8 | 2 | 9 | 0 | | 0 | | 0 |
| N | liddle Name : | Shelvin | | | | | | | | | | | | | | |
| | Last Name : | Singh | | F.N.P.F. N | o. : | Μ | Ν | 1 | 2 | 5 | 8 | 2 | 9 | 6 | 7 | U |
| | Per | iod Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Dat | e of B | irth : | | 11/ | 06/19 | 991 | |
| | Gross | Employment Income | \$ 5,597.51 | | | Lur | np Su | m Pay | ment | \$ | | | | | | |
| | | \$ | | nefits | \$ | | | | | | | | | | | |
| | | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| | F | Redundancy Payment | \$ | | \$ | | | | | | | | | | | |
| | | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | | I | -NPF | / Supe | erannu | ation | \$ | | | | | 447 | 7.81 |
| Comments | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | |
| Się | gnature of Er | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | | IRS | 6452A | [Revi | sed:2 | -Sept | -2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DE | TAILS | | | | | | | | | | | | | | |
|----------------|----------------------|--------------------------|-----------------|------|-------|-------|-------------------|-------|--------|--------|-------|--------|-------|--------|--------|
| Name : Colgat | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | E | mployee ID : | 391 | 0008 | 8 | | | | | | | | | |
| First Name : | Sonal | | TIN : | 1 | 9 | | 5 | 8 | 2 | 9 | 0 | | 0 | | 0 |
| Middle Name : | Shelvin | | | | | | | | | | | | | | |
| Last Name : | Singh | | F.N.P.F. N | o. : | Μ | Ν | 1 | 2 | 5 | 8 | 2 | 9 | 6 | 7 | U |
| Pe | riod Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Date | e of B | irth : | | 11/ | 06/19 | 991 | |
| Gross | s Employment Income | \$ 5,597.51 | | | Lur | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees \$ | | | | | | Non-Cash Benefits | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Dedi | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | SRT Deducted \$ | | | | | | | | | | | | |
| | Pension Income | \$ | | | | ECAI | L Ded | ucted | \$ | | | | | | |
| | | | | F | NPF / | Supe | rannu | ation | \$ | | | | | 44 | 7.81 |
| Comments | | | | | | | | | | | | | | | _ |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | I-Sept | -2017] |

| TAX WITHHOLDING | CERTIFICATE |
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| EMPLOYER DETAILS | | | | | | | | | | | | | | | | | | | | |
|------------------|-------------------------------------|----------------------|----------|---------------|--------|-------------------|------|------|--------|--------|-------|--------|--------|-------|-----|-------|-----|------|--|--|
| Name : | Colgate | e Palmolive (Fiji) L | td | | | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | | |
| EMPLOY | 'EE DET | AILS | | | E | nployee ID : | 391 | 0008 | 39 | | | | | | | | | | | |
| Firs | st Name : | Sheetal | | | | TIN : | 1 | 3 | | 4 | 1 | 3 | 1 | 8 | | 0 | | 3 | | |
| | | Shivani | | | | | | | 1 | | | | I | | | | | | | |
| Las | st Name : | Maharaj | | | | F.N.P.F. N | 0. : | M | Ν | 1 | 2 | 5 | 7 | 8 | 9 | 5 | 9 | V | | |
| | Per | iod Employed : | 01/08/ | /2017 to 31/0 | 8/2017 | | | | | | Dat | e of B | irth : | | 13/ | 11/19 | 990 | | | |
| | Gross Employment Income \$ 3,378.72 | | | | | | | Lur | np Su | m Pay | ment | \$ | | | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefits | | | | | | | | | | | | | | |
| | | Management Fees | \$ | | | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 240 | 0.33 | | |
| | F | Redundancy Payment | \$ | | | SRT Deducted \$ | | | | | | | | | | | | | | |
| | | Pension Income | \$ | | | | | | ECA | L Ded | ucted | \$ | | | | | | | | |
| | | | | | | | | FNPF | / Supe | erannu | ation | \$ | | | | | 270 | 0.30 | | |
| Comme | ents | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | |
| Signat | ure of Er | nployer/Authorized | l person | | | | | | | | | | Date | : | / | / | / | | | |
| | IRS452A [Revised:21-Sept-2017] | | | | | | | | | | | | | | | | | | | |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DE | | | | | | | | | | | | | | | |
|----------------|--|--------|-----------------|-----|------|-------------------|-------|-------|--------|--------|---|-----|-------|-----|------|
| Name : Colgate | e Palmolive (Fiji) Li | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | mployee ID : | 391 | 0008 | 39 | | | | | | | | | |
| First Name : | Sheetal | | TIN : | 1 | 3 | | 4 | 1 | 3 | 1 | 8 | | 0 | | 3 |
| Middle Name : | Shivani | | | | | 1 | | | | | | | | | |
| Last Name : | Maharaj | | F.N.P.F. N | 0.: | Μ | Ν | 1 | 2 | 5 | 7 | 8 | 9 | 5 | 9 | V |
| Per | Period Employed : 01/08/2017 to 31/08/2017 | | | | | | | Dat | e of B | irth : | | 13/ | 11/19 | 990 | |
| Gross | | ment | \$ | | | | | | | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefits | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 24(| 0.33 |
| | Redundancy Payment | \$ | SRT Deducted \$ | | | | | | | | | | | | |
| | Pension Income | \$ | ECAL Deducted | | | | | | \$ | | | | | | |
| | | | | | FNPF | / Supe | rannu | ation | \$ | | | | | 27 | 0.30 |
| Comments | Comments | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | | / | |
| | IRS452A [Revised:21-Sept-2017] | | | | | | | | | | | | | | |

| TAX WITHHOLDING CERT | ΊFΙ | CATE |
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| EMPLO | YER DET | TAILS | | | | | | | | | | | | | | | | | |
|--------|--------------------------------|----------------------|--------------------------|---------------|-------------|-------------------|--------|-------|-------|--------|--------|---|-----|-------|-------|------|--|--|--|
| Name : | Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | | | |
| EMPLO | YEE DET | AILS | E | mployee ID : | 391 | 0009 |)2 | | | | | | | | | | | | |
| Fi | irst Name : | Upasna | | TIN : | 1 | 6 | | 3 | 3 | 8 | 4 | 4 | | 0 | | 1 | | | |
| Mid | dle Name : | Komal | | | | | | | | | | | | | | | | | |
| L | ast Name : | Prakash | | F.N.P.F. N | o. : | M | Ν | 1 | 2 | 5 | 6 | 9 | 5 | 9 | 7 | L | | | |
| | Per | iod Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Dat | e of B | irth : | | 06/ | 11/19 | 987 | | | | |
| | Gross | | | Lur | np Su | m Pay | ment | \$ | | | | | | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefits | | | | | | | \$ | | | | | | |
| | | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 1,144 | 1.20 | | | |
| | F | Redundancy Payment | \$ | SRT Deducted | | | | | | | | | | | | | | | |
| | | Pension Income | \$ | ECAL Deducted | | | | | | | | | | | | | | | |
| | | | | | NPF | / Supe | erannu | ation | \$ | | | | | 1,491 | 1.52 | | | | |
| Comn | nents | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | |
| Sign | ature of Er | nployer/Authorized | person | | | | | | | | Date | : | / | | / | | | | |
| | IRS452A [Revised:21-Sept-2017] | | | | | | | | | | | | | | | | | | |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DETAILS | | | | | | | | | | | | | | | |
|------------------|----------------------|--------------------------|--------------|-------|-------|-------|-------|-------|--------|--------|---|--------|-------|--------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | AILS | E | mployee ID : | 391 | 0009 | 2 | | | | | | | | | |
| First Name : | Upasna | | TIN : | 1 | 6 | | 3 | 3 | 8 | 4 | 4 | | 0 | | 1 |
| Middle Name : | Komal | | | | | | | | | | | | | | |
| Last Name : | Prakash | | F.N.P.F. No | D. : | Μ | Ν | 1 | 2 | 5 | 6 | 9 | 5 | 9 | 7 | L |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Dat | e of B | irth : | | 06/ | 11/19 | 987 | |
| Gross | | | Lun | np Su | m Pay | ment | \$ | | | | | | | | |
| | Non-Cash Benefits | | | | | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 1,144 | 4.20 |
| | Redundancy Payment | \$ | SRT Deducted | | | | | | | | | | | | |
| | Pension Income | \$ | | ucted | \$ | | | | | | | | | | |
| | | | | | | Supe | rannu | ation | \$ | | | | | 1,49 | 1.52 |
| Comments | Comments | | | | | | | | | | | | | | |
| Signature of Er | nployer/Authorized | person | | | | | | | | Date | : | / | , | / | |
| | | | | | | | | | | | | [Revis | sed:2 | I-Sept | -2017] |

| TAX WITHHOL | DING CE | ERTIFICATE |
|-------------|---------|------------|
|-------------|---------|------------|

| Name : Colga | te Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
|----------------|-----------------------|--------------------------|-----------------|------|-------|-------------------|-------|-------|--------|--------|--------|-------|-------|--------|-------|
| EMPLOYEE DE | TAILS | E | mployee ID : | 391 | 0009 |)3 | | | | | | | | | |
| First Name | : Ashika | | TIN : | 1 | 9 | | 3 | 7 | 9 | 4 | 8 | | 0 | | 3 |
| Middle Name | | | | | | | | 0 | 4 | 0 | 5 | 0 | - | 0 | |
| Last Name | Singn | | F.N.P.F. N | 0. : | M | N | 1 | 2 | 4 | 0 | 5 | 0 | 7 | 0 | D |
| P | eriod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 25/ | 12/1 | 982 | |
| Gros | ss Employment Income | | | Lur | np Su | m Pay | \$ | | | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefits | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 1,092 | 2.50 |
| | Redundancy Payment | \$ | SRT Deducted \$ | | | | | | | | | | | | |
| | Pension Income | \$ | ECAL Deducted | | | | | | | | | | | | |
| | | | | | | / Supe | rannı | ation | \$ | | | | | 1,469 | 9.36 |
| Comments | Comments | | | | | | | | | | | | | | |
| Signature of I | Employer/Authorized | person | | | | | | | | Date | • • | / | , | / | |
| | | | | | | | | | | IRS | 6452A | [Revi | sed:2 | -Sept- | 2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DE | | | | | | | | | | | | | | | |
|----------------|----------------------|--------------------------|---------------|------|-------|-------|-------|-------|--------|--------|-------|--------|-------|-------|--------|
| Name : Colgat | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | E | mployee ID : | 391 | 0009 | 3 | | | | | | | | | |
| First Name : | Ashika | | TIN : | 1 | 9 | | 3 | 7 | 9 | 4 | 8 | | 0 | | 3 |
| Middle Name : | | | | | | | | | | | | | | | |
| Last Name : | Singh | | F.N.P.F. N | D. : | Μ | Ν | 1 | 2 | 4 | 0 | 5 | 0 | 7 | 0 | D |
| Pe | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 25/ | 12/19 | 982 | |
| Gross | | ment | \$ | | | | | | | | | | | | |
| | Non-Cash Benefits | | | | | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | k Ded | ucted | \$ | | | | | 1,092 | 2.50 |
| | Redundancy Payment | \$ | SRT Deducted | | | | | | | | | | | | |
| | Pension Income | \$ | ECAL Deducted | | | | | | | | | | | | |
| | | | | | NPF / | Supe | rannu | ation | \$ | | | | | 1,469 | 9.36 |
| Comments | Comments | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | | 6452A | [Revis | sed:2 | -Sept | -2017] |

