

# Appendix 4G

## Key to Disclosures

### Corporate Governance Council Principles and Recommendations

Name of entity

Range International Limited

ABN/ARBN

22 611 998 200

Financial year ended:

31 December 2020

Our corporate governance statement<sup>1</sup> for the period above can be found at:<sup>2</sup>

☐ These pages of our annual report:

☒ This URL on our website:

<https://www.rangeinternational.automic.com.au/documents>

The Corporate Governance Statement is accurate and up to date as at 26 February 2021 and has been approved by the board.

The annexure includes a key to where our corporate governance disclosures can be located.<sup>3</sup>

Date: 26 February 2021

Name of authorised officer authorising lodgement: Richard Jenkins

<sup>1</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.

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.

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 Listing Rule 4.10.3.

Under Listing Rule 4.7.3, an entity must also lodge with ASX a completed Appendix 4G at the same time as it lodges its annual report with ASX. The Appendix 4G serves a dual purpose. It acts as a key designed to assist readers to locate the governance disclosures made by a listed entity under Listing Rule 4.10.3 and under the ASX Corporate Governance Council's recommendations. It also acts as a verification tool for listed entities to confirm that they have met the disclosure requirements of Listing Rule 4.10.3.

The Appendix 4G is not a substitute for, and is not to be confused with, the entity's corporate governance statement. They serve different purposes and an entity must produce each of them separately.

<sup>2</sup> Tick whichever option is correct and then complete the page number(s) of the annual report, or the URL of the web page, where your corporate governance statement can be found. You can, if you wish, delete the option which is not applicable.

<sup>3</sup> 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 "OR" 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.

See notes 4 and 5 below for further instructions on how to complete this form.

## ANNEXURE – KEY TO CORPORATE GOVERNANCE DISCLOSURES

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
<b>PRINCIPLE 1 – LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT</b>			
1.1	A listed entity should have and disclose a board charter setting out: (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.	<input checked="" type="checkbox"/> and we have disclosed a copy of our board charter at: <a href="https://www.rangeinternational.automic.com.au/documents">https://www.rangeinternational.automic.com.au/documents</a>	
1.2	A listed entity should: (a) undertake appropriate checks before appointing a director or senior executive or putting someone forward 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.	<input checked="" type="checkbox"/>	
1.3	A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	<input checked="" type="checkbox"/>	
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.	<input checked="" type="checkbox"/>	

<sup>4</sup> Tick the box in this column only if you have followed the relevant recommendation in full for the whole of the period above. Where the recommendation has a disclosure obligation attached, you must insert the location where that disclosure has been made, where indicated by the line with “*insert location*” underneath. If the disclosure in question has been made in your corporate governance statement, you need only insert “our corporate governance statement”. If the disclosure has been made in your annual report, you should insert the page number(s) of your annual report (eg “pages 10-12 of our annual report”). If the disclosure has been made on your website, you should insert the URL of the web page where the disclosure has been made or can be accessed (eg “www.entityname.com.au/corporate governance/charters/”).

<sup>5</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.

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation	Where a box below is ticked, <sup>4</sup> we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
<p>1.5 A listed entity should:</p> <ul style="list-style-type: none"> <li>(a) have and disclose a diversity policy;</li> <li>(b) through its board or a committee of the board set measurable objectives for achieving gender diversity in the composition of its board, senior executives and workforce generally; and</li> <li>(c) disclose in relation to each reporting period: <ul style="list-style-type: none"> <li>(1) the measurable objectives set for that period to achieve gender diversity;</li> <li>(2) the entity's progress towards achieving those objectives; and</li> <li>(3) either: <ul style="list-style-type: none"> <li>(A) the respective proportions of men and women on the board, in senior executive positions and across the whole workforce (including how the entity has defined "senior executive" for these purposes); or</li> <li>(B) 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.</li> </ul> </li> </ul> </li> </ul> <p>If the entity was in the S&amp;P / ASX 300 Index at the commencement of the reporting period, the measurable objective for achieving gender diversity in the composition of its board should be to have not less than 30% of its directors of each gender within a specified period.</p>		<input checked="" type="checkbox"/> set out in our Corporate Governance Statement
<p>1.6 A listed entity should:</p> <ul style="list-style-type: none"> <li>(a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and</li> <li>(b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</li> </ul>	<input checked="" type="checkbox"/> and we have disclosed the evaluation process referred to in paragraph (a) at: Board Charter at <a href="https://www.rangeinternational.automic.com.au/documents">https://www.rangeinternational.automic.com.au/documents</a> and whether a performance evaluation was undertaken for the reporting period in accordance with that process at: In the Corporate Governance Statement.	

