

## **BOARD GENDER AND RACE DIVERSITY POLICY**

### **1. Purpose**

Paragraph 3.84 (j) and (k) of the JSE Listings Requirements provides that the Board of a company must have a policy on the promotion of race and gender diversity at board level. The Attacq Board of Directors ("The Board") acknowledges the importance of diversity in the boardroom as a driver of board effectiveness. This policy has been developed in order to guide and assist the Board in attaining both race and gender diversity within Attacq Limited ("the Company") and to ensure compliance with the necessary JSE Listings Requirements.

### **2. Scope**

The scope of this policy is to address race and gender diversity within the Board as per paragraph 3.8(j) and (k) of the JSE Listings Requirements.

### **3. Policy**

3.1 The Company supports the principles and aims for race and gender diversity at Board level.

3.2 The Board diversity targets are as follows:

3.2.1 That the Board comprise of at least 30% from previously disadvantaged groups;

3.2.2 That the board comprise of at least 20% female directors

3.2.3 .

3.3 The Board shall annually review the voluntary targets set by the Board and measure the actual race and gender representation on the Board against the voluntary targets set.

### **4. Responsibilities**

4.1 The Remuneration and Nominations Committee shall conduct a structures evaluation of the Board to assess the race and gender representation on the Board;

4.2 The Remuneration and Nominations Committee and the Transformation, Social and Ethics Committee shall fulfil its respective responsibilities for oversight of race and gender diversity throughout the company in accordance with its annual responsibilities;

- 4.3 In reviewing the Board composition, the Remuneration and Nominations Committee will consider the benefits of all aspects including, but not limited to those described in 4.1 above, in order to enable the Board to discharge its duties and responsibilities effectively; and
- 4.4 In identifying suitable candidates for appointment to the Board, the remuneration and Nominations Committee will consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board.

## **5. Monitoring and reporting**

- 5.1 The Remuneration and Nomination Committee will in nominating and recommending the appointment of Directors to the Board, take into account the requirements of the Policy.
- 5.2 The Company will report annually, in the Corporate Governance section of the Integrated Report, on the process it has used in relation to Board appointments. Such report will include a summary of this Policy, the measurable objectives set for implementing the Policy and the progress made towards achieving those objectives.

## **6. Approval**

This Policy will be reviewed on an annual basis by the Remuneration and Nominations Committee

The obligations under this Policy are in addition to the requirements of the B-BBEE codes.



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CHAIRPERSON OF THE  
NOMINATIONS COMMITTEE  
Date: 11 October 2018