

NOMINATION PROCESS FOR MEMBER-NOMINATED DIRECTORS

The following procedures will be followed when MNDs are being nominated:

- 1 All Active and Deferred members of the Scheme who are current employees of the Society and all members in receipt of a pension from the DB Section of the Scheme can put themselves forward as an MND;
- 2 All nominations must be on the prescribed Nomination Form, and a copy is made available with this Announcement.
- 3 Nominees must sign the Nomination Form and provide a short capability statement about why they feel they would be a suitable MND;
- 4 Nominations must be proposed and seconded by two other Eligible Members;
- 5 The Trustee Directors reserve the right not to accept a nomination if they honestly and reasonably believe that such a nominee would not be in the best interests of the Scheme or the membership as a whole;
- 6 Nominees will also need to complete the Trustee Director's Declaration form posted alongside this Announcement;
- 7 All Nomination Forms and Trustee Director's Declarations must be returned to the address shown on the Nomination Form, by the date stated (inclusive);
- 8 Subject to the Trustee Director's right not to accept a nomination as described above, if there is just one nomination received, then that nominee will be appointed as a Trustee Director . If the position remains vacant a further nomination process will be held after 12 months. This process will be repeated at reasonable intervals until the position of MND is filled;
- 9 Where the number of nominees is greater than the number of vacancies, a selection panel process will take place, details of which have been provided;
- 10 The period of office upon appointment will be for an initial term of three years, which may then be extended for a further three years term with the approval of all other Trustee Directors. After completion of the second term (i.e. six years in total) MNDs can stand for re-selection.
- 11 In the event the MND wishes to nominate themselves again (after the second or third three year term) and if the remaining Trustee Directors consider retaining that MND would benefit the operational efficiency of the board of Trustee Directors, then the further extend the MND's appointment by up to 18 months (without any further selection process being required). The maximum overall term is 10 years.
- 12 The above provisions are subject to any future requirements of legislation.

SELECTION PROCESS FOR MEMBER-NOMINATED DIRECTORS

Where nominations have been received, and the number of nominations received exceeds the number of vacancies, a selection committee ("**Committee**") will be organised in accordance with the following rules:

1. A Committee consisting of the some of the current Trustee Directors (excluding any MNDs standing for re-election) and which includes member representation will be appointed;
2. The Committee may then invite nominated candidates to submit further information in support of their application and/or attend a short interview with the Committee;
3. The Committee will select one of the nominated candidates to fill each MND vacancy;
4. The results of the selection process will then be published;
5. In making its selection, the Committee will review each nomination received on the grounds of the suitability of the nominees to be an MND. The members of the Committee will consider the general suitability of the candidates, having regard to such criteria as they consider appropriate, including but not limited to:
 - the candidate's experience of, understanding of and willingness to learn about pensions issues;
 - the candidate's availability to act as an MND, given the time commitments of the role;
 - the commitment of the candidate to the role of MND;
 - the candidate's reasons for wanting to be an MND; and
 - any experience that could be relevant to the trustee role.

The members of the Committee may have regard to such further criteria as they shall decide appropriate, having regard to the principles of proportionality, fairness and transparency;

6. Where a Trustee Director appointed as a result of this selection process resigns or ceases to be a Trustee Director within six months of being appointed, the Trustee Directors may select an MND from those nominated in the last nomination process rather than carry out a new nomination and selection process. The Trustee Directors will select as the new MND any such individual recommended by the Committee.