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
1.7	<p>A listed entity should:</p> <p>(a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and</p> <p>(b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</p>	<p><input checked="" type="checkbox"/></p> <p>and we have disclosed the evaluation process referred to in paragraph (a) at:</p> <p>In the Corporate Governance Statement</p> <p>and whether a performance evaluation was undertaken for the reporting period in accordance with that process at:</p> <p>In the Corporate Governance Statement.</p>	

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
<b>PRINCIPLE 2 - STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE</b>			
2.1	<p>The board of a listed entity should:</p> <p>(a) have a nomination committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(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</p> <p>(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.</p>		<input checked="" type="checkbox"/> set out in our Corporate Governance Statement
2.2	A listed entity should have and disclose a board skills matrix setting out the mix of skills that the board currently has or is looking to achieve in its membership.		<input checked="" type="checkbox"/> set out in our Corporate Governance Statement
2.3	<p>A listed entity should disclose:</p> <p>(a) the names of the directors considered by the board to be independent directors;</p> <p>(b) if a director has an interest, position, affiliation 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 or relationship in question and an explanation of why the board is of that opinion; and</p> <p>(c) the length of service of each director.</p>	<p><input checked="" type="checkbox"/></p> <p>and we have disclosed the names of the directors considered by the board to be independent directors at:</p> <p>In the Corporate Governance Statement.</p> <p>and, where applicable, the information referred to in paragraph (b) at:</p> <p>N/A</p> <p>and the length of service of each director at:</p> <p>In the Annual Report.</p>	

## Key to Disclosures Corporate Governance Council Principles and Recommendations

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2.4	A majority of the board of a listed entity should be independent directors.		<input checked="" type="checkbox"/> set out in our Corporate Governance Statement
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.		<input checked="" type="checkbox"/> set out in our Corporate Governance Statement
2.6	A listed entity should have a program for inducting new directors and for periodically reviewing whether there is a need for existing directors to undertake professional development to maintain the skills and knowledge needed to perform their role as directors effectively.	<input checked="" type="checkbox"/>	
<b>PRINCIPLE 3 – INSTIL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY</b>			
3.1	A listed entity should articulate and disclose its values.		<input checked="" type="checkbox"/> set out in our Corporate Governance Statement
3.2	A listed entity should: (a) have and disclose a code of conduct for its directors, senior executives and employees; and (b) ensure that the board or a committee of the board is informed of any material breaches of that code.	<input checked="" type="checkbox"/> and we have disclosed our code of conduct at: <a href="https://www.rangeinternational.automic.com.au/documents">https://www.rangeinternational.automic.com.au/documents</a>	
3.3	A listed entity should: (a) have and disclose a whistleblower policy; and (b) ensure that the board or a committee of the board is informed of any material incidents reported under that policy.	<input checked="" type="checkbox"/> and we have disclosed our whistleblower policy at: <a href="https://www.rangeinternational.automic.com.au/documents">https://www.rangeinternational.automic.com.au/documents</a>	
3.4	A listed entity should: (a) have and disclose an anti-bribery and corruption policy; and (b) ensure that the board or committee of the board is informed of any material breaches of that policy.		<input checked="" type="checkbox"/> set out in our Corporate Governance Statement

