

## **THE UNION SUGAR ESTATES COMPANY LIMITED DIRECTORS APPOINTMENT PROCEDURES**

The appointment of a new director is subject to a procedure where the potential candidate is firstly identified by the Corporate Governance and Nomination Committee. The selection process shall take into account the following:

- Skills/Qualification
- Industry knowledge/business acumen
- Experience
- Independence

The Corporate Governance and Nomination Committee shall then meet and if needed interview the candidate based on which a recommendation is made to the Board of Directors for approval. The nomination shall also be in compliance with the relevant legislation that provides that a director (officer) must be a fit and proper person

Once the board has reviewed and is satisfied with the candidate as recommended by the Corporate Governance and Nomination the board shall then proceed with the appointment of the director to either fill up a vacancy or as an additional director

A letter of appointment is then issued to the director and the necessary filling with the authorities made.

All new directors are provided with an induction which includes a visit of the estate, meeting with the senior management team and an induction pack which includes the financial statements of the company, constitution, board charter, minutes of previous meeting etc. The company secretary also shares information as may be required by the new director.