

Lewis Group Limited – Application of King III Principles 2015

This document has been prepared in terms of the JSE Listings Requirements and sets out the application of King III principles by the Lewis Group. The following table includes references to the group's 2015 Integrated Annual Report where detail on the application of the principles is disclosed. Principles 6.4 and 9.3 were not fully applied during the 2015 financial year. Further detail on the application of these principles can also be found in the Corporate Governance report on page 56 of the Integrated Annual Report.

King III Principle	Comments on application in 2015	Reference in 2015 Integrated Report
1: Ethical Leadership and corporate citizenship		
Principle 1.1: The board should provide effective leadership based on an ethical foundation.	The board is responsible for corporate governance and determining the group's strategic direction. Decisions, deliberations and actions are based on the group's ethical values and principles. The Integrated Annual Report provides further detail on how the board has discharged its responsibilities in 2015.	The effective leadership is reflected throughout the Integrated Annual Report in areas such as the Chairman's, Chief Executive Officer and Chief Financial Officer's Reports. Also evident in the Corporate Governance and Social, Ethics and Transformation Report.
Principle 1.2: The board should ensure that the company is and is seen to be a responsible corporate citizen.	The Integrated Annual Report outlines the group's performance. With the strategic direction provided by the board the group seeks to protect, enhance and invest in the wellbeing of the economy, society and the environment. The social ethics and transformation committee ensures that the group formulates effective responses to sustainability challenges	There is a continued focus on economic, social and environmental performance in the Social, ethics and transformation report.
Principle 1.3: The board should ensure that the company's ethics are managed effectively.	The board ensures that the group's ethical standards are clearly articulated and supported as an integral part of conducting business. The ethical standards guiding the group's relationship with stakeholders are governed by the group's code of conduct. Ethical standards of the group are integrated into all the group's strategies and operations.	Corporate Governance Report , Social and Ethics Committee Report
2: Boards and Directors		
Principle 2.1: The board should act as the focal point for and custodian of corporate governance	The board has a charter setting out its role, powers and responsibilities both in terms of the latest governance developments as well as the requirements for its composition, meeting procedures and work plan.	Corporate Governance Report Chairman's Report
Principle 2.2: The board should appreciate that strategy, risk, performance and sustainability are inseparable.	The board is active in informing the strategy of the group, ensuring appropriate alignment with the purpose and mandate of the group. The board appreciates that strategy, risk, performance and sustainability are inseparable and this is evident in the Integrated Annual Report.	Integrated Annual Report as presented.
Principle 2.3: The board should provide effective leadership based on an ethical foundation.	The board is responsible for corporate governance and determining the group's strategic direction. Decisions, deliberations and actions are based on the group values. The Integrated Annual Report provides further detail on how they have discharged their responsibilities in 2015	Chairman's report, Corporate Governance Report and Social and Ethics Committee Report
Principle 2.4: The board should ensure that the company is and is seen to be a responsible corporate citizen.	The Integrated Annual Report outlines the group's performance with regards to sustainability. With the strategic direction provided by the board the group seeks to protect, enhance and invest in the wellbeing of the economy, society and the environment. The social and ethics committee ensures that the group formulates collaborative responses to sustainability challenges.	Refer to Principles 2.1 and 2.3

