

# Performance Evaluation Policy

Fe Limited  
ACN 112 731 638



## Introduction

The Board of Fe Limited (**Company**) has established formal processes to annually review its own performance and the performance of individual Directors, including the Executive Director.

The following reviews are conducted by the Board on an annual basis:

- Board performance against the respective Charter;
- Non-Executive Director performance;
- Executive Director performance;
- Chairman performance; and
- Senior Management performance.

As part of the review of the performance of the Board, the appropriate size, composition and terms and conditions of appointment to and retirement from the Board are considered. The Board also reviews the appropriate criteria for Board membership.

## Board

Board performance evaluation process is conducted by way of annual questionnaire. The questionnaires are completed by each Director and submitted to the Company Secretary.

The annual review includes consideration of the performance of the Board against the requirements of its Charter.

## Executive Director

The Board will annually review the performance of the Executive Director having due regard to the responsibilities of the Executive Director as outlined in the Board Charter.

## Non-Executive Directors and Chairman

The Executive Director is responsible for conducting performance appraisals of Non-Executive Directors and the Chairman. The review includes consideration of the responsibilities of the Non-Executive Directors and Chairman as outlined in the Board Charter.

## Senior Management

The Executive Director is responsible for assessing the performance of senior management. This is to be performed through a formal process involving the senior manager self-evaluation, Executive Director evaluation and formal meeting with each senior manager.

## Review of Policy

The Board shall review this Policy annually.

This Policy was approved by the Board of the Company on 6 May 2015.