
PERFORMANCE REVIEW POLICY

Evaluation Process

The Board of Karoon (“**Board**”) considers the evaluation of its own and senior executive performance as fundamental to establishing a culture of performance and accountability.

Board Evaluation

The Board considers the ongoing development and improvement of its own performance as critical input to effective governance. The Board undertakes an annual evaluation of its effectiveness as a whole. The Chairman reviews the individual performance of each Board member annually.

The Chairman’s performance is evaluated by the most senior Independent Non-Executive Director after canvassing the views of the other Directors.

The review will take into account goals that have been set for Karoon based on corporate requirements and any areas for improvement identified in previous reviews.

The Board will, where appropriate, also disclose any insights it has gained from the performance review and any governance changes which have been made as a result.

Senior Executive Evaluations

Karoon’s senior executives are subject to an annual performance evaluation. Each year, senior executives establish a set of performance targets with her or his superior. These targets are aligned to overall business goals and Karoon’s requirements. In the case of the Managing Director, the targets are established between the Managing Director and the Board.

An informal assessment of progress is carried out each half year. A full evaluation of the executive’s performance against the agreed targets takes place once a year. This will normally occur in conjunction with goal setting for the coming year. Since Karoon is committed to continuous improvement and the development of its people, the results of the evaluation form the basis of the executive’s development plan. Performance pay components of executives’ packages are dependent on the outcome of the evaluation.

Karoon is committed to continuing development of its directors and executives. Any director wishing to undertake specific training or personal development is expected to approach the Managing Director for approval of the proposed course. Development may include governance and industry based training.



Robert Hosking
Managing Director



David Klingner
Chairman