
Process for Performance Evaluations

Board

The Chair has the overall responsibility for evaluating the Board and, when deemed appropriate, Board committees and individual directors. The process employed by the Company for evaluating the performance of the Board, individual directors and any applicable committees is:

- (a) A questionnaire is prepared by the Company Secretary and circulated to each director for completion. The questionnaire includes questions addressing:
 - (i) strategy and planning;
 - (ii) Board structure and role;
 - (iii) meeting processes;
 - (iv) performance monitoring;
 - (v) Board and director responsibilities; and
 - (vi) Board culture, relationships, ethics and values.
- (b) The Company Secretary then summarises and collates the responses to the questionnaires and reports back to the Chair; and
- (c) The Chair discusses the responses to the questionnaire with the Board, addresses any issues as required and meets with directors individually if required.

Executive Chair

The senior independent director is responsible for evaluating the performance of the Executive Chair after having canvassed the views of the other directors.

Senior executives

The Executive Chair reviews the performance of the senior executives. The Executive Chair conducts a performance evaluation of the senior executives by reviewing the senior executive's performance against his or her duties and responsibilities as outlined in the senior executive's contract with the Company.