



Process for Performance Evaluations

Board, its committees, individual directors and the Managing Director

The Chair evaluates the performance of the Board, individual directors, the Managing Director and any applicable committees of the Board on an annual basis. The evaluations are undertaken by each director completing a questionnaire which is then evaluated by the Chair. Any issues arising are addressed by the Chair with the Board, such as the currency of a director's knowledge and skills or if the director's performance has been impacted by other commitments.

Unless otherwise appointed, a suitable non-executive director should be responsible for the performance evaluation of the chair, after having canvassed the views of the other directors.

Senior executives

The Managing Director and Chairman are responsible for evaluating the performance of senior executives. This is conducted by informal interviews, and via ongoing contact between the Managing Director, the Chairman and the senior executives. As the Company grows, it will review the need for a formal evaluation process.

Policy Ref.	Policy Name	Version	Author	Approving Authority	Approved Date
P-11	Process for Performance Evaluations	2	Company Secretary	Board of Directors	30 June 2021