

BOARD GENDER DIVERSITY POLICY

1. Purpose

Paragraph 3.84(k) of the JSE Listings Requirements provides that the Board of a company must have a policy on the promotion of 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 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 gender diversity within the Board as per paragraph 3.8(k) of the JSE Listings Requirements and the proposed Women Empowerment and Gender Diversity Bill of 2013, as soon as the latter is promulgated.

3. Definition

Gender diversity acknowledges the role that women with the right skills and experience can contribute to the diversity of perspective in the boardroom and the Company.

4. Policy

- 4.1 The Company supports the principles and aims of gender diversity at Board level.
- 4.2 The voluntary targets set by the Board are to diversify the current Board membership to attain at least 20 % female Board representation.
- 4.3 The Board shall annually review the voluntary targets set by the Board and measure the actual female representation on the Board against the voluntary targets set.

5. Monitoring and reporting

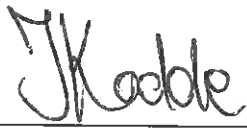

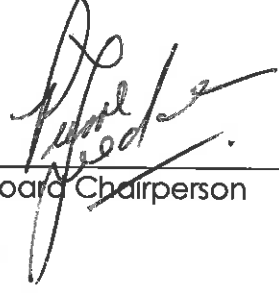
- 5.1 The Nomination Committee will in nominating and recommending the appointment of Directors to the Board, take into account the requirements of the Policy.

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 was recommended to the Board on 21 November 2016

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

Policy Approval:		
Policy Owner		
	1 November 2016	Company Secretary
Recommended by Nomination Committee		
	1 November 2016	Nominations Committee Chairperson
Approved by Attacq Board		
	21 November 2016	Board Chairperson
Version	Version 01/2016	
Next Renewal Date	November 2017	