

PERFORMANCE EVALUATION POLICY

1. General Principles

The Board will establish a process to review its own performance, the performance of individual directors, any committees of the Board and senior executives.

The Chairperson has the overall responsibility for evaluating the Board, any committees established and, when appropriate, individual directors. The method and scope of the performance evaluation will be set by the Chairperson

1.1 Board

An annual review will be undertaken that may include consideration of the following measures:

- (a) assessment of the performance of the Board as a whole having regard to the principles set out in the Board Charter;
- (b) the performance of the Chairman and individual Directors and their contribution to the functioning of the Board;
- (c) review the Board's relationship with management;
- (d) review the type and timing of information provided to the Board; and
- (e) whether the Board has the right mix of skills, experience and perspectives to address the Company's needs

1.1 Board Committees

Similar procedures to those for the Board review should be applied to evaluate the performance of each of the Board committees against their charters, if any established.

1.2 Executive Directors

Executive Director's (including the President/Executive Chairman's) performance will be reviewed by the Board as part of the Board evaluation process outlined above.

1.3 Senior Executives

The President/Executive Chairman (and where appropriate other Executive Directors) will oversee the performance of the Company's senior executives on an ongoing basis. This evaluation may be based on specific criteria, including the business performance of the Company and its subsidiaries, whether strategic objectives are being achieved and against any individual Key Performance Indicators set for senior executives either collectively or on an individual basis.

The Company must disclose, in relation to each financial year, whether or not the relevant performance evaluations have been conducted in accordance with the above processes.