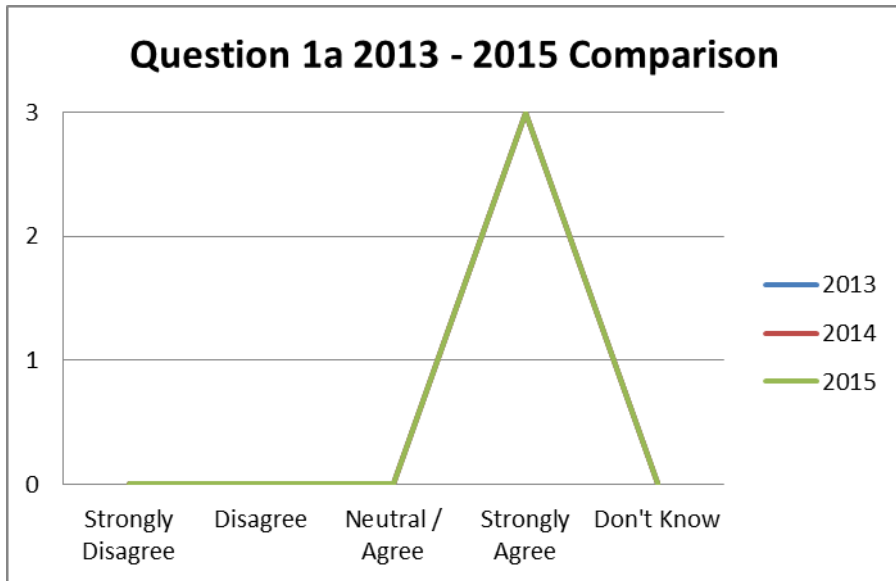
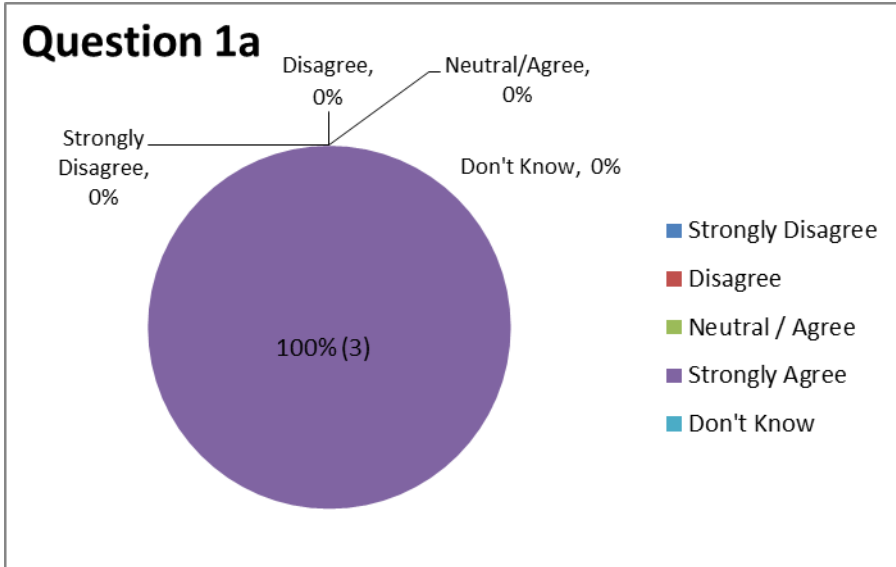


Remuneration Committee Effectiveness Review Questionnaire

1. The Role of the Committee

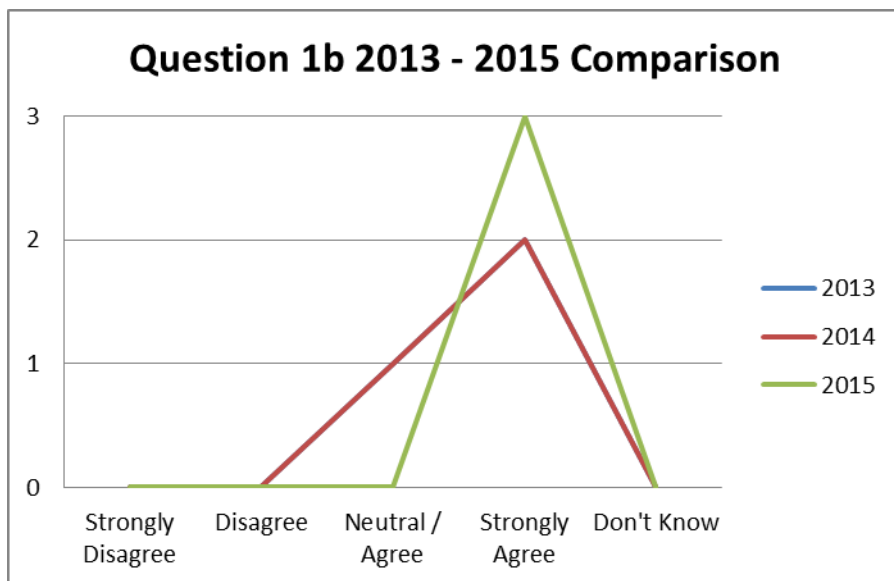
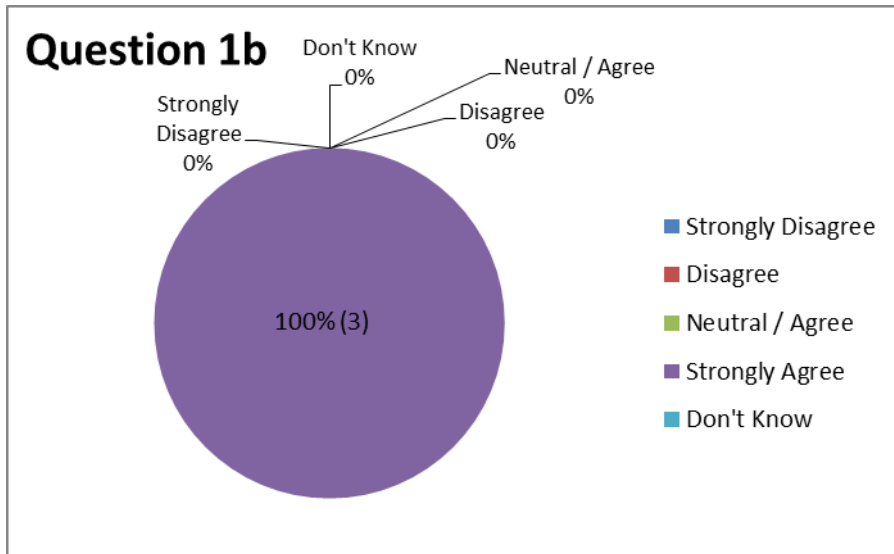
a. The role of the Committee is understood and clearly defined in its terms of reference.