| TAX WITHHOLDING | CERTIFICATE |
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| EMPLOYER D | ETAILS | , | | | | | | | | | | | | | |
|--------------|------------------------|--------------------------|--------------|-------|------|--------|--------|-------|--------|--------|-------|-------|--------|--------|--------|
| Name : Colg | ate Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE D | ETAILS | E | mployee ID : | 391 | 0009 |)4 | | | | | | | | | |
| First Name | : Suchindra | | TIN : | 1 | 4 | | 2 | 4 | 1 | 8 | 2 | | 0 | | 4 |
| Middle Name | | | | | | | | | | | | | | | |
| Last Name | : Naidu | | F.N.P.F. N | 0. : | M | Ν | 1 | 2 | 2 | 1 | 1 | 4 | 0 | 2 | Y |
| F | Period Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 27/ | 03/19 | 982 | |
| Gro | ss Employment Income | | ment | \$ | | | | | | | | | | | |
| | Director Fees | \$ | | \$ | | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 120 |).79 |
| | Redundancy Payment | \$ | SRT Deducted | | | | | | | | | | | | |
| | Pension Income | \$ | | ucted | \$ | | | | | | | | | | |
| | | | | | | / Supe | erannu | ation | \$ | | | | | 779 | 9.52 |
| Comments | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |
| Signature of | Employer/Authorized | person | | | | | | | | Date | : | / | | / | |
| | | | | | | | | | | IRS | 6452A | [Revi | sed:21 | -Sept- | -2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DE | TAILS | | | | | | | | | | | | | | |
|----------------|----------------------|--------------------------|--------------|-------|-------|-------|-------------------|-------|--------|--------|---|--------|-------|--------|--------|
| Name : Colgat | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | E | mployee ID : | 391 | 0009 | 94 | | | | | | | | | |
| First Name : | Suchindra | | TIN : | 1 | 4 | | 2 | 4 | 1 | 8 | 2 | | 0 | | 4 |
| Middle Name : | | | | | | | | | | | | | | | |
| Last Name : | Naidu | | F.N.P.F. No | D. : | Μ | Ν | 1 | 2 | 2 | 1 | 1 | 4 | 0 | 2 | Y |
| Ре | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 27/ | 03/1 | 982 | |
| Gross | | | Lun | np Su | m Pay | ment | \$ | | | | | | | | |
| | Director Fees \$ | | | | | | Non-Cash Benefits | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 120 | 0.79 |
| | Redundancy Payment | \$ | SRT Deducted | | | | | | | | | | | | |
| | Pension Income | \$ | | ucted | \$ | | | | | | | | | | |
| | | | | | | Supe | rannu | ation | \$ | | | | | 779 | 9.52 |
| Comments | Comments | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | | | [Revis | sed:2 | I-Sept | -2017] |

| TAX WITHHOLDING | CERTIFICATE |
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| EMPLOYER DET | 2011 | | | | | | | | | | | | | | |
|-----------------|----------------------|--------------------------|------------|--------------|--------|-------|-------|-------|--------|--------|-------|--------|--------|-------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | mployee ID | 391 | 0009 | 95 | | | | | | | | | |
| First Name : | Alvin | | TIN : | 1 | 9 | | 6 | 1 | 9 | 3 | 2 | | 0 | | 7 |
| Middle Name : | Sarwan | | | | | | | | | | | | | | |
| Last Name : | Singh | | F.N.P.F. N | o . : | M | Ν | 1 | 2 | 2 | 1 | 2 | 3 | 8 | 2 | Ζ |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Dat | e of B | irth : | | 10/ | 01/19 | 983 | |
| Gross | | | Lur | np Su | m Pay | ment | \$ | | | | | | | | |
| | \$ | Non-Cash Benefits \$ | | | | | | | \$ | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 123 | 3.67 |
| F | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | FNPF | / Supe | rannu | ation | \$ | | | | | 794 | 4.20 | |
| Comments | | | | | | | | | | | | | | | |
| Signature of Er | mployer/Authorized | person | | | | | | | | Date | | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DE | | | | | | | | | | | | | | | |
|----------------|----------------------|--------------------------|----------------------|--------------|-------|-------|-------|-------|--------|--------|-------|--------|-------|--------|--------|
| Name : Colgat | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | E | mployee ID | 391 | 0009 | 5 | | | | | | | | | |
| First Name : | Alvin | | TIN : | 1 | 9 | | 6 | 1 | 9 | 3 | 2 | | 0 | | 7 |
| Middle Name : | Sarwan | | | | | | | | | | | | | | |
| Last Name : | Singh | | F.N.P.F. N | o . : | M | Ν | 1 | 2 | 2 | 1 | 2 | 3 | 8 | 2 | Ζ |
| Ре | riod Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Dat | e of B | irth : | | 10/ | 01/19 | 983 | |
| Gross | s Employment Income | | | Lun | np Su | m Pay | ment | \$ | | | | | | | |
| | Director Fees | \$ | Non-Cash Benefits \$ | | | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 123 | 3.67 |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | | | Supe | rannu | ation | \$ | | | | | 794 | 1.20 |
| Comments | Comments | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | I-Sept | -2017] |

| TAX WITHHOLDING | CERTIFICATE |
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|-------------|-------------------------|--------------------------|----------------------|------|------|--------|-------|-------|--------|--------|-------|--------|--------|-------|--------|--|--|
| EMPLOYER | DETAILS | | | | | | | | | | | | | | | | |
| Name : Col | gate Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | | |
| EMPLOYEE | DETAILS | E | mployee ID : | 391 | 0009 | 96 | | | | | | | | | | | |
| First Nar | ne : Nilesh | | TIN : | 0 | 3 | | 2 | 2 | 6 | 5 | 3 | | 0 | | 3 | | |
| Middle Nar | ne : | | | | | | | | | | | | | | | | |
| Last Nar | ne : Chand | | F.N.P.F. N | o. : | Μ | Ν | 1 | 2 | 5 | 4 | 4 | 9 | 6 | 6 | С | | |
| | Period Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Dat | e of B | irth : | | 04/ | 04/19 | 989 | | | |
| G | ross Employment Income | \$ 6,063.51 | | | Lur | np Su | m Pay | ment | \$ | | | | | | | | |
| | Director Fees | \$ | Non-Cash Benefits \$ | | | | | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | | | |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | | | |
| | Pension Income | \$ | ECAL Deducted \$ | | | | | | | | | | | | | | |
| | | | | | | / Supe | rannı | ation | \$ | | | | | 485 | 5.09 | | |
| Comments | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | |
| Signature o | of Employer/Authorized | person | | | | | | | | Date | - | / | / | / | | | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] | | |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DE | TAILS | | | | | | | | | | | | | | |
|----------------|----------------------|--------------------------|------------------------|------|------|-------|-------|-------|--------|--------|-------|--------|--------|-------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | mployee ID : | 391 | 0009 | 6 | | | | | | | | | |
| First Name : | Nilesh | | TIN : | 0 | 3 | | 2 | 2 | 6 | 5 | 3 | | 0 | | 3 |
| Middle Name : | | | | | | | | | | | | | | | |
| Last Name : | Chand | | F.N.P.F. N | o. : | М | Ν | 1 | 2 | 5 | 4 | 4 | 9 | 6 | 6 | С |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | 04/ | 04/19 | 989 | |
| Gross | Employment Income | \$ 6,063.51 | 51 Lump Sum Payment \$ | | | | | | | | | | | | |
| | Director Fees | \$ | Non-Cash Benefits \$ | | | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | | | Supe | rannu | ation | \$ | | | | | 48 | 5.09 |
| Comments | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | | 6452A | [Revis | sed:21 | -Sept | -2017] |

| TAX WITHHOL | DING CE | RTIFICATE |
|-------------|---------|-----------|
|-------------|---------|-----------|

| EMPLOYER DETAILS | | | | | | | | | | | | | | | |
|------------------|----------------------|--------------------------|----------------------|------|------|--------|-------|-------|---------|----------|-------|--------|--------|--------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | mployee ID | 391 | 0009 |)7 | | | | | | | | | |
| First Name : | Raahil | | TIN : | 0 | 1 | | 2 | 3 | 7 | 1 | 9 | | 0 | | 9 |
| Middle Name : | | | | | | 1 | | | | | | | | | |
| Last Name : | Anand | | F.N.P.F. N | o. : | M | N | 1 | 2 | 5 | 9 | 6 | 0 | 9 | 0 | D |
| Per | riod Employed : | 01/08/2017 to 05/10/2017 |] | | | | | Date | e of Bi | irth : [| | 25/ | 02/19 | 993 | |
| Gross | Employment Income | | | | | | | | | | | | | | |
| | Director Fees | \$ | Non-Cash Benefits \$ | | | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | ECAL Deducted \$ | | | | | | | | | | | | |
| | | | | | | / Supe | rannu | ation | \$ | | | | | 238 | 3.40 |
| Comments | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept- | -2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DETAILS | | | | | | | | | | | | | | | |
|------------------|----------------------|--------------------------|----------------------|--------|------|-------|-------|-------|--------|--------|-------|--------|--------|-------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | mployee ID : | 391 | 0009 | 7 | | | | | | | | | |
| First Name : | Raahil | | TIN : | 0 | 1 | | 2 | 3 | 7 | 1 | 9 | | 0 | | 9 |
| Middle Name : | | | | | | | | | | | | | | | |
| Last Name : | Anand | | F.N.P.F. N | D. : | Μ | Ν | 1 | 2 | 5 | 9 | 6 | 0 | 9 | 0 | D |
| Per | riod Employed : | 01/08/2017 to 05/10/2017 | | | | | | Date | e of B | irth : | | 25/0 | 02/19 | 993 | |
| Gross | Employment Income | \$ 2,980.01 | | | Lun | m Pay | \$ | | | | | | | | |
| | Director Fees | \$ | Non-Cash Benefits \$ | | | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | k Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | | | | SR | [Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | ECAL Deducted | | | | | | | | | | | | |
| | | | F | =NPF / | Supe | rannu | ation | \$ | | | | | 238 | 3.40 | |
| Comments | Comments | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] |

