

Principle 1.2 - Appointments to the Board

BEST PRACTICE RECOMMENDATIONS

1. Appointments to the Board are made on merit and against objective criteria. Care is taken to ensure that appointees have enough time available to devote to the job. This is particularly important in the case of chairmanships of committees.
2. The Board ensures that plans are in place for orderly succession for appointments to the Board and to senior management, so as to maintain an appropriate balance of skills and experience within the Company and on the Board.
3. The [Nominating & Remuneration Committee](#) identifies, considers and proposes suitable candidates for appointment as Directors.
4. The [Nominating & Remuneration Committee](#) evaluates the balance of skills, knowledge and experience on the Board and in the light of this evaluation, prepares a description of the role and capabilities required for a particular appointment.
5. For the appointment of a Chairman, the [Nominating & Remuneration Committee](#) prepares a job specification, including an assessment of the time commitment expected, recognizing the need for availability.