

## **SHAREHOLDERS COMMUNICATION**

### **10.1 Introduction**

The Board approves a communications policy for NUPEMCO, which includes processes for the review and approval of reports, and other communication or disclosure by NUPEMCO to its shareholder, stakeholders, employees and the public.

The purpose of this policy is to provide guidance for Directors in the area of communications to and from the Board and individual Directors.

### **10.2 Communications strategy**

As part of the annual strategic planning process, the Board reviews and approves key communications objectives, desired stakeholders' perceptions, strategic communications and priorities and communication and evaluation methods. The Board monitors progress in the area of communications as part of its review of NUPEMCO's progress against the goals set out in the strategic and business plans.

### **10.3 External communication to and from directors**

Non-Executive Directors shall be active in the University Community. Therefore, it is expected that persons interested in NUPEMCO will, from time to time, communicate their concerns and questions to Directors rather than to management. The following guidelines shall apply to communications with the Company:

- i. If the issue raised is operational in nature, including persons seeking to obtain or provide services with NUPEMCO, the person should be directed to take the inquiry to the CEO.
- ii. If the issue is properly a Board level issue, the Director should inform the Board Chairman or the CEO of such communications, so that proper action can be taken and accurate responses made by the appropriate representative of NUPEMCO.

Directors should not under any circumstance discuss confidential NUPEMCO matters; however, they are free to confirm matters that are within the public domain.