| TAX WITHHOL | DING CE | RTIFICATE |
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| EMPLOYER DETAILS | | | | | | | | | | | | | | | | |
|------------------|----------------------------------|--------------------------|----|---------------|-------------|----------------------|--------|--------|-------|--------|--------|-------|--------|--------|-------|--------|
| Name : Colgat | e Palmolive (Fiji) L | td | | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | | Em | ployee ID : | 391 | 0010 | 0 | | | | | | | | | |
| First Name : | Vinal | | | TIN : | 0 | 3 | | 3 | 8 | 2 | 5 | 5 | | 0 | | 6 |
| Middle Name : | Vinit | | | | | | | | | | | | | | | |
| Last Name : | Chand | | | F.N.P.F. No | b. : | Μ | Ν | 1 | 2 | 5 | 9 | 5 | 5 | 4 | 0 | D |
| Ре | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | | Date | e of B | irth : | | 11/ | 12/19 | 993 | |
| Gross | Gross Employment Income \$ 5,208 | | | | | | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefits \$ | | | | | | | | | | |
| | Management Fees | \$ | | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | ECAL Deducted | | | | | | | | | | | | |
| | | | | | | NPF / | / Supe | erannu | ation | \$ | | | | | 416 | 6.65 |
| Comments | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | | Date | | / | / | / | |
| | | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DETAILS | | | | | | | | | | | | | | | |
|------------------|----------------------|--------------------------|------------------------|------|------|--------|-------|-------|--------|--------|-------|--------|-------|-------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | mployee ID : | 391 | 0010 | 0 | | | | | | | | | |
| First Name : | Vinal | | TIN : | 0 | 3 | | 3 | 8 | 2 | 5 | 5 | | 0 | | 6 |
| Middle Name : | Vinit | | | | | | | | | | | | | | |
| Last Name : | Chand | | F.N.P.F. N | D. : | М | Ν | 1 | 2 | 5 | 9 | 5 | 5 | 4 | 0 | D |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | 11/ | 12/19 | 993 | |
| Gross | Employment Income | \$ 5,208.21 | 21 Lump Sum Payment \$ | | | | | | | | | | | | |
| | Director Fees | \$ | Non-Cash Benefits \$ | | | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Tax | x Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | ECAL Deducto | | | | | | \$ | | | | | | |
| | | | | | | Supe | rannu | ation | \$ | | | | | 416 | 6.65 |
| Comments | | | | | | | | | | | | | | | |
| Signature of Er | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | | 6452A | [Revis | sed:2 | -Sept | -2017] |

| TAX WITHHOLDING C | ERTIFICATE |
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| EMPLOYER D | ETAILS | | | | | | | | | | | | | | | | |
|--------------|--|--------------------------|-------------|------|------|--------|--------|--------|--------|--------|-------|-------|-------|-------|--------|--|--|
| Name : Colg | ate Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | | |
| EMPLOYEE D | ETAILS | I | Employee ID | 391 | 0010 |)1 | | | | | | | | | | | |
| First Name | ⊧: Ajaynesh | | TIN : | 1 | 9 | | 8 | 5 | 9 | 1 | 3 | | 0 | | 8 | | |
| Middle Name | - | | | | | | | 0 | 5 | 0 | - | - | 0 | 0 | | | |
| Last Name | s: Shankar | | F.N.P.F. N | 0. : | M | Ν | 1 | 2 | 5 | 9 | 5 | 5 | 3 | 9 | U | | |
| I | Period Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | 20/ | 12/19 | 992 | | | |
| Gro | Gross Employment Income \$ 5,327.08 Lump Sum Payment | | | | | | | | | | | | | | | | |
| | Director Fees | \$ | | | N | on-Ca | sh Be | nefits | its \$ | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | | | |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | | | |
| | | · | | I | FNPF | / Supe | erannu | ation | \$ | | | | | 426 | 6.15 | | |
| Comments | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | |
| Signature of | Employer/Authorized | person | | | | | | | | Date | : | / | | / | | | |
| | | | | | | | | | | IRS | 6452A | [Revi | sed:2 | -Sept | -2017] | | |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DET | TAILS | | | | | | | | | | | | | | |
|-----------------|--|--|--------------|-------------|-------|-------|-------|--------|----|--------|-------|--------|-------|--------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | mployee ID : | 391 | 0010 |)1 | | | | | | | | | |
| First Name : | Ajaynesh | | TIN : | 1 | 9 | | 8 | 5 | 9 | 1 | 3 | | 0 | | 8 |
| Middle Name : | | | | | | | | | | | | | | | |
| Last Name : | Shankar | | F.N.P.F. No | D. : | Μ | Ν | 1 | 2 | 5 | 9 | 5 | 5 | 3 | 9 | U |
| Per | Period Employed : 01/08/2017 to 31/12/2017 Date of | | | | | | | | | irth : | | 20/ | 12/19 | 992 | |
| Gross | Employment Income | t Income \$ 5,327.08 Lump Sum Payment \$ | | | | | | | | | | | | | |
| | Director Fees | \$ | | | N | on-Ca | sh Be | nefits | \$ | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| F | Redundancy Payment | \$ | | | | SR | Γ Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | F | NPF / | Supe | rannu | ation | \$ | | | | | 426 | 6.15 |
| Comments | | | | | | | | | | | | | | | |
| Signature of Er | mployer/Authorized | person | | | | | | | | Date | - | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | I-Sept | -2017] |

| TAX WITHHOLDIN | NG CERTIFICATE |
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| | | · · · , · · · · · | | | | | | | | | | | | | |
|----------------|--|--------------------------|--------------|------|------|--------|-------|--------|----|------|-------|--------|-------|-------|--------|
| EMPLOYER DE | TAILS | | | | | | | | | | | | | | |
| Name : Colgat | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | E | mployee ID : | 391 | 0011 | 2 | | | | | | | | | |
| First Name : | Taruna | | TIN : | 0 | 7 | | 0 | 6 | 7 | 0 | 3 | | 0 | | 3 |
| Middle Name : | | | | | | | | | | | | | | | |
| Last Name : | Gosai | | F.N.P.F. N | o. : | Μ | Ν | 1 | 2 | 2 | 2 | 4 | 5 | 2 | 6 | Ρ |
| Pe | Period Employed : 01/08/2017 to 31/12/2017 Date of | | | | | | | | | | | 16/ | 05/19 | 980 | |
| Gross | s Employment Income | \$ 10,461.14 | | | Lur | np Su | m Pay | rment | \$ | | | | | | |
| | Director Fees | \$ | | | N | on-Ca | sh Be | nefits | \$ | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 54 | 1.15 |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | | FNPF | / Supe | rannı | ation | \$ | | | | | 836 | 6.88 |
| Comments | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | , | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | -Sept | -2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DE | TAILS | | | | | | | | | | | | | | |
|----------------|----------------------|--------------------------|--------------|-----------------------|--------|-------|-------|--------|-----|------|-------|--------|--------|-------|--------|
| Name : Colgat | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | E | mployee ID : | 391 | 0011 | 2 | | | | | | | | | |
| First Name : | Taruna | | TIN : | 0 | 7 | | 0 | 6 | 7 | 0 | 3 | | 0 | | 3 |
| Middle Name : | | | | | | | | | | | | | | | |
| Last Name : | Gosai | | F.N.P.F. N | o.: | Μ | Ν | 1 | 2 | 2 | 2 | 4 | 5 | 2 | 6 | Ρ |
| Ре | riod Employed : | 01/08/2017 to 31/12/2017 |] | e of B | irth : | | 16/ | 05/19 | 980 | | | | | | |
| Gros | s Employment Income | \$ 10,461.14 | | | Lur | np Su | m Pay | rment | \$ | | | | | | |
| | Director Fees | \$ | | | N | on-Ca | sh Be | nefits | \$ | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 54 | 4.15 |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ |] | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | FNPF / Superannuation | | | | | | | | | | 836 | 6.88 |
| Comments | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] |

| TAX WITHHOLDING CE | RTIFICATE |
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| EMPLOYER DE | TAILS | | | | | | | | | | | | | | |
|----------------|----------------------|------------------------------------|---------------|------|-------|-------|--------|--------|----|------|-------|-------|-------|-------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | | Employee ID : | 391 | 0011 | 3 | | | | | | | | | |
| First Name : | Rohit | | TIN : | 0 | 4 | | 1 | 5 | 1 | 8 | 0 | | 0 | | 3 |
| Middle Name : | Ravinesh | | | | | | | | | | | | | | |
| Last Name : | Dutt | | F.N.P.F. N | 0. : | M | Ν | 1 | 2 | 3 | 0 | 1 | 7 | 5 | 5 | J |
| Per | riod Employed : | : 01/08/2017 to 31/12/2017 Date of | | | | | | | | | | 13/ | 08/19 | 981 | |
| Gross | Employment Income | \$ 11,480.91 | | | Lun | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees | \$ | | | No | on-Ca | sh Be | nefits | \$ | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 162 | 2.16 |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | F | NPF / | Supe | erannu | ation | \$ | | | | | 918 | 3.47 |
| Comments | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revi | sed:2 | -Sept | -2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER | DETAILS | | | | | | | | | | | | | | |
|------------|-----------------------|--------------------------|-------------|--------|--------|--------|-------|--------|-----|------|-------|-------|-------|-------|--------|
| Name : Col | gate Palmolive (Fiji) | Ltd | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE | DETAILS | I | Employee ID | 391 | 0011 | 3 | | | | | | | | | |
| First Nar | ne : Rohit | | TIN : | 0 | 4 | | 1 | 5 | 1 | 8 | 0 | | 0 | | 3 |
| Middle Nar | me: Ravinesh | | _ | | | | | | | | | | | | |
| Last Nar | ne : Dutt | | F.N.P.F. N | o. : | Μ | Ν | 1 | 2 | 3 | 0 | 1 | 7 | 5 | 5 | J |
| | Period Employed : | 01/08/2017 to 31/12/2017 |] | e of B | irth : | | 13/ | 08/1 | 981 | | | | | | |
| G | ross Employment Incom | \$ 11,480.91 | | | Lur | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fee | \$ | | | N | on-Ca | sh Be | nefits | \$ | | | | | | |
| | Management Fee | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 162 | 2.16 |
| | Redundancy Paymen | t \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Incom | ∍ \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | F | -NPF | / Supe | rannu | ation | \$ | | | | | 918 | 3.47 |
| Comments | | | | | | | | | | | | | | | |
| Signature | of Employer/Authorize | d person | | | | | | | | Date | : | / | | / | |
| | | | | | | | | | | IRS | 6452A | [Revi | sed:2 | -Sept | -2017] |

