



24th June 2016

ASX Market Announcement

Steamships Trading Company Limited (SST) Appointment of New Finance Director and Confirmation of Key Terms of Engagement for the Executive Directors

Further to an announcement on 14 March 2016, the Board of Directors of Steamships Trading Company Limited is pleased to announce the appointment of Michael Scantlebury to succeed Sean Pelling as Finance Director and Company Secretary with effect from today.

The following is a summary of the key terms of engagement for the new Finance Director and a confirmation of terms for the Managing Director, Mr Peter Langslow:

(a) *Duration of Contract*

Both directors are employed under a continuing contract with no fixed term subject to rights of termination and the holding of a valid Papua New Guinea work permit and employment visa.

(b) *Remuneration*

Mr Scantlebury's fixed remuneration is Australian \$710,000 per annum with an annual review in January of each year. Mr Scantlebury is entitled to a retirement gratuity and is also provided with a vehicle and fully serviced accommodation in Papua New Guinea.

Mr Langslow's fixed remuneration is Australian \$680,000 per annum with an annual review in January of each year. Mr Langslow participates in the Swire Group Retirement Benefit Scheme and is also provided with a vehicle and fully serviced accommodation in Papua New Guinea.

Both directors are eligible for a performance bonus as a short term incentive. The range of the discretionary bonus is between 0% and 100% of their fixed remuneration subject to meeting performance criteria.

Both directors are not eligible for any long term incentive.

(c) *Termination of Employment*

Both directors employment may be terminated at any time by Steamships or by either director giving 1 months' notice. Steamships may terminate Mr Scantlebury or Mr Langslow's employment without notice for any serious breach of their employment contract or for misconduct, incompetence or behaviour, which is, in the reasonable opinion of Steamships, prejudicial to its interest or business.

(d) *Post-Employment Activity*

After termination of either of director's employment for whatever reason, neither may solicit or entice away any business or customers from Steamships, nor canvass, solicit or entice away any employee of Steamships for a period of no less than 12 months.