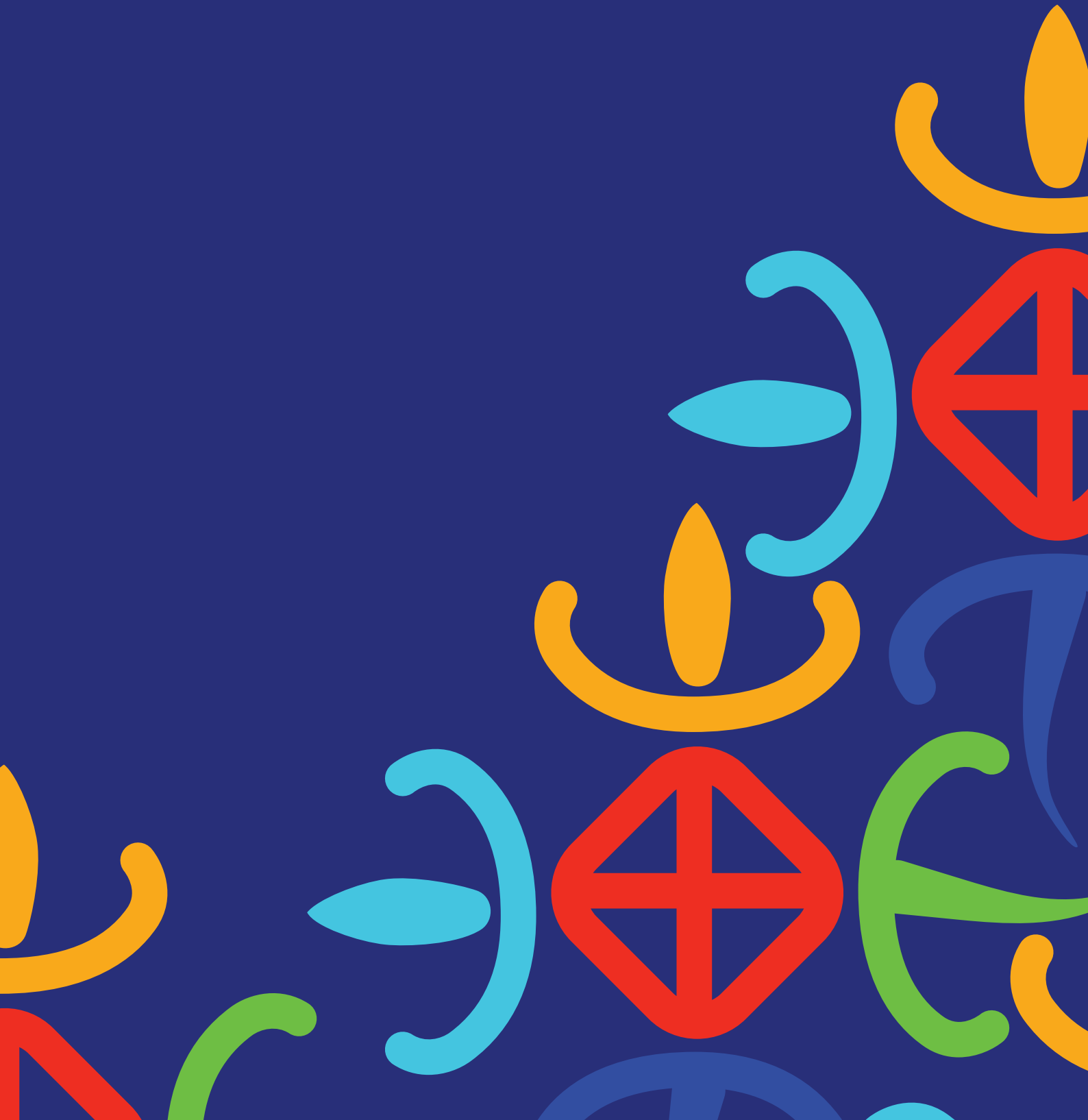


BOARD
DIVERSITY
CHARTER



Introduction

TheBoardroom Africa and Alitheia Capital have partnered to launch the Board Diversity Charter, a call for leading corporations and small and medium enterprises to demonstrate leadership in gender diversity by *committing to maintaining at least 30% of women on their boards.*



Gender equity is achieved when women and men enjoy the same rights and opportunities across all sectors of society, including economic participation and decision-making, and when different behaviours, aspirations of women and men are equally valued and favoured."^[1]

^[1]<http://genderequality.ie/en/GE/Pages/WhatIsGE>





About Us

The Board Diversity Charter is the product of partnership between two women-led organizations committed to advancing outcomes for women in the private sector and business.