Comments:

There were no additional comments provided for this question.

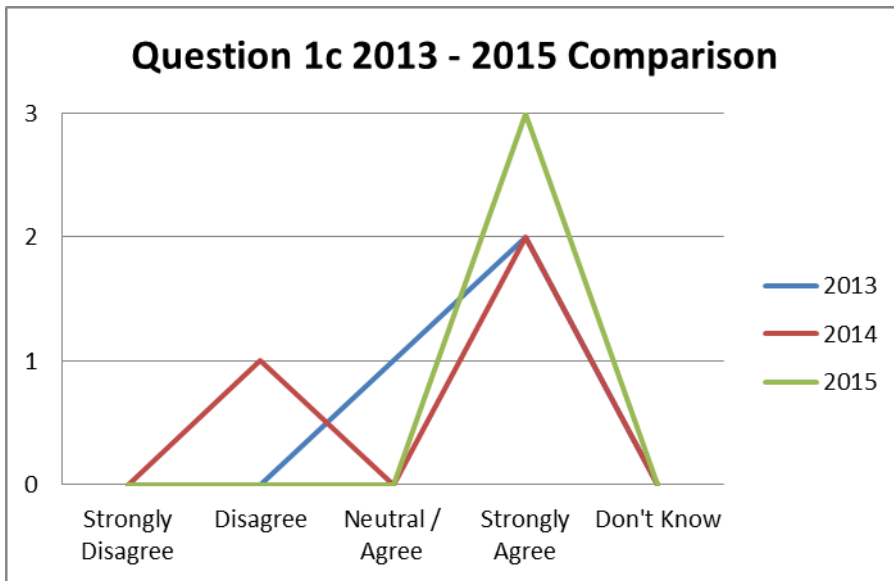
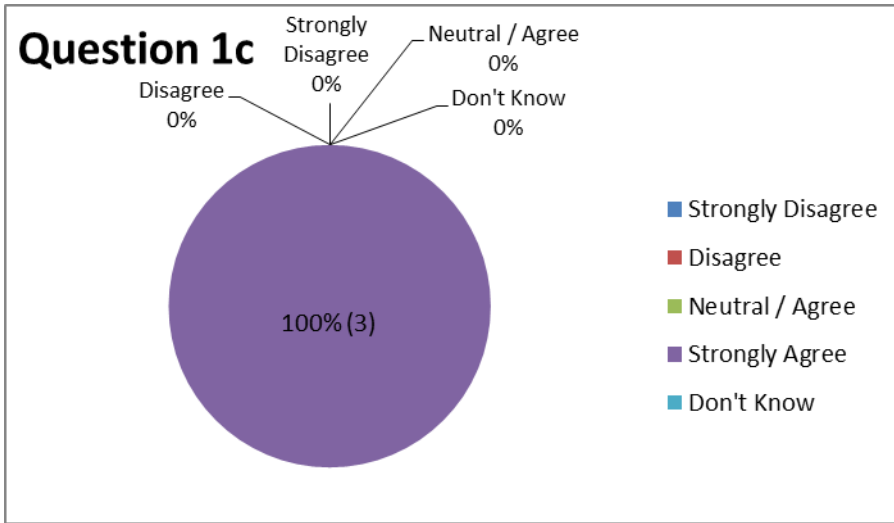
b. Committee Members understand their individual role and what is expected of them.



Comments:

There were no additional comments provided for this question.

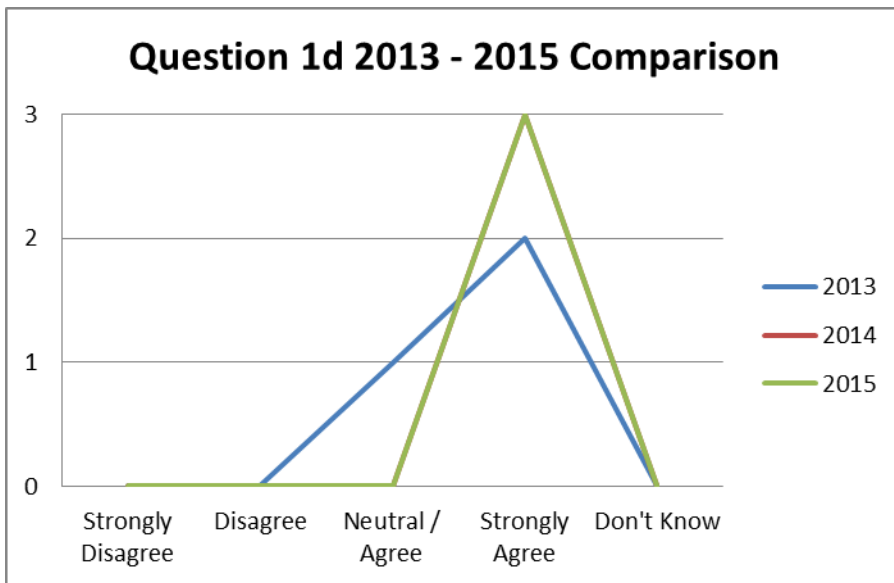
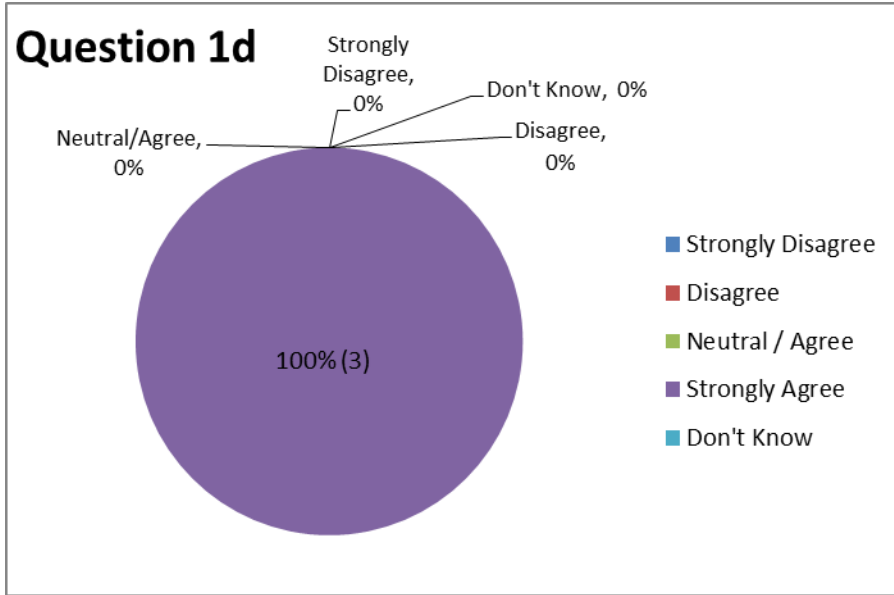
c. The Committee considers ARB's risk appetite in making decisions and advising the Board.



