

Nomination for Election as a Director of Standards Australia Limited

ABN 85 087 326 690



At the November 2025 Annual General Meeting, three Directors will have concluded their current terms:

- Marlene Kanga AO
- Ian Oppermann
- Ken Slattery

Accordingly, nominations are hereby called for three Member-Elected Director positions.

Marlene Kanga AO and Ian Oppermann are eligible to stand for re-election for a third and final term of three years and have indicated that they intend to submit a nomination.

Ken Slattery is eligible to stand for re-election for a further two terms and has indicated that he intends to submit a nomination.

Nomination Procedure

Nominations on the attached form, signed by two Members and the nominee by way of consent, should be returned to the Company Secretary by no later than 5.00pm AEST on Tuesday 7 October 2025. Nomination forms and other documentation received after this time and date will not be accepted.

Nominations and requested attachments must be forwarded by email to companysecretary@standards.org.au

Prior to Nomination

Prior to submitting a nomination, prospective candidates are invited to meet with the Chair of the Board to discuss the role of a Director of Standards Australia and the associated responsibilities, obligations and time commitment expected of a Director of Standards Australia.

Guidance

Standards Australia aspires to promote diversity in the Board to achieve exceptional governance of its affairs through the unique contributions of people with diverse backgrounds, experiences, and perspectives.

To achieve this the Board completes a Skills Matrix each year to determine the key strengths of the Directors who will be continuing their Directorship the following year.

This process provides an opportunity for the Board to give feedback to Members on the areas where skills would be desirable in candidates nominating for the position of Director.

The nomination process is open to nominees nominated by two current Members. The Board have asked Members to note the need for individuals who have a good balance between industry experience and governance capability.

Essential Eligibility Criteria:

- Have not been disqualified from:
 - Managing a corporation under the *Corporations Act 2001 (Cth)*.
 - Being a responsible person of a registered charity by the Australian Charities and Not-for-profits Commission at any time.
- Have not been insolvent under administration within the previous five years.

- Have no actual or perceived conflicts of interest that cannot be managed
- Have the necessary time, capacity and capability required to undertake the responsibilities of the role, attend all scheduled meetings and develop an understanding of the business of the Company.
- Have the right personal attributes for the Standards Australia Board and be able to actively contribute to the affairs of Standards Australia, the ability to be independent and constructively challenging and collaborative.
- Agree to comply with the Codes of Conduct and policies required of Directors of Standards Australia.

Required Skills and Experience

- Have experience as a Director and have knowledge of Directors' responsibilities including an understanding of the role as well as the legal, ethical, fiduciary, and financial responsibilities.
- Have knowledge and/or experience of good governance practices.
- Have strategy and strategic thinking experience, including the ability to identify and critically assess strategic opportunities and threats, and experience in developing and implementing strategic plans.
- Have legal knowledge to inform decision making, including understanding of workplace health and safety issues, and other laws, regulations, obligations and risks applicable to Standards Australia's activities.
- Have Stakeholder engagement experience including expertise in community and stakeholder engagement, or government relations experience and expertise.

Desirable Skills and Experience

- Have experience or expertise in innovation, digital and cyber, including:
 - Understanding of factors relevant to innovation, including opportunities to leverage digital technologies.
 - Understanding cyber security principles and ensuring compliance.
 - Knowledge of the application of technology and data analytics to improve operations.
- Have experience in leading or working closely with People and Culture leadership including:
 - Human resources /employment issues knowledge
 - Experience in workplace culture, people management, capacity and capability development and succession planning.
 - Experience in setting remuneration frameworks.
- Have experience of expertise in Risk Management, including:
 - Experience in identifying and monitoring key risks including strategic, reputational and political risks.
 - Experience in implementing appropriate risk management frameworks and controls.

Procedure

If no more than three eligible nominations for the positions are received, the nominees will be declared elected without further ballot.

If more than three eligible nominations are received, an election will be held for the three vacant positions. In that event ballot papers will be provided to Members on Thursday 16 October 2025.

Results of the elections will be announced after the election has been conducted with the nominees elected assuming office from the conclusion of the AGM on Friday 28 November 2025.

If you have any queries regarding the nomination or election process, please feel very welcome to contact me.