

BOARD OF DIRECTORS



BACK ROW: DAVID HAXBY, JOHN CHIVERS, JONATHAN NICHOLLS, VANDA MURRAY AND CHRIS GEOGHEGAN
FRONT ROW: GARETH DAVIES, CHRIS DAVIES AND LES TENCH

LES TENCH BSC **NON-EXECUTIVE CHAIRMAN**

Les Tench (age 64) became a Non-Executive Director in March 2003 and was appointed Deputy Chairman in November 2003. He was appointed Chairman on 1 May 2004. He is a Non-Executive Director of Norcross plc and Lupus Capital plc. He joined CRH plc in 1992, and from 1998 until his retirement in December 2002 was Managing Director of CRH Europe – Building Products.

CHRIS DAVIES BA (OXON) **CHIEF EXECUTIVE**

Chris Davies (age 56) joined Sheffield Insulations in 1994, having previously gained UK and overseas management experience of manufacturing, contracting and specialist distribution in the metals and construction industries. He moved to a Group role in 1996, and in 2001 took up the post of Managing Director Europe. He was appointed to the main Board on 12 February 2007 and was appointed Deputy Chief Executive on 10 January 2008. He was appointed Chief Executive on 1 July 2008.

GARETH DAVIES BA, ACA **FINANCE DIRECTOR**

Gareth Davies (age 46) joined the Group in November 1993 as Group Financial Controller, having previously been a senior manager with Arthur Andersen. He was appointed to the main Board in August 2002 as Finance Director.

JOHN CHIVERS **EXECUTIVE DIRECTOR**

John Chivers (age 57) joined the Group in July 1975 and was appointed a Director of Sheffield Insulations in April 1989. He was appointed to the main Board in September 2001. He is Managing Director of UK Exteriors.

DAVID HAXBY LL.B, FCA **NON-EXECUTIVE DIRECTOR**

David Haxby (age 68) became a Non-Executive Director in March 2003. He is currently a Non-Executive Director of Cattles plc, a position he has held since 1999. From 1991 until his retirement in 1995 he was the London Office Managing Partner of Arthur Andersen and since then has served on the Board of a number of public and private companies.

VANDA MURRAY OBE, BA (HONS) **NON-EXECUTIVE DIRECTOR**

Vanda Murray (age 48) became a Non-Executive Director on 1 July 2009. She is Deputy Chair of the North West Regional Development Agency, Chairs Business Link North West and is a Non-Executive Director of Carillion plc and the Manchester Airport Group. She previously held Executive positions as Chief Executive Officer of Blick plc, President of Europe, Stanley Security Solutions and Managing Director of Ultraframe (UK) Limited. She is a Fellow of the Chartered Institute of Marketing and was appointed OBE in 2002 for services to Industry and to Export.

CHRIS GEOGHEGAN FRAES **NON-EXECUTIVE DIRECTOR**

Chris Geoghegan (age 56) became a Non-Executive Director on 1 July 2009 and is Chairman of the Remuneration Committee. He is currently Chairman of Hampson Industries plc and E2V Technologies plc and a Non-Executive Director of Volex plc and Kier Group plc. Prior to his retirement he was Chief Operating Officer of BAE Systems plc with responsibility for all European joint ventures and UK defence electronics assets. He is a Fellow of the Royal Aeronautical Society and a past President of the Society of British Aerospace companies.

JONATHAN NICHOLLS BA, ACA, FCT **NON-EXECUTIVE DIRECTOR**

Jonathan Nicholls (age 52) became a Non-Executive Director on 6 November 2009 and is Chairman of the Audit Committee. He is a Non-Executive Director of DS Smith plc and Great Portland Estates plc. Most recently he was Group Financial Director of Old Mutual plc and prior to that he was Group Finance Director of Hanson plc.

BOARD COMMITTEES

AUDIT COMMITTEE

Mr. J. C. Nicholls – Chairman
 Mr. C. V. Geoghegan
 Mr. D. A. Haxby
 Mrs. V. Murray

REMUNERATION COMMITTEE

Mr. C. V. Geoghegan – Chairman
 Mr. D. A. Haxby
 Mrs. V. Murray
 Mr. J. C. Nicholls

NOMINATIONS COMMITTEE

Mr. L. O. Tench – Chairman
 Mr. C. V. Geoghegan
 Mr. D. A. Haxby
 Mrs. V. Murray
 Mr. J. C. Nicholls
 Mr. C. J. Davies