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<b>PRINCIPLE 4 – SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS</b>			
4.1	<p>The board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <p>(1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, who is not the chair of the board,</p> <p>and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the relevant qualifications and experience of the members of the committee; and</p> <p>(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</p> <p>(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.</p>		<input checked="" type="checkbox"/> set out 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.	<input checked="" type="checkbox"/>	
4.3	A listed entity should disclose its process to verify the integrity of any periodic corporate report it releases to the market that is not audited or reviewed by an external auditor.	<input checked="" type="checkbox"/>	

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<b>PRINCIPLE 5 – MAKE TIMELY AND BALANCED DISCLOSURE</b>			
5.1	A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.	<input checked="" type="checkbox"/> and we have disclosed our continuous disclosure compliance policy at: <a href="https://www.rangeinternational.automic.com.au/documents">https://www.rangeinternational.automic.com.au/documents</a>	
5.2	A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.	<input checked="" type="checkbox"/>	
5.3	A listed entity that gives a new and substantive investor or analyst presentation should release a copy of the presentation materials on the ASX Market Announcements Platform ahead of the presentation.	<input checked="" type="checkbox"/>	
<b>PRINCIPLE 6 – RESPECT THE RIGHTS OF SECURITY HOLDERS</b>			
6.1	A listed entity should provide information about itself and its governance to investors via its website.	<input checked="" type="checkbox"/> and we have disclosed information about us and our governance on our website at: <a href="https://www.rangeinternational.automic.com.au/documents">https://www.rangeinternational.automic.com.au/documents</a>	
6.2	A listed entity should have an investor relations program that facilitates effective two-way communication with investors.	<input checked="" type="checkbox"/>	
6.3	A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	<input checked="" type="checkbox"/> and we have disclosed how we facilitate and encourage participation at meetings of security holders at: In the Corporate Governance Statement	
6.4	A listed entity should ensure that all substantive resolutions at a meeting of security holders are decided by a poll rather than by a show of hands.	<input checked="" type="checkbox"/>	
6.5	A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.	<input checked="" type="checkbox"/>	



## Key to Disclosures Corporate Governance Council Principles and Recommendations

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<b>PRINCIPLE 7 – RECOGNISE AND MANAGE RISK</b>			
7.1	<p>The board of a listed entity should:</p> <p>(a) have a committee or committees to oversee risk, each of which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(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</p> <p>(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.</p>		<input checked="" type="checkbox"/> set out in our Corporate Governance Statement
7.2	<p>The board or a committee of the board should:</p> <p>(a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound and that the entity is operating with due regard to the risk appetite set by the board; and</p> <p>(b) disclose, in relation to each reporting period, whether such a review has taken place.</p>		<input checked="" type="checkbox"/> set out in our Corporate Governance Statement
7.3	<p>A listed entity should disclose:</p> <p>(a) if it has an internal audit function, how the function is structured and what role it performs; or</p> <p>(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 governance, risk management and internal control processes.</p>	<p><input checked="" type="checkbox"/></p> <p><i>[If the entity complies with paragraph (b):]</i></p> <p>and we have disclosed 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 at:</p> <p>In the Corporate Governance Statement</p>	

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
7.4	A listed entity should disclose whether it has any material exposure to environmental or social risks and, if it does, how it manages or intends to manage those risks.	<input checked="" type="checkbox"/> and we have disclosed whether we have any material exposure to environmental and social risks at: in the Corporate Governance Statement	

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
<b>PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY</b>			
8.1	<p>The board of a listed entity should:</p> <p>(a) have a remuneration committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(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</p> <p>(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.</p>		<input checked="" type="checkbox"/> set out in our Corporate Governance Statement
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.	<input checked="" type="checkbox"/> and we have disclosed separately our remuneration policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives at: In the Annual Report	
8.3	<p>A listed entity which has an equity-based remuneration scheme should:</p> <p>(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</p> <p>(b) disclose that policy or a summary of it.</p>	<input checked="" type="checkbox"/> and we have disclosed our policy on this issue or a summary of it at: <a href="https://www.rangeinternational.automic.com.au/documents">https://www.rangeinternational.automic.com.au/documents</a>	

# CORPORATE GOVERNANCE STATEMENT

The Board of Range International Limited (**Range** or **Company**) recognises the importance of having proper and effective corporate governance arrangements and of communicating our approach to corporate governance to our shareholders.

The ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (4<sup>th</sup> edition) seek to promote eight (8) general corporate governance principles and provide recommendations as to how a listed entity might give effect to these eight principles (**ASX Recommendations**).

This Corporate Governance Statement discloses the extent to which Range has followed the ASX Recommendations during the reporting period and identifies any Recommendation which the Company has not followed and states the Company's reasons and the alternative governance practices the Company adopted in lieu of the Recommendation. This corporate governance statement is current as 31 December 2020 and has been approved by the Board of the Company (**Board**).

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
<b>1. Lay solid foundations for management and oversight</b>		
<b>1.1. A listed entity should have and disclose a board charter setting out:</b>  (a) the respective roles and responsibilities of the Board and Management; and  (b) those matters expressly reserved to the Board and those delegated to Management.	Yes	<p>The Company's Board Charter sets out (amongst other things):</p> <ul style="list-style-type: none"> <li>a) the responsibilities between the Board of Directors and management;</li> <li>b) the role and responsibilities of the Chair; and</li> <li>c) the matters expressly reserved to the Board that are not expressly required by law to be approved by the Board.</li> </ul> <p>A copy of the Board Charter is available on the Company Website.</p> <p><a href="https://www.rangeinternational.automic.com.au/documents">https://www.rangeinternational.automic.com.au/documents</a></p> <p>All other matters are delegated to management.</p> <p>Each Director has the right to seek, with the consent of the Chairman, independent professional advice at the expense of the Company on any matter connected with the discharge of the Director's responsibilities. Each Board Committee may also seek the advice of independent advisers on any matter relating to the powers, duties or responsibilities of the Committee.</p> <p>The Company has made clear to the Directors and senior executives their roles and responsibilities and its expectations of them in the form of a letter of appointment or a detailed service contract.</p>
<b>1.2. A listed entity should:</b>  (c) undertake appropriate checks before appointing a Director or senior executive or putting someone forward for election as a Director; and  (d) provide security holders with all material information in the Company's possession relevant to a decision on whether or not to elect or re-elect a Director.	Yes	<p>The Company has undertaken appropriate checks in respect of the Directors and will ensure that appropriate checks are undertaken before any further appointment to the Board is made.</p> <p>The Company will continue to provide shareholders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director. This information will be provided in the Explanatory Notes accompanying a Notice of Meeting.</p>

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
1.3. A listed entity should have a written agreement with each Director and senior executive setting out the terms of their appointment.	Yes	The Company has entered into written agreements with directors Mr Richard Jenkins, Mr Christopher Fong and Mr Stephen Bowhill. Each agreement sets out the terms of the appointment of Mr Jenkins, Mr Fong and Mr Bowhill in their respective positions as members of the Board.
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.	Yes	The Company recognises the important role played by the Company Secretary in supporting the effectiveness of the Board and its Committees and has ensured that the Company Secretary is accountable directly to the Board, through the Chair, on all matters to do with the proper functioning of the Board. All Directors have access to the Company Secretary for the purpose of obtaining information and advice and the Company Secretary is able to communicate directly with each of the Directors.
1.5. A listed entity should: <ul style="list-style-type: none"> <li>(a) have and disclose a diversity policy;</li> <li>(b) through its Board or a committee of the Board set measurable objectives for achieving gender diversity in the composition of its Board, senior executives and workforce generally; and</li> <li>(c) disclose in relation to each reporting period:               <ul style="list-style-type: none"> <li>(1) the measurable objectives set for that period to achieve gender diversity;</li> <li>(2) the entity's progress towards achieving those objectives; and</li> <li>(3) either :                   <ul style="list-style-type: none"> <li>a. the respective proportions of men and women on the Board, in senior executive positions and across the whole workforce (including how the entity has defined "senior executive" for these purposes); or</li> <li>b. if the Company is a relevant employer" under the Workplace Gender Equality Act 2012 (Cth), the Company's most recent "Gender Equality Indicators", as defined in and published under that Act.</li> </ul> </li> </ul> </li> </ul>	No	<p>The Board adopted a Diversity and Inclusion Policy (<b>Policy</b>). The Policy imposes responsibility on the Board to establish diversity related measurable objectives and to assess annually both the objectives and the Company's progress in achieving them.</p> <p>The Company, at its current size, has not set measurable objectives with respect to gender diversity.</p> <p>As the Company develops, the Board intends to review its practices, and if deemed necessary in the future, the Board may consider adopting measurable objectives with respect to gender diversity.</p>
1.6. A listed entity should: <ul style="list-style-type: none"> <li>(a) have and disclose a process for periodically evaluating the performance of the Board, its committees and individual Directors; and</li> </ul>	Yes	