Comments:

There were no additional comments provided for this question.

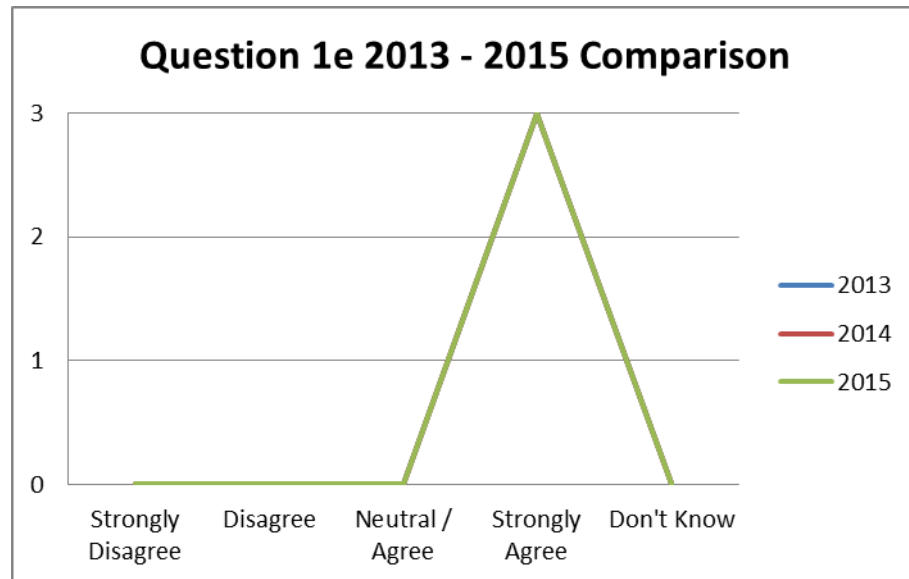
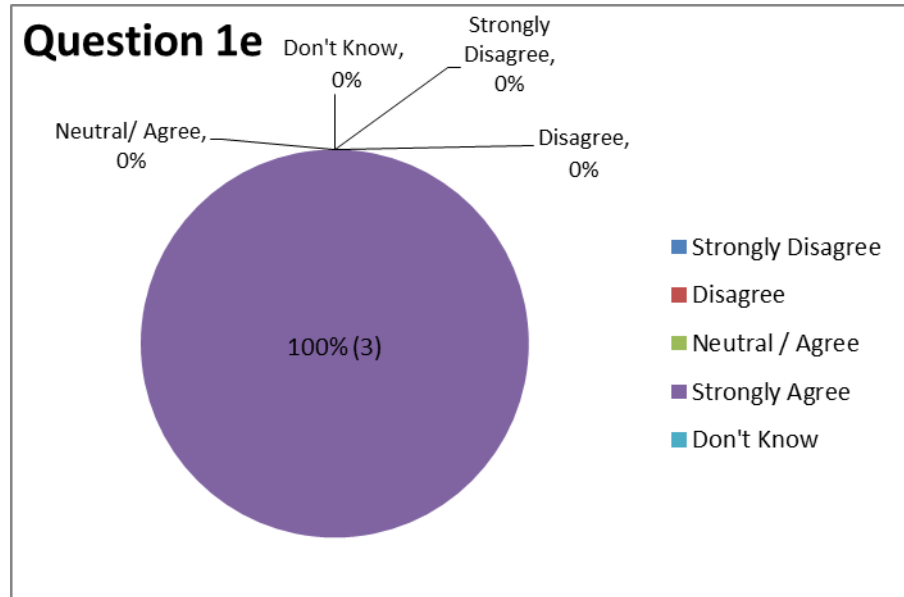
d. The Committee has sufficient time to discharge its responsibilities.



Comments:

There were no additional comments provided for this question.

