#### **Appendix 4G**

# Key to Disclosures Corporate Governance Council Principles and Recommendations

Name of entity:								
Cellm	Cellmid Limited							
ABN / /	ARBN:	Financial year ended:						
69 11	1 304 119	30 June 2019						
Our corporate governance statement <sup>2</sup> for the above period above can be found at: <sup>3</sup> These pages of our annual report:								
	☐ This URL on our website: http://www.cellmid.com.au/content_common/pg-corporate-governance statements.seo							
The Co		ate and up to date as at 16 September 2019 and has been approved by						
The an	nexure includes a key to where our corpo	orate governance disclosures can be located.						
Date:	Date: 16 September 2019							
Name lodger	of Director or Secretary authorising ment:	Maria Halasz						

Under Listing Rule 4.7.4, if an entity chooses to include its corporate governance statement on its website rather than in its annual report, it must lodge a copy of the corporate governance statement with ASX at the same time as it lodges its annual report with ASX. The corporate governance statement must be current as at the effective date specified in that statement for the purposes of rule 4.10.3.

Throughout this form, where you are given two or more options to select, you can, if you wish, delete any option which is not applicable and just retain the option that is applicable. If you select an option that includes "<u>OR</u>" at the end of the selection and you delete the other options, you can also, if you wish, delete the "OR" at the end of the selection.

<sup>&</sup>lt;sup>1</sup> Under Listing Rule 4.7.3, an entity must lodge with ASX a completed Appendix 4G at the same time as it lodges its annual report with ASX. Listing Rule 4.10.3 requires an entity that is included in the official list as an ASX Listing to include in its annual report either a corporate governance statement that meets the requirements of that rule or the URL of the page on its website where such a statement is located. The corporate governance statement must disclose the extent to which the entity has followed the recommendations set by the ASX Corporate Governance Council during the reporting period. If the entity has not followed a recommendation for any part of the reporting period, its corporate governance statement must separately identify that recommendation and the period during which it was not followed and state its reasons for not following the recommendation and what (if any) alternative governance practices it adopted in lieu of the recommendation during that period.

<sup>&</sup>lt;sup>2</sup> "Corporate governance statement" is defined in Listing Rule 19.12 to mean the statement referred to in Listing Rule 4.10.3 which discloses the extent to which an entity has followed the recommendations set by the ASX Corporate Governance Council during a particular reporting period.

<sup>&</sup>lt;sup>3</sup> Mark whichever option is correct and then complete the page number(s) of the annual report, or the URL of the web page, where the entity's corporate governance statement can be found. You can, if you wish, delete the option which is not applicable.

#### ANNEXURE - KEY TO CORPORATE GOVERNANCE DISCLOSURES

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed $\dots^4$	
PRINC	IPLE 1 – LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVE	ERSIGHT		
1.1	A listed entity should disclose:  (a) the respective roles and responsibilities of its board and management; and  (b) those matters expressly reserved to the board and those delegated to management.	the fact that we follow this recommendation:  in our Corporate Governance Statement OR  at [insert location]  and information about the respective roles and responsibilities of our board and management (including those matters expressly reserved to the board and those delegated to management):  at http://www.cellmid.com.au/content_common/pg-board-of-charter.seo	<ul> <li>□ an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>□ we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>	
1.2	A listed entity should:     (a) undertake appropriate checks before appointing a person, or putting forward to security holders a candidate for election, as a director; and     (b) provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.	the fact that we follow this recommendation:  in our Corporate Governance Statement OR  at [insert location]	□ an explanation why that is so in our Corporate Governance Statement <u>OR</u> □ we are an externally managed entity and this recommendation is therefore not applicable	
1.3	A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	the fact that we follow this recommendation:  ☑ in our Corporate Governance Statement OR  ☐ at [insert location]	□ an explanation why that is so in our Corporate Governance Statement <u>OR</u> □ we are an externally managed entity and this recommendation is therefore not applicable	
1.4	The company secretary of a listed entity should be accountable directly to the board, through the chair, on all matters to do with the proper functioning of the board.	the fact that we follow this recommendation:  ☑ in our Corporate Governance Statement OR  ☐ at [insert location]	□ an explanation why that is so in our Corporate Governance Statement <u>OR</u> □ we are an externally managed entity and this recommendation is therefore not applicable	

<sup>4</sup> If you have followed all of the Council's recommendations in full for the whole of the period above, you can, if you wish, delete this column from the form and re-format it.