Lewis Group Limited – Application of King III Principles 2015

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<p>Principle 2.5: The board should ensure that the company's ethics are managed effectively.</p>	<p>The management of ethics within the group forms an important aspect of the board's focus and responsibility. Regular updates are received from the social and ethics committee on ethical matters.</p>	<p>Corporate Governance Report Audit Committee Report</p>
<p>Principle 2.6: The board should ensure that the company has an effective and independent audit committee.</p>	<p>An effective and independent audit committee is in place. The committee terms of reference outline the roles, powers, responsibilities and membership.</p>	<p>Corporate Governance Report Audit Committee Report</p>
<p>Principle 2.7: The board should be responsible for the governance of risk.</p>	<p>The audit and risk committees assist the board in executing its responsibility in terms of the governance of risk. The committee terms of reference outline the responsibilities, members and work plan.</p>	<p>Corporate Governance Report Audit Committee Report</p>
<p>Principle 2.8: The board should be responsible for information technology (IT) governance.</p>	<p>An IT steering committee which includes the group CEO, CFO and Head of IT reports to the chairman of the risk committee. The committee reviews IT standards, governance frameworks and results of internal audit reviews.</p>	<p>Corporate Governance Report</p>
<p>Principle 2.9: The board should ensure that the company complies with applicable laws and considers adherence to non-binding rules, codes and standards.</p>	<p>The audit and risk committees assist the board in ensuring that a relevant compliance framework is maintained and that applicable laws and regulations are complied with.</p>	<p>Corporate Governance Report</p>
<p>Principle 2.10: The board should ensure that there is an effective risk-based internal audit.</p>	<p>An effective risk-based internal audit function is in place.</p>	<p>Corporate Governance Report and Audit Committee Report</p>
<p>Principle 2.11: The board should appreciate that stakeholders' perceptions affect the company's reputation.</p>	<p>Shareholders perceptions and the potential effect that it may have on the reputation of the group is appreciated and focused on by the board.</p>	<p>Stakeholder Engagement reported on in Strategy report</p>
<p>Principle 2.12: The board should ensure the integrity of the company's integrated report.</p>	<p>The board approves the integrated report after satisfying itself with respect to the accuracy and integrity of the report.</p>	<p>Refer to Principle 9.1 and the Integrated Annual Report (page 2)</p>
<p>Principle 2.13: The board should report on the effectiveness of the company's system of internal controls.</p>	<p>The board obtains assurance and reports on the effectiveness of the group's systems of internal control.</p>	<p>Corporate Governance Report Audit and Risk Committee Report</p>
<p>Principle 2.14: The board and its directors should act in the best interests of the company.</p>	<p>The board acts in the best interests of the group by ensuring that individual directors:</p> <ul style="list-style-type: none"> • adhere to legal standards of conduct as set out in the new Companies Act • exercise their fiduciary duties with the best interest of the group at heart • are permitted to take independent advice in connection with their duties following an agreed procedure • disclose real or perceived conflicts to the board and deal with them accordingly • deal in securities only in accordance with the policy adopted by the board. 	<p>Corporate Governance Report Remuneration Report</p>

Lewis Group Limited – Application of King III Principles 2015

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<p>Principle 2.15: The board should consider business rescue proceedings or other turnaround mechanisms as soon as the company is financially distressed as defined in the Act.</p>	<p>The board is apprised of the group's going concern status at the interim and full year meetings. The board monitors the solvency and liquidity of the company on a regular basis.</p>	<p>Corporate Governance Report</p>
<p>Principle 2.16: The board should elect a chairman of the board who is an independent non-executive director. The CEO of the company should not also fulfil the role of chairman of the board.</p>	<p>The chairman of the board is an experienced independent non-executive director, free of conflict upon appointment and was elected by the board. The remuneration and nominations committee annually assesses the independence of the chairman and the chairman is elected annually.</p>	<p>Corporate Governance Report</p>
<p>Principle 2.17: The board should appoint the chief executive officer and establish a framework for the delegation of authority.</p>	<p>The board appointed the CEO and provides input into senior management appointments. The role and function of the CEO is formalised and the board evaluates the performance of the CEO annually. Succession plans are in place for the CEO and senior management.</p>	<p>Corporate Governance Report</p>
<p>Principle 2.18: The board should comprise a balance of power, with a majority of non-executive directors. The majority of nonexecutive directors should be independent.</p>	<p>All of board members are independent non-executive directors. Directors are appointed through a formal process (remuneration and nominations committee) and the knowledge, skills and resources required by the board are considered. The size and diversity of the board allows for the board to conduct its business effectively. The CEO and, CFO are executive directors of the board.</p>	<p>Board of Directors Corporate Governance Report</p>
<p>Principle 2.19: Directors should be appointed through a formal process.</p>	<p>A remuneration and nominations committee is in place and assists in identifying suitable members that will address the board's requirements in terms of knowledge, skills and resources. All appointments comply with the requirements of the Companies Act and the Company's Memorandum of Incorporation. Non-executive directors are formally appointed with a letter of appointment.</p>	<p>Board of Directors Corporate Governance Report</p>
<p>Principle 2.20: The induction of and on-going training and development of directors should be conducted through formal processes.</p>	<p>A formal induction programme is in place for new directors, which provides them with information on the group's strategy and operations as well as sets out their responsibilities as directors. A board continuing development programme is in place that focuses on improving and keeping the board up to date with governance, regulatory and operation developments.</p>	<p>Corporate Governance Report</p>
<p>Principle 2.21: The board should be assisted by a competent, suitably qualified and experienced company secretary.</p>	<p>A competent and experienced group secretary, who is not a director of the board, is in place and assists the board with:</p> <ul style="list-style-type: none"> • the nomination and appointment of directors through the remuneration and nominations committee • assisting with the director induction and training programmes • providing guidance to the board on director duties, responsibilities and good governance • keeping board and committee charters up to date • preparing and circulating board papers • drafting the annual work plans of the board • the preparation and circulation of minutes of board and committee meetings <p>The appointment and functions of the group secretary are in line with the requirements of the Companies Act.</p>	<p>Corporate Governance Report</p>

