

## Nominations, Effectiveness and Inclusion Committee Draft Work Plan 2021/22

ToR item	Work required	Timing
Nomination of External Members	<ul style="list-style-type: none"> <li>- Determine how many External vacancies are to be expected for 2022.</li> <li>- Based on this, decide whether a full-scale external recruitment process is required and, if so, initiate search process (NB: we may have reserve/observer candidates from 2021 process).</li> <li>- Review candidates for new vacancies inc. back-up candidates in case existing Externals are not renewed.</li> <li>- Prepare nomination papers for March Board meeting.</li> </ul>	<p>Nov meeting</p> <p>Nov meeting</p> <p>March meeting</p> <p>March BCB meeting</p>
Review of Board effectiveness	<ul style="list-style-type: none"> <li>- N.B. given the detailed review; this cycle will be a light touch review to include assessment of the NEI's new remit as per May decision.</li> <li>- Agree online survey and any other input gathering.</li> <li>- Share findings with Board (Members only session) and discuss.</li> </ul>	<p>Jan meeting</p> <p>Feb Board (tbc)</p>
Review of Board Member effectiveness	<ul style="list-style-type: none"> <li>- Define policy for which Members are to be reviewed this cycle and by what process (inc. who conducts it and how feedback is provided). Seek Board endorsement on 17 Nov.</li> <li>- Review draft feedback for Members and agree communication (plus decision for any External Members seeking reappointment).</li> </ul>	<p>Nov meeting</p> <p>Paper by March meeting</p>
Senior leadership performance evaluation	<ul style="list-style-type: none"> <li>- Agree the MD's in-year objectives in consultation with the MD.</li> <li>- Define guidelines for which senior leadership (MD plus x) the Committee should provide performance input for and how to collate it.</li> <li>- Discuss with the MD (for their direct reports) and in private session the Committee's thoughts and how to communicate these to the responsible Corporation Departments/Committees.</li> </ul>	<p>June</p> <p>Jan meeting</p> <p>May meeting</p>
Leadership succession planning	<ul style="list-style-type: none"> <li>- Determine approach to discuss Management's view of leadership talent pipeline and succession planning.</li> <li>- Consider succession plans together with senior leadership.</li> </ul>	<p>TBD</p> <p>TBD</p>
ED&I	<ul style="list-style-type: none"> <li>- Consider the draft D&amp;I Strategy and provide feedback.</li> <li>- Receive and consider the Independent Review and determine immediate actions, as well as actions to include in the D&amp;I Strategy/action plan.</li> <li>- Consider the final D&amp;I Strategy/action plan to be shared with the Board on 17 Nov</li> </ul>	<p>Sept meeting</p> <p>Oct meeting (tbc)</p> <p>Nov BCB meeting</p>
Other strategic HR issues	<ul style="list-style-type: none"> <li>- Receive briefing from Management and input from Corporation HR Director on other current/expected strategic HR issues. Provide feedback and agree those issues which should be considered by the NEI Committee in its regular schedule.</li> <li>- Add those issues to the work plan.</li> </ul>	<p>Sept meeting</p> <p>TBD</p>