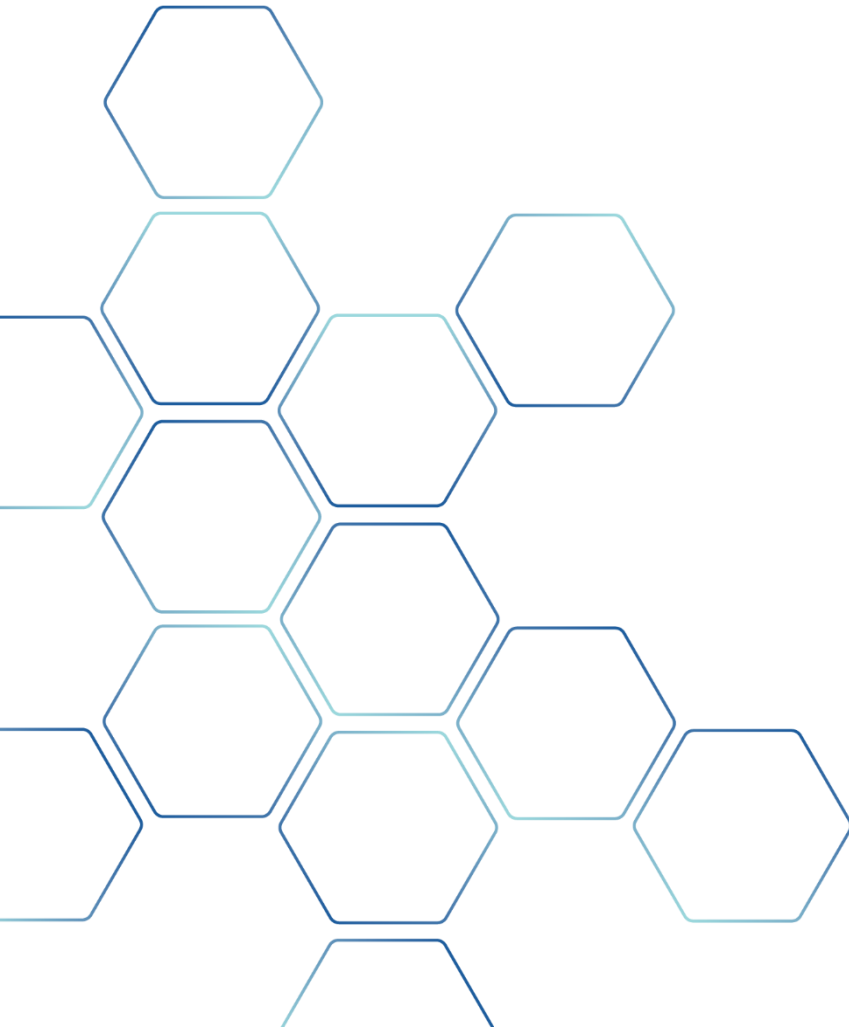




**4Sight Holdings Limited**  
**Listed on the JSE**



**Diversity Policy**  
Social and Ethics Committee

Prepared by:	Ian Cronje
Prepared for:	Social and Ethics Committee
Date:	23 May 2024
Version:	Version 1.3
Status:	Approved



## Document Control

### Document Information

Document Title:	Diversity Policy
Document Owner:	Social and Ethics Committee
Issue Date:	23 May 2024
Last Saved Date:	23 May 2024
File Name:	Social and Ethics Committee - Diversity Policy (2024-05-23) - signed


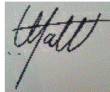
### Document History

Version	Issue Date	Changes
Version 1.0	27/05/2020	Initial draft.
Version 1.1	19/07/2023	Layout updated using the new template.
Version 1.2	24/01/2024	Annual review conducted by the Committee; no formal changes proposed.
Version 1.3	23/05/2024	Review conducted by the Committee; minor changes proposed.

### Document Review

Role	Name	Review Status
Group Legal Officer	Ian Cronje	

### Document Sign-off

Role	Name	Sign-off Date	Signature
Social and Ethics Committee Chairperson	Marichen Mortimer	23 May 2024	
Board of Directors Chairperson	Kamil Patel	23 May 2024	



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## A. OVERVIEW

Diversity within 4Sight Holdings Ltd ("4Sight") is expressed through management's commitment to equality and the treatment of all persons with mutual respect.

4Sight is committed to developing a rich culture, a diverse workforce and a healthy working environment in which every employee is treated fairly, is respected and is able to contribute to the success of 4Sight as a whole, while having the opportunity to achieve their full potential as individuals.