| TAX WITHHOLDIN | IG CERTIFICATE |
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| EMPLOYER DET | TAILS | | | | | | | | | | | | | | | | |
|-----------------|----------------------|--|--------------|-----|-------|--------|--------|--------|--------|--------|-------|-------|--------|-------------|--------|--|--|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | | |
| EMPLOYEE DET | AILS | E | mployee ID : | 391 | 0035 | 6 | | | | | | | | | | | |
| First Name : | Shalendra | | TIN : | 1 | 6 | | 1 | 7 | 4 | 8 | 4 | | 0 | | 1 | | |
| Middle Name : | | | | | | | | | - 1 | - | | | | - | | | |
| Last Name : | Prasad | | F.N.P.F. N | 0.: | M | N | 1 | 1 | 6 | 2 | 6 | 5 | 7 | 3 | E | | |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | 06/ | 02/19 | 974 | | | |
| Gross | Employment Income | ployment Income \$ 12,145.84 Lump Sum Payment \$ | | | | | | | | | | | | | | | |
| | Director Fees | \$ | | | N | on-Ca | sh Bei | nefits | its \$ | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Dedi | ucted | \$ | | | | | | | | |
| , | Redundancy Payment | \$ | | | | SR | T Dedi | ucted | \$ | | | | | | | | |
| | Pension Income | \$ | | | | ECA | L Dedi | ucted | \$ | | | | | | | | |
| <u></u> | | · | | I | NPF / | / Supe | rannu | ation | \$ | | | | | 97 <i>°</i> | 1.68 | | |
| Comments | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | |
| Signature of Er | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | | | |
| | | | | | | | | | | IRS | 6452A | [Revi | sed:21 | -Sept | -2017] | | |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DE | AILS | | | | | | | | | | | | | | |
|----------------|--|-----------------------|------------|--------------|------|-------|--------|--------|----|--------|-------|--------|--------|-------|-------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | AILS | E | mployee ID | 391 | 0035 | 6 | | | | | | | | | |
| First Name : | Shalendra | | TIN : | 1 | 6 | | 1 | 7 | 4 | 8 | 4 | | 0 | | 1 |
| Middle Name : | | | | | | | | | | | | | | | |
| Last Name : | Prasad | | F.N.P.F. N | o . : | Μ | Ν | 1 | 1 | 6 | 2 | 6 | 5 | 7 | 3 | Е |
| Per | Period Employed : 01/08/2017 to 31/12/2017 Date | | | | | | | | | irth : | | 06/ | 02/19 | 974 | |
| Gross | Gross Employment Income \$ 12,145.84 Lump Sum Payment \$ | | | | | | | | | | | | | | |
| | Director Fees | \$ | | | No | on-Ca | sh Bei | nefits | \$ | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | c Dedi | ucted | \$ | | | | | | |
| - | Redundancy Payment | \$ | | | | SR | r Dedi | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | _ Ded | ucted | \$ | | | | | | |
| | | FNPF / Superannuation | | | | | | | | | | | | 97′ | 1.68 |
| Comments | | | | | | | | | | | | | | | |
| Signature of E | nployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | 2017] |

| TAX WITHHOLDING C | CERTIFICATE |
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|---------------------------------|--------------------------|-------------------|---------------|------|-------------------|-----------------------|-----|--------|--------|-------|--------|-----------|-------|--------|--|--|--|
| EMPLOYER DETAILS | | | | | | | | | | | | | | | | | |
| Name : Colgate Palmolive (Fiji) | Ltd | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | | | |
| EMPLOYEE DETAILS | E | mployee ID : | 391 | 0036 | 64 | | | | | | | | | | | | |
| First Name : Ronil | | TIN : | 1 | 8 | | 3 | 0 | 7 | 3 | 6 | | 0 | | 2 | | | |
| Middle Name : | | | | | | | | | | | | | | | | | |
| Last Name : | | F.N.P.F. No | b. : | Μ | Ν | 1 | 2 | 4 | 1 | 8 | 5 | 4 | 3 | Т | | | |
| Period Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Dat | e of B | irth : | | 01/ | 1/12/2004 | | | | | |
| Gross Employment Incom | \$ 11,316.82 | Lump Sum Payment | | | | | \$ | | | | | | | | | | |
| Director Fee | s \$ | Non-Cash Benefits | | | | | | is \$ | | | | | | | | | |
| Management Fee | Management Fees \$ | | | | PAYE Tax Deducted | | | | | | | 98.0 | | | | | |
| Redundancy Paymer | t \$ | SRT Deducted | | | | | | ed \$ | | | | | | | | | |
| Pension Incom | e \$ | | ECAL Deducted | | | | | | | | | | | | | | |
| | | | | | | FNPF / Superannuation | | | | | | n \$ | | | | | |
| Comments | | | | | | | | | | | | | | | | | |
| Signature of Employer/Authorize | d person | | | | | | | | Date | : | / | , | / | | | | |
| | | | | | | | | | IRS | 6452A | [Revis | sed:2 | -Sept | -2017] | | | |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DE | TAILS | | | | | | | | | | | | | | |
|---|----------------------|--------------------------|-------------------|------|------|-------|-------|-------|--------|--------|-------|--------|-------|--------|--------|
| Name : Colgat | e Palmolive (Fiji) L | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | |
| EMPLOYEE DE | TAILS | E | mployee ID : | 391 | 0036 | 4 | | | | | | | | | |
| First Name : | Ronil | | TIN: 1 8 3 0 | | | | | | | 3 | 6 | | 0 | | 2 |
| Middle Name : | | | | | | | | | | | | | | | |
| Last Name : | | | F.N.P.F. N | 0. : | М | Ν | 1 | 2 | 4 | 1 | 8 | 5 | 4 | 3 | Т |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 01/ | 12/20 | 004 | |
| Gross | s Employment Income | \$ 11,316.82 | | | Lun | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees | \$ | Non-Cash Benefits | | | | | | \$ | | | | | | |
| | Management Fees | \$ | PAYE Tax Deducted | | | | \$ | | 98 | | | | 3.07 | | |
| | Redundancy Payment | \$ | | | | SR | [Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECAI | _ Ded | ucted | \$ | | | | | | |
| FNPF / Superannuation | | | | | | | \$ | | | | | 90 | 5.36 | | |
| Comments | | | | | | | | | | | | | | | |
| Signature of Employer/Authorized person | | | | | | | | Date | : | / | / | / | | | |
| | | | | | | | | | | | 6452A | [Revis | sed:2 | I-Sept | -2017] |

| TAX WITHHO | _DING (| CERTIFI | CATE |
|------------|---------|---------|------|
|------------|---------|---------|------|

| EMPLOYER | DETAILS | , | | | | | | | | | | | | | | |
|------------|--------------------------------|--------------------------|------------|------------------|--------|-------|--------|-------|--------|--------|--------------|--------|--------|-------|------|--|
| Name : Col | gate Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | |
| EMPLOYEE | DETAILS | E | mployee ID | 391 | 0040 | 0 | | | | | | | | | | |
| First Nar | ne : Fintan | | TIN : | 0 | 3 | | 1 | 9 | 1 | 8 | 0 | | 0 | | 6 | |
| Middle Nar | ne : Edward | | | | | | | | | | | | | | | |
| Last Nar | ne : Chute | | F.N.P.F. N | o. : | Μ | Ν | 1 | 2 | 1 | 1 | 3 | 1 | 9 | 4 | W | |
| | Period Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Dat | e of B | irth : | : 27/07/1975 | | | | | |
| G | ross Employment Income | \$ 35,750.13 | | Lump Sum Payment | | | | \$ | | | | | | | | |
| | Director Fees \$ Non-Cash Bene | | | | nefits | ts \$ | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | 4,483. | | | 3.37 | |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | | |
| | | | | | NPF / | Supe | erannu | ation | \$ | | | | | 2,860 | 0.01 | |
| Comments | | | | | | | | | | | | | | | | |
| Signature | of Employer/Authorized | person | | | | | | | I | Date | : | / | , | / | | |
| | IRS452A [Revised:21-Sept-201 | | | | | | | | | | | | -2017] | | | |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DET | TAILS | | | | | | | | | | | | | | | | |
|---|----------------------|--------------------------|---------------|-------------------|------|-------|-------|------|--------|--------|-------|--------|-------|-------|--------|--|--|
| Name : Colgate | e Palmolive (Fiji) L | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | | | |
| EMPLOYEE DET | TAILS | E | mployee ID : | 391 | 0040 | 0 | | | | | | | | | | | |
| First Name : | Fintan | | TIN : | 0 | 3 | | 1 | 9 | 1 | 8 | 0 | | 0 | | 6 | | |
| Middle Name : | Edward | | | | | | | | | | | | | | | | |
| Last Name : | Chute | | F.N.P.F. No | .: | М | Ν | 1 | 2 | 1 | 1 | 3 | 1 | 9 | 4 | W | | |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | 27/ | 07/19 | 975 | | | |
| Gross | Employment Income | \$ 35,750.13 | | | Lun | np Su | m Pay | ment | \$ | | | | | | | | |
| | Director Fees \$ | | | Non-Cash Benefits | | | | | | | s \$ | | | | | | |
| | Management Fees \$ | | | PAYE Tax Deducted | | | | | | | ed \$ | | | | | | |
| F | Redundancy Payment | \$ | SRT Deducted | | | | | | \$ | | | | | | | | |
| | Pension Income | \$ | ECAL Deducted | | | | | | \$ | | | | | | | | |
| FNPF / Superannuation | | | | | | | \$ | | | | | 2,860 |).01 | | | | |
| Comments | | | | | | | | | | | | | | | | | |
| Signature of Employer/Authorized person | | | | | | | | Date | : | / | / | / | | | | | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | -Sept | -2017] | | |
| TAX WITHHO | DING | CERTII | FICATE |
|------------|------|--------|--------|
|------------|------|--------|--------|

