



QUANTUM FOODS HOLDINGS LTD BOARD DIVERSITY POLICY

Purpose

The Board diversity policy ('the Policy') sets out the approach to diversity on the Board of Quantum Foods Holdings Ltd ("Quantum Foods", "the Group" or "the Company").

Scope of Application

The Policy applies to the Board. It does not apply to diversity in relation to employees of Quantum Foods.

Policy Statement

The Company recognises and embraces the benefits of having a diverse Board, and sees increasing diversity at Board level as an essential element in maintaining a competitive advantage. A truly diverse Board will include and make good use of differences in the skills, regional and industry experience, background, race, gender and other distinctions between directors. These differences will be considered in determining the optimum composition of the Board and, when possible, should be balanced appropriately. All Board appointments are made on merit, in the context of the skills, experience, independence and knowledge required by the Board to be effective.

The Company commits, in addition to furthering general diversity of the Board, to specifically promote race diversity in terms of Item 3.84(i) and gender diversity in terms of Item 3.84 (j) of the JSE Listings Requirements.

The Board reviews and assesses Board composition and the appointment of new directors.

In reviewing Board composition, the Board considers the benefits of all aspects of diversity including, but not limited to, those described above, to enable it to discharge its duties and responsibilities effectively.

In identifying suitable candidates for appointment to the Board, the Board considers the merit of candidates with due regard of the benefits of diversity on the Board.

As part of the performance evaluation of the effectiveness of the Board, Board committees and individual directors, the board considers:

- the balance of skills, experience, independence and knowledge of Board members;
- the diversity of the Board, including gender;
- how the Board works together as a unit; and
- other factors relevant to its effectiveness.



Measurable Objectives

The Board discusses and agrees annually on all measurable objectives for achieving diversity on the Board. At any given time, the Board may seek to improve one or more aspects of its diversity and measures progress accordingly.

Monitoring and Reporting

The Board reports annually on the process used in relation to Board appointments in the corporate governance section of the Company's Integrated Annual Report. This report includes a summary of this Policy, the measurable objectives set for implementing the Policy, and progress made towards achieving those objectives.

Review of the Policy

The Board will review the Policy every two years. This includes an assessment of the effectiveness of the Policy.

Policy Governance

Date approved:	22 September 2016
Approved by:	The Board
Reviewed:	22 February 2018
Revision:	1
Responsibility for document management:	The company secretary