

Role Description: Remuneration Committee Co-Opted Member

Remuneration Committee

MOSL's Board is responsible for achieving MOSL's purpose and strategy. MOSL's purpose is to advance simple and effective water markets to unlock value and choice for customers.

The Board has established four formal committees, to whom it delegates responsibilities of decision making and oversight. The Remuneration Committee's (the "Committee") purpose is:

- To provide strategic support to the Executive in relation to HR policy, to ensure that reward, incentives, and conditions available to the company's workforce are appropriate. In particular, the remuneration and benefits policy for the SLT to ensure they are provided with appropriate incentives to ensure sustained high performance, are rewarded for their individual and collective contributions to the success of the business.
- To provide independent strategic judgement on remuneration policies, processes and practices to ensure that MOSL remunerates in a manner that:
 - Is fair, responsible, and transparent;
 - Aligns with best practice;
 - Ensures that management are provided with appropriate incentives to encourage enhanced performance;
 - Supports the strategy of the organisation, and
 - Focuses on an inclusive culture that supports a diverse workforce to strengthen innovation and promote optimal business practices.

The Committee has delegated responsibilities from the Board, including:

- Approving all elements of remuneration and aspects of financial and non-financial reward that drive behaviour for the SLT, and in so far as this relates to the CEO make recommendations to the Board.
- Approving the Key Performance Indicators related to the short-term incentive allocations for the Company and the SLT and the achievement of these. In so far as this relates to the CEO make recommendations to the Board.
- Overseeing and approving all employee benefits.
- Approving any Company wide salary proposal.
- Overseeing the benchmarking and approve the remuneration of the independent members of the Strategic Panel and its committees.
- Overseeing the benchmarking of the remuneration paid to Independent Non-Executive Directors
- Reviewing the framework of the Company's Remuneration Policy.
- Overseeing the regular review of Equity, Diversity and Inclusion initiatives.
- Ensure that all provisions regarding the required disclosure of remuneration, including employee benefits, are fulfilled.

For more detail on the Committee's responsibilities, please see the Committee's [Terms of Reference](#).

The Committee's current members include a Chair (Independent Non-Executive Director), a further Non-Executive Director and an Industry nominated Director. The Remuneration Committee is also attended by the MOSL Chair, the CEO, and the Head of People, Risk and Compliance. Co-opted members, offering professional expertise, may also be appointed to the Committee, to complement the Committee's skillset.

The Role

The Committee has one new vacancy for a co-opted member, as follows. The position is advisory in nature and does not constitute a statutory directorship.

Key Responsibilities

The Co-Opted Committee Member is a full, voting member of the Committee. They are required to bring their professional Human Resources experience to bear in discharging the collective responsibility of the Committee. They are expected to act impartially and to discharge their responsibilities in the best interests of MOSL. They must:

- Exercise their own, independent, expert judgement to challenge, assess and to provide input, with the other members of the Committee.
- Follow due process, thereby enabling MOSL's Board to place reliance on the work of the Committee.
- Act as ambassadors for the Committee and inspire stakeholder confidence.
- Support the Committee's Chair, the Company Secretary and other members by providing independent and expert advice, support and feedback – including on a one-to-one and/or confidential basis as appropriate.
- Attend Committee meetings fully prepared in order to actively participate in and add value to the meetings.
- Participate in any Committee member induction, training and performance evaluation process, either in an individual capacity or collectively, with the other Committee members.

Person Specification

Experience

The successful applicant will have:

- Relevant and current experience in Human Resources, with a particular focus on remuneration, reward and recognition.
- Experience of decision-making at a senior level in a Human Resources function.
- Excellent decision-making skills with a proven ability to exercise sound, impartial judgement, exercised at a senior level.
- Keen influencing skills with the ability to reconcile diverse demands of competing interests.

Qualities

The successful applicants will be:

- An excellent communicator.
- Able to assimilate complex issues and information to analyse, question and challenge constructively
- Able to motivate and engender respect by setting the right example.
- Able to facilitate productive and inclusive discussion.
- Collaborative by instinct.

Commitment and Remuneration

- The position is unpaid. Reasonable travel expenses will be paid.
- The Committee has four meetings per year (each usually a half-day meeting held virtually). The role may also be required to attend one (in person) Board meeting per annum.
- If there is an urgent business need, additional ad hoc meetings of the Committee may be convened. Meetings are held virtually by default (typically, one meeting a year is held in person at MOSL's office).
- The successful applicant will be able to commit to circa 6 days per year attending and preparing for meetings, and carrying out other tasks associated with the role (e.g. ongoing training and development and performance evaluations).
- A fixed term position which shall expire no more than three years from the date of appointment.

Should you require any further information about the role or wish to apply, please contact company.secretary@mosl.co.uk

Appointment

Appointments to the Committee will be made via an appointments panel, under the guidance of the Committee's Chair, and will make a recommendation to the Board

Equality, Diversity & Inclusion statement

MOSL is an equal opportunities employer. To be inclusive in the way we attract, recruit, and develop our people is our Equality, Diversity, and Inclusion commitment.

As a Disability Confident employer, we are happy to discuss any support you may need during the application and selection process as part of our reasonable adjustments undertaking. Therefore, we encourage you to advise us accordingly at the time of your application so that we can support you through your recruitment journey.