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed $\dots^4$
1.5	A listed entity should:  (a) have a diversity policy which includes requirements for the board or a relevant committee of the board to set measurable objectives for achieving gender diversity and to assess annually both the objectives and the entity's progress in achieving them;  (b) disclose that policy or a summary of it; and  (c) disclose as at the end of each reporting period the measurable objectives for achieving gender diversity set by the board or a relevant committee of the board in accordance with the entity's diversity policy and its progress towards achieving them and either:  (1) the respective proportions of men and women on the board, in senior executive positions and across the whole organisation (including how the entity has defined "senior executive" for these purposes); or  (2) if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in and published under that Act.	the fact that we have a diversity policy that complies with paragraph (a):  in our Corporate Governance Statement OR  at [insert location]  and a copy of our diversity policy or a summary of it:  at [insert location]  and the measurable objectives for achieving gender diversity set by the board or a relevant committee of the board in accordance with our diversity policy and our progress towards achieving them:  in our Corporate Governance Statement OR  at [insert location]  and the information referred to in paragraphs (c)(1) or (2):  in our Corporate Governance Statement OR  at [insert location]  at [insert location]	<ul> <li>         □ an explanation why that is so in our Corporate Governance Statement OR         □ we are an externally managed entity and this recommendation is therefore not applicable     </li> </ul>
1.6	A listed entity should:     (a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and     (b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.	the evaluation process referred to in paragraph (a):  □ in our Corporate Governance Statement OR  □ at http://www.cellmid.com.au/content_common/pg-performance-evaluation-process.seo  and the information referred to in paragraph (b):  □ in our Corporate Governance Statement OR  □ at [insert location]	<ul> <li>□ an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>□ we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>

Corpo	orate Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed $\dots^4$
1.7	A listed entity should:     (a) have and disclose a process for periodically evaluating the performance of its senior executives; and     (b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.	the evaluation process referred to in paragraph (a):  □ in our Corporate Governance Statement OR  □ at http://www.cellmid.com.au/content_common/pg-performance-evaluation-process.seo  and the information referred to in paragraph (b):  □ in our Corporate Governance Statement OR  □ at [insert location]	<ul> <li>□ an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>□ we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>

Corpora	te Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed $\dots^4$
PRINCIP	PLE 2 - STRUCTURE THE BOARD TO ADD VALUE		
2.1	The board of a listed entity should:  (a) have a nomination committee which:  (1) has at least three members, a majority of whom are independent directors; and  (2) is chaired by an independent director, and disclose:  (3) the charter of the committee;  (4) the members of the committee; and  (5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or  (b) if it does not have a nomination committee, disclose that fact and the processes it employs to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.	[If the entity complies with paragraph (a):] the fact that we have a nomination committee that complies with paragraphs (1) and (2):  in our Corporate Governance Statement OR  at [insert location] and a copy of the charter of the committee:  at http://www.cellmid.com.au/content_common/pg-nomination-committee-charter.seo and the information referred to in paragraphs (4) and (5):  in our Corporate Governance Statement OR  at pages 10 − 17 of the Annual Report [If the entity complies with paragraph (b):] the fact that we do not have a nomination committee and the processes we employ to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively:  in our Corporate Governance Statement OR  at [insert location]	□ an explanation why that is so in our Corporate Governance Statement OR □ we are an externally managed entity and this recommendation is therefore not applicable
2.2	A listed entity should have and disclose a board skills matrix setting out the mix of skills and diversity that the board currently has or is looking to achieve in its membership.	our board skills matrix:  in our Corporate Governance Statement OR  at http://www.cellmid.com.au/content_common/pg-board-of-charter.seo	□ an explanation why that is so in our Corporate Governance Statement <u>OR</u> □ we are an externally managed entity and this recommendation is therefore not applicable