Diversity at 4Sight refers to all the characteristics that make individuals different from one another. It includes characteristics or factors such as religion, race, ethnic origin, language, gender, sexual orientation, disability, age or any other potential differentiating factor.

4Sight understands that the wide range of experiences and perspectives resulting from such diversity promotes innovation and business success. Diversity management makes us creative, productive, responsive, competitive and creates value for our stakeholders.

## B. SCOPE

This policy applies to all current directors, employees and any other representatives of 4Sight, including any contractual, permanent - or temporary employees.

For purposes under this policy 4Sight will comply in all material respects with all applicable laws, rules, regulations, orders and decrees of all governmental authorities in which 4Sight conducts business.

It shall be the responsibility of 4Sight to ensure, where appropriate, that they are, within reason, sufficiently aware of all laws and regulations that may affect the area of the business in which they are engaged, and to seek advice as and when required.

## C. PROMOTING DIVERSITY AND INCLUSION

4Sight aims to adopt strategies that will result in a promotion of broader diversity at Board level, in senior management as well as across all areas of our business, specifically focusing on the promotion of the diversity attributes of gender, race, culture, age, field of knowledge, skills and experience. This will be achieved through the following provisions:

1. Being opposed to all forms of unlawful and unfair discrimination. All directors, employees and representatives of 4Sight will at all times be treated fairly and with respect;



2. When 4Sight selects candidates for employment, promotion, training or any other benefit, it will be on the basis of their skills, abilities and merit as outlined in the Personnel Policy, as amended;
3. Setting challenging and measurable diversity and inclusion objectives relating to the recruitment, appointment and retention of women and people with diverse ethnic backgrounds;
4. Broadening the fields of successors for senior management roles and potential candidates for Board appointments;
5. Enabling a diverse workforce by building inclusion and removing barriers to participation which may disproportionately affect potential female candidates and those from diverse backgrounds, and review these policies to ensure that they are available to and utilised at senior management levels;
6. Monitoring the effectiveness of, and continue to expand on, existing initiatives designed to identify, support and develop talented women and employees from diverse ethnic backgrounds; and
7. Supporting both the spirit and intent of transformation and empowerment in our industry and at local and national levels in South Africa, and at a minimum, complying with applicable Employment Equity Legislative requirements.

4Sight is committed to:

1. Create an environment in which the individual differences and contributions of all employees are recognised and valued;
2. Create a work environment that promotes dignity and respect for every employee;
3. Attract and retain a skilled and diverse workforce that best represents the talent available in the communities in which our assets are located and our employees reside;
4. Ensure that appropriate selection criteria based on diverse skills, experience and perspectives are used when hiring new staff, including Board members. Job specifications, advertisements, application forms and contracts will not contain any direct or inferred discrimination;
5. Provide, to the extent possible, universal access to safe, inclusive and accessible premise(s) that allow all relevant persons to participate and work until they reach their full potential;
6. Comply with equal opportunity and anti-discrimination legislation;
7. Not tolerate any form of intimidation, bullying, victimisation, vilification or harassment and to take disciplinary action against those who violate this policy;
8. Provide training, development and advancement opportunities for all staff based on merit;



9. Ensure that both genders are fully representative at management level;
10. Encourage any person who may feel that they have been discriminated against, to express their concerns in a closed forum so that we are able to take the necessary corrective action, if applicable;
11. Encourage employees to treat all persons with dignity and respect;
12. Regularly review all our employment practices and procedures so that fairness is always maintained;
13. Ensure to the extent possible that all panels that 4Sight organises or participates in include representation of each gender equitably;
14. Setting measurable objectives for gender diversity which will be monitored and reviewed against the effectiveness of this policy and its associated procedures; and
15. Monitor and report annually on the diversity and inclusion performance commitments of 4Sight.

## **D. MEASURABLE OBJECTIVES**

Management will reconsider and set measurable objectives on an annual basis, including the strategies listed under section C (Promoting Diversity and Inclusion) above, with the view of improving performance in relation to employees from a diverse ethnic background and further aim to achieve balanced gender representation at all levels within 4Sight. Measurable objectives will be developed by management and recommended to the Board for their approval. The Board will consider setting measurable objectives relevant to ensuring all forms of diversity at Board and senior management levels.