| EMPLOYER | DETAILS | | | | | | | | | | | | | | | | |
|-----------|-----------------------------------|--------------------------|----------------------|-----------------|---------------------|------|-------|-------|--------|--------|-------|-------|-------|---------|--------|--|--|
| Name : Co | olgate Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | | |
| EMPLOYEE | DETAILS | E | mployee ID : | 391 | 0042 | 21 | | | | | | | | | | | |
| First Na | ame : Satishwar | | TIN : | 1 | 4 | | 2 | 6 | 6 | 0 | 3 | | 0 | | 6 | | |
| Middle Na | | | | | D.A. | NI | 4 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | | | |
| Last Na | ame : Narayan | | F.N.P.F. N | 0. : | M | N | 1 | 2 | 3 | 2 | 2 | 1 | 3 | 2 | P | | |
| | Period Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | 30/ | 08/19 | 983 | | | |
| | Gross Employment Income \$ 20,027 | | | | Lump Sum Payment \$ | | | | | | | | | | | | |
| | Director Fees | \$ | Non-Cash Benefits \$ | | | | | | | | \$ | | | | | | |
| | Management Fees | \$ | | \$ | | | | | 1,410 |).28 | | | | | | | |
| | Redundancy Payment | \$ | | SRT Deducted \$ | | | | | | | | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | | | |
| | | | | I | NPF / | Supe | rannu | ation | \$ | | | | | 1,602 | 2.22 | | |
| Comments | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | |
| Signature | of Employer/Authorized | person | | | | | | | | Date | : | / | | / | | | |
| | | | | | | | | | | IRS | 6452A | [Revi | sed:2 | I-Sept- | -2017] | | |

TAX WITHHOLDING CERTIFICATE

| | ETAILS | | | | | | | | | | | | | | |
|--------------|-----------------------------------|--------------------------|-------------------|-------------|------------------|-------------------|-------|-------|--------|--------|-------|--------|-------|--------|--------|
| Name : Colg | ate Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE D | ETAILS | E | mployee ID : | 391 | 0042 | 1 | | | | | | | | | |
| First Nam | e : Satishwar | | TIN : | 1 | 4 | | 2 | 6 | 6 | 0 | 3 | | 0 | | 6 |
| Middle Nam | e : | | | | | | | | | | | | | | |
| Last Nam | e : Narayan | | F.N.P.F. No | b. : | М | Ν | 1 | 2 | 3 | 2 | 2 | 1 | 3 | 2 | Р |
| | Period Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 30/ | 08/1 | 983 | |
| Gr | Gross Employment Income \$ 20,027 | | | | 5 Lump Sum Payme | | | | | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefits | | | | | | | | | |
| | Management Fees | \$ | PAYE Tax Deducted | | | | | | | | | | | 1,41(| 0.28 |
| | Redundancy Payment | \$ | SRT Deducted | | | | | | | | | | | | |
| | Pension Income | \$ | ECAL Deducted | | | | | | \$ | | | | | | |
| | | | | | | Supe | rannu | ation | \$ | | | | | 1,602 | 2.22 |
| Comments | | | | | | | | | | | | | | | |
| Signature of | f Employer/Authorized | person | | | | | | | | Date | : | / | | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | 1-Sept | -2017] |

| TAX WITHHOLDING C | CERTIFICATE |
|-------------------|-------------|
|-------------------|-------------|

| EMPLOYER DE | TAILS | | | | | | | | | | | | | | |
|----------------|----------------------|--------------------------|-------------|--------------|------|-------------------|--------|-------|--------|--------|-------|-------|-------|--------|--------|
| Name : Colgat | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | Ι | Employee ID | 391 | 0045 | 51 | | | | | | | | | |
| First Name : | Romil | | TIN : | 1 | 4 | | 2 | 6 | 4 | 1 | 5 | | 0 | | 7 |
| Middle Name : | Atesh | | | | | | | | | | | | | | |
| Last Name : | Narayan | | F.N.P.F. N | o . : | Μ | Ν | 1 | 2 | 4 | 1 | 7 | 4 | 0 | 6 | С |
| Pe | riod Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Date | e of B | irth : | | 31/ | 08/1 | 985 | |
| Gross | s Employment Income | \$ 11,624.54 | | | Lur | ment | \$ | | | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefits | | | | | | | | | |
| | Management Fees | \$ | | ucted | \$ | | | | | 8′ | 1.76 | | | | |
| | Redundancy Payment | \$ | | SRT Deducted | | | | | | | | | | | |
| | Pension Income | \$ |] | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | | FNPF | / Supe | erannu | ation | \$ | | | | | 929 | 9.95 |
| Comments | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | , | / | |
| | | | | | | | | | | IRS | 6452A | [Revi | sed:2 | I-Sept | -2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DET | AILS | | | | | | | | | | | | | | |
|-----------------|-----------------------------------|--------------------------|-------------------|--------------|-------|-------------------|-------|-------|--------|---------|-------|--------|-------|-------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | AILS | E | mployee ID : | 391 | 0045 | 1 | | | | | | | | | |
| First Name : | Romil | | TIN : | 1 | 4 | | 2 | 6 | 4 | 1 | 5 | | 0 | | 7 |
| Middle Name : | Atesh | | | | | | | | | | | | | | |
| Last Name : | Narayan | | F.N.P.F. No | b. : | М | Ν | 1 | 2 | 4 | 1 | 7 | 4 | 0 | 6 | С |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Dat | e of E | lirth : | | 31/ | 08/19 | 985 | |
| Gross | Gross Employment Income \$ 11,624 | | | | | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefits | | | | | | | | | |
| | Management Fees | \$ | PAYE Tax Deducted | | | | | | | | | | | 8 | 1.76 |
| F | Redundancy Payment | \$ | | SRT Deducted | | | | | | | | | | | |
| | Pension Income | \$ | ECAL Deducte | | | | | | | | | | | | |
| | | | | | NPF / | Supe | rannu | ation | \$ | | | | | 929 | 9.95 |
| Comments | | | | | | | | | | | | | | | |
| Signature of Er | nployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | -Sept | -2017] |

| TAX WITHHOLDING C | CERTIFICATE |
|-------------------|-------------|
|-------------------|-------------|

| EMPLOYE | ER DET | AILS | | | | | | | | | | | | | | | | | | |
|---------|----------------------------------|----------------------|--------------------------|----|-------------------|----------------------|------|--------|--------|-------|--------|--------|-------|-------|-------|-------|--------|--|--|--|
| Name : | Colgate | e Palmolive (Fiji) L | td | | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | | | |
| EMPLOYE | EE DET | AILS | | Em | ployee ID : | 391 | 0047 | '4 | | | | | | | | | | | | |
| First | Name : | Amol | | | TIN : | 1 | 6 | | 2 | 5 | 7 | 1 | 5 | | 0 | | 7 | | | |
| Middle | Name : | | | | | | | | | | | | | | | | | | | |
| Last | Name : | Prasad | | | F.N.P.F. No | 5 . : | Μ | Ν | 1 | 2 | 5 | 3 | 9 | 7 | 6 | 0 | В | | | |
| | Peri | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | | Dat | e of B | irth : | | 03/ | 10/1 | 986 | | | | |
| | Gross Employment Income \$ 6,926 | | | | | | Lur | np Su | m Pay | \$ | | | | | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefits \$ | | | | | | | | \$ | | | | | | |
| | | Management Fees | \$ | | PAYE Tax Deducted | | | | | | | | | | | (| 5.62 | | | |
| | R | Redundancy Payment | \$ | | SRT Deducted \$ | | | | | | | | | | | | | | | |
| | | Pension Income | \$ | | ECAL Deducto | | | | | | \$ | | | | | | | | | |
| | · | | | | | F | NPF | / Supe | erannu | ation | \$ | | | | | 554 | 4.08 | | | |
| Commen | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | |
| Signatu | ire of En | nployer/Authorized | person | | | | | | | | | Date | : | / | | / | | | | |
| | | | | | | | | | | | | IRS | 6452A | [Revi | sed:2 | -Sept | -2017] | | | |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER | DETAILS | | | | | | | | | | | | | | |
|-----------|-------------------------|--------------------------|--------------|-------------|-------|-------------------|-------|-------|--------|--------|-------|--------|-------|-------|--------|
| Name : Co | gate Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE | DETAILS | E | mployee ID : | 391 | 0047 | '4 | | | | | | | | | |
| First Na | ne : Amol | | TIN : | 1 | 6 | | 2 | 5 | 7 | 1 | 5 | | 0 | | 7 |
| Middle Na | ne : | | | | | | | | | | | | | | |
| Last Na | ne : Prasad | | F.N.P.F. No | b. : | М | Ν | 1 | 2 | 5 | 3 | 9 | 7 | 6 | 0 | В |
| | Period Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Dat | e of B | irth : | | 03/ | 10/19 | 986 | |
| G | ross Employment Income | \$ 6,926.08 | | Lun | ment | \$ | | | | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefits | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 6 | 6.62 |
| | Redundancy Payment | \$ | SRT Deducted | | | | | | | | | | | | |
| | Pension Income | \$ | | ucted | \$ | | | | | | | | | | |
| | | | | F | NPF / | Supe | rannu | ation | \$ | | | | | 554 | 4.08 |
| Comments | Comments | | | | | | | | | | | | | | |
| Signature | of Employer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | -Sept | -2017] |

