

## POLICY

### REWARD

- The Centre will have a consistent international staff and seconded reward mechanism.
- All Operating units will adopt BATCo's version of the international management grade structure through the consistent application of the Hay method of job evaluation.
- All Operating units will have in place a Board Compensation Committee to :
  - ◆ Ensure that remuneration policy at all times constitutes a competitive advantage in terms of attracting and retaining top quality management.
  - ◆ Promote a good working knowledge of local market practice.
  - ◆ Critically challenge and analyse the reward package mix.
  - ◆ Ensure that packages are performance oriented.

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