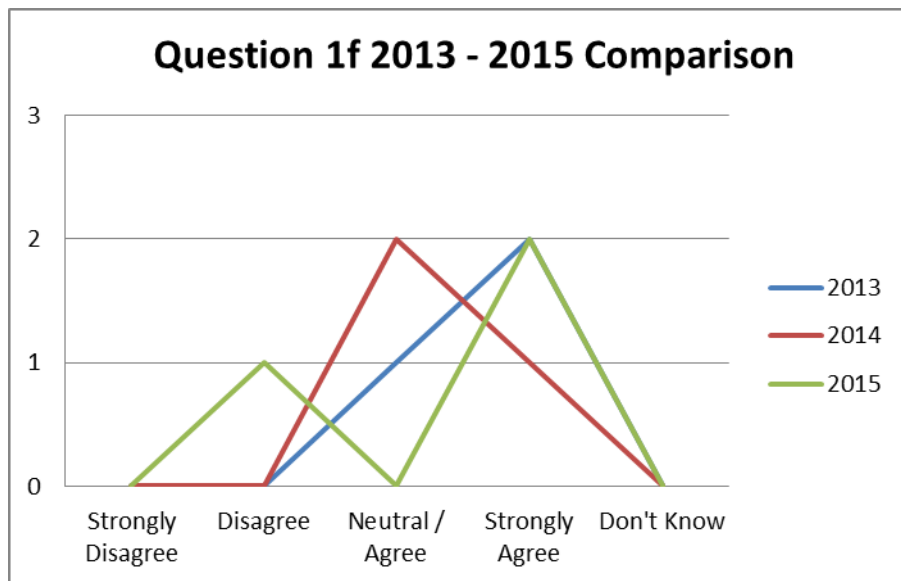
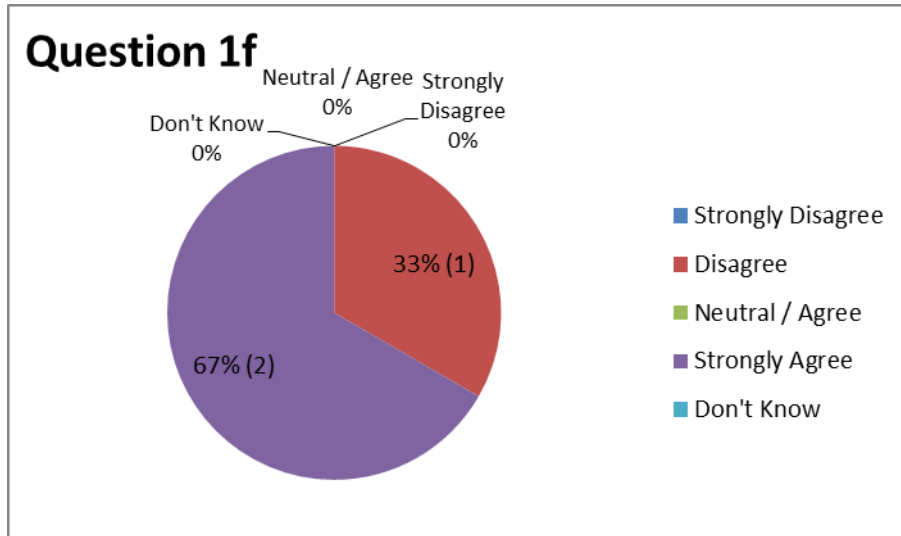
e. Committee members are given equal opportunity to contribute to discussions on the agenda.



Comments:

There were no additional comments provided for this question.

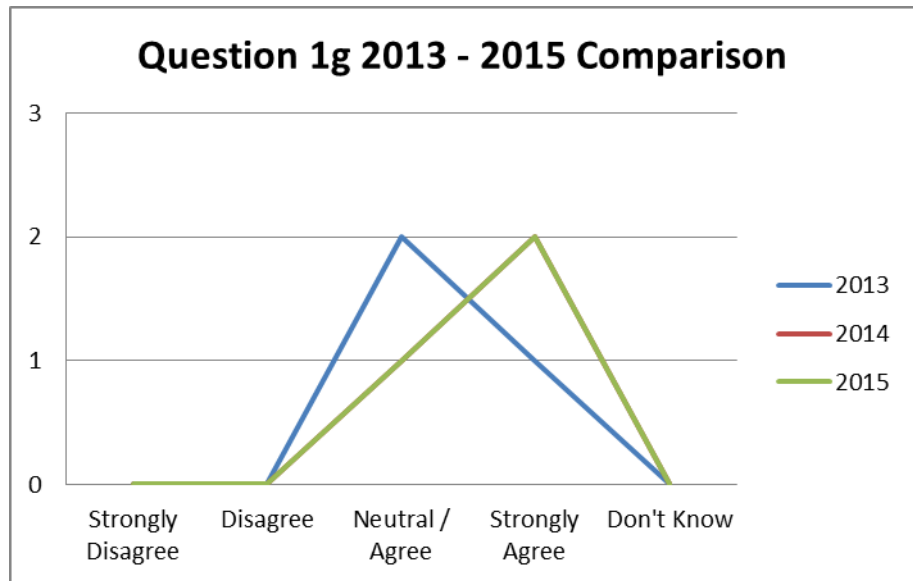
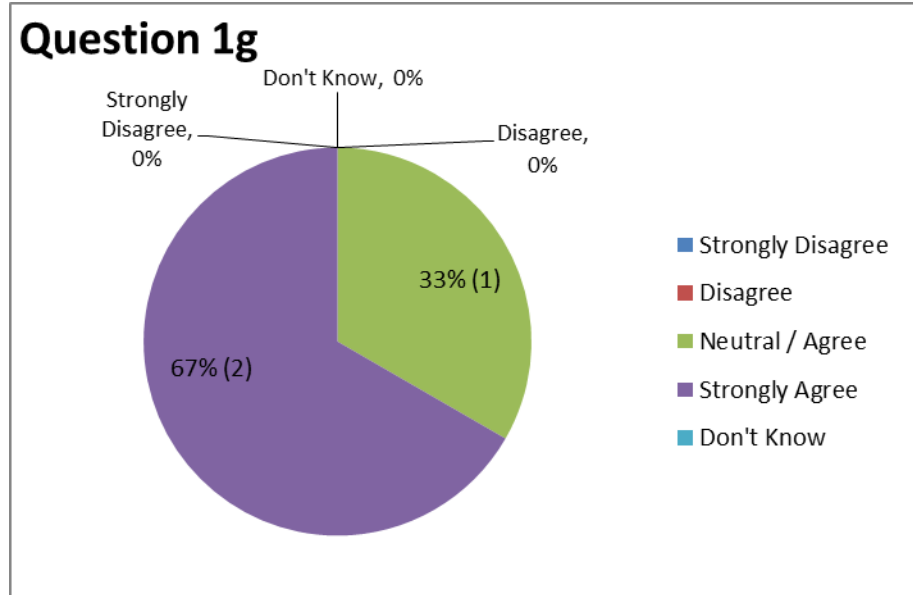
f. The Committee receives appropriate advice from or via the management team and staff.



