

NOMINATIONS COMMITTEE REPORT



The Nominations Committee's key focus is to evaluate and examine the skills and characteristics that are needed in Board members to ensure the leadership team has the right balance of skills to deliver its progressive strategy for the benefit of all stakeholders

Malcolm Diamond MBE, Chairman of the Nomination Committee

Role

The Committee keeps under review and regularly evaluates the composition of the Board and its Committees in order that they retain and reflect the appropriate balance of skills, knowledge, experience and independence to ensure their continued effectiveness.

Appropriate succession plans for the Non-Executive Directors, the Executive Directors and the Group's senior management are also kept under review.

The Nominations Committee's terms of reference are available on the website or on request to the Company Secretary.

Committee membership and attendance

The Nominations Committee consists of two Independent Non-Executive Directors, including the Senior Independent Non-Executive Director, the Chairman and the CEO.

Boardroom diversity

Appointing the best people to the Board is critical to the success of the Company. The Committee has therefore concluded that while diversity, including gender diversity, is important when reviewing the composition of the Board and possible new appointees, the single most important factor is to identify and recruit/ develop people based on skills, leadership and merit. Given our commitment to appointing the best people and making sure that all employees have an equal chance of developing their careers with the Group, the Committee does not think it is appropriate to set targets for Board appointments; however, the current Executive Board comprises a 50:50 gender balance.

Succession planning

The Nominations Committee has always had a robust plan to ensure that the Company's successful culture, business model and growth strategy firmly established by the Senior Executive Board and the senior management team can be sustained well into the future.

It is clearly evidenced that management development throughout the Group has prospered on the basis of promotion from within.

Mark Belton is now into his second year as CEO, as is Clare Foster as CFO, and both have presided over a record year for revenue and profitability over the Company's 43 year history, supported by Lyndsey Case, who was promoted to Company Secretary on 1 April 2016.

In summary, the leadership team has the right experience, knowledge and determination to positively lead and take *Trifast* to the next stage of its growth aspirations.

Malcolm Diamond MBE

Chairman of the Nominations Committee
12 June 2017

	Attendance in 2016/17
Malcolm Diamond MBE (Chairman)	2
Neil Warner	2
Jonathan Shearman	2
Mark Belton	2