

NOMINATION COMMITTEE - TERMS OF REFERENCE

The terms of reference of the Nomination Committee are to evaluate the balance of skills, experience and time commitment of the current Board members and make recommendations to the Board as and when a particular appointment arises. The Nomination Committee also takes into account the Company's Articles of Association, for one third of the Board of Directors to be re-elected each year in rotation.

1. Membership

1.1. The Committee will comprise of at least 2 Directors. A majority of the Members of the Committee should be independent non-executive Directors. All appointments to the committee will be made by the Board.

1.2. Only Members of the Committee have the right to attend Committee meetings. However, other individuals such as the Manager and external advisers may be invited to attend for all or part of any meeting, as and when appropriate.

1.3. Appointments to the Committee will be for a period of up to three years, which may be extended for two further three-year periods provided that the majority of the Committee Members remain independent.

1.4. The board will appoint the Committee Chairman who should be either the Chairman of the board or an independent non-executive Director. In the absence of the Committee Chairman and/or an appointed Deputy, the remaining Members present will elect one of their number to chair the meeting from those who would qualify under these terms of reference to be appointed to that position by the Board. The Chairman of the Board will not chair the Committee when it is dealing with the matter of succession to the Chairmanship.

2. Secretary

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

3. Quorum

3.1. The quorum necessary for the transaction of business will be 2, both of whom must be independent non-executive Directors. A duly convened meeting of the Committee at which a quorum is present will be competent to exercise all or any of the authorities, powers and discretions vested in or exercisable by the Committee.

4. Frequency of meetings

4.1. The Committee will meet at such times as the Chairman of the Committee will require.

5. Notice of meetings

5.1. Meetings of the Committee will be called 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, will be forwarded to each member of the Committee, any other person required to attend and all other non-executive Directors, no later than 5 working days before the date of the meeting. Supporting papers will be sent to Committee members and to other attendees as appropriate, at the same time.

6. Minutes of meetings

6.1. The Secretary will minute the proceedings and resolutions of all Committee meetings, including the names of those present and in attendance.

6.2. Minutes of Committee meetings will be circulated promptly to all members of the Committee and the Chairman of the Board and, once agreed, to all other members of the Board, unless a conflict of interest exists.

7. Annual General Meeting

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

8. Duties

8.1. The Committee will:

8.1.1. Regularly review the structure, size and composition (including the skills, knowledge and experience) required of the Board compared to its current position and make recommendations to the Board with regard to any changes;

8.1.2. Give full consideration to succession planning for non-executive Directors in the course of its work, taking into account the challenges and opportunities facing the Company, and what skills and expertise are therefore needed on the Board in the future;

8.1.3. Be responsible for identifying and nominating for the approval of the Board, candidates to fill board vacancies as and when they arise;

8.1.4. Before any appointment is made by the Board, evaluate the balance of skills, knowledge and experience on the board, and, in the light of this evaluation prepare a description of the role and capabilities required for a particular appointment. In identifying suitable candidates the Committee will

8.1.4.1 Give consideration to the use of open advertising or the services of external advisers to facilitate the search;

8.1.4.2 Consider candidates from a wide range of backgrounds;

8.1.4.3 Consider candidates on merit and against objective criteria, taking care that appointees have enough time available to devote to the position.

8.1.5. Keep under review the leadership needs of the organisation, with a view to ensuring the continued ability of the organisation to compete effectively in the marketplace;

8.1.6. Ensure that on appointment to the Board, non-executive Directors receive a formal letter of appointment setting out clearly what is expected of them in terms of time commitment, Committee service and involvement outside Board meetings;

8.2. The Committee will also make recommendations to the board concerning:

8.2.1. Formulating plans for succession for non-executive Directors;

8.2.2. Suitable candidates for the role of senior independent Director;

8.2.3. Membership of the Audit and Remuneration Committees, in consultation with the chairmen of those committees;

8.2.4. The re-appointment of any non-executive Director at the conclusion of their specified term of office having given due regard to their performance and ability to continue to contribute to the board in the light of the knowledge, skills and experience required;

8.2.5. The continuation (or not) in service of any Director who has reached the age of 70;

8.2.6. Any matters relating to the continuation in office of any Director at any time subject to the provisions of the law and their service contract.

9. Reporting Responsibilities

9.1. The Committee Chairman will report formally to the board on its proceedings after each meeting on all matters within its duties and responsibilities.

9.2. The Committee will 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 will make a statement in the Annual Report about its activities, the process used to make appointments and explain if external advice or open advertising has not been used.

10. Other

10.1. The Committee will, 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 to seek any information it requires from any employee of the Company in order to perform its duties.

11.2. The Committee is authorised to obtain, at the Company's expense, outside legal or other professional advice on any matters within its terms of reference.