Lewis Group Limited – Application of King III Principles 2015

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<p>Principle 2.22: The evaluation of the board, its committees and the individual directors should be performed every year.</p>	<p>An annual evaluation is undertaken by the directors which includes an assessment of each director and the relevant board committees. The chairman of the board discusses the results of the reviews with each director and committee. The results of the evaluation are used to identify training needs for directors and action plans are put in place to address such needs.</p>	<p>Corporate Governance Report</p>
<p>Principle 2.23: The board should delegate certain functions to well-structured committees but without abdicating its own responsibilities.</p>	<p>The following committees are in place: - audit committee - risk committee - nomination committee - remuneration committee and - Social, ethics and Transformation Formal terms of reference are in place and reviewed annually, setting out the roles, powers and responsibilities of each committee. The committee chairpersons report back to the board after each meeting. The audit committee comprises three independent non-executive directors as required in terms of the Companies Act. The terms of reference of the audit and risk committees provide for all the statutory functions of the committee.</p>	<p>Corporate Governance Report</p>
<p>Principle 2.24: A governance framework should be agreed between the group and its subsidiary boards.</p>	<p>All subsidiaries apply the policies and procedures of the holding company.</p>	<p>Corporate Governance Report Referenced in roles and responsibilities of each sub-committee</p>
<p>Principle 2.25: Companies should remunerate directors and executives fairly and responsibly.</p>	<p>A remuneration and nominations committee is in place and assists the board in ensuring the group's remuneration policy is aligned with the strategy and goals. The committee also reviews and approves remuneration of executive directors and senior management, proposes non-executive fees, reviews participation in and detail of share-based and other long-term incentive schemes.</p>	<p>Remuneration Report Corporate Governance Report</p>
<p>Principle 2.26: Companies should disclose the remuneration of each individual director and certain senior executives.</p>	<p>The disclosure of director remuneration meets the requirements of the Companies Act.</p>	<p>Remuneration Report</p>
<p>Principle 2.27: Shareholders should approve the company's remuneration policy.</p>	<p>The group's remuneration policy is proposed to shareholders for a non-binding advisory vote at the annual general meeting (AGM) each year.</p>	<p>Corporate Governance Report Remuneration Report</p>
<p>3: Audit Committees</p>		
<p>Principle 3.1: The board should ensure that the company has an effective and independent audit committee.</p>	<p>The group has an audit committee comprising at least three independent, nonexecutive directors who were nominated by the remuneration and nominations committee and elected at the AGM by the shareholders. The audit committee has clear terms of reference, approved by the board, which informs the audit committee of its agenda and work plan. The committee met four times this year. The audit committee also meets at least once a year with the external and internal auditors without management being present.</p>	<p>Corporate Governance Report Audit Committee Report</p>

