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# ARGYLE COMMUNITY HOUSING LTD

## REVIEW OF DIRECTORS' REMUNERATION POLICY

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## 1. PURPOSE

- 1.1 The Board of Argyle Community Housing Ltd (**Argyle Housing** or the **Company**) has established this Review of Directors' Remuneration Policy (**Policy**) to ensure that the remuneration paid to Argyle Housing's non-executive directors remains sufficient to attract and retain appropriately qualified directors who have the necessary skills and experience to monitor and assist in improving the performance of Argyle Housing.

## 2. POLICY

- 2.1 Every three years, the Nomination, Remuneration and Governance Committee (**NRGC**) will undertake a detailed review of the remuneration paid to the Argyle Housing's non-executive directors including appropriate remuneration for acting as a Chair or Member of any Committee established by the Board, benchmarked against other community housing organisations and the commercial market generally.
- 2.2 In the other years of the triennial review of directors' remuneration, the NRGC will consider an increase in directors' remuneration using the 'All Groups Consumer Price Index (**CPI**) weighted average of eight capital cities' published by the Australian Bureau of Statistics for the prior financial year ended 30 June.
- 2.3 Any increase in directors' remuneration recommended to the Board for approval, is to be effective from 1 July each year.

## 3. REVIEW OF POLICY

- 3.1 Unless the Argyle Housing Board determines otherwise, this Policy will be reviewed biennially.

## 4. APPROVED AND ADOPTED

- 4.1 This Policy was approved and adopted by the Board on 24 June 2020.

### Version Control

Version No	Date	Revised By	Description	Board approved
1.0	April 2017	Company Secretary	Review	22 August 2017
2.0	May 2018	Company Secretary	Move to a biennial review	26 June 2018
3.0	August 2019	Company Secretary	Review	24 September 2019
4.0	May 2020	Company Secretary	Biennial review	24 June 2020