

Recruitment of Group Board members

Skills, knowledge and experience requirements

The constitution of The Riverside Group Ltd (Riverside) contains specific provisions relating to the composition of its Board. In order to discharge their responsibilities for directing the organisation, all boards should be composed of members who meet the appropriate skills and competencies requirements for the relevant board. The Board Member Skills Audit assesses these requirements.

The Board also seeks to ensure that it is as diverse as possible in composition.

Nomination by shareholder

Board members are recruited as appropriate when vacancies occur to ensure the planned renewal of skills and experience. Recruitment is based on merit and objective selection and assessment techniques. Candidates may be found from both within and outside the Group. A range of recruitment techniques may be needed to secure a wide choice of candidates and it will normally be appropriate to advertise both internally and externally before making the appointment.

However, the Riverside constitution permits anyone seeking board membership (other than retiring board members) to apply to the association for election. Prospective candidates should apply by written statement setting out:

- Their full name and address;
- Their occupation;
- Whether or not they are a tenant or customer of the Group;
- Why such an appointment interests them;
- How they meet the criteria in the Board Member Skills Audit; and
- What they can bring to the Board.

Such candidates must be nominated by a shareholder and should enclose the name and contact details of the nominating shareholder with their written application.

The application should be sent to: the Company Secretary, Riverside Group, 2 Estuary Boulevard, Liverpool L24 8RF, to arrive by 1 May each year in order to be considered for election at that year's annual general meeting (which takes place each year in the autumn).

All applications received in this way will be submitted to Group Board's Governance and Remuneration Committee, which has delegated authority to make an initial assessment and decide whether to recommend candidates for consideration by the Board.