Comments:

There were no additional comments provided for this question.

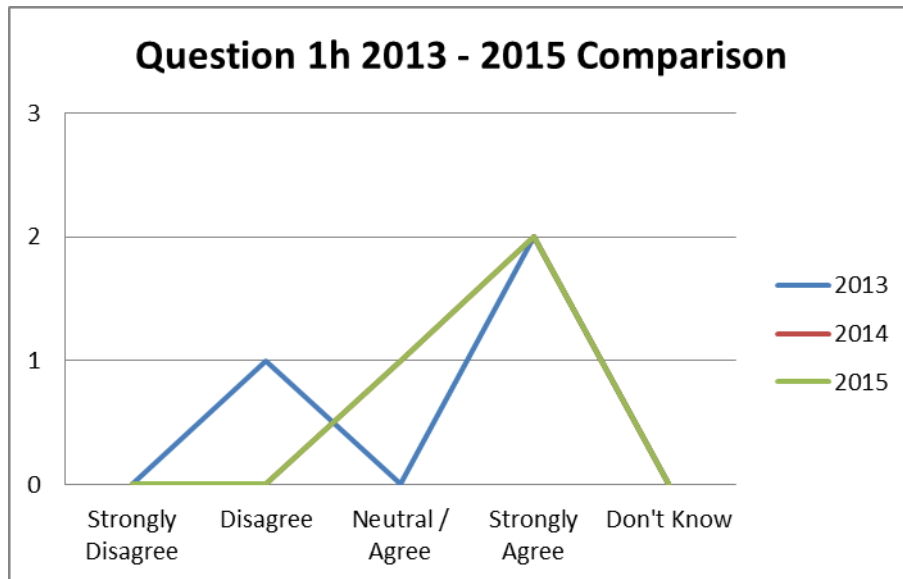
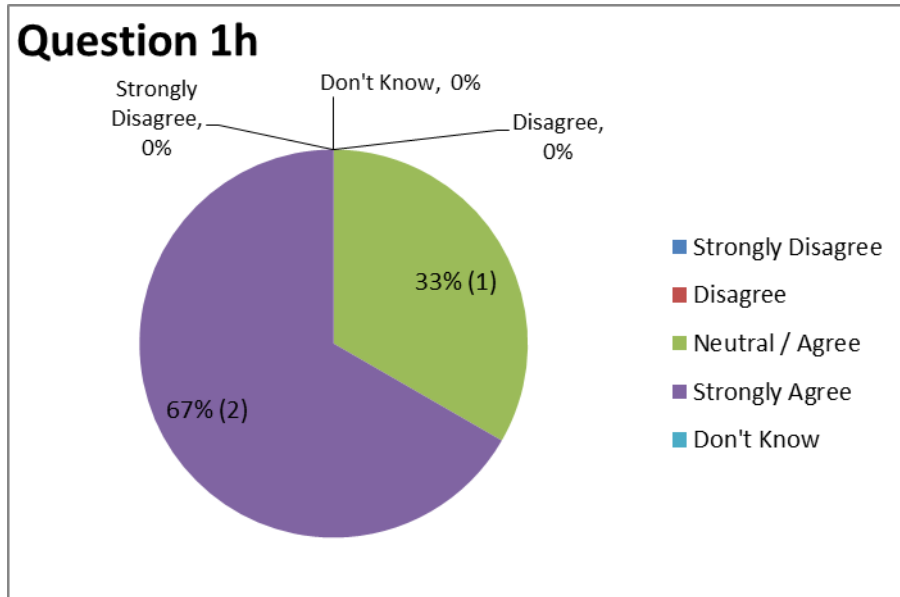
g. The Committee understands the issues which are on the horizon for ARB which may impact on the Committee’s area of work.



Comments:

There were no additional comments provided for this question.

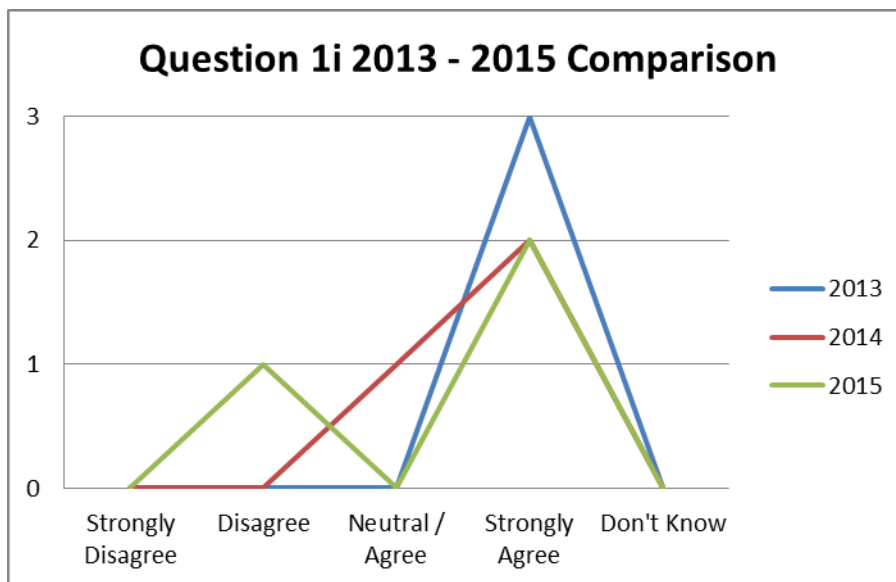
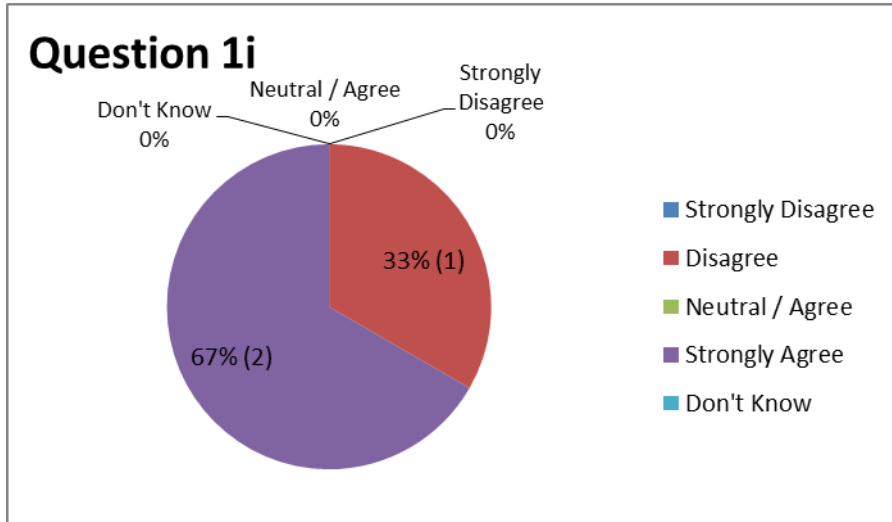
h. The Committee is aware of the areas in which it can take decisions under the Scheme of Decision Making.