Lewis Group Limited – Application of King III Principles 2015

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<p>Principle 3.2: Audit committee members should be suitably skilled and experienced independent non-executive directors.</p>	<p>The audit committee is regularly evaluated by the remuneration and nominations committee and the board, and collectively has a good understanding of the integrated reporting, internal financial controls, the external and internal audit process, corporate law, risk management, sustainability issues, information technology governance and the governance processes within the group.</p>	<p>Board of Directors Corporate Governance Report Audit Committee Report</p>
<p>Principle 3.3: The audit committee should be chaired by an independent non-executive director.</p>	<p>The audit committee is chaired by an independent non-executive director, namely Hilton Saven.</p>	<p>Corporate Governance Report Audit Committee Report</p>
<p>Principle 3.4: The audit committee should oversee integrated reporting.</p>	<p>The group produces an Integrated Annual Report that conveys adequate information about the social, economic and environmental impact of the group on the environment in which it operates. The audit committee oversees the integrity of the integrated report. The review of the audit committee includes not only the primary financial information, but also includes all relevant narrative information to present a balanced view of the group's performance. The committee understands how the board and the external auditor evaluate materiality for integrated reporting purposes. The audit committee is informed of any disagreements on auditing or accounting matters between management and the external auditors.</p>	<p>Audit Committee Report</p>
<p>Principle 3.5: The audit committee should ensure that a combined assurance model is applied to provide a coordinated approach to all assurance activities.</p>	<p>The audit committee reviews the combined assurance framework annually to be satisfied that significant risks are addressed within the group. The framework considers assurances provided by internal audit, external audit and specialist agencies.</p>	<p>Audit Committee Report</p>
<p>Principle 3.6: The audit committee should satisfy itself of the expertise, resources and experience of the company's finance function.</p>	<p>The audit committee annually reviews the appropriateness of the expertise and adequacy of the resources on the finance function and the experience of the senior members of management responsible for the financial function.</p>	<p>Audit and Risk Committee Report</p>
<p>Principle 3.7: The audit committee should be responsible for overseeing of internal audit.</p>	<p>The group has an internal audit function that is independent and has the necessary resources, budget, standing and authority within the group to discharge its functions. The audit committee is responsible for the appointment, performance management and dismissal of the head of internal audit. The committee approves the internal audit plan and encourages cooperation between all assurance providers. The committee also ensures that the function is adequately resourced to perform its duties. The committee ensures that the internal audit function is subjected to a quality review on a regular basis.</p>	<p>Audit Committee Report</p>
<p>Principle 3.8: The audit committee should be an integral component of the risk management.</p>	<p>The board has assigned responsibility for a risk management processes to the risk committee. Through this risk management function, the risk committee satisfies itself that the following areas have been appropriately addressed:</p> <ul style="list-style-type: none"> - financial reporting risk - internal financial controls - fraud risk as it relates to financial reporting - IT risks as they relate to financial reporting. 	<p>Corporate Governance Report Audit Committee Report</p>

