

SOCIAL AND ETHICS COMMITTEE

COMMITTEE CHAIRMAN'S REPORT

The committee's objective is to ensure that high ethical standards are applied in all areas of the business, and to review and approve the policy, strategy and structure for managing the social issues in the Group in accordance with our long-standing principle that "doing good is good business".

The social and ethics committee operates in accordance with the requirements of the Companies Act and King IV™ and is governed by a charter, which is reviewed and approved annually by the Board. The charter was updated during the period to take into account the principles of King IV™.

Guidelines for the committee include the OECD anti-corruption principles, the Employment Equity Act, as well as elements of the Johannesburg Stock Exchange Socially Responsible Index criteria and Broad-Based Black Economic Empowerment Act.

The committee is chaired by me, and members include two independent non-executive directors as well as the Company Secretary, executives responsible for strategy and human resources, senior management and technical experts on areas of mandate. All levels and areas of expertise across the Group are represented on the committee. Additional advisors attend meetings by invitation, depending on agenda items to be discussed.

The committee met three times during the period to review performance in the following areas, as required by the Companies Act:

- Animal practices
- Anti-corruption practices
- Consumer safety
- Employee welfare and relations
- Ethical business practice
- Legislative compliance
- Responsible sourcing
- Social and environmental responsibility
- Transformation



Suzanne Ackerman-Berman
Chairman of the social and ethics committee

The committee monitored the Group's activities in relation to relevant policies, legislation and regulation and best practice in corporate governance.

Amongst other issues, the meetings dealt with key topics such as the Cape Town water crisis, the listeriosis outbreak, the impact of the avian flu epidemic on chicken farmers and products, the proactive management of anti-corruption, the voluntary severance programme and responsible sourcing. A "fur free" policy was adopted during the period.

The committee confirms that no material issues were identified during the period. In accordance with its charter, the committee effectively discharged its statutory duties and responsibilities over the period.

Suzanne Ackerman-Berman

Chairman: Social and ethics committee

22 June 2018