

# Role of Chief Executive Officer

The Managing Director and Chief Executive Officer (**Chief Executive Officer**) is responsible to the Board for directing and promoting the profitable operation and development of the Group consistent with the primary objective of enhancing long-term shareholder value.

In fulfilling the position of chief executive of the DuluxGroup group of companies (the **Group**), the Chief Executive Officer's duties will include:

## **Operations**

- (a) exercising executive stewardship of the Group's resources;
- (b) being responsible to the Board for the development of the Group's businesses and their profitable operation, including the profits, cash and costs of those businesses;
- (c) preparing, and submitting to the Board, the Group annual budget and the Group's objectives, policies, strategies and plans;
- (b) taking such action that is necessary to secure the timely and effective implementation of the objectives, policies, strategies and plans set by the Board and of other decisions taken by or on behalf of the Board;
- (c) monitoring the adoption of appropriate objectives, policies, strategies and plans for each of the businesses of the Group, that appropriate budgets are set for the businesses, that their performance is effectively monitored and that guidance or direction is given where appropriate;

## **Risk Management and Compliance**

- (d) managing the Group's financial and other reporting mechanisms and ensuring that these mechanisms are functioning effectively to capture all relevant information on a timely basis;
- (e) identifying financial, operational and other risks which could have a material impact on the Group's businesses, formulating strategies for managing identified risks for consideration by the Board, and implementing the risk management systems adopted by the Board;

## **Leadership and Organisational Culture**

- (f) fostering an appropriate culture for the organisation, which encourages the Company to comply fully with relevant rules and with the spirit of the law and the Company's agreed policies and procedures;
- (g) liaising with the Chairman and the Board (as appropriate) in relation to appointments, termination and succession planning for direct reports;
- (h) monitoring that career development, succession and remuneration arrangements are appropriate to attract and retain senior positions and that

promising managers are retained and developed to meet the needs of the Group;

- (i) leading the Group's processes for communicating to, and consulting with, employees;
- (j) implementing, and leading an appropriate organisational culture in relation to, the Board's commitment to a safe workplace and sustainable business practices;

### **Communications**

- (k) ensuring a strong and productive working relationship with the Chairman such that he or she is kept fully informed of developments (both in and outside the Company) that may be of interest to directors;
- (l) together with the Chairman, ensuring that the quality, quantity and timeliness of the information submitted by the Company's management is appropriate for directors to effectively discharge their duties;
- (m) keeping the Chairman and the Board informed of all matters that may be of importance to the Group, including its current performance and progress and the external environment, so that the Board is in an appropriate position to fulfil its responsibilities; and
- (n) managing stakeholder relations, including relations with the Company's shareholders, customers, governments, regulators, other public organisations, other companies and the public generally and keeping the Chairman and Board informed as appropriate on his or her involvement.