Lewis Group Limited – Application of King III Principles 2015

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<p>Principle 3.9: The audit committee is responsible for recommending the appointment of the external auditor and overseeing the external audit process.</p>	<p>The audit committee recommends to the shareholders the appointment, reappointment and removal of the external auditor based on an assessment of the firm and the individual's qualifications, experience, resources, effectiveness and independence. These attributes are assessed on an annual basis.</p>	<p>Audit Committee Report</p>
<p>Principle 3.10: The audit committee should report to the board and shareholders on how it has discharged its duties.</p>	<p>The audit committee reports to shareholders on how it has discharged its duties at the AGM and a written report is included in the Integrated Annual Report and Annual Financial Statements.</p>	<p>Corporate Governance Report Audit Committee Report</p>
<p>4: The governance of risk</p>		
<p>Principle 4.1: The board should be responsible for the governance of risk.</p>	<p>The board takes responsibility for the governance of risk within the group. A risk-management policy was approved by the board and has been implemented by management. The risk committee regularly reviews the group risk assessment and satisfies itself that the responses and mitigations are adequate.</p>	<p>Material sustainability issues and risks in the Strategy report Corporate Governance Report Audit Committee Report</p>
<p>Principle 4.2: The board should determine the levels of risk tolerance</p>	<p>The risk attitude of the group is reviewed annually by management and the board of directors. Significant risks are outlined in the Integrated Annual Report along with the relevant mitigations.</p>	<p>Material sustainability issues and risks In the Strategy report Corporate Governance Report Audit Committee Report</p>
<p>Principle 4.3: The risk committee or audit committee should assist the board in carrying out its risk responsibilities.</p>	<p>The risk committee is responsible for ensuring the group has implemented an effective policy and plan for risk, and that disclosure is comprehensive, timely and relevant. These activities are included in the committee's terms of reference and work plan.</p>	<p>Corporate Governance Report Audit Committee Report</p>
<p>Principle 4.4: The board should delegate to management the responsibility to design, implement and monitor the risk management plan.</p>	<p>The Risk Working group (RWG) is responsible for designing and implementing the risk management process and monitoring on-going progress. Senior executives and line management within each business unit are accountable for managing risk in achieving their financial and operational objectives. The RWG meets formally twice a year and the results of the group risk assessment are reported to the risk committee and the Audit and Risk committee of Monarch Insurance. .</p>	<p>Material sustainability issues and risks in the Strategy report Corporate Governance Report Audit Committee Report</p>
<p>Principle 4.5: The board should ensure that risk assessment is performed on a continual basis.</p>	<p>Risk management is embedded in the group's annual business planning cycle. A disciplined approach is followed in evaluating risks and developing appropriate mitigation strategies.</p>	<p>Material sustainability issues and risks in the Strategy report Corporate Governance Report</p>
<p>Principle 4.6: The board should ensure that frameworks and methodologies are implemented to increase the probability of anticipating unpredictable risks.</p>	<p>The group implemented a risk policy which outlines the process and methodologies for both identifying and monitoring risks.</p>	<p>Corporate Governance Report (page 64)</p>

Lewis Group Limited – Application of King III Principles 2015

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<p>Principle 4.7: The board should ensure that management considers and implements risk responses.</p>	<p>The group has a risk policy and the risks are formally assessed twice a year. Progress of the group in managing the risks is reported to the risk committee.</p>	<p>Strategic objectives, key risks and action plans (pages 10 to 12) Corporate Governance Report</p>
<p>Principle 4.8: The board should ensure continual risk-monitoring by management.</p>	<p>The group has a risk policy and the risks are formally assessed twice a year. Progress of the group in managing the risks is reported to the risk committee.</p>	<p>Material sustainability issues and risks in the Strategy report Corporate Governance Report</p>
<p>Principle 4.9: The board should receive assurance regarding the effectiveness of the risk management process.</p>	<p>Regular reports are provided to the audit and risk committee and internal audit performs an annual review of the effectiveness of the system of internal controls and risk management.</p>	<p>Corporate Governance Report (page 65) Audit Committee Report (pages 77 to 79)</p>
<p>Principle 4.10: The board should ensure that there are processes in place enabling complete, timely, relevant, accurate and accessible risk disclosure to stakeholders.</p>	<p>Detailed disclosure on the group's material risks is provided in the Integrated Annual Report.</p>	<p>Material sustainability issues and risks in the Strategy and targets section(pages 10 to 12)</p>
5: The governance of information technology		
<p>Principle 5.1: The board should be responsible for information technology (IT) governance.</p>	<p>The board is responsible for IT governance, understands the strategic importance of IT in achievement of the group's strategic objectives and has IT governance on the board agenda. The IT steering committee reports to the chairman of the risk committee on various matters including compliance with relevant governance frameworks and results of internal audit reviews.</p>	<p>Corporate Governance Report Principle 2.8</p>
<p>Principle 5.2: IT should be aligned with the performance and sustainability objectives of the company.</p>	<p>The IT strategy is integrated with the group's strategic and business processes. IT and business plans are integrated align IT with overall business operations and specify the IT value proposition.</p>	<p>Corporate Governance Report</p>
<p>Principle 5.3: The board should delegate to management the responsibility for the implementation of an IT governance framework.</p>	<p>A governance framework has been implemented and includes alignment of IT to support the business strategy and operations, deliver value and manage performance, information security, managing IT risk and compliance, and business continuity management.</p>	<p>Corporate Governance Report</p>
<p>Principle 5.4: The board should monitor and evaluate significant IT investments and expenditure.</p>	<p>Return on investment is defined for IT investments and projects and is measured and reported to the board. The group CFO is also a member of the IT Steering committee and reviews the reasonableness of future projects.</p>	<p>Chief Financial Officer's Report Corporate Governance Report</p>
<p>Principle 5.5: IT should form an integral part of the company's risk management.</p>	<p>Risk management is embedded in the group's annual business planning cycle. A disciplined approach is followed in evaluating risks and developing appropriate mitigation strategies, which includes risks specific to IT.</p>	<p>Corporate Governance Report</p>
<p>Principle 5.6: The board should ensure that information assets are managed effectively.</p>	<p>An information management strategy is in place which monitors the management of assets. This includes the management of information security.</p>	<p>Corporate Governance Report</p>