## **E. DIVERSITY IN RECRUITMENT, SELECTION AND SUCCESSION PLANNING**

1. Chief Executive Officer
  - 1.1. The Remuneration and Nominations Committee (“**REMCO**”) is responsible for the development and succession planning process of the Chief Executive Officer of 4Sight. In discharging this responsibility, the REMCO will have regard to the diversity criteria as set out in this policy.
2. Board
  - 1.2. Typically, an executive and non-executive director of 4Sight will have the following attributes, which the Board will consider when a potential Board candidate is being considered for appointment:
    - 1.2.1. The strategic objectives of 4Sight;



- 1.2.2. The skills, expertise and background that add to and complement the range of skills, expertise and background of the existing executive and non-executive directors;
  - 1.2.3. Gender and race-based diversity;
  - 1.2.4. A relevant post graduate degree in his or her field of expertise;
  - 1.2.5. Several years of experience in a senior management position at a medium to large organisation;
  - 1.2.6. Strong business acumen and most probably experience at Board level within a listed environment;
  - 1.2.7. Proven leadership skills and networking abilities, and
  - 1.2.8. Politically astute, with the ability to grasp relevant issues and understand relationships between interested parties.
- 1.3. In addition to the afore-mentioned general requirements the Board will also look for persons with specific skills in at least one of the following areas of expertise, in order to complement the skills required at Board sub-committee level:

<b>Area of expertise</b>	<b>Contribution at Board level</b>
Finance	To provide guidance and advice to the Board and its members regarding Financial, Risk, Control and Audit related matters.
Legal and Compliance	To provide guidance and advice to the Board and its members regarding Legal, Governance and Compliance related matters to ensure legal compliance with the relevant acts, regulations and codes of conduct.
Business Acumen	To provide guidance and advice to the Board and its members regarding business related matters to ensure the profitability and sustainability of 4Sight.
Human Resources and Ethics	To provide guidance and advice to the Board and its members regarding its Human Resources Strategy, including matters related to the attractions and retention of staff, remuneration policy and strategy,



	EE-plan, appointments at senior management level, etc.
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## **F. MANAGER RESPONSIBILITIES**

Managers are responsible for understanding their role in promoting diversity, communicating and implementing policies and procedures effectively and working with staff to integrate the values of diversity into employment practices.

Build a workforce that is filled with opportunities for employee development and further career advancement, learning and development within the industry.

## **G. EMPLOYEE RESPONSIBILITIES**

All employees of 4Sight have a responsibility to treat all persons with dignity and respect.

All employees of 4Sight are expected to exhibit conduct that reflects inclusion during working hours, at any work functions and/or on or off work premises, as well as any other 4Sight-sponsored and participative events.

All employees of 4Sight are required to attend and complete annual diversity awareness training to enhance their knowledge as individuals in order to adequately fulfil in this responsibility.

## **H. COMPLIANCE, TRAINING, REVIEW AND BREACH**

All directors, employees and any other representatives of 4Sight as the case may be responsible for complying with this policy as set out herein as well as for reporting any violations or potential alleged violations in accordance with this policy.

Managers and staff will receive the resources, training and necessary support to be able to implement this policy effectively.

This policy will be reviewed on an ongoing basis in order to effectively reflect any change in legislation, demographics and organisational priorities.

Any breach of this policy must be reported directly to the following persons in terms of this strict escalation order:

1. Operational Manager;



2. Chief Executive Officer / Managing Director;
3. Chairperson of the Social and Ethics Committee ("**SEC**");
4. Chairperson of the Board.

as may be appropriate given the circumstances of the issue at hand. Any person who contravenes or is found to have violated this policy may be subjected to disciplinary action, including but not limited to dismissal.

## **I. REVIEW OF POLICY AND REPORTING OF PERFORMANCE**

In executing its oversight role, the SEC will review this policy on an annual basis to ensure its effectiveness and applicability as well as to warrant equality and diversity are continually promoted in the workplace.

As part of the SEC's annual review process, all relevant performance(s) measured against the objectives as set out under section D (Measurable Objectives) above will be assessed by the SEC, and a report will be submitted to the Board wherein its finding will be outlined.

The Board will report to all of its shareholders annually on the following:

1. A summary of 4Sight's progress towards achieving the measurable objectives as set out under section D (Measurable Objectives) above;
2. Specific details of the measurable objectives as set out under this policy for the financial year under review; and
3. The promotion of the diversity attributes of gender, race, culture, age, field of knowledge, skills and experience in respect of the persons who are employed by 4Sight, in senior management positions and who are appointed to the Board.

4Sight will inform all employees that an equality and diversity policy is in operation and that they are obliged to comply with its requirements and promote fairness in the workplace.

4Sight's equality and diversity policy is fully supported by senior management, the executive and its Board.