



**PERFORMANCE EVALUATION POLICY FOR BOARD
DIRECTORS**





Contents

1. Introduction.....	3
2. Purpose & Methodology	3
3. Responsibility	3
4. Outcomes of reviews.....	4
5. Review of policy.....	4
6. Appendices.....	4





1. Introduction

Board performance evaluations provide the Board with an opportunity for consideration, reflection and discussion of its performance, the performance of its committees, the performance of the Managing Director and the performance of the Company Secretary. The purpose of these evaluations is not only to review the effectiveness of the Board but also to identify ways that can help to promote Board effectiveness.

Performance evaluation examines the following components of the Board:

- The Board as a whole
- Managing Director
- Board Committees
- Company Secretary
- Chairperson and Individual Directors

1.2 These evaluations will occur in accordance with this Policy.

2. Purpose & Methodology

2.1 There will be an annual evaluation of the performance of the Board (including all Directors and Committees) conducted once a year.

2.2 The purpose is to evaluate how effectively the Board, the Directors and the Committees are fulfilling their role and duties.

2.3 The process for each annual evaluation is to include questions regarding the performance and functioning of the Board as a whole, the performance and functioning of the Board's Committees, and the performance of the Company Secretary.

2.4 The questions asked, and all other aspects of the process, are specifically designed/tailored for the Board, and aimed at assessing the performance of the Board and its Committees against the: The Board's Charter and Committee Charter.

3. Responsibility

Responsibility for the operation of this policy is held by the Board Governance and Remuneration Committee, including monitoring the implementation of recommendations from the performance evaluation process.





4. Outcomes of reviews

The outcomes/results of the performance to be reviewed and to decide any changes which are required to be made by the Board to address any lack of performance for the Board and for its committees for the year.

5. Review of policy

This policy will be reviewed by the Board Governance and Remuneration Committee or and when required. The Committee will recommend to the Board for its approval any necessary or desirable amendments to ensure the policy remains current and consistent with best practice and applicable law.

6. Appendices

Performance Review form

-END OF POLICY-

Approved Date	23 rd December 2024
Effective Date	23 rd December 2024

