

1.12 APPOINTMENT OF EDITORS

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The appointment of a new editor is one of the most critical recruitment decisions for any of our companies, especially given the wide freedom enjoyed by editors once in their role.

Normal procedures should be followed in such appointments, including the advertising of any vacancies on Group noticeboards and the Group intranet. Wherever possible, we will endeavour to promote from within but, where necessary, external appointments will be made.

In every case, a member of the Editorial Review Group must be involved in each stage of the recruitment process. The Director of HR will assist if such expertise is not available in the company in question. No appointment may be made without the prior approval of the Chief Operating Officer.

Within three months of taking up an appointment as editor for the first time, it is a Group requirement that such individuals will have attended the Johnston Press "Role of Editor" training course.

All newly appointed editors, including existing editors moving to a more senior role, are required to participate in the Group mentoring programme. Mentors will be arranged by the Director of HR.