Corporate	e Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed $\dots^4$	
2.3	A listed entity should disclose:  (a) the names of the directors considered by the board to be independent directors;  (b) if a director has an interest, position, association or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position, association or relationship in question and an explanation of why the board is of that opinion; and  (c) the length of service of each director.	the names of the directors considered by the board to be independent directors:  ☑ in our Corporate Governance Statement OR  ☐ at [insert location] and, where applicable, the information referred to in paragraph (b): ☑ in our Corporate Governance Statement OR ☐ at [insert location] and the length of service of each director: ☑ in our Corporate Governance Statement OR ☐ at [insert location]	an explanation why that is so in our Corporate Governance Statement	
2.4	A majority of the board of a listed entity should be independent directors.	the fact that we follow this recommendation:  ☑ in our Corporate Governance Statement OR  ☐ at [insert location]	an explanation why that is so in our Corporate Governance Statement <u>OR</u> we are an externally managed entity and this recommendation is therefore not applicable	
2.5	The chair of the board of a listed entity should be an independent director and, in particular, should not be the same person as the CEO of the entity.	the fact that we follow this recommendation:  ☑ in our Corporate Governance Statement OR  ☐ at [insert location]	an explanation why that is so in our Corporate Governance Statement <u>OR</u> we are an externally managed entity and this recommendation is therefore not applicable	
2.6	A listed entity should have a program for inducting new directors and provide appropriate professional development opportunities for directors to develop and maintain the skills and knowledge needed to perform their role as directors effectively.	the fact that we follow this recommendation:  ☑ in our Corporate Governance Statement OR  ☐ at [insert location]	an explanation why that is so in our Corporate Governance Statement <u>OR</u> we are an externally managed entity and this recommendation is therefore not applicable	
PRINCIPLE 3 – ACT ETHICALLY AND RESPONSIBLY				
3.1	A listed entity should:  (a) have a code of conduct for its directors, senior executives and employees; and  (b) disclose that code or a summary of it.	our code of conduct or a summary of it:  in our Corporate Governance Statement OR  at http://www.cellmid.com.au/content_common/pg-code-of-conduct.seo	an explanation why that is so in our Corporate Governance Statement	

Corpora	te Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed $\dots^4$
PRINCIP	LE 4 – SAFEGUARD INTEGRITY IN CORPORATE REPORTING		
4.1	The board of a listed entity should:  (a) have an audit committee which:  (1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and  (2) is chaired by an independent director, who is not the chair of the board, and disclose:  (3) the charter of the committee;  (4) the relevant qualifications and experience of the members of the committee; and  (5) in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or  (b) if it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.	[If the entity complies with paragraph (a):] the fact that we have an audit committee that complies with paragraphs (1) and (2):  in our Corporate Governance Statement OR  at [insert location] and a copy of the charter of the committee:  at http://www.cellmid.com.au/content_common/pg-audit-committee-charter.seo and the information referred to in paragraphs (4) and (5):  in our Corporate Governance Statement OR  at pages 10-17 of the Annual Report [If the entity complies with paragraph (b):] the fact that we do not have an audit committee and the processes we employ that independently verify and safeguard the integrity of our corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner:  in our Corporate Governance Statement OR at [insert location]	an explanation why that is so in our Corporate Governance Statement
4.2	The board of a listed entity should, before it approves the entity's financial statements for a financial period, receive from its CEO and CFO a declaration that, in their opinion, the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the entity and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.	the fact that we follow this recommendation:  in our Corporate Governance Statement OR  at [insert location]	an explanation why that is so in our Corporate Governance Statement

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed $\ldots^4$	
4.3	A listed entity that has an AGM should ensure that its external auditor attends its AGM and is available to answer questions from security holders relevant to the audit.	the fact that we follow this recommendation:  ☑ in our Corporate Governance Statement OR  ☐ at [insert location]	an explanation why that is so in our Corporate Governance Statement <u>OR</u> we are an externally managed entity that does not hold an annual general meeting and this recommendation is therefore not applicable	
PRINCIPI	E 5 – MAKE TIMELY AND BALANCED DISCLOSURE			
5.1	A listed entity should:  (a) have a written policy for complying with its continuous disclosure obligations under the Listing Rules; and  (b) disclose that policy or a summary of it.	our continuous disclosure compliance policy or a summary of it:  in our Corporate Governance Statement OR  at http://www.cellmid.com.au/content_common/pg-continuous-disclosure-policy.seo	an explanation why that is so in our Corporate Governance Statement	
PRINCIPI	LE 6 – RESPECT THE RIGHTS OF SECURITY HOLDERS			
6.1	A listed entity should provide information about itself and its governance to investors via its website.	information about us and our governance on our website:  at http://www.cellmid.com.au/content_common/pg-corporate-governance.seo	an explanation why that is so in our Corporate Governance Statement	
6.2	A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors.	the fact that we follow this recommendation:  ☑ in our Corporate Governance Statement OR  ☐ at [insert location]	an explanation why that is so in our Corporate Governance Statement	
6.3	A listed entity should disclose the policies and processes it has in place to facilitate and encourage participation at meetings of security holders.	our policies and processes for facilitating and encouraging participation at meetings of security holders:  in our Corporate Governance Statement OR  at http://www.cellmid.com.au/content_common/pg-public-disclosure-policy.seo	an explanation why that is so in our Corporate Governance Statement <u>OR</u> we are an externally managed entity that does not hold periodic meetings of security holders and this recommendation is therefore not applicable	
6.4	A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.	the fact that we follow this recommendation:  ☑ in our Corporate Governance Statement OR  ☐ at [insert location]	an explanation why that is so in our Corporate Governance Statement	

