



# grit

## GENDER DIVERSITY POLICY

Revision History		
Revision reference	Date	Description of changes
V01	June 2018	
V02	December 2020	- Formatting changes - Removal of reference to JSE requirements
V03	February 2022	- Annual review
V.04	March 2023	- Annual Review

POLICY CODE	ISSUE DATE	LAST REVIEW DATE	VERSION	DEPARTMENT	APPROVED BY	DATE APPROVED
P-HR_Gender	December 2020	March 2023	No. 4	Human Resources	Responsible Business Committee	March 2023

## Contents

1. Introduction and Background .....	3
2. Policy and Mandate .....	3
3. Approval.....	4



POLICY CODE	ISSUE DATE	LAST REVIEW DATE	VERSION	DEPARTMENT	APPROVED BY	DATE APPROVED
P-HR_Gender	December 2020	March 2023	No. 4	Human Resources	Responsible Business Committee	March 2023

## 1. Introduction and Background

This Gender Diversity Policy (“the Policy”) sets out the approach to gender diversity for the Board of Directors (the “Board”) of Grit Real Estate Income Group Limited (“Grit” or “the Company”). Grit is committed to developing, driving, and implementing strategies that actively promote gender equality. To demonstrate their commitment to good corporate governance, the Board, together with the Remuneration and Nomination Committee (“REMCO”) have:

- 1.1 This policy on managing gender diversity; and
- 1.2 Report to shareholders in its integrated report on how the Board has considered and applied the Policy in the nomination and appointment of directors.

## 2. Policy and Mandate

- 2.1 The Company supports the principles and aims of appropriate gender diversity at Board level.
- 2.2 The voluntary target set and adopted by the Board to achieve gender diversity is a soft target of 30% female representation on the Board.
- 2.3 Should a vacancy on the Board arise, or should there be a requirement for an additional Board appointment, consideration will be given to the appointment of female director(s) so as to maintain the voluntary target of gender diversity within the Board that is considered appropriate at the time, having due regard to the skills, expertise, experience and background required to fill any such board position(s), the availability of suitable candidates, the development potential of candidates and to any additional requirements that may be necessary to ensure a mix of skills, and experience on the Board and its committees that will best serve the interests of the Company and its stakeholders.
- 2.4 Application of the Policy in effecting new or replacement appointments to the Board will be subject to the approval/ratification of the shareholders of the Company to such appointments at Annual General Meeting(s) of the Company.
- 2.5 The REMCO assists the board in managing the Policy and reviews and assesses Board composition on behalf of the Company and recommends the appointment of new directors.
- 2.6 In order to comply with good business practice, the Company shall annually report to shareholders in its integrated report on how the Board has considered and applied the Policy in the nomination and appointment of directors to the Board of the Company.
- 2.7 The Policy shall apply equally to any appointment of executive, non-executive and/or alternate directors to the board.



POLICY CODE	ISSUE DATE	LAST REVIEW DATE	VERSION	DEPARTMENT	APPROVED BY	DATE APPROVED
P-HR_Gender	December 2020	March 2023	No. 4	Human Resources	Responsible Business Committee	March 2023

### 3. Approval

This policy was initially approved by the board and will be reviewed on an annual basis.

