

Process For Performance Evaluations

Policy

July 2023

PLS-POL-HR-002

1 BOARD, BOARD COMMITTEES AND INDIVIDUAL DIRECTORS

The Chair has the overall responsibility for evaluating the Board and, when deemed appropriate, Board committees and individual directors. The process employed by the Chair for evaluating the performance of the Board, individual directors and any applicable committees may involve (as considered appropriate):

- a. meeting with and interviewing each director;
- b. facilitating a round-table discussion by the Board;
- c. ongoing observation and discussion;
- d. circulation of questionnaires; and
- e. outsourcing to independent specialist consultants.

Measures against which the performance of the Board, its committees and individual directors are measured include:

- a. assessment of the skills, performance and contribution of individual members of the Board;
- b. the performance of the Board as a whole and of its various committees;
- c. awareness by directors of their responsibilities and duties as directors of the Company and of corporate governance and compliance requirements;
- d. awareness by directors of the Company's strategic direction;
- e. understanding by directors of the Company's business and the resources industry and environment in which it operates; and
- f. avenues for continuing improvement of Board functions and further development of director skill base.

2 CHAIR

The Chair of the Audit and Risk Committee, or such other independent director as appointed by the Board, is responsible for evaluating the performance of the Chair after having canvassed the views of the other directors.

3 MANAGING DIRECTOR

The Managing Director's performance is reviewed annually by the Chair of the Board of directors. The process involves the Chair of the Board personally reviewing the performance of the Managing Director each year by way of a performance review, including an interview or discussion where performance will be measured against pre-determined key performance indicators (KPIs), including related to leadership, culture and short term and long-term strategic goals set by the People and Culture Committee and approved by the Board.

4 SENIOR EXECUTIVES

The Managing Director reviews the performance of the executives. The Managing Director conducts a performance evaluation of the executives by way of a performance review or discussion each year including an interview where performance will be measured against pre-determined KPIs and short term and long-term strategic goals set by the Managing Director.

5 REVIEW OF PROCESS

The People and Culture Committee will review this process at least every two years and update it as required.

POLICY HISTORY

Established	6 October 2016
Last reviewed	21 July 2023
Frequency	Every Two Years