

New Director Policy

Document Description

Field Solutions and all its related corporate bodies (Field Solutions Group, the Company or the Group) seek to ensure that:

- a) at any point in time, its membership comprises persons with an appropriate mix of skills, knowledge and experience to maximise its effectiveness and its contribution to the Group; and
- b) the size of the Board is conducive to effective discussion and efficient decision making.

Selection and Appointment

Directors are selected by reference to their knowledge, skills and experience which are relevant to the business needs of the Company. New directors are invited to join the Board by the chairperson, who makes the invitation based on recommendations made by the Board and approved by the Board.

The names of candidates submitted for election as directors should be accompanied by the following information to enable shareholders to make an informed decision on their election:

- a) biographical details, including competencies and qualifications and information sufficient to enable an assessment of the independence of the candidate;
- b) details of relationships between:
 - b.1. the candidate and the Company; and
 - b.2. the candidate and directors of the Company;

- c) directorships held;
- d) of other positions which involve significant time commitments;
- e) the term of office currently served by any directors' subject to re-election; and any other required by law.

Term of Directorship

Non-executive directors should be appointed subject to re-election and to the ASX Listing Rules and Corporations Act provisions concerning removal of a director. Re-appointment of directors should not be automatic.

Diversity

Diversity refers to all the characteristics that make individuals different from each other. It includes characteristics or factors such as religion, race, ethnicity, language, gender, sexual orientation, disability, age or any other area of potential difference. The Company is committed to equality and the treating of all individuals with respect.

The Company aims to nominate and appoint individuals with diverse skills, values, backgrounds and experiences. The Company values this diversity and recognises the strengths and opportunities it may bring to the Board.

To attract and retain a diverse Board composition, the Company is committed to providing a working environment in which all directors, employees and consultants are treated fairly and respectfully, and have equal access to opportunities available within the Company for personal and professional development.

Gender Diversity

The Company is aware of the benefits of gender diversity and is committed to ensuring female participation is reflected at all levels of the organisation including among senior management and directors of the Board.

The Company has not set specific objectives for measuring diversity achievements yet due to the current size of the Company and its relatively small number of employees.

The Company will make appointments and internal promotions based on merit, and continue to nurture leadership development and provide flexible work arrangements.

The Company's Diversity Policy can be found at the Company's website.

Adopted

ADOPTED BY THE BOARD ON 23 JUNE 2017.