

Select Harvests Limited 2021 Board Skills Matrix



SKILL	SCOPE	DIRECTOR EXPERIENCE
CORPORATE LEADERSHIP	Appointment and oversight of the CEO/MD. Approving the appointment of senior executives. Leading and setting company culture aspiration.	6/6
CORPORATE STRATEGY	Setting the strategic objectives. Overseeing implementation of strategic objectives and company performance.	6/6
FINANCIAL CONTROL	Approval and oversight of financial policies and controls. Ensuring regulatory compliance and approval of audited accounts. A monthly review of management accounts. Approval operating budgets and major capital expenditure	6/6
CORPORATE FINANCE	Ensuring shareholders rights and interests are protected. This includes capital raisings, making timely and balanced disclosures of information that is likely to have a material impact on the share price. Undertake financial assessments for strategic decisions.	6/6
WORKPLACE HEALTH & SAFETY (WH&S)	Setting the organisation's safety culture. Oversight of key WH&S related policies their effective implementation, ensuring adequate resources are allocated to provide a safe work environment, oversight of compliance with WH&S legislative and regulatory requirements.	6/6
ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG)	Setting the organisation's ESG expectations, oversight of environmental and social license related policies. Oversight of relevant policies, legislative compliance and busines reporting.	3/6
RISK MANAGEMENT	Ensuring there is an appropriate risk management framework. Management of the risk register, approval of the insurance program Approval of key risk policies and setting the organisation's culture as it pertains to risk management.	6/6
PEOPLE & REMUNERATION	Setting the remuneration framework. Review and approval of key people and remuneration policies. Ensuring of compliance with all employment legislative and regulatory requirements. Reviewing key management performance and remuneration.	6/6
MERGERS & ACQUISITIONS	Understanding the process of due diligence, regulatory requirements, assessing risks and the acquisition negotiation process. Ensuring any transaction creates long term shareholder value.	6/6
HORTICULTURE	Ongoing high-level appraisal and review of and overseeing the company's farming operations. Applying a commercial lens in reviewing horticultural management strategies and decisions.	4/6
INTERNATIONAL COMMODITY MARKETING	Oversight of strategic and operational plans for trading commodities or finished product with domestic and international customers, recognising the inherent risk of market volatility and foreign exchange exposure.	3/6
FOOD MANUFACTURING & DISTRIBUTION	Ongoing high-level appraisal of food manufacturing distribution and marketing strategy and performance, including food safety compliance.	2/6