

# RESPONSIBILITIES OF THE REMUNERATION AND HR COMMITTEE

## Dube TradePort Corporation Annual Report 2016/17 Supporting Document

The Committee has the following specific responsibilities, as per the Remuneration and Human Resources Committee Terms of Reference:

### REMUNERATION

- Review and recommend Dube TradePort Corporation's strategies and policies on Remuneration, Recognition and Reward on an annual basis to ensure best practice, competitiveness of remuneration practices, and retention of executives, high-performing employees and specialised expertise;
- Oversee the establishment of a remuneration policy that will promote the achievement of strategic objectives and encourage individual performance;
- Review the implementation of the Remuneration Policy and practices;
- Ensure that the Pay Differential at Dube TradePort Corporation is reviewed annually;

- Consider the results of the evaluation of the performance of the Chief Executive Officer and other executives in determining remuneration; and
- In consultation with the MEC, consider the guidance as provided by KwaZulu-Natal Treasury, and any other published guidelines, and advise on the remuneration of non-executive Board members.

### HR

- Consider and recommend or approve (in line with the delegated authority) HR policies that will create an organisational culture of high performance, values and diversity, and make Dube TradePort Corporation an employer of choice;
- Consider and make recommendations to the Board on the succession planning of the Chief Executive Officer, the Chief Financial Officer and members of executive management;
- Review and recommend to the Board the Dube TradePort Corporation organisational structure above senior management level that will enable the achievement of strategic and business objectives;
- Recommend to the Board for final approval any appointments of the Chief Executive Officer, the Chief Financial Officer and members of executive management;
- Review the implementation of the Performance Management System;
- Review the implementation of the Dube TradePort Corporation Employment Equity Plan;
- Review the implementation of the Dube TradePort Corporation Learning and Development Strategy and Plan;
- Monitor and consider any material Human Resources Risks and ensure these are communicated to the Audit and Risk Committee; and
- Monitor compliance with labour legislation.