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed $\dots^4$
PRINCIP	PLE 7 – RECOGNISE AND MANAGE RISK		
7.1	The board of a listed entity should:  (a) have a committee or committees to oversee risk, each of which:  (1) has at least three members, a majority of whom are independent directors; and  (2) is chaired by an independent director, and disclose:  (3) the charter of the committee;  (4) the members of the committee; and  (5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or  (b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.	[If the entity complies with paragraph (a):] the fact that we have a committee or committees to oversee risk that comply with paragraphs (1) and (2):  ☑ in our Corporate Governance Statement OR  ☐ at [insert location] and a copy of the charter of the committee:  ☑ at http://www.cellmid.com.au/content_common/pg-audit-committee-charter.seo and the information referred to in paragraphs (4) and (5):  ☐ in our Corporate Governance Statement OR  ☑ at pages 10 − 17 of the Annual Report [If the entity complies with paragraph (b):] the fact that we do not have a risk committee or committees that satisfy (a) and the processes we employ for overseeing our risk management framework:  ☐ in our Corporate Governance Statement OR	an explanation why that is so in our Corporate Governance Statement
7.2	The board or a committee of the board should:  (a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound; and  (b) disclose, in relation to each reporting period, whether such a review has taken place.	<ul> <li>□ at [insert location]</li> <li> the fact that board or a committee of the board reviews the entity's risk management framework at least annually to satisfy itself that it continues to be sound:</li> <li>□ in our Corporate Governance Statement OR</li> <li>□ at [insert location]</li> <li> and that such a review has taken place in the reporting period covered by this Appendix 4G:</li> <li>□ in our Corporate Governance Statement OR</li> <li>□ at [insert location]</li> </ul>	an explanation why that is so in our Corporate Governance Statement

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed $\dots^4$
7.3	A listed entity should disclose:     (a) if it has an internal audit function, how the function is structured and what role it performs; or     (b) if it does not have an internal audit function, that fact and the processes it employs for evaluating and continually improving the effectiveness of its risk management and internal control processes.	[If the entity complies with paragraph (a):] how our internal audit function is structured and what role it performs:  □ in our Corporate Governance Statement OR □ at [insert location]  [If the entity complies with paragraph (b):] the fact that we do not have an internal audit function and the processes we employ for evaluating and continually improving the effectiveness of our risk management and internal control processes: □ in our Corporate Governance Statement OR □ at [insert location]	an explanation why that is so in our Corporate Governance Statement
7.4	A listed entity should disclose whether it has any material exposure to economic, environmental and social sustainability risks and, if it does, how it manages or intends to manage those risks.	whether we have any material exposure to economic, environmental and social sustainability risks and, if we do, how we manage or intend to manage those risks:  in our Corporate Governance Statement OR  at page 16 of the Annual Report	an explanation why that is so in our Corporate Governance Statement

Corporat	te Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed		ave NOT followed the recommendation in full for the e of the period above. We have disclosed $\dots^4$
PRINCIP	LE 8 – REMUNERATE FAIRLY AND RESPONSIBLY		•	
8.1	The board of a listed entity should:  (a) have a remuneration committee which:  (1) has at least three members, a majority of whom are independent directors; and  (2) is chaired by an independent director, and disclose:  (3) the charter of the committee;  (4) the members of the committee; and  (5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or  (b) if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.	<ul> <li>[If the entity complies with paragraph (a):]</li> <li> the fact that we have a nomination committee that complies with paragraphs (1) and (2):</li> <li>☑ in our Corporate Governance Statement OR</li> <li>☐ at [insert location]</li> <li> and a copy of the charter of the committee:</li> <li>☑ at http://www.cellmid.com.au/content_common/pg-nomination-committee-charter.seo</li> <li> and the information referred to in paragraphs (4) and (5):</li> <li>☐ in our Corporate Governance Statement OR</li> <li>☑ at pages 10 – 17 of the Annual Report</li> <li>[If the entity complies with paragraph (b):]</li> <li> the fact that we do not have a nomination committee and the processes we employ to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively:</li> <li>☐ in our Corporate Governance Statement OR</li> <li>☐ at [insert location]</li> </ul>		an explanation why that is so in our Corporate Governance Statement OR  we are an externally managed entity and this recommentherefore not applicable
8.2	A listed entity should separately disclose its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives.	separately our remuneration policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives:  in our Corporate Governance Statement OR  at [insert location]		an explanation why that is so in our Corporate Governance Statement <u>OR</u> we are an externally managed entity and this recommendation is therefore not applicable

