



Director's contract

The wording on pages 64 to 73 in the 2016 Report and Accounts is a direct copy from the 2016 Remuneration Policy which was set out in full and voted on by shareholders at the 2016 AGM. As such the language of "current executives" is intended to refer to those executives in role at the time this policy was approved.

For the avoidance of doubt the employment contract for Dominique Yates, who was appointed in November 2016, contains termination provisions that only provide for guaranteed payments on departure from the Company of salary and other fixed benefits.