| TAX WITHHOLDING CER | TIFICATE |
|---------------------|----------|
|---------------------|----------|

| EMPLOYER D | ETAILS | | | | | | | | | | | | | | | | | |
|--------------|-----------------------------------|--------------------------|-------------------|-----------------|-------------------|------------|--------|-------|--------|--------|-------|--------|-------|-------|--------|--|--|--|
| Name : Colg | ate Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | | | |
| EMPLOYEE D | ETAILS | E | mployee ID | 391 | 0047 | ′ 5 | | | | | | | | | | | | |
| First Name | e: Rohit | | TIN : | 1 | 1 | | 5 | 0 | 1 | 8 | 0 | | 0 | | 0 | | | |
| Middle Name | a: Amit | | 4 | | | 1 | | | | | | | | | | | | |
| Last Name | : Kumar | | F.N.P.F. N | o. : | Μ | Ν | 1 | 2 | 2 | 2 | 5 | 3 | 8 | 2 | W | | | |
| | Period Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Dat | e of B | irth : | | 31/ | 05/19 | 981 | | | | |
| Gro | Gross Employment Income \$ 10,379 | | | | Lur | np Su | m Pay | ment | \$ | | | | | | | | | |
| | Director Fees \$ | | | | Non-Cash Benefits | | | | | | | | | | | | | |
| | Management Fees | \$ | PAYE Tax Deducted | | | | | | | | | | | 139 | 9.22 | | | |
| | Redundancy Payment | \$ | | SRT Deducted \$ | | | | | | | | | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | | | | |
| | | | | | FNPF | / Supe | erannu | ation | \$ | | | | | 830 |).33 | | | |
| Comments | | | | | | | | | | | | | | | | | | |
| Signature of | Employer/Authorized | I person | | | | | | | | Date | : | / | / | / | | | | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | -Sept | -2017] | | | |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DE | TAILS | | | | | | | | | | | | | | |
|----------------|----------------------|--------------------------|--------------|--------------|-------|-------------------|-------|-------|--------|--------|-------|--------|--------|--------|--------|
| Name : Colgat | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | E | mployee ID : | 391 | 0047 | 5 | | | | | | | | | |
| First Name : | Rohit | | TIN : | 1 | 1 | | 5 | 0 | 1 | 8 | 0 | | 0 | | 0 |
| Middle Name : | Amit | | | | | | | | | | | | | | |
| Last Name : | Kumar | | F.N.P.F. N | o . : | Μ | Ν | 1 | 2 | 2 | 2 | 5 | 3 | 8 | 2 | W |
| Pe | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 31/ | 05/19 | 981 | |
| Gross | s Employment Income | | | Lun | ıp Su | m Pay | ment | \$ | | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefits | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 139 | 9.22 |
| | Redundancy Payment | \$ | | | | SR | Γ Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | F | NPF / | Supe | rannu | ation | \$ | | | | | 830 |).33 |
| Comments | Comments | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | I-Sept | -2017] |

| TAX WITHHOLDING CE | RTIFICATE |
|--------------------|-----------|
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| EMPLOYER DETAILS | | | | | | | | | | | | | | | | |
|------------------|---------------|----------------------|--------------------------|--------------|-------|-------|-------|-------|-------|---------|----------|-------|-------|-------|--------|-------|
| Nam | e: Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPL | OYEE DET | AILS | E | mployee ID : | 391 | 0047 | 7 | | | | | | | | | |
| | First Name : | Ravneil | | TIN : | 0 | 4 | | 2 | 0 | 2 | 3 | 6 | | 0 | | 7 |
| м | liddle Name : | Ravitesh | | | | | | | | | | | | | | |
| | Last Name : | Deo | | F.N.P.F. N | 0.: | Μ | Ν | 1 | 2 | 7 | 0 | 6 | 0 | 6 | 2 | G |
| | Per | iod Employed : | 01/08/2017 to 31/12/2017 |] | | | | | Dat | e of Bi | irth : [| | 05/ | 09/19 | 987 | |
| | Gross | | | Lur | np Su | m Pay | ment | \$ | | | | | | | | |
| | | Non-Cash Benefits | | | | | | | | | | | | | | |
| | | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | 85 | 5.47 |
| | F | Redundancy Payment | \$ | SRT Deducted | | | | | | | | | | | | |
| | | Pension Income | \$ | ECAL Deducte | | | | | | \$ | | | | | | |
| | | | | | F | NPF / | Supe | rannu | ation | \$ | | | | | 846 | 6.16 |
| Comments | | | | | | | | | | | | | | | | |
| Sig | nature of Er | nployer/Authorized | person | | | | | | | I | Date | : | / | / | / | |
| | | | | | | | | | | | IRS | 6452A | [Revi | sed:2 | I-Sept | -2017 |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DETAILS | | | | | | | | | | | | | | | |
|------------------|-------------------------------------|--------------------------|--------------|-------------|------|------------------|-------|-------|--------|--------|-------|--------|-------|--------|--------|
| Name : Colga | te Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | E | mployee ID : | 391 | 0047 | 7 | | | | | | | | | |
| First Name | : Ravneil | | TIN : | 0 | 4 | | 2 | 0 | 2 | 3 | 6 | | 0 | | 7 |
| Middle Name | : Ravitesh | | | | | | | | | | | | | | |
| Last Name | : Deo | | F.N.P.F. N | o. : | М | Ν | 1 | 2 | 7 | 0 | 6 | 0 | 6 | 2 | G |
| P | eriod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 05/ | 09/1 | 987 | |
| Gros | Gross Employment Income \$ 10,576.9 | | | | | Lump Sum Payme | | | | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefit | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Tax | k Ded | ucted | \$ | | | | | 8 | 5.47 |
| | Redundancy Payment | \$ | | SRT Deducte | | | | | | | | | | | |
| | Pension Income | \$ | ECAL Deducte | | | | | | \$ | | | | | | |
| | | | | | | Supe | rannu | ation | \$ | | | | | 846 | 6.16 |
| Comments | | | | | | | | | | | | | | | |
| Signature of I | Employer/Authorized | person | | | | | | | | Date | : | / | | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | I-Sept | -2017] |

| TAX WITHHOLDING | CERTIFICATE |
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|-----------------|-------------|

| EMPLOYER DETAILS | | | | | | | | | | | | | | | | |
|----------------------|--|--------------------------|-----------------------|-------|----|-------|-------|--------|--------|--------|-------|--------|--------|-------|--------|--|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | |
| EMPLOYEE DET | AILS | E | mployee ID | 910 | | | | | | | | | | | | |
| First Name : | Kathyleen | | TIN : | 0 | 1 | | 2 | 2 | 4 | 7 | 4 | | 0 | | 0 | |
| Middle Name : | | | | | | - | | - | _ | | - | - 1 | - | - | | |
| Last Name : | Ali-Mani | | F.N.P.F. N | lo. : | 0 | 0 | 0 | 0 | 2 | 4 | 0 | 8 | 6 | 3 | 0 | |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | 06/ | 12/19 | 983 | | |
| Gross | Gross Employment Income \$ Lump Sum Payment \$ | | | | | | | | | ıt \$ | | | | | | |
| Director Fees \$ Non | | | | | | | sh Be | nefits | \$ | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | | |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | | |
| L | | · | FNPF / Superannuation | | | | | | \$ | | | | | | | |
| Comments | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | |
| Signature of Er | nployer/Authorized | person | | | | | | | | Date | | / | / | / | | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] | |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DETAILS | | | | | | | | | | | | | | | | |
|------------------|---|--------------------------|-------------|-----------------------|----|-------|-------|-------|--------|--------|-------|--------|-------|--------|--------|--|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | |
| EMPLOYEE DET | AILS | | Employee ID | : 910 | | | | | | | | | | | | |
| First Name : | Kathyleen | | TIN : | 0 | 1 | | 2 | 2 | 4 | 7 | 4 | | 0 | | 0 | |
| Middle Name : | | | _ | | | 1 | | | | | | | | | | |
| Last Name : | Ali-Mani | | F.N.P.F. N | lo. : | 0 | 0 | 0 | 0 | 2 | 4 | 0 | 8 | 6 | 3 | 0 | |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 06/ | 12/19 | 983 | | |
| Gross | Gross Employment Income \$ Lump Sum Payment | | | | | | | | | | | | | | | |
| | Director Fees \$ Non-Cash Benefits | | | | | | | | \$ | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | | |
| - | Redundancy Payment | \$ | | | | SR | Γ Ded | ucted | \$ | | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | | |
| | | | | FNPF / Superannuation | | | | | | | | | | | | |
| Comments | | | | | | | | | | | | | | | | |
| Signature of Er | nployer/Authorized | person | | | | | | | | Date | : | / | / | / | | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | I-Sept | -2017] | |

| TAX WITHHOLDING | CERTIFICATE |
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| EMPLOYER DETAILS | | | | | | | | | | | | | | | |
|-------------------------|---|--------------------------|-----------------------|--------------|----|-------|-------|--------|--------|--------|-------|--------|--------|-------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | AILS | E | mployee ID : | 942 | | | | | | | | | | | |
| First Name : | Sachin | | TIN : | 1 | 1 | | 3 | 3 | 7 | 1 | 2 | | 0 | | 4 |
| Middle Name : | | | | | | 1 | | | | | | | | | |
| Last Name : | Kumar | | F.N.P.F. N | o . : | 0 | 0 | 0 | 0 | 2 | 7 | 0 | 4 | 3 | 1 | 7 |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | 04/ | 11/19 | 87 | |
| Gross | Gross Employment Income \$ Lump Sum Payment | | | | | | | | | | | | | | |
| Director Fees \$ Non-Ca | | | | | | | sh Be | nefits | \$ | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| F | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| L | | · | FNPF / Superannuation | | | | | | \$ | | | | | | |
| Comments | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |
| Signature of Er | nployer/Authorized | person | | | | | | | | Date | | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DETAILS | | | | | | | | | | | | | | | | |
|------------------|--|--------------------------|-----------------------|----------|----|-------|-------|-------|--------|--------|-------|--------|--------|-------|--------|--|
| Name : Colgate | e Palmolive (Fiji) Li | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | |
| EMPLOYEE DET | TAILS | | Employee | ID : 942 | 2 | | | | | | | | | | | |
| First Name : | Sachin | | TIN : | 1 | 1 | | 3 | 3 | 7 | 1 | 2 | | 0 | | 4 | |
| Middle Name : | | | _ | | | 1 | | | | | | | | | | |
| Last Name : | Kumar | | F.N.P.I | . No. : | 0 | 0 | 0 | 0 | 2 | 7 | 0 | 4 | 3 | 1 | 7 | |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 04/ | 11/19 | 987 | | |
| Gross | Gross Employment Income \$ Lump Sum Payment \$ | | | | | | | | nt \$ | | | | | | | |
| | Director Fees \$ Non-Cash Ber | | | | | | | | \$ | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | | |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | | |
| | | | FNPF / Superannuation | | | | | | \$ | | | | | | | |
| Comments | | | | | | | | | | | | | | | _ | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] | |