Corporate	e Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed $\ldots^4$	
8.3	A listed entity which has an equity-based remuneration scheme should:     (a) have a policy on whether participants are permitted to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme; and     (b) disclose that policy or a summary of it.	our policy on this issue or a summary of it:  ☐ in our Corporate Governance Statement OR  ☐ at pages 20 to 24 of the Annual Report	an explanation why that is so in our Corporate Governance Statement <u>OR</u> we do not have an equity-based remuneration scheme and this recommendation is therefore not applicable <u>OR</u> we are an externally managed entity and this recommendation is therefore not applicable	
ADDITIONAL DISCLOSURES APPLICABLE TO EXTERNALLY MANAGED L		LISTED ENTITIES		
-	Alternative to Recommendation 1.1 for externally managed listed entities:  The responsible entity of an externally managed listed entity should disclose:  (a) the arrangements between the responsible entity and the listed entity for managing the affairs of the listed entity;  (b) the role and responsibility of the board of the responsible entity for overseeing those arrangements.	the information referred to in paragraphs (a) and (b):  in our Corporate Governance Statement OR  at [insert location]	an explanation why that is so in our Corporate Governance Statement	
-	Alternative to Recommendations 8.1, 8.2 and 8.3 for externally managed listed entities:  An externally managed listed entity should clearly disclose the terms governing the remuneration of the manager.	the terms governing our remuneration as manager of the entity:  in our Corporate Governance Statement OR  at [insert location]	an explanation why that is so in our Corporate Governance Statement	

The Corporate Governance Statement sets out the extent to which the Company has followed the recommendations of the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations. This corporate governance statement is current as at 16 September 2019 and has been approved by the board of the Company.

**Principles and Recommendations Compliance Comment** 

achieving them;

PRINCIPLE 1 – LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT				
1.1	A lis	the respective roles and responsibilities of its board and management; and	Complies	The Company has established a Board Charter, which discloses the specific responsibilities of the Board and those of senior executives.
	(b)	those matters expressly reserved to the board and those delegated to management.		The Board delegates responsibility for the day to day operations and administration of the Company to the Chief Executive Officer.
				The Company's Board Charter is posted on the Company's website.
1.2	A listed entity should:  (a) undertake appropriate checks before appointing a person, or putting forward to security holders a candidate for election, as a director; and		Complies	The Chairman and Chief Executive Officer are responsible for ensuring that appropriate checks are undertaken before a director candidate is appointed or put forward to security holders for election.
		provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.		All material information in the Company's possession relevant to a decision on whether or not to elect or re-elect a director is provided to security holders in the notice of the meeting at which the director is to be put forward for election or re-election.
1.3	A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.		Complies	All directors and senior executives have in place written agreements with the Company setting out the terms of their appointment.
1.4	The company secretary of a listed entity should be accountable directly to the board, through the chair, on all matters to do with the proper functioning of the board.		Complies	The Company Secretary reports directly to the Chairman and Chief Executive Officer. The decision to appoint or remove the Company Secretary is made by the Board.
1.5	A listed entity should:		Does Not Comply	The Board believes that the Company benefits from diversity.
		(a) have a diversity policy which includes requirements for the board or a relevant committee of the board to set measurable objectives for achieving gender diversity and to assess annually both the objectives and the entity's progress in		Due to the size of the Company and small number of persons employed by the Company and its controlled entities, the Board has not established a formal diversity policy.

- (b) disclose that policy or a summary of it; and
- (c) disclose as at the end of each reporting period the measurable objectives for achieving gender diversity set by the board or a relevant committee of the board in accordance with the entity's diversity policy and its progress towards achieving them and either:

(1) the respective proportions of men and women on the board, in senior executive positions and across the whole organisation (including how the entity has defined "senior executive" for these purposes); or

(2) if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in and published under that Act.

