



NON-EXECUTIVE
DIRECTOR AWARDS

— 2024

IN ASSOCIATION WITH PEEL HUNT

THE RESULTS

Thursday 21st March 2024

THE JUDGING PANEL

Our eminent panel of judges come from a variety of sectors.



Ruth Cairnie
Chair, NED Awards



Funmi Adegoke
Halma



Sophie Chandauka
Meta



Sheryl Cuisia
CTFN



Graham Durgan
NEDA



**Baroness Eliza
Manningham-Buller**



Steven Fine
Peel Hunt



Irvinder Goodhew
Alvarez & Marsal



Simon Gorringe
Santander Corporate &
Investment Banking



Sir Philip Hampton



Fiona Hathorn
Women on Boards UK



Ninder Johal DL
The Nachural Group



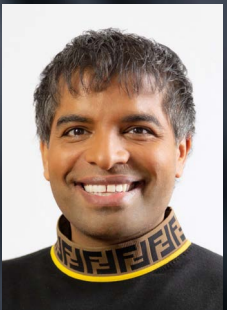
Nicholas Laugier
Georgeson



Sasha Molodtsov
BDO



Lesley-Ann Nash
St James's Place



Suki Sandhu OBE
Audeliss Executive Search



Hilary Sears
Cranfield School
of Management



Oliver Shah
The Sunday Times



Alasdair Steele
CMS



Dr Philip Stiles
Cambridge Judge Business
School



**Prof. Susan
Vinnicombe CBE**
Cranfield School of
Management

THE JUDGING PROCESS

To ensure the winners are chosen in an impartial manner, there is a thorough five stage selection process.

STAGE 1

A short form nomination is made on-line. Chief executives and senior management, as well as academics, accountants, advisors, analysts, lawyers and charitable trust managers can nominate a Non-Executive Director for any of the categories except Lifetime Achievement which is chosen by the judging panel.

STAGE 2

At this stage a board member of the organisation (normally CEO) is contacted to provide further information on the Non-Executive Director that has been nominated. They are asked to answer a questionnaire (the long form), which analyses the Non-Executive Director's skills.

STAGE 3

We ensure that all of the long and short forms are eligible. We then narrow the list of nominees per category, this is done by professors from Cranfield School of Management & Henley Business School.

STAGE 4

Each nominee on the shortlist is interviewed by one of the judges.

STAGE 5

Judges come together to discuss the shortlist and the winners are decided by an anonymous voting system.

SHORTLIST

FTSE 100

Thérèse Esperdy, Imperial Brands

Andrew Higginson, JD Sports

Sir Andrew Mackenzie, Shell

Roberto Quarta, WPP

Paul Walker, RELX

FTSE AIM

Ken Fry, Alpha FMC

Penny Judd, LendInvest

Steve Smith, Kitwave Group

Donna Troy, FD Technologies

Malcolm Wall, Eagle Eye Solutions Group

FTSE ALL SHARE

Charles Allen, Lord Allen of Kensington, CBE,
The Hut Group

Colin Day, Premier Foods Group

Melanie Gee, Syncona

Nigel Stein, Inchcape

Vijay Thakrar, Treatt

'NED TO WATCH'

Dupsy Abiola, Essentra

Dorothy Burwell, Pennon Group

Manju Malhotra, Workspace Group

Salma Shah, Mitie Group

Sarah Wall, Sixty Bricks

NOT FOR PROFIT/PUBLIC SERVICE ORGANISATION

Julie Baddeley, Chapter Zero

Dr Harry Brünjes, English National Opera

Stephen Hill OBE, Alzheimer's Society

Jim Irvine, DEBRA

Jack Pringle, RIBA

PRIVATE/PRIVATE EQUITY BACKED

Paul Hemsley, Propertymark

Peter Hubbard, The Exeter

Mike McTighe, Together Financial Services

Alison Thain OBE, Sage Homes

Dorothy Thompson, InstaVolt

THE RESULTS



FTSE 100
Paul Walker
RELX



FTSE ALL SHARE
Colin Day
Premier Foods Group



FTSE AIM
Malcolm Wall
Eagle Eye Solutions
Group



DAME HELEN
ALEXANDER 'NED
TO WATCH'
Salma Shah
Mitie Group



NOT-FOR-PROFIT/
PUBLIC SERVICE
ORGANISATION
Stephen Hill OBE
Alzheimer's Society



PRIVATE/PRIVATE
EQUITY BACKED
Alison Thain OBE
Sage Homes



LIFETIME
ACHIEVEMENT
Sir Nigel Rudd

FTSE 100



Paul Walker, RELX

Paul Walker was praised for his “outstanding” financial performance, and enviable track record – described by one judge as “not just exceptional but outrageous”. Paul has provided critical strategic leadership in his role as Chair, with the business benefiting from their extensive experience, entrepreneurial style, decisiveness and resilience.

