

SELECTION CRITERIA GUIDELINES FOR INCLUSION ON THE BOARD READY WOMEN LIST:

In compiling the list of Board Ready Women, the Task Force reviews each candidate against the selection criteria guidelines as set out below and as included on our web site. The Task Force considers that these criteria are equally applicable for men applying for board positions.

Quantitative criteria

All women on the list should have at least five years' experience in one or a combination of the following roles:

- Chair and/or non-executive director of listed or private corporations
- Chief Executive Officer, COO, CFO and other C-suite executive or director level appointments in listed or private corporations
- Family member and controlling shareholder of boards of large family companies
- Director of government agencies
- Director of non-profit organisations
- Institutional investment community senior professional
- Professional firms senior partner serving boards and their committees as clients
- Entrepreneur
- Leading Academics with suitable relevant experience

The women on the list should be able to demonstrate that they are financially literate. Profit & Loss experience is advantageous, given that some large companies have this as a pre-requisite for board roles.

Qualitative Criteria

In addition, the Task Force believes that candidates on the list should be practitioners of excellence in corporate governance. This suggests the following qualities:

- Articulate communicator and good listener
- High level of emotional Intelligence – ability to understand the dynamics of the boardroom, how to deal with conflict when it arises
- Ability to self-assess
- Can enhance contribution through feedback
- Can lead when appropriate, but aware of collective responsibility and engagement
- Can challenge constructively and be supportive when necessary
- Sharp mind and good judgement
- Self-confident without being dogmatic
- Understand the importance of independence
- Courage to stand up for that which is in the best interests of the company
- Understand how to add value to a board
- Team player

Women on the list will also be expected to have made a conscious commitment to assume the role and responsibility of corporate governance in a publicly quoted company.