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
(b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.		<p>The Board's Charter, provided on the Company website, details the Company's commitment of evaluating, at least annually, the performance of the Board, each Board Committee and each Director.</p> <p>During the financial year ending 31 December 2020, an evaluation of the Board, its committees and individual directors was not undertaken. The Company anticipates that such a review will be completed for the 2021 financial year.</p>
<p>1.7. A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of its senior executives at least once every reporting period; and</p> <p>(b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</p>	Yes	<p>The Board is responsible for evaluating the performance of the CEO and the CEO evaluates the performance of executives reporting to him. Such a review was not undertaken during the financial year ending 31 December 2020. The Company anticipates that such a review will be completed for the 2021 financial year.</p>
<b>2. Structure the Board to be effective and add value</b>		
<p>2.1. The Board of a listed entity should:</p> <p>(a) have a nomination committee which:</p> <ol style="list-style-type: none"> <li>(1) has at least three members, a majority of whom are independent Directors; and</li> <li>(2) is chaired by an independent Director; and disclose:</li> <li>(3) the charter of the committee;</li> <li>(4) the members of the committee; and</li> <li>(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</li> </ol> <p>(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</p>	No	<p>Range's Board has established a Remuneration and Nomination Committee and a Charter for the Committee. As at 31 December 2020, the committee comprised to Executive Directors, Richard Jenkins and Christopher Fong.</p> <p>Due to the current structure of the Board of the Company, it is not possible to have a committee with three members, majority of whom are independent Directors.</p> <p>Where the composition of the Board evolves in the future, the Company will consider the structure of the Committee and make necessary changes as required.</p> <p>A copy of the Committee Charter is available on the Company's website.</p> <p>The number of times that the committee met throughout the year is included in the 31 December 2020 Annual Report of the Company.</p>

