

PROMOTION OF GENDER DIVERSITY AT BOARD LEVEL POLICY

BSI Steel Limited's workforce and stakeholders represent a wide variety of cultural and ethnic backgrounds, race, gender, age, and religion. The company recognises there is strength in diversity, fosters a culture of equality in the workplace and promotes equality and diversity at all levels of the company. Women are increasingly holding leadership positions in business, government and professions and gender diversity is an important issue for the company as a whole and for the Board specifically.

BSI is an Employment Equity Employer and fully commits itself to employing and developing employees, including females, that are designated under the Employment Equity Act.

The Company encourages employment and promotion of individuals from groups that are underrepresented in the Company's workforce, aiming at all times to make employment-related decisions based on merit.

The Board oversees human capital strategy which promotes diversity within the company and must ensure that there is a sufficient mix of relevant skills, competence and diversity of perspectives within the Board to generate appropriate challenge and discussion. Diversity of thought and experience contribute to constructive debate and independence.

Taking cognisance of this, the Board will appoint the best qualified persons to the Board, giving preference to women and persons of colour.

Approved by the Board on 11 July 2017 and will be reviewed during June 2018.

W L Battershill
Chairman