Comments:

There were no additional comments provided for this question.

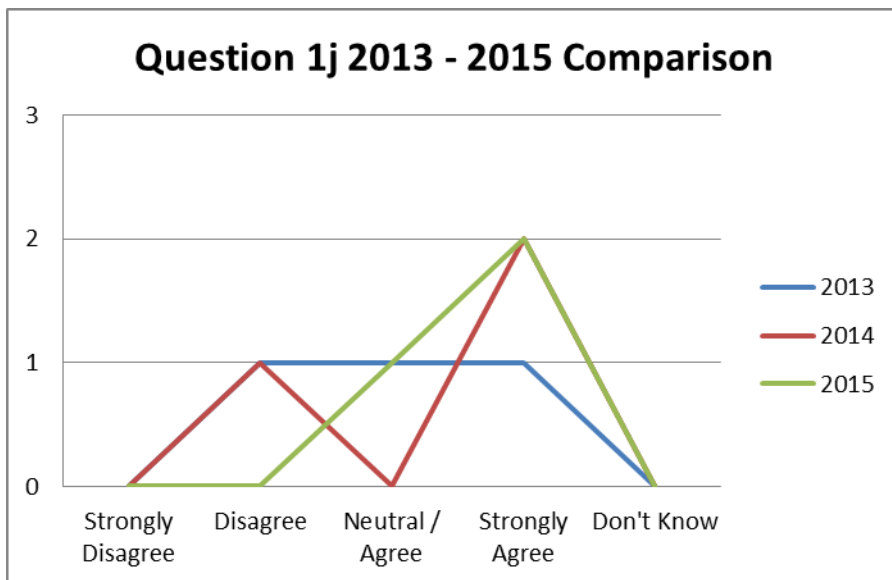
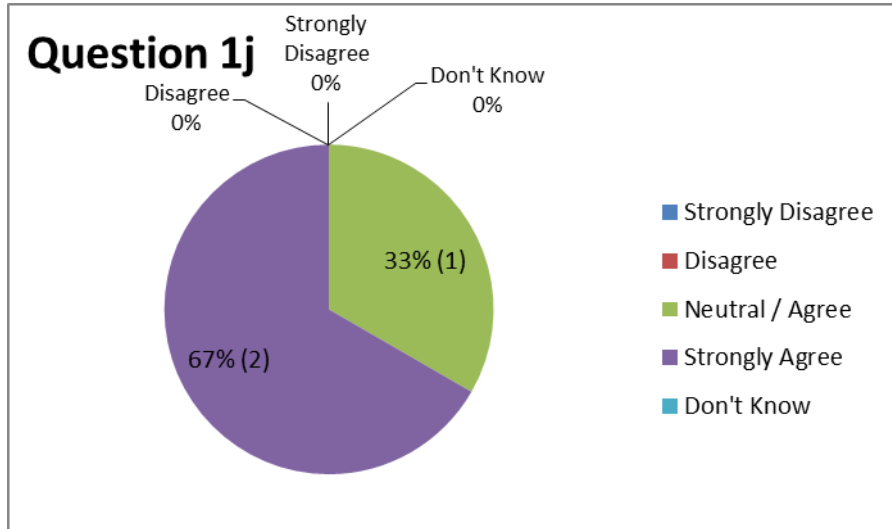
i. The Committee receives sufficient, timely, good quality information in which to base its decisions.



Comments:

There were no additional comments provided for this question.

