

## **SHEKEL BRAINWEIGH LTD. DIVERSITY POLICY**

Updated as of 17 August 2018

Our aim is to be a successful, dynamic organisation with a focus on the safety of our employees and contractors and to provide opportunities for the local community in each of the jurisdictions in which the Company operates.

In support of successfully executing the Company's strategy and achieving our objectives we aim to recruit, develop and retain talented, diverse and motivated workforce that shares our Company's values.

The Board and management have developed diversity objectives for the Company.

We aspire to a workforce profile which reflects as far as possible the talent available in the communities in which we work. This requires us to achieve workforce diversity in all its forms, including as to gender, age, geographical location, race and ethnicity, religion, and cultural background. We will ensure that our policies and procedures enable and support a diverse workforce.

We believe that drawing our workforce from a diverse pool will give us the best talent and most effectively deliver our strategy to achieve diversification of our workforce.

Our approach to diversity is underpinned by certain key principles, including:

- a diverse workforce is necessary to the delivery of our objectives;
- our aspiration is to have a workforce that best represents the communities in which our assets are located, our operations are carried out and our employees live;
- actions that support our diversity aspirations should be consistent with our established approach to talent, performance and reward;
- achieving an appropriate level of diversity may require training programs to ensure the development of necessary skills and experience for leadership roles;
- measurable objectives in support of diversity will be transparent, achievable over a period of time and fit for purpose;
- the set of measurable objectives will focus on:
  - ❖ enabling a diverse workforce by way of removing barriers to diversity; and
  - ❖ reporting workforce representation.

This Diversity Policy is also supported by internal processes that will set out measurable objectives to support the achievement of diversity within the Company.

We have committed to the following measurable objectives to enhance our diversity profile:

- Continue to focus on increasing female participation in management and all other levels of the organisation.
- Monitor and report the number of females within the organisation.
- Continue to tolerate and respect differences in ethnicities and religious practices and beliefs of all employees.
- Reviewing the means by which we recruit new employees and setting appropriate diversification goals to facilitate the recruitment of diversity within all levels of the organisation.