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| EMPLOYER DE | MPLOYER DETAILS | | | | | | | | | | | | | | | |
|----------------|---|--------------------------|-------------|-----------------------|----|-------|-------|-------|--------|--------|-------|--------|--------|-------|--------|--|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | |
| EMPLOYEE DET | TAILS | | Employee ID | 943 | | | | | | | | | | | | |
| First Name : | Adneet | | TIN : | 0 | 3 | | 4 | 0 | 2 | 2 | 7 | | 0 | | 4 | |
| Middle Name : | | | _ | | | 1 | | | | | | | | | | |
| Last Name : | Chand | | F.N.P.F. N | 0. : | 0 | 0 | 0 | 0 | 2 | 5 | 8 | 7 | 5 | 8 | 1 | |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 17/ | 08/19 | 991 | | |
| Gross | Gross Employment Income \$ Lump Sum Payment | | | | | | | | \$ | | | | | | | |
| | Director Fees \$ Non-Cash Benefits | | | | | | | | \$ | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | | |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | | |
| | | | | FNPF / Superannuation | | | | | | | | | | | | |
| Comments | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] | |

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| EMPLOYER DETAILS | | | | | | | | | | | | | | | | |
|----------------------|--|--------------------------|----------|-----------------------|----|-------|-------|--------|-------------|--------|-------|--------|--------|-------|--------|--|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | |
| EMPLOYEE DET | AILS | | Employee | ID: 943 | } | | | | | | | | | | | |
| First Name : | Adneet | | TIN : | 0 | 3 | | 4 | 0 | 2 | 2 | 7 | | 0 | | 4 | |
| Middle Name : | | | _ | | | 1 | 1 | | · · · · · · | | | T | | T | | |
| Last Name : | Chand | | F.N.P. | . No. : | 0 | 0 | 0 | 0 | 2 | 5 | 8 | 7 | 5 | 8 | 1 | |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 17/ | 08/19 | 991 | | |
| Gross | Gross Employment Income \$ Lump Sum Payment \$ | | | | | | | | t Ş | | | | | | | |
| Director Fees \$ Non | | | | | | | sh Be | nefits | \$ | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | | |
| F | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | | |
| | | | | FNPF / Superannuation | | | | | | | | | | | | |
| Comments | Comments | | | | | | | | | | | | | | | |
| Signature of Er | nployer/Authorized | person | | | | | | | | Date | : | / | / | / | | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] | |

| TAX WITHHO | DING | CERTII | FICATE |
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| EMPLOYER DE | MPLOYER DETAILS | | | | | | | | | | | | | | |
|----------------|---|--------------------------|-----------------------|-------------------|----|-------|-------|-------|--------|--------|-------|--------|--------|-------|--------|
| Name : Colga | te Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | | Employee ID | 947 | | | | | | | | | | | |
| First Name | Malakai | | TIN : | 2 | 0 | | 5 | 3 | 4 | 0 | 7 | | 0 | | 7 |
| Middle Name | Junior | | _ | | | | | | | | | | | | |
| Last Name : | Talebula | | F.N.P.F. N | o. : | 0 | 0 | 0 | 0 | 2 | 6 | 0 | 3 | 1 | 0 | 6 |
| Pe | eriod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | 07/ | 02/19 | 92 | |
| Gros | Gross Employment Income \$ Lump Sum Payment | | | | | | | \$ | | | | | | | |
| | Director Fees | \$ | | Non-Cash Benefits | | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | FNPF / Superannuation | | | | | ation | \$ | | | | | | |
| Comments | Comments | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] |

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| EMPLOYER DETAILS | | | | | | | | | | | | | | | |
|------------------|---|--------|-----------------------|-------------------|----|-------|-------|--------|--------|------|-------|--------|--------|-------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | | Employee | ID : 947 | , | | | | | | | | | | |
| First Name : | Malakai | | TIN : | 2 | 0 | | 5 | 3 | 4 | 0 | 7 | | 0 | | 7 |
| Middle Name : | Junior | | | | | | | | | | | | | | |
| Last Name : | Talebula | | F.N.P. | . No. : | 0 | 0 | 0 | 0 | 2 | 6 | 0 | 3 | 1 | 0 | 6 |
| Per | Period Employed : 01/08/2017 to 31/12/2017 Date | | | | | | | e of B | irth : | | 07/ | 02/19 | 992 | | |
| Gross | Gross Employment Income \$ Lump Sum Payment | | | | | | | \$ | | | | | | | |
| | Director Fees | \$ | | Non-Cash Benefits | | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | FNPF / Superannuation | | | | | ation | \$ | | | | | | |
| Comments | Comments | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] |

| TAX WITHHOL | DING CEF | RTIFICATE |
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| EMPLOYER DE | | | | | | | | | | | | | | | | |
|----------------|---|--------------------------|-------------|--------------|----|-------|-------|--------|--------|--------|-------|--------|--------|-------|--------|--|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | |
| EMPLOYEE DET | TAILS | | Employee ID | 951 | | | | | | | | | | | | |
| First Name : | Sivnil | | TIN : | 1 | 2 | | 1 | 8 | 3 | 3 | 4 | | 0 | | 0 | |
| Middle Name : | Amitesh | | _ | | | | | | | | | | | | | |
| Last Name : | Lal | | F.N.P.F. N | o . : | 0 | 0 | 0 | 0 | 2 | 6 | 0 | 4 | 6 | 1 | 2 | |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 10/ | 05/19 | 992 | | |
| Gross | Gross Employment Income \$ Lump Sum Payme | | | | | | | | nt \$ | | | | | | | |
| | Director Fees \$ Non-Cash Benefit | | | | | | | nefits | \$ | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | | |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | | |
| | FNPF / Superannuation | | | | | | \$ | | | | | | | | | |
| Comments | | | | | | | | | | | | | |] | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | | / | / | / | | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] | |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DE | TAILS | | | | | | | | | | | | | | | |
|----------------|---|--------------------------|-----------------------|-------------------|------------|----|-------|--------|-------|--------|--------|-------|--------|--------|--------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | т | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | | Emplo | oyee ID : | 951 | | | | | | | | | | | |
| First Name : | Sivnil | | т | TIN : | 1 | 2 | | 1 | 8 | 3 | 3 | 4 | | 0 | | 0 |
| Middle Name : | Amitesh | | | | | | | | | | | | | | | |
| Last Name : | Lal | | F. | .N.P.F. No | b.: | 0 | 0 | 0 | 0 | 2 | 6 | 0 | 4 | 6 | 1 | 2 |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | | Date | e of B | irth : | | 10/ | 05/19 | 992 | |
| Gross | Gross Employment Income \$ Lump Sum Payment 5 | | | | | | | | | \$ | | | | | | |
| | Director Fees | \$ | | Non-Cash Benefits | | | | | | | | | | | | |
| | Management Fees | \$ | | | | PA | YE Ta | x Dedi | ucted | \$ | | | | | | |
| - | Redundancy Payment | \$ | | | | | SR | r Dedi | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | | ECA | L Dedi | ucted | \$ | | | | | | |
| | | | FNPF / Superannuation | | | | | | | \$ | | | | | | |
| Comments | Comments | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | I-Sept | -2017] |

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| EMPLOYER DE | LOYER DETAILS | | | | | | | | | | | | | | |
|----------------|----------------------|--------------------------|-------------|----------------------|-------|-------|-------|-------|--------|--------|-------|--------|--------|-------|--------|
| Name : Colgat | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | | Employee ID | 952 | | | | | | | | | | | |
| First Name : | Shanil | | TIN : | 1 | 1 | | 6 | 1 | 0 | 0 | 8 | | 0 | | 7 |
| Middle Name : | | | _ | | | 1 | | | | | | | | | |
| Last Name : | Kumar | | F.N.P.F. N | o . : | 0 | 0 | 0 | 0 | 2 | 5 | 2 | 6 | 5 | 3 | 4 |
| Pe | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 21/ | 02/19 | 988 | |
| Gross | s Employment Income | | | | np Su | | | | | | | | | | |
| | Director Fees | \$ | | Non-Cash Benefits \$ | | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | | | | rannu | ation | \$ | | | | | | |
| Comments | Comments | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DETAILS | | | | | | | | | | | | | | | |
|------------------|-----------------------|--------------------------|-----------------|-------|----|-------|-------|--------|--------|--------|-------|--------|-------|--------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | | Employee ID | : 952 | | | | | | | | | | | |
| First Name : | Shanil | | TIN : | 1 | 1 | | 6 | 1 | 0 | 0 | 8 | | 0 | | 7 |
| Middle Name : | | | _ | | | [| | | | | | | | | |
| Last Name : | Kumar | | F.N.P.F. N | lo. : | 0 | 0 | 0 | 0 | 2 | 5 | 2 | 6 | 5 | 3 | 4 |
| Per | riod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 21/ | 02/19 | 988 | |
| Gross | s Employment Income | | Lump Sum Paymen | | | | | | | | | | | | |
| | Director Fees \$ Non | | | | | | | nefits | \$ | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | FNPF / Superannuation | | | | | | | \$ | | | | | | | |
| Comments | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:2 | I-Sept | -2017] |

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| EMPLOYER DETAILS | | | | | | | | | | | | | | | |
|----------------------------|-----------------------|--------------------------|-------------------|--------------|----|-------|---------------------|-------|--------|--------|-------|--------|--------|-------|--------|
| Name : Colgate | e Palmolive (Fiji) Li | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | TAILS | E | mployee ID | 962 | | | | | | | | | | | |
| First Name : | Taysheer | | TIN : | 0 | 4 | | 2 | 9 | 8 | 3 | 2 | | 0 | | 2 |
| Middle Name : | Firan | | | | | 1 | | | | | | | | | |
| Last Name : | Dean | | F.N.P.F. N | o . : | 0 | 0 | 0 | 0 | 2 | 5 | 8 | 5 | 2 | 9 | 1 |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Date | e of B | irth : | | 08/ | 10/19 | 92 | |
| Gross Employment Income \$ | | | | | | | Lump Sum Payment \$ | | | | | | | | |
| | Director Fees | \$ | Non-Cash Benefits | | | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | | | | SR | r Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECAI | L Ded | ucted | \$ | | | | | | |
| | FNPF / Superannuation | | | | | ation | \$ | | | | | | | | |
| Comments | | | | | | | | | | | | | | | |
| Signature of E | mployer/Authorized | person | | | | | | | | Date | : | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] |