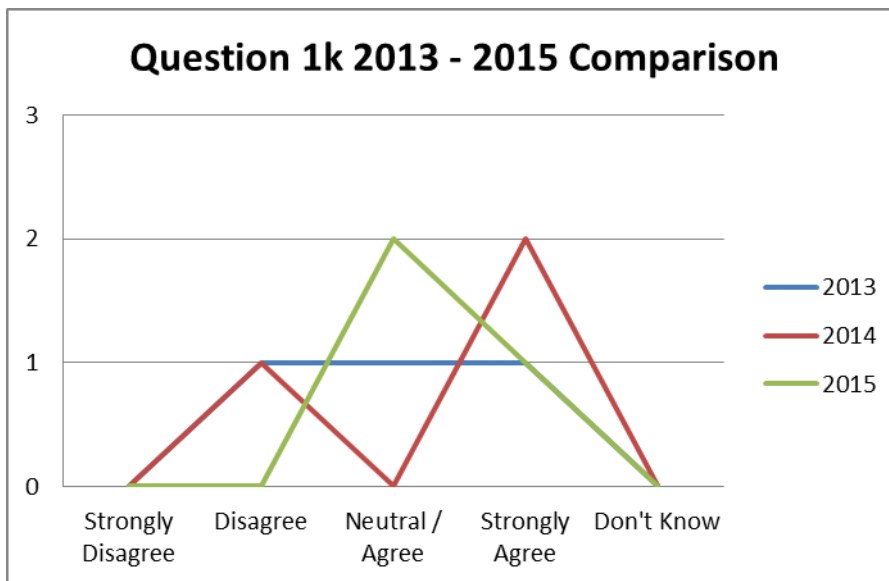
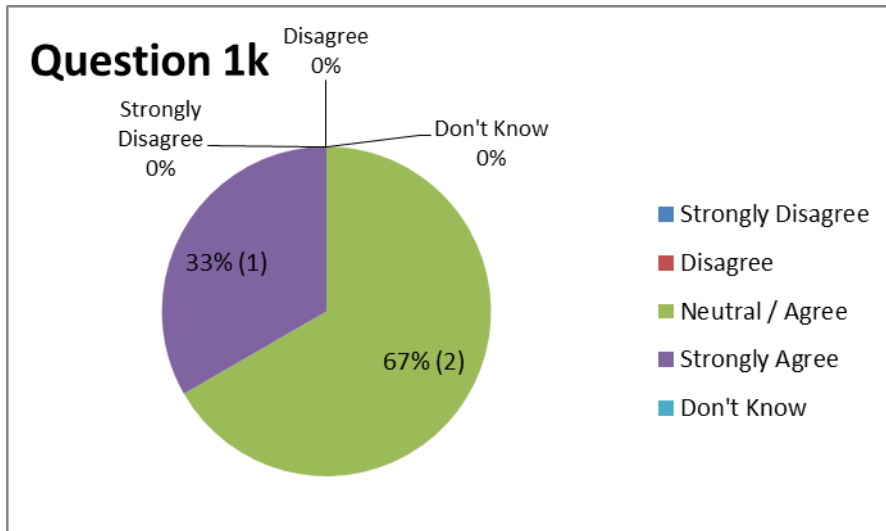
j. The Committee is the right size and sufficiently diverse.



Comments:

There were no additional comments provided for this question.

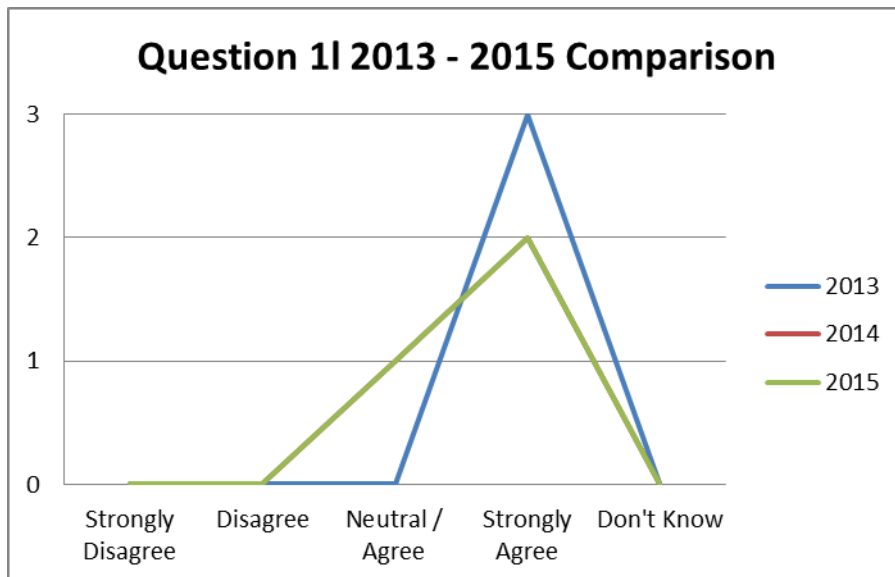
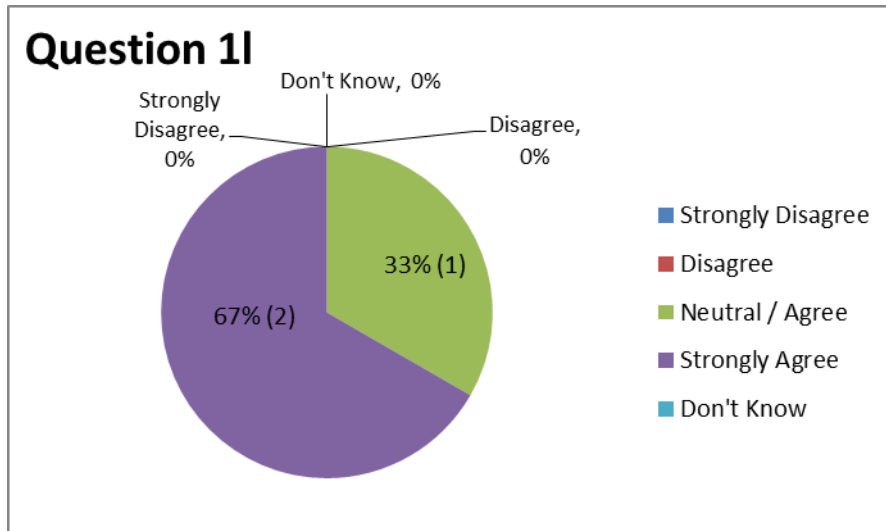
k. The Committee has the right mix of skills and experience



Comments:

There were no additional comments provided for this question.

