

ASX Announcement  
14 January 2022



## **APPOINTMENT OF MANAGING DIRECTOR AND CHIEF EXECUTIVE OFFICER**

Wellness and Beauty Solutions Limited (ASX: WNB) (subject to deed of company arrangement) (**WNB** or the **Company**) is pleased to advise that Steven Chaur has been appointed as Managing Director and Chief Executive Officer of the Company effective from 24 January 2022.

Steven is a transformational leader who has delivered sustainable shareholder value growth in competitive and dynamic sectors such as consumer food products, specialised industrial products and agricultural production across local and international customer markets. Actively driving revenue, operational and margin improvement whilst focussing on building high performing teams, growing customer partnerships and building trusted brands, Steven has proven experience in FMCG strategy leadership, lean manufacturing, global distribution, consumer marketing, ASX financial oversight and governance. He has led organisations operating in Pacific and global markets including New Zealand, Europe, China, UAE, Thailand, Japan, Singapore, Indonesia and the USA.

Steven has held recent Managing Director and Chief Executive Officer roles at Castlegate James Australasia (2019-current), Nutrano Produce Group (2017–2018), Patties Food Limited (2014–2016) (ASX: PFL), Saint-Gobain Pacific (2010–2014) (EPA: SGO) and has held senior executive roles at George Weston Foods, Findus Australia, National Foods Ltd (ASX: NFL), Simplot Australia and Unilever. He is also a current Non-Executive Director at Wingara AG Limited (2020–current) (ASX: WNR) and is a past Non-Executive Director of Meat & Livestock Australia (2015–2018) and Davies Bakeries (2014–2016).

Garry Hounsell said, “Steven’s track record of developing high performing teams and trusted brands together with his extensive experience in leadership and financial oversight is deeply aligned with the Board’s vision of building a successful and profitable company. We welcome Steven to the team.”

## **ENDS**

*This announcement was authorised for release by the Board of Directors of WNB.*

### **Hasaka Martin**

Company Secretary

Wellness and Beauty Solutions Limited

P: +61 424 685 041

E: [hasaka.martin@emersonoperations.com.au](mailto:hasaka.martin@emersonoperations.com.au)



## APPENDIX 1

### Key terms of Executive Employment Agreement between Steven Chaur and Wellness and Beauty Solutions Limited.

- |          |                         |   |
|----------|-------------------------|---|
| <b>1</b> | <b>Role</b>             | Managing Director and Chief Executive Officer   |
| <b>2</b> | <b>Commencement</b>     | 24 January 2022   |
| <b>3</b> | <b>Term</b>             | Mr Chaur's employment has no fixed term. Employment will continue until terminated by either party in accordance with the terms of the Executive Employment Agreement dated 13 January 2022.  |
| <b>4</b> | <b>Remuneration</b>     | <p><u>Total Fixed Remuneration</u></p> <p>\$520,000 per annum excluding superannuation but inclusive of executive director fees.</p> <p><u>Sign-On Performance Rights</u></p> <p>Nil</p> <p><u>Short Term Incentive / Long Term Incentive Pool</u></p> <p>Maximum of \$450,000 annually subject to the achievement of KPI's in place from time to time comprising of both equity and cash rights.</p> |
| <b>5</b> | <b>Termination</b>      | Employment may be terminated with six months' notice by either party subsequent to a six-month probationary period.   |
| <b>6</b> | <b>Other Provisions</b> | The Executive Employment Agreement also includes standard terms covering confidentiality, intellectual property, moral rights and post-employment cascading restraints which apply for up to 12 months in Australia, the United States of America and the United Kingdom following termination.   |