

EFFECTIVE BOARD PERFORMANCE

Compass has in place systems designed to fairly review and actively encourage enhanced Board and management effectiveness.

The Chairman has the responsibility to review continually the performance of each director and the Board as a whole. The performance of the Board is reviewed regularly against both measurable and qualitative indicators.

The Chairman holds discussions individually with Directors to facilitate peer review. From time to time and, as considered appropriate, the Chairman will seek external assistance and advice to undertake these performance reviews.

Induction procedures including site visits and meetings with management are in place to allow Board appointees to participate fully and actively in Board decision-making at the earliest opportunity.

All Directors have access to the resources of the Company Secretary. The Board is consulted regarding the appointment and removal of the Company Secretary.