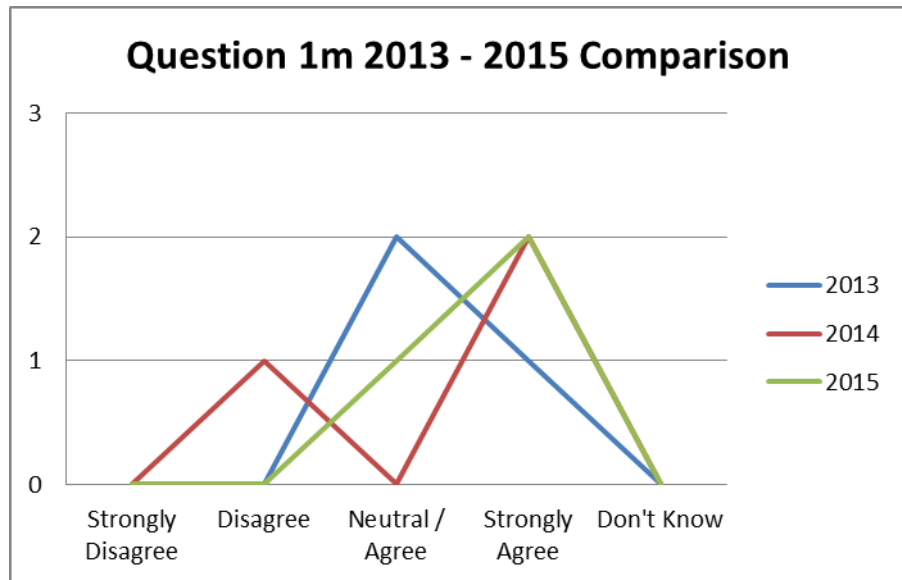
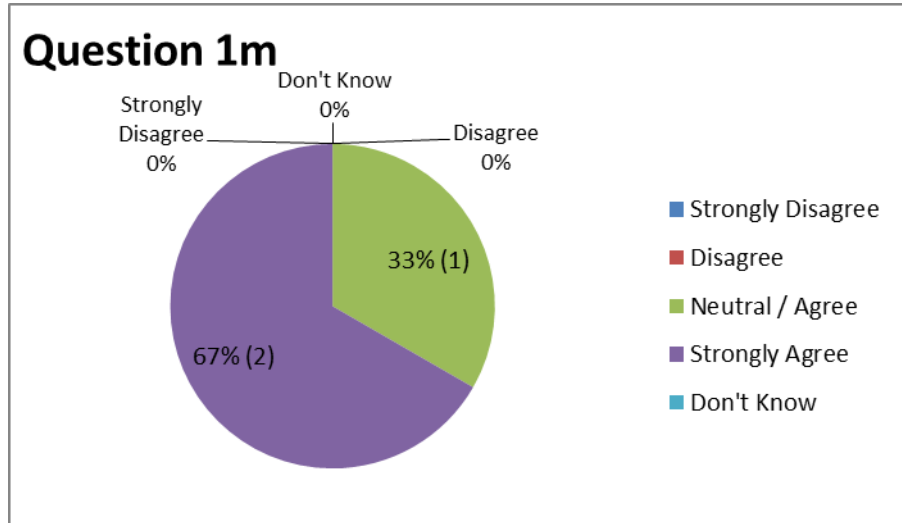
I. The Committee is adequately supported by the staff.



Comments:

There were no additional comments provided for this question.

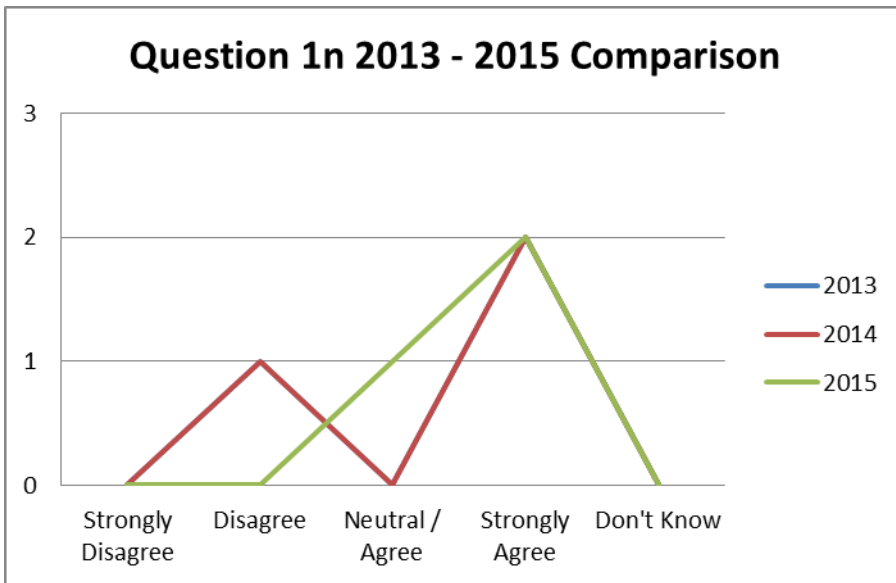
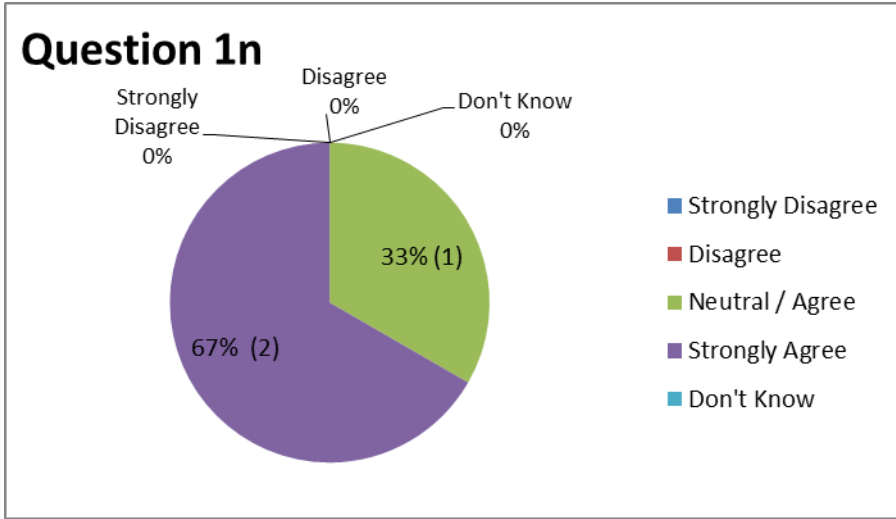
m. Committee members receive appropriate induction and ongoing development.



Comments:

There were no additional comments provided for this question.

n. The Committee understands its responsibility to the public sector equality duty under the Equality Act 2010, and weighs this carefully in its decision making.



Comments:

There were no additional comments provided for this question.