

Remuneration Committee

Roles and Responsibilities

Role of the committee

The Remuneration Committee has responsibility for determining the remuneration policy of the Executive Directors and Senior Management and implementing as appropriate.

Key responsibilities

- Recommending the remuneration policy for Executive Directors, whilst taking into account the pay and employment conditions of the wider employee population across the Group.
- Approving the annual bonus payment which is tied to the overall profit and performance of the Group.
- Maintaining appropriate dialogue with shareholders on remuneration matters.
- Preparing the annual remuneration report to shareholders, showing how the remuneration policy has been implemented..

Membership

Annette Rothwell, Independent Non-Executive - Chair

Andy Beaden, main board Independent Non-Executive Chairman David Bailey, Independent Non-Executive

The Remuneration Committee meets at least twice during the year, and it ensures that all levels of remuneration are sufficient to attract, retain and motivate directors of the quality required to run the Company successfully.