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
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.	No	The Board strives to ensure that it is comprised of Directors with a blend of skills, experience and attributes appropriate for the Company and its business. The skills and experience of the current directors is set out in the Company's 31 December 2020 Annual Report. Currently the Company has not developed a board skills matrix.
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 or relationship that might cause doubts about the independence of a Director but the Board is of the opinion that it does not compromise the independence of the Director, the nature of the interest, position or relationship in question and an explanation of why the Board is of that opinion; and  (c) the length of service of each Director.	Yes	<p>Range's Board currently comprises of two Executive Directors (Mr Jenkins and Mr Fong) and the Company's Managing Director (Stephen Bowhill). None of the Directors are currently considered independent Directors.</p> <p>The Board's Charter defines the criteria for a Non-Executive Director to be independent and provides that in assessing independence, the Board will have regard to the factors set out in the ASX Recommendations.</p> <p>The length of service of each Director is set out in the Company's Directors' Report for the reporting period.</p>
2.4. The majority of the Board should be independent Directors.	No	None of the current Directors are considered to be independent Directors. As the business develops, changes to and/ or further appointments to the Board may be warranted and the Board will consider the need to appoint independent Directors.
2.5. The chair of the Board should be an independent Director and, in particular, should not be the same person as the CEO of the entity.	No	<p>The Company notes the ASX Corporate Governance Council's recommendation that the chair of the board of a listed entity be an independent director.</p> <p>On 5 December 2019, Mr Jenkins assumed the role of Executive Chairman. Although Mr Jenkins is not considered to be an independent Director, the Company has adopted a number of practices to regulate the division of responsibilities between the Board and management, and the accountability of management to the Board, including, separating the role of Executive Chairman from that of CEO.</p>
2.6. A listed entity should have a program for inducting new Directors and for periodically reviewing whether there is a need for existing Directors to undertake professional development to maintain the skills and knowledge needed to perform their role as a Director effectively.	Yes	<p>Directors may, with the approval of the Chairman, undertake appropriate professional development opportunities at the Company's expense to maintain the skills and knowledge needed to perform their role.</p> <p>Once appointed, new Directors undergo an induction program during which they meet with Key Management Personnel and are provided a full briefing on the Company's operations, its strategies, the nature of its various businesses, its financial position and performance and its operational and risk management.</p> <p>The Board has delegated to the Remuneration and Nomination Committee responsibility for developing and reviewing a professional development program for the Directors and for establishing the Company's induction process for new directors.</p>
<b>3. Instil a culture of acting lawfully, ethically and responsibly</b>		
3.1. A listed entity should articulate and disclose its values.	No	The Company is currently in the process of preparing a current set of values, however, this has not been completed as at the date of this Corporate Governance Statement. The Company anticipates that a statement of values will be adopted during the 2021 financial year.

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
<p>3.2. A listed entity should:</p> <p>(a) have and disclose a code of conduct for its Directors, senior executives and employees; and</p> <p>(b) ensure that the Board or a committee of the Board is informed of any material breaches of that code.</p>	Yes	<p>The Board is committed to the establishment and maintenance of appropriate ethical standards in order to instil confidence in both clients and the community in the way the Company conducts its business. These standards are encapsulated in the Code of Conduct which outlines how the Company expects each person who represents it to behave and conduct business.</p> <p>A copy of the Code of Conduct is available on the Company's website.</p> <p>Any breaches of the code, or any policy of the Company, are reported to the Board.</p>
<p>3.3. A listed entity should:</p> <p>(a) have and disclose a Whistleblower Policy; and</p> <p>(b) ensure that the Board or a committee of the Board is informed of any material incidents reported under that policy.</p>	Yes	<p>The Company has a Whistleblower Policy available on the Company Website. Any material incidents reported under that policy are reported to the Board.</p> <p>Any breaches of the policy, or any policy of the Company, are reported to the Board.</p>
<p>3.4. A listed entity should:</p> <p>(a) have and disclose an anti-bribery and corruption policy; and</p> <p>(b) ensure that the Board or a committee of the Board is informed of any material breaches of that policy.</p>	No	<p>Due to the Company's current size and level of operations, the Company does not currently have anti-bribery and corruption policy in place.</p> <p>The Company ensures that any material anti-bribery or corruption matter is notified to the Company's Board.</p>
<b>4. Safeguard the integrity of corporate reports</b>		
<p>4.1. The board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <p>(1) has at least three members, all of whom are non-executive Directors and a majority of whom are independent Directors; and</p> <p>(2) is chaired by an independent director, who is not the chair of the board, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the relevant qualifications and experience of the members of the committee; and</p> <p>(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</p> <p>(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.</p>	No	<p>The Board has established an Audit and Risk Committee to assist the Board in the effective discharge of its responsibilities in relation to financial and corporate reporting as well as risk management, compliance, and audit matters. Whilst the Board retains ultimate responsibility for these matters, the Board considers that having a separate audit committee to assist it, is an effective mechanism to verify and safeguard the integrity of the Company's corporate reporting processes.</p> <p>As at 31 December 2020, the committee comprised to Executive Directors, Richard Jenkins and Christopher Fong.</p> <p>Due to the current structure of the Board of the Company, it is not possible to have a committee with three members, majority of whom are independent Directors.</p> <p>Where the composition of the Board evolves in the future, the Company will consider the structure of the Committee and make necessary changes as required.</p> <p>A copy of the Committee Charter is available on the Company's website.</p> <p>The number of times that the committee met throughout the year is included in the 31 December 2020 Annual Report of the Company.</p>