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| EMPLOYER DET | AILS | | | | | | | | | | | | | | |
|-----------------------|-------------------------------------|--------------------------|-------------|------|----|-------|--------|--------|--------|--------|-------|--------|--------|-------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | AILS | | Employee ID | 962 | | | | | | | | | | | |
| First Name : | Taysheer | | TIN : | 0 | 4 | | 2 | 9 | 8 | 3 | 2 | | 0 | | 2 |
| Middle Name : | Firan | | | | | | | | | | | | | | |
| Last Name : | Dean | | F.N.P.F. N | o. : | 0 | 0 | 0 | 0 | 2 | 5 | 8 | 5 | 2 | 9 | 1 |
| Per | iod Employed : | 01/08/2017 to 31/12/2017 | | | | | | Dat | e of B | irth : | | 08/ | 10/19 | 992 | |
| Gross | Gross Employment Income \$ Lump Sum | | | | | | | ment | \$ | | | | | | |
| | Director Fees \$ Non-Cash Benefits | | | | | | | nefits | \$ | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Dedi | ucted | \$ | | | | | | |
| F | Redundancy Payment | \$ | | | | SR | r Dedi | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| FNPF / Superannuation | | | | | | | \$ | | | | | | | | |
| Comments | Comments | | | | | | | | | | | | | | |
| Signature of Er | nployer/Authorized | person | | | | | | | | Date | - | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] |

| TAX WITHHOLDING CEP | RTIFICATE |
|---------------------|-----------|
|---------------------|-----------|

| EMPLOYER DE | TAILS | , | | | | | | | | | | | | | |
|----------------|---|----|------------------------|-----|-----|--------|--------|----------|----|------|-------|--------|--------|-------|--------|
| Name : Colgat | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | | Employee ID | 963 | | | | | | | | | | | |
| First Name : | Shyamal | | TIN : | 0 | 8 | | 0 | 9 | 0 | 3 | 6 | | 0 | | 8 |
| Middle Name : | | | _ | | | | | | | | | | | | |
| Last Name : | Harakh | | F.N.P.F. No. : 0 0 0 0 | | | | | | | 6 | 0 | 8 | 6 | 3 | 6 |
| Pe | | | | | | Dat | e of B | irth : [| | 22/ | 08/19 | 992 | | | |
| Gross | s Employment Income | \$ | | | Lur | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees | \$ | Non-Cash Benefits | | | | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | F | NPF | / Supe | erannu | ation | \$ | | | | | | |
| Comments | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |
| Signature of E | Signature of Employer/Authorized person | | | | | | | | | Date | - | / | / | / | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DE | TAILS | | | | | | | | | | | | | | | |
|---|--|----|--------|-------------------|-----|-----|-------|--------|-------|--------|--------|-------|--------|--------|-------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TII | IN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DE | TAILS | | Employ | yee ID : | 963 | | | | | | | | | | | |
| First Name : | Shyamal | | ТІІ | IN : | 0 | 8 | | 0 | 9 | 0 | 3 | 6 | | 0 | | 8 |
| Middle Name : | | | _ | | | | | | | | | | T | | T | |
| Last Name : | Harakh | | F.N | N.P.F. No | .: | 0 | 0 | 0 | 0 | 2 | 6 | 0 | 8 | 6 | 3 | 6 |
| Per | Period Employed : 01/08/2017 to 31/12/2017 | | | | | | | | Dat | e of B | irth : | | 22/ | 08/19 | 992 | |
| Gross | Employment Income | \$ | | | | Lur | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees | \$ | | Non-Cash Benefits | | | | | | | | | | | | |
| | Management Fees | \$ | | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| | Redundancy Payment | \$ | | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | | F | NPF | Supe | erannu | ation | \$ | | | | | | |
| Comments | | | | | | | | | | | | | | | | _ |
| Signature of Employer/Authorized person | | | | | | | | | | Date | : | / | / | / | | |
| | | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] |

| TAX WITHHOLDING | CERTIFICATE |
|-----------------|-------------|
|-----------------|-------------|

| EMPLOYER DE | TAIL S | | | | | | | | | | | | | | | |
|---|----------------------|----|-------------------|--------------|-----|--------|--------|--------|----|------|-------|--------|--------|-------|--------|--|
| - | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | |
| EMPLOYEE DET | TAILS | | Employee ID | 965 |) | | | | | | | | | | | |
| First Name : | Shaneel | | TIN : | 0 | 1 | | 1 | 6 | 9 | 0 | 8 | | 0 | | 1 | |
| Middle Name : | | | | | | | | | | | | | | | | |
| Last Name : | Anand | | F.N.P.F. N | o . : | 0 | 0 | 0 | 0 | 2 | 6 | 0 | 4 | 9 | 4 | 2 | |
| Per | | | | | | Date | e of B | irth : | | 09/ | 06/19 | 992 | | | | |
| Gross | Employment Income | \$ | | | Lui | mp Su | m Pay | ment | \$ | | | | | | | |
| | Director Fees | \$ | Non-Cash Benefits | | | | | | | s \$ | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | | |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | | |
| | | | | F | NPF | / Supe | rannu | ation | \$ | | | | | | | |
| Comments | Comments | | | | | | | | | | | | | | | |
| Signature of Employer/Authorized person | | | | | | | | | | Date | : | / | / | / | | |
| | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] | |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DET | TAILS | | | | | | | | | | | | | | | |
|---|--|----|-------------------|------------|-----|-------|-------|--------|-------|--------|--------|-------|--------|--------|-------|--------|
| Name : Colgate | e Palmolive (Fiji) Li | td | IIT | N : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | AILS | | Employ | yee ID : | 965 | | | | | | | | | | | |
| First Name : | Shaneel | | TI | N : | 0 | 1 | | 1 | 6 | 9 | 0 | 8 | | 0 | | 1 |
| Middle Name : | | | | | | | | | | | 1 | | | | | |
| Last Name : | Anand | | F.N | I.P.F. No. | : [| 0 | 0 | 0 | 0 | 2 | 6 | 0 | 4 | 9 | 4 | 2 |
| Per | Period Employed : 01/08/2017 to 31/12/2017 | | | | | | | | Dat | e of B | irth : | | 09/ | 06/19 | 992 | |
| Gross | Employment Income | \$ | | | | Lun | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees | \$ | Non-Cash Benefits | | | | | | | \$ | | | | | | |
| | Management Fees | \$ | | | | PA | YE Ta | x Ded | ucted | \$ | | | | | | |
| F | Redundancy Payment | \$ | | | | | SR | T Ded | ucted | \$ | | | | | | |
| | Pension Income | \$ | | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | | F | NPF / | Supe | erannu | ation | \$ | | | | | | |
| Comments | | | | | | | | | | | | | | | | _ |
| Signature of Employer/Authorized person | | | | | | | | | | Date | : | / | / | / | | |
| | | | | | | | | | | | IRS | 6452A | [Revis | sed:21 | -Sept | -2017] |

| TAX WITHHOLDING CER | TIFICATE |
|---------------------|----------|
|---------------------|----------|

| EMPLOYER DE | TAILS | | | | | | | | | | | | | | | | | |
|--------------|------------------------|-------------|-------------------|------------------------|-------------------|--------|--------|--------|--------|--------------|-------|-------|-------|-------|--------|--|--|--|
| Name : Colga | ite Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 | | | |
| EMPLOYEE DE | TAILS | E | mployee ID | 984 | -1 | | | | | | | | | | | | | |
| First Name | : Abhinesh | | TIN : | 0 | 4 | | 1 | 8 | 8 | 6 | 8 | | 0 | | 9 | | | |
| Middle Name | | | | | | 1 | | | 5 | | | | | | | | | |
| Last Name | : Dayal | | F.N.P.F. N | F.N.P.F. No. : M N 1 2 | | | | | | | | 8 | 7 | 1 | F | | | |
| Р | eriod Employed : |] | | | | | Dat | e of B | irth : | : 26/07/1988 | | | | | | | | |
| Gro | ss Employment Income | \$ 5,165.94 | | | Lur | np Su | m Pay | ment | \$ | | | | | | | | | |
| | Director Fees \$ | | | | Non-Cash Benefits | | | | | | | s \$ | | | | | | |
| | Management Fees | \$ | PAYE Tax Deducted | | | | | | | | | 29. | | | | | | |
| | Redundancy Payment | \$ | | | | SR | T Ded | ucted | \$ | | | | | | | | | |
| | Pension Income | \$ | | ECAL Deducted | | | | | | | | | | | | | | |
| | | | | F | -NPF | / Supe | erannu | ation | \$ | | | | | 413 | 3.23 | | | |
| Comments | | | | | | | | | | | | | | | | | | |
| Signature of | Employer/Authorized | person | | | | | | | | Date | • | / | / | / | | | | |
| | | | | | | | | | | IRS | 6452A | [Revi | sed:2 | -Sept | -2017] | | | |

TAX WITHHOLDING CERTIFICATE

| EMPLOYER DET | AILS | | | | | | | | | | | | | | |
|-----------------|----------------------|-------------|--------------|-------|-------|-------------------|--------|--------|--------|------|------------|-------|-------|--------|--------|
| Name : Colgate | e Palmolive (Fiji) L | td | TIN : | 5 | 0 | | 0 | 3 | 4 | 0 | 0 | | 0 | | 0 |
| EMPLOYEE DET | AILS | E | mployee ID : | 984 | -1 | | | | | | | | | | |
| First Name : | Abhinesh | | TIN : | 0 | 4 | | 1 | 8 | 8 | 6 | 8 | | 0 | | 9 |
| Middle Name : | Arvin | | | | | | | | | | | | | | |
| Last Name : | Dayal | | F.N.P.F. N | 5 | 4 | 2 | 8 | 7 | 1 | F | | | | | |
| Per | iod Employed : |] | | | | | Dat | e of B | irth : | | 26/07/1988 | | | | |
| Gross | Employment Income | \$ 5,165.94 | | | Lur | np Su | m Pay | ment | \$ | | | | | | |
| | Director Fees \$ | | | | | Non-Cash Benefits | | | | | | | | | |
| | Management Fees | \$ | | | PA | YE Ta | x Dedi | ucted | \$ | | | 29 | | | |
| | Redundancy Payment | \$ | | ucted | \$ | | | | | | | | | | |
| | Pension Income | \$ | | | | ECA | L Ded | ucted | \$ | | | | | | |
| | | | | F | NPF / | Supe | rannu | ation | \$ | | | | | 41 | 3.23 |
| Comments | | | | | | | | | | | | | | | |
| Signature of Er | nployer/Authorized | person | | | | | | | | Date | : | / | | / | |
| | | | | | | | | | | | 6452A | [Revi | sed:2 | 1-Sept | -2017] |