ASTRAL FOODS LIMITED

STAKEHOLDER ENGAGEMENT POLICY

Best practice as outlined in King III requires a company to have a stakeholder engagement policy in place to guide the company's approach to communicating and working with stakeholders.   Our approach to sustainability is based on a holistic view of Prosperity, People and Planet (the 3P's).

Accordingly, this Stakeholder Engagement Policy outlines Astral's approach to communicating and working with our stakeholders.   Engagement is an integral part of developing an understanding of our stakeholders' needs, interests and expectations and assists Astral with strategic, sustainable decision-making.

Astral is committed to inclusive stakeholder engagement and is based on the principles of:

- **Relevance**

- Focusing on those issues of material concern to our stakeholders and to Astral and identifying how best to address them for our mutual benefit.

- **Completeness**

- Understanding the views, needs, performance expectations and perceptions associated with these material issues while also taking congnisance of prevailing local and global trends.

- **Responsiveness**

- Engaging with stakeholders on these issues and giving regular, comprehensive, coherent feedback.

Astral defines the following broad stakeholder groups across the Astral group and engage with them in the following way:

Employees

- Measure employee engagement on an ongoing basis and report the results and actions taken both internally and externally as relevant.
- Ensure employees are informed of and can contribute to their business unit's business strategy and performance, as well as group-wide developments.
- Promote an understanding of and build alignment to the manner in which Astral integrates the 3P's of sustainability into our everyday business processes.
- Provide the appropriate channels through which employees can make their concerns and grievances known;
- Encourage and motivate employees to contribute to Astral's development and success outside their immediate job specifications.
- Encourage employees to take advantage of the training and development opportunities available to them.
- Drive commitment to and compliance with health and safety procedures through employee-centric programmes.
- Promote employee participation in wellbeing committees, as well as community-focused initiatives and volunteer programmes.

Customers

- Engage with Astral's customers and, where appropriate, their customers to better understand the markets in which they operate, their challenges and opportunities and the issues of relevance to Astral.
- Work with customers to arrive at value-adding solutions that give both them and Astral a competitive edge in the marketplace.
- Further enhance our service offering by being easy and efficient to do business with.
- Provide customers with relevant information regarding production processes as well as our overall environmental performance.
- Continue with initiatives that promote innovation in our production processes.
- Measure, monitor and manage customer satisfaction.

Communities

- Act as responsive corporate citizens, sensitive to local needs.
- Proactively establish and utilize formal structures to engage with local communities and other relevant stakeholders on structures, regular basis.
- Ensure communities are fully informed about operational developments that could impact them positively or negatively.
- Prioritise corporate social responsibility (CSR) activities to benefit communities close to our operations, after consultation to determine the needs and priorities.

Investors

- Provide timeous, comprehensive information that facilitates informed decisions.
- Maintain regular contact.

Suppliers and contractors

- Ensure that suppliers and contractors understand their role in assisting Astral in achieving business success.
- Encourage suppliers and contractors to uphold ethical, social, quality, health and safety and environmental standards consistent with our own and to obtain external quality, health and safety and environmental certification as appropriate.

Governments and regulatory bodies

- Build an understanding of Astral's business and our contribution to the countries regions and local communities where we operate, as aligned to government priorities and programmes.
- Engage with regulatory bodies to secure mutual understanding.

Industry bodies

- Support and enable the efforts of industry bodies and associations to promote and protect Astral's interests.

Civil society

- Identify and build relations with relevant civil society bodies and organisations and identify opportunities to help one another achieve our mandates.
- Work together to resolve issues of mutual concern.

Astral requires all our stakeholders to abide by the requirements set out in our Code of Ethics and JSE Listing Requirements.

Going forward, Astral will continue to develop its manufacturing, human and natural resources in a way that ensures our sustainability approach enhances our long-term viability and overall prosperity.