

SHV Board Profile

| Responsibilities, skills and experience | Importance | Current Board Assessment |
|--|----------------|--------------------------|
| <p>1. Corporate Strategy: Ensuring management have a robust process for assessing the environment the company operates in, its' opportunities and threats and the development of strategies that create value for members</p> | Important | Strong |
| <p>2. Finance and Audit: Chair of the Audit Committee, engagement of internal and external Auditors, scope of internal and external audits, integrity of Financial Accounts, oversight of financial controls, examination of Monthly Management Accounts, review of finance policies, oversight of compliance with all finance related legislative and regulatory requirements and relevant accounting standards</p> | Very Important | Very Strong |
| <p>3. Human Resource: Chair of the Remuneration Committee, CEO performance management framework, incentive plan design, CEO succession planning, engagement and management of Executive Search consultants, preparation of Remuneration Reports, review of people related policies, oversight of compliance with all employment legislative and regulatory requirements</p> | Important | Strong |
| <p>4. Risk Management: Oversight of the risk register and risk management framework, determination of the company's risk appetite, oversight of insurance program, oversight of fraud policy and control, setting the organisation's culture as it pertains to risk management</p> | Very Important | Strong |
| <p>5. Employee Safety: Setting the organisation's safety culture, oversight of safety related policies and their effective implementation, ensuring adequate resources are allocated to ensuring a safe work environment, oversight of compliance with OH&S legislative and regulatory requirements</p> | Very Important | Strong |
| <p>6. Horticultural production: Ability to lead the board in determining whether management's orchard plans and longer term strategies optimise the use of the company's resources. An appreciation of the risks and opportunities associated with biological production systems and an ability to assess whether management's plans are in keeping with the board's risk tolerance.</p> | Important | Very Strong |
| <p>7. Manufacturing and Food Safety: Ability to lead the board in determining whether management's manufacturing plans and longer term strategies optimise the use of the company's resources. An appreciation of the risks associated with food safety and an ability to assess whether management's plans are in keeping with the board's risk tolerance.</p> | Very Important | Adequate |
| <p>8. Commodity, Key Input and Financial Risk: Oversight of commodity price, water, interest rate and foreign exchange risk management, oversight of pool pricing, oversight of derivative positions to ensure hedges remain effective and don't amplify risk</p> | Important | Strong |
| <p>9. Domestic Marketing, International Trade and Logistics: Ability to challenge and support management in developing effective domestic marketing strategies. Ensure compliance with any relevant consumer law. Oversight of the risks and opportunities associated with the sales, shipping and handling of product into a foreign jurisdiction.</p> | Important | Adequate |
| <p>10. Shareholder Communications and Public Relations: Ensuring members are fully and equally informed of factors that materially affect the value of their investment, engagement and briefing of external PR advisors, awareness of community sensitivities and independent oversight of any company activities that might impact public relations and damage the company's reputation and social license to operate</p> | Important | Very Strong |