



Healthscope

People and Remuneration Committee Charter

Healthscope Limited
ACN 144 840 639
(Company)
22 August 2017

1. Membership of the Committee

The Committee must consist of:

- only non-executive directors;
- a minimum of 3 members;
- a majority of independent directors; and
- an independent director as Chairman.

The Board may appoint such additional directors to the Committee or remove and replace members of the Committee by resolution. Members may withdraw from membership by written notification to the Board.

Non committee members, including members of management, may attend all or part of a meeting of the Committee at the invitation of the Committee Chairman.

The Company Secretary must attend all Committee meetings as minute secretary.

2. Administrative matters

2.1 Meetings

The Committee will meet as often as the Committee members deem necessary in order to fulfil their role. However, it is intended that the Committee will meet at least two times per year.

2.2 Quorum

The quorum is at least 2 members.

2.3 Convening and notice of meeting

The quorum is at least 2 members. Notice will be given to every member of the Committee of every meeting of the Committee at the member's advised address for service of notice (or such other pre notified interim address where relevant), but there is no minimum notice period and acknowledgement of receipt of notice by all members is not required before the meeting may be validly held.

2.4 Chairman

In the absence of the Committee Chairman, the Committee members must elect one of their number as Chairman for that meeting. The Chairman does not have a casting vote.

2.5 Access to resources and independent advisers

The Committee is to have access to adequate internal and external resources. The Committee may seek the advice of the Company's auditors, solicitors or other independent advisers (including external consultants and specialists) as to any matter pertaining to the powers or duties of the Committee or the responsibilities of the Committee, as the Committee may require.

2.6 Minutes

Minutes of meetings of the Committee must be kept by the Company Secretary and, after approval by the Committee Chairman, be presented at the next Board meeting. All minutes of the Committee must be entered into a minute book maintained for that purpose and will be open at all times for inspection by any director.

2.7 Reporting

The Committee Chairman will provide a brief oral report to the Board meeting next following a meeting of the Committee as to any material matters arising out of the Committee meeting. All directors will be permitted, within the Board meeting, to request information of the Committee Chairman or members of the Committee.

3. Role and responsibilities

The responsibilities of the Committee are as follows:

(a) Review and approve:

- remuneration arrangements for members of the Senior Leadership Team, being executives who report to the CEO, including contract terms, annual remuneration and participation in the Company's short and long term incentive plans, including payments to be made pursuant to the short term incentive plan;
- short term incentive strategy, major changes and developments to the short term incentive plan, categories of performance targets and aggregate payments to be made pursuant to the short term incentive plan; and
- the appointment of remuneration consultants for the purposes of the Corporations Act 2001 (Cth).

(b) Review and recommend to the Board:

- arrangements for the executive directors (including the CEO), including contract terms, annual remuneration and participation in the Company's short and long term incentive plans, including payments to be made pursuant to the short term incentive plan;
- major changes and developments to the Company's employee equity incentive plans;
- whether offers are to be made under any or all of the Company's employee equity incentive plans in respect of a financial year;
- remuneration by gender and recommend strategies or changes to address any pay bias;
- the remuneration arrangements for the Chairman and the non-executive directors of the Board, including fees, travel and other benefits;
- the remuneration report prepared in accordance with the Corporations Act 2001 (Cth) for inclusion in the annual directors' report; and
- changes to the measurable objectives or strategies of the Diversity and Inclusion Policy, or the way in which they are implemented.

(c) Review:

- major changes and developments:
 1. in the Company's remuneration, recruitment, retention and termination policies and procedures;
 2. in industrial relations strategies for the Healthscope Group;
- the effectiveness of performance assessment processes;
- and monitor the effectiveness of talent (including identification, promotion and retention) and succession policies and procedures across the Group and talent and succession planning in relation to members of the Senior Leadership Team;
- the effectiveness of the Diversity and Inclusion Policy by assessing the Company's progress towards the achievement of the measurable objectives and any strategies aimed at achieving the objectives;
- the Company's employee equity incentive plans in place from time to time and:
 1. determine the performance hurdles applicable to the participants and the satisfaction of performance hurdles or vesting of instruments;
 2. approve, within the parameters of the plans, amendments to the terms of existing plans;
 3. approve the terms of any trust deed applying in relation to the plans and of any amendment to any such trust deed, including authorising the execution of any such trust deed or amending deed on behalf of the Group; and
 4. administer the operation of the plans, including but not limited to determining disputes and resolving questions of fact or interpretation concerning the various plans; and
- and be satisfied that the Committee, the Board and management have available to them sufficient information and external advice to ensure informed decision making regarding remuneration.

4. Remuneration policy

- (a) In discharging its responsibilities, the Committee must have regard to the following policy objectives:
- to ensure the Company's remuneration structures are equitable and aligned with the long-term interests of the Company and its shareholders and having regard to relevant Company policies;
 - to attract and retain skilled executives;
 - to structure short and long term incentives that are challenging and linked to the creation of sustainable shareholder returns; and
 - to ensure any termination benefits are justified and appropriate.
- (b) In the discharge of the Committee's responsibilities, no executive should be directly involved in determining their own remuneration.
- (c) The Committee must at all times have regard to, and notify the Board as appropriate of, all legal and regulatory requirements, including any shareholder approvals which are necessary to obtain.
- (d) The Committee Chairman or if they are not available, a Committee member should attend the Annual General Meeting and make themselves available to answer any questions from shareholders about the Committee's activities or, if appropriate, the Company's remuneration arrangements.

5. Review

The Board will, at least once in each year, review the membership and charter of the Committee to determine its adequacy for current circumstances and the Committee may make recommendations to the Board in relation to the Committee's membership, responsibilities, functions or otherwise.