Lewis Group Limited – Application of King III Principles 2015

King III Principle	Comments on application in 2015	Reference in 2015 Integrated Report
<p>Principle 5.7: A risk committee and audit committee should assist the board in carrying out its IT responsibilities.</p>	<p>The IT steering committee reports to the chairman of the risk committee on various matters including compliance with relevant governance frameworks and the results of internal audit reviews.</p>	<p>Corporate Governance Report</p>
<p>6: Compliance with laws, rules, codes and standards</p>		
<p>Principle 6.1: The board should ensure that the company complies with applicable laws and considers adherence to non-binding rules, codes and standards.</p>	<p>Legislative and regulatory compliance is monitored by the company secretary. An analysis of current and pending legislation is presented at each meeting of the board, audit and risk committee, and the social and ethics committee.</p>	<p>Corporate Governance Report</p>
<p>Principle 6.2: The board and each individual director should have a working understanding of the effect of the applicable laws, rules, codes and standards of the company and its business.</p>	<p>Processes are in place to ensure that the board is continually informed of relevant laws, rules, codes and standards including any changes made.</p>	<p>Corporate Governance Report</p>
<p>Principle 6.3: Compliance risk should form an integral part of the company's risk management process.</p>	<p>Compliance risk forms an integral part of the company's risk management process. Legislative and regulatory compliance is monitored by the company secretary and head of internal audit. An analysis of current and pending legislation is presented at each meeting of the board, audit and risk committees, and the social and ethics committee.</p>	<p>Corporate Governance Report</p>
<p>Principle 6.4: The board should delegate to management the implementation of an effective compliance framework and processes.</p>	<p>6.4 recommends that an independent compliance officer be appointed.</p> <p>The board has delegated responsibility for the implementation of an effective compliance framework to management. Responsibility for compliance has been assigned to the company secretary to identify legislative impacts on the group.</p>	<p>Corporate Governance Report</p>
<p>7: Internal audit</p>		
<p>Principle 7.1: The board should ensure that there is an effective risk based internal audit.</p>	<p>The role of internal audit is outlined in the terms of reference of the audit committee as well as the internal audit charter. The annual audit plan is approved by the committee and addresses all the areas as recommended by King III.</p>	<p>Corporate Governance Report Audit Committee Report</p>
<p>Principle 7.2: Internal audit should follow a risk based approach to its plan.</p>	<p>Internal audit is independent from management and follows a risk based audit plan by incorporation of the strategy and risks of the group.</p> <p>Internal audit reporting meets the need and requirements of management and the audit and risk committee.</p>	<p>Corporate Governance Report</p>
<p>Principle 7.3: Internal audit should provide a written assessment of the effectiveness of the company's system of internal control and risk management.</p>	<p>Internal audit forms an integral part of the combined assurance model as the internal assurance provider providing an annual assessment to the audit and risk committee on the effectiveness of internal controls and risk management.</p>	<p>Corporate Governance Report Audit Committee Report</p>

