

To be effective, new directors and senior executives need to have a good deal of knowledge about the Company and the industry within which it operates. To that end, the following Induction Program has been devised for new directors and senior executives.

The goal of the *Induction Program* is to assist new directors to participate fully and actively in Board decision-making at the earliest opportunity and to assist senior executives to participate fully and actively in management decision-making at the earliest opportunity.

New Directors		
Goal	How Achieved	Timeline*
<p>To gain an understanding of the rights, duties and responsibilities of the directors and the roles and responsibilities of senior executives.</p> <p>To understand the role of Board committees.</p> <p>To understand meeting arrangements and director interaction with each other, senior executives and other stakeholders.</p> <p>To understand the culture and values of the Company.</p>	<p>Meet with the Chairman to discuss:</p> <ul style="list-style-type: none"> <li>▪ the responsibilities of the Board and senior executives as set out in the various Company charters and how these responsibilities are divided. Also to ensure an understanding of the Director's disclosure obligations (see <i>Director's Disclosure Obligations</i>) and the duties set out in <i>A Guide to Directors' Duties</i>;</li> <li>▪ the responsibilities of each Committee, as set out in the respective charters; and</li> <li>▪ Company policies relevant to the evaluation of the performance of the Board, its committees and individual directors, including the <i>Diversity Policy</i>.</li> </ul>	
<p>To gain an understanding of the Company's strategic, operational and risk management position.</p>	<p>Meet with the Chairman and the CEO to discuss the strategies of the Company and how senior management progresses that strategy. Also to discuss the Company's <i>Risk Management Policy</i>.</p> <p>Meet with the CEO to discuss the risk management and internal control system to manage the Company's material business risks.</p> <p>Site visit within 3 months of appointment, where practicable.</p>	
<p>To gain an understanding of the Company's financial and financial risk position.</p>	<p>Meet with the Chief Financial Officer (or equivalent) to discuss:</p> <ul style="list-style-type: none"> <li>▪ the most recent financial reports of the Company; and</li> <li>▪ the risk management systems in place in relation to financial reporting risks.</li> </ul>	

Senior Executives		
Goal	How Achieved	Timeline*
<p>To understand the respective rights, duties, responsibilities and roles of the Board and senior executives.</p>	<p>Meet with the CEO to discuss the responsibilities of the Board and senior executives as set out in the various Company charters and how these responsibilities are divided.</p>	
<p>To gain an understanding of the Company's strategies and operational and risk management policies.</p>	<p>Meet with the CEO to discuss the strategies of the Company and how senior management progresses that strategy. Also to discuss the Company's <i>Risk Management Policy</i>.</p> <p>Meet with the CEO to discuss the risk management and internal control system to manage the Company's material business risks.</p>	
<p>To gain an understanding of the Company's financial and financial risk position.</p>	<p>Meet with the Chief Financial Officer (or equivalent) to discuss:</p> <ul style="list-style-type: none"> <li>▪ the most recent financial reports of the Company; and</li> <li>▪ the risk management systems in place in relation to financial reporting risks.</li> </ul>	

\* Insert relevant date and time

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