

## **REMUNERATION COMMITTEE**

### **Duties and Responsibilities**

- Determine and agree with the Board the framework or broad policy for the remuneration of the Company's Chief Executive, Chairman, the Executive Directors, the Company Secretary and such other members of the executive management as it is designated to consider. The remuneration of Non-Executive Directors shall be a matter for the Chairman and the Executive members of the Board. No director or manager shall be involved in any decisions as to their own remuneration;
- In determining such policy, take into account all factors which it deems necessary. The objective of such policy shall be to ensure that members of the executive management of the Company are provided with appropriate incentives to encourage enhanced performance and are, in a fair and responsible manner, rewarded for their individual contributions to the success of the Company;
- Determine the policy for, and scope of, pension arrangements for each Executive Director and other Senior Executive, if applicable;
- Ensure the contractual terms on termination, and any payment made, are fair to the individual, and the Company, that failure is not rewarded and that the duty to mitigate loss is fully recognized;
- Within the terms of the agreed policy and in consultation with the Chairman and/or Chief Executive as appropriate, determine the total individual remuneration package of each Executive Director and other Senior Executives including bonuses, incentive payments and share options or other share awards;
- Review and note annually the remuneration trends across the Company or Group;
- Oversee any major changes in employee benefits structures throughout the Company or Group;
- Agree the policy for authorizing claims for expenses from the Chief Executive and Chairman;
- Be exclusively responsible for establishing the selection criteria, selecting,

appointing and setting the terms of reference for any remuneration consultants who advise the Committee: and to obtain reliable, up-to-date information about remuneration in other companies. The Committee shall have full authority to commission any reports or surveys which it deems necessary to help it fulfill its obligations;

- Provide a means for review of the Company's processes for producing financial data, its internal controls, and the independence of the Company's external auditor, and a forum for dialogue with the Company's external and internal auditors;
- To reinforce the objectivity of the internal auditing department;
- To deal with the issue relating to the presence of controlling shareholders and substantial shareholders;
- Shall make whatever recommendations to the Board it deems appropriate on any area within its remit where action or improvement is needed; and
- Shall, at least once a year, review its own performance, constitution and terms of reference to ensure it is operating at maximum effectiveness and recommend any changes it considers necessary to the Board for approval.

## **Authority**

- The Committee is authorised by the Board to seek any information it requires from any employee of the Company in order to perform its duties; and
- In connection with its duties the Committee is authorised by the Board to obtain, at the Company's expense, any outside legal or other professional advice. All recommendations of the Remuneration Committee are subject to the endorsement of the Board.