Under Paul’s stewardship, the share price has almost doubled and total shareholder returns are just under 90%, helping to make the stock the best performing FTSE 100 company over the past decade. A “phenomenal individual”, Paul was also described as a “true motivator of people” with his collegiate yet challenging approach being a great asset to the business during an uncertain time.

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FTSE ALL SHARE



Colin Day, Premier Foods Group

Colin Day has played a pivotal role in overseeing the company's growth strategy and the complete transformation of its financial position.

The judges badged this year's winner a "no brainer" based on shareholder returns, strengthening governance and company performance.

Under Colin's stewardship, Premier Foods has completed a major transformation, with the Company making it back into the FTSE 250 after almost nine years and the share price increasing fourfold. A can-doer without question. The results under his stewardship have been remarkable.

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FTSE AIM



Malcolm Wall, Eagle Eye Solutions Group

Malcolm was described by one of the judges as a “magician” for the way he navigated a series of major changes while turning around the company’s financial position.

As Chair of Eagle Eye from 2016 to November 2023, Malcolm steered the company through a period of organic and inorganic growth, moving the business to profitability and sustainable revenue growth.

From a sporting background, Malcolm’s strong belief in “the power of the team” shone through in his approach and was evident in its impact. His focus on ensuring all team members were operating to the best of their ability, alongside fostering a culture of continuous improvement, has been key to Eagle Eye’s success.

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DAME HELEN ALEXANDER 'NED TO WATCH'



Salma Shah, Mitie Group

Salma stood out to the judges for the impressive contribution she has already made in a short space of time.

Salma's background in journalism and politics brings a unique perspective to Mitie's Board.

Nominated by Mitie Group CEO, Phil Bentley – who worked with Dame Helen Alexander for many years - the judges were struck by his comments on similarities he noted between Salma and Dame Helen, from her deep intellect and confidence in challenging, to understanding key issues and how a narrative might unfold. A very deserving winner.

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NOT-FOR-PROFIT /PUBLIC SERVICE ORGANISATION



Stephen Hill OBE, Alzheimer's Society

Stephen stood out for both his approach and the impact of his contributions. He was praised for his exceptional leadership, enabling the organisation to undergo a remarkable cultural transformation and a visible step-change in capabilities and outcomes under their stewardship.

In his seven years as Chair, Stephen carefully reshaped the organisation's governance arrangements to maximise its impact. Stephen's "high challenge, high support" approach was pivotal in ensuring the right decisions were made on strategy, budget and risk. While his compassionate leadership style also ensured the right culture was in place to deliver results.

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Alison Thain OBE, Sage Homes

Alison stood out for her achievements in steering the business through many competing priorities, not least in overseeing and creating a strategy that clearly demonstrates how private capital can deliver substantial social outcomes.

In what has traditionally been a not-for-profit sector, Alison has expertly overseen the successful growth of Sage Homes in her role as Chair. The judges commented that Alison has demonstrated exceptional skill in bringing together potentially conflicting dynamics of social housing and private equity ownership, all the while overseeing and delivering impressive commercial outcomes. She is a hugely worthy winner.

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LIFETIME ACHIEVEMENT



Sir Nigel Rudd

Foregoing the well-trodden route of university education, Sir Nigel began his career in accountancy straight out of school and, aged 20, qualified as Britain's youngest chartered accountant.

Hailing from Derby, in the heart of England, manufacturing and engineering was evidently in his blood. It wasn't long before he spotted an opportunity in the sector, building what went on to become one of the largest industrial holding companies of its day and receiving a Knighthood for services to manufacturing.

With 20 plus years experience being on boards, the judges commented that is hard to think of an individual who has chaired as many companies as Sir Nigel, and consistently done a first-class job. He has taken on some of the biggest roles in UK business during their career and delivered outstanding results, with companies ranging from Alliance Boots, to Barclays, Heathrow and Pendragon.

Sir Nigel has created a huge amount of shareholder value in his various roles, regarded not just as a safe pair of hands, but someone who will assert themselves strategically and operationally – deliver and make change.

Sir Nigel is the epitome of self-made success, described by the judges as a “class act”. Initially founding and building a business into one of the biggest in the UK, he has gone on to build an incredibly successful career as a non-executive director. He is undeniably deserving of this year's lifetime award.

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For further information about the awards please visit nedawards.co.uk, or email nedawards@peelhunt.com

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