



• Diamonds • Precious & Semi Precious Stones

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BOARD DIVERSITY POLICY

1. PURPOSE

This Board Diversity Policy ('**Policy**') sets out the approach to diversity on the Board of Directors ('**Board**') of Zodiac-JRD-MKJ Limited (ZJML)

2. SCOPE

This Policy applies to the Board. It does not apply to employees generally.

3. POLICY STATEMENT

ZJML recognizes and embraces the importance of a diverse Board in its success. ZJML believes that a truly diverse Board will leverage differences in thought, perspective, knowledge, skill, regional and industry experience, cultural and geographical background, age, ethnicity, race and gender, which will ensure that ZJML retains its competitive advantage.

ZJML believes that a diverse Board will contribute to the achievement of its strategic and commercial objectives, including to:

- drive business results;
- make corporate governance more effective;
- enhance quality and responsible decision making capability;
- ensure sustainable development; and
- enhance the reputation of ZJML.

The Nomination and Remuneration Committee ('**Committee**') is responsible for reviewing and assessing the composition and performance of the Board, as well as identifying appropriately qualified persons to occupy Board positions.