As the Company does not have a formal diversity policy it has not set formal measurable objectives for achieving diversity

The Company is able to disclose the following gender diversity statistics for the Company and its controlled entities as at the date of the Annual Report:

- (i) 45% of the Company's employees and consultants are female; and
- (ii) 17% of the Board is female.

The Company is not a 'relevant employer' under the Workplace Gender Equality Act.

#### **1.6** A listed entity should:

(a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors: and

(b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.

Complies

The Company has a Performance Evaluation Policy which is posted to the Company's website.

Complies

A performance evaluation of the Board did not take place during the reporting period but will be undertaken shortly in relation to the reporting period.

#### **1.7** A listed entity should:

(a) have and disclose a process for periodically evaluating the performance of its senior executives; and

(b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.

Complies

The Company has a Performance Evaluation Policy which is posted to the Company's website.

Complies

A performance evaluation of the Senior Executives did not take place during the reporting period but will be undertaken shortly in relation to the reporting period.

#### PRINCIPLE 2 - STRUCTURE THE BOARD TO ADD VALUE

- **2.1** The board of a listed entity should:
  - (a) have a nomination committee which:
    - (1) has at least three members, a majority of whom are independent directors; and
    - (2) is chaired by an independent director.

and disclose:

- (3) the charter of the committee;
- (4) the members of the committee; and
- (5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or
- (b) if it does not have a nomination committee, disclose that fact and the processes it employs to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.
- 2.2 A listed entity should have and disclose a board skills matrix setting out the mix of skills and diversity that the board currently has or is looking to achieve in its membership.

Complies

The Board has established a Nomination and Remuneration Committee.

The Nomination and Remuneration Committee is as follows:

- Mr David King Independent Non-Executive Director:
- Mr Bruce Gordon Independent Non Executive Director;
- Dr Fintan Walton Independent Non Executive Director; and

The Board has a Nomination Committee Charter, which can be located on the Company's website.

Members of the Nomination and Remuneration Committee are disclosed in the Directors' Report of the Annual Report.

The members of the Nomination and Remuneration Committee meet on an ad hoc basis as needed during the year, the attendance of the members at meetings of the Committee are disclosed in the Directors' Report of the Annual Report.

The Company has a Nomination and Remuneration Committee.

Complies

The skills of each Board member are disclosed on the Company's website and in the Company's Annual Report for each year.

The Board Charter and Nomination Committee Charter states the mix of skills and diversity the Board of directors is looking to achieve.

**2.3** A listed entity should disclose:

Complies

(a) the names of the directors considered by the board to be independent directors;

These details are disclosed in the Annual Report. The Board is comprised of five independent, non – executive directors (Dr David King, Mr Bruce Gordon, Dr Fintan Walton, Mr Dennis Eck, and Mr Martin Cross) and one executive director (Ms Maria Halasz).

In terms of managing conflicts, those Directors who have interests in specific transactions or potential transactions do not participate in any part of a Directors' meeting which considers those transactions or potential transactions, are not involved in the decision-making process in respect of those transactions or potential transactions, and are asked not to discuss those transactions or potential transactions with other Directors.

The Board notes that Mr Dennis Eck is a substantial security holder of the Company however the Board has determined that given Mr Eck's role as a Non-Executive Director and other considerations this holding in the Company is not sufficient to compromise the independence of Mr Eck.

(b) if a director has an interest, position, association or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position, association or relationship in question and an explanation of why the board is of that opinion; and

(c) the length of service of each director.

Dr David King - 11 years' service

Ms Maria Halasz - 12 years' service

Mr Bruce Gordon - 4 years' service

Dr Fintan Walton - 4 years' service.

 $Mr\ Dennis\ Eck-1\ year,\ 5\ months\ service$ 

Dr Martin Cross – 1 year, 10 months service

**2.4** A majority of the board of a listed entity should be independent directors.

Complies

A majority of the board is independent.

2.5 The chair of the board of a listed entity should be an independent director and, in particular, should not be the same person as the CEO of the entity.

Complies

The Company's Chairman, Dr David King is an independent director. The Company's CEO is Ms Maria Halasz.

2.6 A listed entity should have a program for inducting new directors and provide appropriate professional development opportunities for directors to develop and maintain the skills and knowledge needed to perform their role as directors effectively.

Complies

The company has a formal program for inducting a new director and the company secretary ensures that all directors are informed of changes in governance obligations. The current Board has the appropriate mix of skills and knowledge

required to fulfil their responsibilities.

The company also encourages attendances at professional development courses such as those held by AICD.

