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## Process for Performance Evaluations

### Board, Board committees and individual Directors

Performance evaluation of the Board, committees and individual directors is carried out by means of ongoing review by the Chairman with reference to the composition of the Board and its suitability to carry out the Company's objectives.

The Chairman may carry out the review by various means including, but not limited to:

- (a) meeting with and interviewing each Board member;
- (b) consultation with the Nomination Committee (or equivalent);
- (c) circulation of internal tools of review tools such as formal questionnaires and reports;
- (d) outsourcing to independent specialist consultants.

The Chairman's review may include consideration of:

- (a) assessing the skills, performance and contribution of individual members of the Board and corporate management personnel,
- (b) the performance of the Board as a whole and of its various committees;
- (c) awareness of Board members of their responsibilities and duties and of corporate governance and compliance requirements;
- (d) awareness of Board members of the Company's goals and strategies;
- (e) understanding of Board members of the business/es the Company is operating and the trends and issues affecting the market/s in which it competes; and
- (f) avenues for continuing improvement of Board functions and further development of skill base.

The Chairman reports back to the Board in regard to his review at least annually.

### Managing Director

The full Board in its capacity as the Nomination Committee is responsible for the evaluation of the Managing Director.

In addition to the process for general evaluation as outlined above, further evaluation may be carried out on an ongoing basis through open and regular communication between Board members and the Managing Director, to identify and meet key performance indicators, to provide feedback and to provide guidance and support where any issues may become evident.



### **Other senior executives**

It is the responsibility of the Managing Director to manage and implement performance evaluation of other senior executives and management, reporting to the Board (as the Nomination Committee) and the Remuneration Committee at least annually.

Given the location and relatively small size of the corporate management office, the Managing Director is able to conduct informal evaluation of the management team with regular communications and periodic face to face meetings. Open and regular communication with the executive leadership team and with non-executive senior personnel allows the Managing Director to ensure that key performance indicators are identified and met, and provide feedback and guidance particularly where performance or mismanagement issues are evident. Approximately annually individual performance may be more formally assessed in conjunction with a remuneration review.

As the Company grows, a more formalised structure of performance evaluation may be warranted.