

Remuneration Committee

Terms of Reference

Members: **Andrew Harrison (Chairman)**
 Alexander Anton

1. Membership

1.1. Members of the Committee shall be appointed by the Board on the recommendation of the Nomination Committee and in consultation with the Chairman of the Remuneration Committee.

1.2. It is the Board's intention that the Committee should be made up of at least three members, of whom at least two shall be independent Non-executive Directors.

Note: Due to the current make-up of the Board, this is not currently possible since there are only two appointed Non-executive Directors, only one of whom is considered independent. Alexander Anton is not considered independent given that he represents the interests of a significant shareholder block and his previous tenures on the Board. After due consideration, the Board believes the Remuneration Committee to be appropriate given the size and operation of the Group.

1.3. The Chairman of the Board may also serve on the Committee if he or she was considered independent on appointment as Chairman.

1.4. Only members of the Committee have the right to attend committee meetings. However, other individuals such as Group Board Directors or external advisers may be invited to attend for all or part of any meeting, as and when appropriate.

1.5. Appointments to the Committee shall be for a period of up to three years, which may be extended for two further three year periods, provided that any serving Non-executive Directors remain independent.

1.6. The Board shall appoint the Committee Chairman who shall be an independent Non-executive Director. In the absence of the Committee Chairman and/or an appointed deputy, the remaining members present shall elect one of themselves to chair the meeting.

1.7. The Chairman of the Board shall not be Chairman of the Committee.

2. Secretary

2.1. The Company Secretary or their nominee shall act as the Secretary of the Committee.

3. Quorum

3.1. The quorum necessary for the transaction of business shall be two, of whom one must be a non-executive director. A duly convened meeting of the Committee at which a

quorum is present shall be competent to exercise all or any of the authorities, powers and discretions vested in or exercisable by the Committee.

4. Meetings

- 4.1. The Committee shall meet at least twice a year and at such other times as the Chairman of the Committee shall require.

5. Notice of Meetings

- 5.1. Meetings of the Committee shall be summoned by the Secretary of the Committee at the request of the Committee Chairman.
- 5.2. Unless otherwise agreed, notice of each meeting confirming the venue, time and date, together with an agenda of items to be discussed, shall be forwarded to each member of the Committee, any other person required to attend and all other Non-executive Directors, no later than five working days before the date of the meeting. Supporting papers shall be sent to Committee members and to other attendees as appropriate, at the same time.

6. Minutes of Meetings

- 6.1. The Secretary shall minute the proceedings and resolutions of all Committee meetings, including the names of those present and in attendance.
- 6.2. Minutes of Committee meetings shall be circulated promptly to all members of the Committee and once agreed, to all members of the Board, unless a conflict of interest exists.

7. Annual General Meeting

- 7.1. The Committee Chairman shall attend the Annual General Meeting and be prepared to respond to any shareholder questions on the Committee's activities.

8. Duties

The Committee shall:

- 8.1. Determine and agree with the Board, remuneration policy for the Company's Chief Executive, Chairman, the Executive Directors, the Company Secretary, and such other members of the Executive management as it is designated to consider.
- 8.2. The remuneration of Non-executive Directors shall be a matter for the Chairman of the Board and executive members. The remuneration of the Chairman of the Plc Board shall be a matter for the Non-executive and Executive Directors of the Board to jointly decide. The remuneration of Executive Directors and such other members of the Executive management as it is designated to consider shall be a matter for the committee.
- 8.3. No Director or manager shall be involved in any decisions as to their own remuneration.
- 8.4. In determining such a policy, take into account all factors which it deems necessary. The objective of such policy shall be to ensure that members of the executive management of the Company are provided with appropriate incentives to encourage

enhanced performance and are in a fair and responsible manner, rewarded for their individual contributions to the success of the Company.

- 8.5. Review the ongoing appropriateness and relevance of the remuneration policy.
- 8.6. Approve the design of and determine targets for any performance related pay schemes operated by the Company and approve the total annual payments made under such schemes in respect of the Chief Executive, the Executive Directors, the Company Secretary, and such other members of the Executive management as it is designated to consider.
- 8.7. Review the design of all share incentive plans for approval by the Board and shareholders. For any such plans, determine each year whether awards will be made and, if so, the overall amount of such awards, the individual awards to executive directors and other senior executives and the performance targets to be used.
- 8.8. Determine the policy for and scope of pension arrangements for each Executive Director and other senior executives.
- 8.9. Ensure that contractual terms on termination and any payments made are fair to the individual and the Company, that failure is not rewarded and that the duty to mitigate loss is fully recognised.
- 8.10. Within the terms of the agreed policy and in consultation with the Chairman of the Board and/or Chief Executive, as appropriate, determine the total individual remuneration package of each Executive Director and other senior executives including bonuses, incentive payments and share options or other share awards.
- 8.11. In determining such packages and arrangements, give due regard to any relevant legal requirements, the provisions and recommendations in the Combined Code and the UK Listing Authority's Listing Rules and associated guidance.
- 8.12. Review and note annually the remuneration trends across the Company or Group.
- 8.13. Oversee any major changes in employee benefits structures throughout the Company or Group.
- 8.14. Oversee the process for authorising claims for expenses from the Chief Executive and Chairman. The Chairman of the Board is to authorise the Chief Executive's expenses and the Company Secretary is to authorise the Chairman's and the Non-executives' claims.
- 8.15. Ensure that all provisions regarding disclosure of remuneration, including pensions, are fulfilled.
- 8.16. Be responsible for establishing the selection criteria, selecting, appointing and setting the terms of reference for any remuneration consultants who advise the Committee.
- 8.17. Obtain reliable, up-to-date information about remuneration in other companies. The Committee shall have full authority to commission any reports or surveys which it deems necessary to help it fulfil its obligations.

9. Reporting Responsibilities

- 9.1. The Committee Chairman shall report formally to the Board on its proceedings after each meeting on all matters within its duties and responsibilities.
- 9.2. The Committee shall make whatever recommendations to the Board it deems appropriate on any area within its remit where action or improvement is needed.
- 9.3. The Committee shall produce an annual report of the Company's remuneration policy and practices which will form part of the Company's Annual Report and ensure each year that it is put to shareholders for approval at the AGM.

10. Other

- 10.1. The Committee shall, at least once a year, review its own performance, constitution and terms of reference to ensure it is operating at maximum effectiveness and recommend any changes it considers necessary to the Board for approval.

11. Authority

- 11.1. The Committee is authorised by the Board to seek any information it requires from any employee of the Company in order to perform its duties.
- 11.2. In connection with its duties, the Committee is authorised by the Board, at the Company's expense to:
 - 11.2.1. Obtain any outside legal or other professional advice.
 - 11.2.2. Within any budgetary restraints imposed by the Board, to appoint remuneration consultants and to commission or purchase any relevant reports, surveys or information which it deems necessary to help fulfil its duties.