ASX Principles and Recommendations	Comply (Yes/No)	Explanation
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.	Yes	Before approving the Company's financial statements for a financial period, the Board receives a declaration from the Chief Executive Officer and Chief Financial Officer (or persons acting in those functions) that in their opinion the financial records of the Company 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 Company and that this 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 should disclose its process to verify the integrity of any periodic corporate report it releases to the market that is not audited or reviewed by an external auditor.	Yes	The Company ensures that any periodic corporate report it releases to the market that is not audited or reviewed by an external auditor undergoes review by the full Board of the Company. Such a report is only released to the market once all directors have approved the document for release.
<b>5. Make timely and balanced disclosure</b>		
5.1. A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under ASX Listing Rule 3.1.	Yes	The Company has established a Continuous Disclosure Policy which establishes assessment and authorisation processes designed to ensure that the Company's announcements are timely and expressed in a clear and balanced manner that allows investors to assess the impact of the information when making investment decisions. The Continuous Disclosure Policy is available on the Company website.
5.2. A listed entity should ensure that its Board receives copies of all material market announcements promptly after they have been made.	Yes	All directors are provided a copy of all material announcements by the Company Secretary promptly after they have been released to the market.
5.3. A listed entity that gives a new and substantive investor or analyst presentation should release a copy of the presentation materials on the ASX Market Announcements Platform ahead of the presentation.	Yes	Pursuant to the Company's Continuous Disclosure Policy and the ASX Listing Rules, any materials distributed at analyst and media briefings are lodged first with ASX. The Company will not disclose any information that a reasonable person might regard as being price sensitive unless such information has previously been released to the market through the ASX or is otherwise already in the public domain.
<b>6. Respect the rights of security holders</b>		
6.1. A listed entity should provide information about itself and its governance to investors via its website.	Yes	The Company's website provides ready access to information about the Company, the Board, the Company's governance practices, reports and key documents.
6.2. A listed entity should have an investor relations program that facilitates effective two-way communication with investors.	Yes	The Company's current investor relations program uses the following additional means to communicate with shareholders and other stakeholders: <ul style="list-style-type: none"> <li>the Company's quarterly, half year and full year reports; and</li> <li>by offering the opportunity to register for email alerts regarding Company announcements and weekly share trading activity on the investor relations page of the Company's website.</li> </ul>
6.3. A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	Yes	Security holders have the ability to communicate with Directors through various means including: <ul style="list-style-type: none"> <li>having the opportunity to ask questions of Directors at all general meetings;</li> <li>the presence of the Auditor at AGMs to take shareholder questions on any issue relevant to their capacity as Auditor; and</li> </ul>

