

ROLE DESCRIPTION SUMMARY

ROLE TITLE	REPORTING RELATIONSHIPS
Group Chief Executive	Reports to the Chairman and the Board
LOCATION	DIRECT REPORTS
London	Members of Group Management Committee and the Executive Office, as appropriate.
PURPOSE	
<p>Mobilise the Group to achieve its strategic objectives set by the Board. Lead the development of strategy (including mergers, acquisitions and alliances) with the Chairman and the Board. Position the Group in its external relationships (a responsibility also held by the Chairman). Responsible for the ongoing management of the Group so as to produce maximum shareholder value consistent with observing its obligations to all its stakeholders.</p>	
KEY RESPONSIBILITIES	
<p>Strategy and Management</p> <ul style="list-style-type: none"> • Develop the strategy of the Group in conjunction with the Chairman and the Board. • Prepare and submit to the Board an annual budget and a medium term plan; monitor progress against budget and plan throughout the year and report regularly to the Board on progress. • Manage and control all aspects of the Group's businesses. • Ensure that there is in place an effective system of delegation of authority, cost control, financial control and balance sheet management. • Keep under review the integrity of all control systems and management processes including risk management. • Build and maintain an effective top management team capable of delivering the Group's strategy and commercial objectives and identify, develop and recruit new talent to ensure effective succession to top management positions. • Define and execute the strategy for building the brand. <p>The Board</p> <ul style="list-style-type: none"> • Ensure that Board Committees and the Board receive sufficient information and reports to enable them to maintain effective oversight of the Group's activities. • Provide input to the Nomination Committee with particular reference to the appointment and retirement of executive directors. • Support the Chairman and the Company Secretary, to secure compliance across the Group with the Board's approved procedures including the Schedule of Matters Reserved to the Board. <p>External Relations</p> <ul style="list-style-type: none"> • In conjunction with the Chairman, maintain effective communication with the Group's stakeholders. The stakeholders are shareholders, regulators, governments, politicians, customers, staff and the communities within which the Group operates. • In conjunction with the Chairman, maintain effective communication with international institutions, governments, rating agencies, financial institutions, the media, the public and any relevant special interest groups who have a legitimate concern or involvement with the business of the Group. 	

Corporate Governance

- Support the Chairman and Group Company Secretary in relation to all aspects of corporate governance.
- Support the Chairman in promoting the highest standards of integrity, ethics, diversity and inclusion and corporate social responsibility across the Group.

Accountability

- The Group Chief Executive is accountable for:
 - annual results against budgets and operating plans
 - management of costs
 - new business development
 - financial control and balance sheet management
 - integrity of control systems and management processes
 - all organisation issues that flow from the above
 - people development with key appointments being agreed with Chairman
 - Chairman, as appropriate, of all Executive Committees