



Dunelm Group plc

Statement of the Board and governance responsibilities of the Chief Executive Officer

Strategic

1. Lead the development and embedding of the Group's purpose and ambitions, and role model the shared values.
2. Have a thorough understanding of the Company's business and build close connections with colleagues, suppliers and knowledge of customer preferences.
3. Make an annual proposal to the Board on strategy, including growth targets, development plans and building organisational capabilities.
4. Lead presentation of strategy and financial results to analysts, investors and potential investors.
5. Lead the Group's activities in relation to climate change and sustainability.

Operations

1. Present annually to the Board for approval an annual budget and long-term strategic and financial plan, and ensure that Company performance is reviewed monthly against the annual budget and KPIs.
2. Present proposals on major investments to the Board and thereafter ensure a periodic Board review of post-investment performance.
3. Deliver the annual budget as agreed with the Board, seeking at all times to deliver the Group's ambitions, drive performance and increase shareholder value.
4. Ensure high standards of service to customers, and from support facilities and functions to stores and the webstore.
5. Ensure that the Company complies with all legal responsibilities, including those as to health and safety.
6. Ensure appropriate internal controls and risk management policies and procedures are established and that they are applied and periodically reviewed.
7. Recommend membership of, and representation on, retail and related trade bodies and maintain external relationships appropriate to the Company's activities.
8. Ensure that management information systems accurately reflect trading performance and provide appropriate management information.

9. Ensure that IT development plans support the Company's activities, including computer disaster recovery arrangements.
10. Ensure the business continuity plan in the event of a major disaster remains current and review once per year.
11. Promote high standards of business conduct throughout the business.

Colleagues

1. Regularly review the organisational structure of the Company.
2. Lead and inspire the Executive team and chair the Executive Board.
3. Ensure appropriate succession plans are in place for key managerial positions at all levels, including a suitable management trainee programme. Responsible for appointment and removal of Executive Board members, whilst keeping the Board informed of planned changes.
4. Ensure development and application of appropriate colleague policies, including annual appraisals.
5. Make recommendations to the Remuneration Committee on salary and other remuneration elements for senior management.
6. Ensure that there are programmes in place to promote diversity and inclusion throughout the organisation.
7. Engage with colleagues through the National Colleague Voice and regular formal and informal communications

Last reviewed June 2021