



Major Career Roles

CEO, Sky Ink Ltd
CEO, De Beers Diamond Trading Company
Chair, Petra Diamonds plc
Chair, DTC Botswana & DTC Namibia (JVs with Governments)

Other Career Highlights

Senior Non-Executive Director and Remuneration Committee Chair, Ecora Resources PLC
Senior Non-Executive Director and REMCO Chair, Sarine Technology Ltd
Senior Non-Executive Director, Channel Digital Holdings Ltd
Non-Executive Director, Mineral Development Botswana
Non-Executive Director, Lonmin plc
Lead Trustee and Risk & Safeguarding committee Chair, Teenage Cancer Trust

Varda Shine is a Non-Executive Director, mentor and adviser whose 30-year career in the diamond industry culminated in her role as CEO of the De Beers Trading business, a mid-stream operation with approximately US\$6bn in annual turnover. She led one of the largest ever transfers of economic activity from the northern to the southern hemisphere, successfully relocating De Beers' sales operations from London to Botswana in a multibillion-dollar move that reshaped the industry's centre of gravity. After completing this transformation, she stepped down as CEO in 2014 to pursue a portfolio career.

She is Senior Independent Director at Ecora Resources and at Sarine Technologies as well as serving as a Lead Trustee of the Teenage Cancer Trust. Her previous non-executive roles include Chair of Petra Diamonds plc and Non-Executive Director positions at Mineral Development Co Botswana (wholly owned by Botswana Government) and Lonmin plc. Alongside her board work, she advises on growth and transformation, including supporting Channel Capital LLP over the last five years.

Using a nuanced understanding of multiple stakeholders' needs, Varda has overseen the creation of an international network of public-private joint ventures in sensitive, multicultural environments, managing a complex global supply chain – mining to luxury.

Known for her strong values, commercial acumen and collaborative style, Varda focuses on enabling people, businesses and nations to perform at their best. She has a long track record of developing talent from diverse cultures and embedding effective succession planning to support business sustainability. A champion of diversity, she has demonstrated the commercial impact of integrated employment across cultures and geographies, generating benefits both for companies and for the communities in which they operate. Her philosophy is captured in the Bernard Baruch quote she often cites: "You don't have to blow out the other fellow's light to let your own shine."

Varda brings deep cross-sector expertise in:

- Global natural resources & mining – leading complex, high-value trading and mid-stream operations across multiple jurisdictions and regulatory regimes.
- Government, partnerships & stakeholder management – building public/private joint ventures and long-term relationships with governments and communities in sensitive environments.
- Emerging markets, supply chain & relocation – managing global supply chains and orchestrating large-scale shifts in economic activity between regions.
- Board leadership, talent & diversity – serving as Chair, Senior Independent Director and NED, championing diverse leadership, succession planning and inclusive, values-driven cultures.
- Commercial transformation and restructuring – Following a strategic review, implemented JVs with African governments and created lasting businesses, with local leadership

Varda has completed business and management programmes at Templeton College, Oxford, Cranfield and INSEAD, and holds an MSc in Executive Coaching from Ashridge Executive Education. She was the first woman awarded honorary lifetime membership of the Israel Diamond Exchange and has been recognised with the Women's Jewellery Association Hall of Fame Lifetime Achievement Award, as well as honorary membership of the London Diamond Bourse.