

Role of the designated non-executive director responsible for workforce engagement

An independent non-executive director will be designated as responsible for workforce engagement. They will act as a bridge between the workforce and the Company's board of directors.

The purpose of this position is to strengthen the voice of employees at the board level and ensure their perspectives and interests are considered in the strategic decisions of the company.

Key roles and responsibilities are:

a) Communication Channel:

The director serves as a primary channel of communication between the employees and the board, ensuring that the workforce's views, concerns, and suggestions are heard by the Company's board.

b) Workforce Insights:

The director is responsible for gathering insights about employee satisfaction, engagement, and concerns through direct interactions, surveys, and other feedback mechanisms. These insights are then brought into board discussions, particularly when decisions are likely to affect the workforce.

c) Strategy and Policy Development:

Provide a link between the board and the workforce, helping to ensure that workforce considerations are factored into strategic planning and policy-making. This includes areas such as workforce development, remuneration, working conditions, and diversity and inclusion.

d) Advocate for Good Employment Practices:

Advocate for good employment practices and the adoption of policies that promote a positive work environment. This includes supporting initiatives related to training, development, and the overall well-being of employees.

e) Board Discussions and Decisions:

Actively participate in board meetings, ensuring that workforce-related issues are considered in the board's deliberations and decisions. This role is crucial in aligning corporate strategies with employee welfare and organisational culture.

f) Reporting and Accountability:

Report on workforce matters to the Company board at periodic meetings and ensures that there is transparency in how employee-related policies and practices are being implemented.

g) Monitoring and Evaluation:

Monitor the effectiveness of workforce engagement strategies and practices, providing feedback and recommendations for improvement to the board.

h) Cultural Ambassador:

Provide a link between the Company's board and workforce, advocating cultural alignment.