Lewis Group Limited – Application of King III Principles 2015

King III Principle	Comments on application in 2015	Reference in 2015 Integrated Report
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<p>Principle 7.4: The audit committee should be responsible for overseeing internal audit.</p>	<p>The internal audit responsibilities are determined by the audit committee and are outlined in the audit charter. The head of internal audit is appointed by the committee and reports functionally to the committee and administratively to the CFO of the group. The chairman of the committee meets with the head of internal audit on a monthly basis. The head of internal audit attends all audit and risk committee meetings and provides the meetings with a written assessment of the effectiveness of the governance, risk and control environment. The internal audit function, through the audit and risk committees, assures the board that the combined assurance model is effective so as to best optimise cost, avoid duplication and prevent assurance overload and assessment fatigue. The audit committee ensures that the internal audit function is subjected to an independent quality review as and when the audit committee determines appropriate.</p>	<p>Audit Committee Report</p>
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<p>Principle 7.5: Internal audit should be strategically positioned to achieve its objectives.</p>	<p>The internal audit function is independent and objective and reports functionally to the audit committee. The committee reviews the resources and skills of the function on an annual basis to ensure it is adequate to address risk and assurance requirements.</p>	<p>Audit Committee Report</p>
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8: Governing stakeholder relationships

<p>Principle 8.1: The board should appreciate that stakeholders' perceptions affect a company's reputation.</p>	<p>The Lewis Group has adopted a board endorsed stakeholder engagement process across the business.</p>	<p>Stakeholder engagement (pages 73 to 74)</p>
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<p>Principle 8.2: The board should delegate to management to proactively deal with stakeholder relationships</p>	<p>The Lewis Group has adopted a board endorsed stakeholder engagement process across the business.</p>	<p>Stakeholder engagement (pages 73 to 74)</p>
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<p>Principle 8.3: The board should strive to achieve the appropriate balance between its various stakeholder groupings, in the best interests of the company</p>	<p>The Lewis Group has adopted a board endorsed stakeholder engagement process across the business</p>	<p>Stakeholder engagement (pages 73 to 74)</p>
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<p>Principle 8.4: Companies should ensure the equitable treatment of shareholders.</p>	<p>There is equitable treatment of all holders of the same class of shares issued, including minorities and between holders of different classes of shares in the company.</p>	<p>Stakeholder engagement (pages 73 to 74) and Summary Audited Financial Statements</p>
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<p>Principle 8.5: Transparent and effective communication with stakeholders is essential for building and maintaining their trust and confidence.</p>	<p>The group provides complete, timely, relevant, accurate, honest and accessible information to its stakeholders whilst having regard to legal and strategic considerations. The degree of corporate transparency and communication is considered with reference to the company stakeholder policies, relevant legal requirements and the maintenance of the group's competitive advantage. No requests for information were withheld by the group in terms of the Promotion of Access to Information Act, 2000.</p>	<p>Stakeholder engagement Corporate Governance Report</p>
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Lewis Group Limited – Application of King III Principles 2015

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<p>Principle 8.6: The board should ensure disputes are resolved as effectively, efficiently and expeditiously as possible.</p>	<p>Dispute resolution clauses are included in contracts to deal with external disputes. Internal dispute processes include the HR grievance process and tip-offs anonymous.</p>	<p>Stakeholder engagement and in Social, Ethics and transformation report.</p>
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9: Integrated reporting and disclosure

Transparency and accountability

<p>Principle 9.1: The board should ensure the integrity of the company's integrated report.</p>	<p>The board, assisted by the audit committee, assumes responsibility for the Integrated Annual Report and ensures that the report fairly represents the performance of the group.</p>	<p>Audit Committee Report</p>
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<p>Principle 9.2: Sustainability reporting and disclosure should be integrated with the company's financial reporting.</p>	<p>The Integrated Annual Report includes the group's summary of financial statements and commentary that allows the reader to contextualise the financial results by providing sufficient information on the key issues affecting the group, its stakeholders and the community it operates in. The group qualified for inclusion in the JSE Social Responsible investment (SRI) index for the third successive year.</p>	<p>Sustainability reporting and disclosure have been integrated with the group's financial reporting. Further information is also available on the group's website.</p>
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<p>Principle 9.3: Sustainability reporting and disclosure should be independently assured.</p>	<p>Independent assurances of the B-BBEE scorecard and carbon emissions for the CDP project have been obtained. To become fully compliant Lewis will obtain independent assurance on all sustainability reporting in 2015.</p>	<p>Disclosed in the Social, Ethics and Transformation committee report.</p>
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