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
		<ul style="list-style-type: none"> <li>the Company having Directors available to answer shareholder questions submitted by telephone, email and other means (where appropriate).</li> </ul> <p>Traditionally, the key forum for two-way communication between the Company and its security holders is its AGM.</p>
6.4. A listed entity should ensure that all substantive resolutions at a meeting of security holders are decided by a poll rather than by a show of hands.	Yes	At the 2020 Annual General Meeting of the Company, all resolution were decided by way of a poll. The Company anticipates that all resolutions shareholder meetings in the future will also be decided by way of a poll.
6.5. A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.	Yes	<p>Security holders can register with the Company to receive email notifications when an announcement is made by the Company to the ASX.</p> <p>Security holders can also elect to receive electronic communications via the Company's registry, Automic Registry Services.</p>
<b>7. Recognise and manage risk</b>		
7.1. The Board of a listed entity should:	No	<p>The Board has established an Audit and Risk Committee to assist the Board in the effective discharge of its responsibilities in relation to financial and corporate reporting as well as risk management, compliance, and audit matters. Whilst the Board retains ultimate responsibility for these matters, the Board considers that having a separate audit committee to assist it, is an effective mechanism to verify and safeguard the integrity of the Company's corporate reporting processes.</p> <p>As at 31 December 2020, the committee comprised to Executive Directors, Richard Jenkins and Christopher Fong.</p> <p>Due to the current structure of the Board of the Company, it is not possible to have a committee with three members, majority of whom are independent Directors.</p> <p>Where the composition of the Board evolves in the future, the Company will consider the structure of the Committee and make necessary changes as required.</p> <p>A copy of the Committee Charter is available on the Company's website.</p> <p>The number of times that the committee met throughout the year is included in the 31 December 2020 Annual Report of the Company.</p>
(a) have a committee or committees to oversee risk, each of which: <ol style="list-style-type: none"> <li>(1) has at least three members, a majority of whom are independent Directors; and</li> <li>(2) is chaired by an independent director, and disclose</li> <li>(3) the charter of the committee;</li> <li>(4) the members of the committee; and</li> <li>(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</li> </ol> (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:	No	<p>Although the Company's risks against the business operations and risk management processes were discussed at the Board meetings, the Company did not undertake a formal review of the Company's risk management framework during the reporting period.</p>
(a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound and that the entity is operating with due regard to the risk appetite set by the Board; and  (b) disclose, in relation to each reporting period, whether such a review has taken place.		
7.3. A listed entity should disclose:	Yes	<p>Due to the Company's current size, the Company does not have an internal audit function. The Company's Audit and Risk Committee evaluates the effectiveness of the Company's risk management and internal control processes.</p>
(a) if it has an internal audit function, how the function is structured and what role it performs; or		

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
(b) if it does not have an internal audit function, that fact and the processes it employs for evaluation and continually improving the effectiveness of its governance, risk management and internal control processes.		
7.4. A listed entity should disclose whether it has any material exposure to environmental or social risks and if it does, how it manages or intends to manage those risks.	Yes	All material risks to economic, environmental and social sustainability risks will be announced to the market, in accordance with the requirements of the ASX Listing Rules and otherwise.
<b>8. Remunerate fairly and responsibly</b>		
8.1. The Board of a listed entity should:	No	Range's Board has established a Remuneration and Nomination Committee and a Charter for the Committee. As at 31 December 2020, the committee comprised to Executive Directors, Richard Jenkins and Christopher Fong.
(a) have a remuneration committee which:		
(1) has at least three members, a majority of whom are independent directors; and		Due to the current structure of the Board of the Company, it is not possible to have a committee with three members, majority of whom are independent Directors.
(2) is chaired by an independent director, and disclose:		Where the composition of the Board evolves in the future, the Company will consider the structure of the Committee and make necessary changes as required.
(3) the charter of the committee;		A copy of the Committee Charter is available on the Company's website.
(4) the members of the committee; and		The number of times that the committee met throughout the year is included in the 31 December 2020 Annual Report of the Company.
(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.		
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.	Yes	The Company disclosed its remuneration policy in the Annual Report for the period ending 31 December 2020.

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
<p>8.3. A listed entity which has an equity-based remuneration scheme should:</p> <p>(a) have a policy on whether participants are permitted to enter into transactions (whether through use of derivatives or otherwise) which limit the economic risk of participating in the scheme; and</p> <p>(b) disclose that policy or a summary of it.</p>	Yes	<p>The Company has established a Securities Trading Policy which prohibits directors, KMPs and employees who work in the Company's head office from entering into arrangements which have the effect of hedging the risk associated with the equity element of an incentive opportunity. This prohibition seeks to protect the relationship between equity incentives and Company performance and ensure that KMPs are exposed to the risks associated with share value growth. The Securities Trading Policy is available on the Company website.</p>