TheBoardroom Africa (TBR Africa) partners with companies and organizations to accelerate gender diversity at board level by connecting organizations with its network of senior executive women, and equipping these women with the resources and networks to succeed. Alitheia Capital provides financial and non-financial support to nurture and unlock the value of high potential businesses that address the needs of under-served markets and the growing consumer segment. Through its pioneering fund, Alitheia IDF (in partnership with IDF Capital), Alitheia invests in businesses that recognise the importance of gender diversity as a factor for superior performance.

TBR Africa and Alitheia Capital have come together to create this Charter because of their shared understanding of diversity as a critical driver of success for business and society.



The Objective

Gender diversity on boards is a strategic imperative, as evidence continues to demonstrate that companies with diverse boards enjoy better corporate governance, financial, risk management, and social return outcomes that perpetuate business success. Diverse boards enjoy wider access to information, improved decision making and more creative problem solving by reducing the likelihood of groupthink. The effects of these value chain insights and strengthened stakeholder engagement lead to more dimensioned and cohesive partnerships. Diversity also sends a soft signal of opportunity for advancement and inclusion for all groups of employees^[2].

The Board Diversity Charter is a call to the business community to recognize the importance of gender diversity and demonstrate true leadership by signing the charter and encouraging others to do the same.



^[2]<https://www.ecclblog.law.ed.ac.uk/2013/12/02/141/>

The Charter

The Board Diversity Charter signals an organisation's commitment to developing and implementing initiatives that seek to build and maintain diversity and equality in the boardroom. Charterholders are business leaders who are taking steps to advance in gender inclusion and equality, beginning at the board level.

The Charter takes guidance from the African Union strategy on Gender Equality and Women's Empowerment Pillar 4, which focuses on the leadership, voice and visibility of women and emphasizes the importance of equal representation across decision making levels so that their impact is not hindered by barriers. ^[3]

Charter signatories commit to:

- Maintain boards of at least 30% women
- Provide for accountability mechanisms to monitor progress
- Report on the status of board composition annually
- Broaden women's equitable participation at all levels of decision making
- Create and foster equality through a supportive environment for all individuals to realise their maximum potential regardless of gender
- Promote and support a business environment comprising, accommodating, encouraging and respecting principles diversity, equality, respect and inclusion

^[3] African Union strategy on Gender Equality and Women's Empowerment (GEWE) 2018-2028 https://au.int/sites/default/files/documents/36195-doc-au_strategy_for_gender_equality_womens_empowerment_2018-2028_report.pdf

Terms and Conditions

By becoming a signatory to TheBoardroom Africa and Alitheia Capital's Board Diversity Charter (Charter) and using the Board Diversity logo (Logo), you and your organisation accept the following (Terms and Conditions):

- 1. Authority:** Your organisation is a public or private entity with operations taking place in one of the 55 officially recognised African states, and you have the authority to commit your organisation to signing up to the Charter.
- 2. Commitment:** Your organisation commits to maintain a board comprised of at least 30% women and to annually report on the gender composition of their board in order to maintain their status. Your organisation further commits to create and foster equality through a supportive environment for all individuals to realise their maximum potential regardless of gender, and promote and support a business environment comprising, accommodating, encouraging and respecting principles diversity, equality, respect and inclusion. If at any point the business no longer meets the Charter commitment criteria, the Charter Committee reserve the right to revoke the organisation's signature to the Charter.
- 3. Use of the Charter and logo:** Unless otherwise indicated, the TheBoardroom Africa and Alitheia Capital own the copyright and all other intellectual property rights in all text, graphics, information, designs, data and other content forming part of the Logo and the Charter. Where you have

Terms and Conditions

signed up to the Charter, you and your organisation may copy, reproduce, communicate, display and publish the Logo for the purposes of publicising and demonstrating your organisation's commitment to diversity and equality. You may not alter or modify the Charter or Logo; and

4. Other rights reserved: Except as permitted by (3), or under applicable copyright legislation, you must obtain the TheBoardroom Africa and Alitheia Capital's collective prior written consent to distribute externally, sell, adapt, modify or otherwise use or make available the Charter or Logo.
5. No certification mark: The Logo is not a certification mark and the TheBoardroom Africa and Alitheia Capital make no warranty or representation as to the quality of your organisation's products or services. In accordance with (3), you agree not to use the Logo in a way that reasonably suggests that the TheBoardroom Africa and Alitheia Capital certify any aspect of the products or services of your organisation
6. Contact details. TheBoardroom Africa may contact you using the details provided in your application form. You may contact TheBoardroom Africa in relation to the Charter or Logo by sending any email to charter@boarddiversitycharter.com. Any information or notices issued by the TheBoardroom Africa and Alitheia Capital to participants will be sent to the email address you used while signing up.



www.boarddiversitycharter.com