



The Role of the Chief Executive Officer (CEO)

The CEO has overall responsibility for the management of the business. Her responsibilities include:

- Responsible for developing the Group's strategic direction for consideration by the Board and for implementing the agreed strategy;
- Ensure the annual business plan reflects the agreed strategic direction and is supported;
- Responsible for implementation and delivery of the annual business plan and the effective leadership, co-ordination and performance management of the executive team;
- Ensure the identification, enhancement and development of the executive leadership talent pool, such that the Group is well positioned to meet its strategic objectives over the medium term. Review succession plans with the Board as required;
- Ensure the Group's strategies, plans and major developments are effectively communicated to shareholders and the investment community;
- Encourage a culture which upholds the highest standards of integrity and probity;
- Maintain effective communication with key external stakeholders – including governments, regulating agencies and NGOs – in order to understand their concerns and maintain a positive profile for the business. Ensure the Board is kept updated on their views and any wider socio-political developments that may have strategic implications for the group; and
- Ensure an effective working relationship with the Chair and the Board by meeting or communicating with the Chair on a regular basis to review key developments, issues, opportunities and concerns.

The CEO is based in the Group's UK corporate headquarters offices.