

HUMAN RESOURCE AND REMUNERATION COMMITTEE

ROLE/CHARTER

1. Constitution

The Human Resources and Remuneration Committee shall be a committee of the Board of Netball New Zealand

2. Purpose

The purpose of the Human Resources and Remuneration Committee is to:

- a. Recommend to the Board human resources and remuneration policies and practices that enable the achievement of the strategic goals of NNZ.
- b. Recommend to the Board the policy and practice for reviewing the Chief Executive's performance and remuneration.
- c. Review and recommend to the Board the Chief Executive's recommendations for employee remuneration increases.

3. Duties and Responsibilities

The Human Resources and Remuneration Committee does not take actions or make decisions on behalf of the Board or the Chief Executive unless specifically mandated. The Board has delegated certain functions to the Human Resources and Remuneration Committee including:

- a. Establishing and reviewing the effectiveness of the human resources and remuneration policies and practices.
- b. Establishing and reviewing, as appropriate, employment contracts for all employees. Reviewing on an annual basis, the Chief Executive's performance and remuneration in conjunction the Chief Executive and the Board Chair.
- c. Commissioning any study, survey and/or independent advice as it sees fit to assist in its consideration of any human resources or remuneration matter.
- d. Attending to any other matter put to the Human Resources and Remuneration Committee as may be referred to it by the Board.

4. Membership

- a. Members of the Human Resources and Remuneration Committee shall comprise members of the Board appointed by the Board.
- b. The number of members of the committee shall be not less than three.
- c. The Board shall appoint the Chair of the committee.
- d. The appointment and removal of members of the Human Resources and Remuneration Committee shall be the responsibility of the Board.

5. Meetings of the Committee

- a. A quorum of members of the committee shall be at least two.
- b. The Committee may have in attendance the Chief Executive and senior management, and where appropriate external advisors, as it considers necessary to discharge the duties and responsibilities of the Committee.
- c. Meetings shall be held as deemed necessary in order to meet the obligations of this Charter.
- d. Minutes of all meetings shall be kept.
- e. Membership of this committee will be reviewed annually

6. Authorities

- a. The Committee will make recommendations to the Board on all matters requiring a decision. The Committee does not have the power or authority to make a decision in the Board's name or on its behalf.
- b. The Committee is authorised by the Board, at the expense of the NNZ to obtain such outside information and independent advice including market surveys and reports, legal opinion and to consult with outside advisors with relevant experience and expertise as necessary to properly discharge its duties and responsibilities.

Date	April 2023	Review Date	April 2026
Signature:			