#### PRINCIPLE 3 – ACT ETHICALLY AND RESPONSIBLY

**3.1** A listed entity should:

Complies

(a) have a code of conduct for its directors, senior executives and employees; and

The Board acknowledges and emphasizes the importance of all directors and employees maintaining the highest standards of corporate governance practice and ethical conduct.

A code of conduct has been established requiring directors and employees to, amongst other things:

- i) act honestly;
- ii) exercise due care and diligence in fulfilling the functions of office;
- iii) not use their position or information for personal gain;
- iii) avoid conflicts and make full disclosure of any possible conflict of interest; and
- iv) comply with the Corporations Act 2001 (Cth).

(b) disclose that code or a summary of it.

Complies

The Code of Conduct is posted on the Company's website.

#### PRINCIPLE 4 - SAFEGUARD INTEGRITY IN CORPORATE REPORTING

**4.1** The board of a listed entity should:

Complies

- (a) have an audit committee which:
  - (1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and
  - (2) is chaired by an independent director, who is not the chair of the board.

and disclose:

- (3) the charter of the committee;
- (4) the relevant qualifications and experience of the members of the

The Board has established an Audit Committee to safeguard the integrity of the Company's financial reporting.

The Audit Committee consisted of three members as follows:

- Dr David King independent Non Executive Director;
- Mr Bruce Gordon independent Non Executive Director; and
- Dr Martin Cross independent Non Executive Director.

The Audit Committee Charter is posted on the Company's website.

The qualifications and experience of each member of the Committee and the number of Audit Committee meetings held and the

committee; and

- (5) in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or
- (b) if it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.
- 4.2 The board of a listed entity should, before it approves the entity's financial statements for a financial period, receive from its CEO and CFO a declaration that, in their opinion, the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the entity and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.
- 4.3 A listed entity that has an AGM should ensure that its external auditor attends its AGM and is available to answer questions from security holders relevant to the audit.

attendances at those meetings is disclosed in the Annual Report.

Complies

The Board receives this assurance from the Chief Executive Officer and the Financial Controller for each of the Full Year and Half Year reporting periods.

Complies

Complies

Each year the Company's external auditor attends the Annual General Meeting.

#### PRINCIPLE 5 - MAKE TIMELY AND BALANCED DISCLOSURE

- **5.1** A listed entity should:
  - (a) have a written policy for complying with its continuous disclosure obligations under the Listing Rules; and
  - (b) disclose that policy or a summary of it.

The Board has adopted a Continuous Disclosure Policy to ensure that the Company complies with its continuous disclosure obligations under the Corporations Act and the ASX Listing Rules and to ensure accountability for compliance. The Continuous Disclosure Policy is posted on the Company's website.

The Chief Executive Officer and the Company Secretary have primary responsibility for ensuring that the Company complies with its continuous disclosure obligations.

#### PRINCIPLE 6 – RESPECT THE RIGHTS OF SECURITY HOLDERS

**6.1** A listed entity should provide information about itself and its governance to investors via its website.

Complies

All information pertaining to the Company can be located on the Company's website, including Director and Management biographies, overview of operations in the Annual Report, as well as a "Shareholder Information" landing page where copies of all announcements, presentations and reports can be located.

The Company also has a website landing page entitled "Corporate Governance" where all relevant corporate governance information can be accessed.

**6.2** A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors.

Complies

The Board has established practices to facilitate effective communication with shareholders. The Chief Executive Officer and the Company Secretary oversee this process through the Company's website and newsletter updates. Regular briefings are held with professional investors. Prior to such briefings, any new information to be given is first released to the ASX and if significant, is later distributed to shareholders/investors who have registered their email address with the Company.

All shareholders are notified in writing of general meetings and are strongly encouraged to attend and participate in the Annual General Meetings of the Company, to lodge questions to be answered by the Board and / or Chief Executive Officer, and are able to appoint proxies.

**6.3** A listed entity should disclose the policies and processes it has in place to facilitate and encourage participation at meetings of security holders.

Complies

The Board has established a Public Disclosure Policy which is posted to the Company's website. The Policy seeks to promote effective communication with shareholders and encourage effective participation by shareholders at general meetings.

**6.4** A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.

Complies

Through the Company's website and through the website of the Company's share registry, security holders are invited to provide their email address to enable electronic communication to and from the Company and its share registry.

