

Beetham Pastoral Outcome Driven Program – Board Chair

Value	Outcome	KPI	Critical Driver	Monitor
<b>Excellence and Integrity</b>	Functioning, efficient, compliant and accountable governance	<ul style="list-style-type: none"> <li>All required documents and systems in place and operating effectively</li> </ul>	<ul style="list-style-type: none"> <li>Board agenda driving values, growth and accountability</li> <li>Board program set out 6 months in advance</li> <li>Shareholders Agreement in place</li> <li>Company Constitution in place</li> <li>Polices adhered to and reviewed</li> </ul>	Shareholders to review and provide feed back
		<ul style="list-style-type: none"> <li>Legal compliance</li> </ul>	<ul style="list-style-type: none"> <li>Ensure legislative compliance register is in place and monitored</li> </ul>	Board to review regularly
<b>Community</b>	Strong cohesive company community contributing to the wider community	<ul style="list-style-type: none"> <li>Business and individuals' growth consistently achieved through production, acquisition and personal development</li> </ul>	<ul style="list-style-type: none"> <li>Individual business units show consistent annual growth in production</li> <li>Have three viable acquisition opportunities consistently operating</li> <li>All board members and employees contributing and personally growing</li> </ul>	Shareholders to review and provide feed back
<b>Excellence</b>	Financial targets achieved	<ul style="list-style-type: none"> <li>Financial policy targets achieved</li> </ul>	<ul style="list-style-type: none"> <li>Monitor budget reports, specifically income, purchase expenditure against budget</li> <li>Regular conversations with MD on variance and potential variance</li> </ul>	Shareholders to review and provide feed back
<b>Excellence and Integrity</b>	Excellence in business	<ul style="list-style-type: none"> <li>Tidy and efficient, profitable business that everyone is proud to be a part of</li> </ul>	<ul style="list-style-type: none"> <li>Compliance to systems</li> <li>Accountability</li> <li>Turn up each day dressed and prepared to demonstrate Beetham Pastoral values</li> </ul>	Board ongoing