

Dividend Policy

When determining the level of the dividend each year, the board considers the profitability of the group; the ability of the group to generate cash; the availability of that cash in the parent company within the level of the banking facilities; and the level required to invest in the business.

The group's banking structure is on a pooling arrangement so that provided there are sufficient funds within the group there will be sufficient funds available in the parent company to make a payment of dividends. Dividends are also paid up from the trading subsidiaries to the parent company making certain there are also distributable reserves in the parent company as well as funds being available.

This dividend policy is considered annually by the board and takes into account the period set out in the viability statement and the funding facilities available.

Dividends are generally paid out in January for the interim stage and September for the final once it is approved by the members at the AGM in July.

Ref	Version No	Release Date	Author	Approved by	Tier	Page
dividend	1.0	Nov 2016	Malcolm Windeatt	Mark Bottomley	1	- 1 -