#### PRINCIPLE 7 – RECOGNISE AND MANAGE RISK

- **7.1** The board of a listed entity should:
- Complies
- (a) have a committee or committees to oversee risk, each of which:
  - (1) has at least three members, a majority of whom are independent directors; and
  - (2) is chaired by an independent director,

#### and disclose:

- (3) the charter of the committee;
- (4) the members of the committee; and
- (5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or
- (b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.
- **7.2** The board or a committee of the board should:
  - (a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound; and
  - (b) disclose, in relation to each reporting period, whether such a review has taken place.
- **7.3** A listed entity should disclose:
  - (a) if it has an internal audit function, how the function is structured and what role it performs; or
  - (b) if it does not have an internal audit function, that fact and the processes it employs for evaluating and continually improving the effectiveness of its risk

Due to the present size of the Company, the Company does not have a stand-alone risk management committee, however the full Audit Committee overseas the implementation of the Company's Risk Management Policy which is posted on the Company's website.

The Audit Committee consisted of three members as follows:

- Dr David King independent Non Executive Director;
- Mr Bruce Gordon independent Non Executive Director; and
- Dr Martin Cross independent Non Executive Director.

The Audit Committee Charter is posted on the Company's website.

The qualifications and experience of each member of the Committee and the number of Audit Committee meetings held and the attendances at those meetings is disclosed in the Annual Report.

Complies

Complies

The Chief Executive Officers have reported to the Board on the effectiveness of the Company's management of its material business risks at each of the Board meetings held throughout the year.

The Company does not have an internal audit function in respect of risk assessment.

The Board is responsible for reviewing and

Complies

Complies

management and internal control processes.

7.4 A listed entity should disclose whether it has any material exposure to economic, environmental and social sustainability risks and, if it does, how it manages or intends to manage those risks. at least annually the effectiveness of the Company's implementation of the risk management system and providing advice and recommendations to the Board regarding the ongoing development of risk oversight and management policies.

assessing the effectiveness of the Company's

system of risk management and the Audit Committee is also responsible for reviewing

Any material exposure to economic risk is disclosed in the Annual Report of the Company.

#### PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY

- **8.1** The board of a listed entity should:
  - (a) have a remuneration committee which:
    - (1) has at least three members, a majority of whom are independent directors; and
    - (2) is chaired by an independent director,

and disclose:

- (3) the charter of the committee;
- (4) the members of the committee; and
- (5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or
- (b) if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.

The Board has established a Nomination and Remuneration Committee consisting of three non-executive directors all of whom are considered to be independent as per the statement in respect of Principle 2.2.

The Remuneration Committee consists of:

- Dr David King independent Non Executive Director;
- Mr Bruce Gordon independent Non Executive Director;
- Dr Fintan Walton independent Non Executive Director: and

The Board has a Nomination Committee charter, which is posted on the Company's website.

The members of the Nomination and Remuneration Committee meet on an ad hoc basis as needed during the year, the attendance of the members at meetings of the Committee are disclosed in the Directors' Report of the Annual Report.

**8.2** A listed entity should separately disclose its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives.

Complies

The Board has not adopted a formal Remuneration Policy, however the Nomination and Remuneration Committee reviews the senior executive packages annually by reference to Company performance, executive performance, comparable information from industry sectors and other listed companies and independent advice.

Executives and consultants may also be entitled to participate in the Company's Employee Incentive Plan.

The amounts of remuneration for all key management personnel for the Company, including all monetary and non – monetary components are detailed in the Directors' Report under the heading Key Management Personnel Compensation. All remuneration paid to executives is valued at the cost to the Company and expensed. Shares given to executives are valued as the difference between the market price of those shares and the amount paid by the executive. Options are valued using the Black – Scholes methodology.

The Board expects that the remuneration structure implemented will result in the Company being able to attract and retain the best executives to run the consolidated group. It will also provide executives with the necessary incentives to work to grow long – term shareholder value.

The payment of bonuses, options and other incentive payments are reviewed by the Remuneration Committee annually as part of the review of executive remuneration and a recommendation is put to the Board for approval. All bonuses, options and incentives must be linked to predetermined performance criteria. The Board can exercise its discretion in relation to approving incentives, bonuses and options and recommend changes to the committee's recommendations. Any changes must be justified by reference to measurable performance.

**8.3** A listed entity which has an equity-based remuneration scheme should:

Complies

The Company has an Employee Incentive Plan in place.

- (a) have a policy on whether participants are permitted to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme; and
- (b) disclose that policy or a summary of it.

A summary of the Employee Incentive Plan is disclosed in the Company's Annual Report in the Directors' Report.