



Key Responsibilities

The SID's key responsibilities are to:

- Act as a point of contact for shareholders and other stakeholders with concerns that have not been resolved through the normal channels of the Chairman, Chief Executive Officer and Chief Financial Officer, or through which such contact is inappropriate;
- Develop and maintain a balanced understanding of major shareholder issues and concerns.
- Provide a sounding board for the Chairman and serve as a trusted intermediary for and between other Directors, as and when deemed necessary;
- Meet with the other Directors without the Chairman being present at least annually to discuss and evaluate the Chairman's performance and to communicate the results of the evaluation with the Chairman; and
- Assist the Chairman with the process for the selection of a new Chairman, as appropriate, and Chair the Nomination Committee when agreeing the recommendation to the Board for the Chairman's successor.

Time Commitment

- The SID is expected to commit sufficient time as necessary to carrying out these additional responsibilities. In ordinary circumstances it is expected that this would require approximately 5 – 10 days a year.