

Core Governance attributes for a Ravensdown director

To help guide shareholders who are looking to stand as a director or nominate a potential candidate for this election round, the Ravensdown Board believes that the core governance attributes set out below will be important for the medium and long-term prosperity of Ravensdown.

Directors of Ravensdown do not need a highly technical background in nutrient science, soil science, and all the complex issues which Ravensdown and its customers face (although such a background is always advantageous).

Set out below are the core governance attributes for a Ravensdown director:

Core Governance Attributes	Descriptors
Co-operative ethos	<ul style="list-style-type: none"> A genuine interest in the performance and direction of Ravensdown as an innovative and essential partner to all forms of agriculture and horticulture in New Zealand.
Primary Sector knowledge	<ul style="list-style-type: none"> Knowledge of industry-wide issues and Ravensdown's role within the sector. An ability and desire to communicate effectively with shareholders and stakeholders of the company.
Governance skillset	<ul style="list-style-type: none"> Prior governance roles – ideally in a business of similar size and scale to Ravensdown (or larger); OR Potential and motivation for governance roles, demonstrated by self-development to build capability as a governor. An ability to act at 'governance altitude', separating strategy from operations and balancing constructive challenge with support.
Desirable governance attributes	Descriptors
Commercial business acumen	<ul style="list-style-type: none"> Demonstrated senior commercial experience including financial acumen and risk awareness with scale and complexity. Ability to focus on long-term business performance for company and shareholder success.
Specialty attributes	<ul style="list-style-type: none"> Experience or a strong understanding of science and R&D application in relation to soil nutrients and agricultural innovation. Knowledge and experience in the governance, strategic use and risk management of technology including information systems, transforming and disruptive technologies and cyber risk. Manufacturing experience including operation