



# People, Remuneration and Nomination Committee Charter

23/06/2025



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## 1. Purpose and Responsibilities

The Committee is responsible to the Board and makes recommendations to the Board to enable it to fulfil its responsibilities, including:-

- Review and advise on the selection and appointment practices as they pertain to employees;
- Review and advise on the plan for future leaders, to ensure they are properly developed to provide sufficient succession for key positions;
- Review and recommend the remuneration strategy;
- Engage Remuneration Consultants as required, and ensure compliance with the Corporations Act 2001, in particular, Part 2D.8.
- Evaluate the performance of the Board including its committees and members;
- Review the composition of the Board to ensure it is able to discharge its responsibilities;
- Review the term of individual directors, and make any recommendations for change, considering the Company's Policy and Procedure for the Selection and (Re) Appointment of Directors;
- Review the Board skills matrix to identify and assess desirable director competencies;
- Oversight and recommendation of the Company's Belonging Statement; and
- Review and recommendation of any statutory remuneration reporting..

## 2. Reporting to the Board

The Committee will report to the Board, at least annually, on:

- a) all matters relevant to the Committee's responsibilities as set out in this Charter;
- b) the results of the Committee's review of this Charter; and
- c) the Committee's operation and composition.

## 3. Review of Charter

The Committee will review this Charter at least annually and will recommend any updates to the Board for approval (if any).

## 4. Charter history

7 July 2022	Charter adopted
23 June 2025	Last reviewed

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