



BOARD DIVERSITY POLICY

1. The Company's policy is to leverage Diversity to contribute to the achievement of the Company's strategic objectives.

This means using Diversity to:

- A. Drive business results
 - B. Enhance our reputation and
 - C. Attract, recruit, engage and retain a diverse team of talented people on the Company's Board.
2. Policy is based on the strong business benefits that accrue from effectively managing Diversity, the value that difference brings to the Board and the Company.
 3. The Board aims to attract and maintain a Board which has an appropriate mix of Diversity, skills, experience and expertise.
 4. At the Company level, the Company's Diversity and Inclusion initiatives are based on three strategic pillars:
 - i. Our Customers - to leverage diversity as a business driver
 - ii. Our Communities - to be a leader in Diversity and Inclusion in the business and broader community and
 - iii. Our People - to attract, recruit, engage and retain diverse talent.

Principles

Diversity policy is centered on the following core principles:

- i. Meritocracy - decisions about recruitment, development, promotion and remuneration are based on performance and capabilities.
- ii. Fairness and Equality - embracing Diversity and being inclusive means, we do not tolerate unlawful discrimination, bullying, harassment or victimization.
- iii. Contribution to commercial success - our Diversity and Inclusion initiatives are based on sound business principles and objectives. We focus on results for the Company and the Company's people, not on processes or programs for their own sake.